

## A Warning about Recruitment Scams

Thank you for your interest in Constellation Energy Corporation.

As you explore job opportunities at our company, please be cautious of recruitment scams in which fraudsters pretend to represent prominent companies.

Unsuspecting applicants may be falsely requested to participate in interviews, asked to fill out fictitious employment applications and, on occasion, be issued illegitimate offer letters, all with the goal of encouraging victims to pay money or share personal information.

### Please keep the following in mind:

- All Constellation candidates must fill out an application on the Constellation career site, which will result in an email from Constellation confirming the completion of your application.
- Our recruiters may initiate communication with candidates via LinkedIn, however, employees will not solicit candidates through personal or non-official Constellation email addresses. Recruiters will only contact applicants through the official Constellation email domain (i.e., [Name@Constellation.com](mailto:Name@Constellation.com)).
- All video interviews at Constellation originate from an official constellation email address using [Name@Constellation.com](mailto:Name@Constellation.com).
- We do not solicit funds nor ask for personal banking information at any time during the hiring process.

### Tactics used by recruitment scams to watch out for:

- Be cautious of communications at the application phase requesting sensitive personal data or information, such as your national identification number, date of birth, social security number, national insurance number, bank account information, passport information or any number appearing on identity documents.
- Be cautious of communications that do not include information about a specific job opening (or the job description is vague) and/or extend a job offer without an interview.
- Be cautious of correspondence from free e-mail accounts like Yahoo, Hotmail, or Gmail as Constellation will not communicate with candidates in that way.
- Be cautious of unsolicited communication where the recruiter claims to have seen your resume on a site that you are not familiar with.
- Be cautious of the utilization of video chat rooms (e.g., Google Hangouts) to conduct interviews.
- Be cautious of any requests for monetary payments at any point in the hiring process.
- Be cautious of job opportunities or offers that come from people you do not know or appear "too good to be true".