



What you keep

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **An agent covering the whole journey carries judgements as readily as dates.**

Item	Kept?	What it allows
Each step's dates and gaps against deadlines	Yes	Seeing where the journey breaks
Promises made during recruitment	Yes	The only document that sheds light on a departure
What was provided	Yes	Comparing
Access and equipment requests, with their lead time	Yes	Telling a request delay from a technical one
Scheduled check-ins, held or not	Yes	The 14 with no three-month check-in
Departures, with their date and step	Yes	Locating them
Appraisal, at any step whatsoever	No	The chain is deliberately broken

Why the chain is broken between steps

Situation	What happens if the agent carries the reservation
A recruiter voices a reservation	It reaches the manager as a finding of the tool
The recruiter says it themselves	They voice it, to the right person, and answer for it

The agent carries documents, dates and commitments; the reservation goes back signed to its author — nobody can accuse the agent of having distorted it.

The recruitment promise, kept without exception

What is promised	Why it is kept
Remote working	It is what the joiner heard
Equipment	First thing compared with what they find
Scope of the role	Same
Training announced	Same

On the seven probation departures, **it is the only document that sheds any light.**

For the company to settle

Retention period for recruitment promises: _____ years

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