

Aleksandra Nowak

Shift Supervisor at Cobblestone Cafés Ltd

Issued 11 Aug 2026 · Prepared for Nadia Marsh

2 of 3 referees replied ● 1 all verified ● 1 with discrepancies ● 1 no response

Julia Hartley ✓ Verified Line manager Northfield Fresh Foods Ltd · Candidate's role there: Shift Supervisor · Replied 29 Jul 2026 Would re-employ: Yes Their own words — section 03	Peter Rowe ! Discrepancy Manager Foxglove Taverns Ltd · Candidate's role there: Shift Supervisor · Replied 3 Aug 2026 Would re-employ: With reservations Their own words — section 03	Patricia Fenwick – No response Manager Westbury Grange Stores Ltd · Candidate's role there: Shift Supervisor · No reply by close
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A result describes what we tested and what came back — never a judgement about a person.

01 Checks

Only results that need a look are explained. The evidence for each is printed under the grid.

	Line manager	Manager	Manager	
	Julia	Peter	Patricia	TOGETHER
	Mar 2023 – Jun 2026	Jun 2021 – Dec 2022	Feb 2019 – Apr 2021	
Referee email	✓	! Discrepancy	✓	1 differs
Julia				✓

✓ **Not a free webmail address**

northfieldfresh.co.uk

✓ **Domain matches the claimed employer**

northfieldfresh.co.uk · Northfield Fresh Foods Ltd

– **Domain accepts mail**

Mail records found

– **Not a disposable address**

This test did not run when the reference was taken

– **Not a shared inbox**

This test did not run when the reference was taken

– **Domain registered 90+ days ago**

This test did not run when the reference was taken

– **Domain registered before the claimed start**

This test did not run when the reference was taken

Verified — what came back agrees with what was given

Not applicable — not a real question for this kind of reference

Noted — collected, but not a question this check grades

Peter

! Discrepancy

! **Not a free webmail address**

Free webmail address

A personal email account — not evidence of the employer either way.

– **Domain matches the claimed employer**

Free webmail — no employer domain to compare

– **Domain accepts mail**

Mail records found

– **Not a disposable address**

This test did not run when the reference was taken

– **Not a shared inbox**

This test did not run when the reference was taken

– **Domain registered 90+ days ago**

This test did not run when the reference was taken

– **Domain registered before the claimed start**

This test did not run when the reference was taken

Discrepancy — partly agrees, or could not be tied to the employer

Not applicable — not a real question for this kind of reference

Noted — collected, but not a question this check grades

Patricia				✓
✓	Not a free webmail address westburygrange.co.uk			
✓	Domain matches the claimed employer westburygrange.co.uk · Westbury Grange Stores Ltd			
–	Domain accepts mail Mail records found			
–	Not a disposable address This test did not run when the reference was taken			
–	Not a shared inbox This test did not run when the reference was taken			
–	Domain registered 90+ days ago This test did not run when the reference was taken			
–	Domain registered before the claimed start This test did not run when the reference was taken			
Verified — what came back agrees with what was given				
Not applicable — not a real question for this kind of reference				
Noted — collected, but not a question this check grades				
Employer record	✓	✓	✓	All agree
Employment dates	✓	! Discrepancy	—	1 differs 1 missing
Julia				✓

CANDIDATE STATED

Mar 2023 – Jun 2026

REFEREE STATED

Mar 2023 – Jun 2026

✓

Referee confirms the candidate worked there

Yes

✓

Start date agrees

Agrees

✓

End date agrees

Agrees

–

Job title agrees

Neither side gave a title

–

Referee's stated role agrees

Neither side gave a title

Verified — what came back agrees with what was given

Not applicable — not a real question for this kind of reference

Recorded 29 Jul 2026, 15:22

Peter

! Discrepancy

CANDIDATE STATED

Jun 2021 – Dec 2022

REFEREE STATED

Sep 2021 – Dec 2022

✓

Referee confirms the candidate worked there

Yes

!

