Kyle Pfromer

[**kylepfromer.com**](https://kylepfromer.com) | [**hi@kylepfromer.com**](mailto:hi@kpfromer.com) | [**github.com/kpfromer**](https://github.com/kpfromer)

I am a full stack web developer that is passionate about systems engineering, websites and machine learning. I work on AI and full stack systems.

# Experience

**Compa** | *Software Engineer* | Sep. 2023 - Present

* Developing [Partner AI](https://www.compa.ai/partner-ai) to blend compensation strategy, data, and policy into an AI-driven recruiter assistant that delivers context-aware, real-time market-based offer recommendations.
* Building LLM guardrails with deterministic software to prevent hallucinations.
* Tech led an AI classifier that classifies customer’s jobs into Compa’s job hierarchy with 83% accuracy (baseline accuracy was 70%). This helped decreased customer onboarding time by hours.
* Tech led [Employee Benchmarks](https://www.trycompa.com/benchmarks), a product that enables comp analysts to compare their employee compensation to the market.
* Tech led an internal tool (frontend + backend) to track data quality issues, akin to Sentry.io. Worked with XFN partners to establish baseline rule set.
* Tech led a PII (personally identifiable information) removal system to prevent PII from entering the database.

**Meta** | *Software Engineer Intern* | May 2022 - Aug. 2022

* Worked on backend code for WhatsApp [communities](https://blog.whatsapp.com/communities-now-available).
* Code has improved performance for over 3 billion users.

**HackCU** | *Director* | Dec. 2019 - May 2023

* Led a team of five to organize HackCU 9, a 200 person hackathon. Managed finances, sponsors, judging and logistics.
* Led a team of ten to organize HackCU 8, a 150 person hackathon.
* Led website redesign and creation.
* Helped organize HackCU VI, a 400 person event hackathon.
* Created live schedule website to help hackers get information and see event schedule.

**Truffle** | *DevOps Engineer* | Nov. 2021 - May 2022

* Worked on Kubernetes backend infrastructure.
* Integrated Kubernetes with FluxCD to move to a GitOps workflow.
* Made application deployment completely automated with manual promotion from staging to production.

**Facebook** | *Software Engineer Intern* | May 2021 - Aug. 2021

* A part of the internal Network UI team.
* Delivered an internal UI to enable network engineers to view and test various network topologies quickly.
* Worked with various technologies, such as React, Hack, Thrift, GraphQL.

**Google** | *Software Engineer Intern* | May 2020 - Aug. 2020

* Worked on integrating Google Cloud AI's Platform Optimizer Product with JupyterLab.
* Enabled users to easily tune their machine learning model hyperparameters within the JupyterLab environment.
* Worked with user experience designers, product managers, and backend engineers to deliver the first full feature user interface for the Vizier Optimizer service.

**Fairview H.S. Web Team** | *Webmaster and Silent Auction Developer* | May 2018 - Aug. 2019

* Programmed and managed an organization of 8 members which maintained Fairview High School's student-run website, written with Ruby On Rails and has over 400,000 lines of code and nearly 5,000 commits; on average it served over 100,000 weekly page views from students, staff, and parents.
* Developed a content creation system (akin to Weebly or Squarespace) that helps our counselors create helpful and engaging content for students and parents; collaborated with counselors.
* Created Silent Auction, a responsive web application written for the school's National Honor Society used by parents and students to bid on charity items.

# Education

**University of Colorado, Boulder** | Aug. 2019 - May 2023

*Computer Science Bachelor of Science*

Graduated with Magna Cum Laude honors. Won Professional Learning Award.

**Fairview High School** | Aug. 2015 - May 2019

*Webteam Leader and Robotics Leader*