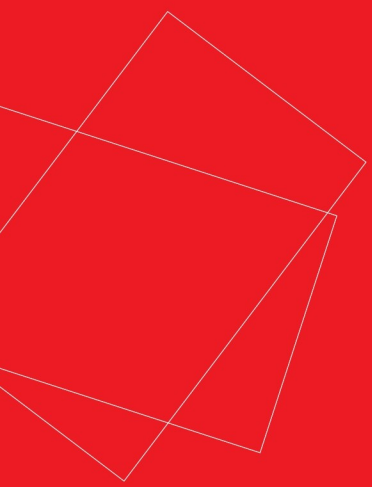




# J-SCREEN

## Background Screening in Japan and Korea

Providing the most reliable Background screening in Japan and Korea since 1999




NewMitomi Building 9F, 1-20-18, Ebisu, Shibuya-ku, Tokyo 150-0013 JAPAN

E. [info@j-screen.jp](mailto:info@j-screen.jp)

T. 81 (0)3 4579 0800

F. 81 (0)3 4216 7138





“Providing the most reliable screening  
in Japan and Korea since 1999”

## WELCOME TO J-SCREEN

Failing to screen employees can leave a company open to financial, legal and criminal risk. **J-Screen K.K.** can help your company mitigate such threats through the design and implementation of a formalized, **ethical** and **comprehensive** employee screening program.

Our screening checks are the most comprehensive in the industry and cover factual confirmation on the candidate's resume, professional ability and integrity, regulatory infractions, financial risk assessment and criminal activities.

In 1999 the Managers of J-Screen K.K established the **first company** in Japan specializing in providing such employee screening services and have implemented screening programs into the Japanese operations of many of the largest Japanese, US and European corporations.

In 2008 J-Screen K.K. was established to continue to provide both corporate and individual screening in **Japan** and **Korea**.

J-Screen's clients include financial institutions, multinational companies, professional service providers and government organizations all of whom require **timely**, comprehensive, actionable and **cost effective** screening reports.



The J-Screen screening process is based on the premise of providing transparent, ethically obtained and actionable information.

## EMPLOYMENT / EDUCATION / PROFESSIONAL QUALIFICATIONS

1. **Employment** – All employment records are checked directly with the HR department to confirm the subject's factual employment details, including dates of employment, position, salary and reason for leaving.
2. **Educational Qualification** – All claimed educational qualifications are confirmed directly with the University concerned. Checks are also conducted against lists of known diploma mills and suspect online universities.
3. **Professional Qualification** – All claimed professional qualifications are verified directly with the relevant association.
4. **References** – References can also be obtained from supervisors or nominated referees.

## DATABASE / COMPLIANCE / PUBLIC RECORD SEARCHES

1. **Bankruptcy** – Searches are conducted to confirm whether the subject has ever been declared bankrupt in Japan.
2. **Civil Litigation** – Identify any cases from late 2004 onwards from Tokyo and Osaka district court in which the subject has been a party to as either a defendant or a plaintiff. Searches are conducted through our own proprietary database containing over 1.5 million litigants and is only available to J-Screen clients.
3. **Anti-Social Forces Screening & Criminality Search** – Identify whether the subject has any known connection to organized crime or anti-social forces in Japan or been involved in criminal activities. Searches are conducted through our own proprietary database which is only available to J-Screen clients. The database includes Osaka and Tokyo court records, information released by the NPA and local police agencies, Japanese "black media" articles as well as a comprehensive Japanese news sweep covering 30 national newspapers, 41 local newspapers and 100's of magazines from 1980s onwards.
4. **Compliance Search** – Comprehensive compliance searches are conducted through RDC covering the international press and various proscribed lists (BIS, OFAC, UN, etc) of barred individuals and companies.
5. **Directorship Search** – Identify any undisclosed company interests including directorship which may constitute a conflict of interest with the client.
6. **Japanese Reputation Screening** – Research is conducted through the internet and the Japanese black media. Comprehensive research is also conducted via the internet focusing on social network sites, anonymous online forums, and Japanese language blogs to identify any negative information relating to the candidate.
7. **Regulatory Search**  
Searches against the various regulatory bodies to confirm if the subject has ever sanctioned and or received punishment.
8. **Japanese Press Search**  
A comprehensive news sweep of the Japanese press to identify any derogatory articles relating to the candidate.

All information is ethically obtained, accountable and actionable.