Start date agrees

Differs

✓

End date agrees

Agrees

–

Job title agrees

Neither side gave a title

–

Referee's stated role agrees

Neither side gave a title

Verified — what came back agrees with what was given

Discrepancy — partly agrees, or could not be tied to the employer

Not applicable — not a real question for this kind of reference

Recorded 3 Aug 2026, 17:03

Email authenticity	✓	✓	✓	All agree
Response	✓	✓	– No response	1 missing
Julia	✓			

✓ Replied

Replied

Peter

✓ Replied

Replied

Patricia

- No response

- Replied

No response

The referee did not reply before the check closed.

Not applicable — not a real question for this kind of reference

Referee email — Does the address belong to the employer's own domain?

Employment dates — Do the dates the referee gave agree with the dates the candidate stated, within 45 days?

Response — Did the referee answer using the link we emailed to the nominated address?

Employer record — Is there a registered company matching the employer named, and is it active?

Email authenticity — Does the domain publish the sender checks that stop mail being sent in its name?

✓ Verified — what came back agrees with what was given

No response — the referee did not reply before the check closed

Discrepancy — partly agrees, or could not be tied to the employer

02 Ratings

As each referee rated it. Not graded by us.

	Line manager Julia Mar 2023 – Jun 2026	Manager Peter Jun 2021 – Dec 2022	TOGETHER
Reliability	5	3	Differ
Quality of work	4	4	Agree
Working with others	5	4	Close
Communication	4	3	Close
Problem solving	5	4	Close

The number each referee picked, 1 to 5 two or more steps apart Close one step apart

Patricia Fenwick did not reply, so gave no ratings.

Aleksandra was one of the most dependable members of the team. Customers asked for her by name and she never left a shift without the stockroom straight. We were sorry to lose her and I would take her back tomorrow.

JULIA HARTLEY · STORE MANAGER · NORTHFIELD FRESH FOODS LTD

KEY STRENGTHS Calm under pressure on a busy shift, thorough with the till reconciliation, well liked by customers and the rest of the team.

AREAS FOR DEVELOPMENT Could be more confident leading the shift when the manager is off site.

Good with customers and a genuinely kind person. Timekeeping was a bit of an issue early on but it improved once we changed her rota.

PETER ROWE · OWNER · FOXGLOVE TAVERNS LTD

KEY STRENGTHS Reliable with customers, and picked up the till and cellar routines quickly.

AREAS FOR DEVELOPMENT Occasional late starts in the first few months.

These answers came back through the link we emailed to each referee at the address on file.

04

Activity

What happened, in order. Times shown in UK time.

Tue 28 Jul 2026	10:14	●	Check raised by Nadia Marsh.
	10:14	●	Consent request sent to Aleksandra Nowak.
	12:02	●	Aleksandra Nowak gave consent for their referees to be contacted, against privacy notice 2026-09-18b.
	12:03	●	Julia Hartley, Peter Rowe and Patricia Fenwick were nominated as referees.
	12:03	●	Invitation sent to Julia Hartley, Peter Rowe and Patricia Fenwick
Wed 29 Jul 2026	15:22	●	Reply received from Julia Hartley.
Thu 30 Jul 2026	12:03	●	Reminder 1 sent to Peter Rowe and Patricia Fenwick
Sat 1 Aug 2026	12:03	●	Reminder 2 sent to Peter Rowe and Patricia Fenwick
Mon 3 Aug 2026	17:03	●	Reply received from Peter Rowe.
Tue 4 Aug 2026	12:03	●	Reminder 3 sent to Patricia Fenwick
Tue 11 Aug 2026	12:02	●	The closing date passed and the check was closed — 2 referees replied, 1 referee did not reply.
	12:04	●	Report issued.

🛡 Every event is kept in a tamper-evident record.

Technical detail —retained for dispute or IT review; not needed to read this report.

version 1 · 10 records · head a18f6d4b2907...e5c3 · prev 907e5c3a18f6...d4b2