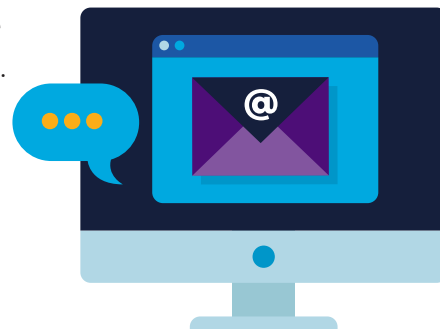


# JOB/EMPLOYMENT SCAM

Job/employment scams occur when criminals pose as recruiters and advertise fake job opportunities, often leveraging well-known, trusted online job boards. These job postings typically offer appealing benefits, such as flexible hours, generous benefits or attractive compensation for low-effort work – however, with only a vague description of what is required. Perpetrators of this scheme also may target victims directly via email, text message or messaging apps.

Victims who engage with these criminals may be asked to provide personal information, such as copies of their identity documents or Social Security numbers, as part of the “application process.” Some schemes are so elaborate that they involve a virtual interview and offer letter, after which the victim is told to pay up-front for equipment or training that can be expensed once they are officially on-boarded. Victims pay the “invoice” as requested and then they never hear back from the recruiter. They soon realize that their money was stolen and the job opportunity was never legitimate.

**Refer to page 2 for a job/employment scam example.**



# JOB/EMPLOYMENT SCAM



1

Fiona wants to reenter the workforce. She receives a text message from a recruiter about a new job opportunity.



3

Fiona calls the recruiter, who sets up a virtual interview for the next day.



5

The following day, the recruiter offers Fiona the job, and states that Fiona will need to pay up front for new computer equipment – invoice to come later that day.



7

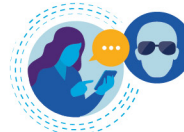
A week passes, and Fiona hasn't heard anything further from her new employer. She tries calling and emailing the recruiter but does not receive a response.

2



Fiona is impressed with the job listing, which describes flexible hours, 25 vacation days a year, and guaranteed compensation of \$650 a week.

4



The recruiter asks Fiona basic questions about herself and what she wants in a job. Fiona asks for more details about the job responsibilities but does not get much clarity.

6

Fiona receives a \$599 invoice for a new laptop. She pays the invoice via bank transfer, not wanting to jeopardize the job opportunity.



8



Fiona asks for advice from a friend, who points out that a legitimate employer would never ask an employee to pay for equipment up front. Fiona realizes the whole job offer was a scam.

The scams mitigation toolkit was developed by the Federal Reserve to help educate the industry about scams and outline potential ways to help detect and mitigate this fraud type. Insights for this toolkit were provided through interviews with industry experts, publicly available research, and team member expertise. This toolkit is not intended to result in any regulatory or reporting requirements, imply any liabilities for fraud loss, or confer any legal status, legal definitions, or legal rights or responsibilities. While use of this toolkit throughout the industry is encouraged, utilization of the toolkit is voluntary at the discretion of each individual entity. Absent written consent, this toolkit may not be used in a manner that suggests the Federal Reserve endorses a third-party product or service.