


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

OMB APPROVAL NO. 1653-0054  
EXPIRATION DATE: 03-31-2019

**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): <u>Shelar, Suyog Arun</u>		Student Email Address: <u>suyog957@gmail.com</u>	
Name of School Recommending STEM OPT: <u>Florida State University</u>	Name of School Where STEM Degree Was Earned: <u>Florida State University</u>	SEVIS School Code of School Recommending STEM OPT (including 3-digit suffix): <u>MIA214F00074000</u>	
Designated School Official (DSO) Name and Contact Information: <u>LEESA TRUESDELL, ltruesdell@fsu.edu,</u> <u>Phone: (850)-644-0662</u>		Student SEVIS ID No.: <u>N00013429784</u>	STEM OPT Requested Period (mm-dd-yyyy): From: <u>05/25/2018</u> To: <u>05/25/2020</u>
Qualifying Major and Classification of Instructional Programs (CIP) Code: <u>Financial Mathematics (27.0101)</u>			
Level/Type of Qualifying Degree: <u>Master's</u>			
Date Awarded (mm-dd-yyyy): <u>05/05/2017</u>			
Based on Prior Degree? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Employment Authorization Number: <u>105-473-684</u>			
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"><li>1. I have reviewed, understand, and will adhere to this Training Plan for STEM OPT Students ("Plan");</li><li>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;</li><li>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;</li><li>4. My practical training opportunity is directly related to the STEM degree that qualifies me for the STEM OPT extension; and</li><li>5. 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.</li></ol>			
Signature of Student: 			
Printed Name of Student: <u>Suyog Shelar</u> Date (mm-dd-yyyy): <u>03 / 13 / 2018</u>			

**SECTION 3: EMPLOYER INFORMATION (Completed by Employer)**

Employer Name: KeyBank National Association		Street Address: 127 Public Square		Suite:	
Employer Website URL: www.key.com		City: Cleveland		State: OH	ZIP Code: 44114
Employer ID Number (EIN): 34-0797057	Number of Full-Time Employees in U.S.: 19,500	North American Industry Classification System (NAICS) Code: 522110			
OPT Hours Per Week (must be at least 20 hours/week): 40.00	Compensation: A. Salary Amount and Frequency: \$77,500				
Start Date of Employment (mm-dd-yyyy): 05/30/2017	B. Other Compensation (Type and Estimated Amount or Value): 1. <u>SHORT-TERM INCENTIVE COMPENSATION (IC AWARD TOTAL IS</u> 2. <u>BASED ON COMPANY AND INDIVIDUAL PERFORMANCE)</u> 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: 

Printed Name and Title of Employer Official with Signatory Authority: Mike Isherwood, Sr Client Insights Manager

Date (mm-dd-yyyy): 03-06-2018 Printed Name of Employing Organization: KeyBank National Association



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

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

Shelar, Suyog Arun

Employer Name:

KeyBank National Association

**EMPLOYER SITE INFORMATION**

Site Name:

Higbee Building

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

100 Public Square, Cleveland, OH 44113

Name of Official:

Mike Isherwood

Official's Title:

Sr Client Insights Manager

Official's Email:

michael isherwood@keybank.com

Official's Phone Number:

+1 (716) 270-8689

**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.

Suyog will be responsible for utilizing various analytical tools to assist KeyBank in achieving optimal business results and provide in-depth analytical support for the design of marketing strategies and initiatives for various lines of business. Specifically, the student will be responsible for understanding and utilizing various analytic tools, including data types and sources, scores, modeling techniques and reporting templates in order to develop strategies and make recommendations to senior executives to generate optimal business results.

**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.

Suyog will design metrics and administer complex analyses to evaluate the effectiveness of financial decisions and issue recommendations. Utilizing his education in Financial Mathematics, he will perform task such as integrating external customer, market and competitive data into analyses; utilizing querying and programming expertise necessary to extract information for data analysis; and quantifying marketing strategies by conducting exploratory and validating analyses to support fact-based decisions. Through this training process, Suyog will enhance and deepen his understanding of the analytical concept/methods/techniques and apply them to banking scenarios.

**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.

In addition to daily oversight, support and direction Suyog and I have a standing weekly one-on-one meeting to discuss updates on assigned work, resolve questions or issues, obtain guidance, and receive feedback. Suyog also participates in weekly staff meetings during which project status is discussed.

**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.

As part of KeyBank's performance management process, progress toward established performance and development goals is assessed regularly through ongoing performance and development conversations, as well formal mid-year and year-end performance reviews.

**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)(iv)); 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: 

Printed Name and Title of Employer Official with Signatory Authority: Mike Isherwood, Sr Client Insights Manager

Date (mm-dd-yyyy): 03-06-2018

#### 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-soms>).

**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): 05/29/2017 To (mm-dd-yyyy): 03/13/2018

completed projects and details:

1) ALS post campaign analysis:

overall improvement in terms of speed, quality and insights Convenience check campaign / balance transfer that occurs in every 2 months. My efforts were to provide more deep dive than just standard reports and actionable insights close the gap of campaign drop date and post campaign analysis, Better insights for decision making, by implementing contact cadence, gap rate analysis, leveraging drivers analysis efficient usage of campaign cost using deep dives.

2) Segmentation:

Leveraging Experian data; Performed the segmentation using ON US + OFF US aggregated data from Experian. To better understand the customer behavior attributes smarter clusters of customers available to select for campaign population better understanding of behavior from portfolio analysis perspective for lenders.

3) Debit card analysis, 4) Inactive user campaign post campaign analysis for credit cards

skill set improvement and learning new technologies:

Getting familiar / proficient in tools Introduced to SAS Enterprise guide, TERADATA. Implemented more advanced R and Python functions Improved SAS knowledge from SAS (base) --> SAS (Enterprise guide) Got proficient in TERADATA SQL assistant, much faster and easier alternative to SAS for quick insights. Implementing R in on-going projects, helped for better deep dive analysis. Python as an advanced programming language, leveraged for custom ad hoc analysis requests

Signature of Student:

Printed Name of Student: Suyog Arun Shelar

Date (mm-dd-yyyy): 03/13/2018

Signature of Employer Official with Signatory Authority:

Printed Name of Employer Official with Signatory Authority:

Jessika Poldner

Date (mm-dd-yyyy): 03/19/2018

Sr HR Compliance Mgr, VP

### 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.

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Signature of Student:

Printed Name of Student: Suyog Arun Shelar

Date (mm-dd-yyyy): 03/13/2018

Signature of Employer Official with Signatory Authority:

Printed Name of Employer Official with Signatory Authority:

Jessika Poldner

Date (mm-dd-yyyy): 03/19/2018

Sr HR Compliance Mgr, VP