

Ms. Mariia Turkova
ul. Sadovaya kv-I Zarechye 3 kv. 101
143180 Moskovskaya obl.
G.O. Odintsovsky st. Zvenigorod
Russian Federation

Date / Datum
22 August 2019

Outgoing / Mein Zeichen
n/a

In Response To / Ihr Zeichen
n/a



CERTIFICATE of COMPLETION

This is to certify that **Ms. Maria Turkova** has participated in the Assessment Centre exercise conducted by Spherical on 16-18 August 2019.

The exercise involved a hackathon-like assignment where participants were expected to build a working web system (a podcast station) in Python programming language as members of a newly-formed team of 13 developers, working remotely, and using exclusively online means of communication and collaboration, such as Zoom, Telegram and GitHub.

Ms. Turkova has fulfilled all requirements set for participants and participated in a professional and constructive manner; she demonstrated technical competencies that allowed her to make important contributions to the final product. Spherical will be happy to respond to requests for further information and professional characterisation of Ms. Turkova.

Michael Vartanyan
Managing Director, Spherical



Ms. Mariia Turkova
ul. Sadovaya kv-I Zarechye 3 kv. 101
143180 Moskovskaya obl.
G.O. Odintsovsky st. Zvenigorod
Russian Federation

Date / Datum
22 August 2019

Outgoing / Mein Zeichen
n/a

In Response To / Ihr Zeichen
n/a



TRANSCRIPT

to the Certificate of Completion issued to **Ms. Maria Turkova** in acknowledgement of her participation in the Assessment Centre exercise conducted by Spherical on 16-18 August 2019.

The contributions were graded by two judges according to seven criteria: communication skills, leadership skills and help to other participants, the use of idiomatic ("pythonic") code, appropriate use of tools and frameworks, installability and adequate documentation, command of English language and a subjective "team fit" criterion.

The results, including the participant's placement in the team, are provided in the table on page 2.

Michael Vartanyan
Managing Director, Spherical

Criterion	Maximum points	Median	Average	Standard Deviation	Grade
Communication skills	10	6	5.69	2.25	9
Leadership skills and help to other participants	10	5	4.85	2.51	10
Use of idiomatic ("pythonic") code	10	5	3.85	1.95	5
Appropriate use of tools and frameworks	6	3	3.15	1.52	4
Installability and adequate documentation	6	3	2.46	1.05	4
Command of English language	10	4	3.92	2.25	7
Subjective assessment of "team fit"	6	3	2.69	2.06	4

The total grade achieved is **43** points or **74%**.