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### **Recruitment Fraud Notice**

It has come to our attention that from time to time, fraudulent recruitment scams are conducted by individuals or organizations claiming that they are representing SignalChem. This type of fraud tends to occur through online services including websites, social media job boards, online job boards, or through unsolicited emails. The aim of the fraud is to mislead you into believing you are applying for and/or obtaining employment from SignalChem in order for these individuals or organizations to obtain your personal information or money.

Please note that ALL of our job openings are posted on SignalChem's website. If you applied for a position or received a notice for a position at SignalChem and it does not appear on our website, please disregard it. We recommend that you do not respond to unsolicited offers of employment or offers that do not appear on the official website of [Signalchem.com](http://Signalchem.com)

Warning signs of potentially fraudulent activity:

- Poorly formatted documentation with spelling and grammatical errors is an indication of potentially fraudulent activity.
- Receipt of communications from domain names not affiliated with SignalChem.
- Applicants are asked to only contact a mobile phone number rather than an office phone number.
- Applicants are asked to participate in an "interview" by chat or email. SignalChem does not conduct "interviews" by chat or email.
- Requests for money transfers are one of the biggest signs of potentially fraudulent activity.
- Requests for personal information early in the process, such as your address, date of birth, passport information, social insurance/security number, or banking details are also signs of potentially fraudulent activity. SignalChem has a confidential and documented communication process for requesting personal information once a formal offer has been made to the Applicant.
- Insistence on urgency for you to act on the correspondence received within very short time frames should cause concern and may indicate potentially fraudulent activity.

SignalChem does NOT charge any fees to submit a job application to our company, nor do we ask for any payment to obtain a work permit when an offer is made. No personal documents apart from your résumé and letters of recommendation are required. Furthermore, SignalChem does not make any job offers without first meeting the candidates.

Legitimate information regarding career opportunities with Signalchem can always be found on our website. If you have any concerns, see suspicious job advertisements, or receive suspicious communications that reference SignalChem, please submit an inquiry to [humanresources@signalchem.com](mailto:humanresources@signalchem.com).

We advise you to contact local law enforcement if you believe you are the victim of any fraudulent activity,

We thank you for your interest in SignalChem.