



# Resume Screening Report

Automated analysis and verification of candidate resume

REPORT ID	DATE	CLASSIFICATION	CANDIDATE
RSA-22AF9604	April 15, 2026	CONFIDENTIAL	N/A



## ELEVATED RISK

AI Probability: High | Confidence: Medium | Consistency: 35/100

**CRITICAL FRAUD INDICATORS:**  
 WeasyPrint programmatic PDF generation with blank metadata is a strong fabrication signal. Both claimed employers (MedVantage Solutions, VitalPath Health) have zero web presence and this is the SECOND resume encountered claiming these exact companies - pattern suggests coordinated resume fraud operation. The 99.9% uptime metric is inappropriate for QA role. While the resume is well-written with logical progression, the combination of unverifiable employers and automated generation tools indicates high likelihood of fabrication.

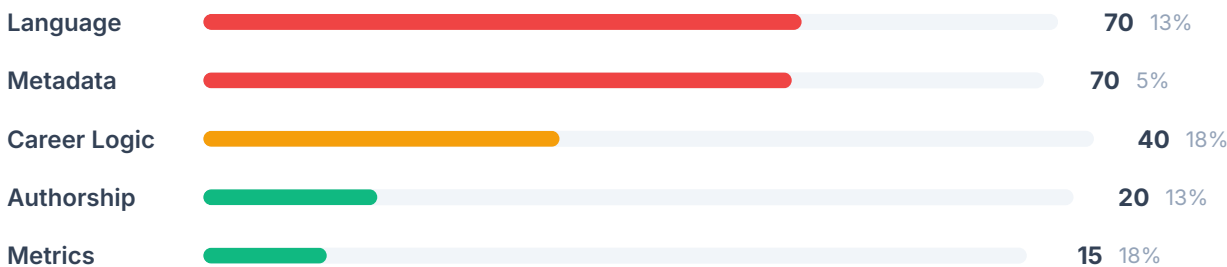
### RECOMMENDED ACTION

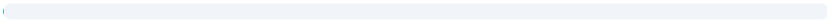
## Contact

References & employers before proceeding

Score Pipeline: Raw 30 | Adjusted 70 | Final 70

## Risk Dimensions





<b>CONFIRMED (SKILLS + EXPERIENCE)</b>	<b>UNCONFIRMED (SKILLS ONLY)</b>	<b>EXPERIENCE ONLY</b>
Jira, BDD/Gherkin, GitHub, Exploratory Testing, Regression Testing	Postman, Confluence, Ruby on Rails	iOS/Android testing, CI/CD pipeline, Root Cause Analysis

# About This Report

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This report is produced by getpruf.ai Resume Intelligence, an automated resume screening system designed to assist HR teams, recruiters, and hiring managers in making informed hiring decisions. The system performs multi-dimensional analysis of candidate resumes using a combination of document analysis, natural language processing, and open-source intelligence (OSINT) verification techniques.

**Methodology.** Each resume undergoes analysis across six weighted dimensions: Timeline Consistency (18%) checks whether claimed technologies, tools and certifications align with the stated employment dates. Career Logic (18%) evaluates the plausibility of job transitions, title progression, and employer existence through web verification. Metrics Credibility (18%) assesses whether quantitative claims (percentages, volumes, uptime figures) are realistic and scoped appropriately to the candidate's role level. Language Quality (13%) analyzes writing style, grammar patterns, and vocabulary complexity relative to the claimed seniority. Authorship Signals (13%) looks for indicators of AI-generated or externally written content, including stylistic uniformity, phrase patterns, and structural anomalies. Metadata Analysis (5%) examines the PDF document properties, creation tool, timestamps, and embedded metadata for signs of programmatic generation or template-based fabrication.

**Scoring.** Raw dimension scores are calculated independently and then combined using a weighted sum. The raw composite score passes through a Bayesian adjustment layer that accounts for web verification results. When employer verification fails or metadata signals programmatic generation, the adjustment increases the final score. The adjusted score is then mapped to a risk level: Low (0-20), Moderate (21-45), Elevated (46-70), or High (71-100). Each risk level carries a specific recommended action for the hiring team.

**Verification Process.** The system performs automated web searches across multiple platforms to verify employer existence (company websites, LinkedIn, Glassdoor, Crunchbase), candidate employment history, and educational credentials (institution databases, publication indices). When a company or employment record cannot be verified, it is flagged as UNVERIFIED. This does not necessarily indicate fabrication. Many legitimate small businesses and startups have limited web presence.

**Fairness and Limitations.** The scoring model includes bias mitigation adjustments to reduce false positives for non-native English speakers and for industries where employers typically have limited web presence. This report is a screening aid, not a background check or a decision-making tool. All flagged concerns should be verified through direct candidate communication. No hiring decision should be made solely based on this report. Human review is always required.

