

# Experience scoring results

| Tenderer   | Candidate   | Profile scores |            |            |
|------------|-------------|----------------|------------|------------|
|            |             | DevOps         | Generalist | Frontend   |
| Digia      | DCandidate1 | 0,00000        | 1814,75599 | 2212,14739 |
| Digia      | DCandidate2 | 2498,69846     | 2218,49006 | 2033,72161 |
| Digia      | DCandidate3 | 2107,14581     | 1885,29805 | 1799,67151 |
| Digia      | DCandidate4 | 2160,64360     | 1991,63556 | 2086,20685 |
| Digia      | DCandidate5 | 2361,56101     | 2128,48637 | 2110,91143 |
| Fujitsu    | FCandidate1 | 1909,12028     | 1725,57553 | 1701,54578 |
| Fujitsu    | FCandidate2 | 1851,58764     | 1524,21510 | 1475,86945 |
| Fujitsu    | FCandidate3 | 2012,70709     | 1971,49294 | 2125,06110 |
| Fujitsu    | FCandidate4 | 1823,04824     | 1688,92393 | 1698,99948 |
| Fujitsu    | FCandidate5 | 1010,00075     | 1256,29061 | 1518,97242 |
| Fujitsu    | FCandidate6 | 1077,89192     | 1262,63137 | 1515,50808 |
| Unikie     | UCandidate1 | 1778,93998     | 1836,79417 | 1830,63331 |
| Unikie     | UCandidate2 | 1415,39712     | 0,00000    | 1756,92608 |
| Unikie     | UCandidate3 | 1624,53149     | 1672,91686 | 0,00000    |
| Unikie     | UCandidate4 | 1684,23660     | 1611,59976 | 1665,65613 |
| Unikie     | UCandidate5 | 0,00000        | 1561,66354 | 1640,55616 |
| Unikie     | UCandidate6 | 0,00000        | 0,00000    | 1672,56890 |
| Top scores |             | 2498,69846     | 2218,49006 | 2212,14739 |

Interview selection

| Tenderer | Candidate   | Relative scores |             |             | Top relative score of candidate |
|----------|-------------|-----------------|-------------|-------------|---------------------------------|
|          |             | DevOps          | Generalist  | Frontend    |                                 |
| Digia    | DCandidate1 | 0               | 0,818014027 | 1           | 1                               |
| Digia    | DCandidate2 | 1               | 1           | 0,919342725 | 1                               |
| Digia    | DCandidate3 | 0,843297356     | 0,849811358 | 0,813540505 | 0,849811358                     |
| Digia    | DCandidate4 | 0,864707617     | 0,897743737 | 0,943068645 | 0,943068645                     |
| Digia    | DCandidate5 | 0,945116446     | 0,959430203 | 0,954236339 | 0,959430203                     |
| Fujitsu  | FCandidate1 | 0,764045886     | 0,777815305 | 0,769182823 | 0,777815305                     |
| Fujitsu  | FCandidate2 | 0,741020843     | 0,687050677 | 0,667165965 | 0,741020843                     |
| Fujitsu  | FCandidate3 | 0,805502193     | 0,888664308 | 0,960632689 | 0,960632689                     |
| Fujitsu  | FCandidate4 | 0,729599136     | 0,761294342 | 0,768031768 | 0,768031768                     |
| Fujitsu  | FCandidate5 | 0,404210737     | 0,566281829 | 0,686650639 | 0,686650639                     |
| Fujitsu  | FCandidate6 | 0,431381351     | 0,569139972 | 0,685084587 | 0,685084587                     |
| Unikie   | UCandidate1 | 0,71194664      | 0,827947892 | 0,82753677  | 0,827947892                     |
| Unikie   | UCandidate2 | 0,566453751     | 0           | 0,794217457 | 0,794217457                     |
| Unikie   | UCandidate3 | 0,650151073     | 0,75407904  | 0           | 0,75407904                      |
| Unikie   | UCandidate4 | 0,674045557     | 0,726439927 | 0,752958929 | 0,752958929                     |
| Unikie   | UCandidate5 | 0               | 0,703930823 | 0,741612502 | 0,741612502                     |
| Unikie   | UCandidate6 | 0               | 0           | 0,756083843 | 0,756083843                     |

|                         |             |             |             |
|-------------------------|-------------|-------------|-------------|
| Candidate in position 1 | DCandidate2 | DCandidate2 | DCandidate1 |
| Candidate in position 2 | DCandidate5 | DCandidate5 | FCandidate3 |