# ANTI-SOCIAL FORCES SEARCH

**Anti-Social Forces Search (ASF)** is a three tiered solution to the problem of screening out Anti-social Forces from an organization's business transactions in Japan. The approach was originally developed as part of the enhanced due diligence requirements on high risk customer transaction accounts under the FATF 40 recommendations.

The search is conducted in three tiers:

## ORGANIZED CRIME DATABASE

A proprietary database of public and private information relating to individuals and companies involved in criminal activities, Japanese Organized Crime, Right Wing Groups, Sokaia and Religious Sects. The database has been developed over the last ten years and the information is gathered from the following information sources:

|  |  |
|--|--|
| <b>Japanese Black Media</b>                        | 28 weekly and monthly business investigative and rumour magazines from 1994 onwards. Updated weekly with articles relating to Anti-Social Forces (ASF) and other criminal activities.        |
| <b>Government Anti-Organized Crime Association</b> | Monthly bulletin on reported approaches by organized crime individuals and front companies to businesses in Osaka and Tokyo.   |
| <b>Tokyo and Osaka District Court</b>              | All criminal cases heard in the Tokyo and Osaka District Court including cases relating to organized crime and serious crime cases. Includes 85,000 cases going back to 2004. Updated daily. |
| <b>OC Sites</b>                                    | Sweep of OC support sites.   |
| <b>Daily ASF news sweep</b>                        | Daily press sweep of stories focusing on OC connected activities.  |
| <b>National Police Agency</b>                      | List of senior members of the top 20 OC groups.  |
| <b>Police Most Wanted</b>                          | Lists of Most Wanted provided by 47 prefectural police departments throughout Japan.   |
| <b>Religious Sects</b>                             | Details of 2,500 largest religious sects including the cult leaders.   |
| <b>Right Wing Groups</b>                           | Details of over 2,000 active right wing groups and their executives.   |
| <b>Other</b>                                       | Proprietary research relating to ASF individuals and front companies.  |

## REP SCREEN CHECK

Research is conducted through a library resource of the Japanese limited circulation and non commercial investigative media including such publications as Weekly Gendai, Knuckles, Weekly Shincho, For- site, Voice, Shukan Kinyobi and others. The library resource dates back to post WWII and contains over 5 million articles. Research is also conducted through the Japanese internet focusing on anonymous forums such as 2channel and Japanese language blogs to identify any allegations or suggestions of connections to ASF's or general criminal activities.

## JAPANESE LANGUAGE PRESS SEARCH

A comprehensive search is conducted using Japan's largest local language press database covering over 150 newspapers and mass circulation publications to identify any allegations or stories in the press over the last 30 years relating to connections to ASF's or general criminal activities.



# Employment **Screening** **Sample** Report

## **Employment Screening Report on**

**Taro SCREEN  
(Final)**

**Prepared for  
ABC Company**

**Disclaimer :**

Employment screening reports provided by J-Screen K.K. ("J-Screen") are compiled by accessing public records and private databases that exist in the public domain where publicly and legally available. J-Screen has used best efforts to ensure that data meets the highest standards available in each jurisdiction. However, data is not maintained by J-Screen and may be incomplete or incorrect. By taking possession of this report, the client specifically acknowledges that the information provided may be incomplete or incorrect and the client specifically limits any claims against J-Screen as a result of faulty data to the value of this report.

Should this report contain any information which requires the consent of the data subject, by taking possession of this report, the recipient specifically acknowledges that such consent was provided legally and not withdrawn and that the subject understands the reason for which the consent was provided. Furthermore, should the subject request a copy of this report, J-Screen shall provide said report to the subject upon proof of identity.

This report is the property of J-Screen and may not be shared with any third parties whatsoever without the express written consent of J-Screen.

## Employment Screening Report for CLIENT

|                       |                               |
|-----------------------|-------------------------------|
| Candidate Name        | <b>Taro SCREEN</b> (スクリーン 太郎) |
| Date of Birth         | 26 March 1972                 |
| Identification Number | Passport No.; TR1234567       |
| Start Date            | 15 May 2017                   |
| Completion Date       | 25 May 2017                   |

## Section A - Executive Summary

| Check Type                   | Entity Name                            | Result                          | Alert |
|------------------------------|--|---------------------------------|-------|
| Employment Verification      | ABC Corporation                        | Verified                        | ✓     |
| Employment Verification      | EFG Securities                         | Verified                        | ✓     |
| Education Verification       | Japan College                          | Verified with Major Discrepancy | ✗     |
| Qualification Verification   | CMA                                    | Verified                        | ✓     |
| Resume Check                 | Discrepancy was found                  |                                 | ✗     |
| Japanese Bankruptcy Check    | 1 record (matched by name only)        |                                 | ✗     |
| Japan Civil Litigation Check | 1 record (matched by name only)        |                                 | ✗     |
| Japanese Regulatory Check    | No record identified                   |                                 | ✓     |
| Japanese Compliance Check    | No record identified                   |                                 | ✓     |
| Japanese Directorship        | No record identified                   |                                 | ✓     |
| Japanese Criminality Check   | 1 record (matched by name only)        |                                 | ✗     |
| Anti Social Forces Check     | No record identified                   |                                 | ✓     |
| Japanese Press Search        | 1 record (matched by name only)        |                                 | ✗     |
| Japanese Rep Screen          | No derogatory articles were identified |                                 | ✓     |



## Section B – Verification Results

|                     |   |
|---------------------|---|
| <b>Resume Check</b> | 1 discrepancy was found: The position at ABC Corporation; Vetting Form: (Director), Resume: (Manager) |
|---------------------|---|

### Employment Verification

|                      | Provided Information   | Verified? | Comment       |
|----------------------|--|-----------|---------------|
| Company Name         | ABC Corporation  | ✓         | Verified      |
| Employment Period    | August 2010 – Present  | ✓         | Verified      |
| Position             | Director   | ✓         | Verified      |
| Division             | Not disclosed  | ✓         | Verified      |
| Last Supervisor      | Mr. Yamada   | -         | Not disclosed |
| Last Salary          | JPY 5,000,000 per year   | ✓         | Verified      |
| Employment Status    | Permanent  | ✓         | Verified      |
| Reason for Departure | Voluntary  | ✓         | Verified      |
| Verified by:         | Ms. XXX, HR Manager (Tel: 03-1234-5678)  |           |               |
| Date                 | 18 May 2017  |           |               |
| Comment:             | Ms. XXX, the HR Manager of ABC Corporation, (Tel: 03-1234-5678) was contacted and confirmed the information as above by phone. |           |               |

|                      | Provided Information  | Verified? | Comment       |
|----------------------|---|-----------|---------------|
| Company Name         | EFG Securities  | ✓         | Verified      |
| Employment Period    | April 2006 – July 2010  | ✓         | Verified      |
| Position             | Trader  | ✓         | Verified      |
| Division             | Equities  | ✓         | Verified      |
| Last Supervisor      | Mr. Tanaka  | -         | Not disclosed |
| Last Salary          | Not provided  | -         | Not disclosed |
| Employment Status    | Permanent   | ✓         | Verified      |
| Reason for Departure | Voluntary   | ✓         | Verified      |
| Verified by:         | Mr. △△, HR member of staff at EFG Securities, (Tel: 03-4567-8912)   |           |               |
| Date                 | 24 May 2017   |           |               |
| Comment:             | Mr. △△ from the HR department of EFG Securities, (Tel: 03-4567-8912) was contacted and confirmed the information as above by phone. |           |               |

### Education Verification

|                    | Provided Information   | Verified | Comment                 |
|--------------------|--|----------|-------------------------|
| Institute Name     | Japan College  | ✓        | Verified                |
| Qualification      | Bachelor Degree in Economics   | ✓        | Verified                |
| Date of Attendance | Not provided   | ✓        | April 1996 – March 1999 |
| Graduation Date    | March 2000   | x        | March 1999              |
| Verified by:       | Ms. OOO, Registrar Office, (Tel: 03-1111-2222 Fax: 03-1111-2223)           |          |                         |
| Date               | 22 May 2017  |          |                         |
| Comment:           | A verification request was sent to the Registrar Office (Tel: 03-1111-2222 |          |                         |

|  |  |
|--|--|
|  | Fax: 03-1111-2223) and a reply was received by fax on 22 May.<br>Ms. OOO from the Registrar Office was contacted regarding the discrepancy who reconfirmed the graduation date as March 1999 by phone. |
|--|--|

**Professional Qualification Verification**

|                       | Provided Information   | Verified? | Comment  |
|-----------------------|--|-----------|----------|
| Institute Name        | The Securities Analysts Association of Japan   | ✓         | Verified |
| Qualification         | CMA  | ✓         | Verified |
| Date of Accreditation | 1998   | ✓         | Verified |
| Status                | Active   | ✓         | Verified |
| Verified by:          | Mr. XX, administration member of staff (Tel: 03-9876-5432 Fax: 03-9876-5433)   |           |          |
| Date                  | 22 May 2017  |           |          |
| Comment:              | A verification request was sent to Mr. XX from administration (Tel: 03-9876-5432 Fax: 03-9876-5433) on 16 May 2017, and a reply by fax verifying the above record was received from Mr. XX on 22 May 2017. |           |          |

## Section C – Public Record Searches

|   |  |
|---|--|
| <b>Japanese Bankruptcy Check</b><br><br>Japanese bankruptcy checks search for any record of personal bankruptcy with the Japanese Ministry of Justice. Records go back to 1947                            | <b>1 record identified under the subject's name</b> (matched by name only).<br><br>Court: Tokyo District Court<br>Date: 12 June 2013<br>Case number: 25(fu)50<br>Case name: Bankruptcy discharge<br>Bankrupt: Taro SCREEN (スクリーン 太郎)<br>Address: 1-xx-x Higashi, Shibuya-ku, Tokyo     |
| Date of Search  | 25 May 2017  |
| <b>Japan Civil Litigation Check</b><br><br>Partial Japanese civil litigation check to discover whether the subject has been party to any litigation in the Tokyo District Court. Records go back to 2004. | <b>1 record identified under the subject's name</b> (matched by name only).<br><br>Court: Tokyo District Court<br>Date: 14 April 2005<br>Case Number: 17(wa)1234<br>Case Type: Compensation payment<br>Plaintiff: ○○Credit Guarantee Corporations<br>Defendant: Taro SCREEN (スクリーン 太郎) |
| Date of Search  | 25 May 2017  |
| <b>Japanese Regulatory Check</b><br><br>Searches against all relevant regulatory agencies in Japan specific to the subject's business activities.   | No records found.  |
| Date of Search  | 25 May 2017  |
| <b>Compliance Check</b><br><br>Searches through the various proscribed lists (BIS, OFAC, UN, etc) of barred individuals and companies   | No records found.  |
| Date of Search  | 25 May 2017  |
| <b>Japanese Directorship</b><br><br>Japanese Directorship checks search for any record of personal directorship with the TSR, Teikoku Databank and other public corporate database.                       | No records found.  |
| Date of Search  | 25 May 2017  |



|   |  |
|---|--|
| <p><b>Criminality (JCS)</b></p> <p>Searches are conducted through the Japanese press covering 30 national newspapers and 100's of magazines and periodicals focusing on derogatory articles relating to the subject.</p>  | <p>A search was conducted under the subject's name and the following criminality record was identified (matched by name only).</p> <p>Date: 9 October 1999<br/> Name: <b>Taro SCREEN</b><br/> Address: Ogikubo, Suginami-ku, Tokyo<br/> Position: Director of Finance Company<br/> Charged: Gaining profit via opening gambling place</p> <p>[Original Article 1]<br/> <b>4 suspects caught over JPY 7 billion in illegal gambling</b></p> <p>9 October 1999   △△ Shimbun</p> <p>On 9 October 1999, Tokyo Metropolitan Police Department's Organized Crime Control Department and Shibuya Police Station arrested four finance company employees in Tokyo for illegal gambling (poker) and investigated a further two on a voluntary basis.</p> <p>Taro Screen (age 57, address: Ogikubo, Suginami-ku, Director of Finance company), Hanako Mihon (age 47, address: Honcho, Shibuya-ku, bar manager) were among the arrested.</p> <p>According to the investigation, two customers including a real estate dealer were invited to participate in illegal gambling in the form of poker at a basement bar in Shibuya managed by Mihon. The incident was reported to have taken place between 8pm and 11pm on 6 October 1999.</p> <p>The suspects, including Taro Screen, reportedly help set poker tables and automatic mahjong desks every night for two years for the purpose of gambling. They earned JPY 50,000 per person per day and earned up to JPY 12 million in venue fees over 2 and a half years until the time of their arrest. Tokyo Metropolitan Police Department's Organized Crime Control Department said that the total amount of money involved in this operation is expected to be as much as JPY 7 billion.</p> |
| Date of Search  | 25 May 2017  |
| <p><b>Japanese Anti Social Forces Database</b></p> <p>A proprietary database containing criminality information sourced from government records, Japanese media, Japanese courts, public records, independent anti-organized crime associations and privately held information of individuals and companies with known connections to unlawful associations such as organized crime, Sokaiya, religious sects and right wing organizations.</p> | <p>No records relating to the subject were found.</p>  |
| Date of Search  | 25 May 2017  |

