The R□□kies

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Acknowledgement of Completion

This is to acknowledge that

Tran Duc Binh

Has successfully completed "THE ROOKIES" Program
on the date of 23 December 2022

Nguyen Thuan Thanh
APAC HR Director

Be ready to excel

Participant:	Trần Đức Bình	Competence/Line:	Automation Testing
Review period:	27 Sep 22 - 23 Dec 22	Date of review:	21 Dec 2022

PERFORMANCE APPRAISAL (3-MONTH THE ROOKIES PROGRAM)

		Excellent (5 pts)	Good (4 pts)	Average (3 pts)	Fair (2 pts)	Poor (1 pt)
Excellent:	Performance is consistently superior & exceeds requirements					
Good:	Performance frequently exceeds requirements					
Average:	Performance consistently meets requirements					
Fair:	Performance meets some, but not all requirements					
Poor:	Performance consistently fails requirements, not good attitude					
1	Understand job requirements and responsibilities			4		
2	Obtain required skills and knowledge in carrying out tasks/assignments			4		
3	Competent in planning, organizing & prioritizing workload			3		
4	Hold self-accountable for assigned tasks			4		
5	Complete the tasks/assignments in a timely manner			4		
6	Show willingness to adjust/improve working quality to achieve requirements			3		
7	Communicate effectively with Trainers/Mentors/Peers & other stakeholders			3		
8	Show ability to work independently			4		
9	Work effectively in a team (Teamwork spirit)			3		
10	Show willingness to take on additional responsibilities & adapt to changes			4		
Total score:	36	**Classification:**	Good			
From 0-10: Poor From 11-20: Fair From 21-30: Average From 31-40: Good Above 40: Excellent						

END-PROGRAM ASSIGNMENTS RESULT

Assignments:	3.7
Final result:	Meet Expectation

The above assessment indicators are reviewed and verified by the Rookie's immediate Mentor/Trainer & Project Manager during his/her 3-month period of in-depth learning and real project practicing. The rating is based on performance assessment standard of NashTech in the range from 1.0 to 5.0. This result is for reference only, there should be no direct equivalent exchange to other Companies standard. In case of any further re-assessment need, other Companies own the right to conduct assessment to the Rookie properly.

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Human Resources Department
Corporate Training & Development Function

23 Dec 2022

Dear Trần Đức Bình,

This letter is to acknowledge that you have participated in "The Rookies" Program 2022 with the following contents of Theoretical and Practical Learning:

Software Testing

- ☑ Fundamental of Software Testing
- ☑ Effective Test Case Writing
- ☑ Agile Testing
- ☑ Defect and Defect life cycle
- ☑ API Testing
- ☑ SQL Query for Testing
- ☑ Accessibility Testing
- ☑ Performance Testing
- ☑ Robot Framework
- ☑ Cypress Framework

Professional Skills Program

- ☑ Time Management
- ☑ Effective Communication in the Workplace
- ☑ Effective Teamwork
- ☑ Thinking Methods and Problem Solving
- ☑ Action Plan and Performance Report

English Program

- ☑ How to use and protect data in a digital world
- ☑ Understand and expose proper manner in the workplace
- ☑ A journey to business success
- ☑ Future perspective
- ☑ Deliver outstanding service
- ☑ How to reach highest productivity
- ☑ How to be creative to differentiate the norms
- ☑ Factors of motivation in the workplace

Yours faithfully,

Nguyen Thuan Thanh
APAC HR Director