

Whistleblower Notice

TO: All Employees of Recruiter.com

FROM: Recruiter.com Group Inc. ("Recruiter.com")

CONTAINED WITHIN THE RECRUITER.COM HANDBOOK

When staff members notify a supervisor, manager, or an appropriate government or law enforcement agency that they have reason to believe their employer is violating a state or federal statute, or violating or not complying with a state or federal rule or regulation, those staff members are protected from retaliation.

As such, Recruiter.com has a strict policy that prohibits retaliation against staff members who make such reports while employed in any form of employment. The Company also does not permit retaliation against staff members who refuse to participate in an activity that would result in a violation of a state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

If you have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by the Company, we encourage you to report it immediately to your Manager or to the CEO or other senior executive, including any current member of our board of directors.

Contacting the Board of Directors

For current information, please see the investors relations section of the Recruiter.com website, located at <https://investors.recruiter.com>. "Contact the Board" under Documents and Charters: <https://investors.recruiter.com/documents-and-charters>

You may also use the following mailing address:

Corporate Secretary
Recruiter.com Group, Inc.
123 Farmington Avenue
Suite 252
Bristol, CT 06010
United States