

# Employee Assessments Reveal Potential Risks

Nisos investigation **identifies potential risks** through employee background and online activity



A vertical stack of wooden blocks of varying sizes, each featuring a black silhouette of a person's head and shoulders. The blocks are arranged in a pyramid-like structure, with the largest block at the top and smaller blocks below it. The background is a solid blue color.

# SITUATION

***Employee risk assessments are critical for identifying threats to a company's security, reputation, and intellectual property. As businesses grow globally, especially in sensitive sectors, it's essential to evaluate employees for connections that could compromise organizational integrity. Assessing ties to foreign governments or questionable affiliations helps prevent risks like espionage, data theft, and compliance issues.***

A Client approached Nisos with concerns over a specific employee who had shown signs of potential security risk, including possible connections to the Chinese Communist Party (CCP).

The objective was to conduct a comprehensive investigation to determine any links that might pose a risk to the organization's intellectual property or security posture.



# INVESTIGATION



**The employee's background was scrutinized, including their academic history, professional network, and online presence, to uncover any indirect associations or activities that could suggest a threat. The investigation aimed to provide a comprehensive view of the employee's risk profile, addressing concerns about foreign influence and potential impacts on corporate security.**

- While no direct evidence of affiliation with the CCP was uncovered, the employee's academic background at Tsinghua University raised potential concerns regarding indirect influence.
- Several mainstream media mentions were found in Chinese news outlets that primarily focused on the employee's academic achievements. Engagement with CCP-friendly outlets and social media raised questions about potential ideological alignment, though no definitive evidence was found.
- Social media analysis showed the employee maintained an active presence across multiple platforms, with the most frequent activity on LinkedIn. Research found minimal interaction with CCP-related content, though a few instances of engagement with pro-China material may warrant further scrutiny.



# IMPACT

**The investigation did not uncover direct evidence of CCP ties but highlighted several possible red flags, particularly the employee's academic background and occasional engagement with CCP-friendly content. The employee's network included individuals in high-tech industries.**

While no immediate action was deemed necessary, the findings suggested the need for continued monitoring, especially regarding the employee's professional network and social media activity. The Client concluded that ongoing monitoring was warranted and engaged Nisos for further analysis.



# Let's Connect

Nisos is the human risk management company specializing in unmasking threats before they escalate. We are a trusted advisor who operates as an extension of security, intelligence, legal, and human resource teams to protect their people and business. Our intelligence-led solutions help enterprises make critical decisions, manage human risk, and drive real world consequences for digital threats.

For more information, visit [nisos.com](https://www.nisos.com).

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