

Ogletree Deakins

**OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.**

Attorneys at Law

8529 Six Forks Road,
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Raleigh, NC 27615

Telephone – 919-787-9700
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www.ogletree.com

Sidra E. Cheema
919-789-3178
Sidra.cheema@ogletree.com

November 27, 2023

Or. Zeqi CUI
cuizeqi@gmail.com

Re: TN-1 Visa Petition

Dear Mr. CUK

In connection with your TN-1 visa petition, please find the following enclosed:

1. Form G-28, in duplicate;
2. Meta's Letter of Support, in duplicate;
3. Supporting documents, in duplicate; and
4. Meta's Annual Report, in duplicate.

Please review the enclosed documents and contact our office with any questions you may have.

Sincerely,
OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.



Sidra E. Cheema

Memo

To: Tr. Zeqi CUIÁ
From: Sidra E. Cheema
Date: 11/27/2023
Re: Canada Port of Entry – TN-1 Visa Instructions



Below is the standard information and documents you will need in order to gain entry to the United States via your TN-1 petition. Please remember to remove this cover letter prior to visiting the border.

General Information

In order to enter the United States on a TN-1 visa, you must present your petition to a U.S. Customs and Border Patrol officer at a port of entry. Once you have been approved and have entered the United States, an officer will stamp your passport with an entry stamp outlining your TN-1 status and date of entry. It is your responsibility, upon entering the United States, to access your I-94 record at <https://i94.cbp.dhs.gov/i94/#/home#section> and send us a scanned copy of the I-94 record along with a scanned copy of your passport entry stamp so that we can effectively assist you with tracking the validity of your stay in the United States.

Please note that if this is the first time you have obtained a temporary work visa, you may need to apply for a Social Security Number (SSN) through the Social Security Administration (SSA) office in the United States. To locate the nearest Social Security office to you, please visit: <http://ssa.gov/locator/>. Please be advised that the Social Security Administration does not issue SSNs for individuals who do not have work authorization.

Contact Information:

For assistance in locating a port of entry, please visit the following website: <http://www.cbp.gov/contact/ports>. There are 14 ports of entry which are designated for optimized processing. You are not required to use one of these 14 ports of entry, but if you choose to you may find further information about them at the following website: <http://www.cbp.gov/travel/canadian-and-mexican-citizens/traveling-tn-or-l1-visa-canada>.

Nonimmigrant Visa Application Checklist

Step 1: Receive and Review Your Petition Package

- Your petition package contains the following documents:
 - Cover letter to CBP;
 - Form G-28 (in duplicate);
 - Company support letter (in duplicate);
 - Additional supporting documents provided by Ogletree Deakins.
- Please review and familiarize yourself with the information in your company support letter as the CBP Officer will ask you questions about the information before approving your petition and admitting you to the United States.

Step 2: Obtain Specific Instructions For Your Airport of Border Crossing Station

- International Airport in Canada
 - You must have an outgoing airline ticket purchased prior to obtaining your visa
 - For information on pre-clearance, please visit the following: <http://www.cbp.gov/border-security/ports-entry/operations/preclearance>.
 - To check airport wait times for incoming travelers to the U.S., please visit the following: <http://www.cbp.gov/travel/advisories-wait-times>.
- Border Crossing Station
 - You may obtain specific information about your port of entry at the following website: <http://www.cbp.gov/contact/ports>.
 - For information on pre-clearance, please visit the following: <http://www.cbp.gov/border-security/ports-entry/operations/preclearance>.
 - To check border wait times for incoming travelers to the U.S., please visit the following: <http://www.cbp.gov/travel/advisories-wait-times>.

Step 3: Compile All Documentation

- TN-1 Petition Package (enclosed)
- Valid Canadian Passport for each family member
- Documents demonstrating relationship to the primary applicant for any dependents (marriage certificate for spouse, birth certificates for children)
- Original or certified copies of education documents (degrees, transcripts, U.S. equivalency evaluation).
- Payment for fees. **Please note that all fees must be paid in U.S. Dollars.** You will be required to pay a fee of \$50 by cashier check, cash, or credit card. Additionally, a \$6 land/sea travelers fee may apply for each family member if you are entering through a border crossing station. Be prepared to pay this fee in cash.
- Make a copy of all documentation for your records as CBP may keep some of the documents that you present.

Step 4: Apply For Your TN-1 Visa at Your Chosen Port of Entry

- If traveling by air please arrive at the airport well before your scheduled flight as visa processing can take several hours to complete.
- Upon arrival at your selected airport or border crossing station, you will meet with a CBP officer who will review and adjudicate your petition.
- If approved you will be granted entry to the United States under TN-1 status.

Step 5: Arrival in the United States

- Upon entry to the United States, you will be required to obtain a hard copy of your I-94 card at the CBP web portal, <https://i94.cbp.dhs.gov/i94/#/home#section>
- Please send the hard copy of your I-94, along with a scanned copy of your passport "entry" stamp to our office so that we may effectively participate with you in tracking the expiration date of your legal status.**
 - Please note that only unmarried, dependent children are eligible for dependent nonimmigrant (TD) visas until they turn 21. If you have a child between the ages of 18 and 21, please contact your attorney once you and your family enter the United States to determine whether their visa and I-94 card were issued for the correct period of time and if any options are available to your child after they turn 21.

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Sidra E. Cheema
919-789-3178
Sidra.cheema@ogletree.com

November 27, 2023

U.S. POE
Canada

Re: TN-1 Visa Petition of Meta Platforms, Inc. on behalf of Mr. Zeqi CUI"

Dear Officer:

Enclosed please find the following documents, in duplicate:

1. Form G-28;
2. Company support letter;
3. Proof of the beneficiary's Canadian citizenship;
4. Copy of the beneficiary's educational documents;
5. Copy of the beneficiary's resume; and
6. Copy of Meta's company information.

We respectfully request that the TN-1 visa be approved for Mr. Zeqi CUI for a temporary period of three years.
Please contact me directly if further documentation is needed.

Sincerely,

OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.

A handwritten signature in blue ink, appearing to read "S. Cheema".

Sidra E. Cheema



Notice of Entry of Appearance as Attorney or Accredited Representative

Department of Homeland Security

DHS

Form G-28

OMB No. 1615-0105

Expires 05/31/2021

Part 1. Information About Attorney or Accredited Representative

1. USCIS Online Account Number (if any)

►

Name of Attorney or Accredited Representative

2.a. Family Name (Last Name)

2.b. Given Name (First Name)

2.c. Middle Name

Address of Attorney or Accredited Representative

3.a. Street Number and Name

3.b. Apt. Ste. Flr.

3.c. City or Town

3.d. State 3.e. ZIP Code

3.f. Province

3.g. Postal Code

3.h. Country

Contact Information of Attorney or Accredited Representative

4. Daytime Telephone Number

5. Mobile Telephone Number (if any)

6. Email Address (if any)

7. Fax Number (if any)

Part 2. Eligibility Information for Attorney or Accredited Representative

Select all applicable items.

- 1.a. I am an attorney eligible to practice law in, and a member in good standing of, the bar of the highest courts of the following states, possessions, territories, commonwealths, or the District of Columbia. If you need extra space to complete this section, use the space provided in **Part 6. Additional Information**.

Licensing Authority

- 1.b. Bar Number (if applicable)

- 1.c. I (select **only one** box) am not am subject to any order suspending, enjoining, restraining, disbarring, or otherwise restricting me in the practice of law. If you are subject to any orders, use the space provided in **Part 6. Additional Information** to provide an explanation.

- 1.d. Name of Law Firm or Organization (if applicable)

- 2.a. I am an accredited representative of the following qualified nonprofit religious, charitable, social service, or similar organization established in the United States and recognized by the Department of Justice in accordance with 8 CFR part 1292.

- 2.b. Name of Recognized Organization

- 2.c. Date of Accreditation (mm/dd/yyyy)

3. I am associated with

the attorney or accredited representative of record who previously filed Form G-28 in this case, and my appearance as an attorney or accredited representative for a limited purpose is at his or her request.

- 4.a. I am a law student or law graduate working under the direct supervision of the attorney or accredited representative of record on this form in accordance with the requirements in 8 CFR 292.1(a)(2).

- 4.b. Name of Law Student or Law Graduate



Part 3. Notice of Appearance as Attorney or Accredited Representative

If you need extra space to complete this section, use the space provided in **Part 6. Additional Information**.

This appearance relates to immigration matters before (select **only one** box):

- 1.a. U.S. Citizenship and Immigration Services (USCIS)
- 1.b. List the form numbers or specific matter in which appearance is entered.
[Redacted]
- 2.a. U.S. Immigration and Customs Enforcement (ICE)
- 2.b. List the specific matter in which appearance is entered.
[Redacted]
- 3.a. U.S. Customs and Border Protection (CBP)
- 3.b. List the specific matter in which appearance is entered.
TN-1 Visa
[Redacted]
4. Receipt Number (if any)
► [Redacted]
5. I enter my appearance as an attorney or accredited representative at the request of the (select **only one** box):
 Applicant Petitioner Requestor
 Beneficiary/Derivative Respondent (ICE, CBP)

Information About Client (Applicant, Petitioner, Requestor, Beneficiary or Derivative, Respondent, or Authorized Signatory for an Entity)

- 6.a. Family Name (Last Name) **Aboobaker**
[Redacted]
- 6.b. Given Name (First Name) **Azmina**
[Redacted]
- 6.c. Middle Name [Redacted]
- 7.a. Name of Entity (if applicable)
Meta Platforms, Inc.
[Redacted]
- 7.b. Title of Authorized Signatory for Entity (if applicable)
Director, US Immigration
[Redacted]
8. Client's USCIS Online Account Number (if any)
► [Redacted]
9. Client's Alien Registration Number (A-Number) (if any)
► A- [Redacted]

Client's Contact Information

10. Daytime Telephone Number

4085335781

11. Mobile Telephone Number (if any)

[Redacted]

12. Email Address (if any)

ImmigrationFYI@fb.com

Mailing Address of Client

NOTE: Provide the client's mailing address. **Do not** provide the business mailing address of the attorney or accredited representative **unless** it serves as the safe mailing address on the application or petition being filed with this Form G-28.

- 13.a. Street Number and Name **1 Hacker Way (AKA "1601 Willow Road")**

- 13.b. Apt. Ste. Flr. **MROD**

- 13.c. City or Town **Menlo Park**

- 13.d. State **CA**

- 13.e. ZIP Code **94025**

- 13.f. Province [Redacted]

- 13.g. Postal Code [Redacted]

- 13.h. Country

United States of America

Part 4. Client's Consent to Representation and Signature

Consent to Representation and Release of Information

I have requested the representation of and consented to being represented by the attorney or accredited representative named in **Part 1.** of this form. According to the Privacy Act of 1974 and U.S. Department of Homeland Security (DHS) policy, I also consent to the disclosure to the named attorney or accredited representative of any records pertaining to me that appear in any system of records of USCIS, ICE, or CBP.



Part 4. Client's Consent to Representation and Signature (continued)

Options Regarding Receipt of USCIS Notices and Documents

USCIS will send notices to both a represented party (the client) and his, her, or its attorney or accredited representative either through mail or electronic delivery. USCIS will send all secure identity documents and Travel Documents to the client's U.S. mailing address.

If you want to have notices and/or secure identity documents sent to your attorney or accredited representative of record rather than to you, please select **all applicable** items below. You may change these elections through written notice to USCIS.

- 1.a. I request that USCIS send original notices on an application or petition to the business address of my attorney or accredited representative as listed in this form.
- 1.b. I request that USCIS send any secure identity document (Permanent Resident Card, Employment Authorization Document, or Travel Document) that I receive to the U.S. business address of my attorney or accredited representative (or to a designated military or diplomatic address in a foreign country (if permitted)).
- NOTE: If your notice contains Form I-94, Arrival-Departure Record, USCIS will send the notice to the U.S. business address of your attorney or accredited representative. If you would rather have your Form I-94 sent directly to you, select Item Number 1.c.
- 1.c. I request that USCIS send my notice containing Form I-94 to me at my U.S. mailing address.

Signature of Client or Authorized Signatory for an Entity

- 2.a. Signature of Client or Authorized Signatory for an Entity
X ➔ 
- 2.b. Date of Signature (mm/dd/yyyy)

Part 5. Signature of Attorney or Accredited Representative

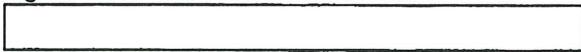
I have read and understand the regulations and conditions contained in 8 CFR 103.2 and 292 governing appearances and representation before DHS. I declare under penalty of perjury under the laws of the United States that the information I have provided on this form is true and correct.

1. a. Signature of Attorney or Accredited Representative



- 1.b. Date of Signature (mm/dd/yyyy)

- 2.a. Signature of Law Student or Law Graduate



- 2.b. Date of Signature (mm/dd/yyyy)



Part 6. Additional Information

If you need extra space to provide any additional information within this form, use the space below. If you need more space than what is provided, you may make copies of this page to complete and file with this form or attach a separate sheet of paper. Type or print your name at the top of each sheet; indicate the **Page Number**, **Part Number**, and **Item Number** to which your answer refers; and sign and date each sheet.

1.a Family Name

1.b. Given Name

1.c. Middle Name

2.a. Page Number 2.b. Part Number 2.c. Item Number

2.d. RE: Petition for Non-Immigrant Worker

Petitioner: Meta Platforms, Inc.

Beneficiary: Zeqi CUI

4.a. Page Number 4.b. Part Number 4.c. Item Number

4.d. _____

3.a. Page Number 3.b. Part Number 3.c. Item Number

3.d. _____

5.a. Page Number 5.b. Part Number 5.c. Item Number

5.d. _____

6.a. Page Number 6.b. Part Number 6.c. Item Number

6.d. _____





1 Hacker Way
Menlo Park, CA 94025
United States of America

November 20, 2023

U.S. Customs and Border Protection

RE: I-129, Petition for Non-Immigrant Worker
Petitioner: Meta Platforms, Inc.
Beneficiary: Zeqi CUI

Dear Sir/Madam:

This letter is offered in support of the TN visa petition filed by Meta Platforms, Inc. on behalf of Zeqi CUI whom we wish to employ in the occupation of Software Engineer at our New York, NY location for a temporary period of three (3) years.

THE PETITIONER

Meta Platforms, Inc. ("Meta") builds technologies that help people connect, find communities, and grow businesses. When Facebook launched in 2004, it changed the way people connect. Apps like Messenger, Instagram and WhatsApp further empowered billions around the world. Now, Meta is moving beyond 2D screens towards immersive experiences like augmented and virtual reality to help build the next evolution in social technology.

THE POSITION
(TN Classification: ENGINEER)

Meta Platforms, Inc. is petitioning for the beneficiary to join our company as an Engineer (Internal Title: Software Engineer). This role falls under the USMCA classification of Engineer, which broadly encompasses all types of engineering. As such, Meta Platforms, Inc. requires Software Engineer candidates to hold a Bachelor's degree or higher.

As a Software Engineer, the Beneficiary will perform professional and specialized duties in software engineering within the our organization. Software Engineers at Meta are responsible for engineering the systems and databases behind Meta products, which are used by more than 2 billion people every day. Developing such widely used technology requires the highest level of quantitative and analytical skills in both mathematics and science.

The Beneficiary's duties will involve the following:

- Help build the next generation of systems behind Meta's products, create web and/or mobile applications that reach over two billion people, and build high volume servers to support content.
- Harness passion for technology and undergraduate-level knowledge, and help build highly scalable performant solutions.
- Develop undergraduate-level knowledge of algorithms and core computer science concepts and ability to apply that knowledge to real world systems with support and guidance from a direct supervisor.
- With solutions provided by a supervisor utilize ability to apply them to production problems and contribute to architectural decisions.
- Employ specialty knowledge across the following areas: data processing, programming languages, databases, networking, and operating systems.
- Utilize knowledge of data base management system software, development environment software, object oriented development software, program testing software, operating system software, and various programming languages.
- Utilize knowledge of computer hardware and software, including applications and programming, and of systems architecture and components, including networking and storage.

This position requires, at a minimum, a Bachelor's degree or equivalent in Software Engineering, Computer Engineering, or a closely related field of study.

The Petitioner respectfully submits that the requirements imposed by Meta Platforms, Inc. for the occupation of Software Engineer are quite normal in the context of our operations and the industry. These requirements also bear a reasonable relationship to the occupation in the context of the business operations and are essential to perform, in a reasonable manner, the job duties described.

In performing these job duties, the beneficiary will utilize some of the following development tools and technologies: C, C++, C# or Java; Python, PHP or Haskell; and relational databases and SQL. Additionally, the beneficiary will use a variety of software development tools, including code editors (such as VIM or Emacs) and revision control systems (such as Subversion, GIT or Perforce). Moreover, the beneficiary will rely upon knowledge of operating systems (Linux, UNIX or other *nix-like OS), including file manipulation and commands. Core web technologies, which may include HTML, CSS or JavaScript, are also a central component of the Software Engineer role. The beneficiary will apply their knowledge of such cutting-edge technologies to build highly-scalable performant solutions and distributed systems.

THE BENEFICIARY

The beneficiary is well-qualified for this position. The beneficiary received at least a Bachelor's degree, or equivalent, in a field closely related to the job duties of the proffered position. Please see all relevant and required educational and/or experience documentation, including any credentials evaluation (if applicable), enclosed.

CONCLUSION

Meta Platforms, Inc. now wishes to employ the beneficiary pursuant to valid TN status for a temporary period not to exceed three (3) years. The beneficiary will receive an annual salary of at least \$210,000 in addition to the company's standard benefits package. Meta Platforms, Inc. submits that beneficiary is eligible for TN status pursuant to Chapter 16, Appendix 2 of USMCA for they are a Canadian Citizen, possess at least a Bachelor's degree in a related field of study, and will perform job duties that fit within the designation of Engineer contained in the Chapter 16, Appendix 2 of USMCA.

Your review and approval of this TN visa petition would be appreciated.

Sincerely,

X 
Azmina Aboobaker
Director, US Immigration

AA/EE



THE TRUSTFORTE CORPORATION

271 Madison Avenue, Third Floor, New York, New York 10016

Tel: 212-481-4870 • Fax: 212-481-4971, 4972

Email: info@trustfortecorp.com www.trustfortecorp.com

ACADEMIC EQUIVALENCY EVALUATION

Date: November 21, 2023

Name: **CUI, Zeqi**

Country: Canada (Ontario)

Degree: Bachelor of Applied Science (Honours)

Institution: University of Waterloo

Date of Award: June 20, 2020

Educational Equivalent in the United States:

BACHELOR OF SCIENCE DEGREE IN COMPUTER ENGINEERING

The following is an analysis and advisory evaluation of the academic credentials of Zeqi Cui. As discussed herein, Zeqi Cui completed a four-year bachelor's-level honours program in Computer Engineering at the University of Waterloo, in Ontario, Canada. Based on the foregoing academic credentials, I find that Zeqi Cui attained the foreign equivalent of a four-year Bachelor of Science Degree in Computer Engineering from an accredited US college or university based on the single source of the Bachelor of Applied Science (Honours) program completed by the candidate at the University of Waterloo.

Zeqi Cui completed post-secondary studies in a four-year bachelor's-level honours program in Computer Engineering at the University of Waterloo. The University of Waterloo is an accredited institution of higher education in Ontario, Canada. Admission to the bachelor's-level programs of the University of Waterloo is based on the completion of preliminary post-secondary studies and competitive entrance examinations.

At the University of Waterloo, Zeqi Cui completed the general studies and specialized studies which lead to a bachelor's-level degree. The general studies included entry-level classes in mathematics, science, language arts, and social studies.

Additionally, Zeqi Cui completed advanced bachelor's coursework, concentrated in Computer Engineering. Following the candidate's completion of the required classes and examinations, on June 20, 2020, Zeqi Cui was awarded a Diploma for a four-year Bachelor of Applied Science (Honours) Degree by the University of Waterloo. The nature of the courses and the credit hours involved indicate that Zeqi Cui attained the foreign equivalent of a four-year Bachelor of Science Degree in Computer Engineering from an accredited US college or university.



I note that this finding has been confirmed by the Electronic Database for Global Education (EDGE) of the American Association of Collegiate Registrars and Admission Officers (AACRAO). According to EDGE, a four-year Bachelor's Degree and an Honors Bachelor's Degree awarded by a university in Ontario, Canada both represent "attainment of a level of education comparable to a bachelor's degree in the United States."

Accordingly, based on the reputation of the academic programs offered by the University of Waterloo, the number of years of coursework, the nature of the coursework, the grades attained in the courses, and the hours of academic coursework, it is the judgment of The Trustforte Corporation that Zeqi Cui attained the foreign equivalent of a four-year Bachelor of Science Degree in Computer Engineering from an accredited college or university in the United States based on the single source of the Bachelor of Applied Science (Honours) program completed by the candidate at the University of Waterloo.

This evaluation is based on copies of the original documents provided by Zeqi Cui and represented to be authentic and true copies of the original documents. We have no reason to doubt the authenticity and accuracy of these documents. This is a true and correct evaluation to the best of our knowledge and belief, pursuant to requirements of the United States Citizenship and Immigration Services ("USCIS") of the United States Department of Homeland Security. The Trustforte Corporation is a credentials evaluation service and academic advisory firm specializing in the evaluation of foreign educational credentials. Past academic equivalency evaluations of The Trustforte Corporation have been accepted regularly by the USCIS and various US educational institutions.

Natalie J. Araujo, M.A., Evaluator; Member, NAFSA: Association of International Educators and National Association for College Admission Counseling (NACAC); Corporate Member, American Association of Collegiate Registrars and Admissions Officers (AACRAO) and National Association of Graduate Admissions Professional (NAGAP).

For detailed statement of qualifications and experience of evaluator, see attached resume.

- References:
1. AACRAO EDGE. *AACRAO Electronic Database for Global Education (EDGE)*. Online database. www.aacraoedge.org
The Trustforte Corporation is a paid subscriber to the AACRAO Electronic Database for Global Education (EDGE) and is sharing this information as a reference to an evaluation. Other use is strictly prohibited. EDGE is available only to subscribers. This rendering of a page in EDGE was created on the date this Evaluation was issued as a reflection of the database on that day. The EDGE database is dynamic and credential advice is subject to change.
 2. International Academic Credentials Handbook, Volume I, Washington, D.C.: AACRAO/NAFSA, 1988.
 3. Taylor, Ann [ed.]. *International Handbook of Universities and Other Institutions of Higher Education*, 12th ed. NY: Stockton Press, 1991.



4. Peterson's Register of Higher Education, 1994. 7th ed. Princeton, New Jersey: Peterson's Guides, 1994.



GO

Select Country



SECTION MENU



Bachelor's Degree (4-year)/(Honours)

CREDENTIAL DESCRIPTION

Awarded upon completion of 4 years (120 credits) of study.

CREDENTIAL ADVICE

The *Bachelor's Degree (4-year)/(Honours)* represents attainment of a level of education comparable to a bachelor's degree in the United States.

CREDENTIAL AUTHOR NOTES

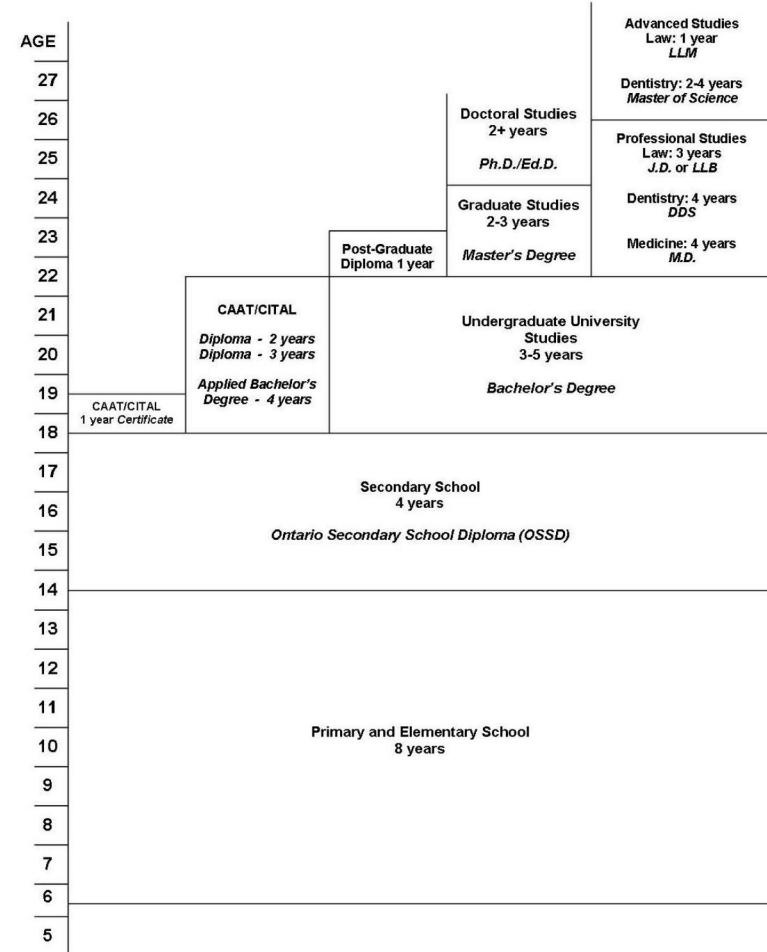
Review transcripts to determine the number of credits awarded.

ADDITIONAL INFORMATION

Entry requirement: High School Diploma

Leads to: Grants access to graduate studies

ONTARIO - EDUCATIONAL LADDER



[REQUEST AN UPDATE](#)

S

R.

BE A PART OF THE CONVERSATION. JOIN OUR LISTSERV.

[SUBSCRIBE](#)

NATALIE ARAUJO

EXPERIENCE

- 2007 - **The Trustforte Corporation**
Evaluator and Vice President of Operations and Client Services
Perform evaluations of foreign educational credentials; assess foreign credentials and educational systems; provide expert opinions on comparative educational credentials, direct research on foreign universities and educational systems; full-service client support and customer relations management
- 2004-2007 **The Trustforte Corporation**
Junior Evaluator and Manager of Client Services
Conduct research on foreign educational credentials equivalencies; provide analyses with respect to evaluation and education issues; assist clients with equivalency issues; facilitate client relationships.
- 2002-2004 **Clark University, English Department**
Teaching Assistant
Assisted professors with class preparation and correction of essays and exams; taught classes on British Literature, Drama of the Western Tradition, and Communications and Culture; tutored students in writing and composition
- 2003-2004 **Clark University, Professor Vaughan**
Research Assistant
Conducted library and internet research on 16th century British drama; compiled extensive bibliographies

EDUCATION

- May, 2004 **Clark University**, Worcester, MA
M.A. English, concentration in American Literature
- 1999-2002 **Johannes Gutenberg-University**, Mainz, Germany
Intermediate Degree in American Studies, December 2001
Major: American Studies \ Minors: British Studies and Media Studies
- 2002-2004 Awarded prestigious scholarship by the German Academic Exchange Service (DAAD) for 2002/2003 and 2003/2004

University of Waterloo

The Senate confirms that

Zeqi Cui

is admitted to the degree

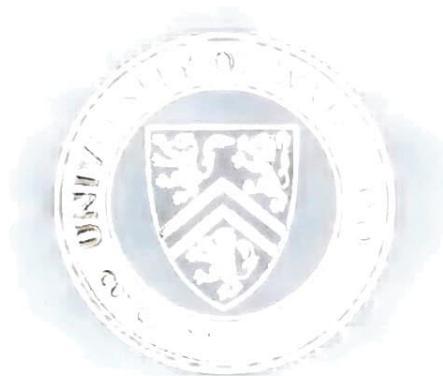
Bachelor of Applied Science

Honours Computer Engineering – Co-operative Program

with all associated rights, privileges and obligations.


