

BUSINESSSAFE

BusinessSafe is designed to aid businesses in protecting the safety and well-being of Florida's residents and visitors from threats. BusinessSafe provides private sector partners with open source information, analysis and resources to help protect their businesses and communities.

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BusinessSafe Threat Topic: Job Posting Scams

Job posting scams happen when scammers post fraudulent jobs on social media or legitimate job advertising websites. These fraudulent job postings can claim to be posted by legitimate companies, offer unrealistic pay or work accommodations, or provide little information and request the job seeker contact them for more information. Scammers will use these fraudulent postings to obtain personal identifiable information (PII) or credit and/or banking information from job seekers. In 2021, the Federal Trade Commission (FTC) reported that Florida received 6,794 reports referencing fraudulent business and job scams. While not all encompassing, this article is intended to assist businesses and individuals in understanding the methods used by scammers, the signs and indicators to look for to avoid being scammed, and how to protect yourself or your business and report scams.

Common Methods of Attack

- Scammers may post fraudulent jobs on legitimate job posting sites or post a fraudulent job under a legitimate business name with the scammer's contact information.
- Scammers may ask you to pay a fee to apply for a job or they may send you a check and request a portion of the money to be paid back either in cash or in gift cards.
- Scammers may claim you received the fraudulent posted position and request your PII such as your social security number or banking information for payroll purposes then never contact you again after receiving the information.
- Scammers may use work at home opportunities to scam job seekers. The job may include reshipping products which you never receive a paycheck for or reselling goods that once you've ordered and paid for, you never receive.

Potential signs and indicators

- The company requires you to submit payment or personal identifiable information prior to hiring you but you never hear from the company or individual again after responding to the request and any known methods of contact no longer work.
- Fraudulent job postings may offer unrealistic benefit packages for the posted position.
- You receive a job offer without even completing a formal application.
- Job description and requirements are vague and simple such as only requiring you to be of legal age and have your own vehicle, with few additional specifics about the position.



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Mitigation strategies

- If it's too good to be true, it probably is. Be wary of job postings offering unreasonable benefits for the position.
- Businesses can search job posting sites to determine if their business has been used by scammers to post fraudulent jobs.
- Research the company name or the listed contact person on the internet to see if others have complained about them being scams. Organizations such as the [Better Business Bureau](#) allow you to research companies to help identify potential scams.
- If the job is found on social media or a job posting site, check the company's official website to see if the job is posted and apply through the legitimate company's website whenever possible, instead of applying via the secondary site.
- Never pay a company money or provide your credit or banking information to pay for a job opportunity. Legitimate employers will never ask you to pay to get a job.

Ways victims can report

- If you paid a scammer, you can contact your financial institution or the company used to send the money and report the fraud.
- Report job scams to the FTC on their [website](#).
- In Florida, you can [file a complaint](#) with the Office of the Attorney General.

Resources

- The FTC offers additional information about [job scams](#) including examples, mitigation techniques, tips for finding a job, and steps you can take if you are a victim.
- The Florida Office of the Attorney General offers information and resources on multiple [scams](#) including common signs of a scam and emerging tactics.



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