

Date: [Insert Date]

To: [Hiring Manager Name / Selection Committee]

From: [Your Name/Evaluator Name]

Subject: Technical Skills Assessment Recommendation: [Candidate Name]

Dear [Recipient Name],

I am writing to formally recommend [Candidate Name] based on the results of their Technical Skills Assessment for Compensation Modeling Tools. Having evaluated their performance across complex quantitative scenarios, I am confident in their ability to build, maintain, and optimize sophisticated compensation architectures.

During the assessment, the candidate demonstrated advanced proficiency in the following areas:

- **Advanced Formula Logic:** Expertise in nesting functions and array formulas to automate merit increase cycles and bonus calculations.
- **Data Normalization:** Ability to clean and integrate disparate datasets from HRIS and external market survey providers.
- **Regression Analysis:** Skill in utilizing statistical modeling to identify pay inequities and perform compa-ratio distributions.
- **Scenario Modeling:** Proficiency in "What-If" analysis to forecast the financial impact of various salary structure adjustments and incentive plans.
- **Tool Fluency:** Expert-level command of [Insert Tool, e.g., Excel, Tableau, SQL, or specific Compensation Software].

Specifically, [Candidate Name] excelled at [Insert specific achievement, e.g., building a dynamic dashboard that reduced cycle time by 20%]. Their approach was methodical, ensuring data integrity while maintaining clear documentation for audit purposes.

Based on these technical competencies, I highly recommend [Candidate Name] for the role of [Insert Job Title]. Please feel free to contact me if you require further details regarding the assessment metrics.

Sincerely,

[Your Signature]

[Your Job Title]

[Your Company]