PRESIDENT AND VICE-CHANCELLOR


REGISTRAR




DEAN, FACULTY OF ENGINEERING

THIS TWENTIETH DAY OF JUNE
TWO THOUSAND AND TWENTY

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Degrees Awarded

Degree: Bachelor of Applied Science
Confer Date: 06/20/2020
Computer Engineering, Honours, Co-operative Program

Beginning of Undergraduate Record

Fall 2015

Program:	Electrical Engineering, Honours, Co-operative Program			
Level:	1A Load: Full-Time			Form Of Study: Enrolment
<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
CHE 102	Chemistry for Engineers <i>Supplementary Exam Completed</i> Grade: Satisfied	0.50	0.00	40
ECE 100A	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.20	0.20	75
ECE 105	Physics of Electrical Engineering 1	0.50	0.50	63
ECE 140	Linear Circuits	0.50	0.50	74
ECE 150	Fundamentals of Programming	0.50	0.50	83
MATH 117	Calculus 1 for Engineering	0.50	0.50	64
Term GPA	64.80 Term Totals	2.70	2.20	
Cumulative GPA	64.80 Cumulative Totals	2.50	2.20	
Academic Standing:	Promotion Granted Effective 01/05/2017			

Winter 2016

Program:	Electrical Engineering, Honours, Co-operative Program			
Level:	1A Load: Part-Time			Form Of Study: Co-op Work Term
<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 1	Co-operative Work Term	0.50	0.00	CR
PD 20	Engineering Workplace Skills I: Developing Reasoned Conclusions	0.50	0.50	CR
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	64.80 Cumulative Totals	2.50	2.70	

Spring 2016

Program:	Electrical Engineering, Honours, Co-operative Program			
Level:	1B Load: Full-Time			Form Of Study: Enrolment
<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
ECE 100B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.20	0.20	CR
ECE 103	Discrete Mathematics	0.50	0.50	61
ECE 106	Physics of Electrical Engineering 2	0.50	0.50	67
ECE 124	Digital Circuits and Systems	0.50	0.50	79
ECE 155	Engineering Design with Embedded Systems	0.50	0.50	72
MATH 119	Calculus 2 for Engineering	0.50	0.50	59
Term GPA	67.60 Term Totals	2.70	2.70	
Cumulative GPA	66.20 Cumulative Totals	5.00	5.40	
Academic Standing:	Satisfactory standing Effective 08/31/2016			

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Fall 2016

Program: Electrical Engineering, Honours, Co-operative Program
Level: 1B Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 2	Co-operative Work Term	0.50	0.00	CR
PD 21	Engineering Workplace Skills II: Developing Effective Plans	0.50	0.50	CR
			<u>In GPA</u>	<u>Earned</u>
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	66.20 Cumulative Totals	5.00	5.90	

Winter 2017

Program: Computer Engineering, Honours, Co-operative Program
Level: 2A Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
ECE 200A	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 204A	Numerical Methods 1	0.25	0.25	87
ECE 205	Advanced Calculus 1 for Electrical and Computer Engineers	0.50	0.50	75
ECE 222	Digital Computers	0.50	0.50	79
ECE 240	Electronic Circuits 1	0.50	0.50	74
ECE 250	Algorithms and Data Structures	0.50	0.50	80
ECE 290	Engineering Profession, Ethics, and Law	0.50	0.50	72
MATH 215	Linear Algebra for Engineering	0.50	0.50	71
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	76.08 Term Totals	3.35	3.35	
Cumulative GPA	70.09 Cumulative Totals	8.25	9.25	

Academic Standing: Good standing Effective 04/30/2017

Spring 2017

Program: Computer Engineering, Honours, Co-operative Program
Level: 2A Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 3	Co-operative Work Term	0.50	0.00	CR
PD 8	Intercultural Skills	0.50	0.50	CR
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	70.09 Cumulative Totals	8.25	9.75	

Fall 2017

Program: Computer Engineering, Honours, Co-operative Program
Level: 2B Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
BET 320	Introduction to Commercialization Strategy	0.50	0.50	88
ECE 200B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 207	Signals and Systems	0.50	0.50	61
ECE 224	Embedded Microprocessor Systems	0.50	0.50	81
ECE 242	Electronic Circuits 2	0.50	0.50	81
ECE 254	Operating Systems and Systems Programming	0.50	0.50	64
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	75.00 Term Totals	2.60	2.60	
Cumulative GPA	71.23 Cumulative Totals	10.75	12.35	

Academic Standing: Good standing Effective 12/31/2017

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Winter 2018

Program: Computer Engineering, Honours, Co-operative Program
Level: 2B Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 4	Co-operative Work Term	0.50	0.00	CR
PD 6	Problem Solving	0.50	0.50	CR
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	71.23 Cumulative Totals	10.75	12.85	

Spring 2018

Program: Computer Engineering, Honours, Co-operative Program
Level: 3A Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
ECE 300A	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 316	Probability Theory and Statistics	0.50	0.50	77
ECE 327	Digital Hardware Systems	0.50	0.50	82
ECE 351	Compilers	0.50	0.50	79
ECE 380	Analog Control Systems	0.50	0.50	74
STV 202	Design and Society	0.50	0.50	69
WKRPT 201	Work-term Report <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.13	0.13	75
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	76.20 Term Totals	2.73	2.73	
Cumulative GPA	72.17 Cumulative Totals	13.25	15.58	

Academic Standing: Good standing Effective 09/19/2018

Fall 2018

Program: Computer Engineering, Honours, Co-operative Program
Level: 3A Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 5	Co-operative Work Term	0.50	0.00	CR
PD 5	Project Management	0.50	0.50	CR
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	72.17 Cumulative Totals	13.25	16.08	

Winter 2019

Program: Computer Engineering, Honours, Co-operative Program
Level: 3B Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
EARTH 270	Disasters and Natural Hazards	0.50	0.50	85
ECE 300B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 318	Analog and Digital Communications	0.50	0.50	83
ECE 356	Database Systems	0.50	0.50	68
ECE 358	Computer Networks	0.50	0.50	81
ECE 390	Engineering Design, Economics, and Impact on Society	0.50	0.50	85
WKRPT 301	Work-term Report <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.13	0.13	89
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	80.40 Term Totals	2.73	2.73	
Cumulative GPA	73.48 Cumulative Totals	15.75	18.81	

Academic Standing: Excellent standing Effective 05/22/2019

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Spring 2019

Program: Computer Engineering, Honours, Co-operative Program
Level: 4A Load: Full-Time Form Of Study: Enrolment

<u>Course</u>		<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
ECE	400A	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE	454	Distributed Computing	0.50	0.50	71
ECE	457A	Cooperative and Adaptive Algorithms	0.50	0.50	77
ECE	458	Computer Security	0.50	0.50	70
ECE	498A	Engineering Design Project	0.50	0.50	89
MUSIC	140	Popular Music and Culture	0.50	0.50	56
			<u>In GPA</u>	<u>Earned</u>	
Term GPA		72.60 Term Totals	2.60	2.60	
Cumulative GPA		73.36 Cumulative Totals	18.25	21.41	

Academic Standing: Good standing Effective 09/18/2019

Fall 2019

Program: Computer Engineering, Honours, Co-operative Program
Level: 4A Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>		<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP	6	Co-operative Work Term	0.50	0.00	CR
			<u>In GPA</u>	<u>Earned</u>	
Term GPA		0.00 Term Totals	0.50	0.00	
Cumulative GPA		73.36 Cumulative Totals	18.25	21.41	

Winter 2020

Program: Computer Engineering, Honours, Co-operative Program
Level: 4B Load: Full-Time Form Of Study: Enrolment

COVID-19 impacted assessment methods and performance in many courses this term.

<u>Course</u>		<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
CLAS	123	Classical Studies in Pop Culture	0.50	0.50	82
ECE	400B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE	405	Introduction to Quantum Mechanics	0.50	0.50	55
ECE	459	Programming for Performance	0.50	0.50	85
ECE	493	Special Topics in Electrical and Computer Engineering	0.50	0.50	75
Course Topic:		Autonomous Vehicles			
ECE	498B	Engineering Design Project	0.50	0.50	89
WKRPT	401	Work-term Report <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.13	0.13	89
			<u>In GPA</u>	<u>Earned</u>	
Term GPA		77.20 Term Totals	2.73	2.73	
Cumulative GPA		73.82 Cumulative Totals	20.75	24.14	

Academic Standing: Good standing Effective 05/27/2020

Milestones

<u>Date Completed</u>	<u>Description</u>	<u>Status</u>
10/06/2015	Workplace Hazardous Materials	Completed
11/23/2015	English Proficiency	Completed
04/30/2016	Work Term 1	Completed
12/30/2016	Work Term 2	Completed
04/30/2017	Work Report 1	Completed
08/30/2017	Work Term 3	Completed
12/12/2017	Technical Presentation	Completed
04/30/2018	Work Term 4	Completed
08/30/2018	Work Report 2	Completed
12/30/2018	Work Term 5	Completed
04/30/2019	Work Report 3	Completed
12/31/2019	Work Term 6	Completed
04/30/2020	Work Report 4	Completed

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

2016

Scholarships and Awards
University of Waterloo President's Scholarship

End of Undergraduate Unofficial Transcript



Application: University of Waterloo Program

Personal

PERSONAL INFORMATION

Salutation: Mr.

First Name: Zeqi

Middle Name:

Family Name: Cui

Gender: Male

Marital Status: Single

Number of Children: 0

Birth Date: 1997-06-13

City of Birth: Beijing

Country of Birth: China

Country of Permanent Legal Residence: Canada

Canada

Country of Citizenship: Canada

Contact

CURRENT CONTACT INFORMATION

Street: 83 Waterton Crescent

City: Richmond Hill

State/Province: Ontario

Postal Code: L4B4L3

Country: Canada

Phone: 6479967528

Alternate Phone:

Mobile Phone:

Fax:

Email Address: z26cui@edu.uwaterloo.ca

Alternate Email Address:

Current Contact Information valid until: Valid indefinitely

PERMANENT CONTACT INFORMATION

Street: 83 Waterton Crescent

City: Richmond Hill

State/Province: Ontario

Postal Code: L4B4L3

Country: Canada

Phone: 6479967528

Alternate Phone:

Fax:

Email Address: z26cui@edu.uwaterloo.ca

Permanent Contact Information valid until: Valid indefinitely

EMERGENCY CONTACT #1 INFORMATION

Salutation: Mrs.

First Name: Nancy

Last Name:Yao
Relationship:Step-Mother
Street:83 Waterton Crescent
City:Richmond Hill
State/Province:Ontario
Postal Code:L4B4L3
Country:Canada
Phone:4168909528
Alternate Phone:
Mobile Phone:
Email Address:nancyyaoxn@gmail.com

Academic

SCHOOLS ATTENDED

1. Date From: 2015-09
Date To: 2020-04
Current or most recent school: No
Name: University of Waterloo
School Website: <https://uwaterloo.ca/>
School Type: Undergraduate
Major/Concentration: Engineering, General
Degrees, certificates or diplomas awarded/will be awarded: BS - Bachelor of Science
-
2. Date From:
Date To:
Current or most recent school: No
Name:
School Website:
School Type:
Major/Concentration:
Degrees, certificates or diplomas awarded/will be awarded:
-
3. Date From:
Date To:
Current or most recent school: No
Name:
School Website:
School Type:
Major/Concentration:
Degrees, certificates or diplomas awarded/will be awarded:
-
4. Date From:
Date To:
Current or most recent school: No
Name:
School Website:
School Type:
Major/Concentration:
Degrees, certificates or diplomas awarded/will be awarded:

PROFICIENCY IN FOREIGN LANGUAGES

	Language	Oral	Writing	Reading
1.				
2.				
3.				
4.				

PREVIOUS INSTRUCTION IN FOREIGN LANGUAGES

1. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:
-
2. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:
-
3. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:
-
4. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:

Employment

WORK EXPERIENCE**EMPLOYMENT HISTORY**

1.	Date From: 2018-09 Date To: 2018-12	Employer: Google Type of Business: Technology Position Held/Title: Software Developer Intern Phone Number: Description of Responsibilities: Gmail team, testing, developing features for the testing platform	Street Address: 51 Breithaupt St Suite/Apt: Other: City Kitchener State/Province: Ontario Postal Code: N2H 5G5 Country: Canada
2.	Date From: 2018-01 Date To: 2018-04	Employer: Microsoft Type of Business: Technology Position Held/Title: Software Engineering Intern Phone Number: Description of Responsibilities: Microsoft Azure platform. Implemented open source SQL to Spark connector.	Street Address: 15590 NE 31st Street Suite/Apt: Other: City Redmond State/Province: Washington Postal Code: 98052 Country: United States
3.	Date From: Date To:	Employer: Type of Business: Position Held/Title: Phone Number: Description of Responsibilities:	Street Address: Suite/Apt: Other: City State/Province: Postal Code: Country:
4.	Date From: Date To:	Employer: Type of Business: Position Held/Title: Phone Number: Description of Responsibilities:	Street Address: Suite/Apt: Other: City State/Province: Postal Code: Country:

Supplementary Information**PREVIOUS UNITED STATES VISA(S)**

Have you ever obtained a U.S. visa? Yes

Date From: 2018-01-08 Date To: 2018-04-27	Visa Type: J1 - For internship Sponsor: Microsoft	City: Redmond State: Washington
Date From: Date To:	Visa Type: Sponsor:	City: State:
Date From: Date To:	Visa Type: Sponsor:	City: State:

Have you ever been denied a U.S. visa? No

Do you have any U.S. visas currently pending? No

LEARNED ABOUT CULTURAL VISTAS

How did you hear about the program? University, Career Services, University of Waterloo - CECA

Have you previously applied to this program? No

Professional Assignment

Internship/Practical Training Field: Engineering, General

Internship Start Date: 2019-09-03

Internship End Date: 2019-12-20

FINANCE

Total Personal Funds: U.S. \$3000.00
 Host Company Compensation: U.S. \$27692.00
 Total Stipend or Scholarship: U.S. \$9000.00

HOST COMPANY

Do you already have an established personal contact Yes
 at a company that you want us to contact on your behalf?

Company Name: Google
 Street: 1225 Crossman Avenue
 City: Sunnyvale
 State/Province: California
 Postal Code: 94089
 Country: United States
 Contact First Name: Virginia
Contact Last Name: Murphy
 Contact Telephone: 650-253-4513
 Contact Fax:
 Contact Email: virginiamurphy@google.com

INSURANCE

Will you be using Cultural Vistas Insurance?

Essays

ESSAYS

What are some of the career goals you hope to achieve by completing an internship in the United States?:

I hope to learn and study within the industry of software engineering. Learn how to think and process large scale data platforms and complex software systems. Google is a large company and the scale they operate at is truly massive. I hope to make an impact in whatever work I will be assigned. I also aim to do well enough at my internship so that I can be offered a full-time position at team I worked at.

What specific skills do you hope to learn in the United States that you would not learn in your home country or another foreign country?:

First and foremost, the people who work at Google HQ are diverse, experienced and talented in their domain. There aren't many places where large groups of engineers get to collaborate and work on something together. Critical thinking, leadership, teamwork are all skills I hope to take away from my internship from the United States. I will try my best to learn from the engineers, product managers and my team.

Besides professional skills, what do you hope to gain from this internship?:

I hope to gain the domain knowledge of my mentors and managers, as they have been working in this field for way longer than I have. By the end of this internship I want to refine my software engineering skills enough that I can think through a problem that affects a large scale system in production. This includes from the first design phase to the implementation phase and finally where the product can be shipped to the public.

What benefits do you think your host company gains by hosting international trainees?:

By hosting international trainees, the company can host people that come from different places from all over the world to solve interesting and challenging problems. This will introduce many new views and insights from the different cultures and knowledge people have. Additionally, there are many talented people from around the world and in order to solve massive problems on a global scale, you need to train and host as many people as possible.

Documents

File size cannot be greater than 5 MB. You may upload files of type PDF, Word (DOC), Rich Text (RTF), Plain Text (TXT), BMP, GIF, JPG (JPEG) or TIFF (TIF) unless otherwise specified.

Budget worksheet (Download Template) (https://carl.culturalvistas.org/CARL/include/template/pt/pdfs/usa/Program_Budget_Workbook_2017.01.xlsx):

* Insurance Form (Download Form)
[\(http://culturalvistas.org/cms/assets/uploads/2017/01/UW_Insurance_Certification_CV_2017.pdf\):
 UW_Insurance_Certification_CV_2017.pdf](http://culturalvistas.org/cms/assets/uploads/2017/01/UW_Insurance_Certification_CV_2017.pdf)

Transcript:
 4A.pdf

Passport photo taken within the last 12 months (must be in JPG format):
 Passport.jpg

Previous Non-Tourist U.S. Visas (if applicable):

IMG_1269.jpg
 Zeqi_Cui_DS2019.PDF

* Proof of Identity (Copy of the Photo page of your Passport):
Passport.jpg

* Resume (English):
Zeqi's Resume.pdf

Training Plan - Applicant Signed:

Other:
PLEASE_READ.pdf

Finalize

You're almost done with your application through Cultural Vistas! Please acknowledge and take note of the below before you click Submit.

I certify that all statements made by me in this application are true and correct.

I also certify that all documents are either copies of official documents from the originating institutions, or original translations of said documents.

I have read the Cultural Vistas Refund (<https://culturalvistas.org/programs/us/j-1-internships-training/costs-and-refunds/>) policy.

I consent to the use of my personal data for the purposes of program application and administration. Terms and Privacy Policy. (<https://culturalvistas.org/legal/#privacypolicy>)

Your application will be reviewed for completeness by your assigned Assistant Program Officer. If there is anything missing we will contact you to request additional information.

Your assigned Program Officer will evaluate your application along with your host company's application to determine if we are able to accept your application for sponsorship.

If we are able to approve your application, you will be required to sign two documents at the end of the process: DS-7002 Internship Placement Plan (a copy of your host company's training outline) and the Cultural Vistas terms and conditions of participation (click (https://culturalvistas.org/cms/assets/uploads/2017/09/TrainUSA_Participant-Agreement-r.pdf) for a copy). Finally, please remember you cannot begin to apply for the J-1 visa at your U.S. Embassy or Consulate unless you have been approved by Cultural Vistas and received our official sponsorship documents.

While we continue with the process, we ask you to proactively prepare for your program in the U.S. We have some resources for you below regarding the visa interview process, cultural training, pre-departure preparations and what you need to know to have a successful program.

You should also take this time to research your destination city including housing, transportation, banking, community activities and events and any other U.S. city you plan to visit!

- Housing Information + Options (<https://culturalvistas.org/programs/us/j-1-internships-training/participant-housing-information/>)
- Discover America (<http://www.discoveramerica.com/>) + Trips for Cultural Vistas' Participants (<https://culturalvistas.org/programs/us/j-1-internships-training/participant-excursions/>)
- Pre-program English language courses (<https://culturalvistas.org/programs/us/j-1-internships-training/english-language-courses/>)
- Cultural Vistas Orientation (<http://culturalvistas.org/orientation>)
- Online U.S. Cultural Training (<http://lms.culturalvistas.org/>)
- Participant Handbook (http://www.culturalvistas.org/downloads/orientation/CV-Participant-Handbook_fin.pdf)

If you have any questions, please contact your Assistant Program Officer.

Signature:Zeqi Cui

Date:2019-07-07

PASSPORT
PASSEPORT

CANADA



Passport No./N° de passeport
GK454011

Type/Type

P

Issuing Country/Pays émetteur

CAN

Surname/Nom

CUI

Given names/Prénoms

ZEQI

Nationality/Nationalité

CANADIAN/CANADIENNE

Date of birth/Date de naissance

13 JUNE / JUIN 97

Sex/Sexe

Place of birth/Lieu de naissance

M

BEIJING CHN

Date of issue/Date de délivrance

01 AUG / AOÛT 14

Date of expiry/Date d'expiration

01 AUG / AOÛT 24

Issuing Authority/Autorité de délivrance

NORTH YORK



ECE82363

Zeq Cui

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GK454011<3CAN9706132M2408013<<<<<<<<<<<<08

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION

DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES



Receipt Number EAC2315750502		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 03/16/2023	Priority Date	Petitioner GOOGLE LLC
Notice Date 03/21/2023	Page 1 of 2	Beneficiary CUI, ZEQI
BERRY APPLEMAN & LEIDEN LLP c/o SOO PAIK 2400 N GLENVILLE DR BLDG A STE 100 RICHARDSON TX 75082		Notice Type: Approval Notice Class: TN1 Valid from 09/11/2023 to 09/10/2026 ETA Case Number: N/A

The above petition and extension of stay have been approved. The status of the named foreign worker(s) in this classification is valid as indicated above. The foreign worker(s) can work for the petitioner, but only as detailed in the petition and for the period authorized. Changes in employment or training may require you to file a new Form I-129 petition. Since this employment or training authorization stems from the filing of this petition, separate employment or training authorization documentation is not required. The I-94 attached below may contain a grace period of up to 10 days before, and up to 10 days after the petition validity period for the following classifications: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-2, P-3, TN-1, and TN-2. H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the petition validity period. The grace period is a period of authorized stay but does not provide the beneficiary authorization to work beyond the petition validity period. The decision to grant a grace period and the length of the granted grace period is discretionary, final and cannot be contested on motion or appeal. Please contact the IRS with any questions about tax withholding.

The petitioner should keep the upper portion of this notice. The lower portion should be given to the worker. He or she should keep the right part with his or her Form I-94, *Arrival-Departure Record*. This part plus the I-94 portion should be given to the U.S. Customs and Border Protection when he or she leaves the United States if he or she will not be returning in the classification during the above validity period. The left part is for his or her records. He or she should present it, along with any other required documentation, when applying for reentry as a *TN* at a port of entry or pre-flight inspection station.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

THIS NOTICE IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO) at the Small Business Administration. The ONO assists small businesses with issues related to federal regulations. If you are a small business with a comment or complaint about regulatory enforcement, you may contact the ONO at www.sba.gov/ombudsman or phone 202-205-2417 or fax 202-481-5719.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

USCIS encourages you to sign up for a USCIS online account. To learn more about creating an account and the benefits, go to <https://www.uscis.gov/file-online>.

Vermont Service Center
U.S. CITIZENSHIP & IMMIGRATION SVC
38 River Road
Essex Junction VT 05479-0001

USCIS Contact Center: www.uscis.gov/contactcenter



PLEASE TEAR OFF FORM I-94 PRINTED BELOW AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

Detach This Half for Personal Records

Receipt# EAC2315750502

I-94# 066704909 A3

NAME CUI, ZEQI

CLASS TN1

VALID FROM 09/11/2023 **UNTIL** 09/20/2026

PETITIONER

GOOGLE LLC

1600 AMPHITHEATRE PARKWAY

MOUNTAIN VIEW CA 94043

066704909 A3

Receipt Number EAC2315750502

US Citizenship and Immigration Services

I94 Departure Record

Petitioner: GOOGLE LLC

14. Family Name
CUI

15. First (Given) Name
ZEQI

16. Date of Birth
06/13/1997

17. Country of Citizenship
CANADA

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES

Receipt Number EAC2315750502		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 03/16/2023	Priority Date	Petitioner GOOGLE LLC
Notice Date 03/21/2023	Page 2 of 2	Beneficiary CUI, ZEQI

NOTICE: Although this application or petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify this information before and/or after making a decision on your case so we can ensure that you have complied with applicable laws, rules, regulations, and other legal authorities. We may review public information and records, contact others by mail, the internet or phone, conduct site inspections of businesses and residences, or use other methods of verification. We will use the information obtained to determine whether you are eligible for the benefit you seek. If we find any derogatory information, we will follow the law in determining whether to provide you (and the legal representative listed on your Form G-28, if you submitted one) an opportunity to address that information before we make a formal decision on your case or start proceedings.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

USCIS encourages you to sign up for a USCIS online account. To learn more about creating an account and the benefits, go to <https://www.uscis.gov/file-online>.

Vermont Service Center
U.S. CITIZENSHIP & IMMIGRATION SVC

38 River Road
Essex Junction VT 05479-0001

USCIS Contact Center: www.uscis.gov/contactcenter



PLEASE TEAR OFF FORM I-94 PRINTED BELOW AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

D INTENTIONALLY LEFT BLANK
Detach This Part for Personal Records

R INTENTIONALLY LEFT BLANK
I-94#

N INTENTIONALLY LEFT BLANK

C CLASS

V INTENTIONALLY LEFT BLANK

P INTENTIONALLY LEFT BLANK

I-797A | NOTICE OF ACTION

I-797A | NOTICE OF ACTION

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US Citizenship and Immigration Services

I-94 Departure Record

Petitioner: INTENTIONALLY LEFT BLANK

14. Family Name
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15. First (Given) Name
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16. Date of Birth
INTENTIONALLY LEFT BLANK

17. Country of Citizenship



U.S. Department of State

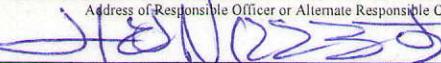
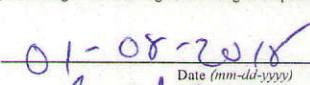
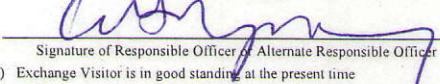
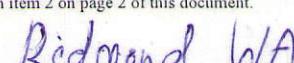
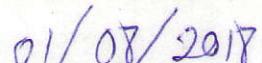
CERTIFICATE OF ELIGIBILITY FOR EXCHANGE VISITOR STATUS (J-NONIMMIGRANT)

OMB APPROVAL NO.1405-0119

EXPIRES: 10/31/2020

ESTIMATED BURDEN TIME: 45 min

*See Page 2

1. Surname/Primary Name: Cui Given Name: Zeqi Gender: MALE Date of Birth/(mm-dd-yyyy): 06-13-1997 City of Birth: Beijing Country of Birth: CHINA Citizenship Country Code: CA Citizenship Country: CANADA Legal Permanent Residence Country Code: CA Legal Permanent Residence Country: CANADA Position Code: 215 Position: UNIVERSITY UNDERGRADUATE STUDENTS Primary Site of Activity: Microsoft Corporation 1 MICROSOFT WAY REDMOND, WA 98052-8300					N0027657312 J-1
2. Program Sponsor: Microsoft Corporation Program Number: P-4-10070 Participating Program Official Description: INTERN Up to 4 Months					
Purpose of this form: Begin New Program - Biographical Data Modified					
3. Form Covers Period: From (mm-dd-yyyy): 01-08-2018 To (mm-dd-yyyy): 04-27-2018		4. Exchange Visitor Category: INTERN Subject/Field Code: 14.0901 Subject/Field Code Remarks: Focus on the design, implementation, and testing of software for microcomputers using pri			
5. During the period covered by this form, the total estimated financial support (in U.S. \$) is to be provided to the exchange visitor by: Current Program Sponsor funds : \$21,750.00 Total : \$21,750.00					
6. RESPONSIBLE OFFICER OR ALTERNATE RESPONSIBLE OFFICER ATTESTATION: I attest that prior to issuing this Form DS-2019, the Program Sponsor organization identified above, for which I serve as the Responsible Officer or Alternate Responsible Officer, has verified, in accordance with the requirements of 22 CFR G2.12(b), that each prospective exchange visitor: (i) is eligible and qualified for, and accepted into, the program in which he or she will participate; (ii) possesses adequate financial resources to participate in and complete his or her exchange visitor program; and (iii) possesses adequate financial resources to support an accompanying spouse and dependents, if any. I also attest that upon printing and signing this form, I am physically present in the United States or in a U.S. territory. A notification copy of this form has been provided to the U.S. Department of State.		7. Midori Nichols Name of Official Preparing Form One Microsoft Way Redmond, WA 98052 Address of Responsible Officer or Alternate Responsible Officer  Signature of Responsible Officer or Alternate Responsible Officer			
		Alternate Responsible Officer Title 425-882-8080 Telephone Number 12-01-2017 Date (mm-dd-yyyy) Date (mm-dd-yyyy) of Signature			
8. Statement of Responsible Officer for Releasing Sponsor (FOR TRANSFER OF PROGRAM) Effective date/(mm-dd-yyyy): _____ Transfer of this exchange visitor from program number _____ sponsored by _____ to the program specified in item 2 is necessary or highly desirable and is in conformity with the objectives of the Mutual Educational and Cultural Exchange Act of 1961, as amended.					
Signature of Responsible Officer or Alternate Responsible Officer					
PRELIMINARY ENDORSEMENT OF CONSULAR OR IMMIGRATION OFFICER REGARDING SECTION 212(e) OF THE IMMIGRATION AND NATIONALITY ACT AND PL 94-484, AS AMENDED (see item 1(a) of page 2). The Exchange Visitor in the above program: 1. <input type="checkbox"/> Not subject to the two-year residence requirement. 2. <input type="checkbox"/> Subject to two-year residence requirement based on: A. <input type="checkbox"/> Government financing and/or B. <input type="checkbox"/> The Exchange Visitor Skills List and/or C. <input type="checkbox"/> PL 94-484 as amended					
(ALL USAID PARTICIPANTS G-2-00263 AND ALL ALIEN PHYSICIANS SPONSORED BY P-3-04510 ARE SUBJECT TO THE TWO-YEAR HOME RESIDENCE REQUIREMENT)					
TRAVEL VALIDATION BY RESPONSIBLE OFFICER (Maximum validation period is 1 year*) *EXCEPT: Maximum validation period is up to 6 months for Short-term Scholars and 4 months for Camp Counselors and Summer Work/Travel. (1) Exchange Visitor is in good standing at the present time  01-08-2018 Date (mm-dd-yyyy)					
(2) Exchange Visitor is in good standing at the present time  Signature of Responsible Officer or Alternate Responsible Officer					
THE U. S. DEPARTMENT OF STATE RESERVES THE RIGHT TO MAKE FINAL DETERMINATION REGARDING 212 (e).					
EXCHANGE VISITOR CERTIFICATION: I have read and agree with the statement in item 2 on page 2 of this document.					
 Signature of Applicant					
 Place					
 Date (mm-dd-yyyy)					
Signature of Responsible Officer or Alternate Responsible Officer					

INSTRUCTIONS FOR AND CERTIFICATION BY THE ALIEN BENEFICIARY NAMED ON PAGE 1 OF THIS FORM:

Read this page and sign the Exchange Visitor Certification block on the bottom of page 1 and prior to presentation to a United States Consular or Immigration Official.

