

## **Protect Yourself from Fake Job Postings and Phishing Scams**

Please beware that phishing scams involving false job postings and scammers posing as recruiters are on the rise.

Recently, we have heard reports of individuals posing as representatives of Coinme and making fake job offers. We take this issue very seriously and are providing the following information about our hiring processes and common red flags to help job applicants protect themselves. If you have questions about whether an interaction with our team is legitimate, please contact us at [careers@coinme.com](mailto:careers@coinme.com).

**Candidates being considered for interviews will always have an initial conversation with our talent acquisition team member via video before moving forward.**

**We will never make a job offer before a candidate has been interviewed via video with at least 3 Coinme team members.** If you have any doubt, please contact [careers@coinme.com](mailto:careers@coinme.com).

In some cases of recruitment fraud, victims receive job offers via email or text very quickly after initial contact or a single interview. Our hiring process typically can take weeks to complete. For candidates progressing to a job offer, there are typically 3-4 video interviews to help them get a sense of the team they will be working with and to help us evaluate candidates from different perspectives. **Under no circumstances do we conduct the entire hiring process over email or text message.**

**We will never ask candidates for money or bank account details as part of the application or onboarding process.** If an applicant is hired, a Human Resources team member will provide access to our secure portal, where they will enter their personal details. A Human Resources team member will walk the new hire through HR systems on the first day of employment.

In some fraud cases, scammers will send a candidate a check as part of the process, then state they have overpaid and need a partial refund. Unfortunately, victims frequently find that the original check has bounced after they've made a refund payment. **Coinme does not do this.**

**Coinme employees have email addresses ending in "coinme.com."** Be suspicious of anyone contacting you from a personal email address ending in gmail.com, yahoo.com, msn.com, etc., as no Coinme employees use personal email as part of their official Coinme work.

**We always require a resume for every position** and would never ask for sensitive personal details outside of our official recruitment sites. We collect resume and CV details through our careers page and some major 3rd party sites like [LinkedIn](#), [Indeed](#), [Wellfound](#), and [BuiltIn](#). We do occasionally use 3rd Party recruiters; but you may confirm any recruiter activity by contacting [careers@coinme.com](mailto:careers@coinme.com).

**We never ask for social security numbers or sensitive visa details until after an offer has been made.** If you accept a job with Coinme, a member of our Human Resources team will be in touch with details on how you can securely share the details required to verify your eligibility for employment inside the U.S.

If you think you fell victim to recruitment fraud or something is wrong, please contact your local authorities or file a complaint with the [Federal Trade Commission](#).