

DEPARTMENT OF HOMELAND SECURITY
U.S. Immigration and Customs Enforcement

OMB APPROVAL NO. 1653-0054
EXPIRATION DATE: 7/31/2021

TRAINING PLAN FOR STEM OPT STUDENTS

Science, Technology, Engineering & Mathematics (STEM) Optional Practical Training (OPT)

SECTION 1: STUDENT INFORMATION (Completed by Student)		
Student Name (Surname/Primary Name, Given Name): Zhengyang Xu		Student Email Address: zxu179@syr.edu
Name of School Recommending STEM OPT: Syracuse University	Name of School Where STEM Degree Was Earned: Syracuse University	SEVIS School Code of School Recommending STEM OPT (including 3-digit suffix): BUF214F00002000
Designated School Official (DSO) Name and Contact Information: Drew Clippard, Phone: 315-443-2457	Student SEVIS ID No.: N0013432446	STEM OPT Requested Period (mm-dd-yyyy): From: 07-19-2022 To: 07-18-2024
Qualifying Major and Classification of Instructional Programs (CIP) Code: Informatics 11.0104		
Level/Type of Qualifying Degree: Master's		
Date Awarded (mm-dd-yyyy): 05-23-2021		
Based on Prior Degree? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Employment Authorization Number: 141-015-731		
SECTION 2: STUDENT CERTIFICATION		
I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. I understand that the law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.		
I certify that:		
<ol style="list-style-type: none">1. I have reviewed, understand, and will adhere to this Training Plan for STEM OPT Students ("Plan");2. I will notify the DSO at the earliest available opportunity if I believe that my employer is not providing me with appropriate training as delineated on this Plan;3. I understand that the Department of Homeland Security (DHS) may deny, revoke, or terminate the STEM OPT of students whom DHS determines are not engaging in OPT in compliance with the law, including the STEM OPT of students who are not, or whose employers are not, complying with this Plan;4. My practical training opportunity is directly related to the STEM degree that qualifies me for the STEM OPT extension; and5. I will notify the DSO at the earliest available opportunity regarding any material changes to or deviations from this Plan, including but not limited to, any change of Employer Identification Number resulting from a corporate restructuring, any nontrivial reduction in compensation from the amount previously submitted on the Plan that is not tied to a reduction in hours worked, any significant decrease in hours per week that I engage in a STEM training opportunity, and any decrease in hours below the 20-hours-per-week minimum required under this rule.		
Signature of Student (Sign in ink): <u>Zhengyang Xu</u>		
Printed Name of Student: Zhengyang Xu Date (mm-dd-yyyy): 06-19-2022		

SECTION 3: EMPLOYER INFORMATION (Completed by Employer)

Employer Name: Italic, Inc		Street Address: 340 S Lemon		Suite: 7499	
Employer Website URL: www.italic.com		City: Walnut		State: CA	ZIP Code: 91789
Employer ID Number (EIN): 82-4780105	Number of Full-Time Employees in U.S.: 20	North American Industry Classification System (NAICS) Code: 454110			
OPT Hours Per Week (must be at least 20 hours/week): 20 hours/week	Compensation: A. Salary Amount and Frequency: \$48.55 / hour				
Start Date of Employment (mm-dd-yyyy): 8/9/2021	B. Other Compensation (Type and Estimated Amount or Value): 1. _____ 2. _____ 3. _____ 4. _____				

SECTION 4: EMPLOYER CERTIFICATION

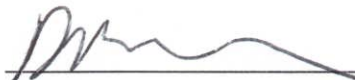
I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. I understand that the law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

I certify on behalf of the employer that this Training Plan for STEM OPT Students ("Plan") is approved and that:

1. I have reviewed and understand this Plan, and I will ensure that the supervising Official follows this Plan;
2. I will notify the DSO at the earliest available opportunity regarding any material changes to this Plan, including but not limited to, any change of Employer Identification Number resulting from a corporate restructuring, any reduction in compensation from the amount previously submitted on the Plan that is not tied to a reduction in hours worked, any significant decrease in hours per week that a student engages in a STEM training opportunity, and any decrease in hours below the 20-hours-per-week minimum required under this rule;
3. Within five business days of the termination or departure of the student during the authorized period of OPT, I will report such termination or departure to the DSO (*Note: business days do not include federal holidays or weekend days; and an employer shall consider a student to have departed when the employer knows the student has left the practical training opportunity, or when the student has not reported for practical training for a period of five consecutive business days without the consent of the employer*); and
4. I will adhere to all applicable regulatory provisions that govern this program (*see 8 CFR Part 214*), which include, but are not limited to, the following:
 - a. The student's practical training opportunity is directly related to the STEM degree that qualifies the student for the STEM OPT extension, and the position offered to the student achieves the objectives of his or her participation in this training program;
 - b. The student will receive on-site supervision and training, consistent with this Plan, by experienced and knowledgeable staff;
 - c. The employer has sufficient resources and personnel to provide the specified training program set forth in this Plan, and the employer is prepared to implement that program, including at the location(s) identified in this Plan;
 - d. The student on a STEM OPT extension will not replace a full- or part-time, temporary or permanent U.S. worker. The terms and conditions of the STEM practical training opportunity—including duties, hours, and compensation—are commensurate with the terms and conditions applicable to the employer's similarly situated U.S. workers or, if the employer does not employ and has not recently employed more than two similarly situated U.S. workers in the area of employment, the terms and conditions of other similarly situated U.S. workers in the area of employment; and
 - e. The training conducted pursuant to this Plan complies with all applicable Federal and State requirements relating to employment.