1. I understand that the following conditions are applicable to exchange visitors:

(a) TWO-YEAR HOME-COUNTRY PHYSICAL PRESENCE REQUIREMENT (SECTION 212(e) OF THE IMMIGRATION AND NATIONALITY ACT AND PL 94-484, AS AMENDED):

RULE: Exchange visitors whose programs are financed in whole or in part, directly or indirectly by either their government or by the U.S. Government, are required to reside in their home-country for 2 years following completion of their program before they are eligible for immigrant status, temporary worker (*H*) status, or intracompany transferee (*L*) status. Likewise, if exchange visitors are acquiring a skill that is in short supply in their home country (*These skills appear on the "Exchange Visitor Skills List"*) they will be subject to the same two-year home-country residence requirement. The requirement also is applicable to alien physicians entering the United States to receive graduate medical education or training. The U.S. Department of State reserves the right to make the final determination regarding 212(e).

NOTE: MARRIAGE TO A U.S. CITIZEN OR LEGAL PERMANENT RESIDENT, OR BIRTH OF A CHILD IN THE UNITED STATES DOES NOT REMOVE THIS REQUIREMENT.

(b) Extension of Stay/Program Transfers: A completed Form DS-2019 is required in order to apply for a program extension or program transfer, and must be obtained from or with the assistance of the sponsor.

(c) Limitation of Stay: STUDENTS - as long as they pursue a full course of study towards a degree, or if engaged full-time in a non-degree program, up to 24 months. Students for whom the sponsor recommends academic training may be permitted to remain for an additional period of up to 18 months after receiving their degree or certificate; post-doctoral academic training may be approved by the sponsor for a period not to exceed 36 months; **SECONDARY STUDENTS** - up to 1 academic year; **TRAINEES** - 18 months; **TEACHERS** - 3 years; **PROFESSORS** and **RESEARCH SCHOLARS** - 5 years; **SHORT-TERM SCHOLARS** - 6 months; **SPECIALISTS** - 1 year; **INTERNATIONAL VISITORS** - 1 year; **ALIEN PHYSICIAN** - the time typically required to complete the medical specialty involved but limited to 7 years with the possibility of extension if approved by the U.S. Department of State; **GOVERNMENT VISITOR** - up to 18 months; **CAMP COUNSELOR** - up to 4 months; **SUMMER WORK/TRAVEL** - up to 4 months; **AU PAIR** - 1 year; **INTERN** - up to 12 months. For details, see 22 CFR Part 62.

(d) Documentation Required for Admission/Readmission as an Exchange Visitor: To be eligible for admission to the United States, an exchange visitor must present the following at the port of entry: (1) a valid nonimmigrant visa, unless exempt from nonimmigrant visa requirements; (2) a passport valid for 6 months beyond the anticipated period of admission, unless exempt from passport requirements; (3) a properly executed Form DS-2019 which must be retained by the exchange visitor for readmission within the period of previously authorized stay. Exchange visitors are permitted to travel abroad and maintain status (*e.g., obtain a new visa*) under duration of the program as indicated by the dates on this form (*see item 3 on page 1 of this form*).

(e) Change of Visa Status: Exchange visitors (and their spouses and dependents) are expected to leave the United States upon completion of their program objective. Exchange visitors who are subject to the two-year home-country physical presence requirement are not eligible to change their status while in the United States to any other nonimmigrant category except, if applicable, that of official or employee of a foreign government (*A*) or an international organization (*G*) or member of the family or attendant of either of these types of officials or employees.

(f) Insurance: Exchange visitors are required to have medical insurance in effect of themselves for the duration of their exchange program, and for accompanying spouse and dependents while they are in United States during the exchange visitor's program. Exchange visitors are required to have: (1) medical benefits of at least \$100,000 per accident or illness; (2) repatriation of remains in the amount of U.S.\$25,000; and (3) expenses associated with medical evacuation in the amount of U.S. \$50,000. A policy secured to fulfill the insurance requirements shall not have a deductible that exceeds U.S. \$500 per accident or illness, and must meet other standards specified in the Exchange Visitor Program regulations, 22 CFR Part 62.14. For details, consult your program's Responsible Officer or Alternate Responsible Officer (*see item 7 on page 1 of this form*).

2. EXCHANGE VISITOR (J-NON-IMMIGRANT) CERTIFICATION: I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify under penalty of perjury for violating U.S. laws (18 U.S. Code §1621 - Perjury generally); or (18 U.S. Code §1001 - False Statement) that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing an exchange program facilitated by the designated sponsor named above, or for an accompanying spouse and dependent(s). I also authorize the named sponsor to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my non-immigrant status. I agree that I will maintain compliance with insurance regulations as specified in 22 CFR 62.14 for myself for the duration of my exchange program and for my J-2 spouse and dependents while they are present in the United States during my exchange program. For the purposes of 20 U.S.C. 1232g and 22 CFR 62, I authorize U.S. Department of State designated sponsors and any educational institution named on Form DS-2019 to release information to the Department of State relating to compliance with the Exchange Visitor Program regulations. Signatures: The J-1 exchange visitor should sign the J-1 form under Signature of Applicant. The J-2 spouse or dependent should sign the J-2 form under Signature of Applicant. Parent or guardian must sign the J-1 form if exchange visitor is under 16. Parent or guardian must sign the J-2 form if accompanying minor is under 16.

NOTICE TO ALL EXCHANGE VISITORS

To facilitate your readmission to the United States after a visit in another country other than a contiguous territory or adjacent islands, you should have the Responsible Officer or Alternate Responsible Officer of your sponsoring organization indicate on the TRAVEL VALIDATION BY RESPONSIBLE OFFICER or Alternate Responsible Officer section of the Form DS-2019 that you continue to be in good standing.

The signature of the Responsible Officer or the Alternate Responsible Officer on the Form DS-2019 is valid for up to one year* or until the end date in item 3 on page 1 of this Form, or to the validation date authorized by the Responsible Officer, whichever occurs sooner.

* **EXCEPT:** Maximum validation period is up to 6 months for Short-term Scholars and 4 months for Camp Counselors and Summer Work/Travel.

PAPERWORK REDUCTION ACT STATEMENT: Under the Mutual Educational and Cultural Exchange Act of 1961, as amended, the U.S. Department of State has been delegated the authority to designate Exchange Visitor Programs for U.S. Government agencies, and for public and private educational and cultural exchange organizations. The information is used by Exchange Visitor Program sponsors to appropriately identify an individual seeking to enter the United States as an exchange visitor and by the U.S. Department of State for exchange visitor program administration purposes. The completed form is sent to the prospective exchange visitor abroad, who takes it to the U.S. Consulate (*Embassy*) to secure an exchange visitor (*J-1, J-2*) visa. Responses are mandatory. An Agency or organization may not conduct or sponsor, and the respondent is not required to respond, to a collection of information unless it displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 45 minutes per response, including the time for reviewing instructions, researching existing data sources, gathering and maintaining the data needed, completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: U.S. Department of State, ECA/EC, Washington, D.C. 20522-0505.

CONFIDENTIALITY STATEMENT: INA Section 222 (j) provides that visa issuance and refusal records shall be considered confidential and shall be used only for the formulation, amendment, administration, or enforcement of the immigration, nationality, and other laws of the United States. Certified copies of visa records may be made available to a court which certifies that the information contained in such records is need in a case pending before the court.

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549**

FORM 10-K

(Mark One)

- ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the fiscal year ended December 31, 2021
 or
 TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the transition period from _____ to _____
Commission File Number: 001-35551



Meta Platforms, Inc.

(Exact name of registrant as specified in its charter)

Delaware

(State or other jurisdiction of incorporation or organization)

20-1665019

(I.R.S. Employer Identification Number)

1601 Willow Road, Menlo Park, California 94025

(Address of principal executive offices and Zip Code)

(650) 543-4800

(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class Class A Common Stock, \$0.000006 par value	Trading symbol(s) FB	Name of each exchange on which registered The Nasdaq Stock Market LLC
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Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 (Exchange Act) during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T ($\$ 232.405$ of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer

Accelerated filer

Non-accelerated filer

Smaller reporting company

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report.

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes No

The aggregate market value of the voting and non-voting stock held by non-affiliates of the registrant as of June 30, 2021, the last business day of the registrant's most recently completed second fiscal quarter, was \$857 billion based upon the closing price reported for such date on the Nasdaq Global Select Market. On January 28, 2022, the registrant had 2,309,080,018 shares of Class A common stock and 412,861,942 shares of Class B common stock outstanding.

DOCUMENTS INCORPORATED BY REFERENCE

Portions of the registrant's Proxy Statement for the 2022 Annual Meeting of Stockholders are incorporated herein by reference in Part III of this Annual Report on Form 10-K to the extent stated herein. Such proxy statement will be filed with the Securities and Exchange Commission within 120 days of the registrant's fiscal year ended December 31, 2021.

Table of Contents

PART I

Item 1. Business

Overview

Our mission is to give people the power to build community and bring the world closer together. All of our products, including our apps, share the vision of helping to bring the metaverse to life.

We build technology that helps people connect, find communities, and grow businesses. Our useful and engaging products enable people to connect and share with friends and family through mobile devices, personal computers, virtual reality (VR) headsets, wearables, and in-home devices. We also help people discover and learn about what is going on in the world around them, enable people to share their opinions, ideas, photos and videos, and other activities with audiences ranging from their closest family members and friends to the public at large, and stay connected everywhere by accessing our products. Meta is moving beyond 2D screens toward immersive experiences like augmented and virtual reality to help build the metaverse, which we believe is the next evolution in social technology.

We report financial results for two segments: Family of Apps (FoA) and Reality Labs (RL). For FoA, we generate substantially all of our revenue from selling advertising placements to marketers. Ads on our platforms enable marketers to reach people based on a variety of factors including age, gender, location, interests, and behaviors. Marketers purchase ads that can appear in multiple places including on Facebook, Instagram, Messenger, and third-party applications and websites. RL generates revenue from sales of consumer hardware products, software and content. Our products include:

Family of Apps

- **Facebook.** Facebook helps give people the power to build community and bring the world closer together. It's a place for people to share life's moments and discuss what's happening, nurture and build relationships, discover and connect to interests, and create economic opportunity. They can do this through News Feed, Stories, Groups, Watch, Marketplace, Reels, Dating, and more.
- **Instagram.** Instagram brings people closer to the people and things they love. Instagram Feed, Stories, Reels, Video, Live, Shops, and messaging are places where people and creators can express themselves and push culture forward through photos, video, and private messaging, and connect with and shop from their favorite businesses.
- **Messenger.** Messenger is a simple yet powerful messaging application for people to connect with friends, family, groups, and businesses across platforms and devices through chat, audio and video calls, and Rooms.
- **WhatsApp.** WhatsApp is a simple, reliable, and secure messaging application that is used by people and businesses around the world to communicate and transact in a private way.

Reality Labs

- **Reality Labs.** Reality Labs' augmented and virtual reality products help people feel connected, anytime, anywhere. Meta Quest lets people defy distance with cutting-edge VR hardware, software, and content. Facebook Portal video calling devices help friends and families stay connected and share the moments that matter in meaningful ways.

Competition

Our business is characterized by innovation, rapid change, and disruptive technologies. We compete with companies providing connection, sharing, discovery, and communication products and services to users online, as well as companies that sell advertising to businesses looking to reach consumers and/or develop tools and systems for managing and optimizing advertising campaigns. We face significant competition in every aspect of our business, including, but not limited to, companies that facilitate the ability of users to share, communicate, and discover content and information online or enable marketers to reach their existing or prospective audiences, including, for example, Alphabet (Google and YouTube),

Table of Contents

Amazon, Apple, ByteDance (TikTok), Microsoft, Snap (Snapchat), Tencent (WeChat), and Twitter. We compete to attract, engage, and retain people who use our products, to attract and retain businesses who use our free or paid business and advertising services, and to attract and retain developers to build compelling mobile and web applications that integrate with our products. We also compete with companies that develop and deliver consumer hardware and virtual and augmented reality products and services. As we introduce or acquire new products, as our existing products evolve, or as other companies introduce new products and services, including as part of efforts to develop the metaverse, we may become subject to additional competition.

Technology

Our product development philosophy centers on continuous innovation in creating and improving products that are social by design, which means that our products are designed to place people and their social interactions at the core of the product experience. As our user base grows, as engagement with products like video and VR increases, and as we deepen our investment in new technologies like artificial intelligence, our computing needs continue to expand. We make significant investments in technology both to improve our existing products and services and to develop new ones, as well as for our marketers and developers. We are also investing in protecting the security, privacy, and integrity of our platform by investing in both people and technology to strengthen our systems against abuse.

Sales and Operations

The majority of our marketers use our self-service ad platform to launch and manage their advertising campaigns. We also have a global sales force that is focused on attracting and retaining advertisers and providing support to them throughout the stages of the marketing cycle from pre-purchase decision-making to real-time optimizations to post-campaign analytics. We work directly with these advertisers, as well as through advertising agencies and resellers. We operate in more than 80 cities around the globe, the majority of which have a sales presence. We also invest in and rely on self-service tools to provide direct customer support to our users and partners.

Marketing

Historically, our communities have generally grown organically with people inviting their friends to connect with them, supported by internal efforts to stimulate awareness and interest. In addition, we have invested and will continue to invest in marketing our products and services to grow our brand and help build community around the world.

Intellectual Property

To establish and protect our proprietary rights, we rely on a combination of patents, trademarks, copyrights, trade secrets, including know-how, license agreements, confidentiality procedures, non-disclosure agreements with third parties, employee disclosure and invention assignment agreements, and other contractual rights. In addition, to further protect our proprietary rights, from time to time we have purchased patents and patent applications from third parties. We do not believe that our proprietary technology is dependent on any single patent or copyright or groups of related patents or copyrights. We believe the duration of our patents is adequate relative to the expected lives of our products.

Government Regulation

We are subject to a variety of laws and regulations in the United States and abroad that involve matters central to our business, many of which are still evolving and being tested in courts, and could be interpreted in ways that could harm our business. These laws and regulations involve matters including privacy, data use, data protection and personal information, biometrics, encryption, rights of publicity, content, intellectual property, advertising, marketing, distribution, data security, data retention and deletion, data localization and storage, data disclosure, artificial intelligence, electronic contracts and other communications, competition, protection of minors, consumer protection, civil rights, telecommunications, product liability, e-commerce, taxation, economic or other trade controls including sanctions, anti-corruption and political law compliance, securities law compliance, and online payment services. In particular, we are subject to federal, state, and foreign laws regarding privacy and protection of people's data. Foreign data protection, privacy, content, competition, consumer protection, and other laws and regulations can impose different obligations, or penalties or fines for non-compliance, or be more restrictive than those in the United States.

Table of Contents

We are, and expect to continue to be, the subject of investigations, inquiries, data requests, requests for information, actions, and audits by government authorities and regulators in the United States, Europe, and around the world, particularly in the areas of privacy, data protection, law enforcement, consumer protection, civil rights, content moderation, and competition, as we continue to grow and expand our operations. We are also currently, and may in the future be, subject to regulatory orders or consent decrees, including the modified consent order we entered into with the U.S. Federal Trade Commission (FTC), which took effect in April 2020 and, among other matters, requires us to maintain a comprehensive privacy program. Orders issued by, or inquiries or enforcement actions initiated by, government or regulatory authorities could cause us to incur substantial costs, expose us to unanticipated civil and criminal liability or penalties (including substantial monetary remedies), interrupt or require us to change our business practices in a manner materially adverse to our business, result in negative publicity and reputational harm, divert resources and the time and attention of management from our business, or subject us to other structural or behavioral remedies that adversely affect our business.

For additional information about government regulation applicable to our business, see Part I, Item 1A, "Risk Factors" in this Annual Report on Form 10-K.

Human Capital

At Meta, we design products to bring the world closer together, one connection at a time. As a company, we believe that people are at the heart of every connection we build. We are proud of our unique company culture where ideas, innovation, and impact win, and we work hard to build strong teams across engineering, product design, marketing, and other areas to further our mission.

We had a global workforce of 71,970 employees as of December 31, 2021, which represents a 23% year-over-year increase in employee headcount. We expect headcount growth to continue for the foreseeable future, particularly as we continue to focus on recruiting employees in technical functions. In addition, we plan to continue to hire a number of employees and contractors to continue to bolster various privacy, safety, security, and content review initiatives as well as other functions to support our expected growth.

Our headquarters are located in Menlo Park, California and we have offices in more than 80 cities around the globe. The vast majority of our personnel are currently working remotely as a result of the COVID-19 pandemic, and in the long term, we expect some personnel to continue to transition to working remotely on a regular basis. We offer most of our full-time employees the option to work remotely on a regular basis.

Diversity, Equity and Inclusion

Diversity, equity and inclusion are core to our work at Meta. We seek to build a diverse and inclusive workplace where we can leverage our collective cognitive diversity to build the best products and make the best decisions for the global community we serve. While we have made progress, we still have more work to do.

As part of our diversity and inclusion report, we publish our global gender diversity and U.S. ethnic diversity workforce data annually. As of June 30, 2021, our global employee base was comprised of 36.7% females and 63.3% males, and our U.S. employee base was comprised of the following ethnicities: 45.7% Asian, 39.1% White, 6.5% Hispanic, 4.4% Black, 3.9% two or more ethnicities, and 0.4% additional groups (including American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander). In recent years, we also announced our goals to have 50% of our workforce made up of underrepresented groups by 2024, and to increase the representation of people of color in leadership positions in the United States, including Black leadership, by 30% from 2020 to 2025. We will also continue our ongoing efforts to increase the representation of women in leadership.

We work to support our goals of diversifying our workforce through recruiting, retention, people development, and inclusion. We employ our Diverse Slate Approach in our global recruitment efforts, which ensures that teams and hiring managers have the opportunity to consider qualified people from underrepresented groups for open roles. We have seen steady increases in hiring rates of people from underrepresented groups since we started testing this approach in 2015. We also continue to develop inclusive internship programs, and Meta University, our training program for college freshmen and sophomores with an interest in Computer Science, also utilizes a proactive and inclusive approach to promote participation by people from underrepresented groups. To help build community among our people and support their professional development, we invest in our internal Meta Resource Groups and our annual Community events such as Women's

Table of Contents

Community Summit, Black Community Summit, Latin Community Summit, and Pride Community Summit. We also offer Managing Unconscious Bias, Managing Inclusion, Be the Ally, and other trainings to promote an inclusive workplace by helping people understand the issues that affect underrepresented communities and how to reduce the effects of bias in the workplace.

Compensation and Benefits

We offer competitive compensation to attract and retain the best people, and we help care for our people so they can focus on our mission. Our employees' total compensation package includes market-competitive salary, bonuses or sales incentives, and equity. We generally offer full-time employees equity at the time of hire and through annual equity grants because we want them to be owners of the company and committed to our long-term success. We have conducted pay equity analyses for many years, and continue to be committed to pay equity. In 2021, we announced that our analyses indicate that we continue to have pay equity across genders globally and race in the United States for people in similar jobs, accounting for factors such as location, role, and level.

Through Life@ Meta, our holistic approach to benefits, we provide our employees and their loved ones with resources to help them thrive. We offer a wide range of benefits across areas such as health, family, finance, community, and time away, including healthcare and wellness benefits, family building benefits, family care resources, retirement savings plans, access to tax and legal services, Meta Resource Groups to build community at Meta, family leave, and paid time off.

Corporate Information

We were incorporated in Delaware in July 2004. We completed our initial public offering in May 2012 and our Class A common stock is currently listed on the Nasdaq Global Select Market under the symbol "FB." In October 2021, we changed our corporate name from Facebook, Inc. to Meta Platforms, Inc. We expect our Class A common stock to cease trading under the symbol "FB" and begin trading under the new symbol, "META," on the Nasdaq Global Select Market in the first half of 2022. Our principal executive offices are located at 1601 Willow Road, Menlo Park, California 94025, and our telephone number is (650) 543-4800.

Meta, the Meta logo, Facebook, FB, Instagram, Oculus, WhatsApp, and our other registered or common law trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of Meta Platforms, Inc. or its affiliates. Other trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of their respective owners.

Available Information

Our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and amendments to reports filed pursuant to Sections 13(a) and 15(d) of the Securities Exchange Act of 1934, as amended (Exchange Act), are filed with the U.S. Securities and Exchange Commission (SEC). We are subject to the informational requirements of the Exchange Act and file or furnish reports, proxy statements, and other information with the SEC. Such reports and other information filed by us with the SEC are available free of charge on our website at investor.fb.com when such reports are available on the SEC's website. We use our investor.fb.com and about.fb.com/news/ websites as well as Mark Zuckerberg's Facebook Page (www.facebook.com/zuck) and Instagram account (www.instagram.com/zuck) as means of disclosing material non-public information and for complying with our disclosure obligations under Regulation FD.

The SEC maintains an Internet site that contains reports, proxy and information statements, and other information regarding issuers that file electronically with the SEC at www.sec.gov.

The contents of the websites referred to above are not incorporated into this filing. Further, our references to the URLs for these websites are intended to be inactive textual references only.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED BALANCE SHEETS
(In millions, except for number of shares and par value)

	December 31,	
	2021	2020
Assets		
Current assets:		
Cash and cash equivalents	\$ 16,601	\$ 17,576
Marketable securities	31,397	44,378
Accounts receivable, net	14,039	11,335
Prepaid expenses and other current assets	4,629	2,381
Total current assets	<u>66,666</u>	<u>75,670</u>
Equity investments	6,775	6,234
Property and equipment, net	57,809	45,633
Operating lease right-of-use assets	12,155	9,348
Intangible assets, net	634	623
Goodwill	19,197	19,050
Other assets	2,751	2,758
Total assets	<u>\$ 165,987</u>	<u>\$ 159,316</u>
Liabilities and stockholders' equity		
Current liabilities:		
Accounts payable	\$ 4,083	\$ 1,331
Partners payable	1,052	1,093
Operating lease liabilities, current	1,127	1,023
Accrued expenses and other current liabilities	14,312	11,152
Deferred revenue and deposits	561	382
Total current liabilities	<u>21,135</u>	<u>14,981</u>
Operating lease liabilities, non-current	12,746	9,631
Other liabilities	7,227	6,414
Total liabilities	<u>41,108</u>	<u>31,026</u>
Commitments and contingencies		
Stockholders' equity:		
Common stock, \$0.000006 par value; 5,000 million Class A shares authorized, 2,328 million and 2,406 million shares issued and outstanding, as of December 31, 2021 and 2020, respectively; 4,141 million Class B shares authorized, 413 million and 443 million shares issued and outstanding, as of December 31, 2021 and 2020, respectively	—	—
Additional paid-in capital	55,811	50,018
Accumulated other comprehensive income (loss)	(693)	927
Retained earnings	69,761	77,345
Total stockholders' equity	<u>124,879</u>	<u>128,290</u>
Total liabilities and stockholders' equity	<u>\$ 165,987</u>	<u>\$ 159,316</u>

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF INCOME
(In millions, except per share amounts)

	Year Ended December 31,		
	2021	2020	2019
Revenue	\$ 117,929	\$ 85,965	\$ 70,697
Costs and expenses:			
Cost of revenue	22,649	16,692	12,770
Research and development	24,655	18,447	13,600
Marketing and sales	14,043	11,591	9,876
General and administrative	9,829	6,564	10,465
Total costs and expenses	71,176	53,294	46,711
Income from operations	46,753	32,671	23,986
Interest and other income, net	531	509	826
Income before provision for income taxes	47,284	33,180	24,812
Provision for income taxes	7,914	4,034	6,327
Net income	\$ 39,370	\$ 29,146	\$ 18,485
Earnings per share attributable to Class A and Class B common stockholders:			
Basic	\$ 13.99	\$ 10.22	\$ 6.48
Diluted	\$ 13.77	\$ 10.09	\$ 6.43
Weighted-average shares used to compute earnings per share attributable to Class A and Class B common stockholders:			
Basic	2,815	2,851	2,854
Diluted	2,859	2,888	2,876
Share-based compensation expense included in costs and expenses:			
Cost of revenue	\$ 577	\$ 447	\$ 377
Research and development	7,106	4,918	3,488
Marketing and sales	837	691	569
General and administrative	644	480	402
Total share-based compensation expense	\$ 9,164	\$ 6,536	\$ 4,836

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
(In millions)

	Year Ended December 31,		
	2021	2020	2019
Net income	\$ 39,370	\$ 29,146	\$ 18,485
Other comprehensive income (loss):			
Change in foreign currency translation adjustment, net of tax	(1,116)	1,056	(151)
Change in unrealized gain (loss) on available-for-sale investments and other, net of tax	(504)	360	422
Comprehensive income	\$ 37,750	\$ 30,562	\$ 18,756

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY
(In millions)

	Class A and Class B Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive Income (Loss)	Retained Earnings	Total Stockholders' Equity
	Shares	Par Value				
Balances at December 31, 2018	2,854	\$ —	\$ 42,906	\$ (760)	\$ 41,981	\$ 84,127
Issuance of common stock for cash upon exercise of stock options	1	—	15	—	—	15
Issuance of common stock for settlement of RSUs	32	—	—	—	—	—
Shares withheld related to net share settlement and other	(13)	—	(1,906)	—	(675)	(2,581)
Share-based compensation	—	—	4,836	—	—	4,836
Share repurchases	(22)	—	—	—	(4,099)	(4,099)
Other comprehensive income	—	—	—	271	—	271
Net income	—	—	—	—	18,485	18,485
Balances at December 31, 2019	2,852	—	45,851	(489)	55,692	101,054
Issuance of common stock for settlement of RSUs	38	—	—	—	—	—
Shares withheld related to net share settlement	(14)	—	(2,369)	—	(1,195)	(3,564)
Share-based compensation	—	—	6,536	—	—	6,536
Share repurchases	(27)	—	—	—	(6,298)	(6,298)
Other comprehensive income	—	—	—	1,416	—	1,416
Net income	—	—	—	—	29,146	29,146
Balances at December 31, 2020	2,849	—	50,018	927	77,345	128,290
Issuance of common stock for settlement of RSUs	45	—	—	—	—	—
Shares withheld related to net share settlement	(17)	—	(3,371)	—	(2,144)	(5,515)
Share-based compensation	—	—	9,164	—	—	9,164
Share repurchases	(136)	—	—	—	(44,810)	(44,810)
Other comprehensive loss	—	—	—	(1,620)	—	(1,620)
Net income	—	—	—	—	39,370	39,370
Balances at December 31, 2021	2,741	\$ —	\$ 55,811	\$ (693)	\$ 69,761	\$ 124,879

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2021	2020	2019
Cash flows from operating activities			
Net income	\$ 39,370	\$ 29,146	\$ 18,485
Adjustments to reconcile net income to net cash provided by operating activities:			
Depreciation and amortization	7,967	6,862	5,741
Share-based compensation	9,164	6,536	4,836
Deferred income taxes	609	(1,192)	(37)
Other	(127)	118	39
Changes in assets and liabilities:			
Accounts receivable	(3,110)	(1,512)	(1,961)
Prepaid expenses and other current assets	(1,750)	135	47
Other assets	(349)	(34)	41
Accounts payable	1,436	(17)	113
Partners payable	(12)	178	348
Accrued expenses and other current liabilities	3,357	(1,054)	7,300
Deferred revenue and deposits	187	108	123
Other liabilities	941	(527)	1,239
Net cash provided by operating activities	57,683	38,747	36,314
Cash flows from investing activities			
Purchases of property and equipment	(18,567)	(15,115)	(15,102)
Purchases of marketable securities	(30,407)	(33,930)	(23,910)
Sales of marketable securities	31,671	11,787	9,565
Maturities of marketable securities	10,915	13,984	10,152
Purchases of equity investments	(47)	(6,361)	(61)
Acquisitions of businesses, net of cash acquired, and purchases of intangible assets	(851)	(388)	(508)
Other investing activities	(284)	(36)	—
Net cash used in investing activities	(7,570)	(30,059)	(19,864)
Cash flows from financing activities			
Taxes paid related to net share settlement of equity awards	(5,515)	(3,564)	(2,337)
Repurchases of Class A common stock	(44,537)	(6,272)	(4,202)
Principal payments on finance leases	(677)	(604)	(552)
Net change in overdraft in cash pooling entities	14	24	(223)
Other financing activities	(13)	124	15
Net cash used in financing activities	(50,728)	(10,292)	(7,299)
Effect of exchange rate changes on cash, cash equivalents, and restricted cash	(474)	279	4
Net increase (decrease) in cash, cash equivalents, and restricted cash	(1,089)	(1,325)	9,155
Cash, cash equivalents, and restricted cash at beginning of the period	17,954	19,279	10,124
Cash, cash equivalents, and restricted cash at end of the period	\$ 16,865	\$ 17,954	\$ 19,279
Reconciliation of cash, cash equivalents, and restricted cash to the consolidated balance sheets			
Cash and cash equivalents	\$ 16,601	\$ 17,576	\$ 19,079
Restricted cash, included in prepaid expenses and other current assets	149	241	8
Restricted cash, included in other assets	115	137	192
Total cash, cash equivalents, and restricted cash	\$ 16,865	\$ 17,954	\$ 19,279

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2021	2020	2019
Supplemental cash flow data			
Cash paid for income taxes, net	\$ 8,525	\$ 4,229	\$ 5,182
Non-cash investing and financing activities:			
Property and equipment in accounts payable and accrued expenses and other current liabilities	\$ 3,404	\$ 2,201	\$ 1,887
Acquisition of businesses in accrued expenses and other current liabilities and other liabilities	\$ 73	\$ 118	\$ —
Other current assets through financing arrangement in accrued expenses and other current liabilities	\$ 508	\$ —	\$ —
Repurchases of Class A common stock in accrued expenses and other current liabilities	\$ 340	\$ 68	\$ 43

See Accompanying Notes to Consolidated Financial Statements.

