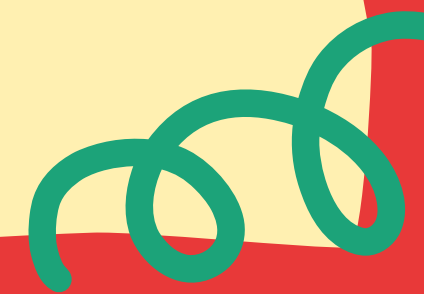




How to Spot

Job Offer Fraud

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What Is Job Offer Fraud?

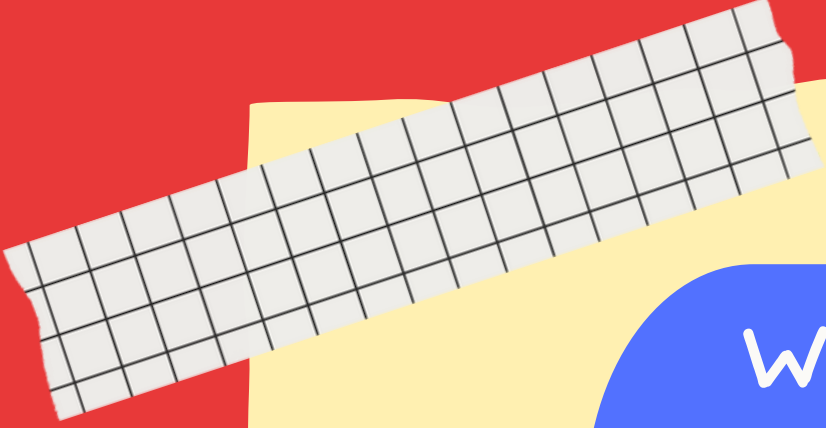
- Job offer fraud is a technique used by scammers to take advantage of job seekers to steal money or personal information.
- Typically, job offer scammers will send offers from real companies without conducting an interview and will ask job seekers for bank or social security information.
- Since the offers come from a real company, fraud can be hard to spot, but we have some tips to help you out



Common Red Flags of Job Offer Scams

- Use of Gmail, Yahoo, or other generic email services
- Use of services like Telegram for interviews
- Job offers made very quickly, without much screening
- Requests for personal identification info (like SSN) for reasons other than background check or completion of I-9 form
- Payment by check BEFORE work is completed (or check cashing as part of the work tasks)





What should you do if you suspect you are the target of job offer fraud?

Follow the steps in the next slides to learn which questions to ask to determine whether a job offer is fraudulent.



Step 1

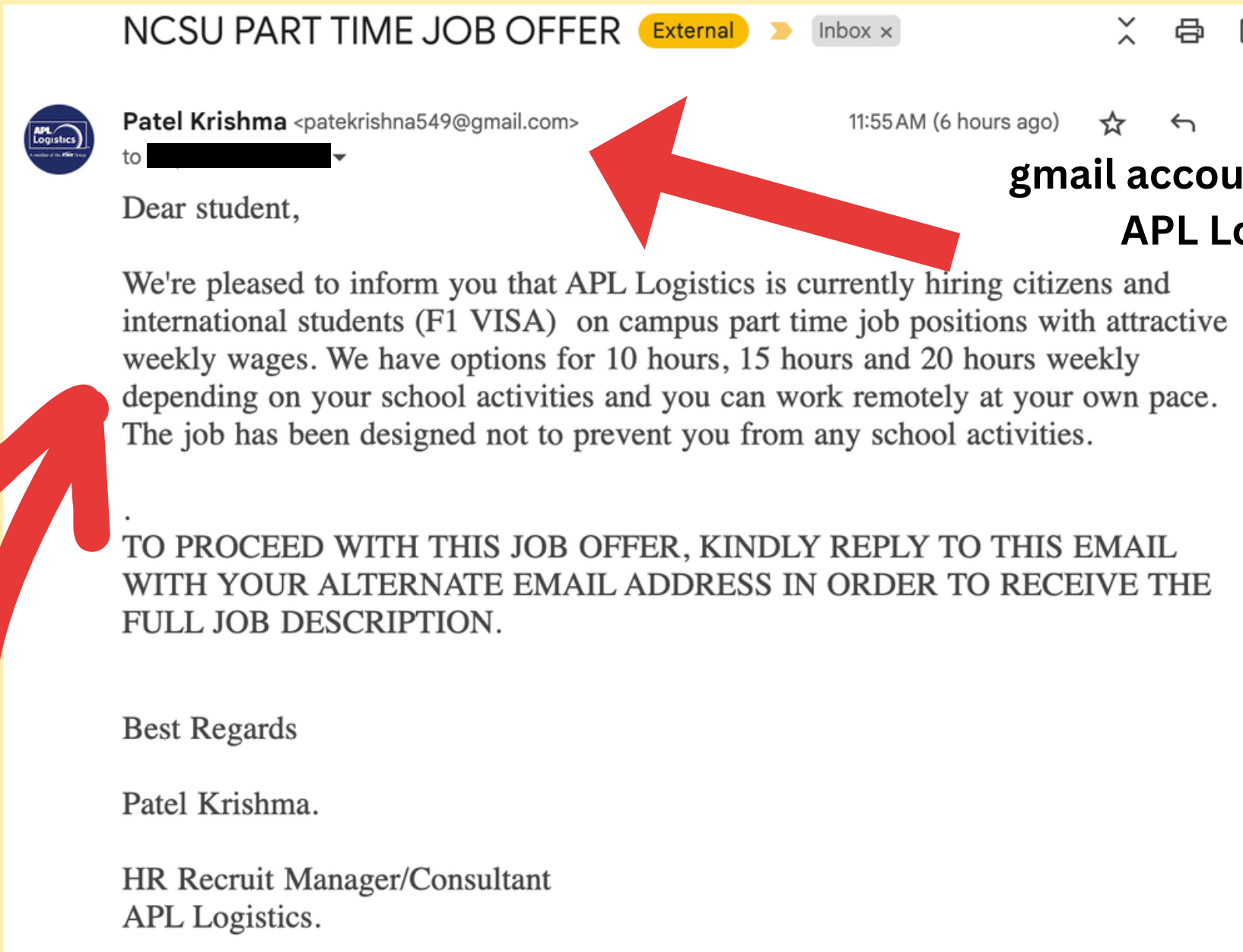
Ask yourself:

