**CONTINGENT Offer LETTER**

{{current\_date}}

{{full\_name}}

{{current\_address}}

Via email: {{email}}

Dear {{first\_name}}

On behalf of Soladis Inc. (EFOR Group), a Delaware Corporation (the “Company”), it is my pleasure to offer you the position of {{job\_title}}, contingent upon EFOR’s successful bid for the {{client\_name}}, {{client\_location}}.

Should EFOR be awarded the contract, you will receive a formal notice of commencement confirming your start date, along with an **employment agreement** as a **W-2 employee**, and any additional documentation necessary to begin your employment with the Company.

You will be working remotely (preferably in EST), or at such other place the Company may from time to time require for business reasons.

Your gross annual salary will be {{annual\_gross\_salary}}.

Benefits will be as follows:

* 4 weeks of PTO
* 9 paid holidays
* Health insurance: Until the Company sets up health coverage, the Company will cover 80% (up to $400) of your current plan, upon receiving invoice/receipt of your monthly premium.
* 401(k): You are eligible to participate in the Company’s 401(k) retirement plan. The Company offers a matching contribution of up to 4% of your eligible compensation.

This offer is contingent upon the candidate providing valid proof of authorization to reside and work in the United States. This includes, but is not limited to, U.S. citizenship, a valid Green Card (permanent resident status), or an appropriate work visa. Failure to provide such documentation prior to the start date may result in the withdrawal of this offer.

Additionally, this offer is contingent upon the successful completion of a background check and drug screening. You agree to undergo these verifications, which will be conducted in accordance with all applicable laws and regulations. Please note that the background check and/or drug screening may be carried out either prior to your start date or during the course of your assignment, depending on specific client requirements. A separate Consent Form for the background check and/or drug screening will be provided upon acceptance of this offer.

Please note, this contingent offer does not guarantee employment if EFOR does not secure the {{client\_name}}{{client\_location}}. We expect to receive notification of the contract award around {{client\_response\_date}}, at which point we will communicate with you immediately regarding the outcome.

We are excited about the possibility of having you join our team and contribute to the success of EFOR in North America.

Your understanding and agreement with the contingency of this offer are appreciated. Please acknowledge your receipt and acceptance of this contingent offer by signing and returning this offer, via email to my attention, prior to {{deadline\_response\_date}}, end of business day.

I look forward to your decision to join Soladis Inc. dba EFOR US.

Yours sincerely,

{{full\_name}}  **For Soladis, Inc. dba EFOR US**

Date: **Mickael PRETOT, CEO** Date: