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

Imogen Castellow

Senior financial analyst candidate, fictional subject

As of	2026-10-14
Handling	Confidential. For the client and the stated purpose only.
Evidence items	9

Intelligence requirement

Before an offer for a senior financial analyst role, verify the candidate's stated MSc and her stated employers and dates, and say plainly where the public record does and does not support them.

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
- Stated degree against the university's published graduate records and programme pages
- Stated employment, titles and dates against registries, employer pages and archived pages
- Civil and criminal court indexes in the jurisdiction where she 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

Identity is resolved with high confidence. Two items on the CV are not supported by the public record: the 2016 MSc, which the university's published list does not show under her name, and the stated tenure at Veyhurst Capital Ltd, which runs two years past the company's dissolution. Each has a plausible innocent explanation. These are questions for the candidate, not findings of misrepresentation. No court, sanctions, PEP or adverse media hits.

Key findings

Resolved as the Imogen Castellow on the CV, by name, city, photo and her current employer's staff page. No conflicting namesake was found.

Assessment | High E-D-0001, E-D-0002

The CV states an MSc Finance from Ardleigh Business School, 2016. The school's published 2016 graduate list for that programme does not include the name Imogen Castellow.

Fact | High E-D-0003

The same 2016 list includes an Imogen R. Harrade on the MSc Finance programme. Whether this is the candidate under an earlier name is unknown.

Hypothesis | Low E-D-0003

The CV states Senior Analyst at Veyhurst Capital Ltd from 2017 to 2021. The registry shows the company was dissolved in 2019.

Fact | Confirmed E-D-0004, E-D-0005

Her role at Veyhurst Capital Ltd from 2017 to 2019 is supported by an archived team page naming her as an analyst.

Fact | Medium E-D-0006

Current role at Lanthorne Treasury Services Ltd since 2021, matching the CV.

Fact | High E-D-0002, E-D-0001

No court, sanctions, PEP or adverse media record naming the candidate in the sources searched.

Fact | High E-D-0008, E-D-0009

Chronology

Date	Event	Evidence
2016-11	Ardleigh Business School publishes the 2016 MSc Finance graduate list	E-D-0003
2017-09	Named as an analyst on the Veyhurst Capital team page	E-D-0006
2019-04	Veyhurst Capital Ltd dissolved	E-D-0004
2019-05	Veyhurst Partners LLP registered, with one former Veyhurst Capital officer as a member	E-D-0007
2021-06	Listed on the Lanthorne Treasury Services staff page	E-D-0002

Contradictions and alternative hypotheses

The candidate graduated under an earlier name, and the Imogen R. Harrade on the 2016 list is her.

Open. Nothing public links the two names. The candidate can supply the certificate or a name change document.

She studied at Ardleigh's overseas campus, which publishes its graduate list separately.

Partly tested: that campus's lists are not public for 2016. Her certificate or a registrar letter would settle it.

The degree was conferred in a later year than stated.

Partly tested: the 2017 and 2018 lists do not show the name either.

Her Veyhurst role continued at successor firm Veyhurst Partners LLP, and the CV uses the earlier name for the whole period.

Open. The registry shows a likely successor formed one month after the dissolution; it publishes no staff list for 2019 to 2021.

Intelligence gaps

- Graduate lists from Ardleigh's overseas campus, which are not published.
- Who employed the candidate between 2019 and 2021: no public staff record for that period was found.
- Court records outside the jurisdiction searched.

Analyst assessment

Not a negative finding. Two CV items need the candidate's explanation before a decision: ask for the MSc certificate or a registrar letter, and for the employer name and payslips or a reference covering 2019 to 2021. If both are documented, the file is clear. If an adverse decision is considered, follow the employer's consent and pre-adverse notice process and give the candidate the report and a chance to respond.

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-D-0001	Candidate's professional profile	Self-published	D2	2026-10-10	d7bfc8572440...
E-D-0002	lanthorne-treasury.example/people	Self-published	D2	2026-10-10	e69383a22b9d...
E-D-0003	Ardleigh Business School published graduate lists, 2016 to 2018	Authoritative	A4	2026-10-11	b78224ae10e5...
E-D-0004	Company registry: Veyhurst Capital Ltd status and dissolution notice	Authoritative	A2	2026-10-11	7cf1d4ae0d33...

ID	Source	Class	Grade	Retrieved	SHA-256
E-D-0005	Official gazette: dissolution notice, Veyhurst Capital Ltd	Authoritative	A2	2026-10-11	25193d156545...
E-D-0006	Web archive capture of veyhurst-capital.example/team, 2017 to 2019	Established	B3	2026-10-12	aefa34edc3cd...
E-D-0007	Company registry: Veyhurst Partners LLP members	Authoritative	A3	2026-10-12	5fffaea11cb4...
E-D-0008	Civil, criminal and insolvency court indexes	Authoritative	A6	2026-10-13	94d49faf8e6c...
E-D-0009	Consolidated sanctions and PEP lists and news archive, screened on the run date	Authoritative	A6	2026-10-13	6c905f76bbe0...

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