

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 problems now, so you won't be blindsided by them later.

A constantly changing business environment brings new challenges. Whether it's responding to a #MeToo allegation against a board member or a charge that a senior executive falsified her résumé, companies expend considerable time and resources to address matters that could have significant legal or public relations repercussions.

At Nardello & Co., we work with speed and discretion to get the information you need.

As many of our clients recognize the risks associated with the appointment of board members and the hiring of senior executives, they have asked us to provide a vigorous vetting of candidates at the outset of the selection process.

With that in mind, we conduct our background investigations as though we were 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 into the history of every company where they served on the board or in a control position to identify problems that occurred "on their watch."

Using our background investigations, clients can make decisions to help protect their companies now and into the future.

Our Services

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

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

SELECT BOARD & C-SUITE VETTING EXPERIENCE



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

Nardello & Co. was engaged by one of the most high-profile companies in the world to investigate allegations that a senior executive candidate had committed a sexual assault prior to being considered 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 record of lodging similar allegations. After a comprehensive review, the investigative team determined that the allegations were almost certainly false. The team also uncovered the accuser's 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. The accuser did not pursue the matter.



Case Study | **An Applicant Who Rose Above His Abilities**

On behalf of a client looking to appoint a prominent businessman to a senior position at a newly-established fund, Nardello & Co. conducted a pre-employment screening to learn more about the background and reputation of the candidate. Several news articles linked him to allegations of contract irregularities at one of his former employers, a state-owned entity. Sources at the entity confirmed some of these allegations, adding that these had prompted the subject's recent dismissal, a fact that had yet to reach the public domain. Sources stated there had been no suspicions of corruption, but management felt the job was beyond the subject's capabilities. Sources within government circles indicated that the individual was an adept political player who maintained very strong connections within successive party administrations. A former colleague said the subject used his political connections to fight professional battles. Based on our 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. Among the senior management of the company, Nardello & Co. identified a "princeling"—a descendant of one of the founders of the Chinese Communist Party—whose family connections have helped him achieve success in business. Our inquiries revealed that this individual, although not officially running the company, was the real power behind the business. Information Nardello & Co.'s team 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. was engaged to conduct 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, our investigators 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.

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.

WHAT SETS US APART

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 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. Our investigations are exhaustive but focused. We are 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 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.

About our firm

Nardello & Co. is a global investigations firm whose experienced professionals handle a broad range of issues including due diligence, anti-corruption & fraud investigations, civil and white collar criminal litigation and arbitration support, asset tracing, activist defense, political risk and strategic intelligence, digital investigations and cyber defense, monitorships and 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, Hong Kong, Tokyo, Milan, and Dubai, Nardello & Co. maintains a professional staff that 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.

Contact

Sabina Menschel

Partner, President & Chief Operating Officer
smenschel@nardelloandco.com
+1 202 545 3000

