**Attitudes Towards Cyber-vetting (ATC) scale**

**Perceived Justice**

* PJ1. It is fair for a potential employer to make a hiring decision based on information they acquired from my [Facebook] profile.
* PJ2. It is fair for a potential employer to eliminate me from the application process based on information they acquired from my [Facebook] profile.
* PJ3. I believe that screening my [Facebook] profile is an effective tool for an employer to use in the hiring process.
* PJ4. It is fair for a potential employer to compare my knowledge, skills, and abilities to other candidates based on information they acquired from my [Facebook] profile.
* PJ5. I think it is fine for a potential employer to document information from my [Facebook] profile in any way.
* PJ6. I believe I should be held professionally accountable for anything on my [Facebook] profile.

**Perceived Privacy Invasion**

* PI1. I would be concerned if I knew a potential employer might access my [Facebook] profile.
* PI2. I would feel uncomfortable if I learned that a potential employer had viewed my [Facebook] profile without my knowledge.
* PI3. I would feel personally disrespected by a potential employer viewing my [Facebook] profile.
* PI4. I would have a problem with a potential employer sharing information from my [Facebook] profile with other employees.
* PI5. I would still be able to post things freely if I knew a potential employer was going to screen my [Facebook] profile [R].

**Perceived Validity**

* FV1. A potential employer could accurately assess how reliable I am based on my [Facebook] profile.
* FV2. A potential employer could accurately assess my task performance based on my [Facebook] profile.
* FV3. A potential employer could accurately assess my personality based on my [Facebook] profile.

Notes:

* In the original studies, all responses were indicated on a five-point Likert-scale (1 = *Strongly Disagree* to 5 = *Strongly Agree*).
* All items can be adapted to the social media platform of interest. In Cook et al.’s Study 3, the scale was validated using Facebook, LinkedIn, Instagram, and Twitter.

Reference: Cook, R., Jones-Chick, R., Roulin, N., & O’Rourke, K. (2020). Job seekers’ attitudes toward cybervetting: Scale development, validation, and platform comparison. *International Journal of Selection and Assessment.* *28* (4), 383-398. DOI: 10.1111/ijsa.12300