## Score Scale

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Score	Risk Level	Interpretation	Recommended Action
0 - 20	<b>LOW RISK</b>	No significant concerns identified	Proceed with standard process
21 - 45	<b>MODERATE</b>	Minor inconsistencies worth investigating	Ask targeted interview questions
	<b>ELEVATED</b>		

46 - 70	Notable concerns requiring direct verification	Contact references and employers directly
71 - 100	<b>HIGH RISK</b> Serious red flags detected in multiple dimensions	Escalate to hiring manager before proceeding

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## Key Findings 5

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CRITICAL

FAB

METADATA SIGNALS

### Metadata Signals

PDF generated by WeasyPrint 62.3 with all metadata fields blank (no author, no creator, no creation date). WeasyPrint is a Python HTML-to-PDF library used for programmatic document generation, not a tool candidates use to create resumes. Suggests automated resume fabrication.

CRITICAL

FAB

CAREER LOGIC

### Career Logic

Both employers MedVantage Solutions and VitalPath Health have no verifiable web presence, no LinkedIn company pages, no Glassdoor profiles, no industry mentions. PATTERN ALERT: This is the second resume encountered claiming employment at these exact companies, both generated with WeasyPrint. Strong indicator of fabricated employer operation.

MEDIUM

EMB

METRICS CREDIBILITY

### Metrics Credibility

Claims 'ensuring 99.9% uptime for critical diagnostic features' as QA Specialist. QA roles do not own uptime SLAs - this is an infrastructure/DevOps metric. Likely borrowed from job description template.

MEDIUM

EMB

CAREER LOGIC

### Career Logic

Skills section lists Postman, Confluence, Ruby on Rails but these never appear in actual work experience. Ruby on Rails only mentioned in 'Technical Interests' as 'tutorials' - not real experience.

LOW

OMI

LANGUAGE PATTERNS

### Language Patterns

Summary contains template phrases: 'Detail-oriented', 'Passionate about', 'Proven track record'. Common in coached resumes but not a strong signal alone.

## Internal Consistency Checks

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Check	Status	Finding
Dates vs Technology	OK	BDD/Gherkin, Jira, Confluence, GitHub, Postman all consistent with 2020-2026 timeframe.
Metrics vs Role Scope	FLAG	99.9% uptime claimed by QA Specialist. QA roles do not own uptime SLAs - this is infrastructure responsibility.
Skills vs Experience	FLAG	Postman, Confluence, Ruby on Rails listed in skills but never referenced in work experience. Ruby on Rails only appears in Technical Interests section as self-study.
Titles vs Responsibilities	OK	Junior QA Tester to QA Specialist is logical 2-year progression.
Education vs Career	OK	BS Computer Science 2019 to Junior QA January 2020 is standard timeline.
Seniority vs Writing	OK	Writing quality matches 6 years experience. Professional structure with specific details.

## Verification Results 4

<p>COMPANIES VERIFIED</p> <p><b>1 / 2</b></p>	<p>EMPLOYMENT CONFIRMED</p> <p><b>0 / 2</b></p>	<p>EDUCATION CONFIRMED</p> <p><b>0 / 0</b></p>
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Query	Type	Status	Details
MedVantage Solutions company official site	company_exists	<b>UNVERIFIED</b>	Search results show multiple companies with similar names (MedVantage for foodservice labeling, Medvantage for medical courses, MedVantage Medical Solutions, Medvantage for post-operative products, and medvantage for medical equipment), but none match the EXACT name 'MedVantage Solutions'. All results are for different companies with different business focuses. The specific company 'MedVantage Solutions' as claimed does not appear in search results.
Alex Sterling MedVantage Solutions employee	employment	<b>UNVERIFIED</b>	Search results show Alex Sterling profiles working at Denver International Airport and other locations, but no connection between any Alex Sterling and 'MedVantage Solutions'. The search found a Carrie Hetrick at Vantage MedTech (a different company), but no Alex Sterling at the claimed company.
VitalPath Health company official site	company_exists	<b>VERIFIED</b>	Search results confirm the existence of 'VitalPath Health' as a health center in Baton Rouge, LA, with an official website at vitalpathhealth.org providing primary care services. The EXACT company name matches the claim.
Alex Sterling VitalPath Health employee	employment	<b>UNVERIFIED</b>	Search results show an Alexander Sterling with a Master's in Clinical Mental Health Counseling working as a Nursing Assistant at Veterans Administration, but no connection between Alex Sterling and VitalPath Health. No evidence links this specific person to the claimed company.

