

DISCLAIMER

- We bring to the notice of all concerned that we, i.e., PERSOLKELLY India Pvt Ltd (formerly known as Kelly Services India Private Limited) and other PERSOLKELLY group companies (“**PERSOLKELLY Companies**”) have deployed a merit-based employee selection practice. **WE DO NOT CHARGE / ACCEPT ANY AMOUNT OR SECURITY DEPOSIT FROM JOB SEEKERS DURING THE SELECTION PROCESS OR WHILE INVITING CANDIDATES FOR AN INTERVIEW.**
- We have noticed that fake job offers in the name of PERSOLKELLY Companies and deceptively similar fictitious entities, domain name, email addresses, marks and logos (“**Deceptive Sources**”), to deceive the candidates have been circulated by some unauthorised persons / fraudsters. Some fraudsters are using Deceptive Sources to solicit job applications and require the job seekers / applicants to pay processing fees or deposit amount by sending false e-mails or by making fraudulent telephone calls or in other manners.
- If any person receives any unsolicited or fraudulent communication offering a job or an interview (whether via calls or other means) from PERSOLKELLY Companies against payment of money, it is suggested not to respond or make any payments or undertake any actions as required in such communication. On receipt of an interview call or any other mode of communication for any job in PERSOLKELLY Companies, the candidate is strongly advised to take diligent measures such as visiting the official website of the PERSOLKELLY Companies to get the contact details to enquire with the human resources department of the company about the interview details and other relevant information. For the sake of ease, if you have any queries on the veracity of the job offers received by you which relates to PERSOLKELLY Companies or would like to report a fraud with regard to job offers with PERSOLKELLY Companies, please send e-mail to contactus_in@persolkelly.com
- We also wish to bring to the notice of all concerned that spam e-mails are being sent from Deceptive Sources (as mentioned above) with the intention of committing fraud and illegally obtaining confidential information and / or money from people. In case you receive any kind of offers, prizes or requests for personal information via e-mail, purporting to be from PERSOLKELLY Companies, through Deceptive Sources, you are advised to make sure it is genuine before responding.
- We want to urge you to be cautious when opening links or attachments from unknown third parties. Please note that PERSOLKELLY Companies do not send you e-mails asking for your credit card number or other personally identifiable information nor do we charge or accept any amount or security deposit from any

participant for any competition, marketing promotion or campaign. Any communication suggesting such payment is contrary to our policy.

In the event any person engages with such person who makes fraudulent offer of a job with PERSOLKELLY Companies, will be doing so at their own risk. We shall not accept any liability towards the representation made in any fraudulent communication or its consequences, and such fraudulent communication shall not be treated as any kind of offer or representation by PERSOLKELLY Companies.

Notification

- For sake of clarity, please note that PERSOLKELLY Companies:
 1. considers jobseekers only on merit and believes in providing equal opportunity to eligible jobseekers;
 2. authorised agencies do not charge any registration fee or ask for any money for a job with PERSOLKELLY Companies; and
 3. handles the recruitment process such as issuing offer letters etc. directly, in the event a jobseeker is selected for a job with PERSOLKELLY Companies.

We shall not accept any liability towards the representation made in any fraudulent communication or its consequences and such fraudulent communication shall not be treated as any kind of offer or representation by PERSOLKELLY Companies. Please note that in the event any person or agencies demand for any registration fee or money or security deposit, these individuals and agencies are in no way connected with PERSOLKELLY Companies and represent or otherwise act on behalf of PERSOLKELLY Companies.

- It is reiterated that to report a fraud with regard to job offers with PERSOLKELLY Companies or for any clarifications please contact us on contactus_in@persolkelly.com
- We hereby set out (without any liability), the following identifiers to screen such fraudulent job offers:
 1. The company or individual seeking upfront fees through bank in individual name or through wire transfer.
 2. If the company or an individual provides an offer letter without an interview.
 3. The email address used is from free email address and not from PERSOLKELLY Companies' domain names or websites. User is advised to

search for contact information on search engines to know if the individuals involved in job scams earlier.

4. If the job requires upfront payment for a job offer/processing of your application/processing of visa/immigration fees etc.
5. If the company seeks your personal information/ bank related information (like credit card details/bank account details)