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549**

FORM 10-K

(Mark One)

- ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the fiscal year ended December 31, 2022
or
- TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the transition period from _____ to _____
Commission File Number: 001-35551



Meta Platforms, Inc.

(Exact name of registrant as specified in its charter)

Delaware

(State or other jurisdiction of incorporation or organization)

20-1665019

(I.R.S. Employer Identification Number)

1601 Willow Road, Menlo Park, California 94025

(Address of principal executive offices and Zip Code)

(650) 543-4800

(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class

Class A Common Stock, \$0.000006 par value

Trading symbol(s)

META

Name of each exchange on which registered

The Nasdaq Stock Market LLC

Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 (Exchange Act) during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (\S 232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer

Accelerated filer

Non-accelerated filer

Smaller reporting company

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report.

If securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements.

Indicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by any of the registrant's executive officers during the relevant recovery period pursuant to \S 240.10D-1(b).

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes No

The aggregate market value of the voting and non-voting stock held by non-affiliates of the registrant as of June 30, 2022, the last business day of the registrant's most recently completed second fiscal quarter, was \$378 billion based upon the closing price reported for such date on the Nasdaq Global Select Market. On January 27, 2023, the registrant had 2,225,763,078 shares of Class A common stock and 366,876,470 shares of Class B common stock outstanding.

[Table of Contents](#)

PART I

Item 1. Business

Overview

Our mission is to give people the power to build community and bring the world closer together.

All of our products, including our apps, share the vision of helping to bring the metaverse to life. We build technology that helps people connect and share, find communities, and grow businesses. Our useful and engaging products enable people to connect and share with friends and family through mobile devices, personal computers, virtual reality headsets, and wearables. We also help people discover and learn about what is going on in the world around them, enable people to share their experiences, ideas, photos and videos, and other activities with audiences ranging from their closest family members and friends to the public at large, and stay connected everywhere by accessing our products. Meta is moving our offerings beyond 2D screens toward immersive experiences like augmented and virtual reality to help build the metaverse, which we believe is the next evolution in social technology. Our vision for the metaverse does not center on any single product, but rather an entire ecosystem of experiences, devices, and new technologies. While the metaverse is in the very early stages of its development, we believe it will become the next computing platform and the future of social interaction.

We report financial results for two segments: Family of Apps (FoA) and Reality Labs (RL). Currently, we generate substantially all of our revenue from selling advertising placements on our family of apps to marketers, which is reflected in FoA. Ads on our platforms enable marketers to reach people across a range of marketing objectives, such as generating leads or driving awareness. Marketers purchase ads that can appear in multiple places including on Facebook, Instagram, Messenger, and third-party applications and websites. RL reflects our efforts to develop the metaverse and generates revenue from sales of consumer hardware products, software and content.

We invest in our business based on our company priorities, and the majority of our investments are directed toward developing our family of apps. In 2022, 82% of our total costs and expenses were recognized in FoA and 18% were recognized in RL. Our FoA investments were \$71.79 billion in 2022 and include expenses relating to headcount, data centers and technical infrastructure as part of our efforts to develop our apps and our advertising services. We are also making significant investments in our metaverse efforts, including developing virtual and augmented reality devices, software for social platforms, neural interfaces, and other foundational technologies for the metaverse. Our total RL investments were \$15.88 billion in 2022 and include expenses relating to headcount and technology development across these efforts. As these are fundamentally new technologies that we expect will evolve as the metaverse ecosystem develops, many products for the metaverse may only be fully realized in the next decade. Although it is inherently difficult to predict when and how the metaverse ecosystem will develop, we expect our RL segment to continue to operate at a loss for the foreseeable future, and our ability to support our metaverse efforts is dependent on generating sufficient profits from other areas of our business. We expect this will be a complex, evolving, and long-term initiative. We are investing now because we believe this is the next chapter of the internet and will unlock monetization opportunities for businesses, developers, and creators, including around advertising, hardware, and digital goods.

Family of Apps Products

- **Facebook.** Facebook helps give people the power to build community and bring the world closer together. It's a place for people to share life's moments and discuss what's happening, nurture and build relationships, discover and connect to interests, and create economic opportunity. They can do this through Feed, Reels, Stories, Groups, and more.
- **Instagram.** Instagram brings people closer to the people and things they love. Instagram Feed, Stories, Reels, Video, Live, Shops, and messaging are places where people and creators can connect and express themselves through photos, video, and private messaging, and discover and shop from their favorite businesses.
- **Messenger.** Messenger is a simple yet powerful messaging application for people to connect with friends, family, communities, and businesses across platforms and devices through text, audio and video calls.

[Table of Contents](#)

- **WhatsApp.** WhatsApp is a simple, reliable, and secure messaging application that is used by people and businesses around the world to communicate and transact in a private way.

Reality Labs Products

Many of our metaverse investments are directed toward long-term, cutting edge research and development for products that are not on the market today and may only be fully realized in the next decade. This includes exploring new technologies such as neural interfaces using electromyography, which lets people control their devices using neuromuscular signals, as well as innovations in artificial intelligence (AI) and hardware to help build next-generation interfaces. In the near term, we are continuing to develop early metaverse experiences through Reality Labs' augmented and virtual reality products that help people feel connected, anytime, anywhere. Our current product offerings include Meta Quest virtual reality devices, as well as software and content available through the Meta Quest Store, which enable a range of social experiences that allow people to defy physical distance, including gaming, fitness, entertainment, and more. For example, we have launched Horizon Worlds, a social platform where people can interact with friends, meet new people, play games, and attend virtual events, and Horizon Workrooms, a virtual reality space for teams to connect and collaborate at work. As part of our virtual reality initiatives, we have also introduced mixed reality capabilities through our Meta Reality system on Meta Quest Pro, which allows users to experience the immersion and presence of virtual reality while still being grounded in the physical world. As part of our augmented reality initiatives, we have introduced Ray-Ban Stories smart glasses, which let people stay more present through hands-free interaction, and Meta Spark, a platform that allows creators and businesses to build augmented reality experiences that bring the digital and physical worlds together in our apps. In general, while all of these investments are part of our long-term initiative to help build the metaverse, our virtual reality and social platform efforts also include notable shorter-term projects developing specific products and services to go to market, whereas our augmented reality efforts are primarily directed toward longer-term research and development projects. For example, in 2023, we expect to spend approximately 50% of our Reality Labs operating expenses on our augmented reality initiatives, approximately 40% on our virtual reality initiatives, and approximately 10% on social platforms and other initiatives. We apply significant judgment in estimating this expense breakdown as there are certain shared costs across product lines, and our expectations are subject to change, including as the metaverse ecosystem and our business strategies evolve. In particular, we regularly evaluate our product roadmaps and make significant changes as our understanding of the technological challenges and market landscape and our product ideas and designs evolve.

Competition

Our business is characterized by innovation, rapid change, and disruptive technologies. We compete with companies providing connection, sharing, discovery, and communication products and services to users online, as well as companies that sell advertising to businesses looking to reach consumers and/or develop tools and systems for managing and optimizing advertising campaigns. We face significant competition in every aspect of our business, including, but not limited to, companies that facilitate the ability of users to create, share, communicate, and discover content and information online or enable marketers to reach their existing or prospective audiences. We compete to attract, engage, and retain people who use our products, to attract and retain businesses that use our free or paid business and advertising services, and to attract and retain developers who build compelling applications that integrate with our products. We also compete with companies that develop and deliver consumer hardware and virtual and augmented reality products and services. As we introduce or acquire new products, as our existing products evolve, or as other companies introduce new products and services, including as part of efforts to develop the metaverse or innovate through the application of new technologies such as AI, we may become subject to additional competition.

Technology

Our product development philosophy centers on continuous innovation in creating and improving products that are social by design, which means that our products are designed to place people and their social interactions at the core of the product experience. As our user base grows, as engagement with products like video and virtual reality increases, and as we deepen our investment in new technologies, our computing needs continue to expand. We make significant investments in technology both to improve our existing products and services and to develop new ones, as well as for our marketers and developers. We are also investing in protecting the security, privacy, and integrity of our platform by investing in both people and technology to strengthen our systems against abuse. Across all of these efforts, we are making significant investments in AI and machine learning, including to recommend relevant unconnected content across our products through our AI-powered discovery engine, to enhance our advertising tools and improve our ad delivery, targeting, and measurement capabilities, and

[Table of Contents](#)

to develop new product features using generative AI.

Sales and Operations

The majority of our marketers use our self-service ad platform to launch and manage their advertising campaigns. We also have a global sales force that is focused on attracting and retaining advertisers and providing support to them throughout the stages of the marketing cycle from pre-purchase decision-making to real-time optimizations to post-campaign analytics. We work directly with these advertisers, as well as through advertising agencies and resellers. We operate offices in more than 90 cities around the globe, the majority of which have a sales presence. We also invest in and rely on self-service tools to provide direct customer support to our users and partners.

Marketing

Historically, our communities have generally grown organically with people inviting their friends to connect with them, supported by internal efforts to stimulate awareness and interest. In addition, we have invested and will continue to invest in marketing our products and services to grow our brand and help build community around the world.

Intellectual Property

To establish and protect our proprietary rights, we rely on a combination of patents, trademarks, copyrights, trade secrets, including know-how, license agreements, confidentiality procedures, non-disclosure agreements with third parties, employee disclosure and invention assignment agreements, and other contractual rights. In addition, to further protect our proprietary rights, from time to time we have purchased patents and patent applications from third parties. We do not believe that our proprietary technology is dependent on any single patent or copyright or groups of related patents or copyrights. We believe the duration of our patents is adequate relative to the expected lives of our products.

Government Regulation

We are subject to a variety of laws and regulations in the United States and abroad that involve matters central to our business, many of which are still evolving and being tested in courts, and could be interpreted in ways that could harm our business. These laws and regulations involve matters including privacy, data use, data protection and personal information, biometrics, encryption, rights of publicity, content, integrity, intellectual property, advertising, marketing, distribution, data security, data retention and deletion, data localization and storage, data disclosure, artificial intelligence and machine learning, electronic contracts and other communications, competition, protection of minors, consumer protection, civil rights, accessibility, telecommunications, product liability, e-commerce, taxation, economic or other trade controls including sanctions, anti-corruption and political law compliance, securities law compliance, and online payment services. Foreign data protection, privacy, content, competition, consumer protection, and other laws and regulations can impose different obligations, or penalties or fines for non-compliance, or be more restrictive than those in the United States.

These U.S. federal, state, and foreign laws and regulations, which in some cases can be enforced by private parties in addition to government entities, are constantly evolving and can be subject to significant change. As a result, the application, interpretation, and enforcement of these laws and regulations are often uncertain, particularly in the new and rapidly evolving industry in which we operate, and may be interpreted and applied inconsistently from jurisdiction to jurisdiction and inconsistently with our current policies and practices. For example, regulatory or legislative actions or litigation affecting the manner in which we display content to our users, moderate content, or obtain consent to various practices, or otherwise relating to content that is made available on our products, could adversely affect our financial results. In the United States, the U.S. Supreme Court recently agreed to review a matter in which the scope of the protections available to online platforms under Section 230 of the Communications Decency Act (Section 230) is at issue. In addition, there have been, and continue to be, various efforts to remove or restrict the scope of the protections available to online platforms under Section 230, and any such changes may increase our costs or require significant changes to our products, business practices, or operations, which could adversely affect our business and financial results.

We are also subject to evolving laws and regulations that dictate whether, how, and under what circumstances we can transfer, process and/or receive certain data that is critical to our operations, including data shared between countries or regions in which we operate and data shared among our products and services. If we are unable to transfer data between and among countries and regions in which we operate, or if we are restricted from sharing data among our products and services,

[Table of Contents](#)

it could affect our ability to provide our services, the manner in which we provide our services or our ability to target ads, which could adversely affect our financial results. For example, the Privacy Shield, a transfer framework we relied upon for data transferred from the European Union to the United States, was invalidated in July 2020 by the Court of Justice of the European Union (CJEU). In addition, the other bases upon which Meta relies to transfer such data, such as Standard Contractual Clauses (SCCs), have been subjected to regulatory and judicial scrutiny. On July 6, 2022, we received a draft decision from the Irish Data Protection Commission (IDPC) that preliminarily concluded that Meta Platforms Ireland's reliance on SCCs in respect of European Union/European Economic Area Facebook user data does not achieve compliance with the General Data Protection Regulation (GDPR) and preliminarily proposed that such transfers of user data from the European Union to the United States should therefore be suspended. Separately, on March 25, 2022, the European Union and United States announced that they had reached an agreement in principle on a new EU-U.S. Data Privacy Framework (EU-U.S. DPF). On October 7, 2022, President Biden signed the Executive Order on Enhancing Safeguards for United States Signals Intelligence Activities (E.O.), and on December 13, 2022, the European Commission published its draft adequacy decision on the proposed new EU-U.S. DPF. We believe a final decision in this inquiry may issue as early as the first quarter of 2023. Although the E.O. is a significant and positive step, if no adequacy decision is adopted by the European Commission and we are unable to continue to rely on SCCs or rely upon other alternative means of data transfers from the European Union to the United States, we will likely be unable to offer a number of our most significant products and services, including Facebook and Instagram, in Europe, which would materially and adversely affect our business, financial condition, and results of operations.

We have been subject to other significant legislative and regulatory developments in the past, and proposed or new legislation and regulations could significantly affect our business in the future. For example, we have implemented a number of product changes and controls as a result of requirements under the GDPR, and may implement additional changes in the future. The GDPR also requires submission of personal data breach notifications to our lead European Union privacy regulator, the IDPC, and includes significant penalties for non-compliance with the notification obligation as well as other requirements of the regulation. The interpretation of the GDPR is still evolving and draft decisions in investigations by the IDPC are subject to review by other European privacy regulators as part of the GDPR's consistency mechanism, which may lead to significant changes in the final outcome of such investigations. As a result, the interpretation and enforcement of the GDPR, as well as the imposition and amount of penalties for non-compliance, are subject to significant uncertainty. In addition, Brazil, the United Kingdom, and other countries have enacted similar data protection regulations imposing data privacy-related requirements on products and services offered to users in their respective jurisdictions. The California Consumer Privacy Act, as amended by the California Privacy Rights Act, and similar laws recently enacted by other states also establish certain transparency rules and create certain data privacy rights for users. In addition, the European Union's ePrivacy Directive and national implementation laws impose additional limitations on the use of data across messaging products and include significant penalties for non-compliance. Changes to our products or business practices as a result of these or similar developments have in the past adversely affected, and may in the future adversely affect, our advertising business. Similarly, there are a number of legislative proposals or recently enacted laws in the European Union, the United States, at both the federal and state level, as well as other jurisdictions that could impose new obligations or limitations in areas affecting our business. For example, the Digital Markets Act (DMA) in the European Union imposes new restrictions and requirements on companies like ours, including in areas such as the combination of data across services, mergers and acquisitions, and product design. The DMA also includes significant penalties for non-compliance, and its key requirements will be enforceable against designated gatekeeper companies in early 2024. We expect the DMA will cause us to incur significant compliance costs and make additional changes to our products or business practices. The requirements under the DMA will likely be subject to further interpretation and regulatory engagement. Pending or future proposals to modify competition laws in the United States and other jurisdictions could have similar effects. Further, the Digital Services Act (DSA) in the European Union, which will apply to our business as early as June 2023, will impose new restrictions and requirements for our products and services and may significantly increase our compliance costs. The DSA also includes significant penalties for non-compliance. In addition, some countries, such as India and Turkey, are considering or have passed legislation implementing data protection requirements or requiring local storage and processing of data or similar requirements that could increase the cost and complexity of delivering our services, cause us to cease the offering of our products and services in certain countries, or result in fines or other penalties. New legislation or regulatory decisions that restrict our ability to collect and use information about minors may also result in limitations on our advertising services or our ability to offer products and services to minors in certain jurisdictions.

We are, and expect to continue to be, the subject of investigations, inquiries, data requests, requests for information, actions, and audits by government authorities and regulators in the United States, Europe, and around the world, particularly in the areas of privacy and data protection, including with respect to minors, law enforcement, consumer protection, civil

[Table of Contents](#)

rights, content moderation, and competition. We are also currently, and may in the future be, subject to regulatory orders or consent decrees, including the modified consent order we entered into with the U.S. Federal Trade Commission (FTC), which took effect in April 2020 and, among other matters, requires us to maintain a comprehensive privacy program. Orders issued by, or inquiries or enforcement actions initiated by, government or regulatory authorities could cause us to incur substantial costs, expose us to civil and criminal liability (including liability for our personnel) or penalties (including substantial monetary remedies), interrupt or require us to change our business practices in a manner materially adverse to our business (including changes to our products or user data practices), result in negative publicity and reputational harm, divert resources and the time and attention of management from our business, or subject us to other structural or behavioral remedies that adversely affect our business.

For additional information about government regulation applicable to our business, see Part I, Item 1A, "Risk Factors" in this Annual Report on Form 10-K.

Human Capital

At Meta, our mission is to give people the power to build community and bring the world closer together. People are at the heart of every connection we empower, and we are proud of our unique company culture. We strive to build diverse teams across engineering, product design, marketing, and other areas to further our mission.

As we look forward, we expect the lasting effects of the global COVID-19 pandemic will change how we work and who we reach. We are proud of our response to the COVID-19 pandemic both internally and externally. Employee benefits were robust and established quickly: we implemented 15 days of subsidized backup care for child, adult, or eldercare; we paid emergency leave to help address short-term or transitional needs; and we established a temporary stipend to help employees work from home, to name just a few of the benefits.

We are committed to fostering an enriching environment for our global workforce, and we are focused on supporting our people in doing the best work of their careers, no matter where they are located. For example:

- Location is flexible but presence is essential. As of September 30, 2022, 83% of managers at Meta had direct reports in a different location, and 24% of our employees were fully remote.
- Remote work has helped us reach new talent in a competitive tech landscape and broaden our representation. We have seen that candidates who accepted remote job offers were more often underrepresented people.
- Beginning March 2023, we are permitting employees in eligible roles to transfer to any Meta office within their country of employment. We expect distributed teams to establish strong norms that support efficiency, including more predictable and coordinated in-person working time.

At the start of the COVID-19 pandemic, the world rapidly moved online and the surge of online commerce led to accelerated revenue growth. Many people predicted this would be a permanent acceleration that would continue even after the pandemic ended. Instead, not only did online commerce return to prior trends, but the more challenging macroeconomic environment and limitations on our ad targeting and measurement tools, among other factors, contributed to a decline in our revenue.

To address this new environment, we took a number of steps to become a more capital efficient company and, in November 2022, made one of the most difficult changes in Meta's history and announced a layoff of approximately 11,000 employees. The cost reduction efforts that we announced, including our plans to scale back budgets, reduce company perks, shrink our real estate footprint, and restructure teams to increase efficiency alone would not bring our expenses in line with our revenue growth and we had to implement the layoff. We made it a priority to treat outgoing employees with respect and announced a package for U.S. employees that included:

- Severance: 16 weeks of base pay plus two additional weeks for every year of service.
- Paid time off: payment for all remaining paid time off.

[Table of Contents](#)

- Restricted stock unit vesting: receipt of November 2022 vesting for outstanding employee restricted stock unit awards.
- Health insurance: coverage of the cost of healthcare for employees and their families for six months.
- Career services: three months of career support with an external vendor, including early access to unpublished job leads.
- Immigration support: dedicated immigration specialists to help guide employees based on their needs.

We offered similar support for outgoing employees outside of the United States, taking into account local employment laws.

Employee Learning and Development

We value our investment in growing and keeping a highly skilled and efficient workforce. In addition to permitting employees to seek education reimbursement, we offer career development opportunities and work experience programs that extend beyond the physical and virtual classroom. To do this, we utilize various learning modalities, such as live virtual and in-person learning experiences, on-demand e-learning, self-service resources, learning communities, and coaching engagements.

The Pulse of Our Workforce

Each year, we conduct company-wide employee surveys to help understand how employees feel about working at Meta and what we can do to improve their experience. Our surveys help us measure company, manager, and personal experience over time. Further, our more frequent surveys, such as those that have been administered daily to an ongoing random sample of employees, allows us to measure real-time sentiment around emerging events and company changes. These surveys are designed to invite feedback and actionable suggestions, inform decisions, and drive change across the company.

Health and Well-being

Meta's health and well-being programs are designed to give employees a choice of flexible benefits to help them reach their personal well-being goals. Our programs are tailored to help boost employee physical and mental health, create financial peace of mind, provide support for families, and help employees build a strong community. Programs are designed and funded to support needs like autism care, cancer care, transgender services, holistic well-being, and mental health programs, which represent a few of the ways we support our employees and their dependents.

Diversity, Equity and Inclusion

We work to build a diverse and inclusive workplace where we can leverage our collective cognitive diversity to build the best products and make the best decisions for the global community we serve.

We offer full-time fully remote positions, including in locations where we do not have offices, which has deepened the diversity of our candidate pool. As published in our Diversity Report in July 2022, we saw that providing remote optionality increased the diversity of the overall composition of our workforce: U.S candidates who accepted remote job offers were substantially more likely to be Black, Hispanic, Native American, Alaskan Native, Pacific Islander, veterans and/or people with disabilities, and globally, candidates who accepted remote job offers were more likely to be women.

As part of our 2022 Diversity Report, we published our global gender diversity and U.S. ethnic diversity workforce data. As of June 30, 2022, our global employee base was comprised of 37.1% females and 62.9% males, and our U.S. employee base was comprised of the following ethnicities: 46.5% Asian, 37.6% White, 6.7% Hispanic, 4.9% Black, 4.0% two or more ethnicities, and 0.3% additional groups (including American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander).

We want our products to work for the world and we need to grow and keep the best talent in order to do that. To aid in this effort, we have taken steps to reduce bias from our hiring processes and performance management systems.

Table of Contents

We have also invested in learning opportunities to identify and reduce inherent bias through Diversity, Equity and Inclusion trainings for our employees and enhanced learning and development courses. In addition, we offer career development programs to employees, including opportunities for women leaders at Meta to connect, support and grow together and programs to help ensure that we develop leaders of color, build a more diverse leadership pipeline and foster a culture of sponsorship through leader advocacy.

Compensation and Benefits

We offer competitive compensation to attract and retain the best people, and we help care for our people so they can focus on our mission. Our employees' total compensation package includes market-competitive salary, bonuses or sales incentives, and equity. We generally offer full-time employees equity at the time of hire and through annual equity grants because we want them to be owners of the company and committed to our long-term success. We have conducted pay equity analyses for many years, and continue to be committed to pay equity. In 2022, we announced that our analyses indicate that we continue to have pay equity across genders globally and race in the United States for people in similar jobs, accounting for factors such as location, role, and level.

Through Life@ Meta, our holistic approach to benefits, we provide our employees and their dependents with resources to help them thrive. We offer a wide range of benefits across areas such as health, family, finance, community, and time away, including healthcare and wellness benefits, family building benefits, family care resources, retirement savings plans, access to tax and legal services, and Meta Resource Groups to build community at Meta.

Corporate Information

We were incorporated in Delaware in July 2004. We completed our initial public offering in May 2012 and our Class A common stock is currently listed on the Nasdaq Global Select Market under the symbol "META." Our principal executive offices are located at 1601 Willow Road, Menlo Park, California 94025, and our telephone number is (650) 543-4800.

Meta, the Meta logo, Facebook, FB, Instagram, Oculus, WhatsApp, and our other registered or common law trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of Meta Platforms, Inc. or its affiliates. Other trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of their respective owners.

Available Information

Our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and amendments to reports filed pursuant to Sections 13(a) and 15(d) of the Securities Exchange Act of 1934, as amended (Exchange Act), are filed with the U.S. Securities and Exchange Commission (SEC). We are subject to the informational requirements of the Exchange Act and file or furnish reports, proxy statements, and other information with the SEC. Such reports and other information filed by us with the SEC are available free of charge on our website at investor.fb.com when such reports are available on the SEC's website. We use our investor.fb.com and about.fb.com/news/ websites as well as Mark Zuckerberg's Facebook Page (www.facebook.com/zuck) and Instagram account (www.instagram.com/zuck) as means of disclosing material non-public information and for complying with our disclosure obligations under Regulation FD.

The SEC maintains an Internet site that contains reports, proxy and information statements, and other information regarding issuers that file electronically with the SEC at www.sec.gov.

The contents of the websites referred to above are not incorporated into this filing. Further, our references to the URLs for these websites are intended to be inactive textual references only.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED BALANCE SHEETS
(In millions, except for number of shares and par value)

	December 31,	
	2022	2021
Assets		
Current assets:		
Cash and cash equivalents	\$ 14,681	\$ 16,601
Marketable securities	26,057	31,397
Accounts receivable, net	13,466	14,039
Prepaid expenses and other current assets	5,345	4,629
Total current assets	59,549	66,666
Non-marketable equity securities	6,201	6,775
Property and equipment, net	79,518	57,809
Operating lease right-of-use assets	12,673	12,155
Intangible assets, net	897	634
Goodwill	20,306	19,197
Other assets	6,583	2,751
Total assets	\$ 185,727	\$ 165,987
Liabilities and stockholders' equity		
Current liabilities:		
Accounts payable	\$ 4,990	\$ 4,083
Partners payable	1,117	1,052
Operating lease liabilities, current	1,367	1,127
Accrued expenses and other current liabilities	19,552	14,873
Total current liabilities	27,026	21,135
Operating lease liabilities, non-current	15,301	12,746
Long-term debt	9,923	—
Other liabilities	7,764	7,227
Total liabilities	60,014	41,108
Commitments and contingencies		
Stockholders' equity:		
Common stock, \$0.000006 par value; 5,000 million Class A shares authorized, 2,247 million and 2,328 million shares issued and outstanding, as of December 31, 2022 and 2021, respectively; 4,141 million Class B shares authorized, 367 million and 413 million shares issued and outstanding, as of December 31, 2022 and 2021, respectively	—	—
Additional paid-in capital	64,444	55,811
Accumulated other comprehensive loss	(3,530)	(693)
Retained earnings	64,799	69,761
Total stockholders' equity	125,713	124,879
Total liabilities and stockholders' equity	\$ 185,727	\$ 165,987

See Accompanying Notes to Consolidated Financial Statements.

