

TO WHOMSOEVER IT MAY CONCERN

I am pleased to recommend Mr. Soham Sachin Rane, who worked with Ross Warner HR Solutions as an AI-ML Intern from December 2025 to January 2026. During his tenure with our organization, Soham played a pivotal role in the conceptualization, development, and deployment of an AI-driven recruitment platform aimed at modernizing and streamlining the hiring lifecycle through intelligent automation.

The primary objective of this initiative was to enhance recruitment efficiency, reduce manual intervention, improve candidate assessment quality, and enable data-driven hiring decisions. Soham demonstrated exceptional technical competence and ownership by independently architecting and implementing substantial portions of the platform, transforming complex requirements into a robust and production-ready solution.

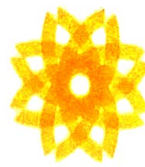
One of his notable contributions was the development of intelligent candidate evaluation mechanisms capable of analyzing large volumes of applicant data and identifying suitable candidates through advanced matching methodologies. He designed AI-assisted modules that supported interview workflows, generated context-aware recruitment content, and enabled recruiters to derive actionable insights from unstructured information. His work further extended to developing conversational interfaces to improve user engagement, integrating analytical components that assisted in behavioral assessment, and contributing to systems that enhanced visibility across different stages of the recruitment pipeline.

From a technical standpoint, Soham was actively involved in the complete software development lifecycle of the project. He took ownership of frontend development, ensuring an intuitive and responsive user experience, while simultaneously building and maintaining the backend infrastructure responsible for business logic orchestration and system reliability. He successfully integrated multiple external services and AI models through APIs, implemented secure authentication and data handling mechanisms, managed database interactions, and ensured smooth communication between the various components of the application.

In addition to his development responsibilities, Soham contributed significantly to the AI and Machine Learning integration layer of the platform. He worked on designing prompt engineering workflows, implementing intelligent document-processing pipelines, integrating natural language processing capabilities, and developing mechanisms for extracting structured insights from complex textual data. His ability to bridge traditional software engineering practices with emerging AI technologies was particularly commendable.

Soham also demonstrated strong understanding of deployment strategies and operational considerations. He participated in application testing, debugging, version management, deployment workflows, performance optimization, and the implementation of practices that improved maintainability and reliability of the system. His approach to development was highly structured, and he maintained comprehensive documentation throughout the project's duration, ensuring traceability of decisions, progress, and technical implementations.

An equally impressive aspect of Soham's internship was his professionalism and collaborative spirit. The project involved regular weekly review meetings, during which



progress updates, technical challenges, enhancement opportunities, and implementation roadmaps were discussed. Soham consistently came well-prepared to these sessions, communicated his ideas effectively, incorporated feedback constructively, and demonstrated a remarkable ability to work independently while remaining aligned with organizational objectives.

Throughout his internship, Soham exhibited qualities that are highly desirable in both academic and professional environments, including intellectual curiosity, adaptability, problem-solving aptitude, technical proficiency, accountability, and a strong commitment to delivering high-quality work. His enthusiasm for applying Artificial Intelligence to solve real-world business challenges was evident in every phase of this engagement.

Based on my observations of his performance and capabilities, I am confident that Soham possesses the technical foundation, analytical mindset, and dedication necessary to excel in advanced studies and future professional endeavors within the fields of Artificial Intelligence, Machine Learning, and Data Science. I wholeheartedly recommend him for admission to your esteemed institution and believe he will prove to be a valuable addition to any graduate program.

Please feel free to contact us should you require any further information regarding Soham's contributions and performance during his internship.

Sincerely,

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