From **Curriculum Committee:**

Curriculum Committee is proud to present the first edition of the revamped TLP Newsletter, *Bits and Bytes*! It is our hope that this newsletter will become a place where we can highlight insights, celebrate wins, promote events, and seek knowledge together. We look forward to 2021 and all that we will accomplish, both individually and as a team! **Enjoy!**

Q&A with **Rob DeGrandis**:
TLP's resident chess enthusiast

Q: What got you interested in chess?
"I was introduced to chess as a child from my mother. She loves board games and its a great teaching game that contains skills that are transferable to the real world. I've never been great at it, I just enjoy it. There are plenty of others in the tournament that are much more skilled than myself. But I enjoy a good competition and hoped that others would as well."

Q: What do you think of *The Queen's Gambit*?
"I have not seen *The Queens Gambit*. But from talking to others who are playing, seeing the show was their main reason for participating [in the tournament]. Which is great, it gets more people into chess."

Q: Speaking of the tournament, how's it going?
The tournament is still going on now and is getting closer to its finish. Since it was experimental in the workplace, I was not sure how it would go or if there would be more. But from the feedback I've gotten, people are really enjoying it, and the plan is to have more tournaments after this and gradually include more members of VSP.

Q: Anything else you want your peers to know?
You may be wondering how playing a game at work can be beneficial. I'm going to finish this interview by including an excerpt from the proposal document on 'Why Chess?':

"Chess is one of the best strategy games out there. It takes planning, risk analysis, and the ability to quickly adapt a plan to new constraints. All of which is applicable to our roles as TLP and future management/leadership roles."

**For more information about chess and the on-going tournament, reach out to Rob on Teams Chat!

News from TLP Leadership:

2020 Cadre R2 Solicitation:

Begins Friday, January 29th and will run through Friday, February 19th

Crews Views 2021 Survey:

Opens at 1am EST, February 8 and close at 11:45pm EST, February 19. This should be filled out with your TLP experience in mind.

Access through:

1. Crew's News Banner on Crewnet Homepage (during survey period

2. Workday by clicking on the Culture Amp application

Watch Crew Update 2021 (Click here!)

SHOUT OUTS

David Karminski, Nikita Patel and Madeline Cook:
Congratulations on passing your AWS Certified Cloud Practitioner Exam!
- Candace Shields

Ryan Wolverton:
for all of the amazing work you're doing on the engagement committee!
-Abby Holdeman

Keara Halpern:
Keara recently ran our first team retro. She did a great job assigning pre-work, establishing a framework, keeping us on track, and delegating the action items at the end of our meeting. Based on the takeaways, I believe our team interactions will become more engaging, thank you Keara!
- Taryn Stafford

Ryan French and Alissa:
for their great work on VSP Bridge's first event last Friday!
- Candace Shields

Curriculum Committee:
Shout out to the Curriculum committee for hosting such fun events, from "Ted Talks & Chill" to the "Day in the Life Brown Bag Sessions" to the Market Watch competition, even this newsletter! The wide variety of events help keep things new and interesting, while helping all of TLP build our expertise through continuous development. Y'all rock!
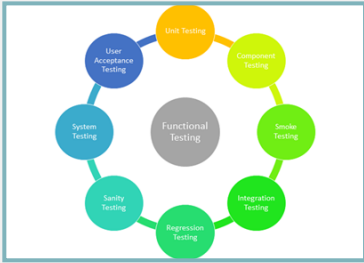
Natasha Meinzen:
Natasha has done a great job of serving as "Chief of Staff" for the Talent Attraction Committee. She schedules meetings, gathers agendas, and tries out different ways to structure meetings so they are more engaging and encourage more participation. Her efforts are greatly appreciated!

Know someone awesome?
Click here to shout them out in February's edition!

Lions, Tigers, and Bear, Oh My! What Is All This Testing?
Sophia Trump

Beginning your career in IT can sometimes feel like you're in the *The Wizard of Oz*. You're used to discrete coding assignments in college, with projects lasting up to a single semester – then BAM! All of the sudden you find yourself at Vanguard, where the systems have many more stakeholders, are much more complex, and much more interconnected. Development suddenly shifts from starting from scratch and working from a few files to seeing a much bigger picture. As you see think about this bigger picture in your development, one question you may have found yourself asking is: "What's all this testing?!" Read this article so the next time you encounter testing on your team, you won't be thrown to the lions.