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF INCOME
(In millions, except per share amounts)

	Year Ended December 31,		
	2022	2021	2020
Revenue	\$ 116,609	\$ 117,929	\$ 85,965
Costs and expenses:			
Cost of revenue	25,249	22,649	16,692
Research and development	35,338	24,655	18,447
Marketing and sales	15,262	14,043	11,591
General and administrative	11,816	9,829	6,564
Total costs and expenses	<u>87,665</u>	<u>71,176</u>	<u>53,294</u>
Income from operations	28,944	46,753	32,671
Interest and other income (expense), net	(125)	531	509
Income before provision for income taxes	28,819	47,284	33,180
Provision for income taxes	5,619	7,914	4,034
Net income	<u>\$ 23,200</u>	<u>\$ 39,370</u>	<u>\$ 29,146</u>
Earnings per share attributable to Class A and Class B common stockholders:			
Basic	\$ 8.63	\$ 13.99	\$ 10.22
Diluted	\$ 8.59	\$ 13.77	\$ 10.09
Weighted-average shares used to compute earnings per share attributable to Class A and Class B common stockholders:			
Basic	2,687	2,815	2,851
Diluted	2,702	2,859	2,888
Share-based compensation expense included in costs and expenses:			
Cost of revenue	\$ 768	\$ 577	\$ 447
Research and development	9,361	7,106	4,918
Marketing and sales	1,004	837	691
General and administrative	859	644	480
Total share-based compensation expense	<u>\$ 11,992</u>	<u>\$ 9,164</u>	<u>\$ 6,536</u>

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
(In millions)

	Year Ended December 31,		
	2022	2021	2020
Net income	\$ 23,200	\$ 39,370	\$ 29,146
Other comprehensive income (loss):			
Change in foreign currency translation adjustment, net of tax	(1,184)	(1,116)	1,056
Change in unrealized gain (loss) on available-for-sale investments and other, net of tax	(1,653)	(504)	360
Comprehensive income	\$ 20,363	\$ 37,750	\$ 30,562

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY

(In millions)

	Class A and Class B Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive Income (Loss)	Retained Earnings	Total Stockholders' Equity
	Shares	Par Value				
Balances at December 31, 2019	2,852	\$ —	\$ 45,851	\$ (489)	\$ 55,692	\$ 101,054
Issuance of common stock	38	—	—	—	—	—
Shares withheld related to net share settlement	(14)	—	(2,369)	—	(1,195)	(3,564)
Share-based compensation	—	—	6,536	—	—	6,536
Share repurchases	(27)	—	—	—	(6,298)	(6,298)
Other comprehensive income	—	—	—	1,416	—	1,416
Net income	—	—	—	—	29,146	29,146
Balances at December 31, 2020	2,849	—	50,018	927	77,345	128,290
Issuance of common stock	45	—	—	—	—	—
Shares withheld related to net share settlement	(17)	—	(3,371)	—	(2,144)	(5,515)
Share-based compensation	—	—	9,164	—	—	9,164
Share repurchases	(136)	—	—	—	(44,810)	(44,810)
Other comprehensive loss	—	—	—	(1,620)	—	(1,620)
Net income	—	—	—	—	39,370	39,370
Balances at December 31, 2021	2,741	—	55,811	(693)	69,761	124,879
Issuance of common stock	54	—	—	—	—	—
Shares withheld related to net share settlement	(20)	—	(3,359)	—	(236)	(3,595)
Share-based compensation	—	—	11,992	—	—	11,992
Share repurchases	(161)	—	—	—	(27,926)	(27,926)
Other comprehensive loss	—	—	—	(2,837)	—	(2,837)
Net income	—	—	—	—	23,200	23,200
Balances at December 31, 2022	2,614	\$ —	\$ 64,444	\$ (3,530)	\$ 64,799	\$ 125,713

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2022	2021	2020
Cash flows from operating activities			
Net income	\$ 23,200	\$ 39,370	\$ 29,146
Adjustments to reconcile net income to net cash provided by operating activities:			
Depreciation and amortization	8,686	7,967	6,862
Share-based compensation	11,992	9,164	6,536
Deferred income taxes	(3,286)	609	(1,192)
Impairment charges for leases and leasehold improvements	2,218	—	—
Abandonment charges for data center assets	1,341	—	—
Fair value adjustments for non-marketable securities	463	(232)	33
Other	178	105	85
Changes in assets and liabilities:			
Accounts receivable	231	(3,110)	(1,512)
Prepaid expenses and other current assets	162	(1,750)	135
Other assets	(106)	(349)	(34)
Accounts payable	210	1,436	(17)
Partners payable	90	(12)	178
Accrued expenses and other current liabilities	4,210	3,544	(946)
Other liabilities	886	941	(527)
Net cash provided by operating activities	50,475	57,683	38,747
Cash flows from investing activities			
Purchases of property and equipment	(31,431)	(18,690)	(15,163)
Proceeds relating to property and equipment	245	123	48
Purchases of marketable debt securities	(9,626)	(30,407)	(33,930)
Sales of marketable debt securities	11,083	31,671	11,787
Maturities of marketable debt securities	2,075	10,915	13,984
Purchases of non-marketable equity securities	(5)	(47)	(6,361)
Acquisitions of businesses and intangible assets	(1,312)	(851)	(388)
Other investing activities	1	(284)	(36)
Net cash used in investing activities	(28,970)	(7,570)	(30,059)
Cash flows from financing activities			
Taxes paid related to net share settlement of equity awards	(3,595)	(5,515)	(3,564)
Repurchases of Class A common stock	(27,956)	(44,537)	(6,272)
Proceeds from issuance of long-term debt, net	9,921	—	—
Principal payments on finance leases	(850)	(677)	(604)
Other financing activities	344	1	148
Net cash used in financing activities	(22,136)	(50,728)	(10,292)
Effect of exchange rate changes on cash, cash equivalents, and restricted cash	(638)	(474)	279
Net decrease in cash, cash equivalents, and restricted cash	(1,269)	(1,089)	(1,325)
Cash, cash equivalents, and restricted cash at beginning of the period	16,865	17,954	19,279
Cash, cash equivalents, and restricted cash at end of the period	\$ 15,596	\$ 16,865	\$ 17,954
Reconciliation of cash, cash equivalents, and restricted cash to the consolidated balance sheets			
Cash and cash equivalents	\$ 14,681	\$ 16,601	\$ 17,576
Restricted cash, included in prepaid expenses and other current assets	294	149	241
Restricted cash, included in other assets	621	115	137
Total cash, cash equivalents, and restricted cash	\$ 15,596	\$ 16,865	\$ 17,954

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2022	2021	2020
Supplemental cash flow data			
Cash paid for income taxes, net	\$ 6,407	\$ 8,525	\$ 4,229
Non-cash investing and financing activities:			
Property and equipment in accounts payable and accrued expenses and other current liabilities	\$ 3,319	\$ 3,404	\$ 2,201
Acquisition of businesses in accrued expenses and other current liabilities and other liabilities	\$ 291	\$ 73	\$ 118
Other current assets through financing arrangement in accrued expenses and other current liabilities	\$ 16	\$ 508	\$ —
Repurchases of Class A common stock in accrued expenses and other current liabilities	\$ 310	\$ 340	\$ 68

See Accompanying Notes to Consolidated Financial Statements.

Duplicate Set



**OGLETREE, DEAKINS, NASH,
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Sidra E. Cheema
919-789-3178
Sidra.cheema@ogletree.com

November 27, 2023

Or. Zeqi CUI
cuizeqi@gmail.com

Re: TN-1 Visa Petition

Dear Mr. CUK

In connection with your TN-1 visa petition, please find the following enclosed:

1. Form G-28, in duplicate;
2. Meta's Letter of Support, in duplicate;
3. Supporting documents, in duplicate; and
4. Meta's Annual Report, in duplicate.

Please review the enclosed documents and contact our office with any questions you may have.

Sincerely,
OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.

Sidra E. Cheema

Memo

To: Tr. Zeqi CUIÁ
From: Sidra E. Cheema
Date: 11/27/2023
Re: Canada Port of Entry – TN-1 Visa Instructions



Below is the standard information and documents you will need in order to gain entry to the United States via your TN-1 petition. Please remember to remove this cover letter prior to visiting the border.

General Information

In order to enter the United States on a TN-1 visa, you must present your petition to a U.S. Customs and Border Patrol officer at a port of entry. Once you have been approved and have entered the United States, an officer will stamp your passport with an entry stamp outlining your TN-1 status and date of entry. It is your responsibility, upon entering the United States, to access your I-94 record at <https://i94.cbp.dhs.gov/i94/#/home#section> and send us a scanned copy of the I-94 record along with a scanned copy of your passport entry stamp so that we can effectively assist you with tracking the validity of your stay in the United States.

Please note that if this is the first time you have obtained a temporary work visa, you may need to apply for a Social Security Number (SSN) through the Social Security Administration (SSA) office in the United States. To locate the nearest Social Security office to you, please visit: <http://ssa.gov/locator/>. Please be advised that the Social Security Administration does not issue SSNs for individuals who do not have work authorization.

Contact Information:

For assistance in locating a port of entry, please visit the following website: <http://www.cbp.gov/contact/ports>. There are 14 ports of entry which are designated for optimized processing. You are not required to use one of these 14 ports of entry, but if you choose to you may find further information about them at the following website: <http://www.cbp.gov/travel/canadian-and-mexican-citizens/traveling-tn-or-l1-visa-canada>.

Nonimmigrant Visa Application Checklist

Step 1: Receive and Review Your Petition Package

- Your petition package contains the following documents:
 - Cover letter to CBP;
 - Form G-28 (in duplicate);
 - Company support letter (in duplicate);
 - Additional supporting documents provided by Ogletree Deakins.
- Please review and familiarize yourself with the information in your company support letter as the CBP Officer will ask you questions about the information before approving your petition and admitting you to the United States.

Step 2: Obtain Specific Instructions For Your Airport of Border Crossing Station

- International Airport in Canada
 - You must have an outgoing airline ticket purchased prior to obtaining your visa
 - For information on pre-clearance, please visit the following: <http://www.cbp.gov/border-security/ports-entry/operations/preclearance>.
 - To check airport wait times for incoming travelers to the U.S., please visit the following: <http://www.cbp.gov/travel/advisories-wait-times>.
- Border Crossing Station
 - You may obtain specific information about your port of entry at the following website: <http://www.cbp.gov/contact/ports>.
 - For information on pre-clearance, please visit the following: <http://www.cbp.gov/border-security/ports-entry/operations/preclearance>.
 - To check border wait times for incoming travelers to the U.S., please visit the following: <http://www.cbp.gov/travel/advisories-wait-times>.

Step 3: Compile All Documentation

- TN-1 Petition Package (enclosed)
- Valid Canadian Passport for each family member
- Documents demonstrating relationship to the primary applicant for any dependents (marriage certificate for spouse, birth certificates for children)
- Original or certified copies of education documents (degrees, transcripts, U.S. equivalency evaluation).
- Payment for fees. **Please note that all fees must be paid in U.S. Dollars.** You will be required to pay a fee of \$50 by cashier check, cash, or credit card. Additionally, a \$6 land/sea travelers fee may apply for each family member if you are entering through a border crossing station. Be prepared to pay this fee in cash.
- Make a copy of all documentation for your records as CBP may keep some of the documents that you present.

Step 4: Apply For Your TN-1 Visa at Your Chosen Port of Entry

- If traveling by air please arrive at the airport well before your scheduled flight as visa processing can take several hours to complete.
- Upon arrival at your selected airport or border crossing station, you will meet with a CBP officer who will review and adjudicate your petition.
- If approved you will be granted entry to the United States under TN-1 status.

Step 5: Arrival in the United States

- Upon entry to the United States, you will be required to obtain a hard copy of your I-94 card at the CBP web portal, <https://i94.cbp.dhs.gov/i94/#/home#section>
- Please send the hard copy of your I-94, along with a scanned copy of your passport "entry" stamp to our office so that we may effectively participate with you in tracking the expiration date of your legal status.**
 - Please note that only unmarried, dependent children are eligible for dependent nonimmigrant (TD) visas until they turn 21. If you have a child between the ages of 18 and 21, please contact your attorney once you and your family enter the United States to determine whether their visa and I-94 card were issued for the correct period of time and if any options are available to your child after they turn 21.

**OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.**
Attorneys at Law



8529 Six Forks Road,
Forum IV, Suite 600
Raleigh, NC 27615

Telephone – 919-787-9700
Fax – 919-783-9414
www.ogletree.com

Sidra E. Cheema
919-789-3178
Sidra.cheema@ogletree.com

November 27, 2023

U.S. POE
Canada

Re: TN-1 Visa Petition of Meta Platforms, Inc. on behalf of Mr. Zeqi CUI"

Dear Officer:

Enclosed please find the following documents, in duplicate:

1. Form G-28;
2. Company support letter;
3. Proof of the beneficiary's Canadian citizenship;
4. Copy of the beneficiary's educational documents;
5. Copy of the beneficiary's resume; and
6. Copy of Meta's company information.

We respectfully request that the TN-1 visa be approved for Mr. Zeqi CUI for a temporary period of three years.
Please contact me directly if further documentation is needed.

Sincerely,

**OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.**

Sidra E. Cheema



Notice of Entry of Appearance as Attorney or Accredited Representative

Department of Homeland Security

DHS

Form G-28

OMB No. 1615-0105

Expires 05/31/2021

Part 1. Information About Attorney or Accredited Representative

1. USCIS Online Account Number (if any)

►

Name of Attorney or Accredited Representative

2.a. Family Name (Last Name)

2.b. Given Name (First Name)

2.c. Middle Name

Address of Attorney or Accredited Representative

3.a. Street Number and Name

3.b. Apt. Ste. Flr.

3.c. City or Town

3.d. State 3.e. ZIP Code

3.f. Province

3.g. Postal Code

3.h. Country

Contact Information of Attorney or Accredited Representative

4. Daytime Telephone Number

5. Mobile Telephone Number (if any)

6. Email Address (if any)

7. Fax Number (if any)

Part 2. Eligibility Information for Attorney or Accredited Representative

Select all applicable items.

- 1.a. I am an attorney eligible to practice law in, and a member in good standing of, the bar of the highest courts of the following states, possessions, territories, commonwealths, or the District of Columbia. If you need extra space to complete this section, use the space provided in **Part 6. Additional Information**.

Licensing Authority

- 1.b. Bar Number (if applicable)

- 1.c. I (select **only one** box) am not am subject to any order suspending, enjoining, restraining, disbarring, or otherwise restricting me in the practice of law. If you are subject to any orders, use the space provided in **Part 6. Additional Information** to provide an explanation.

- 1.d. Name of Law Firm or Organization (if applicable)

- 2.a. I am an accredited representative of the following qualified nonprofit religious, charitable, social service, or similar organization established in the United States and recognized by the Department of Justice in accordance with 8 CFR part 1292.

- 2.b. Name of Recognized Organization

- 2.c. Date of Accreditation (mm/dd/yyyy)

3. I am associated with

the attorney or accredited representative of record who previously filed Form G-28 in this case, and my appearance as an attorney or accredited representative for a limited purpose is at his or her request.

- 4.a. I am a law student or law graduate working under the direct supervision of the attorney or accredited representative of record on this form in accordance with the requirements in 8 CFR 292.1(a)(2).

- 4.b. Name of Law Student or Law Graduate



Part 3. Notice of Appearance as Attorney or Accredited Representative

If you need extra space to complete this section, use the space provided in **Part 6. Additional Information**.

This appearance relates to immigration matters before (select **only one** box):

- 1.a. U.S. Citizenship and Immigration Services (USCIS)
- 1.b. List the form numbers or specific matter in which appearance is entered.
[Redacted]
- 2.a. U.S. Immigration and Customs Enforcement (ICE)
- 2.b. List the specific matter in which appearance is entered.
[Redacted]
- 3.a. U.S. Customs and Border Protection (CBP)
- 3.b. List the specific matter in which appearance is entered.
TN-1 Visa
[Redacted]
4. Receipt Number (if any)
► [Redacted]
5. I enter my appearance as an attorney or accredited representative at the request of the (select **only one** box):
 Applicant Petitioner Requestor
 Beneficiary/Derivative Respondent (ICE, CBP)

Information About Client (Applicant, Petitioner, Requestor, Beneficiary or Derivative, Respondent, or Authorized Signatory for an Entity)

- 6.a. Family Name (Last Name) **Aboobaker**
[Redacted]
- 6.b. Given Name (First Name) **Azmina**
[Redacted]
- 6.c. Middle Name [Redacted]
- 7.a. Name of Entity (if applicable)
Meta Platforms, Inc.
[Redacted]
- 7.b. Title of Authorized Signatory for Entity (if applicable)
Director, US Immigration
[Redacted]
8. Client's USCIS Online Account Number (if any)
► [Redacted]
9. Client's Alien Registration Number (A-Number) (if any)
► A- [Redacted]

Client's Contact Information

10. Daytime Telephone Number

4085335781

11. Mobile Telephone Number (if any)

[Redacted]

12. Email Address (if any)

ImmigrationFYI@fb.com

Mailing Address of Client

NOTE: Provide the client's mailing address. **Do not** provide the business mailing address of the attorney or accredited representative **unless** it serves as the safe mailing address on the application or petition being filed with this Form G-28.

- 13.a. Street Number and Name **1 Hacker Way (AKA "1601 Willow Road")**

- 13.b. Apt. Ste. Flr. **MROD**

- 13.c. City or Town **Menlo Park**

- 13.d. State **CA**

- 13.e. ZIP Code **94025**

- 13.f. Province [Redacted]

- 13.g. Postal Code [Redacted]

- 13.h. Country

United States of America

Part 4. Client's Consent to Representation and Signature

Consent to Representation and Release of Information

I have requested the representation of and consented to being represented by the attorney or accredited representative named in **Part 1.** of this form. According to the Privacy Act of 1974 and U.S. Department of Homeland Security (DHS) policy, I also consent to the disclosure to the named attorney or accredited representative of any records pertaining to me that appear in any system of records of USCIS, ICE, or CBP.



Part 4. Client's Consent to Representation and Signature (continued)

Options Regarding Receipt of USCIS Notices and Documents

USCIS will send notices to both a represented party (the client) and his, her, or its attorney or accredited representative either through mail or electronic delivery. USCIS will send all secure identity documents and Travel Documents to the client's U.S. mailing address.

If you want to have notices and/or secure identity documents sent to your attorney or accredited representative of record rather than to you, please select **all applicable** items below. You may change these elections through written notice to USCIS.

- 1.a. I request that USCIS send original notices on an application or petition to the business address of my attorney or accredited representative as listed in this form.
- 1.b. I request that USCIS send any secure identity document (Permanent Resident Card, Employment Authorization Document, or Travel Document) that I receive to the U.S. business address of my attorney or accredited representative (or to a designated military or diplomatic address in a foreign country (if permitted)).
- NOTE: If your notice contains Form I-94, Arrival-Departure Record, USCIS will send the notice to the U.S. business address of your attorney or accredited representative. If you would rather have your Form I-94 sent directly to you, select Item Number 1.c.
- 1.c. I request that USCIS send my notice containing Form I-94 to me at my U.S. mailing address.

Signature of Client or Authorized Signatory for an Entity

- 2.a. Signature of Client or Authorized Signatory for an Entity
X ➔ 
- 2.b. Date of Signature (mm/dd/yyyy)

Part 5. Signature of Attorney or Accredited Representative

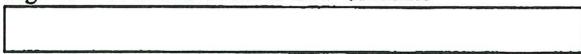
I have read and understand the regulations and conditions contained in 8 CFR 103.2 and 292 governing appearances and representation before DHS. I declare under penalty of perjury under the laws of the United States that the information I have provided on this form is true and correct.

1. a. Signature of Attorney or Accredited Representative



- 1.b. Date of Signature (mm/dd/yyyy)

- 2.a. Signature of Law Student or Law Graduate



- 2.b. Date of Signature (mm/dd/yyyy)



Part 6. Additional Information

If you need extra space to provide any additional information within this form, use the space below. If you need more space than what is provided, you may make copies of this page to complete and file with this form or attach a separate sheet of paper. Type or print your name at the top of each sheet; indicate the **Page Number**, **Part Number**, and **Item Number** to which your answer refers; and sign and date each sheet.

1.a Family Name

1.b. Given Name

1.c. Middle Name

2.a. Page Number 2.b. Part Number 2.c. Item Number

2.d. RE: Petition for Non-Immigrant Worker

Petitioner: Meta Platforms, Inc.

Beneficiary: Zeqi CUI

4.a. Page Number 4.b. Part Number 4.c. Item Number

4.d. _____

3.a. Page Number 3.b. Part Number 3.c. Item Number

3.d. _____

5.a. Page Number 5.b. Part Number 5.c. Item Number

5.d. _____





1 Hacker Way
Menlo Park, CA 94025
United States of America

November 20, 2023

U.S. Customs and Border Protection

RE: I-129, Petition for Non-Immigrant Worker
Petitioner: Meta Platforms, Inc.
Beneficiary: Zeqi CUI

Dear Sir/Madam:

This letter is offered in support of the TN visa petition filed by Meta Platforms, Inc. on behalf of Zeqi CUI whom we wish to employ in the occupation of Software Engineer at our New York, NY location for a temporary period of three (3) years.

THE PETITIONER

Meta Platforms, Inc. ("Meta") builds technologies that help people connect, find communities, and grow businesses. When Facebook launched in 2004, it changed the way people connect. Apps like Messenger, Instagram and WhatsApp further empowered billions around the world. Now, Meta is moving beyond 2D screens towards immersive experiences like augmented and virtual reality to help build the next evolution in social technology.

THE POSITION
(TN Classification: ENGINEER)

Meta Platforms, Inc. is petitioning for the beneficiary to join our company as an Engineer (Internal Title: Software Engineer). This role falls under the USMCA classification of Engineer, which broadly encompasses all types of engineering. As such, Meta Platforms, Inc. requires Software Engineer candidates to hold a Bachelor's degree or higher.

As a Software Engineer, the Beneficiary will perform professional and specialized duties in software engineering within the our organization. Software Engineers at Meta are responsible for engineering the systems and databases behind Meta products, which are used by more than 2 billion people every day. Developing such widely used technology requires the highest level of quantitative and analytical skills in both mathematics and science.

The Beneficiary's duties will involve the following:

- Help build the next generation of systems behind Meta's products, create web and/or mobile applications that reach over two billion people, and build high volume servers to support content.
- Harness passion for technology and undergraduate-level knowledge, and help build highly scalable performant solutions.
- Develop undergraduate-level knowledge of algorithms and core computer science concepts and ability to apply that knowledge to real world systems with support and guidance from a direct supervisor.
- With solutions provided by a supervisor utilize ability to apply them to production problems and contribute to architectural decisions.
- Employ specialty knowledge across the following areas: data processing, programming languages, databases, networking, and operating systems.
- Utilize knowledge of data base management system software, development environment software, object oriented development software, program testing software, operating system software, and various programming languages.
- Utilize knowledge of computer hardware and software, including applications and programming, and of systems architecture and components, including networking and storage.

This position requires, at a minimum, a Bachelor's degree or equivalent in Software Engineering, Computer Engineering, or a closely related field of study.

The Petitioner respectfully submits that the requirements imposed by Meta Platforms, Inc. for the occupation of Software Engineer are quite normal in the context of our operations and the industry. These requirements also bear a reasonable relationship to the occupation in the context of the business operations and are essential to perform, in a reasonable manner, the job duties described.

In performing these job duties, the beneficiary will utilize some of the following development tools and technologies: C, C++, C# or Java; Python, PHP or Haskell; and relational databases and SQL. Additionally, the beneficiary will use a variety of software development tools, including code editors (such as VIM or Emacs) and revision control systems (such as Subversion, GIT or Perforce). Moreover, the beneficiary will rely upon knowledge of operating systems (Linux, UNIX or other *nix-like OS), including file manipulation and commands. Core web technologies, which may include HTML, CSS or JavaScript, are also a central component of the Software Engineer role. The beneficiary will apply their knowledge of such cutting-edge technologies to build highly-scalable performant solutions and distributed systems.

THE BENEFICIARY

The beneficiary is well-qualified for this position. The beneficiary received at least a Bachelor's degree, or equivalent, in a field closely related to the job duties of the proffered position. Please see all relevant and required educational and/or experience documentation, including any credentials evaluation (if applicable), enclosed.

CONCLUSION

Meta Platforms, Inc. now wishes to employ the beneficiary pursuant to valid TN status for a temporary period not to exceed three (3) years. The beneficiary will receive an annual salary of at least \$210,000 in addition to the company's standard benefits package. Meta Platforms, Inc. submits that beneficiary is eligible for TN status pursuant to Chapter 16, Appendix 2 of USMCA for they are a Canadian Citizen, possess at least a Bachelor's degree in a related field of study, and will perform job duties that fit within the designation of Engineer contained in the Chapter 16, Appendix 2 of USMCA.

Your review and approval of this TN visa petition would be appreciated.

Sincerely,

X 
Azmina Aboobaker
Director, US Immigration

AA/EE



THE TRUSTFORTE CORPORATION

271 Madison Avenue, Third Floor, New York, New York 10016

Tel: 212-481-4870 • Fax: 212-481-4971, 4972

Email: info@trustfortecorp.com www.trustfortecorp.com

ACADEMIC EQUIVALENCY EVALUATION

Date: November 21, 2023

Name: **CUI, Zeqi**

Country: Canada (Ontario)

Degree: Bachelor of Applied Science (Honours)

Institution: University of Waterloo

Date of Award: June 20, 2020

Educational Equivalent in the United States:

BACHELOR OF SCIENCE DEGREE IN COMPUTER ENGINEERING

The following is an analysis and advisory evaluation of the academic credentials of Zeqi Cui. As discussed herein, Zeqi Cui completed a four-year bachelor's-level honours program in Computer Engineering at the University of Waterloo, in Ontario, Canada. Based on the foregoing academic credentials, I find that Zeqi Cui attained the foreign equivalent of a four-year Bachelor of Science Degree in Computer Engineering from an accredited US college or university based on the single source of the Bachelor of Applied Science (Honours) program completed by the candidate at the University of Waterloo.

Zeqi Cui completed post-secondary studies in a four-year bachelor's-level honours program in Computer Engineering at the University of Waterloo. The University of Waterloo is an accredited institution of higher education in Ontario, Canada. Admission to the bachelor's-level programs of the University of Waterloo is based on the completion of preliminary post-secondary studies and competitive entrance examinations.

At the University of Waterloo, Zeqi Cui completed the general studies and specialized studies which lead to a bachelor's-level degree. The general studies included entry-level classes in mathematics, science, language arts, and social studies.

Additionally, Zeqi Cui completed advanced bachelor's coursework, concentrated in Computer Engineering. Following the candidate's completion of the required classes and examinations, on June 20, 2020, Zeqi Cui was awarded a Diploma for a four-year Bachelor of Applied Science (Honours) Degree by the University of Waterloo. The nature of the courses and the credit hours involved indicate that Zeqi Cui attained the foreign equivalent of a four-year Bachelor of Science Degree in Computer Engineering from an accredited US college or university.



I note that this finding has been confirmed by the Electronic Database for Global Education (EDGE) of the American Association of Collegiate Registrars and Admission Officers (AACRAO). According to EDGE, a four-year Bachelor's Degree and an Honors Bachelor's Degree awarded by a university in Ontario, Canada both represent "attainment of a level of education comparable to a bachelor's degree in the United States."

Accordingly, based on the reputation of the academic programs offered by the University of Waterloo, the number of years of coursework, the nature of the coursework, the grades attained in the courses, and the hours of academic coursework, it is the judgment of The Trustforte Corporation that Zeqi Cui attained the foreign equivalent of a four-year Bachelor of Science Degree in Computer Engineering from an accredited college or university in the United States based on the single source of the Bachelor of Applied Science (Honours) program completed by the candidate at the University of Waterloo.

This evaluation is based on copies of the original documents provided by Zeqi Cui and represented to be authentic and true copies of the original documents. We have no reason to doubt the authenticity and accuracy of these documents. This is a true and correct evaluation to the best of our knowledge and belief, pursuant to requirements of the United States Citizenship and Immigration Services ("USCIS") of the United States Department of Homeland Security. The Trustforte Corporation is a credentials evaluation service and academic advisory firm specializing in the evaluation of foreign educational credentials. Past academic equivalency evaluations of The Trustforte Corporation have been accepted regularly by the USCIS and various US educational institutions.

Natalie J. Araujo, M.A., Evaluator; Member, NAFSA: Association of International Educators and National Association for College Admission Counseling (NACAC); Corporate Member, American Association of Collegiate Registrars and Admissions Officers (AACRAO) and National Association of Graduate Admissions Professional (NAGAP).

For detailed statement of qualifications and experience of evaluator, see attached resume.

- References:
1. AACRAO EDGE. *AACRAO Electronic Database for Global Education (EDGE)*. Online database. www.aacraoedge.org
The Trustforte Corporation is a paid subscriber to the AACRAO Electronic Database for Global Education (EDGE) and is sharing this information as a reference to an evaluation. Other use is strictly prohibited. EDGE is available only to subscribers. This rendering of a page in EDGE was created on the date this Evaluation was issued as a reflection of the database on that day. The EDGE database is dynamic and credential advice is subject to change.
 2. International Academic Credentials Handbook, Volume I, Washington, D.C.: AACRAO/NAFSA, 1988.
 3. Taylor, Ann [ed.]. *International Handbook of Universities and Other Institutions of Higher Education*, 12th ed. NY: Stockton Press, 1991.



4. Peterson's Register of Higher Education, 1994. 7th ed. Princeton, New Jersey: Peterson's Guides, 1994.



GO

Select Country



SECTION MENU



Bachelor's Degree (4-year)/(Honours)

CREDENTIAL DESCRIPTION

Awarded upon completion of 4 years (120 credits) of study.

CREDENTIAL ADVICE

The *Bachelor's Degree (4-year)/(Honours)* represents attainment of a level of education comparable to a bachelor's degree in the United States.

CREDENTIAL AUTHOR NOTES

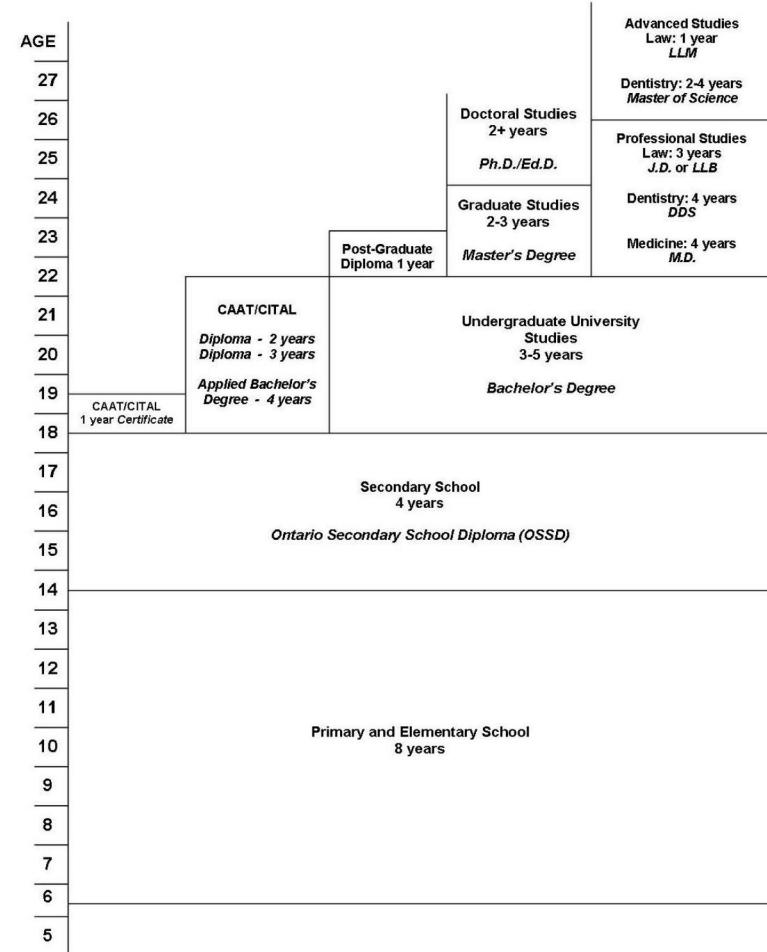
Review transcripts to determine the number of credits awarded.

