

JOB SCAM DEFENSE CHECKLIST

(US Focused • Recruiting / Validation Scam Variant)

We protect each other. Scammers target job seekers because hiring urgency, financial stress, and hope short-circuit critical thinking. This is your shield.

1) RED FLAGS (immediate danger signs)

- recruiter contacts you for a job you never applied to
 - they move you off platform fast (WhatsApp / Telegram / SMS)
 - pressure to decide/commit same day
 - “you’re the perfect candidate” before any real vetting
 - any fee: background check, training kit, onboarding, software, equipment
 - request for SSN / bank info before verified written offer
 - job description extremely vague / pay extremely high for simple work
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2) SAFE VERIFICATION STEPS (FTC aligned)

- check recruiter identity on LinkedIn with real, aged, organic history
- verify company through official domain (type domain yourself, do not click)
- call company main number HR & confirm person actually works there
- legit employers do not ask you to pay to get hired
- wait at least overnight before giving any sensitive info

Slow down. Slowing down is a defensive weapon.

3) PSYCHOLOGICAL TRAPS THEY USE

- validation love bombing (“finally someone with YOUR potential”)
- forced urgency timers
- overload with “documents” that look official to block your thinking

- manufactured reciprocity (“we pushed you to the top shortlist”)
- false scarcity (“we only hold this spot til tonight”)

Remind yourself: emotional rush = engineered control.

4) IF YOU ALREADY SENT MONEY OR INFO

- **stop contact immediately** (do NOT negotiate, argue, get revenge, bait)
- call your bank fraud department NOW
- freeze cards / change passwords / activate 2FA
- file reports fast: FTC + IC3.gov
- save screenshots + export chat logs

Scammers often hit victims **twice**. Your job now is to cut off their access fast.

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