






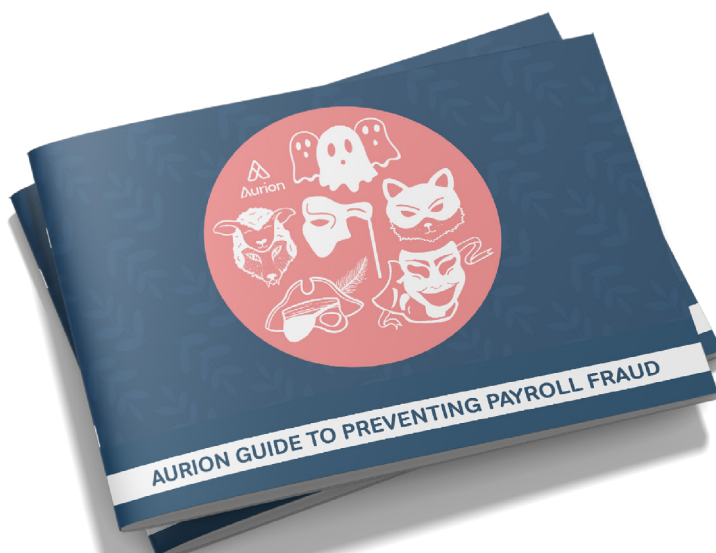


## KNOW YOUR SCAM: SEVEN COMMON TYPES OF PAYROLL FRAUD

-  **Impersonation scams** - external parties access employee information through email or 'phishing'
-  **Supplier collusion** - contractors inflate their claim for hours worked or manipulate financial data to receive performance-based bonuses.
-  **Unpaid Advances** - an employee requests an advance on their pay and then never repays it.
-  **Ghost employees** - payroll staff create a fake employee profile and redirect fraudulent payments to their own account.
-  **Pay rate alteration** - employees collude with the payroll administrator to increase the level of their hourly rate in the payroll system.
-  **Buddy punching** - employees punch each other's hours into the company time clock to claim un-earned wages.
-  **Unauthorised hours** - employees pad-out time sheets, usually in small enough increments to escape the notice of managers.



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