



Know who you are dealing with – before you extend an offer to a potential CEO, board member or strategic business partner.

There are many ways to conduct a strategic background investigation of a key executive or an important supplier. There are also many junctures where inside judgment calls can be critical – decisions on where to look, what to question and how hard to push when information uncovered doesn't completely make sense.

Hillard Heintze takes special care in undertaking strategic background investigations of business executives and key principals such as candidates for senior-level positions in the private and public sector or strategic partners whose contractual commitments – or ability to meet them – represent strategic risk for our clients.

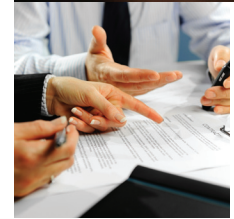


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STRATEGIC BACKGROUND INVESTIGATION SERVICES



- **Strategic, proactive approach to the “insider threat” – one of the most significant risks to the organization**
- **Stronger assurance for the board and management that key individuals material to the organization’s performance and reputation have undergone a rigorous background review**
- **Confidence that findings are determined with discretion, investigative diligence and professional respect for the client’s brand and the subject’s privacy, interests and relationships**
- **Reduced likelihood of future litigation, executive terminations and new search and negotiation costs**



SCOPE OF SERVICES

Many of our clients find value in engaging multiple levels of service from a single provider. This sweeping, integrated approach provides efficient information sharing and automatic escalation to more rigorous levels of review when certain, predefined thresholds are crossed or red flags emerge from initial screening results.

Level I Service – Basic Background Screening

See our “Employee and Contractor Background Screening Services” Snapshot.

Level II Service – U.S. and Global Due Diligence Investigations

In addition to our Level I Service categories, this intensive review includes U.S. and global data sources related to FCPA and corruption, terrorism, money laundering and criminal behavior. Also includes examination of litigation records, law enforcement filings and capital market regulatory violations as well as whether the subject is litigious, frequently party to lawsuits or in financial difficulty. U.S. and international business verification includes related company filings, individual business interest search, personal and professional profile on individual subjects, historical ownership analysis and identification of associated parties.

Level III Service – Reputational Profiling Review

Discreet interviews with former employers, customers, competitors, suppliers, journalists, industry insiders, colleagues and relatives are conducted to determine the subject’s personal and professional background, reputation within the industry and any political connections. The reputational profile attempts to uncover any conflicting perceptions of the subject and any negative information that may prove valuable to the client.

CLIENTS WHO TURN TO US FOR STRATEGIC BACKGROUND INVESTIGATION SERVICES

- Public and Private Companies
- Law Firms and Corporate Counsel
- Corporate Boards
- Academic Institutions
- Religious Organizations
- Professional Sports Teams and Associations
- Executive Placement Firms
- Law Enforcement Authorities
- High Net-Worth Individuals and Families

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