

# Identifying Fraudulent Job Postings

The job market is always full of people who are looking for positions, which makes this group a perfect target for scammers. With the ever-changing ways in which scams can be marketed, it can be difficult to tell which jobs and companies are legitimate and which are not. Here are some tips on how to avoid fraudulent job postings and offers. See also the FBI's [PSA on Fake Job Postings](#).

- Keep an eye out for pyramid scheme style positions in which you are required to recruit others and sell products to make a profit
- Commission-based jobs can also be scams so do your research on the company before considering these types of positions
- Be wary of businesses that operate out of residential addresses, although some companies are run out of employers' homes, this is something to consider if the job seems too good to be true
- If an employer asks you to send them money or sends you a check without you having done any work, run the other way. These are common ways in which scammers will take money from job hunters
- Check the employer's email address, if it is not connected to the company website and is a third party provider (@gmail.com, @hotmail.com, @yahoo.com, etc.) this may be a bad sign
- If an offer includes excessive pay or benefits for the position or for your level of experience this can be a sign that the job is too good to be true
- If an employer asks for personal information (SSN, copy of your birth certificate, a photograph, etc.) before you accept the job, this could be an indication of a scam as well.
- Watch for anonymity. If it is difficult to find an address, actual contact, company name, etc. - this is cause to proceed with caution. Fraudulent postings are illegal, so scammers will try to keep themselves well-hidden.
- The salary range listed is very broad (e.g. "employees can earn from \$40K - \$80K the first year!")
- When you Google the company name and the word "scam" (e.g. Company X Scam), the results show several scam reports concerning this company. Another source for scam reports is [ripoffreport.com](http://ripoffreport.com).
- You receive an unexpectedly large check (checks are typically slightly less than \$500, generally sent or deposited on Fridays)

## Verifying Employers

You can also use the links below to help you to verify the employer is legitimate and trustworthy.

- [Better Business Bureau](#)
- [Hoovers](#)

## Do Your Research

The best thing you can do when searching for a job is to do your research, not only on the company, but on the position for which you are applying and yourself.

- Check out the company's mission statement, goals, achievements and overall culture when considering applying for or taking a position
- When applying for a position make sure that you know the qualifications and duties that go along with that position
- Lastly, do some research on yourself, know your skills, understand how to best highlight your experiences and definitely be aware of what is on your resume