

Employment Fraud Alert

Element Resources has learned that fake job opportunities are being offered by individuals posing as employees or representatives of Element in order to fraudulently obtain personal information or payments from job applicants. The jobs may be advertised on one or more employment-search websites or certain social media outlets. These emails typically look authentic and will include details of the employment opportunity, such as job description, compensation and other benefits. Applicants are being asked to share certain financial information and be asked to supply social security numbers, state driver's licenses, bank account information and other sensitive personal information. Applicants may also be requested to send money for application fees, or may be referred to an organization that requests fees for processing the documents.

Please be mindful of this scam if you are approached with online job offers or job interviews conducted online by people purporting to be Element Resources employees or representatives. Please review the list of bona fide Element hiring practices below, which may help you spot fraudulent job opportunity solicitations.

IMPORTANT INFORMATION FOR JOB SEEKERS:

- Element Resources' application process will always include in-person or video interviews with an employee from Element Resources or Motrex LLC. The location of the interview is always provided to candidates either by phone or email from an Element Resources or Motrex LLC email account (ending with either John.Doe@elementrellc.com or John.Doe@motrexllc.com). Element Resources does not interview candidates through instant messaging systems or through email conversations.
- Element Resources will never request money for the opportunity to apply or work for the Company (and any fees that relate to pre-employment verification will never be charged to or assessed against the applicant).
- Element Resources does not require bank account or credit card information as part of the recruiting process.
- If you are unsure if a message is from Element Resources, please contact our shared services provider, Motrex LLC and their Talent Acquisition Department at talent.acquisition@motrexllc.com.

If you believe you have been the victim of a crime related to one of these scams, please report the matter to the FBI's Internet Crime Complaint Center for an investigation (<http://www.ic3.gov/default.aspx>) as well as the Federal Trade Commission (FTC) (www.ftccomplaintassistant.gov).

Motrex LLC is the exclusive service provider to Element Resources DE LLC.