

Medium Risk

| Candidate | Overall Risk Rating | Confirmed Issues (Count) | Follow-Up Items (Count) | Key Concerns | Recommended Next Step |
|-------------|---------------------|--------------------------|-------------------------|--|--|
| Candidate D | Medium | 1 | 3 | Satisfied CCJ with policy interpretation ambiguity for data-access roles; undeclared 3-month employment gap; one reference unreachable | Escalate to HR Director for risk acceptance review; obtain candidate written gap explanation; await provider final reference attempt by 2026-04-18 |

Low Risk

| Candidate | Overall Risk Rating | Confirmed Issues (Count) | Follow-Up Items (Count) | Key Concerns | Recommended Next Step |
|-------------|---------------------|--------------------------|-------------------------|---|--|
| Candidate A | Low | 0 | 1 | 2-month employment start date discrepancy at most recent employer | Request candidate written clarification on Meridian start date; proceed to next hiring stage once resolved |
| Candidate B | Low | 0 | 2 | Former employer dissolved (cannot verify Jul 2017 – Aug 2019 employment); Azure DP-203 certification verification pending | Await certification verification result by 2026-04-18; document alternative employment evidence for dissolved employer |

Summary Counts

| Rating | Candidates | Confirmed Issues (Total) | Follow-Up Items (Total) |
|--------------|------------------------------|--------------------------|-------------------------|
| High Risk | 0 | — | — |
| Medium Risk | 1 (Candidate D) | 1 | 3 |
| Low Risk | 2 (Candidate A, Candidate B) | 0 | 3 |
| Clear | 0 | — | — |
| Total | 3 | 1 | 6 |