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.

Executive Employment Screening sample report

Callum Dresswell

Chief financial officer candidate, fictional subject

As of	2026-10-22
Handling	Confidential. For the client and the stated purpose only.
Evidence items	13

Intelligence requirement

Before appointing a CFO, confirm the candidate's career and qualifications, list every current and past directorship, and identify any conflict of interest, litigation, regulatory history or adverse media relevant to a role with signing authority over company funds.

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

Scope and exclusions

In scope

- Identity resolution against namesakes
- Stated career history and qualifications against registries, annual reports and the professional body's register
- Current and past directorships and shareholdings, and links between those companies and the hiring company
- Director disqualification, insolvency and professional disciplinary registers
- Civil and regulatory litigation in the jurisdictions where he has held office
- Sanctions, PEP and watchlist screening
- Adverse media in English, ten years

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
- Personal tax affairs and credit history

Executive intelligence assessment

The candidate is resolved with high confidence and his career and chartered accountant status are confirmed. He holds a directorship and a 30% stake in Halvern Ledger Services Ltd that is not on the disclosure form. That company provides outsourced payables services and lists the hiring company as a client, so it is a potential conflict of interest for a CFO. Sanctions and PEP screening is clear. A shareholder claim that named him was dismissed against him. Media reports of a 2021 restatement at a former employer do not name him as responsible. He should be asked about the directorship before a decision.

Key findings

Group Financial Controller at Ostmere Retail plc from 2016 to 2021 and Finance Director at Tarrowby Foods Ltd from 2021 to date, matching the CV.

Fact | Confirmed E-V-0001, E-V-0002, E-V-0003

Chartered accountant in good standing since 2009. The professional body's register shows no disciplinary record.

Fact | Confirmed E-V-0004

Non-executive director of Fennimore Packaging Ltd since 2022, disclosed on his form.

Fact | Confirmed E-V-0005

Director since 2020 and 30% shareholder of Halvern Ledger Services Ltd. This is not on his disclosure form.

Fact | Confirmed E-V-0006

Halvern Ledger Services Ltd sells outsourced accounts payable services and lists the hiring company among its clients. A CFO with a stake in a payables supplier to the same company has a potential conflict of interest.

Assessment | High E-V-0006, E-V-0007

No sanctions, PEP or watchlist match. Not on the director disqualification or insolvency registers.

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

Named with four other officers in a 2022 shareholder claim against Ostmere Retail plc. The claim against him was dismissed in 2023 with no finding against him.

Fact | Confirmed E-V-0010, E-V-0011

Trade press reported a 2021 restatement of Ostmere Retail's inventory figures while he was Group Financial Controller. The regulator's notice concerns the company and names no individual.

Assessment | Medium E-V-0011, E-V-0012

An anonymous forum post blames him personally for the restatement. Nothing else supports it and it is not relied on.

Hypothesis | Low E-V-0013

Chronology

Date	Event	Evidence
2009-06	Admitted as a chartered accountant	E-V-0004
2016-02	Joins Ostmere Retail plc as Group Financial Controller	E-V-0001
2020-09	Appointed director of Halvern Ledger Services Ltd, takes 30%	E-V-0006
2021-03	Ostmere Retail restates inventory figures; regulator issues a notice to the company	E-V-0012

Date	Event	Evidence
2021-08	Appointed Finance Director, Tarrowby Foods Ltd	E-V-0002
2022-04	Appointed non-executive director, Fennimore Packaging Ltd	E-V-0005
2022-10	Shareholder claim filed against Ostmere Retail and five officers	E-V-0010
2023-07	Claim against the candidate dismissed	E-V-0010

Contradictions and alternative hypotheses

The Halvern directorship was left off the form by oversight, or he plans to resign it on appointment.

Open. Only the candidate can say. His answer and any plan to divest or recuse should be recorded.

The Halvern client list is out of date and the hiring company no longer uses it.

Open. The hiring company's own vendor records will settle this; they were not in scope.

As Group Financial Controller he was responsible for the misstated figures.

Not supported. The regulator named no individual, the claim against him was dismissed, and the only source saying so is anonymous.

Intelligence gaps

- Whether Halvern Ledger Services currently invoices the hiring company, and for how much: that is in the hiring company's own records.
- His internal role in the 2021 restatement: board minutes and the auditor's findings are not public.
- Litigation in jurisdictions outside the three searched.

Analyst assessment

Suitable on qualifications, career, sanctions and regulatory history. One disclosure issue: the undisclosed stake in a supplier to the hiring company. This is a conflict of interest signal, not evidence of wrongdoing. Put it to the candidate, record his answer, and agree divestment or recusal terms before appointment. If the employer considers an adverse decision, it should first give him the report and a chance to respond through its consent and pre-adverse notice process.

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-V-0001	Ostmere Retail plc annual reports, 2016 to 2021	Established	B2	2026-10-18	92ea87c4e79d...
E-V-0002	Company registry: officers, Tarrowby Foods Ltd	Authoritative	A2	2026-10-18	45f9751ab5b8...
E-V-0003	Candidate's professional profile	Self-published	D1	2026-10-18	62a94f961d5a...
E-V-0004	Professional accountancy body public member register	Authoritative	A3	2026-10-18	e1e043c53ae3...
E-V-0005	Company registry: officers, Fennimore Packaging Ltd	Authoritative	A3	2026-10-19	dd11098a43df...
E-V-0006	Company registry: officers and shareholders, Halvern Ledger Services Ltd	Authoritative	A2	2026-10-19	c49baad8b096...
E-V-0007	halvern-ledger.example/clients	Self-published	D3	2026-10-19	9d3c9ef7fa18...
E-V-0008	Consolidated sanctions and PEP lists screened on the run date	Authoritative	A6	2026-10-20	105d33c5634b...
E-V-0009	Director disqualification and insolvency registers	Authoritative	A6	2026-10-20	d7cb57d836c3...
E-V-0010	Court docket and order: shareholder claim against Ostmere Retail plc	Authoritative	A2	2026-10-20	d6d777cd7020...
E-V-0011	Trade press report on the Ostmere Retail claim and restatement	Established	B2	2026-10-21	f1eef3d277bd...
E-V-0012	Regulator's public notice to Ostmere Retail plc	Authoritative	A2	2026-10-21	3917b30c6379...

ID	Source	Class	Grade	Retrieved	SHA-256
E-V-0013	Anonymous post on a public finance forum	Anonymous	E6	2026-10-21	95cb5c1ea89d...

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