



Recruitment Fraud Notice

It has come to our attention that from time to time, fraudulent recruitment scams are conducted by individuals or organizations claiming to represent Avena. This type of fraud tends to occur through online services including bogus websites, online job boards, or through unsolicited emails. The aim of the fraud is to mislead you into believing you are applying for and/or obtaining employment from Avena in order for these individuals or organizations to obtain your personal information or money.

Warning signs of recruitment fraud:

- Receipt of communications from domain names not affiliated with '@avenafoods.com'. The Avena policy for email communications requires the sole use of "@avenafoods.com". Emails with a domain name not affiliated with '@avenafoods.com' should be disregarded. Examples of domain addresses that Avena does not use for any of its communications include "@yahoo.com", "@yahoo.co.uk", "@gmail.com", "@hotmail.com", and "@live.com".
- Applicants are asked to only contact a mobile phone number rather than an office phone number.
- Applicants are asked to participate in an "interview" by chat or email. Avena does not conduct "interviews" by chat or email. Avena's hiring process involves video and/or in-person interviews in most cases.
- Requests for money transfers are one of the biggest signs of potential recruitment fraud. Avena does not require applicants to submit money for travel, immigration or visa costs, processing fees, or other expenses.
- Requests for personal information early in the process, such as your address, date of birth, passport information, social security number, or banking details are also signs of potentially fraudulent activity. Avena has a confidential and documented communication process for requesting personal information once a formal offer is accepted by the applicant.
- Insistence on urgency for you to act on the correspondence received within a very short time frame should cause concern and may indicate potentially fraudulent activity.

Avena does NOT charge any fees to submit a job application to our company, nor do we ask for any payment to obtain a work permit when an offer is made. No personal documents apart from your résumé and letters of recommendation are required. Furthermore, Avena does not make any job offers without first meeting the candidates.

Legitimate information regarding career opportunities with Avena can always be found on our website at ['Join our team'](#) .

If you have any concerns, see suspicious job advertisements, or receive suspicious communications that reference Avena, please submit an inquiry through our ['Contact Us'](#) page.

We advise you to contact local law enforcement if you believe you are the victim of any fraudulent activity.

We thank you for your interest in Avena.