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Wade Trim representatives conduct all email communications through a company email address that ends with @wadetrim.com. We do not use any other domain or variation of wadetrim.com (such as wadetrimassociates.com or something similar), and we do not use free webmail accounts such as Gmail, Yahoo, Hotmail, or any other general email address. We never conduct interviews via Google Hangouts or any other chat platform. We are not hiring for freelance opportunities. All legitimate job opportunities are posted on our website careers page.

Offers of employment are only extended after a comprehensive interview process, which includes meeting the hiring manager through Microsoft Teams or other face-to-face meeting/communication platform, or in person. We will never ask for a payment of any sort, expenses are paid directly by Wade Trim. We will not request personal information such as a social security number, birth date, banking information, or other financial details until after a legitimate offer of employment has been extended and accepted.

If you are contacted via LinkedIn or other social media site by someone who appears to work at Wade Trim, ask the person to provide their business email address, which should end with @wadetrim.com. If you suspect a recruitment attempt is fraudulent, cease communications. You may contact us at careers@wadetrim.com to verify if a recruitment contact is legitimate.

To educate yourself on how to spot a job scam, visit <u>https://www.consumer.ftc.gov/articles/job-scams</u>.