

CAPABILITY STATEMENT

# BOARD & C-SUITE VETTING

**In today's workplace, even senior leadership and board appointments can pose a risk. At Nardello & Co., we help you avoid issues now, so you won't be blindsided by them later.**

The business environment is constantly changing and as it does, new challenges arise. Whether it's responding to a #MeToo allegation against a board member or a charge of false credentials involving a senior executive, companies expend considerable time and resources to address repercussions in the areas of public relations and litigation.

Many of our clients recognize the potential risks associated with the appointment of board members and the hiring of senior executives and have asked us to provide more vigorous vetting of candidates at the beginning of the process. With that in mind, we conduct our background investigations as though we are activist shareholders looking for vulnerabilities to use against the company. To that end, we look at not only the subjects' personal backgrounds (e.g., criminal records, civil litigation, and regulatory actions) but also every company where they served on the board or in a control position to identify problematic issues that occurred "on their watch."

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**With our background investigations, clients can make decisions that help protect their companies both now and in the future.**

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## Our Services

With Nardello & Co. as your best kept secret, we've got you covered with worldwide capabilities that work in your best interest:

- Due Diligence
  - Third-Party Agents & Intermediaries
  - Board & C-Suite Vetting
  - Cyber Due Diligence
- Anti-Corruption & Fraud Investigations
  - Foreign Corrupt Practices Act
  - Fraud Investigation Services
  - Forensic Accounting Services
- Litigation & Arbitration Support
  - White Collar Criminal Defense
  - Civil Litigation Support
  - Arbitration Support
- Asset Tracing
- Activist Defense
- Intelligence
  - Strategic Intelligence
  - Political Risk Assessment
- Digital Investigations & Cyber Defense
- Monitorships & Independent Investigations
- Compliance

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## SELECT BOARD & C-SUITE VETTING EXPERIENCE

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### Case Study | **Conducting Sexual Assault-Related Due Diligence on Potential Hire**

Nardello & Co. was engaged by one of the most visible companies in the world to investigate allegations that a potential high-profile executive candidate had sexually assaulted someone prior to the client's consideration of him for the job. On short notice, Nardello & Co. mobilized a team of investigators to examine every aspect of the assault allegation. The exploration included witness interviews in the field, a detailed review of the prospective employee's background, and an analysis of the accuser's history to determine whether she had a track record of lodging similar allegations. After a comprehensive review, the investigative team determined that the allegations were almost certainly false and that the accuser had a long history of making allegations against other high-profile employees in connection with requests for financial settlements. Armed with Nardello & Co.'s findings, the company stood its ground and hired the employee, and the accuser and her lawyer declined to advance the matter further.



### Case Study | **Questionable Reputation Exposed**

A UK client sought to appoint a South African businessman to a senior position in a newly established fund. The company instructed Nardello & Co. to conduct due diligence on this individual to determine whether there were any issues of concern that might threaten the proposed relationship. Nardello & Co.'s investigators approached a number of sources to learn more about the background and reputation of the subject. Media reports linked this individual to allegations of contract irregularities at one of his recent employers, a state-owned entity. Sources at the company confirmed some of these allegations and said that these had prompted the subject's recent dismissal from the company, a fact that had not yet reached the public domain. The company sources stated that there had been no suspicions of corruption, but it was felt that the job was beyond the subject's capabilities. Sources within government circles indicated that this individual was an adept political player and maintained very strong connections within successive ANC administrations. Another former colleague indicated to the investigative team that the subject used these connections to fight professional battles. Based on Nardello & Co.'s findings, the client did not proceed with the appointment of this individual.



### Case Study | **Princeling in China**

Nardello & Co. was instructed to conduct a due diligence investigation on a utility company in China, including its board members. Among the senior management of the company Nardello & Co. identified a "princeling," which is a descendant of one of the founders of the Chinese Communist Party whose family connections have helped him achieve success in business. The investigator's inquiries revealed that this individual, although not officially running the company, was the real power behind the business. Information Nardello & Co. received from confidential sources also identified several instances of impropriety relating to the company. The client declined to participate in the deal.



### Case Study | **Positive Ties with a Ruling Family in Dubai**

On behalf of a European conglomerate, Nardello & Co conducted an in-depth review of the board of directors of a Dubai government entity. Based on a review of public sources and information obtained from business and government sources in Dubai, Nardello & Co. determined that the subjects had good reputations and were longtime associates of the chairman, who was a senior member of the Al Maktoum ruling family. This information enabled the client to develop a better understanding of the dynamics within Dubai's ruling family and to go ahead with a proposed joint investment with this entity.

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## WHAT SETS US APART

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Nardello & Co.'s adherence to core values has led clients to retain us time and again on matters of the utmost importance and sensitivity. Our relationships are built on:

- **Integrity.** Acting ethically and legally is of paramount importance to us. We respect the laws of the countries in which we have offices and the jurisdictions in which we work. We regard our clients' confidences as sacrosanct and we rigorously screen for conflicts.
- **Analysis. Creativity. Thoroughness.** We don't believe in menu-driven investigations or a democracy of facts. We are exhaustive but focused and adept at teasing out inferences, providing corroboration, and separating "information" from evidence.
- **Responsiveness. Hands-on management.** We focus on our clients' objectives and tailor our investigative strategies accordingly. There are no layers between the professionals who do the work and the clients whom we serve.
- **Client focus.** We communicate with our clients clearly, succinctly, and in real time. We respect budgets and deadlines.
- **Independence. Collaboration.** We are independently owned and answer only to our clients—not to investors, not to shareholders. Instead of competing, our offices collaborate to provide our clients with seamless service.

### No parachutes needed

We're already on the ground with in-country resources worldwide. We speak the language, we're on top of the politics, we understand the regulatory environment, and we know the key players.

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## Why risk it?

Whether you have an urgent situation today or something looming on the horizon, whenever, wherever you need us, we'll work with you to develop custom solutions to meet your needs.

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## About our firm

Nardello & Co. is a global investigations firm whose experienced professionals handle a broad range of issues including: Due Diligence, such as third-party agent and executive vetting; Anti-Corruption & Fraud Investigations, such as forensic accounting or those related to the FCPA/UK Bribery Act; Litigation & Arbitration Support, such as civil and white collar criminal litigation; Asset Tracing; Activist Defense; Intelligence, such as political risk assessment; Digital Investigations & Cyber Defense, such as computer forensics; Monitorships & Independent Investigations; and Compliance.

Our clients include the world's leading law firms and financial institutions, Fortune 500 and FTSE 100 companies, high-net-worth individuals and family offices, governments, NGOs, sports organizations, and academic institutions. With offices in New York, London, Washington DC, Atlanta, Hong Kong, Tokyo, Milan, and Dubai, Nardello & Co.'s professional staff includes former US federal prosecutors, US and international lawyers, former law enforcement personnel and intelligence operatives, licensed investigators, research analysts, former journalists, financial crime specialists, forensic accountants, and computer forensic experts.

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