Note: DHS may, at its discretion, conduct a site visit of the employer to ensure that program requirements are being met, including that the employer possesses and maintains the ability and resources to provide structured and guided work-based learning experiences consistent with this Plan.

Signature of Employer Official with Signatory Authority (Sign in ink):



Printed Name and Title of Employer Official with Signatory Authority: Danielle Moore, People Manager

Date (mm-dd-yyyy): 06/17/2022

Printed Name of Employing Organization: Italic, Inc

SECTION 5: TRAINING PLAN FOR STEM OPT STUDENTS (Completed by Student and Employer)

Student Name (Surname/Primary Name, Given Name):

Zhengyang Xu

Employer Name:

Italic, Inc.

EMPLOYER SITE INFORMATION

Site Name:

Italic, Inc

Site Address (Street, City, State, ZIP):

1471 East 4th Street, Unit 107, Los Angeles, CA 90033

Name of Official:

Danielle Moore

Official's Title:

People Manager

Official's Email:

danielle@italic.com

Official's Phone Number:

3109806907

Note: for the remaining fields in this section, employers who already have an internal/pre-existing training plan in place may fill in the details based on that plan.

Student Role: Describe the student's role with the employer and how that role is directly related to enhancing the student's knowledge obtained through his or her qualifying STEM degree.

The student functions as Data Analyst for Italic's Analytics team. Their responsibilities include reviewing data pipelines, processing and creating datasets for Italic's business intelligence (BI) and reporting. To complete the involved tasks, a in-depth knowledge of data structures and math models for data analysis is critical and, have been acquired by the student as part of their graduate program.

Goals and Objectives: Describe how the assignment(s) with the employer will help the student achieve his or her specific objectives for work-based learning related to his or her STEM degree. The description must both specify the student's goals regarding specific knowledge, skills, or techniques as well as the means by which they will be achieved.

1. Data Engineering (DE): The student works on validating data quality, processing data and consolidating data extraction and warehousing (ETL).
2. Business Analytics: They build frameworks for business reporting using BI tools.
3. Machine Learning/AI: Post-DE, they will develop intelligence frameworks to yield business insights and automate customer experience (e.g. product recommendation)

Employer Oversight: Explain how the employer provides oversight and supervision of individuals filling positions such as that being filled by the named F-1 student. If the employer has a training program or related policy in place that controls such oversight and supervision, please describe.

Candidates such as the student in discussion are closely mentored by their team lead. The lead shares technical information and helps set goals and expectations for each task the student carries out. To monitor progress and address any learning gaps and concerns, the team lead meets daily with members of the team and checks in with the student individually on one of the days in the work-week.

Measures and Assessments: Explain how the employer measures and confirms whether individuals filling positions such as that being filled by the named F-1 student are acquiring new knowledge and skills. If the employer has a training program or related policy in place that controls such measures and assessments, please describe.

The student shares project progress and blockers with the entire organization each week in the form of an update slide/document. The student mandatorily attends two monthly all-hands meetings, one with the technology team and the other with all teams, where they share their achievements and work-in-progress material and field questions and feedback on specific details of their projects from the team.

Additional Remarks (optional): Provide additional information pertinent to the Plan.

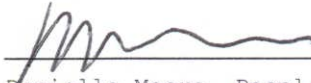
SECTION 6: EMPLOYER OFFICIAL CERTIFICATION

I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. I understand that the law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

Employer Official with Signatory Authority - I certify that:

1. I have reviewed, understand, and will follow this Training Plan for STEM OPT Students (Plan);
2. I will conduct the required periodic evaluations of the student;*
3. I will adhere to all applicable regulatory provisions that govern this program (*see 8 CFR Part 214.2(f)(10)(ii)*); and
4. I will notify the DSO regarding any material changes to or material deviations from this Plan at the earliest available opportunity, including if I believe the student is not receiving appropriate training as delineated in this Plan.

