

<b>Date of evaluation</b>	03/07/2024
<b>Evaluation period start and end dates</b>	11/02/2023 – 02/22/2024
<b>Resource manager</b>	
<b>Employee's name</b>	Vladislav Karchmit

Attribute	Grade	Details and clarifications	
		Positive	Negative
Being helpful to our clients	Matches the expectations	<p>1. Vlad is always ready to spend extra time to complete testing (both for features and smoke testing, especially when he understands that it's critical for the client). Vlad is always ready to spend extra time to complete testing (both for features and smoke testing) especially when he understands that it's critical for the client.</p> <p>2. Vlad not seldom helped in demonstrations of new features by leaving his comments on the pre-demo, as well as not seldom replaced the developer of the task and presented the tasks to the client personally.</p> <p>3. he suggests help if some teammates need it.</p> <p>4. he worries about delivery on time.</p> <p>5. Studied additional materials according to self-assessment</p>	

Compliance with company and project policies and processes	Matches the expectations	<p>1. Vlad always attends all calls on the project and is highly active at them. He also always maintains an up-to-date status for his tasks, which helps the team to plan their activities properly.</p> <p>2. He can notice any violations of our processes and ask people to correct their violations if possible (see the attachment).</p> <p>Security:</p> <p>1. Reported 1 security incident - phishing or marketing email, not a security incident (clicking the link would be one)</p> <p>2. No involvements in security incidents</p> <p>Following task management and time reporting policies:</p> <p>1. Expected effective capacity</p> <p>2. Same day time reporting</p>	
Quality of work	Matches the expectations	<p>1. PM and QAL - He prepared good test strategies for some epics.</p> <p>Feedback about three latest Test strategies prepared for the project.</p> <p>- Overall, Test strategies are comprehensive and cover all the required details for the large functionality testing. They are sufficient for understanding of what will be done and why it will be done.</p> <p>2. There was a big emission</p>	

		<p>calculation task on the project during the period under review and thanks to Vlad and his approach to work several non-obvious but important defects were found and corrected, which allowed to deliver the completed task without critical defects.</p> <p>3. He helps push developer test creation for epics, actively discusses the scope with developers, and explains why it's essential.</p> <p>4. There were no incidents during the period.</p> <p>5, Develops autotests well, is unafraid to solve complex tasks, performs quality cross-code reviews.</p>	
Productivity	Matches the expectations	<p>1. Always tries to complete tasks on time, but not seldom the developer has more time to complete the task and in these moments the timelines for Vlad's tests are cut, but he still tries to meet the deadline and in the vast majority of cases he succeeds. The last vivid example of this is the epic Emissions where the developer was a bit short of deadlines, but the testing of these tasks was done in the shortest possible time and with proper quality.</p> <p>2. he pushes the team if he understands that something is under risk.</p>	<p>1.QAL - I would expect that he will not postpone Automation tickets due to other tasks or at least discuss it obviously with me. It would be great if the speed is increased with the experience received earlier.</p>

		<p>3. he usually follows our timeline, and there were no critical cases when Vlad delayed his tasks. He notifies the team if he will be unavailable during working hours.</p> <p>4. He quickly responds to messages and is ready to have a call if needed.</p> <p>5. Successfully worked during another QAE vacation</p>	
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<p>Contribution to improving processes</p>	<p>Matches the expectations</p>	<p>1. Vlad diligently promoted improvements regarding E2E testing on the project. Thanks to his work, DoD tasks for QA Automation were improved and the process of writing E2E tests was significantly changed for the better. As an example of improvement, we can single out the appeared tests on the system API, which were not present before. Vlad is interested in bringing the quality of testing to the project to a new level, he is constantly suggesting improvements in writing E2E tests.</p> <p>2- He is always active on retro calls, always suggesting ideas for process improvements, and bringing up any situations that could have been avoided or would have helped improve processes.</p> <p>3. He started a new process on the project: conducting testing strategy demonstrations with the team and general refining. This helped us more clearly understand what functionality we could cover with certain types of tests. This process also helped in part to start introducing integration tests on the project that had not been used before.</p> <p>4. He described the process of performing automated testing on the project. He came up with the ability to collect statistics and</p>	
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		implemented it on the project. We have been collecting these statistics for 3 months now and in the future, we plan to provide them to the customer in an interactive form.	
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