



Powered by NashTech

Nash
Tech.

Acknowledgement of Completion

This is to acknowledge that

Hoang Dang Khoa

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



Nguyen Thuan Thanh
APAC HR Director

Be
ready to
excel

A photograph of a person in a blue long-sleeved shirt and blue jeans jumping in the air with their arms raised. The person is positioned in the lower-left quadrant of the page, appearing to be in motion against the background of the soccer ball.

NashTech Vietnam Company Limited

Registered office address: Etown 1 building, 3rd floor, 364 Cong Hoa St.,
W13, Tan Binh Dist., Ho Chi Minh City, Vietnam

T +84 28 3810 6200
E info@nashtechglobal.com
W nashtechglobal.com

**Nash
Tech.**

Human Resources Department
Corporate Training & Development Function

23 Dec 2022

Dear Hoàng Đăng Khoa,

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

JAVA, Spring MVC

- ☒ Web Basic & Tooling
- ☒ Database Fundamental
- ☒ Unit Test
- ☒ Front-End: ReactJS
- ☒ Practice in real project

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



Nguyen Thuan Thanh
APAC HR Director

Participant:	Hoàng Đăng Khoa	Competence/Line:	Java
Review period:	27 Sep 22 - 23 Dec 22	Date of review:	21 Dec 2022

PERFORMANCE APPRAISAL (3-MONTH THE ROOKIES PROGRAM)

Excellent:		Performance is consistently superior & exceeds requirements	Excellent (5 pts)	Good (4 pts)	Average (3 pts)	Fair (2 pts)	Poor (1 pt)
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		5				
3	Competent in planning, organizing & prioritizing workload		3.5				
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		4				
7	Communicate effectively with Trainers/Mentors/Peers & other stakeholders		4				
8	Show ability to work independently		4				
9	Work effectively in a team (Teamwork spirit)		4				
10	Show willingness to take on additional responsibilities & adapt to changes		4				
Total score:		40.5	Classification:		Excellent		
From 0-10: Poor From 11-20: Fair From 21-30: Average From 31-40: Good Above 40: Excellent							

END-PROGRAM ASSIGNMENTS RESULT

Assignments:	4
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.