

Job Posting Scams

WHAT IS A JOB SCAM?

A job scam (employment fraud) is when someone pretends to be an employer to take advantage of someone who is seeking employment by stealing their personal information or taking from them financially. Generally, if a job sounds too good to be true, chances are it could be a job scam.

RECOGNIZE JOB SCAMS – TYPICAL FRAUD CHARACTERISTICS:

<p>JOB POSTING</p>	<ul style="list-style-type: none"> a. Job posting may not be found on official company's website b. Wage is higher than average wage for a job of that type (i.e. Customer Service Rep \$35/hour) c. Posting is vague and has low experience or skill requirements; emphasis on job being flexible d. Company or contact information is missing, misspelled, or vaguely presented e. Company website does not exist or relinks to an unrelated site
<p>INTERVIEW</p>	<ul style="list-style-type: none"> a. You are offered the job without having a face-to-face interview (in person or by video) b. The interview was conducted via a self-guided online questionnaire on a website which may look legitimate c. Interview conducted through Google Hangouts, texting app, WhatsApp, or another free site
<p>COMMUNICATION</p>	<ul style="list-style-type: none"> a. Scammer may say they found your resume online and would like to offer you a job immediately b. Email comes from free email provider: @live.com, @yahoo.com, @gmail.com @hotmail.com, etc. or email appears legit and shifts to free provider (most companies have their own email domain) c. Email domain (@companyname.com) does not match company's website domain; check for discrepancies in .com or .ca vs .org d. You are contacted by phone; number is private or not available and there is no way to call back e. Communication has poor grammar and spelling
<p>REQUESTS FOR PERSONAL INFORMATION AND MONEY</p>	<ul style="list-style-type: none"> a. Requests for personal information i.e. Driver's License, Passport or Social Insurance Number (SIN) prior to a job interview, job offer and/or job acceptance b. Requires an initial investment from you or for you to deposit cheques, wire money, or purchase gift cards c. Requests for your credit card, bank account information or for you to pay a credit check fee d. Requires you to purchase equipment that you will be reimbursed for later e. Requires you to deposit money to your bank account and e-transfer it to a company or person

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TIPS TO AVOID JOB SCAMS:

- Do an online search to confirm company is legit and job posting is also on company website
- Check company name or email with the word "scam" or "fraud" in Google to see what comes up
- Find the phone number of company and call the company to verify whether they are hiring
- Do not send your Social Insurance Number (SIN), Driver's License, or banking information unless you confirmed the company is legitimate and you've undergone an actual interview process
- Do not open a bank account, deposit cheques and then transfer to someone else in the form of Bitcoin, iTunes cards, other Gift Cards or deposit to a third-party account
- Always verify a cheque or wait until the cheque clears before returning or forwarding any funds
- Stay safe from phishing and scams: www.youtube.com/watch?v=R12_y2BhKbE

TYPES OF JOB SCAMS:

MONEY MOVING/BUYING MATERIALS SCAMS (MOST POPULAR)	Scammers will have you deposit a (fraudulent) cheque or money order to your account. For the "Money Moving Scam" you will keep part of the money and send the rest to another person or business. For the "Buying Materials Scam" you buy materials or equipment and send the rest of the money back to them. Besides losing your own money you could also be legally implicated in this scam.
PHISHING SCAMS	Scammers try to get your personal info by sending an email responding to a resume you posted. They will say you are a great fit, but they need more information from you. You may be directed to complete an application or background check (on a replicated company website) that asks for personal info in order to steal your identity.
MYSTERY SHOPPER	Scammer send texts, emails and posts job ads to recruit "Mystery Shoppers". If you reply, you will receive a cheque or money order and instructions to spend some of the money at various stores as an evaluation of their service, and then to send the rest of the money (via money order or transfer) as an assessment of banking services. The cheques and money orders end up being fraudulent and you send your own money.
RESHIPPING	Scammers post these work-at-home "Merchandising Manager" or "Package Processing Assistant" positions. The scammer will have you pick up and reship packages. They will not reimburse you, and they are often involved in illegal activities (moving stolen goods).

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WHAT TO DO IF YOU HAVE EXPERIENCED A JOB SCAM:

1

REPORT JOB SCAM/EMPLOYMENT FRAUD TO:

- a. The service that posted the position i.e. LinkedIn (you can report fraud and scams)
- b. Bank or Financial Institutions involved, if they are not already aware (usually bank is where you may realize the fraud occurred)
- c. Canadian Anti-Fraud Centre www.antifraudcentre-centreantifraude.ca
- d. Non-emergency Police Number 416-808-2222
- e. Credit Bureaus (put an alert or flag on your credit report)
 - i. Equifax Canada (1-800-465-7166 or www.equifax.com)
 - ii. TransUnion Canada (1-800-663-9980 or <https://transunion.ca>)
- f. Contact Service Canada if they have your SIN number www.canada.ca/en/employment-social-development/programs/sin/protect.html
- g. Any other service provider for compromised IDs (Health Card, Driver's License & Student ID)

2

KEEP ALL CORRESPONDENCE, LINKS AND DOCUMENTATION WHEN REPORTING FRAUD TO SUPPORT YOUR CLAIMS

3

DEPENDING ON WHAT INFORMATION YOU HAVE PROVIDED TO SCAMMERS, LIKE YOUR SIGNATURE, YOU MAY ALSO NEED TO CHANGE YOUR SIGNATURE AT BANK OR OTHER ORGANIZATIONS FOR YOUR PROTECTION

4

REPORT THE FRAUD TO THE COMPANY THAT IS BEING USED IN THE SCAM, SO THEY ARE AWARE (IF POSSIBLE)

5

REPORT THE FRAUD TO OUR CAREER SERVICES TEAM AND POSSIBLY THE INTERNATIONAL CENTRE IF APPLICABLE