What was the application process like?

Did I apply or did a recruiter reach out to me?

Application Process Red Flags

- While it is common for recruiters to reach out to potential employees, this can also be a sign of fraud.
- Check the email or LinkedIn page of the recruiter to make sure it is legitimate.
- Scammers may contact you from generic (rather than company) email address domains. Check the next slide for examples.
- Scammers may also have LinkedIn profiles that do not have a profile picture, have few connections, and have multiple current job experiences other than the role they presently claim to hold.



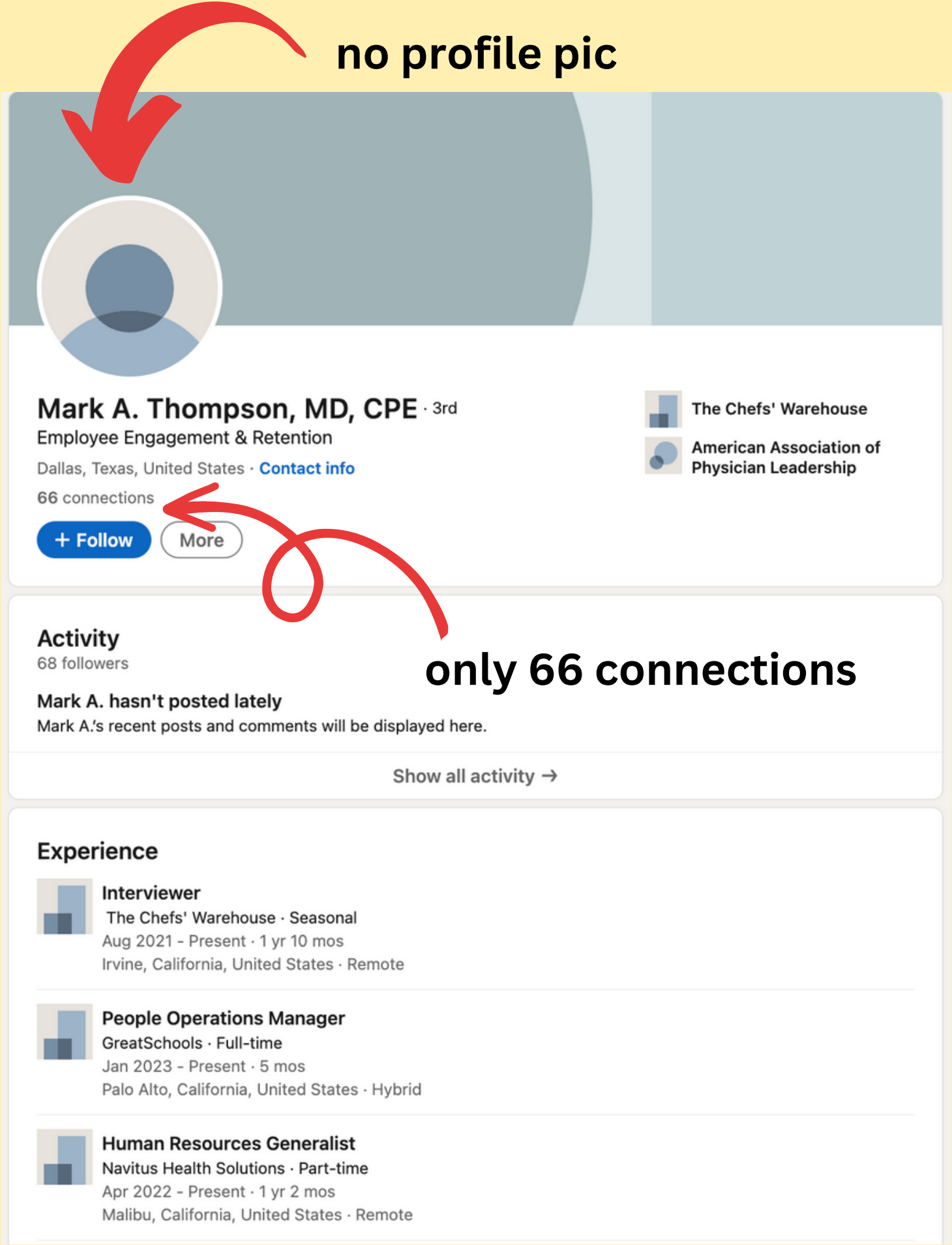
gmail account instead of APL Logistics



Strange/incorrect grammar example: "APL Logistics is currently hiring citizens on campus part time jobs..."

Claims to be a doctor, but is working as a recruiter

has 3 current jobs



no profile pic

only 66 connections

Fraud Assessment Tip: Check Email Domains

- Not all scams come from generic email addresses
- Some come from a variant of the company domain which makes the email seem more legitimate
- Example: an email may be jedward@google.hiring or jobs@adobe.info
- The domains look real, which makes them trickier to analyze for fraud
- Tip: Search up sketchy email domains using the website: who.is
- Using who.is, you can see when a domain was created. If the domain for an email you received was created on or around that you received the email, it is highly likely that this is fraud!

**Go to the next
slide for an
example!**

who.is Search for domains or IP addresses... Premium Domains Transfer Featu

navitus.info

whois information

Whois DNS Records Diagnostics

cache expires in 23 hours, 59 minutes and 51 seconds

Registrar Info

Name	NameSilo, LLC
Whois Server	whois.namesilo.com
Referral URL	http://www.namesilo.com
Status	clientTransferProhibited https://icann.org/epp#clientTransferProhibited

Important Dates

Expires On	2024-05-09
Registered On	2023-05-09
Updated On	2023-05-14

Created May 9, 2023

- You can also search up the company's real domain name and compare the registration dates.
- The actual domain will likely have been registered years ago, when the company was created, not within the past month.

Step 2

Ask yourself:

What was the interview process like?

Was the interview conducted completely over chat?

Did I ever speak with a hiring manager, recruiter, or supervisor over video or in person?

Interview Process Red Flags

- Most legitimate interviews include a video call or in-person meeting between the applicant and recruiter, hiring manager, or supervisor.
