

# Recruitment Fraud Notice

## What is Recruitment Fraud?

Recruitment fraud is a sophisticated scam offering fake job opportunities to job seekers. This type of fraud is typically, but not exclusively, carried out through online services such as false websites, or through misleading e-mails claiming to be from the company. The fraudsters often request recipients to provide personal information and to make payments as part of this fake recruitment process.

**URBN, Urban Outfitters, Free People, Anthropologie, Nuuly does not collect any financial commitment(s) from candidates as a pre-employment requirement.**

## Identifying Recruitment Fraud

- Fraudulent job offers often ask for financial or personal information early in the process. URBN and our brands do not ask for any financial commitment or contribution from a candidate at any stage of the recruitment process.
- Fraudulent interviews are often conducted solely via email, often asking for immediate responses or written with poor punctuation or grammar. Some fraudulent interviews will utilize the free version of Skype. All URBN interviews are conducted in-person or through a secure video call arranged by our in-house recruiting team.
- Fraudulent job offers will often originate from spoofed email domains or from emails addressing using personal email systems (e.g. @gmail.com; @outlook.com; et al). All legitimate URBN recruiting communication will originate from one of our owned and operated domains.
- Please note the URBN will never, during the recruiting process, ask you for credit card information nor will URBN ask you to pay upfront for services such as background investigations or screenings.
- All open roles open to the public will appear on this website. If you are contacted about a job that does not also appear on this site, no such opening exists.

URBN has no responsibility for fraudulent offers and advises candidates to follow the guidance provided above.

## Please Do Not

- Respond to unsolicited business propositions and/or offers of employment from people with whom you are unfamiliar.
- Disclose your personal or financial details to anyone you do not know.
- Send any money. URBN does not ask for money transfers or payments from applicants to secure a job as an employee or as a contractor.
- Engage in further communication if you believe the communication may be fraudulent.

**If you believe you have been a victim of a fraudulent job offer concerning URBN, Urban Outfitters, Free People, Anthropologie, Nuuly, please send an email to [contactus@urbn.com](mailto:contactus@urbn.com). Please use the term “fraudulent job offer” in the subject line and please send any email communication with the scammer as an attachment.**