

INVESTIGATIONS + BUSINESS INTELLIGENCE

DUE DILIGENCE + BUSINESS INTELLIGENCE

Our research and investigations professionals provide valuable insight into the individuals who will be directly responsible for the fate of their businesses. Additionally, we evaluate potential targets for merger, acquisition or investment opportunities.

Guidepost Solutions has assisted numerous private companies, financial institutions and Fortune 500 companies with making informed and confident decisions worldwide.

OUR SERVICES INCLUDE:

Background Investigations

A business is only as productive, ethical, and capable as its employees. Failing to identify problematic issues or a potential employee's integrity could lead to a company's financial and reputational ruin.

Our research and investigations provide clients with valuable insight into the individuals who will be directly responsible for the fate of their businesses. Guidepost Solutions has assisted numerous private companies, financial institutions and Fortune 500 companies with making informed and confident hiring decisions worldwide.

Our Approach

Through investigative research and analysis, our team works closely with clients to develop a customized and cost-effective approach designed to help you make smart, safe hiring decisions for your organization's peace of mind.

Our multi-disciplinary approach involves three phases of research and investigation customized to gather the type of information deemed most relevant to your business needs.

Comprehensive research of public and proprietary sources is conducted discreetly with an investigative focus on verification of relevant information and credentials relating to potential hires.

Our due diligence team of researchers, attorneys and former federal and state prosecutors and investigators collect and analyze information, cross-reference their findings, and provide an objective, 360-degree view of any proposed

candidate.

Tier One: Public Records Research:

This level of screening is typically conducted as a cursory first step in the due diligence. The primary purpose is to ensure potential employees are who they claim to be and are free from criminal records or significant credit problems.

This includes a thorough examination and verification of:

- Personal identifiers
- Address history
- Credit history
- Criminal proceedings
- Civil litigation

Tier Two: Comprehensive Research, Analysis and Verifications:

This level of due diligence investigation is a thorough database and public record investigations and includes an examination and verification of the Tier One data along with:

- Bankruptcy proceedings
- Lien and judgment filings
- Corporate affiliations
- Professional licensing
- Real property transactions
- Uniform Commercial Code filings
- Media and internet references
- Social media
- Education and employment history
- Federal and state regulatory/disciplinary actions
- Sex Offender Registry

Tier Three: Research and Field Investigations:

Based on our findings or other concerns raised by the client, where necessary, we will dig deeper and collect additional intelligence as well as relevant reputational information mined from industry sources and business contacts and through targeted, discreet interviews to provide insight into an individual's character and financial fitness. Tier Three is the most comprehensive due diligence inquiry and will include data collection identified in Tiers One and Two, as well as data gathered from sources within the following groups:

- Law enforcement
- Regulators
- Vendors
- Industry insiders
- Litigation adversaries
- Former employees
- Former business partners

Executive + Board Member Credentials

With their fiduciary duties and leadership responsibilities, an organization's executives and board members must be beyond reproach in terms of character, credentials and skills. Choosing the wrong person, whether the candidate is a prospective hire or involved in a corporate acquisition, joint venture or other business relationship, can cause irreparable damage to a business' reputation or bottom line.

Guidepost Solutions can verify the bona fides of any potential executive or board member, giving our clients confidence that they have chosen the right person for the job. Our investigative professionals unearth and analyze the credentials, character and background of executive or board candidates to detect any risks in entering into an employment or business association, including:

- Potential conflicts of interest;
- Litigation with a previous employer;
- Allegations of civil, regulatory, or criminal wrongdoing, in a personal or business capacity;
- Fabrications, omissions, or exaggerations in resume, credentials, or other background materials; or
- Problematic associations with government officials.

We employ investigative methods that are appropriate to the level of scrutiny dictated by our clients and that comply with all applicable laws in relevant jurisdictions. Our investigation typically begins with an exhaustive search and analysis of information in the public record and can extend to interviewing relevant individuals (with the discretion that is the hallmark of all of our confidential inquiries).

Investment Due Diligence

If a company is contemplating a merger, acquisition, joint venture or other investment, its leaders must be confident that they have a comprehensive and accurate understanding of the business and people on the other side of the transaction. Failing to identify problematic issues, attitudes or business practices could lead to financial and reputational ruin.

Guidepost Solutions provides the transparency that every company needs before committing itself to a new business relationship, through investigative research, analysis and forensic accounting to validate and expedite the transaction. Our services can be performed either with or without the knowledge of the subject party or parties and can be engaged for both friendly and contested investment transactions (such as proxy battles, or disputes with activist investors).

We take a multi-disciplinary approach to due diligence. Our researchers, investigators, and attorneys collect and analyze information on management teams, individual and company relationships, contracts, operations and market position, while our forensic accountants examine financials to find any red flags, gross misstatements or concerning trends.

Our professionals cross-reference their findings with each other, to ensure that no stone goes unturned and to provide an objective, 360-degree view of any proposed transaction.

We believe that sound due diligence is especially critical in today's investment environment. The rapid increase in

regulatory requirements and liabilities, balance sheet complexity, employee turnover, economic malaise and the internationalization of business have led to increased levels of opacity, minimal disclosures and outright fraud among companies and financial advisors, as witnessed in the spate of prominent scandals that have cost investors billions.

Investor Visa (EB-5) Due Diligence

Guidepost Solutions offers due diligence services for law firms and EB-5 investor visa applicants. Our extensive experience in financial investigations, audits and [compliance program](#) reviews makes us well-positioned to minimize investment risk, and to assist with supporting with the detailed visa application processes.

Investment Options Due Diligence

We ferret out fraud, financial manipulation or misrepresentation, accounting irregularities, or any other financial misconduct, in support of investment due diligence. Working in tandem, our investigators and forensic accountants help our clients to identify, understand and address both simple and complex financial irregularities to allow you to make the accurate, informed decisions that will lead to a sound investment. These services can be applied to both the Regional Center route and the individual investment route when partnering is involved.

- Evaluate Activity of Identified Regional Center or Investment Partner(s)
- Background and Vetting of Principals of Regional Center or Investment Partner(s)
- Withdraw / Return of Funds / Return on Investment
- Jobs Creation Evaluation
- Evaluation of Additional Costs (Regional Center fees)

Investment Funds Due Diligence

One of the most difficult aspects of the EB-5 visa application process relates to the ability to demonstrate the source and nature of the funds being invested. Our investment funds due diligence services provide for the tracing and documentation of the funds to ensure that the visa application process proceeds smoothly.

- Source of Funds / Tracing of Funds
- Review of Mandated "At Risk Capital Provision"
- Transfer of Funds