

Online Safety:

Beware of Fraudulent Communications

Recruitment fraud is a sophisticated scam offering fake job opportunities to job seekers, often carried out through modes of communication in which the fraudster claims to be from a company.

It has been brought to our attention that there have been instances of fraudulent offers from individuals purporting to be representatives of Constellation Brands, Inc., and/or its subsidiaries and affiliates ("Constellation", "we" or "us") to provide opportunities for employment or to be online brand influencers. These fraudulent offers usually take the form of unsolicited online messages or communications and often request sensitive personal and financial information.

Constellation will never request financial information during the pre-employment process. All legitimate recruitment communications from Constellation will be channeled through our online applicant tracking and recruitment portal. We do not ask for personal or financial information over email or through social media messages. We recommend that you not respond to unsolicited offers of employment from people who claim to work for, or claim to be affiliated with, Constellation.

How to Identify Fraudulent Job Offers:

- All of Constellation's employment opportunities are posted on our Careers Page. All applicants are required **only** to apply for jobs through that page.
- Any position for employment described in an email or website that does not also appear on our Careers Page is not likely legitimate.
- Fraudulent email correspondence is often sent through web-based email accounts such as yahoo.com, gmail.com, and others. If the email address doesn't end with "@cbrands.com", the communication is likely not legitimate.
- During the pre-employment process, Constellation does not ask for financial information. If additional information is needed for the hiring process, applicants will be contacted directly by a member of our human resources team. For more information about our

data collection practices, see our [Job Applicant and Candidate Privacy Policy](#).

Constellation Brands, Inc., and its subsidiaries and affiliates have no responsibility for fraudulent offers and advise candidates to follow the guidance above.

For more guidance about employment and job offer scams, see the Federal Trade Commission's [Consumer Advice](#).

If you feel that you have been the victim of a scam such as this, please report the incident to the Federal Trade Commission by selecting the 'Rip-offs and Imposter Scams' option: <https://reportfraud.ftc.gov/#/>.