ADDITIONAL INFORMATION

Entry requirement: High School Diploma

Leads to: Grants access to graduate studies

ONTARIO - EDUCATIONAL LADDER



[REQUEST AN UPDATE](#)

S

R.

BE A PART OF THE CONVERSATION. JOIN OUR LISTSERV.

[SUBSCRIBE](#)

NATALIE ARAUJO

EXPERIENCE

- 2007 - **The Trustforte Corporation**
Evaluator and Vice President of Operations and Client Services
Perform evaluations of foreign educational credentials; assess foreign credentials and educational systems; provide expert opinions on comparative educational credentials, direct research on foreign universities and educational systems; full-service client support and customer relations management
- 2004-2007 **The Trustforte Corporation**
Junior Evaluator and Manager of Client Services
Conduct research on foreign educational credentials equivalencies; provide analyses with respect to evaluation and education issues; assist clients with equivalency issues; facilitate client relationships.
- 2002-2004 **Clark University, English Department**
Teaching Assistant
Assisted professors with class preparation and correction of essays and exams; taught classes on British Literature, Drama of the Western Tradition, and Communications and Culture; tutored students in writing and composition
- 2003-2004 **Clark University, Professor Vaughan**
Research Assistant
Conducted library and internet research on 16th century British drama; compiled extensive bibliographies

EDUCATION

- May, 2004 **Clark University**, Worcester, MA
M.A. English, concentration in American Literature
- 1999-2002 **Johannes Gutenberg-University**, Mainz, Germany
Intermediate Degree in American Studies, December 2001
Major: American Studies \ Minors: British Studies and Media Studies
- 2002-2004 Awarded prestigious scholarship by the German Academic Exchange Service (DAAD) for 2002/2003 and 2003/2004

University of Waterloo

The Senate confirms that

Zeqi Cui

is admitted to the degree

Bachelor of Applied Science

Honours Computer Engineering – Co-operative Program

with all associated rights, privileges and obligations.


PRESIDENT AND VICE-CHANCELLOR


REGISTRAR




DEAN, FACULTY OF ENGINEERING

THIS TWENTIETH DAY OF JUNE
TWO THOUSAND AND TWENTY

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Degrees Awarded

Degree: Bachelor of Applied Science
Confer Date: 06/20/2020
Computer Engineering, Honours, Co-operative Program

Beginning of Undergraduate Record

Fall 2015

Program: Electrical Engineering, Honours, Co-operative Program
Level: 1A Load: Full-Time Form Of Study: Enrolment

<u>Course</u>		<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
CHE	102	Chemistry for Engineers <i>Supplementary Exam Completed</i> <i>Grade: Satisfied</i>	0.50	0.00	40
ECE	100A	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.20	0.20	75
ECE	105	Physics of Electrical Engineering 1	0.50	0.50	63
ECE	140	Linear Circuits	0.50	0.50	74
ECE	150	Fundamentals of Programming	0.50	0.50	83
MATH	117	Calculus 1 for Engineering	0.50	0.50	64
Term GPA			In GPA	Earned	
64.80			2.70	2.20	
Cumulative GPA			2.50	2.20	
Academic Standing: Promotion Granted Effective 01/05/2017					

Winter 2016

Program: Electrical Engineering, Honours, Co-operative Program
Level: 1A Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>		<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP	1	Co-operative Work Term	0.50	0.00	CR
PD	20	Engineering Workplace Skills I: Developing Reasoned Conclusions	0.50	0.50	CR
Term GPA			In GPA	Earned	
0.00			1.00	0.50	
Cumulative GPA			2.50	2.70	

Spring 2016

Program: Electrical Engineering, Honours, Co-operative Program
Level: 1B Load: Full-Time Form Of Study: Enrolment

<u>Course</u>		<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
ECE	100B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.20	0.20	CR
ECE	103	Discrete Mathematics	0.50	0.50	61
ECE	106	Physics of Electrical Engineering 2	0.50	0.50	67
ECE	124	Digital Circuits and Systems	0.50	0.50	79
ECE	155	Engineering Design with Embedded Systems	0.50	0.50	72
MATH	119	Calculus 2 for Engineering	0.50	0.50	59
Term GPA			In GPA	Earned	
67.60			2.70	2.70	
Cumulative GPA			5.00	5.40	
Academic Standing: Satisfactory standing Effective 08/31/2016					

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Fall 2016

Program: Electrical Engineering, Honours, Co-operative Program
Level: 1B Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 2	Co-operative Work Term	0.50	0.00	CR
PD 21	Engineering Workplace Skills II: Developing Effective Plans	0.50	0.50	CR
			<u>In GPA</u>	<u>Earned</u>
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	66.20 Cumulative Totals	5.00	5.90	

Winter 2017

Program: Computer Engineering, Honours, Co-operative Program
Level: 2A Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
ECE 200A	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 204A	Numerical Methods 1	0.25	0.25	87
ECE 205	Advanced Calculus 1 for Electrical and Computer Engineers	0.50	0.50	75
ECE 222	Digital Computers	0.50	0.50	79
ECE 240	Electronic Circuits 1	0.50	0.50	74
ECE 250	Algorithms and Data Structures	0.50	0.50	80
ECE 290	Engineering Profession, Ethics, and Law	0.50	0.50	72
MATH 215	Linear Algebra for Engineering	0.50	0.50	71
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	76.08 Term Totals	3.35	3.35	
Cumulative GPA	70.09 Cumulative Totals	8.25	9.25	

Academic Standing: Good standing Effective 04/30/2017

Spring 2017

Program: Computer Engineering, Honours, Co-operative Program
Level: 2A Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 3	Co-operative Work Term	0.50	0.00	CR
PD 8	Intercultural Skills	0.50	0.50	CR
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	70.09 Cumulative Totals	8.25	9.75	

Fall 2017

Program: Computer Engineering, Honours, Co-operative Program
Level: 2B Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
BET 320	Introduction to Commercialization Strategy	0.50	0.50	88
ECE 200B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 207	Signals and Systems	0.50	0.50	61
ECE 224	Embedded Microprocessor Systems	0.50	0.50	81
ECE 242	Electronic Circuits 2	0.50	0.50	81
ECE 254	Operating Systems and Systems Programming	0.50	0.50	64
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	75.00 Term Totals	2.60	2.60	
Cumulative GPA	71.23 Cumulative Totals	10.75	12.35	

Academic Standing: Good standing Effective 12/31/2017

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Winter 2018

Program: Computer Engineering, Honours, Co-operative Program
Level: 2B Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 4	Co-operative Work Term	0.50	0.00	CR
PD 6	Problem Solving	0.50	0.50	CR
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	71.23 Cumulative Totals	10.75	12.85	

Spring 2018

Program: Computer Engineering, Honours, Co-operative Program
Level: 3A Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
ECE 300A	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 316	Probability Theory and Statistics	0.50	0.50	77
ECE 327	Digital Hardware Systems	0.50	0.50	82
ECE 351	Compilers	0.50	0.50	79
ECE 380	Analog Control Systems	0.50	0.50	74
STV 202	Design and Society	0.50	0.50	69
WKRPT 201	Work-term Report <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.13	0.13	75
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	76.20 Term Totals	2.73	2.73	
Cumulative GPA	72.17 Cumulative Totals	13.25	15.58	

Academic Standing: Good standing Effective 09/19/2018

Fall 2018

Program: Computer Engineering, Honours, Co-operative Program
Level: 3A Load: Part-Time Form Of Study: Co-op Work Term

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
COOP 5	Co-operative Work Term	0.50	0.00	CR
PD 5	Project Management	0.50	0.50	CR
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	0.00 Term Totals	1.00	0.50	
Cumulative GPA	72.17 Cumulative Totals	13.25	16.08	

Winter 2019

Program: Computer Engineering, Honours, Co-operative Program
Level: 3B Load: Full-Time Form Of Study: Enrolment

<u>Course</u>	<u>Description</u>	<u>Attempted</u>	<u>Earned</u>	<u>Grade</u>
EARTH 270	Disasters and Natural Hazards	0.50	0.50	85
ECE 300B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10	CR
ECE 318	Analog and Digital Communications	0.50	0.50	83
ECE 356	Database Systems	0.50	0.50	68
ECE 358	Computer Networks	0.50	0.50	81
ECE 390	Engineering Design, Economics, and Impact on Society	0.50	0.50	85
WKRPT 301	Work-term Report <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.13	0.13	89
		<u>In GPA</u>	<u>Earned</u>	
Term GPA	80.40 Term Totals	2.73	2.73	
Cumulative GPA	73.48 Cumulative Totals	15.75	18.81	

Academic Standing: Excellent standing Effective 05/22/2019

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

Spring 2019

Program:	Computer Engineering, Honours, Co-operative Program			
Level:	4A	Load: Full-Time	Form Of Study: Enrolment	
Course				
ECE	400A	Description	Attempted	Earned Grade
		Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10 CR
ECE	454	Distributed Computing	0.50	0.50 71
ECE	457A	Cooperative and Adaptive Algorithms	0.50	0.50 77
ECE	458	Computer Security	0.50	0.50 70
ECE	498A	Engineering Design Project	0.50	0.50 89
MUSIC	140	Popular Music and Culture	0.50	0.50 56
Term GPA	72.60	Term Totals	In GPA	Earned
Cumulative GPA	73.36	Cumulative Totals	18.25	21.41
Academic Standing: Good standing Effective 09/18/2019				

Fall 2019

Program:	Computer Engineering, Honours, Co-operative Program			
Level:	4A	Load: Part-Time	Form Of Study: Co-op Work Term	
Course				
COOP	6	Description	Attempted	Earned Grade
		Co-operative Work Term	0.50	0.00 CR
Term GPA	0.00	Term Totals	In GPA	Earned
Cumulative GPA	73.36	Cumulative Totals	18.25	21.41

Winter 2020

Program:	Computer Engineering, Honours, Co-operative Program			
Level:	4B	Load: Full-Time	Form Of Study: Enrolment	
COVID-19 impacted assessment methods and performance in many courses this term.				
Course		Description	Attempted	Earned Grade
CLAS	123	Classical Studies in Pop Culture	0.50	0.50 82
ECE	400B	Electrical and Computer Engineering Practice <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.10	0.10 CR
ECE	405	Introduction to Quantum Mechanics	0.50	0.50 55
ECE	459	Programming for Performance	0.50	0.50 85
ECE	493	Special Topics in Electrical and Computer Engineering	0.50	0.50 75
Course Topic:		Autonomous Vehicles		
ECE	498B	Engineering Design Project	0.50	0.50 89
WKRPT	401	Work-term Report <i>Degree Requirement, Not in Avg, Not in Fail Count</i>	0.13	0.13 89
Term GPA	77.20	Term Totals	In GPA	Earned
Cumulative GPA	73.82	Cumulative Totals	20.75	24.14
Academic Standing: Good standing Effective 05/27/2020				

Milestones

<u>Date Completed</u>	<u>Description</u>	<u>Status</u>
10/06/2015	Workplace Hazardous Materials	Completed
11/23/2015	English Proficiency	Completed
04/30/2016	Work Term 1	Completed
12/30/2016	Work Term 2	Completed
04/30/2017	Work Report 1	Completed
08/30/2017	Work Term 3	Completed
12/12/2017	Technical Presentation	Completed
04/30/2018	Work Term 4	Completed
08/30/2018	Work Report 2	Completed
12/30/2018	Work Term 5	Completed
04/30/2019	Work Report 3	Completed
12/31/2019	Work Term 6	Completed
04/30/2020	Work Report 4	Completed

Undergraduate Unofficial Transcript

Name: Cui, Zeqi
Student ID: 20608547
Ontario Education Nbr: 756772026

2016

Scholarships and Awards
University of Waterloo President's Scholarship

End of Undergraduate Unofficial Transcript



Application: University of Waterloo Program

Personal

PERSONAL INFORMATION

Salutation: Mr.

First Name: Zeqi

Middle Name:

Family Name: Cui

Gender: Male

Marital Status: Single

Number of Children: 0

Birth Date: 1997-06-13

City of Birth: Beijing

Country of Birth: China

Country of Permanent Legal Residence: Canada

Country of Citizenship: Canada

Contact

CURRENT CONTACT INFORMATION

Street: 83 Waterton Crescent

City: Richmond Hill

State/Province: Ontario

Postal Code: L4B4L3

Country: Canada

Phone: 6479967528

Alternate Phone:

Mobile Phone:

Fax:

Email Address: z26cui@edu.uwaterloo.ca

Alternate Email Address:

Current Contact Information valid until: Valid indefinitely

PERMANENT CONTACT INFORMATION

Street: 83 Waterton Crescent

City: Richmond Hill

State/Province: Ontario

Postal Code: L4B4L3

Country: Canada

Phone: 6479967528

Alternate Phone:

Fax:

Email Address: z26cui@edu.uwaterloo.ca

Permanent Contact Information valid until: Valid indefinitely

EMERGENCY CONTACT #1 INFORMATION

Salutation: Mrs.

First Name: Nancy

Last Name:Yao
Relationship:Step-Mother
Street:83 Waterton Crescent
City:Richmond Hill
State/Province:Ontario
Postal Code:L4B4L3
Country:Canada
Phone:4168909528
Alternate Phone:
Mobile Phone:
Email Address:nancyyaoxn@gmail.com

Academic

SCHOOLS ATTENDED

1. Date From: 2015-09
Date To: 2020-04
Current or most recent school: No
Name: University of Waterloo
School Website: <https://uwaterloo.ca/>
School Type: Undergraduate
Major/Concentration: Engineering, General
Degrees, certificates or diplomas awarded/will be awarded: BS - Bachelor of Science
-
2. Date From:
Date To:
Current or most recent school: No
Name:
School Website:
School Type:
Major/Concentration:
Degrees, certificates or diplomas awarded/will be awarded:
-
3. Date From:
Date To:
Current or most recent school: No
Name:
School Website:
School Type:
Major/Concentration:
Degrees, certificates or diplomas awarded/will be awarded:
-
4. Date From:
Date To:
Current or most recent school: No
Name:
School Website:
School Type:
Major/Concentration:
Degrees, certificates or diplomas awarded/will be awarded:

PROFICIENCY IN FOREIGN LANGUAGES

	Language	Oral	Writing	Reading
1.				
2.				
3.				
4.				

PREVIOUS INSTRUCTION IN FOREIGN LANGUAGES

1. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:
-
2. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:
-
3. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:
-
4. Date From:
Date To:
Place:
Type of educational institution:
Hours Per Week:
Certificates, diploma, or credit received:

Employment

WORK EXPERIENCE**EMPLOYMENT HISTORY**

1.	Date From: 2018-09 Date To: 2018-12	Employer: Google Type of Business: Technology Position Held/Title: Software Developer Intern Phone Number: Description of Responsibilities: Gmail team, testing, developing features for the testing platform	Street Address: 51 Breithaupt St Suite/Apt: Other: City Kitchener State/Province: Ontario Postal Code: N2H 5G5 Country: Canada
2.	Date From: 2018-01 Date To: 2018-04	Employer: Microsoft Type of Business: Technology Position Held/Title: Software Engineering Intern Phone Number: Description of Responsibilities: Microsoft Azure platform. Implemented open source SQL to Spark connector.	Street Address: 15590 NE 31st Street Suite/Apt: Other: City Redmond State/Province: Washington Postal Code: 98052 Country: United States
3.	Date From: Date To:	Employer: Type of Business: Position Held/Title: Phone Number: Description of Responsibilities:	Street Address: Suite/Apt: Other: City State/Province: Postal Code: Country:
4.	Date From: Date To:	Employer: Type of Business: Position Held/Title: Phone Number: Description of Responsibilities:	Street Address: Suite/Apt: Other: City State/Province: Postal Code: Country:

Supplementary Information**PREVIOUS UNITED STATES VISA(S)**

Have you ever obtained a U.S. visa? Yes

Date From: 2018-01-08 Date To: 2018-04-27	Visa Type: J1 - For internship Sponsor: Microsoft	City: Redmond State: Washington
Date From: Date To:	Visa Type: Sponsor:	City: State:
Date From: Date To:	Visa Type: Sponsor:	City: State:

Have you ever been denied a U.S. visa? No

Do you have any U.S. visas currently pending? No

LEARNED ABOUT CULTURAL VISTAS

How did you hear about the program? University, Career Services, University of Waterloo - CECA

Have you previously applied to this program? No

Professional Assignment

Internship/Practical Training Field: Engineering, General

Internship Start Date: 2019-09-03

Internship End Date: 2019-12-20

FINANCE

Total Personal Funds: U.S. \$3000.00
 Host Company Compensation: U.S. \$27692.00
 Total Stipend or Scholarship: U.S. \$9000.00

HOST COMPANY

Do you already have an established personal contact Yes
 at a company that you want us to contact on your behalf?

Company Name: Google
 Street: 1225 Crossman Avenue
 City: Sunnyvale
 State/Province: California
 Postal Code: 94089
 Country: United States
 Contact First Name: Virginia
Contact Last Name: Murphy
 Contact Telephone: 650-253-4513
 Contact Fax:
 Contact Email: virginiamurphy@google.com

INSURANCE

Will you be using Cultural Vistas Insurance?

Essays

ESSAYS

What are some of the career goals you hope to achieve by completing an internship in the United States?:

I hope to learn and study within the industry of software engineering. Learn how to think and process large scale data platforms and complex software systems. Google is a large company and the scale they operate at is truly massive. I hope to make an impact in whatever work I will be assigned. I also aim to do well enough at my internship so that I can be offered a full-time position at team I worked at.

What specific skills do you hope to learn in the United States that you would not learn in your home country or another foreign country?:

First and foremost, the people who work at Google HQ are diverse, experienced and talented in their domain. There aren't many places where large groups of engineers get to collaborate and work on something together. Critical thinking, leadership, teamwork are all skills I hope to take away from my internship from the United States. I will try my best to learn from the engineers, product managers and my team.

Besides professional skills, what do you hope to gain from this internship?:

I hope to gain the domain knowledge of my mentors and managers, as they have been working in this field for way longer than I have. By the end of this internship I want to refine my software engineering skills enough that I can think through a problem that affects a large scale system in production. This includes from the first design phase to the implementation phase and finally where the product can be shipped to the public.

What benefits do you think your host company gains by hosting international trainees?:

By hosting international trainees, the company can host people that come from different places from all over the world to solve interesting and challenging problems. This will introduce many new views and insights from the different cultures and knowledge people have. Additionally, there are many talented people from around the world and in order to solve massive problems on a global scale, you need to train and host as many people as possible.

Documents

File size cannot be greater than 5 MB. You may upload files of type PDF, Word (DOC), Rich Text (RTF), Plain Text (TXT), BMP, GIF, JPG (JPEG) or TIFF (TIF) unless otherwise specified.

Budget worksheet (Download Template) (https://carl.culturalvistas.org/CARL/include/template/pt/pdfs/usa/Program_Budget_Workbook_2017.01.xlsx):

* Insurance Form (Download Form)
[\(http://culturalvistas.org/cms/assets/uploads/2017/01/UW_Insurance_Certification_CV_2017.pdf\):
 UW_Insurance_Certification_CV_2017.pdf](http://culturalvistas.org/cms/assets/uploads/2017/01/UW_Insurance_Certification_CV_2017.pdf)

Transcript:
 4A.pdf

Passport photo taken within the last 12 months (must be in JPG format):
 Passport.jpg

Previous Non-Tourist U.S. Visas (if applicable):

IMG_1269.jpg
 Zeqi_Cui_DS2019.PDF

* Proof of Identity (Copy of the Photo page of your Passport):
Passport.jpg

* Resume (English):
Zeqi's Resume.pdf

Training Plan - Applicant Signed:

Other:
PLEASE_READ.pdf

Finalize

You're almost done with your application through Cultural Vistas! Please acknowledge and take note of the below before you click Submit.

I certify that all statements made by me in this application are true and correct.

I also certify that all documents are either copies of official documents from the originating institutions, or original translations of said documents.

I have read the Cultural Vistas Refund (<https://culturalvistas.org/programs/us/j-1-internships-training/costs-and-refunds/>) policy.

I consent to the use of my personal data for the purposes of program application and administration. Terms and Privacy Policy. (<https://culturalvistas.org/legal/#privacypolicy>)

Your application will be reviewed for completeness by your assigned Assistant Program Officer. If there is anything missing we will contact you to request additional information.

Your assigned Program Officer will evaluate your application along with your host company's application to determine if we are able to accept your application for sponsorship.

If we are able to approve your application, you will be required to sign two documents at the end of the process: DS-7002 Internship Placement Plan (a copy of your host company's training outline) and the Cultural Vistas terms and conditions of participation (click (https://culturalvistas.org/cms/assets/uploads/2017/09/TrainUSA_Participant-Agreement-r.pdf) for a copy). Finally, please remember you cannot begin to apply for the J-1 visa at your U.S. Embassy or Consulate unless you have been approved by Cultural Vistas and received our official sponsorship documents.

While we continue with the process, we ask you to proactively prepare for your program in the U.S. We have some resources for you below regarding the visa interview process, cultural training, pre-departure preparations and what you need to know to have a successful program.

You should also take this time to research your destination city including housing, transportation, banking, community activities and events and any other U.S. city you plan to visit!

- Housing Information + Options (<https://culturalvistas.org/programs/us/j-1-internships-training/participant-housing-information/>)
- Discover America (<http://www.discoveramerica.com/>) + Trips for Cultural Vistas' Participants (<https://culturalvistas.org/programs/us/j-1-internships-training/participant-excursions/>)
- Pre-program English language courses (<https://culturalvistas.org/programs/us/j-1-internships-training/english-language-courses/>)
- Cultural Vistas Orientation (<http://culturalvistas.org/orientation>)
- Online U.S. Cultural Training (<http://lms.culturalvistas.org/>)
- Participant Handbook (http://www.culturalvistas.org/downloads/orientation/CV-Participant-Handbook_fin.pdf)

If you have any questions, please contact your Assistant Program Officer.

Signature:Zeqi Cui

Date:2019-07-07

PASSPORT
PASSEPORT

CANADA



Passport No./N° de passeport
GK454011

ECE82363



Type/Type

P

Issuing Country/Pays émetteur

CAN

Surname/Nom

CUI

Given names/Prénoms

ZEQI

Nationality/Nationalité

CANADIAN/CANADIENNE

Date of birth/Date de naissance

13 JUNE / JUIN 97

Sex/Sexe

Place of birth/Lieu de naissance

M

BEIJING CHN

Date of issue/Date de délivrance

01 AUG / AOÛT 14

Date of expiry/Date d'expiration

01 AUG / AOÛT 24

Issuing Authority/Autorité de délivrance

NORTH YORK



Zeq Cui

P<CANCUI<<ZEQI<<<<<<<<<<<<<<<<<<<<

GK454011<3CAN9706132M2408013<<<<<<<<<<<<<<08

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION

DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES



Receipt Number EAC2315750502		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 03/16/2023	Priority Date	Petitioner GOOGLE LLC
Notice Date 03/21/2023	Page 1 of 2	Beneficiary CUI, ZEQI
BERRY APPLEMAN & LEIDEN LLP c/o SOO PAIK 2400 N GLENVILLE DR BLDG A STE 100 RICHARDSON TX 75082		Notice Type: Approval Notice Class: TN1 Valid from 09/11/2023 to 09/10/2026 ETA Case Number: N/A

The above petition and extension of stay have been approved. The status of the named foreign worker(s) in this classification is valid as indicated above. The foreign worker(s) can work for the petitioner, but only as detailed in the petition and for the period authorized. Changes in employment or training may require you to file a new Form I-129 petition. Since this employment or training authorization stems from the filing of this petition, separate employment or training authorization documentation is not required. The I-94 attached below may contain a grace period of up to 10 days before, and up to 10 days after the petition validity period for the following classifications: CW-1, E-1, E-2, E-3, H-1B, H-2B, H-3, L-1A, L-1B, O-1, O-2, P-1, P-2, P-3, TN-1, and TN-2. H-2A nonimmigrants may contain a grace period of up to one week before and 30 days after the petition validity period. The grace period is a period of authorized stay but does not provide the beneficiary authorization to work beyond the petition validity period. The decision to grant a grace period and the length of the granted grace period is discretionary, final and cannot be contested on motion or appeal. Please contact the IRS with any questions about tax withholding.

The petitioner should keep the upper portion of this notice. The lower portion should be given to the worker. He or she should keep the right part with his or her Form I-94, *Arrival-Departure Record*. This part plus the I-94 portion should be given to the U.S. Customs and Border Protection when he or she leaves the United States if he or she will not be returning in the classification during the above validity period. The left part is for his or her records. He or she should present it, along with any other required documentation, when applying for reentry as a *TN* at a port of entry or pre-flight inspection station.

The approval of this visa petition does not in itself grant any immigration status and does not guarantee that the alien beneficiary will subsequently be found to be eligible for a visa, for admission to the United States, or for an extension, change, or adjustment of status.

THIS NOTICE IS NOT A VISA AND MAY NOT BE USED IN PLACE OF A VISA.

The Small Business Regulatory Enforcement and Fairness Act established the Office of the National Ombudsman (ONO) at the Small Business Administration. The ONO assists small businesses with issues related to federal regulations. If you are a small business with a comment or complaint about regulatory enforcement, you may contact the ONO at www.sba.gov/ombudsman or phone 202-205-2417 or fax 202-481-5719.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

USCIS encourages you to sign up for a USCIS online account. To learn more about creating an account and the benefits, go to <https://www.uscis.gov/file-online>.

Vermont Service Center
U.S. CITIZENSHIP & IMMIGRATION SVC
38 River Road
Essex Junction VT 05479-0001

USCIS Contact Center: www.uscis.gov/contactcenter



PLEASE TEAR OFF FORM I-94 PRINTED BELOW AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

Detach This Half for Personal Records

Receipt# EAC2315750502

I-94# 066704909 A3

NAME CUI, ZEQI

CLASS TN1

VALID FROM 09/11/2023 **UNTIL** 09/20/2026

PETITIONER

GOOGLE LLC

1600 AMPHITHEATRE PARKWAY

MOUNTAIN VIEW CA 94043

066704909 A3

Receipt Number EAC2315750502

US Citizenship and Immigration Services

I94 Departure Record

Petitioner: GOOGLE LLC

14. Family Name
CUI

15. First (Given) Name
ZEQI

16. Date of Birth
06/13/1997

17. Country of Citizenship
CANADA

THE UNITED STATES OF AMERICA

I-797A | NOTICE OF ACTION | DEPARTMENT OF HOMELAND SECURITY
U.S. CITIZENSHIP AND IMMIGRATION SERVICES

Receipt Number EAC2315750502		Case Type I129 - PETITION FOR A NONIMMIGRANT WORKER
Received Date 03/16/2023	Priority Date	Petitioner GOOGLE LLC
Notice Date 03/21/2023	Page 2 of 2	Beneficiary CUI, ZEQI

NOTICE: Although this application or petition has been approved, USCIS and the U.S. Department of Homeland Security reserve the right to verify this information before and/or after making a decision on your case so we can ensure that you have complied with applicable laws, rules, regulations, and other legal authorities. We may review public information and records, contact others by mail, the internet or phone, conduct site inspections of businesses and residences, or use other methods of verification. We will use the information obtained to determine whether you are eligible for the benefit you seek. If we find any derogatory information, we will follow the law in determining whether to provide you (and the legal representative listed on your Form G-28, if you submitted one) an opportunity to address that information before we make a formal decision on your case or start proceedings.

Please see the additional information on the back. You will be notified separately about any other cases you filed.

USCIS encourages you to sign up for a USCIS online account. To learn more about creating an account and the benefits, go to <https://www.uscis.gov/file-online>.

