
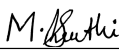


DEPARTMENT OF HOMELAND SECURITY  
U.S. Immigration and Customs Enforcement

OMB APPROVAL NO. 1653-0054  
EXPIRATION DATE: 5/31/2025

**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):<br><b>Jha, Vaibhav</b>   |  | Student Email Address:<br><b>vjha@usc.edu</b>   |   |
| Name of School Recommending STEM OPT:<br><b>University of Southern California</b>   | Name of School Where STEM Degree Was Earned:<br><b>University of Southern California</b> | SEVIS School Code of School Recommending STEM OPT (including 3-digit suffix):<br><b>LOS214F00291000</b> |   |
| Designated School Official (DSO) Name and Contact Information:<br><b>Anna Hartwig, 649 W 34th Street, LA, CA 90089, 213-740-2666, ois@usc.edu</b>   |  | Student SEVIS ID No.:<br><b>N0031719045</b>   | STEM OPT Requested Period (mm-dd-yyyy):<br>From: <b>02-01-2024</b><br>To: <b>01-31-2026</b> |
| Qualifying Major and Classification of Instructional Programs (CIP) Code: <b>Business Statistics, 52.1302</b>   |  |   |   |
| Level/Type of Qualifying Degree: <b>Master's</b>  |  |   |   |
| Date Awarded (mm-dd-yyyy): <b>12-14-2022</b>  |  |   |   |
| Based on Prior Degree? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  |  |   |   |
| Employment Authorization Number: <b>141-195-014</b>   |  |   |   |
| 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: <b>VAIBHAV JHA</b> Date (mm-dd-yyyy): <b>11-10-2023</b>  |  |   |   |

| SECTION 3: EMPLOYER INFORMATION (Completed by Employer)  |  |   |                     |
|--|--|---|---------------------|
| Employer Name:<br><b>IBM Corporation</b>   |  | Street Address:<br><b>1, New Orchard Road</b>                                       |                     |
| Employer Website URL:<br><b>www.ibm.com</b>  |  | City:<br><b>Armonk</b>  | State:<br><b>NY</b> |
| Employer ID Number (EIN):<br><b>13-0871985</b>   |  | ZIP Code:<br><b>10504</b>   |                     |
| Number of Full-Time Employees in U.S.:<br><b>307,600</b>   |  | North American Industry Classification System (NAICS) Code:<br><b>541510</b>        |                     |
| OPT Hours Per Week (must be at least 20 hours/week):<br><b>40</b>  | Compensation:  |   |                     |
|  | A. Salary Amount and Frequency: <b>\$12,583.34</b> per month |   |                     |
| Start Date of Employment (mm-dd-yyyy):<br><b>02-13-2023</b>  | 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:   |  |   |                     |
| <ol style="list-style-type: none"> <li>1. I have reviewed and understand this Plan, and I will ensure that the supervising Official follows this Plan;</li> <li>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;</li> <li>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 (<i>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</i>); and</li> <li>4. I will adhere to all applicable regulatory provisions that govern this program (<i>see 8 CFR Part 214</i>), which include, but are not limited to, the following: <ol style="list-style-type: none"> <li>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;</li> <li>b. The student will receive on-site supervision and training, consistent with this Plan, by experienced and knowledgeable staff;</li> <li>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;</li> <li>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</li> <li>e. The training conducted pursuant to this Plan complies with all applicable Federal and State requirements relating to employment.</li> </ol> </li> </ol> |  |   |                     |
| <b>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.</b>   |  |   |                     |
| Signature of Employer Official with Signatory Authority:   |  |  |                     |
| Printed Name and Title of Employer Official with Signatory Authority:  |  | SHRUTHI MUTHUKUMARAN , Managing Consultant  |                     |
| Date (mm-dd-yyyy): <b>11-14-2023</b>   |  | Printed Name of Employing Organization: <b>IBM Corporation</b>                      |                     |

