PRE-HIRE ENHANCED BACKGROUND CHECK REPORT

EBC

Enhanced Background Checks

ISSUE	SUBJECT FILE 00
CADENCE	PER ENGAGEMENT
HANDLING	CLIENT CONFIDENTIAL

BOTTOM LINE UP FRONT

Candidate [redacted], under consideration for a regional finance director role, holds the degrees and employment history claimed. One undisclosed directorship and a settled civil dispute warrant a follow-up interview before an offer is made.

11
RECORDS SOURCES CHECKED

4
JURISDICTIONS SEARCHED

5d
TURNAROUND TO FINAL REPORT

SUBJECT RISK SCORE

2 / 5

GUARDED

LOW — CRITICAL

Scored on TAM-C's 1 to 5 risk method. Credentials verified, two items need candidate comment.

01 Key findings

CREDENTIALS — MODERATE

Degrees and employment verified

Both degrees were confirmed with the issuing registrars, and four of five prior employers confirmed titles and dates. The fifth, [redacted] Ltd, has since dissolved; a former manager confirmed the role.

SOURCE · REGISTRAR RECORDS

DIRECTORSHIP — ELEVATED

Undisclosed company directorship

The candidate is a current director of [redacted] Holdings, a small consulting firm in Cyprus not listed on the application. The firm files accounts on time but could pose a conflict of interest.

SOURCE · COMPANY REGISTRY

LITIGATION — MODERATE

Settled civil dispute with ex-employer

A 2022 civil claim filed by a former employer over a bonus clawback was settled out of court. No allegations of fraud or misconduct appear in the filings, and no criminal records were found.

SOURCE · COURT RECORDS

02 Background check scope

CHECK	TREND	EXPOSURE
Identity and right to work	Steady	MODERATE
Corporate interests and conflicts	▲ Rising	ELEVATED
Civil and criminal litigation	Steady	MODERATE
Adverse media and online conduct	▼ Easing	MODERATE

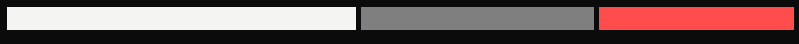
03 Analyst recommendations

01 Ask the candidate to explain the undisclosed directorship and its current activity.

02 Require a written conflict-of-interest declaration as a condition of any offer.

03 Confirm references directly with two former line managers before final approval.

SOURCE MIX THIS CHECK



Registries 45% · Court files 30% · Open sources 25%

WHAT THE CLIENT RECEIVES

→ Analyst-written background report
→ Verified credentials and history
→ Subject risk score and red flags
→ Suggested follow-up questions

ILLUSTRATIVE SAMPLE. SUBJECTS, ORGANIZATIONS AND FIGURES ARE ANONYMIZED OR REDACTED.
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