Testing in development can be thought of falling under two big umbrellas: functional testing and non-functional testing. Let's focus in on functional testing for the scope of this article. Like you might have guessed from the name alone, functional testing tests the functional aspects of a software application. The aim of functional testing is to minimize errors in the system, and to produce a higher-quality product. A properly tested system provides cost efficiencies, security, product quality, and customer satisfaction, to name a few. Let's take a look at a few key types of functional testing that you're likely to come across at Vanguard:

Unit Testing—Literally testing discrete pieces, or "units" of your code. Think at the file or class level.

Integration Testing—Conceptually a level up from unit testing. After combining modules, integration tests assure that combined pieces work together according to the requirements. In general, there tends to be fewer integration tests than unit tests.

End-to-End Testing—The functional testing of the entire software system, from front to back, from "end-to-end". There tends to be fewer end-to-end tests than integration tests.

Regression Testing—If you make a change to your system, you need to go back, or "regress" to see if the system still functions properly after those changes. Testing the entire system after making changes is known as regression testing.

Sanity Testing—When a new build is made on a system with only small changes, instead of going through a throughout regression test suite, it is common to perform a sanity test. When you think "sanity testing", think "regression testing, but smaller".

User Acceptance Testing—The last phase of the software testing process. Clients or end users perform acceptance tests to check the system meets their requirements and preferences.

This is far from a comprehensive list (see here and here for more). When it comes to testing in software development at Vanguard, one thing is for sure: testing plays a key role in ensuring the IT solutions we provide our clients and stakeholders are of the highest quality, reliability, and best-in-class. Or, as Dorothea would say, "There's no place like home!"

UPCOMING EVENTS

February 1st - 5th: Watch for a creative challenge hosted by the Engagement Committee
 Brush up on your graphic design skills and come ready to compete!

February 4th, 3 - 4pm: CFA Foundations Learning Session
 Come enjoy a game of Kahoot and learn about the CFA Foundations exam! We will show you the types of questions and the terminology used on the exam and where you can find   resources to sign up and prepare for the exam. Click here for Teams Meeting Link!

February 4th, 4 - 5pm: Escape Room Happy Hour
 Solve a murder mystery, escape from prison, or go on a jungle journey with your team. Please RSVP by February 1st if you are planning to attend. Click here for Teams Meeting Link!

February 16th - 18th: HOLA Voces Series
 February's Voces sessions dive into the Latinx success stories: Influential members of the Latinx community - their contributions and challenges they overcame. Click here for session information and info!

February 17th, 3 – 4pm: TED Talks and Chill
Join us for a TED Talk and subsequent discussion on Blockchain! RSVP to receive your breakout room invite!

February 19th, 1 - 2pm :
VSP Bridges—AI/ML featuring Alissa Vining (TLP 2020) and Kat Osadchuk (TLP 2019)
 This session will introduce you to the key functions of AI/ML and provide a real-life example of the implementation process. You will also learn how Vanguard uses these technologies across divisions to analyze data and increase efficiency, and how you can contribute to these efforts.
Click here for Teams Meeting Link!

 All-Month: Sign-ups open for Women in Data Science Philadelphia 2021! Register Now (link)!

A Follow-up On Effective Altruism
Ryan Wolverton

I have been contacted by numerous TLPs recently that have told me that learning about the concepts of effective altruism has changed their outlook towards giving. I cannot overstate how much this means to me!

I would like to take this opportunity to point you towards effectivealtruism.org, and its introduction to the movement [click here to view the series] . If you are interested, this key ideas series dives into MUCH more depth about the main ideas of the movement than I did. It is absorbing, and you may find yourself staying up very late reading with all of the places it sends you.

In 2021, Vanguard is matching 50% of all donations to approved charities. Even without the match, donating to charities sponsored by the effective altruism movement is an incredibly easy way to do good in the world, so I do hope you consider it! [click here to go to the Vanguard Gives Back portal]