|   |   |
|---|---|
| <p><b>Japanese Press Search</b></p> <p>Searches conducted through the Japanese press covering 30 national newspapers and hundreds of magazines and periodicals focusing on derogatory articles relating to the subject company.</p> | <p>A search was conducted under the subject's name and the following criminality record was identified (matched by name only).</p> <p>[Original Article 2]<br/> <b>President and Director of a subsidiary company of ◎◎ Sangyo resign over hidden income scandal</b><br/> 21 February 2009 ××Shimbun</p> <p>On 20 February 2009, Ichiro Takahashi (age 74), president of “◎◎ Kako Kensetsu” (Machinery and appliances installation company in Yokkaichi-shi) which is a 100% subsidiary of “◎◎ Sangyo” (Chemical manufacturer in Chiyoda-ku), and Taro Screen (age 59), Director, will resign from their positions in order to take responsibility for JPY 240 million in hidden income from the Nagoya Regional Taxation Bureau.<br/> Goro Watanabe (age 64, Auditor) will be appointed as Rep/Director and the next company president.</p> <p>The company was ordered to pay JPY 110 million by the Regional Taxation Bureau in additional taxes as it was discovered that it had ‘compressed’ its profits via fabricated outsourcing costs related to construction.</p> <p>The incident came to light during an investigation conducted by “◎◎ Sangyo” who discovered a lack of safekeeping of delivery slips and inappropriate accounting processing. The article mentions that no retirement money will be paid until the investigation is complete.</p> |
| Date of Search  | 25 May 2017   |

| <p><b>Japanese Rep Screen (Internet / Black Media)</b></p> <p>Research is conducted through the Japanese internet focusing on anonymous forums such as 2channel and Japanese language blogs to identify any negative traffic relating to the subject. Research is also conducted through the Japanese investigative black media.</p> | <p>A search was conducted under the subject's name and articles were found relating to his business activities.</p> <p><b>No derogatory information was identified.</b></p> <p>Research for Social Networking Services</p> <table border="1" data-bbox="455 1277 1090 1493"> <thead> <tr> <th></th><th>Website Address</th></tr> </thead> <tbody> <tr> <td><b>Facebook</b></td><td><a href="http://www.facebook.com/taro.screen/">http://www.facebook.com/taro.screen/</a></td></tr> <tr> <td><b>Twitter</b></td><td><a href="https://twitter.com/tarotaroscreen/">https://twitter.com/tarotaroscreen/</a></td></tr> <tr> <td><b>Linkedin</b></td><td><a href="https://jp.linkedin.com/in/%TARO%SCREEN">https://jp.linkedin.com/in/%TARO%SCREEN</a></td></tr> <tr> <td><b>Instagram</b></td><td><a href="http://instagram.com/himetaro-screenxoxox">http://instagram.com/himetaro-screenxoxox</a></td></tr> <tr> <td><b>Ameblo</b></td><td><a href="https://ameblo.jp/ttttttarrroooooSCREEN">https://ameblo.jp/ttttttarrroooooSCREEN</a></td></tr> </tbody> </table> <p><i>Please note that the account was matched by name only</i></p> |  | Website Address | <b>Facebook</b> | <a href="http://www.facebook.com/taro.screen/">http://www.facebook.com/taro.screen/</a> | <b>Twitter</b> | <a href="https://twitter.com/tarotaroscreen/">https://twitter.com/tarotaroscreen/</a> | <b>Linkedin</b> | <a href="https://jp.linkedin.com/in/%TARO%SCREEN">https://jp.linkedin.com/in/%TARO%SCREEN</a> | <b>Instagram</b> | <a href="http://instagram.com/himetaro-screenxoxox">http://instagram.com/himetaro-screenxoxox</a> | <b>Ameblo</b> | <a href="https://ameblo.jp/ttttttarrroooooSCREEN">https://ameblo.jp/ttttttarrroooooSCREEN</a> |
|--|--|--|-----------------|-----------------|---|----------------|---|-----------------|---|------------------|---|---------------|---|
|  | Website Address  |  |                 |                 |   |                |   |                 |   |                  |   |               |   |
| <b>Facebook</b>  | <a href="http://www.facebook.com/taro.screen/">http://www.facebook.com/taro.screen/</a>  |  |                 |                 |   |                |   |                 |   |                  |   |               |   |
| <b>Twitter</b>   | <a href="https://twitter.com/tarotaroscreen/">https://twitter.com/tarotaroscreen/</a>  |  |                 |                 |   |                |   |                 |   |                  |   |               |   |
| <b>Linkedin</b>  | <a href="https://jp.linkedin.com/in/%TARO%SCREEN">https://jp.linkedin.com/in/%TARO%SCREEN</a>  |  |                 |                 |   |                |   |                 |   |                  |   |               |   |
| <b>Instagram</b>   | <a href="http://instagram.com/himetaro-screenxoxox">http://instagram.com/himetaro-screenxoxox</a>  |  |                 |                 |   |                |   |                 |   |                  |   |               |   |
| <b>Ameblo</b>  | <a href="https://ameblo.jp/ttttttarrroooooSCREEN">https://ameblo.jp/ttttttarrroooooSCREEN</a>  |  |                 |                 |   |                |   |                 |   |                  |   |               |   |
| Date of Search   | 25 May 2017  |  |                 |                 |   |                |   |                 |   |                  |   |               |   |