Fill up to six interviewees  
using top relative score:

|             |
|-------------|
| DCandidate4 |
| DCandidate3 |

All interviewees

| Tenderer | Candidate   |
|----------|-------------|
| Digia    | DCandidate2 |
| Digia    | DCandidate1 |
| Digia    | DCandidate5 |
| Fujitsu  | FCandidate3 |
| Digia    | DCandidate4 |
| Digia    | DCandidate3 |

# Interview scoring

| Tenderer | Candidate   | Technical insight | Quality mindset | Communication clarity | Collaborative orientation | Adaptability | Interview score | Scaled interview score |
|----------|-------------|-------------------|-----------------|-----------------------|---------------------------|--------------|-----------------|------------------------|
| Digia    | DCandidate1 | 2                 | 2               | 3                     | 3                         | 3            | 2,45            | 0,816666667            |
| Digia    | DCandidate2 | 3                 | 3               | 3                     | 3                         | 3            | 3               | 1                      |
| Digia    | DCandidate5 | 3                 | 3               | 2                     | 2                         | 3            | 2,7             | 0,9                    |
| Fujitsu  | FCandidate3 | 3                 | 3               | 2                     | 3                         | 3            | 2,85            | 0,95                   |
| Digia    | DCandidate4 | 2                 | 2               | 2                     | 2                         | 3            | 2,15            | 0,716666667            |
| Digia    | DCandidate3 | 2                 | 1               | 2                     | 2                         | 2            | 1,75            | 0,583333333            |

Relative scores for interviewees (copied from previous phase)

| Tenderer | Candidate   | DevOps      | Generalist  | Frontend    |
|----------|-------------|-------------|-------------|-------------|
| Digia    | DCandidate1 | 0           | 0,818014027 | 1           |
| Digia    | DCandidate2 | 1           | 1           | 0,919342725 |
| Digia    | DCandidate5 | 0,945116446 | 0,959430203 | 0,954236339 |
| Fujitsu  | FCandidate3 | 0,805502193 | 0,888664308 | 0,960632689 |
| Digia    | DCandidate4 | 0,864707617 | 0,897743737 | 0,943068645 |
| Digia    | DCandidate3 | 0,843297356 | 0,849811358 | 0,813540505 |

## Final scores per profile

| Tenderer | Candidate   | DevOps      | Generalist  | Frontend    |
|----------|-------------|-------------|-------------|-------------|
| Digia    | DCandidate1 | 0           | 0,817677187 | 0,954166667 |
| Digia    | DCandidate2 | 1           | 1           | 0,939507044 |
| Digia    | DCandidate5 | 0,933837335 | 0,944572652 | 0,940677254 |
| Fujitsu  | FCandidate3 | 0,841626645 | 0,903998231 | 0,957974517 |
| Digia    | DCandidate4 | 0,82769738  | 0,85247447  | 0,886468151 |
| Digia    | DCandidate3 | 0,77830635  | 0,783191851 | 0,755988712 |

# Winner selection

| Step number | Step description                   | DevOps      | Generalist  | Frontend    |
|-------------|------------------------------------|-------------|-------------|-------------|
| 1.          | List #1 candidates, round 1        | DCandidate2 | DCandidate2 | FCandidate3 |
| 2.          | Relative advantage of #1           | 1,070850311 | 1,058679814 | 1,00399076  |
| 3.          | Select greatest relative advantage | DCandidate2 |             |             |
| 4.          | List #1 candidates, round 2        |             | DCandidate5 | FCandidate3 |
| 5.          | Relative advantage of #1           |             | 1,044883297 | 1,00399076  |
| 6.          | Select greatest relative advantage |             | DCandidate5 |             |
| 7.          | List #1 candidates, round 3        |             |             | FCandidate3 |
| 8.          | Relative advantage of #1           |             |             | 1,00399076  |
| 9.          | Select greatest relative advantage |             |             | FCandidate3 |
| Winners:    |                                    | DCandidate2 | DCandidate5 | FCandidate3 |