Signature of Employer Official with Signatory Authority (Sign in ink):



Printed Name and Title of Employer Official with Signatory Authority: Danielle Moore, People Manager

Date (mm-dd-yyyy): 06/17/2022

PRIVACY ACT STATEMENT

AUTHORITIES: Section 101(a)(15)(F) of the Immigration and Nationality Act of 1952, as amended (INA), 8 U.S.C. 1101(a)(15)(F), Section 641 of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA), Pub. L. 104-208, Div. C, 110 Stat. 3009-546 (codified at 8 U.S.C. 1372), Section 502 of the Enhanced Border Security and Visa Entry Reform Act of 2002, Pub. L. 107-173, 116 Stat. 543 (codified at 8 U.S.C. 1762) and Homeland Security Presidential Directive No. 2 (HSPD-2), authorize U.S. Immigration and Customs Enforcement (ICE) to collect the information requested in this form.

PURPOSE: The information collection on this form is used to assist in the administration of the STEM Optional Practical Training (OPT) extension so that Designated School Officials (DSO) can properly recommend the Student for and review and help coordinate his or her STEM optional practical training opportunity.

ROUTINE USES: The information collected on this form may be shared with: the individuals who signed the Plan, relevant DSOs acting as liaisons with the DHS, Federal, State, local, or foreign government entities for law enforcement purposes, Members of Congress in response to requests on the Student's behalf, or as otherwise authorized pursuant to its published Privacy Act system of records notice - Privacy Act of 1974: U.S. Immigration and Customs Enforcement, DHS/ICE-001 Student and Exchange Visitor Information System (SEVIS) System of Records (<https://www.dhs.gov/system-records-notices-sorns>).

DISCLOSURE: The information you provide is voluntary. However, failure to provide the information requested on this form may delay or prevent participation in a STEM OPT opportunity.

PAPERWORK REDUCTION ACT

The public reporting burden for this collection of information is estimated to average 7.5 hours per response, including time required for searching existing data sources, gathering the necessary documentation, providing the information and/or documents required, and reviewing the final collection. You do not have to supply this information unless this collection displays a currently valid Office of Management and Budget (OMB) control number. If you have comments on the accuracy of this burden estimate and/or recommendations for reducing it, send them to: U.S. Immigration and Customs Enforcement, Office of Policy, 500 12th Street SW, Washington, D.C. 20536

*See evaluation forms that follow for student's first evaluation, to occur before the one year anniversary of the start date of the student's STEM OPT employment authorization, and final program evaluation.

EVALUATION ON STUDENT PROGRESS

Provide a self-evaluation of your performance, using the measures previously identified, in applying and acquiring new knowledge, skills, and competencies identified in the Training Plan for STEM OPT Students. Discuss accomplishments, successful projects, overall contributions, etc., during this review period. Address whether there are any modifications to the objectives and goals for projects, or new areas for skill and competency development.

Range of Evaluation Dates: From (mm-dd-yyyy): 6/1/2021 To (mm-dd-yyyy): 1/1/2022

Zhengyang has been an instrumental part of the Data & Analytics organization at Italic. His transition out of being an intern to an analyst has been smooth, given his strong technical capabilities, as well as passion for supporting Italic's reporting needs.

Over the course of the last 6 months, Zhengyang has been instrumental in helping to stand up our core reporting tables, working closely with engineering to create our first customer and cohort reporting tables. He's transitioned from working through core base concepts, into building very sophisticated pipelines that allow us to better understand customer behavior, marketing effectiveness and membership journey-mapping. I'm constantly impressed by how fast Zhengyang works and how he's always willing to troubleshoot issues as they arise.

Accomplishments include projects such as: Base table QA (memberships, customer, invoices, etc), DBT ETL structure construction, Reporting related Tables, Pricing Experiments, Onboarding information, Customer-related reporting table structures, and PDP conversion reports.

Signature of Student (Sign in ink): Zhengyang Xu

Printed Name of Student: zhengyang xu Date (mm-dd-yyyy): 06-19-2022

Signature of Employer Official with Signatory Authority (Sign in ink): [Signature]

Printed Name of Employer Official with Signatory Authority: Danielle Moore Date (mm-dd-yyyy): 06/17/22

FINAL EVALUATION ON STUDENT PROGRESS

Provide a self-evaluation of your performance, using the measures previously identified, in applying and acquiring new knowledge, skills, and competencies identified in the Training Plan for STEM OPT Students. Discuss accomplishments, successful projects, overall contributions, etc., during this review period. Address whether there are any modifications to the objectives and goals for projects, or new areas for skill and competency development.

Range of Evaluation Dates: From (mm-dd-yyyy): _____ To (mm-dd-yyyy): _____

[Large empty box for final evaluation text]

Signature of Student (Sign in ink): _____

Printed Name of Student: _____ Date (mm-dd-yyyy): _____

Signature of Employer Official with Signatory Authority (Sign in ink): _____

Printed Name of Employer Official with Signatory Authority: _____ Date (mm-dd-yyyy): _____