[Original Article 1]

70 億円の賭博ポーカ 4 人摘発／警視庁

1999 年 10 月 9 日 △△新聞

警視庁暴力団犯罪取締本部と渋谷署は九日までに、かけ金総額が七十億円にも上るポーカとばくなどを行っていた都内の金融業者ら四人をとばく開張図利などで逮捕、二人を任意で取り調べた。

つかまったのは杉並区荻窪、金融会社役員スクリーン 太郎(57)、渋谷区本町、スナック経営見本花子(47)ら。

調べによるとスクリーンはさる六日午後八時ごろから同十一時二十五分までの間、見本の経営する渋谷区渋谷のスナックの地下二階の別室に、目黒区の不動産業者(48)ら客二人を集め、ポーカーとばくをしていた。

スクリーンら二人は一昨年春からポーカー台や全自動式マージャン卓を置き、十数人を相手に連夜のようにとばくを行っており、一日に一人五万円、逮捕されるまでの約二年六か月の間に千二百万円の場所代を得ていた。こうしたとばくで動いた金は総額七十億円に上ると同本部ではみている。

△△新聞社

[Original Article 2]

◎◎産業子会社社長と常務が辞任 所得隠しで引責＝三重

2009.02.21 ××新聞

化学メーカー「◎◎産業」(千代田区)の100%子会社で、機械器具設置工事会社「◎◎化工建設」(四日市市)は20日、名古屋国税局から約2億4000万円の所得隠しを指摘された問題の責任を取り、高橋一郎社長(74)が3月31日付、スクリーン太郎常務(59)が20日付で辞任すると発表した。渡辺五郎常勤監査役(64)が代表取締役役に就任し、次期社長となる見通し。

同社は工事関連の外注費を装う帳簿操作などの手口で利益を圧縮していたとして、国税局から重加算税を含めて1億1000万円を追徴課税された。◎◎産業が調査したところ、納品書を保管していないなど、不適切な会計処理が確認されたといい、調査が終了するまで退職金の支払いを留保するとしている。

××新聞社

- Report Ends -





For more information please visit our website

at [www.j-screen.jp](http://www.j-screen.jp) or email [info@j-screen.jp](mailto:info@j-screen.jp)



NewMitomi Building 9F, 1-20-18, Ebisu, Shibuya-ku, Tokyo 150-0013 JAPAN

E. [info@j-screen.jp](mailto:info@j-screen.jp)

T. 81 (0)3 4579 0800

F. 81 (0)3 4216 7138

## Corporate Profile

Company name **J-Screen Co. Ltd.**

Incorporated **July 2008 (Merged with HireRight Oct 2019)**

Representative Director **Ranojoy Hazra**

Tokyo Headquarters **NewMitomi Building 9F, 1-20-18, Ebisu, Shibuya-ku, Tokyo 150-0013 JAPAN**

Main Business **Enhanced Background Screening, Due Diligence, and Data Collection**

Number of employees **37**

Bank Reference **Mizuho Bank, Bank of America**

# THANK YOU