

## **Statement Regarding Job Postings and Recruiting Fraud Scams**

The COMPLY team has noticed an uptick in fraudulent job offers using COMPLY's job postings. The people perpetrating this ruse are scammers trying to trick applicants into providing personal and financial information. They are targeting social media sites and frequently use the company's logo, names and photographs of executives and detailed information about the company to appear legitimate. **These job offers are in no way associated with COMPLY and are fraudulent job offers sent by scammers.** In order to put a stop to this, we have issued the following information about the COMPLY recruiting process so that you can more easily identify fraudulent recruiting advertisements:

### **THE COMPLY RECRUITING PROCESS**

- COMPLY'S recruiting staff only sends email communications from a "@comply.com" email address. Any email claiming to be from COMPLY but using a different email handle or domain address is fraudulent. In addition, COMPLY does not use email accounts such as Gmail or Yahoo for recruiting purposes.
- COMPLY only conducts virtual interviews through Zoom or Microsoft Teams. These interviews are scheduled by our recruiting team. If someone reaches out to you requesting an interview through a chat room, or via text or instant message, they do not represent COMPLY and are likely attempting to defraud you.
- COMPLY only extends offers via phone or video (using Zoom or Microsoft Teams) followed by a PDF copy of an employment letter. No offers are given via social media platforms, texts or instant messages. Anyone extending a COMPLY offer via any of those methods is not a representative of COMPLY.
- **Most importantly, COMPLY will NEVER require a job applicant to pay money to anyone as part of the job applicant process. We will also NEVER ask you to provide credit card, bank account number(s) or other personal financial information as part of the job application process. If someone asks for money or offers to send you a check for reimbursement of training, equipment or other items relevant to the onboarding process, they do not work for COMPLY and are trying to scam you out of money that you will not be reimbursed for.**

These recruiting scams are becoming more and more frequent, and as such, you should look out for potential red flags during the recruiting process. That may include receiving emails from domains not associated with COMPLY (including "career-comply.com"), job offers requiring a monetary investment to purchase equipment or otherwise requiring financial information as part of the application process and / or offers that come via chat room or instant messaging service.