Fictional sample.

Every person, company, domain, account and wallet in this report is invented. It shows the format and depth of a real deliverable, abridged.

Employment Screening sample report

Rowan Kestley

Senior software engineer candidate, fictional subject

As of	2026-10-06
Handling	Confidential. For the client and the stated purpose only.
Evidence items	11

Intelligence requirement

Before an offer for a senior software engineer role, confirm the candidate is who he says he is, that his stated employers, dates and degree hold, and whether any public record raises a concern relevant to the role.

Lawful purpose recorded in the case gate: Pre-employment screening (employment_screening). The candidate gave written consent to background checks.

Scope and exclusions

In scope

- Identity resolution against namesakes, using the name, city and career details on the CV
- Stated employment, titles and dates against employer pages, registries and archived pages
- Stated degree against the university's published graduate records
- Public technical work: code repositories, conference talks and publications under his name
- Civil and criminal court indexes in the two jurisdictions where he has lived
- Sanctions, PEP and watchlist screening
- Adverse media in English

Not included

- Non-public records, bank or account data, and anything behind a login we do not lawfully hold

- Leaked credentials or breach contents: only the fact that an exposure was reported is recorded
- Locating or contacting any person, pretexting or covert approaches
- Health, religion, sexual life, ethnic origin or other protected traits
- This report is an OSINT screening aid, not a consumer report under the FCRA. An adverse hiring decision based on it needs the employer's own process: the candidate's written consent, a pre-adverse action notice with a copy of the report, and time to respond
- Lifestyle, travel and location history, family members, personal wealth and personal assets
- Contacting referees, former employers or the candidate

Executive intelligence assessment

The candidate is resolved with high confidence and separated from two namesakes. His three stated employers, titles and dates are supported by public records, and his degree appears in the university's published graduate list. No court, sanctions, PEP or adverse media hits in the sources searched. Nothing found calls for clarification.

Key findings

Resolved as the Rowan Kestley who worked at Pellwick Data Ltd and Brightfold Systems Ltd. Two namesakes were found: a secondary school teacher in another region and a retired surveyor born in the 1950s. Neither shares his career, city or photo.

Assessment | High E-H-0001, E-H-0002, E-H-0009

BSc Computer Science, University of Carrowmere, conferred 2014, matching the CV.

Fact | High E-H-0003

Software engineer at Pellwick Data Ltd from 2014 to 2018. The company's archived engineering blog carries posts under his name across those years.

Fact | High E-H-0004, E-H-0001

Senior engineer at Brightfold Systems Ltd from 2018 to 2026. His name appears on the company's team page and on two conference talks it sponsored in 2022 and 2024.

Fact | Confirmed E-H-0005, E-H-0006, E-H-0001

Maintainer of an open source scheduling library since 2019. The public commit history and talks match the systems work described on his CV.

Fact | High E-H-0007, E-H-0006

No civil, criminal or insolvency record for the candidate in the court indexes searched.

Fact | High E-H-0008

No sanctions, PEP or watchlist match, and no adverse media naming the candidate.

Fact | High E-H-0010, E-H-0011

Chronology

Date	Event	Evidence
2014-07	BSc Computer Science conferred, University of Carrowmere	E-H-0003
2014-09	First post as an engineer on the Pellwick Data blog	E-H-0004
2018-10	Listed on the Brightfold Systems team page	E-H-0005
2019-03	First release of the scheduling library he maintains	E-H-0007
2024-05	Conference talk as a Brightfold Systems engineer	E-H-0006

Contradictions and alternative hypotheses

One of the namesakes is the candidate and the career profile belongs to someone else.

Rejected. The CV, the professional profile, the talks and the commit history share one name, city and photo; the namesakes share none of them.

Intelligence gaps

- Exact start and end months at Brightfold Systems: public pages show the years only. The employer's HR team can confirm.
- Court records outside the two jurisdictions searched.
- Performance, conduct and reasons for leaving: these are not public and are for references.

Analyst assessment

No concerns found. The public record supports the CV on identity, employment and education. Standard reference checks with Brightfold Systems will close the remaining date gap.

Reviewer sign-off: a real report cannot be sent until it passes the QA rules and a second person, not the analyst, signs it off. Both names and the sign-off time go on the cover. This sample carries none.

Evidence index

ID	Source	Class	Grade	Retrieved	SHA-256
E-H-0001	Candidate's professional profile	Self-published	D1	2026-10-03	f6188050bff0...
E-H-0002	School staff page and local press item naming the two namesakes	Established	B3	2026-10-03	95bf897384f7...
E-H-0003	University of Carrowmere published graduate list, 2014	Authoritative	A2	2026-10-04	2ffeb3dd2721...
E-H-0004	Web archive capture of pellwick-data.example/engineering, 2014 to 2018	Established	B2	2026-10-04	e8c1f52ce9c6...
E-H-0005	brightfold-systems.example/team	Self-published	D2	2026-10-04	3abcd301bfb6...
E-H-0006	Conference programmes and talk recordings, 2022 and 2024	Established	B2	2026-10-04	ed8a67862d04...
E-H-0007	Public code repository: commit and release history	Established	B2	2026-10-05	b2a779bd3ad8...
E-H-0008	Civil, criminal and insolvency court indexes, two jurisdictions	Authoritative	A6	2026-10-05	2bf15528786e...
E-H-0009	Photo comparison: profile, talk recording and conference badge photo	Established	B2	2026-10-05	0c01074df249...
E-H-0010	Consolidated sanctions and PEP lists screened on the run date	Authoritative	A6	2026-10-05	18dd52815ed2...

ID	Source	Class	Grade	Retrieved	SHA-256
E-H-0011	News archive search, English, ten years	Established	B6	2026-10-05	7048f604d1d0...

Grade is the Admiralty code, set by rule: reliability A to F from the source class, credibility 1 to 6 from how many other independent sources support the same claim. Hashes in this sample are illustrative. In a real report each is the SHA-256 of the stored capture. How grading works