- Behavioral and technical interviews are typically required before an employer can send a job offer.
- You may speak with someone over the phone, but a lack of a video/in-person interview is a common indicator that a job offer is likely fraudulent

Step 3

Ask yourself:

How does the job offer look?

Are there typos, incorrect grammar, or unusual English phrases in the offer letter?

Are they asking for my social security number or bank information before receiving my signed offer letter?

Job Offer Red Flags

- Most companies will send a job offer that includes your position title, work location, salary, supervisor's name, etc.
- Fraudulent job offers may include typos or strange language. Check the next slide for examples.
- Typically, you will get a job offer, then once you accept, you will receive instructions on completing your I-9 and submitting direct deposit information. Being asked for your bank information before you accept a job offer is a red flag.

2. REPORTING RELATIONSHIP

You will report directly and be accountable to the Head of Operations. Please, ensure you are dedicated to your job and work harmoniously not only with your Supervisor, but with your team members when you have group sessions and other staff of the company.

3. REMUNERATION

You will be paid hourly and the starting salary on company's cost is **\$36.56** hourly. Based on your performance, you will be assessed and increment may also be provided.

4. WORKING DAYS/HOURS

You are required to work a minimum of 25 hours and maximum of 40 hours/week. This is a remote internship with flexible hours. So, you can work at any time to maintain your work-life balance.

5. PROBATIONARY PERIOD

Your appointment is subject to 3 weeks' probation. During this period either party may terminate this appointment by giving the other 1-week notice.

6. BENEFITS

Depending on corporate performance, the Company may pay end-of-internship bonus to intern, the amount shall be determined by the Management.

7. LEAVE DAY/ALLOWANCE

As an intern you will be entitled to 2 working days paid leave for every completed 5 weeks of service. Your leave allowance shall be determined by the management and

Can you spot the
typos in this scam
offer letter?
There are several!

- Scammers are getting smarter, but there are still ways to spot job offer fraud
- Reach out to Leslie Rand-Pickett at lcrandpi@ncsu.edu or Alice Novinte at arnovint@ncsu.edu if you are ever in doubt about a job offer
- You can also schedule a meeting with a career advisor using this link:
<https://calendar.google.com/calendar/u/0/selfsched?sstoken=UU5PMjd2Q0hyYlhffGRlZmF1bHR8Y2ZlMGYyYjM0YjlhM2Y3YjBiZDY2Y2Y4M2FjNjhlNTY>



thank You!

Any Questions?