### Enhanced Company Verification

**MedVantage Solutions** - 10 sources searched.

**VitalPath Health** - 10 sources searched.

**LinkedIn: Alex Sterling at MedVantage Solutions** - 0 sources searched. Not found

**LinkedIn: Alex Sterling at VitalPath Health** - 0 sources searched. Not found

## **Education Verification**

**University of Guelph** - Verified. University of Guelph (education, CA) - 92339 publications indexed

**University of Virginia** - Verified. University of Virginia (education, US) - 197507 publications indexed

# Interview and Screening Guide

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Personalized questions generated from this candidate's experience and flagged concerns. Questions are organized by priority and category to help interviewers structure their assessment efficiently.

## Verification Questions Ask these first to address flagged concerns

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### P1

Unverifiable employer with no web presence

Can you provide the full address and website for MedVantage Solutions? What is the approximate employee count?

### P2

Programmatic PDF generation

Your resume PDF was generated using WeasyPrint, a Python library - can you explain how you created this document?

### P3

Uptime metric scope mismatch

You claim responsibility for 99.9% uptime - what specific monitoring tools or infrastructure did you manage as a QA Specialist?

### P4

Unverifiable employer

Can you provide contact information for your manager at VitalPath Health to verify employment dates?

### P5

Skills not demonstrated in experience

Your resume lists Ruby on Rails as a technical skill - can you describe a project where you used Rails in production?

## Role Fit

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At MedVantage Solutions, you mention leading manual testing efforts for a clinical data visualization platform with 99.9% uptime for critical diagnostic features. Walk me through what 'leading' those efforts actually looked like day-to-day—what were you personally responsible for testing, and how did you coordinate with others?

*Listen for: Concrete examples of scope, ownership, and collaboration. Clarity on whether they were solo testing or coordinating a team. Specificity about the platform's features.*

You documented over 400+ detailed bug reports at MedVantage. Can you give me an example of one bug report you're particularly proud of? Walk me through what made it 'detailed' and how a developer actually used it to fix the issue.

*Listen for: Understanding of what constitutes a good bug report (reproduction steps, environment, expected vs actual behavior). Evidence they've seen bugs through to resolution.*

Your resume mentions translating complex scientific requirements into Gherkin-style test scenarios at MedVantage. Tell me about a specific requirement from a Product Manager or Research Scientist that was confusing—how did you break it down into Gherkin scenarios, and did the team validate your interpretation?

*Listen for: Hands-on experience with BDD syntax. Ability to ask clarifying questions. Evidence of collaboration with non-technical stakeholders.*

At VitalPath Health, you executed end-to-end testing for a mobile patient-intake application across iOS and Android. What specific UI/UX inconsistencies did you find between the two platforms, and how did you document and prioritize those issues in Jira?

Listen for: Real examples of platform-specific bugs. Understanding of severity/priority frameworks. Familiarity with mobile testing challenges.

You mention collaborating with the automation team at VitalPath to identify stable manual test cases for the CI/CD pipeline. What criteria did you use to determine which tests were 'stable' enough to automate, and did any of those automated tests actually catch bugs in production?

Listen for: Understanding of test stability, flakiness, and ROI of automation. Evidence of cross-functional collaboration. Practical knowledge of CI/CD.

## Technical Depth

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You claim a 22% reduction in bug leakage to production at MedVantage through regression testing and bug bash sessions. How did you measure that 22%? What was the baseline, what metrics did you track, and over what time period?

Listen for: Specific measurement methodology (bugs per release, escaped defects, etc.). Understanding of statistical significance. Whether they actually tracked this or estimated it.

Your resume lists BDD and Gherkin as proficiencies. Walk me through how you'd write a Gherkin scenario for a HIPAA-compliant patient data export feature. What would the Given/When/Then structure look like, and how would you handle edge cases around data sensitivity?

Listen for: Correct Gherkin syntax. Understanding of domain-specific concerns (HIPAA). Ability to think through edge cases. Whether they've actually written these or just studied them.

You list Postman as a technical skill. Tell me about a time you used Postman to test APIs in the healthtech context. What endpoints were you testing, what kinds of payloads were you sending, and what issues did you uncover?

Listen for: Hands-on API testing experience. Understanding of HTTP methods, status codes, response validation. Whether this was real work or just tutorial-level knowledge.

You mention 'Elementary' Ruby on Rails knowledge and that you're actively expanding backend knowledge through tutorials. Why did you choose Rails specifically, and have you used that knowledge to actually test or understand any backend behavior at MedVantage or VitalPath?

Listen for: Honest assessment of skill level. Motivation for learning. Evidence of applying it to real work (not just hobby learning). Self-awareness about limitations.