Vermont Service Center
U.S. CITIZENSHIP & IMMIGRATION SVC

38 River Road
Essex Junction VT 05479-0001

USCIS Contact Center: www.uscis.gov/contactcenter



PLEASE TEAR OFF FORM I-94 PRINTED BELOW AND STAPLE TO ORIGINAL I-94 IF AVAILABLE

D INTENTIONALLY LEFT BLANK
Detach This Part for Personal Records

R INTENTIONALLY LEFT BLANK
I-94#

N INTENTIONALLY LEFT BLANK

C CLASS

V INTENTIONALLY LEFT BLANK

P INTENTIONALLY LEFT BLANK

I-797A | NOTICE OF ACTION

I-797A | NOTICE OF ACTION

D INTENTIONALLY LEFT BLANK

R INTENTIONALLY LEFT BLANK
US Citizenship and Immigration Services

I-94 Departure Record

Petitioner: INTENTIONALLY LEFT BLANK

14. Family Name
INTENTIONALLY LEFT BLANK

15. First (Given) Name
INTENTIONALLY LEFT BLANK

16. Date of Birth

17. Country of Citizenship
INTENTIONALLY LEFT BLANK



U.S. Department of State

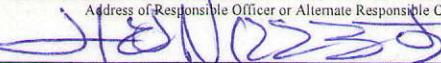
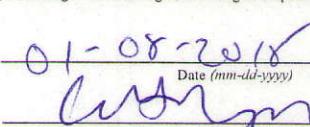
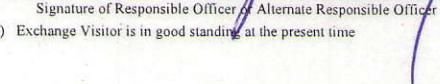
CERTIFICATE OF ELIGIBILITY FOR EXCHANGE VISITOR STATUS (J-NONIMMIGRANT)

OMB APPROVAL NO.1405-0119

EXPIRES: 10/31/2020

ESTIMATED BURDEN TIME: 45 min

*See Page 2

1. Surname/Primary Name: Cui Given Name: Zeqi Gender: MALE Date of Birth/(mm-dd-yyyy): 06-13-1997 City of Birth: Beijing Country of Birth: CHINA Citizenship Country Code: CA Citizenship Country: CANADA Legal Permanent Residence Country Code: CA Legal Permanent Residence Country: CANADA Position Code: 215 Position: UNIVERSITY UNDERGRADUATE STUDENTS Primary Site of Activity: Microsoft Corporation 1 MICROSOFT WAY REDMOND, WA 98052-8300					N0027657312	
J-1						
2. Program Sponsor: Microsoft Corporation Program Number: P-4-10070 Participating Program Official Description: INTERN Up to 4 Months						
Purpose of this form: Begin New Program - Biographical Data Modified						
3. Form Covers Period: From (mm-dd-yyyy): 01-08-2018 To (mm-dd-yyyy): 04-27-2018		4. Exchange Visitor Category: INTERN Subject/Field Code: 14.0901 Subject/Field Code Remarks: Focus on the design, implementation, and testing of software for microcomputers using pri				
5. During the period covered by this form, the total estimated financial support (in U.S. \$) is to be provided to the exchange visitor by: Current Program Sponsor funds : \$21,750.00 Total : \$21,750.00						
6. RESPONSIBLE OFFICER OR ALTERNATE RESPONSIBLE OFFICER ATTESTATION: I attest that prior to issuing this Form DS-2019, the Program Sponsor organization identified above, for which I serve as the Responsible Officer or Alternate Responsible Officer, has verified, in accordance with the requirements of 22 CFR G2.12(b), that each prospective exchange visitor: (i) is eligible and qualified for, and accepted into, the program in which he or she will participate; (ii) possesses adequate financial resources to participate in and complete his or her exchange visitor program; and (iii) possesses adequate financial resources to support an accompanying spouse and dependents, if any. I also attest that upon printing and signing this form, I am physically present in the United States or in a U.S. territory. A notification copy of this form has been provided to the U.S. Department of State.		7. Midori Nichols Name of Official Preparing Form One Microsoft Way Redmond, WA 98052 Address of Responsible Officer or Alternate Responsible Officer  Signature of Responsible Officer or Alternate Responsible Officer				
		Alternate Responsible Officer Title 425-882-8080 Telephone Number 12-01-2017 Date (mm-dd-yyyy)				
8. Statement of Responsible Officer for Releasing Sponsor (FOR TRANSFER OF PROGRAM) Effective date/(mm-dd-yyyy): _____ Transfer of this exchange visitor from program number _____ sponsored by _____ to the program specified in item 2 is necessary or highly desirable and is in conformity with the objectives of the Mutual Educational and Cultural Exchange Act of 1961, as amended.						
Signature of Responsible Officer or Alternate Responsible Officer _____ Date (mm-dd-yyyy) of Signature _____						
PRELIMINARY ENDORSEMENT OF CONSULAR OR IMMIGRATION OFFICER REGARDING SECTION 212(e) OF THE IMMIGRATION AND NATIONALITY ACT AND PL 94-484, AS AMENDED (see item 1(a) of page 2).						TRAVEL VALIDATION BY RESPONSIBLE OFFICER <i>(Maximum validation period is 1 year*)</i>
The Exchange Visitor in the above program: 1. <input type="checkbox"/> Not subject to the two-year residence requirement. 2. <input type="checkbox"/> Subject to two-year residence requirement based on: A. <input type="checkbox"/> Government financing and/or B. <input type="checkbox"/> The Exchange Visitor Skills List and/or C. <input type="checkbox"/> PL 94-484 as amended						*EXCEPT: Maximum validation period is up to 6 months for Short-term Scholars and 4 months for Camp Counselors and Summer Work/Travel. (1) Exchange Visitor is in good standing at the present time  Date (mm-dd-yyyy)  Signature of Responsible Officer or Alternate Responsible Officer
Name _____ Title _____ Signature of Consular or Immigration Officer _____ Date (mm-dd-yyyy) _____						(ALL USAID PARTICIPANTS G-2-00263 AND ALL ALIEN PHYSICIANS SPONSORED BY P-3-04510 ARE SUBJECT TO THE TWO-YEAR HOME RESIDENCE REQUIREMENT)
THE U. S. DEPARTMENT OF STATE RESERVES THE RIGHT TO MAKE FINAL DETERMINATION REGARDING 212 (e).						Signature of Responsible Officer or Alternate Responsible Officer _____
EXCHANGE VISITOR CERTIFICATION: I have read and agree with the statement in item 2 on page 2 of this document.						 Signature of Applicant _____ Place _____ Date (mm-dd-yyyy) _____
						 Signature of Responsible Officer or Alternate Responsible Officer _____

INSTRUCTIONS FOR AND CERTIFICATION BY THE ALIEN BENEFICIARY NAMED ON PAGE 1 OF THIS FORM:

Read this page and sign the Exchange Visitor Certification block on the bottom of page 1 and prior to presentation to a United States Consular or Immigration Official.

1. I understand that the following conditions are applicable to exchange visitors:

(a) TWO-YEAR HOME-COUNTRY PHYSICAL PRESENCE REQUIREMENT (SECTION 212(e) OF THE IMMIGRATION AND NATIONALITY ACT AND PL 94-484, AS AMENDED):

RULE: Exchange visitors whose programs are financed in whole or in part, directly or indirectly by either their government or by the U.S. Government, are required to reside in their home-country for 2 years following completion of their program before they are eligible for immigrant status, temporary worker (*H*) status, or intracompany transferee (*L*) status. Likewise, if exchange visitors are acquiring a skill that is in short supply in their home country (*These skills appear on the "Exchange Visitor Skills List"*) they will be subject to the same two-year home-country residence requirement. The requirement also is applicable to alien physicians entering the United States to receive graduate medical education or training. The U.S. Department of State reserves the right to make the final determination regarding 212(e).

NOTE: MARRIAGE TO A U.S. CITIZEN OR LEGAL PERMANENT RESIDENT, OR BIRTH OF A CHILD IN THE UNITED STATES DOES NOT REMOVE THIS REQUIREMENT.

(b) Extension of Stay/Program Transfers: A completed Form DS-2019 is required in order to apply for a program extension or program transfer, and must be obtained from or with the assistance of the sponsor.

(c) Limitation of Stay: STUDENTS - as long as they pursue a full course of study towards a degree, or if engaged full-time in a non-degree program, up to 24 months. Students for whom the sponsor recommends academic training may be permitted to remain for an additional period of up to 18 months after receiving their degree or certificate; post-doctoral academic training may be approved by the sponsor for a period not to exceed 36 months; **SECONDARY STUDENTS** - up to 1 academic year; **TRAINEES** - 18 months; **TEACHERS** - 3 years; **PROFESSORS** and **RESEARCH SCHOLARS** - 5 years; **SHORT-TERM SCHOLARS** - 6 months; **SPECIALISTS** - 1 year; **INTERNATIONAL VISITORS** - 1 year; **ALIEN PHYSICIAN** - the time typically required to complete the medical specialty involved but limited to 7 years with the possibility of extension if approved by the U.S. Department of State; **GOVERNMENT VISITOR** - up to 18 months; **CAMP COUNSELOR** - up to 4 months; **SUMMER WORK/TRAVEL** - up to 4 months; **AU PAIR** - 1 year; **INTERN** - up to 12 months. For details, see 22 CFR Part 62.

(d) Documentation Required for Admission/Readmission as an Exchange Visitor: To be eligible for admission to the United States, an exchange visitor must present the following at the port of entry: (1) a valid nonimmigrant visa, unless exempt from nonimmigrant visa requirements; (2) a passport valid for 6 months beyond the anticipated period of admission, unless exempt from passport requirements; (3) a properly executed Form DS-2019 which must be retained by the exchange visitor for readmission within the period of previously authorized stay. Exchange visitors are permitted to travel abroad and maintain status (*e.g., obtain a new visa*) under duration of the program as indicated by the dates on this form (*see item 3 on page 1 of this form*).

(e) Change of Visa Status: Exchange visitors (and their spouses and dependents) are expected to leave the United States upon completion of their program objective. Exchange visitors who are subject to the two-year home-country physical presence requirement are not eligible to change their status while in the United States to any other nonimmigrant category except, if applicable, that of official or employee of a foreign government (*A*) or an international organization (*G*) or member of the family or attendant of either of these types of officials or employees.

(f) Insurance: Exchange visitors are required to have medical insurance in effect of themselves for the duration of their exchange program, and for accompanying spouse and dependents while they are in United States during the exchange visitor's program. Exchange visitors are required to have: (1) medical benefits of at least \$100,000 per accident or illness; (2) repatriation of remains in the amount of U.S.\$25,000; and (3) expenses associated with medical evacuation in the amount of U.S. \$50,000. A policy secured to fulfill the insurance requirements shall not have a deductible that exceeds U.S. \$500 per accident or illness, and must meet other standards specified in the Exchange Visitor Program regulations, 22 CFR Part 62.14. For details, consult your program's Responsible Officer or Alternate Responsible Officer (*see item 7 on page 1 of this form*).

2. EXCHANGE VISITOR (J-NON-IMMIGRANT) CERTIFICATION: I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify under penalty of perjury for violating U.S. laws (18 U.S. Code §1621 - Perjury generally); or (18 U.S. Code §1001 - False Statement) that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing an exchange program facilitated by the designated sponsor named above, or for an accompanying spouse and dependent(s). I also authorize the named sponsor to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my non-immigrant status. I agree that I will maintain compliance with insurance regulations as specified in 22 CFR 62.14 for myself for the duration of my exchange program and for my J-2 spouse and dependents while they are present in the United States during my exchange program. For the purposes of 20 U.S.C. 1232g and 22 CFR 62, I authorize U.S. Department of State designated sponsors and any educational institution named on Form DS-2019 to release information to the Department of State relating to compliance with the Exchange Visitor Program regulations. Signatures: The J-1 exchange visitor should sign the J-1 form under Signature of Applicant. The J-2 spouse or dependent should sign the J-2 form under Signature of Applicant. Parent or guardian must sign the J-1 form if exchange visitor is under 16. Parent or guardian must sign the J-2 form if accompanying minor is under 16.

NOTICE TO ALL EXCHANGE VISITORS

To facilitate your readmission to the United States after a visit in another country other than a contiguous territory or adjacent islands, you should have the Responsible Officer or Alternate Responsible Officer of your sponsoring organization indicate on the TRAVEL VALIDATION BY RESPONSIBLE OFFICER or Alternate Responsible Officer section of the Form DS-2019 that you continue to be in good standing.

The signature of the Responsible Officer or the Alternate Responsible Officer on the Form DS-2019 is valid for up to one year* or until the end date in item 3 on page 1 of this Form, or to the validation date authorized by the Responsible Officer, whichever occurs sooner.

* **EXCEPT:** Maximum validation period is up to 6 months for Short-term Scholars and 4 months for Camp Counselors and Summer Work/Travel.

PAPERWORK REDUCTION ACT STATEMENT: Under the Mutual Educational and Cultural Exchange Act of 1961, as amended, the U.S. Department of State has been delegated the authority to designate Exchange Visitor Programs for U.S. Government agencies, and for public and private educational and cultural exchange organizations. The information is used by Exchange Visitor Program sponsors to appropriately identify an individual seeking to enter the United States as an exchange visitor and by the U.S. Department of State for exchange visitor program administration purposes. The completed form is sent to the prospective exchange visitor abroad, who takes it to the U.S. Consulate (*Embassy*) to secure an exchange visitor (*J-1, J-2*) visa. Responses are mandatory. An Agency or organization may not conduct or sponsor, and the respondent is not required to respond, to a collection of information unless it displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 45 minutes per response, including the time for reviewing instructions, researching existing data sources, gathering and maintaining the data needed, completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: U.S. Department of State, ECA/EC, Washington, D.C. 20522-0505.

CONFIDENTIALITY STATEMENT: INA Section 222 (j) provides that visa issuance and refusal records shall be considered confidential and shall be used only for the formulation, amendment, administration, or enforcement of the immigration, nationality, and other laws of the United States. Certified copies of visa records may be made available to a court which certifies that the information contained in such records is need in a case pending before the court.

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549**

FORM 10-K

(Mark One)

- ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the fiscal year ended December 31, 2021
 or
 TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the transition period from _____ to _____
Commission File Number: 001-35551



Meta Platforms, Inc.

(Exact name of registrant as specified in its charter)

Delaware

(State or other jurisdiction of incorporation or organization)

20-1665019

(I.R.S. Employer Identification Number)

1601 Willow Road, Menlo Park, California 94025

(Address of principal executive offices and Zip Code)

(650) 543-4800

(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class Class A Common Stock, \$0.000006 par value	Trading symbol(s) FB	Name of each exchange on which registered The Nasdaq Stock Market LLC
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Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 (Exchange Act) during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T ($\$ 232.405$ of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer

Accelerated filer

Non-accelerated filer

Smaller reporting company

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report.

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes No

The aggregate market value of the voting and non-voting stock held by non-affiliates of the registrant as of June 30, 2021, the last business day of the registrant's most recently completed second fiscal quarter, was \$857 billion based upon the closing price reported for such date on the Nasdaq Global Select Market. On January 28, 2022, the registrant had 2,309,080,018 shares of Class A common stock and 412,861,942 shares of Class B common stock outstanding.

DOCUMENTS INCORPORATED BY REFERENCE

Portions of the registrant's Proxy Statement for the 2022 Annual Meeting of Stockholders are incorporated herein by reference in Part III of this Annual Report on Form 10-K to the extent stated herein. Such proxy statement will be filed with the Securities and Exchange Commission within 120 days of the registrant's fiscal year ended December 31, 2021.

Table of Contents

PART I

Item 1. Business

Overview

Our mission is to give people the power to build community and bring the world closer together. All of our products, including our apps, share the vision of helping to bring the metaverse to life.

We build technology that helps people connect, find communities, and grow businesses. Our useful and engaging products enable people to connect and share with friends and family through mobile devices, personal computers, virtual reality (VR) headsets, wearables, and in-home devices. We also help people discover and learn about what is going on in the world around them, enable people to share their opinions, ideas, photos and videos, and other activities with audiences ranging from their closest family members and friends to the public at large, and stay connected everywhere by accessing our products. Meta is moving beyond 2D screens toward immersive experiences like augmented and virtual reality to help build the metaverse, which we believe is the next evolution in social technology.

We report financial results for two segments: Family of Apps (FoA) and Reality Labs (RL). For FoA, we generate substantially all of our revenue from selling advertising placements to marketers. Ads on our platforms enable marketers to reach people based on a variety of factors including age, gender, location, interests, and behaviors. Marketers purchase ads that can appear in multiple places including on Facebook, Instagram, Messenger, and third-party applications and websites. RL generates revenue from sales of consumer hardware products, software and content. Our products include:

Family of Apps

- **Facebook.** Facebook helps give people the power to build community and bring the world closer together. It's a place for people to share life's moments and discuss what's happening, nurture and build relationships, discover and connect to interests, and create economic opportunity. They can do this through News Feed, Stories, Groups, Watch, Marketplace, Reels, Dating, and more.
- **Instagram.** Instagram brings people closer to the people and things they love. Instagram Feed, Stories, Reels, Video, Live, Shops, and messaging are places where people and creators can express themselves and push culture forward through photos, video, and private messaging, and connect with and shop from their favorite businesses.
- **Messenger.** Messenger is a simple yet powerful messaging application for people to connect with friends, family, groups, and businesses across platforms and devices through chat, audio and video calls, and Rooms.
- **WhatsApp.** WhatsApp is a simple, reliable, and secure messaging application that is used by people and businesses around the world to communicate and transact in a private way.

Reality Labs

- **Reality Labs.** Reality Labs' augmented and virtual reality products help people feel connected, anytime, anywhere. Meta Quest lets people defy distance with cutting-edge VR hardware, software, and content. Facebook Portal video calling devices help friends and families stay connected and share the moments that matter in meaningful ways.

Competition

Our business is characterized by innovation, rapid change, and disruptive technologies. We compete with companies providing connection, sharing, discovery, and communication products and services to users online, as well as companies that sell advertising to businesses looking to reach consumers and/or develop tools and systems for managing and optimizing advertising campaigns. We face significant competition in every aspect of our business, including, but not limited to, companies that facilitate the ability of users to share, communicate, and discover content and information online or enable marketers to reach their existing or prospective audiences, including, for example, Alphabet (Google and YouTube),

Table of Contents

Amazon, Apple, ByteDance (TikTok), Microsoft, Snap (Snapchat), Tencent (WeChat), and Twitter. We compete to attract, engage, and retain people who use our products, to attract and retain businesses who use our free or paid business and advertising services, and to attract and retain developers to build compelling mobile and web applications that integrate with our products. We also compete with companies that develop and deliver consumer hardware and virtual and augmented reality products and services. As we introduce or acquire new products, as our existing products evolve, or as other companies introduce new products and services, including as part of efforts to develop the metaverse, we may become subject to additional competition.

Technology

Our product development philosophy centers on continuous innovation in creating and improving products that are social by design, which means that our products are designed to place people and their social interactions at the core of the product experience. As our user base grows, as engagement with products like video and VR increases, and as we deepen our investment in new technologies like artificial intelligence, our computing needs continue to expand. We make significant investments in technology both to improve our existing products and services and to develop new ones, as well as for our marketers and developers. We are also investing in protecting the security, privacy, and integrity of our platform by investing in both people and technology to strengthen our systems against abuse.

Sales and Operations

The majority of our marketers use our self-service ad platform to launch and manage their advertising campaigns. We also have a global sales force that is focused on attracting and retaining advertisers and providing support to them throughout the stages of the marketing cycle from pre-purchase decision-making to real-time optimizations to post-campaign analytics. We work directly with these advertisers, as well as through advertising agencies and resellers. We operate in more than 80 cities around the globe, the majority of which have a sales presence. We also invest in and rely on self-service tools to provide direct customer support to our users and partners.

Marketing

Historically, our communities have generally grown organically with people inviting their friends to connect with them, supported by internal efforts to stimulate awareness and interest. In addition, we have invested and will continue to invest in marketing our products and services to grow our brand and help build community around the world.

Intellectual Property

To establish and protect our proprietary rights, we rely on a combination of patents, trademarks, copyrights, trade secrets, including know-how, license agreements, confidentiality procedures, non-disclosure agreements with third parties, employee disclosure and invention assignment agreements, and other contractual rights. In addition, to further protect our proprietary rights, from time to time we have purchased patents and patent applications from third parties. We do not believe that our proprietary technology is dependent on any single patent or copyright or groups of related patents or copyrights. We believe the duration of our patents is adequate relative to the expected lives of our products.

Government Regulation

We are subject to a variety of laws and regulations in the United States and abroad that involve matters central to our business, many of which are still evolving and being tested in courts, and could be interpreted in ways that could harm our business. These laws and regulations involve matters including privacy, data use, data protection and personal information, biometrics, encryption, rights of publicity, content, intellectual property, advertising, marketing, distribution, data security, data retention and deletion, data localization and storage, data disclosure, artificial intelligence, electronic contracts and other communications, competition, protection of minors, consumer protection, civil rights, telecommunications, product liability, e-commerce, taxation, economic or other trade controls including sanctions, anti-corruption and political law compliance, securities law compliance, and online payment services. In particular, we are subject to federal, state, and foreign laws regarding privacy and protection of people's data. Foreign data protection, privacy, content, competition, consumer protection, and other laws and regulations can impose different obligations, or penalties or fines for non-compliance, or be more restrictive than those in the United States.

Table of Contents

We are, and expect to continue to be, the subject of investigations, inquiries, data requests, requests for information, actions, and audits by government authorities and regulators in the United States, Europe, and around the world, particularly in the areas of privacy, data protection, law enforcement, consumer protection, civil rights, content moderation, and competition, as we continue to grow and expand our operations. We are also currently, and may in the future be, subject to regulatory orders or consent decrees, including the modified consent order we entered into with the U.S. Federal Trade Commission (FTC), which took effect in April 2020 and, among other matters, requires us to maintain a comprehensive privacy program. Orders issued by, or inquiries or enforcement actions initiated by, government or regulatory authorities could cause us to incur substantial costs, expose us to unanticipated civil and criminal liability or penalties (including substantial monetary remedies), interrupt or require us to change our business practices in a manner materially adverse to our business, result in negative publicity and reputational harm, divert resources and the time and attention of management from our business, or subject us to other structural or behavioral remedies that adversely affect our business.

For additional information about government regulation applicable to our business, see Part I, Item 1A, "Risk Factors" in this Annual Report on Form 10-K.

Human Capital

At Meta, we design products to bring the world closer together, one connection at a time. As a company, we believe that people are at the heart of every connection we build. We are proud of our unique company culture where ideas, innovation, and impact win, and we work hard to build strong teams across engineering, product design, marketing, and other areas to further our mission.

We had a global workforce of 71,970 employees as of December 31, 2021, which represents a 23% year-over-year increase in employee headcount. We expect headcount growth to continue for the foreseeable future, particularly as we continue to focus on recruiting employees in technical functions. In addition, we plan to continue to hire a number of employees and contractors to continue to bolster various privacy, safety, security, and content review initiatives as well as other functions to support our expected growth.

Our headquarters are located in Menlo Park, California and we have offices in more than 80 cities around the globe. The vast majority of our personnel are currently working remotely as a result of the COVID-19 pandemic, and in the long term, we expect some personnel to continue to transition to working remotely on a regular basis. We offer most of our full-time employees the option to work remotely on a regular basis.

Diversity, Equity and Inclusion

Diversity, equity and inclusion are core to our work at Meta. We seek to build a diverse and inclusive workplace where we can leverage our collective cognitive diversity to build the best products and make the best decisions for the global community we serve. While we have made progress, we still have more work to do.

As part of our diversity and inclusion report, we publish our global gender diversity and U.S. ethnic diversity workforce data annually. As of June 30, 2021, our global employee base was comprised of 36.7% females and 63.3% males, and our U.S. employee base was comprised of the following ethnicities: 45.7% Asian, 39.1% White, 6.5% Hispanic, 4.4% Black, 3.9% two or more ethnicities, and 0.4% additional groups (including American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander). In recent years, we also announced our goals to have 50% of our workforce made up of underrepresented groups by 2024, and to increase the representation of people of color in leadership positions in the United States, including Black leadership, by 30% from 2020 to 2025. We will also continue our ongoing efforts to increase the representation of women in leadership.

We work to support our goals of diversifying our workforce through recruiting, retention, people development, and inclusion. We employ our Diverse Slate Approach in our global recruitment efforts, which ensures that teams and hiring managers have the opportunity to consider qualified people from underrepresented groups for open roles. We have seen steady increases in hiring rates of people from underrepresented groups since we started testing this approach in 2015. We also continue to develop inclusive internship programs, and Meta University, our training program for college freshmen and sophomores with an interest in Computer Science, also utilizes a proactive and inclusive approach to promote participation by people from underrepresented groups. To help build community among our people and support their professional development, we invest in our internal Meta Resource Groups and our annual Community events such as Women's

Table of Contents

Community Summit, Black Community Summit, Latin Community Summit, and Pride Community Summit. We also offer Managing Unconscious Bias, Managing Inclusion, Be the Ally, and other trainings to promote an inclusive workplace by helping people understand the issues that affect underrepresented communities and how to reduce the effects of bias in the workplace.

Compensation and Benefits

We offer competitive compensation to attract and retain the best people, and we help care for our people so they can focus on our mission. Our employees' total compensation package includes market-competitive salary, bonuses or sales incentives, and equity. We generally offer full-time employees equity at the time of hire and through annual equity grants because we want them to be owners of the company and committed to our long-term success. We have conducted pay equity analyses for many years, and continue to be committed to pay equity. In 2021, we announced that our analyses indicate that we continue to have pay equity across genders globally and race in the United States for people in similar jobs, accounting for factors such as location, role, and level.

Through Life@ Meta, our holistic approach to benefits, we provide our employees and their loved ones with resources to help them thrive. We offer a wide range of benefits across areas such as health, family, finance, community, and time away, including healthcare and wellness benefits, family building benefits, family care resources, retirement savings plans, access to tax and legal services, Meta Resource Groups to build community at Meta, family leave, and paid time off.

Corporate Information

We were incorporated in Delaware in July 2004. We completed our initial public offering in May 2012 and our Class A common stock is currently listed on the Nasdaq Global Select Market under the symbol "FB." In October 2021, we changed our corporate name from Facebook, Inc. to Meta Platforms, Inc. We expect our Class A common stock to cease trading under the symbol "FB" and begin trading under the new symbol, "META," on the Nasdaq Global Select Market in the first half of 2022. Our principal executive offices are located at 1601 Willow Road, Menlo Park, California 94025, and our telephone number is (650) 543-4800.

Meta, the Meta logo, Facebook, FB, Instagram, Oculus, WhatsApp, and our other registered or common law trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of Meta Platforms, Inc. or its affiliates. Other trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of their respective owners.

Available Information

Our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and amendments to reports filed pursuant to Sections 13(a) and 15(d) of the Securities Exchange Act of 1934, as amended (Exchange Act), are filed with the U.S. Securities and Exchange Commission (SEC). We are subject to the informational requirements of the Exchange Act and file or furnish reports, proxy statements, and other information with the SEC. Such reports and other information filed by us with the SEC are available free of charge on our website at investor.fb.com when such reports are available on the SEC's website. We use our investor.fb.com and about.fb.com/news/ websites as well as Mark Zuckerberg's Facebook Page (www.facebook.com/zuck) and Instagram account (www.instagram.com/zuck) as means of disclosing material non-public information and for complying with our disclosure obligations under Regulation FD.

The SEC maintains an Internet site that contains reports, proxy and information statements, and other information regarding issuers that file electronically with the SEC at www.sec.gov.