| SECTION 5: TRAINING PLAN FOR STEM OPT STUDENTS (Completed by Student and Employer)   |   |
|--|---|
| Student Name (Surname/Primary Name, Given Name):<br>Jha, Vaibhav   |   |
| Employer Name:<br>IBM Corporation  |   |
| EMPLOYER SITE INFORMATION  |   |
| Site Name:<br><b>IBM Corporation</b>   | Site Address (Street, City, State, ZIP):<br><b>1, New Orchard Road, Armonk, NY, 10504</b> |
| Name of Official:<br>Shruthi Muthukumaran  | Official's Title:<br>Managing Consultant  |
| Official's Email:<br>Shruthi.Muthukumaran@ibm.com  | Official's Phone Number:<br>248-938-3150  |
| <b>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.</b>  |   |
| <p><b>Student Role:</b> 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.</p> <p>The F-1 trainee's role will be directly related to the field of the qualifying STEM degree. The F-1 trainee will acquire an enhanced understanding of the technologies necessary to become an effective and knowledgeable Data Scientist in the technology industry. The F-1 Trainee will utilize advanced knowledge of data mining, business intelligence, SQL, Python, Machine Learning, Data Visualization, and Micro Strategy to drive efficient analytics and reporting. The F-1 trainee will identify actionable insights, suggest recommendations and influence the direction of Client projects by effectively communicating results to cross functional groups, including client leadership. In addition, the F-1 trainee will leverage data from mining large, complex data sets to provide insights about consumer behavior and to inform business decisions. The F-1 trainee will predict and understand user patterns through metric analysis, and translate strategic questions into structured analyses, define success metrics, and develop reporting channels. Specifically, the F-1 trainee will utilize statistics, Machine learning, Python, Generative AI, Database understanding to drive client project and build products.</p>   |   |
| <p><b>Goals and Objectives:</b> 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.</p> <p>The specific goals and objectives over the STEM extension period will include learning about IBM's web technologies and specific technologies in multiple IBM technical domains, acquiring proficiency in utilizing advanced technologies unique to IBM's engineering program, and also becoming familiar with the basic processes by which IBM releases its products to the outside world. Theoretical classroom instruction tends to leave out many real-world considerations that participants experience on the job. These include product and user interface considerations, which are typically not taught in favor of focus on core algorithms. The F-1 employee will learn IBM technologies by implementing small features and using IBM's advanced large-scale technologies to complete tasks, learn best practices by participating in industry-standard code release practices, participate in regular team meetings to acquire teamwork and effective personal interaction skills, and will have the opportunity to meet one-on-one with experienced, full-time engineers to gain technical insights from experts. In particular, the F-1 employee will learn how to build scalable distributed systems and to store data and process big data. The F-1 trainee will gain hands-on experience with the software development cycle and learn how to build a reliable software while working cooperatively with a team. Specifically, the F-1 trainee have theoretical understanding of the Machine learning, Python and SQL understanding before he started working. With his STEM OPT employment, the F-1 trainee will learn the tradeoffs, of application of various techniques and how it can be utilized to understand customer behavior better. The F-1 trainee will well be versed when he works on more advanced analytical concepts such as causal inference, regression analysis and data modeling. The scale of data and complexity will help him find opportunities to learn and grow as a STEM Professional.</p> |   |
| <p><b>Employer Oversight:</b> 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.</p> <p>Each F-1 employee has a direct manager who has daily supervision and oversight of the trainee's performance and training. The manager will generally have a degree in the relevant field and several years of high impact industry experience. The manager will also have engaged, and continue to engage, in supervisory training. The manager will meet with the trainee in a regular cadence to ensure the trainee is performing the duties as planned as well as meeting the specified goals. However, employees are encouraged to be open and transparent with their manager and maintain both formal and informal dialogue. The manager will also assign tasks and provide regular formal feedback to the F-1 employee in addition to ongoing advice, mentoring, and coaching.</p>  |   |
| <p><b>Measures and Assessments:</b> 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.</p> <p>The F-1 employee's acquisition of new knowledge and skills is tracked closely. IBM has a formal company-wide assessment cycle which is completed in the 3rd quarter of each calendar year. Employees, including F-1 employees, are required to document in the company's online assessment tool, a summary of their impact and work through out that period and solicit feedback from peers and co-workers. They will also be formally assessed by their manager and given a rating that reflects according to level, tenure and job responsibility. It is an opportunity to also document interim goals and ensure the F-1 employee is acquiring new knowledge and skills. IBM will also review the students self-evaluation on Form 1-983 at the required interval</p>  |   |

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

IBM is determined to build a better and advanced world for everyone. We empower our F-1 employees to make an impact. The internet technology industry is rapidly changing especially with the advancements in Artificial Intelligence. Given the growing global adoption of new technology, it is critical for our company to maintain flexibility in prioritizing projects. Thus, although the F-1 employee will initially be assigned to work on the aforementioned projects, he may be assigned to other projects of equivalent challenges directly related to the STEM degree background. Thus the probable reassignments should be deemed part of this application.

#### 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)(iii)); 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:

SHRUTHI MUTHUKUMARAN , Managing Consultant

Date (mm-dd-yyyy): 11-14-2023

#### 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): \_\_\_\_\_ To (mm-dd-yyyy): \_\_\_\_\_

Signature of Student: \_\_\_\_\_

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

Signature of Employer Official with Signatory Authority: \_\_\_\_\_

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

### 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): \_\_\_\_\_

Signature of Student: \_\_\_\_\_

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

Signature of Employer Official with Signatory Authority: \_\_\_\_\_

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