You're ISTQB Certified at Foundation Level with an Agile Testing Specialization. Beyond the certifications themselves, describe a specific testing challenge you faced at MedVantage or VitalPath where you applied ISTQB principles or agile testing concepts. What was the outcome?

Listen for: Ability to translate certification knowledge into practice. Specific examples of test planning, risk-based testing, or agile ceremonies. Whether certs are just credentials or actually inform their work.

## Behavioral

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You mention partnering directly with Product Managers and Research Scientists at MedVantage to translate complex requirements. Tell me about a time when a requirement was ambiguous or seemed untestable. How did you handle that conversation, and what was the outcome?

Listen for: Ability to ask clarifying questions respectfully. Comfort pushing back diplomatically. Problem-solving orientation. Evidence of improving requirements, not just accepting them.

At VitalPath, you volunteered to lead 'First Look' sessions for experimental features. What happened when you found a critical usability issue in an experimental feature that the team had already invested significant development time in? How did you communicate that feedback?

Listen for: Tact and diplomacy when delivering bad news. Evidence of focusing on the product, not blame. Ability to influence without authority. Constructive framing.

Walk me through a time when a developer disagreed with a bug report you filed—either saying it wasn't actually a bug or that it was working as designed. How did you handle that disagreement, and how was it resolved?

Listen for: Ability to collaborate under disagreement. Whether they escalated appropriately or worked it out peer-to-peer. Flexibility vs. conviction. Evidence of learning.

Your resume mentions mentoring peers on thorough documentation and proactive communication. Give me a specific example of a peer you mentored, what the gap was, and how you approached that conversation. Did they actually change their behavior?

Listen for: Concrete mentoring example (not vague). Humility in how they approached it. Evidence of impact. Whether they see mentoring as part of their role.

Describe a time when you had competing priorities at MedVantage or VitalPath—maybe a critical production bug that needed immediate testing, but you also had planned regression testing for a sprint release. How did you decide what to focus on, and who did you involve in that decision?

Listen for: Prioritization framework (severity, business impact, etc.). Communication with stakeholders. Ability to make trade-offs. Whether they escalate or decide autonomously.

## Red Flags to Probe

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You were at VitalPath Health for about 2 years and 3 months (Jan 2020 – April 2022), and you've been at MedVantage for about 2 years and 8 months (May 2022 – Present). Both are relatively short tenures. What's driving your job search now, and are there any concerns about your tenure at VitalPath that we should discuss?

Listen for: Honest reasons for leaving (growth, role mismatch, company issues). Clarity on whether they left or were let go. Pattern of short stays or situational. Enthusiasm for the new role.

Your resume lists GitHub as a technical skill, but I don't see any specific examples of how you've used it—whether you've committed code, managed test repositories, or collaborated on version control. Can you clarify what your hands-on experience with GitHub actually is?

Listen for: Honest assessment of skill level. Specific use cases (cloning repos, reviewing PRs, managing branches, etc.). Whether it's peripheral knowledge or core to their work.

You jumped from 'Junior QA Tester' at VitalPath to 'QA Specialist' at MedVantage. That's a title bump, which is great, but walk me through what changed in your actual responsibilities and scope. What makes you a 'Specialist' now versus a 'Junior' before?

Listen for: Clear articulation of expanded scope (leading efforts, mentoring, process improvement). Whether it's a real promotion or just a title change. Evidence of growth.

Your resume mentions 'over 4 years of experience in manual exploratory testing,' but your professional experience section only shows about 2 years and 8 months at VitalPath and MedVantage combined. Where does the rest of that 4 years come from?

Listen for: Clarification on earlier roles, internships, or contract work not listed. Whether the timeline is accurate. Any gaps or inconsistencies in work history.

You list several technical skills—Postman, GitHub, Ruby on Rails, BDD/Gherkin—but most of your job descriptions focus on manual testing and exploratory testing. How frequently are you actually using these technical tools in your day-to-day work at MedVantage, and are you looking to move more toward automation or test engineering?

Listen for: Honest assessment of how central these skills are to their current role. Whether they're aspirational skills or actively used. Clarity on career direction (staying manual QA vs. moving toward automation/engineering).

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#### **Disclaimer and References**

This report is a screening aid, not a background check. It analyzes the resume document and checks public web sources. A company not found online does not prove fabrication. Many small businesses have limited web presence. Always verify concerns through direct contact with the candidate. No hiring decision should be made solely based on this report. Human review is always required.

**Fairness:** Scoring is adjusted to reduce false positives for non-native English speakers and industries where companies typically have limited web presence.

**Methodology references:** Crosschq (2023) Reference Check Analytics; Loconte et al. (2022) Resume Fraud Detection Methods; Gartner (2025) Candidate Profile Fraud Forecast; Henle et al. (2019) Resume Fraud Taxonomy.