

milch & zucker GmbH
Friedrich-List-Straße 23, 35398 Gießen

Internship Reference

Mr. David Robert Pavlove Cunsolo, born on March 4, 2005, was employed in our company from September 1, 2025, to November 23, 2025, in the Research AI & Data Department as an intern.

From employer branding to recruiting software: when you have an “&,” you don't need an “or.” To be prepared for today's job market, companies need an integrated strategy to attract, hire, and retain candidates—one that is systematic, structured, effective, yet individualized. Since 1998, milch & zucker has been developing integrated solutions for HR tech and HR marketing for global companies. Strategy, creation, communication, and software technology—all come from a single source. Currently, we employ around 150 people at our two locations in Gießen and Hamburg.

During this employment, Mr. Pavlove Cunsolo was responsible for the following tasks:

- Designing and implementing software programs based on requirements and specifications
- Improving existing applications and adapting them to new requirements
- Optimizing internal workflows and processes
- Creating software using programming languages (*JavaScript* and *Python*) and connecting AI services and blockchain networks
- Collaborating with other departments

Mr. Pavlove Cunsolo consistently acquired very good specialist knowledge within a very short time in the respective departments. His very good IT skills are particularly noteworthy, especially his extensive experience in developing solutions, their implementation, monitoring, and maintaining networked systems, as well as system and application software. Special mention must be made of his excellent knowledge across the entire spectrum of front-end development and his role as a highly experienced user of the blockchain-based system *Velocity Network Foundation*. He possesses exceptional creativity, which ensured that, whenever necessary, he consistently found very good alternative solutions to problems. His outstanding industry knowledge in the HR tech market was invaluable for the analyses he produced with extraordinary success.

Thanks to his excellent skills and expertise in project management, he was always able to operate successfully, even in dynamic and agile environments. He demonstrated high conviction through his strong technical understanding, which consistently enabled him to find good solutions even in challenging situations. It is also worth emphasizing his high economic and business acumen, which made him a valuable advisor to management. During the internship, he actively participated in corporate training initiatives with great success.

He had an excellent ability to familiarize himself rapidly with new topics, which always enabled him to grasp even the most complex work content in a very short time. Mr. Pavlove Cunsolo always worked proactively and fully identified with his responsibilities and our company. He displayed an impressive level of dedication and motivation. Throughout the internship, Mr. Pavlove Cunsolo stood out for his extremely high and excellent eagerness to learn. In stressful situations, he always demonstrated exemplary resilience.

He was consistently highly appreciated by our company for his diligent and responsible work ethic. Mr. Pavlove Cunsolo was always extremely reliable.

He consistently found excellent solutions to any problems that arose. It is particularly noteworthy that, during his internship, he succeeded in developing a new approach that allowed the creation of verifiable certificates (*integrating Velocity Foundation Network*) to be very creatively embedded as a widget within an email program. A special achievement was his quick familiarization with the new field of agent-based AI systems during his internship, which enabled him to contribute significantly to the further development of the main product. The module he co-developed was included in the next release. The performance of Mr. Pavlove Cunsolo during his internship was always fully appreciated by us.

He was highly regarded both inside and outside the company for his consistently friendly and even-tempered demeanor. He was always helpful, courteous, and willing to set aside his personal interests when necessary. His conduct towards his managers, supervisors, colleagues, and clients was always exemplary and loyal. He was always friendly and helpful to other trainees.



We would like to thank Mr. Pavlove Cunsolo for the consistently very good and pleasant collaboration. We hope this internship has reinforced his career choice and motivated him for the future, as we believe he is very well suited for his chosen profession. We wish Mr. Pavlove Cunsolo continued success and all the best for his future career and private life.

Gießen, November 23, 2025

milch & zucker GmbH

A handwritten signature in blue ink, appearing to read "Ingolf Teetz".

Ingolf Teetz
Managing Director