

Identifying and avoiding job scams

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Job scams are becoming more common.

- Job scams had a 118% increase in 2023 (Identity Theft Resource Center).
- They are often posted on LinkedIn or job search websites.
- Scammers are using these tactics to steal personal information and money.

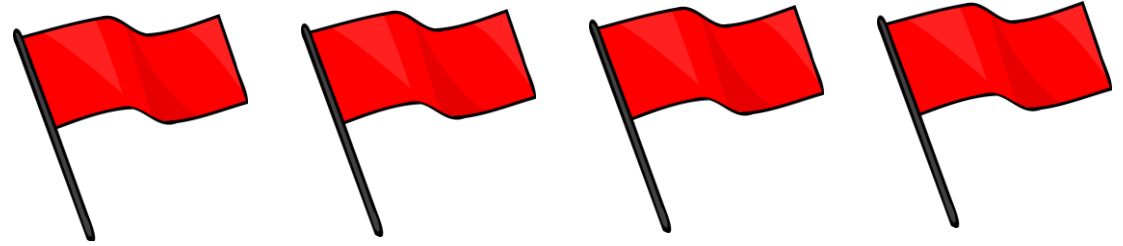


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Example of a job scam

- You apply for a job online (via LinkedIn or other job search platform) and a few days later you get a text or email asking whether you are interested in the position.
- This probably won't strike you as unusual since you applied for the job.
- If you reply to the message, the scammer will invite you for a job interview. But this is where the red flags start to show up. Instead of a typical on the phone or zoom interview, the scammer asks you to do an interview over text or do a screening test.
- The scammer says you are perfect for the position and hires you on the spot - they may even have a convincing offer letter.
- They then ask you to fill out personal information, including your banking information claiming they need it for direct deposits. Your information is now at the hands of the scammers.

How to avoid a job scam



- **Verify the job posting.** Research the job offer by visiting the company's official website or calling the company directly to confirm the posting.
- **Check the company's reputation.** Look up the company on BBB.org to see if there are any reports of job scams.
- **Search for scams.** Google the employer's name plus the word "scam" to see if there are any related reports.
- **Inspect email addresses.** Verify the email address of the job offer matches the company's domain. Be careful with generic email addresses such as Gmail.
- **Use a separate email.** Consider creating an email for job applications and resume postings.
- **Consider setting up a separate bank account.** If you haven't met an employer in person, having a separate bank account can add a layer of security.

How to avoid a job scam (continued)

- **Beware of money handling.** Be cautious of jobs that require you to receive or forward money. Scammers may ask the victim to deposit a check and send back the excess amount, hoping the victim will do so before they realize the check was fake and has bounced. Or they may ask the victim to send money to a third party.
- **Protect your personal information.** Don't provide sensitive information (full address, birthdate, social security number, financial details) to an unverified recruiter.
- **Be skeptical of vague job descriptions.**
- **Don't respond to unknown contacts.**
- **Avoid suspicious links.**
- **Don't fall for jobs that seem too good to be true.** If you are offered a job without a formal interview that has excellent pay and benefits, it is likely a scam.

Companies can be targeted for scams and may have warnings listed on their website:

Fraudulent Job Listings Alert

Synchrony has learned that scammers are impersonating Synchrony and posting fraudulent job listings. If you are a job seeker, please be careful not to be deceived.

The scammers:

- Copy and redirect legitimate Synchrony job postings.
- Impersonate actual Synchrony personnel.
- Represent themselves as Synchrony to job candidates.
- Extract personal and financial information from candidates, such as social security numbers and bank account/deposit information.
- Send false documents to appear they are from Synchrony, such as an employment offer letter.

Watch out for red flags:

- Confirm the validity and source of a job listing – they can be viewed at <https://synchronygroup.com/careers/>.
- Beware of impersonator websites or job listings.
- Synchrony does not conduct interviews by online chat.
- Synchrony does not require you to deposit a check or to submit funds during the application process.
- Synchrony does not ask you to provide credit card information or install a payments app, such as the Cash App.

We sincerely regret that scammers have impersonated our company to perpetrate harm on job seekers. We are reporting this activity to law enforcement and consumer protection agencies, including the FBI and FTC.

A Warning About Recruiting Scams

Thank you for your interest in Twist Bioscience.

Twist is among several companies recently made aware of a phishing scam where con-artists are posing as recruiters or hiring managers for prominent companies using email, text messages and social media to access personal information of potential applicants.

In this scam, fake recruiters are creating misleading email addresses, conducting remote interviews and extending fraudulent job offers to collect personal and financial information. This type of fraud is normally carried out through online services such as fake websites or through fake email addresses claiming to be from the company. We have reported this illegal activity to the FTC and Internet Crime Complaint Center.

Here's what you should know to help protect your information from scammers:

- Authentic Twist email addresses have an @twistbioscience.com domain.
- Always take precautions when sharing personal information
- Twist will never require personal banking information in the recruiting/interview process
- Twist will never require an application processing fee or require other payment for recruiting services.

We encourage you to apply for open roles directly through our site.

A photograph of a desk with a laptop, keyboard, and a colorful molecular model. The model consists of a red hexagonal head on a purple stem, with several colored legs (green, yellow, blue) extending from the base. The background is blurred, showing a desk with papers and a cup.

Fraudulent Recruitment Warning

Please be aware that fraudulent recruiters have occasionally posed as representatives of Locus and reached out to candidates unsolicited.

- Locus representatives will not reach out directly to you unless you have applied for the job directly or through a recruiter, are referred by an employee, meet us in person, or reach out via LinkedIn to connect
- Locus will always invite employees to meet our team in person (local candidates) or via video conference (non-local candidates) prior to making any job offer
- Jobs that are not posted on our website are not actively being filled
- Locus does not offer fully remote positions