



Recruitment Fraud

Laredo Petroleum has received numerous e-mails and phone calls from various individuals living outside the United States who are being contacted by individuals or companies falsely pretending to recruit on the behalf of Laredo. Please be aware that these are recruiting scams and the communications do not originate from, nor are they associated with, Laredo's recruitment process.

Laredo would like to help protect you against this fraud and we are providing the following information so you can recognize warning signs that you are being targeted and let you know what actions you should take.

- Laredo is a U.S. based company with assets in Texas and Oklahoma and our recruiting efforts are focused in the United States. We never approach individuals from other countries to apply for positions since, in most cases, our positions can be filled by local U. S. citizens.
- As part of our recruiting process, applicants are required to apply through our website, www.laredopetro.com, for open job opportunities within Laredo.
- As part of our recruiting process, we do not distribute a list of questions for candidates to answer and return.
- Laredo will never request money or payments from applicants at any point in our recruitment process. We do not use recruiting or placement agencies that charge candidates an advance fee of any kind.
- We never request personal information, such as passport or bank account details, before a candidate starts employment with Laredo.

We strongly recommend that you do not respond to unsolicited business propositions and/or offers from people with whom you are unfamiliar. Do not disclose your personal or financial details to anyone you do not know. If you believe you have been the victim of one of these recruiting scams, we recommend that you report the scam to the United States Federal Bureau of Investigation's (FBI's) Internet Crime Complaint Center (IC3) for further action.