

12/17/2025

To Whom It May Concern,

I am pleased to recommend Urmila Ravichandran, with whom I have had the privilege of working closely across several enterprise data, analytics, and GenAI initiatives within our organization. As the System Director of Business Applications and the Enterprise Data Warehouse, I work with colleagues across data engineering, analytics, clinical operations, and product teams. Even in this diverse ecosystem, Urmila stands out as a uniquely impactful leader whose blend of technical depth, strategic insight, and collaborative approach consistently elevates the work of those around her.

Urmila has the rare ability to bridge business needs, engineering constraints, and analytical rigor, routinely identifying inefficiencies and driving scalable solutions across complex applications and data systems. Her work in GenAI and advanced clinical data analytics proves her sophisticated understanding of technical and operational healthcare dynamics. She is an exemplary leader who works from the ground up, deeply engaging teams and expertly cutting through ambiguity to provide clarity, direction, and momentum across all functional leadership teams.

Urmila has a deep, eight-year track record of leading high-stakes initiatives at Endeavor Health, a tenure which includes navigating a major company merger and multiple organizational shifts. Urmila's commitment to the organization and her team transcends formal recognition. Operating with a magnanimous sense of duty, she did not wait for the title; she instinctively assumed and sustained a leadership role throughout the past several years, successfully guiding teams through the advancement of AI models and infrastructure purely out of dedication to the mission and the success of the organization. She has been a leader behind the scenes, consistently pushing innovation at Endeavor and challenging the status quo since she started. Furthermore, she has been an exemplary leader whose efforts in furthering responsible AI and Social Determinants of Health initiatives were instrumental in putting Endeavor on Becker's list of Top 25 Hospitals for AI Readiness. While her formal management title was only recently granted due to administrative delays from the corporate restructuring, her sphere of influence and responsibility has been at the leadership level for the entirety of her tenure.

I am confident that Urmila will excel in any leadership role that values innovation, cross functional leadership, strategic execution, and the thoughtful application of AI and data to improve outcomes. She has my strongest and unequivocal recommendation.

Thanks.

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