Hi everyone,

We agree that this is an important a topic. Please check this out. Mark Savage, our graduate Life Design Educator can tell you more at msavag16@jhu.edu.

Mike

From: Christine Kavanagh <christinekavanagh@jhu.edu>
Sent: Sunday, December 18, 2022 5:41 PM

Hi all,

Please be aware of and share the following cautionary information with your students regarding questionable hiring practices by certain employers.

We would like to first remind all students to (a) read all employment contracts carefully before signing, and (b) leverage the resources in the Life Design office (master's) and PHutures Office (PhDs) to help think through any concerns they may have with a prospective employer and/or their job offer BEFORE accepting an offer of employment.

Per Mark Savage, our life design educator for engineering master's students, there are questionable recruitment tactics deployed by some companies centered around international software jobs (although it may not be limited to just these kinds of companies- so always ask for advice if you have concerns about any offer). Some of these companies may solicit applications nationally on university platforms such as Handshake. While not technically illegal in their actions, some of these organizations are exhibiting practices that might be considered potential scams - as they could end up costing a new hire quite a bit of money.

Here is an example:

- A company recruits and makes offers to software students for software-related positions, often following a shallow screening process. They especially target international students who face more hurdles around sponsorship. They may offer a reasonable salary and even provide shared housing for groups of 6 - 12 (or more) new graduates. Although operating throughout the United States, many have leadership based in India. When their scheme becomes widely known, they may reorganize under a different company name in a different location.

- They provide *required* training to help the new hires understand technologies used by client firms to whom they offer services -- often software roles in the financial services or other sectors. Some companies have been known to falsify and exaggerate resumes / credentials of the software engineers assigned to clients. The training may cost the student/new hires up front, OR, more typically, the training is branded as 'included in the offer package' to the new hire **as long as they stay with the company for a certain number of years/set length of time.**

- Should any employee attempt to leave the company before the term is met (usually 2 or 3 years), they must reimburse the company in full for training -- amounting to hundreds or even thousands of dollars -- based on a contract that new hires sign, and the companies have every legal right to enforce reimbursement.

- Again, these operations may not be illegal, but we want to inform students about the downside of such firms. **Students:** If this sounds like a company you are talking with for possible employment, please contact Mark Savage -- preferably BEFORE you accept and sign any contracts.

Many thanks to Mark for spreading the word about this, and for keeping an eye on these issues for everyone.

Christine

Christine Kavanagh
Associate Vice Dean for Graduate Education and Lifelong Learning
Whiting School of Engineering
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For scheduling, please contact Mark Medeiros at *mmedeir4@jhu.edu.*

I am writing to you in a convenient moment for me- please don't feel compelled to write back until a convenient moment for you (in other words, please don't feel compelled to respond on the weekends, nights, or when you are on vacation!).

Quick Links: Graduate Student and Postdoctoral Fellow Resources

- **For WSE and University COVID-19 Information and Commonly Asked Questions:** https://engineering.jhu.edu/novel-coronavirus-information/
- **For International Student Questions:** https://ois.jhu.edu/Immigration_and_Visas/Travel_Information/COVID-19_Immigration-Related_FAQs/
- For additional Homewood Graduate Student resources and policies: https://homewoodgrad.jhu.edu/

On Campus and Need to Report a Possible COVID-19 Safety Issue?

- Speak2US Online Reporting Form (can be anonymously submitted)

- Healthy Safety and Environment (HSE) at HSEinfo@jhmi.edu or 410-955-5918 (JHM) or 410-516-8798 (Homewood)

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