The contents of the websites referred to above are not incorporated into this filing. Further, our references to the URLs for these websites are intended to be inactive textual references only.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED BALANCE SHEETS
(In millions, except for number of shares and par value)

	December 31,	
	2021	2020
Assets		
Current assets:		
Cash and cash equivalents	\$ 16,601	\$ 17,576
Marketable securities	31,397	44,378
Accounts receivable, net	14,039	11,335
Prepaid expenses and other current assets	4,629	2,381
Total current assets	<u>66,666</u>	<u>75,670</u>
Equity investments	6,775	6,234
Property and equipment, net	57,809	45,633
Operating lease right-of-use assets	12,155	9,348
Intangible assets, net	634	623
Goodwill	19,197	19,050
Other assets	2,751	2,758
Total assets	<u>\$ 165,987</u>	<u>\$ 159,316</u>
Liabilities and stockholders' equity		
Current liabilities:		
Accounts payable	\$ 4,083	\$ 1,331
Partners payable	1,052	1,093
Operating lease liabilities, current	1,127	1,023
Accrued expenses and other current liabilities	14,312	11,152
Deferred revenue and deposits	561	382
Total current liabilities	<u>21,135</u>	<u>14,981</u>
Operating lease liabilities, non-current	12,746	9,631
Other liabilities	7,227	6,414
Total liabilities	<u>41,108</u>	<u>31,026</u>
Commitments and contingencies		
Stockholders' equity:		
Common stock, \$0.000006 par value; 5,000 million Class A shares authorized, 2,328 million and 2,406 million shares issued and outstanding, as of December 31, 2021 and 2020, respectively; 4,141 million Class B shares authorized, 413 million and 443 million shares issued and outstanding, as of December 31, 2021 and 2020, respectively	—	—
Additional paid-in capital	55,811	50,018
Accumulated other comprehensive income (loss)	(693)	927
Retained earnings	69,761	77,345
Total stockholders' equity	<u>124,879</u>	<u>128,290</u>
Total liabilities and stockholders' equity	<u>\$ 165,987</u>	<u>\$ 159,316</u>

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF INCOME
(In millions, except per share amounts)

	Year Ended December 31,		
	2021	2020	2019
Revenue	\$ 117,929	\$ 85,965	\$ 70,697
Costs and expenses:			
Cost of revenue	22,649	16,692	12,770
Research and development	24,655	18,447	13,600
Marketing and sales	14,043	11,591	9,876
General and administrative	9,829	6,564	10,465
Total costs and expenses	71,176	53,294	46,711
Income from operations	46,753	32,671	23,986
Interest and other income, net	531	509	826
Income before provision for income taxes	47,284	33,180	24,812
Provision for income taxes	7,914	4,034	6,327
Net income	\$ 39,370	\$ 29,146	\$ 18,485
Earnings per share attributable to Class A and Class B common stockholders:			
Basic	\$ 13.99	\$ 10.22	\$ 6.48
Diluted	\$ 13.77	\$ 10.09	\$ 6.43
Weighted-average shares used to compute earnings per share attributable to Class A and Class B common stockholders:			
Basic	2,815	2,851	2,854
Diluted	2,859	2,888	2,876
Share-based compensation expense included in costs and expenses:			
Cost of revenue	\$ 577	\$ 447	\$ 377
Research and development	7,106	4,918	3,488
Marketing and sales	837	691	569
General and administrative	644	480	402
Total share-based compensation expense	\$ 9,164	\$ 6,536	\$ 4,836

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
(In millions)

	Year Ended December 31,		
	2021	2020	2019
Net income	\$ 39,370	\$ 29,146	\$ 18,485
Other comprehensive income (loss):			
Change in foreign currency translation adjustment, net of tax	(1,116)	1,056	(151)
Change in unrealized gain (loss) on available-for-sale investments and other, net of tax	(504)	360	422
Comprehensive income	\$ 37,750	\$ 30,562	\$ 18,756

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY
(In millions)

	Class A and Class B Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive Income (Loss)	Retained Earnings	Total Stockholders' Equity
	Shares	Par Value				
Balances at December 31, 2018	2,854	\$ —	\$ 42,906	\$ (760)	\$ 41,981	\$ 84,127
Issuance of common stock for cash upon exercise of stock options	1	—	15	—	—	15
Issuance of common stock for settlement of RSUs	32	—	—	—	—	—
Shares withheld related to net share settlement and other	(13)	—	(1,906)	—	(675)	(2,581)
Share-based compensation	—	—	4,836	—	—	4,836
Share repurchases	(22)	—	—	—	(4,099)	(4,099)
Other comprehensive income	—	—	—	271	—	271
Net income	—	—	—	—	18,485	18,485
Balances at December 31, 2019	2,852	—	45,851	(489)	55,692	101,054
Issuance of common stock for settlement of RSUs	38	—	—	—	—	—
Shares withheld related to net share settlement	(14)	—	(2,369)	—	(1,195)	(3,564)
Share-based compensation	—	—	6,536	—	—	6,536
Share repurchases	(27)	—	—	—	(6,298)	(6,298)
Other comprehensive income	—	—	—	1,416	—	1,416
Net income	—	—	—	—	29,146	29,146
Balances at December 31, 2020	2,849	—	50,018	927	77,345	128,290
Issuance of common stock for settlement of RSUs	45	—	—	—	—	—
Shares withheld related to net share settlement	(17)	—	(3,371)	—	(2,144)	(5,515)
Share-based compensation	—	—	9,164	—	—	9,164
Share repurchases	(136)	—	—	—	(44,810)	(44,810)
Other comprehensive loss	—	—	—	(1,620)	—	(1,620)
Net income	—	—	—	—	39,370	39,370
Balances at December 31, 2021	2,741	\$ —	\$ 55,811	\$ (693)	\$ 69,761	\$ 124,879

See Accompanying Notes to Consolidated Financial Statements.

Table of Contents

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2021	2020	2019
Cash flows from operating activities			
Net income	\$ 39,370	\$ 29,146	\$ 18,485
Adjustments to reconcile net income to net cash provided by operating activities:			
Depreciation and amortization	7,967	6,862	5,741
Share-based compensation	9,164	6,536	4,836
Deferred income taxes	609	(1,192)	(37)
Other	(127)	118	39
Changes in assets and liabilities:			
Accounts receivable	(3,110)	(1,512)	(1,961)
Prepaid expenses and other current assets	(1,750)	135	47
Other assets	(349)	(34)	41
Accounts payable	1,436	(17)	113
Partners payable	(12)	178	348
Accrued expenses and other current liabilities	3,357	(1,054)	7,300
Deferred revenue and deposits	187	108	123
Other liabilities	941	(527)	1,239
Net cash provided by operating activities	57,683	38,747	36,314
Cash flows from investing activities			
Purchases of property and equipment	(18,567)	(15,115)	(15,102)
Purchases of marketable securities	(30,407)	(33,930)	(23,910)
Sales of marketable securities	31,671	11,787	9,565
Maturities of marketable securities	10,915	13,984	10,152
Purchases of equity investments	(47)	(6,361)	(61)
Acquisitions of businesses, net of cash acquired, and purchases of intangible assets	(851)	(388)	(508)
Other investing activities	(284)	(36)	—
Net cash used in investing activities	(7,570)	(30,059)	(19,864)
Cash flows from financing activities			
Taxes paid related to net share settlement of equity awards	(5,515)	(3,564)	(2,337)
Repurchases of Class A common stock	(44,537)	(6,272)	(4,202)
Principal payments on finance leases	(677)	(604)	(552)
Net change in overdraft in cash pooling entities	14	24	(223)
Other financing activities	(13)	124	15
Net cash used in financing activities	(50,728)	(10,292)	(7,299)
Effect of exchange rate changes on cash, cash equivalents, and restricted cash	(474)	279	4
Net increase (decrease) in cash, cash equivalents, and restricted cash	(1,089)	(1,325)	9,155
Cash, cash equivalents, and restricted cash at beginning of the period	17,954	19,279	10,124
Cash, cash equivalents, and restricted cash at end of the period	\$ 16,865	\$ 17,954	\$ 19,279
Reconciliation of cash, cash equivalents, and restricted cash to the consolidated balance sheets			
Cash and cash equivalents	\$ 16,601	\$ 17,576	\$ 19,079
Restricted cash, included in prepaid expenses and other current assets	149	241	8
Restricted cash, included in other assets	115	137	192
Total cash, cash equivalents, and restricted cash	\$ 16,865	\$ 17,954	\$ 19,279

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2021	2020	2019
Supplemental cash flow data			
Cash paid for income taxes, net	\$ 8,525	\$ 4,229	\$ 5,182
Non-cash investing and financing activities:			
Property and equipment in accounts payable and accrued expenses and other current liabilities	\$ 3,404	\$ 2,201	\$ 1,887
Acquisition of businesses in accrued expenses and other current liabilities and other liabilities	\$ 73	\$ 118	\$ —
Other current assets through financing arrangement in accrued expenses and other current liabilities	\$ 508	\$ —	\$ —
Repurchases of Class A common stock in accrued expenses and other current liabilities	\$ 340	\$ 68	\$ 43

See Accompanying Notes to Consolidated Financial Statements.

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549**

FORM 10-K

(Mark One)

- ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the fiscal year ended December 31, 2022
or
- TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the transition period from _____ to _____
Commission File Number: 001-35551



Meta Platforms, Inc.

(Exact name of registrant as specified in its charter)

Delaware

(State or other jurisdiction of incorporation or organization)

20-1665019

(I.R.S. Employer Identification Number)

1601 Willow Road, Menlo Park, California 94025

(Address of principal executive offices and Zip Code)

(650) 543-4800

(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class

Class A Common Stock, \$0.000006 par value

Trading symbol(s)

META

Name of each exchange on which registered

The Nasdaq Stock Market LLC

Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 (Exchange Act) during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (\S 232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer

Accelerated filer

Non-accelerated filer

Smaller reporting company

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report.

If securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements.

Indicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by any of the registrant's executive officers during the relevant recovery period pursuant to \S 240.10D-1(b).

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes No

The aggregate market value of the voting and non-voting stock held by non-affiliates of the registrant as of June 30, 2022, the last business day of the registrant's most recently completed second fiscal quarter, was \$378 billion based upon the closing price reported for such date on the Nasdaq Global Select Market. On January 27, 2023, the registrant had 2,225,763,078 shares of Class A common stock and 366,876,470 shares of Class B common stock outstanding.

[Table of Contents](#)

PART I

Item 1. Business

Overview

Our mission is to give people the power to build community and bring the world closer together.

All of our products, including our apps, share the vision of helping to bring the metaverse to life. We build technology that helps people connect and share, find communities, and grow businesses. Our useful and engaging products enable people to connect and share with friends and family through mobile devices, personal computers, virtual reality headsets, and wearables. We also help people discover and learn about what is going on in the world around them, enable people to share their experiences, ideas, photos and videos, and other activities with audiences ranging from their closest family members and friends to the public at large, and stay connected everywhere by accessing our products. Meta is moving our offerings beyond 2D screens toward immersive experiences like augmented and virtual reality to help build the metaverse, which we believe is the next evolution in social technology. Our vision for the metaverse does not center on any single product, but rather an entire ecosystem of experiences, devices, and new technologies. While the metaverse is in the very early stages of its development, we believe it will become the next computing platform and the future of social interaction.

We report financial results for two segments: Family of Apps (FoA) and Reality Labs (RL). Currently, we generate substantially all of our revenue from selling advertising placements on our family of apps to marketers, which is reflected in FoA. Ads on our platforms enable marketers to reach people across a range of marketing objectives, such as generating leads or driving awareness. Marketers purchase ads that can appear in multiple places including on Facebook, Instagram, Messenger, and third-party applications and websites. RL reflects our efforts to develop the metaverse and generates revenue from sales of consumer hardware products, software and content.

We invest in our business based on our company priorities, and the majority of our investments are directed toward developing our family of apps. In 2022, 82% of our total costs and expenses were recognized in FoA and 18% were recognized in RL. Our FoA investments were \$71.79 billion in 2022 and include expenses relating to headcount, data centers and technical infrastructure as part of our efforts to develop our apps and our advertising services. We are also making significant investments in our metaverse efforts, including developing virtual and augmented reality devices, software for social platforms, neural interfaces, and other foundational technologies for the metaverse. Our total RL investments were \$15.88 billion in 2022 and include expenses relating to headcount and technology development across these efforts. As these are fundamentally new technologies that we expect will evolve as the metaverse ecosystem develops, many products for the metaverse may only be fully realized in the next decade. Although it is inherently difficult to predict when and how the metaverse ecosystem will develop, we expect our RL segment to continue to operate at a loss for the foreseeable future, and our ability to support our metaverse efforts is dependent on generating sufficient profits from other areas of our business. We expect this will be a complex, evolving, and long-term initiative. We are investing now because we believe this is the next chapter of the internet and will unlock monetization opportunities for businesses, developers, and creators, including around advertising, hardware, and digital goods.

Family of Apps Products

- **Facebook.** Facebook helps give people the power to build community and bring the world closer together. It's a place for people to share life's moments and discuss what's happening, nurture and build relationships, discover and connect to interests, and create economic opportunity. They can do this through Feed, Reels, Stories, Groups, and more.
- **Instagram.** Instagram brings people closer to the people and things they love. Instagram Feed, Stories, Reels, Video, Live, Shops, and messaging are places where people and creators can connect and express themselves through photos, video, and private messaging, and discover and shop from their favorite businesses.
- **Messenger.** Messenger is a simple yet powerful messaging application for people to connect with friends, family, communities, and businesses across platforms and devices through text, audio and video calls.

[Table of Contents](#)

- **WhatsApp.** WhatsApp is a simple, reliable, and secure messaging application that is used by people and businesses around the world to communicate and transact in a private way.

Reality Labs Products

Many of our metaverse investments are directed toward long-term, cutting edge research and development for products that are not on the market today and may only be fully realized in the next decade. This includes exploring new technologies such as neural interfaces using electromyography, which lets people control their devices using neuromuscular signals, as well as innovations in artificial intelligence (AI) and hardware to help build next-generation interfaces. In the near term, we are continuing to develop early metaverse experiences through Reality Labs' augmented and virtual reality products that help people feel connected, anytime, anywhere. Our current product offerings include Meta Quest virtual reality devices, as well as software and content available through the Meta Quest Store, which enable a range of social experiences that allow people to defy physical distance, including gaming, fitness, entertainment, and more. For example, we have launched Horizon Worlds, a social platform where people can interact with friends, meet new people, play games, and attend virtual events, and Horizon Workrooms, a virtual reality space for teams to connect and collaborate at work. As part of our virtual reality initiatives, we have also introduced mixed reality capabilities through our Meta Reality system on Meta Quest Pro, which allows users to experience the immersion and presence of virtual reality while still being grounded in the physical world. As part of our augmented reality initiatives, we have introduced Ray-Ban Stories smart glasses, which let people stay more present through hands-free interaction, and Meta Spark, a platform that allows creators and businesses to build augmented reality experiences that bring the digital and physical worlds together in our apps. In general, while all of these investments are part of our long-term initiative to help build the metaverse, our virtual reality and social platform efforts also include notable shorter-term projects developing specific products and services to go to market, whereas our augmented reality efforts are primarily directed toward longer-term research and development projects. For example, in 2023, we expect to spend approximately 50% of our Reality Labs operating expenses on our augmented reality initiatives, approximately 40% on our virtual reality initiatives, and approximately 10% on social platforms and other initiatives. We apply significant judgment in estimating this expense breakdown as there are certain shared costs across product lines, and our expectations are subject to change, including as the metaverse ecosystem and our business strategies evolve. In particular, we regularly evaluate our product roadmaps and make significant changes as our understanding of the technological challenges and market landscape and our product ideas and designs evolve.

Competition

Our business is characterized by innovation, rapid change, and disruptive technologies. We compete with companies providing connection, sharing, discovery, and communication products and services to users online, as well as companies that sell advertising to businesses looking to reach consumers and/or develop tools and systems for managing and optimizing advertising campaigns. We face significant competition in every aspect of our business, including, but not limited to, companies that facilitate the ability of users to create, share, communicate, and discover content and information online or enable marketers to reach their existing or prospective audiences. We compete to attract, engage, and retain people who use our products, to attract and retain businesses that use our free or paid business and advertising services, and to attract and retain developers who build compelling applications that integrate with our products. We also compete with companies that develop and deliver consumer hardware and virtual and augmented reality products and services. As we introduce or acquire new products, as our existing products evolve, or as other companies introduce new products and services, including as part of efforts to develop the metaverse or innovate through the application of new technologies such as AI, we may become subject to additional competition.

Technology

Our product development philosophy centers on continuous innovation in creating and improving products that are social by design, which means that our products are designed to place people and their social interactions at the core of the product experience. As our user base grows, as engagement with products like video and virtual reality increases, and as we deepen our investment in new technologies, our computing needs continue to expand. We make significant investments in technology both to improve our existing products and services and to develop new ones, as well as for our marketers and developers. We are also investing in protecting the security, privacy, and integrity of our platform by investing in both people and technology to strengthen our systems against abuse. Across all of these efforts, we are making significant investments in AI and machine learning, including to recommend relevant unconnected content across our products through our AI-powered discovery engine, to enhance our advertising tools and improve our ad delivery, targeting, and measurement capabilities, and

[Table of Contents](#)

to develop new product features using generative AI.

Sales and Operations

The majority of our marketers use our self-service ad platform to launch and manage their advertising campaigns. We also have a global sales force that is focused on attracting and retaining advertisers and providing support to them throughout the stages of the marketing cycle from pre-purchase decision-making to real-time optimizations to post-campaign analytics. We work directly with these advertisers, as well as through advertising agencies and resellers. We operate offices in more than 90 cities around the globe, the majority of which have a sales presence. We also invest in and rely on self-service tools to provide direct customer support to our users and partners.

Marketing

Historically, our communities have generally grown organically with people inviting their friends to connect with them, supported by internal efforts to stimulate awareness and interest. In addition, we have invested and will continue to invest in marketing our products and services to grow our brand and help build community around the world.

Intellectual Property

To establish and protect our proprietary rights, we rely on a combination of patents, trademarks, copyrights, trade secrets, including know-how, license agreements, confidentiality procedures, non-disclosure agreements with third parties, employee disclosure and invention assignment agreements, and other contractual rights. In addition, to further protect our proprietary rights, from time to time we have purchased patents and patent applications from third parties. We do not believe that our proprietary technology is dependent on any single patent or copyright or groups of related patents or copyrights. We believe the duration of our patents is adequate relative to the expected lives of our products.

Government Regulation

We are subject to a variety of laws and regulations in the United States and abroad that involve matters central to our business, many of which are still evolving and being tested in courts, and could be interpreted in ways that could harm our business. These laws and regulations involve matters including privacy, data use, data protection and personal information, biometrics, encryption, rights of publicity, content, integrity, intellectual property, advertising, marketing, distribution, data security, data retention and deletion, data localization and storage, data disclosure, artificial intelligence and machine learning, electronic contracts and other communications, competition, protection of minors, consumer protection, civil rights, accessibility, telecommunications, product liability, e-commerce, taxation, economic or other trade controls including sanctions, anti-corruption and political law compliance, securities law compliance, and online payment services. Foreign data protection, privacy, content, competition, consumer protection, and other laws and regulations can impose different obligations, or penalties or fines for non-compliance, or be more restrictive than those in the United States.

These U.S. federal, state, and foreign laws and regulations, which in some cases can be enforced by private parties in addition to government entities, are constantly evolving and can be subject to significant change. As a result, the application, interpretation, and enforcement of these laws and regulations are often uncertain, particularly in the new and rapidly evolving industry in which we operate, and may be interpreted and applied inconsistently from jurisdiction to jurisdiction and inconsistently with our current policies and practices. For example, regulatory or legislative actions or litigation affecting the manner in which we display content to our users, moderate content, or obtain consent to various practices, or otherwise relating to content that is made available on our products, could adversely affect our financial results. In the United States, the U.S. Supreme Court recently agreed to review a matter in which the scope of the protections available to online platforms under Section 230 of the Communications Decency Act (Section 230) is at issue. In addition, there have been, and continue to be, various efforts to remove or restrict the scope of the protections available to online platforms under Section 230, and any such changes may increase our costs or require significant changes to our products, business practices, or operations, which could adversely affect our business and financial results.

We are also subject to evolving laws and regulations that dictate whether, how, and under what circumstances we can transfer, process and/or receive certain data that is critical to our operations, including data shared between countries or regions in which we operate and data shared among our products and services. If we are unable to transfer data between and among countries and regions in which we operate, or if we are restricted from sharing data among our products and services,

[Table of Contents](#)

it could affect our ability to provide our services, the manner in which we provide our services or our ability to target ads, which could adversely affect our financial results. For example, the Privacy Shield, a transfer framework we relied upon for data transferred from the European Union to the United States, was invalidated in July 2020 by the Court of Justice of the European Union (CJEU). In addition, the other bases upon which Meta relies to transfer such data, such as Standard Contractual Clauses (SCCs), have been subjected to regulatory and judicial scrutiny. On July 6, 2022, we received a draft decision from the Irish Data Protection Commission (IDPC) that preliminarily concluded that Meta Platforms Ireland's reliance on SCCs in respect of European Union/European Economic Area Facebook user data does not achieve compliance with the General Data Protection Regulation (GDPR) and preliminarily proposed that such transfers of user data from the European Union to the United States should therefore be suspended. Separately, on March 25, 2022, the European Union and United States announced that they had reached an agreement in principle on a new EU-U.S. Data Privacy Framework (EU-U.S. DPF). On October 7, 2022, President Biden signed the Executive Order on Enhancing Safeguards for United States Signals Intelligence Activities (E.O.), and on December 13, 2022, the European Commission published its draft adequacy decision on the proposed new EU-U.S. DPF. We believe a final decision in this inquiry may issue as early as the first quarter of 2023. Although the E.O. is a significant and positive step, if no adequacy decision is adopted by the European Commission and we are unable to continue to rely on SCCs or rely upon other alternative means of data transfers from the European Union to the United States, we will likely be unable to offer a number of our most significant products and services, including Facebook and Instagram, in Europe, which would materially and adversely affect our business, financial condition, and results of operations.

We have been subject to other significant legislative and regulatory developments in the past, and proposed or new legislation and regulations could significantly affect our business in the future. For example, we have implemented a number of product changes and controls as a result of requirements under the GDPR, and may implement additional changes in the future. The GDPR also requires submission of personal data breach notifications to our lead European Union privacy regulator, the IDPC, and includes significant penalties for non-compliance with the notification obligation as well as other requirements of the regulation. The interpretation of the GDPR is still evolving and draft decisions in investigations by the IDPC are subject to review by other European privacy regulators as part of the GDPR's consistency mechanism, which may lead to significant changes in the final outcome of such investigations. As a result, the interpretation and enforcement of the GDPR, as well as the imposition and amount of penalties for non-compliance, are subject to significant uncertainty. In addition, Brazil, the United Kingdom, and other countries have enacted similar data protection regulations imposing data privacy-related requirements on products and services offered to users in their respective jurisdictions. The California Consumer Privacy Act, as amended by the California Privacy Rights Act, and similar laws recently enacted by other states also establish certain transparency rules and create certain data privacy rights for users. In addition, the European Union's ePrivacy Directive and national implementation laws impose additional limitations on the use of data across messaging products and include significant penalties for non-compliance. Changes to our products or business practices as a result of these or similar developments have in the past adversely affected, and may in the future adversely affect, our advertising business. Similarly, there are a number of legislative proposals or recently enacted laws in the European Union, the United States, at both the federal and state level, as well as other jurisdictions that could impose new obligations or limitations in areas affecting our business. For example, the Digital Markets Act (DMA) in the European Union imposes new restrictions and requirements on companies like ours, including in areas such as the combination of data across services, mergers and acquisitions, and product design. The DMA also includes significant penalties for non-compliance, and its key requirements will be enforceable against designated gatekeeper companies in early 2024. We expect the DMA will cause us to incur significant compliance costs and make additional changes to our products or business practices. The requirements under the DMA will likely be subject to further interpretation and regulatory engagement. Pending or future proposals to modify competition laws in the United States and other jurisdictions could have similar effects. Further, the Digital Services Act (DSA) in the European Union, which will apply to our business as early as June 2023, will impose new restrictions and requirements for our products and services and may significantly increase our compliance costs. The DSA also includes significant penalties for non-compliance. In addition, some countries, such as India and Turkey, are considering or have passed legislation implementing data protection requirements or requiring local storage and processing of data or similar requirements that could increase the cost and complexity of delivering our services, cause us to cease the offering of our products and services in certain countries, or result in fines or other penalties. New legislation or regulatory decisions that restrict our ability to collect and use information about minors may also result in limitations on our advertising services or our ability to offer products and services to minors in certain jurisdictions.

We are, and expect to continue to be, the subject of investigations, inquiries, data requests, requests for information, actions, and audits by government authorities and regulators in the United States, Europe, and around the world, particularly in the areas of privacy and data protection, including with respect to minors, law enforcement, consumer protection, civil

[Table of Contents](#)

rights, content moderation, and competition. We are also currently, and may in the future be, subject to regulatory orders or consent decrees, including the modified consent order we entered into with the U.S. Federal Trade Commission (FTC), which took effect in April 2020 and, among other matters, requires us to maintain a comprehensive privacy program. Orders issued by, or inquiries or enforcement actions initiated by, government or regulatory authorities could cause us to incur substantial costs, expose us to civil and criminal liability (including liability for our personnel) or penalties (including substantial monetary remedies), interrupt or require us to change our business practices in a manner materially adverse to our business (including changes to our products or user data practices), result in negative publicity and reputational harm, divert resources and the time and attention of management from our business, or subject us to other structural or behavioral remedies that adversely affect our business.

For additional information about government regulation applicable to our business, see Part I, Item 1A, "Risk Factors" in this Annual Report on Form 10-K.

Human Capital

At Meta, our mission is to give people the power to build community and bring the world closer together. People are at the heart of every connection we empower, and we are proud of our unique company culture. We strive to build diverse teams across engineering, product design, marketing, and other areas to further our mission.

As we look forward, we expect the lasting effects of the global COVID-19 pandemic will change how we work and who we reach. We are proud of our response to the COVID-19 pandemic both internally and externally. Employee benefits were robust and established quickly: we implemented 15 days of subsidized backup care for child, adult, or eldercare; we paid emergency leave to help address short-term or transitional needs; and we established a temporary stipend to help employees work from home, to name just a few of the benefits.

We are committed to fostering an enriching environment for our global workforce, and we are focused on supporting our people in doing the best work of their careers, no matter where they are located. For example:

- Location is flexible but presence is essential. As of September 30, 2022, 83% of managers at Meta had direct reports in a different location, and 24% of our employees were fully remote.
- Remote work has helped us reach new talent in a competitive tech landscape and broaden our representation. We have seen that candidates who accepted remote job offers were more often underrepresented people.
- Beginning March 2023, we are permitting employees in eligible roles to transfer to any Meta office within their country of employment. We expect distributed teams to establish strong norms that support efficiency, including more predictable and coordinated in-person working time.

At the start of the COVID-19 pandemic, the world rapidly moved online and the surge of online commerce led to accelerated revenue growth. Many people predicted this would be a permanent acceleration that would continue even after the pandemic ended. Instead, not only did online commerce return to prior trends, but the more challenging macroeconomic environment and limitations on our ad targeting and measurement tools, among other factors, contributed to a decline in our revenue.

To address this new environment, we took a number of steps to become a more capital efficient company and, in November 2022, made one of the most difficult changes in Meta's history and announced a layoff of approximately 11,000 employees. The cost reduction efforts that we announced, including our plans to scale back budgets, reduce company perks, shrink our real estate footprint, and restructure teams to increase efficiency alone would not bring our expenses in line with our revenue growth and we had to implement the layoff. We made it a priority to treat outgoing employees with respect and announced a package for U.S. employees that included:

- Severance: 16 weeks of base pay plus two additional weeks for every year of service.
- Paid time off: payment for all remaining paid time off.

[Table of Contents](#)

- Restricted stock unit vesting: receipt of November 2022 vesting for outstanding employee restricted stock unit awards.
- Health insurance: coverage of the cost of healthcare for employees and their families for six months.
- Career services: three months of career support with an external vendor, including early access to unpublished job leads.
- Immigration support: dedicated immigration specialists to help guide employees based on their needs.

We offered similar support for outgoing employees outside of the United States, taking into account local employment laws.

Employee Learning and Development

We value our investment in growing and keeping a highly skilled and efficient workforce. In addition to permitting employees to seek education reimbursement, we offer career development opportunities and work experience programs that extend beyond the physical and virtual classroom. To do this, we utilize various learning modalities, such as live virtual and in-person learning experiences, on-demand e-learning, self-service resources, learning communities, and coaching engagements.

The Pulse of Our Workforce

Each year, we conduct company-wide employee surveys to help understand how employees feel about working at Meta and what we can do to improve their experience. Our surveys help us measure company, manager, and personal experience over time. Further, our more frequent surveys, such as those that have been administered daily to an ongoing random sample of employees, allows us to measure real-time sentiment around emerging events and company changes. These surveys are designed to invite feedback and actionable suggestions, inform decisions, and drive change across the company.

Health and Well-being

Meta's health and well-being programs are designed to give employees a choice of flexible benefits to help them reach their personal well-being goals. Our programs are tailored to help boost employee physical and mental health, create financial peace of mind, provide support for families, and help employees build a strong community. Programs are designed and funded to support needs like autism care, cancer care, transgender services, holistic well-being, and mental health programs, which represent a few of the ways we support our employees and their dependents.

Diversity, Equity and Inclusion

We work to build a diverse and inclusive workplace where we can leverage our collective cognitive diversity to build the best products and make the best decisions for the global community we serve.

We offer full-time fully remote positions, including in locations where we do not have offices, which has deepened the diversity of our candidate pool. As published in our Diversity Report in July 2022, we saw that providing remote optionality increased the diversity of the overall composition of our workforce: U.S candidates who accepted remote job offers were substantially more likely to be Black, Hispanic, Native American, Alaskan Native, Pacific Islander, veterans and/or people with disabilities, and globally, candidates who accepted remote job offers were more likely to be women.

As part of our 2022 Diversity Report, we published our global gender diversity and U.S. ethnic diversity workforce data. As of June 30, 2022, our global employee base was comprised of 37.1% females and 62.9% males, and our U.S. employee base was comprised of the following ethnicities: 46.5% Asian, 37.6% White, 6.7% Hispanic, 4.9% Black, 4.0% two or more ethnicities, and 0.3% additional groups (including American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander).

We want our products to work for the world and we need to grow and keep the best talent in order to do that. To aid in this effort, we have taken steps to reduce bias from our hiring processes and performance management systems.

Table of Contents

We have also invested in learning opportunities to identify and reduce inherent bias through Diversity, Equity and Inclusion trainings for our employees and enhanced learning and development courses. In addition, we offer career development programs to employees, including opportunities for women leaders at Meta to connect, support and grow together and programs to help ensure that we develop leaders of color, build a more diverse leadership pipeline and foster a culture of sponsorship through leader advocacy.

Compensation and Benefits

We offer competitive compensation to attract and retain the best people, and we help care for our people so they can focus on our mission. Our employees' total compensation package includes market-competitive salary, bonuses or sales incentives, and equity. We generally offer full-time employees equity at the time of hire and through annual equity grants because we want them to be owners of the company and committed to our long-term success. We have conducted pay equity analyses for many years, and continue to be committed to pay equity. In 2022, we announced that our analyses indicate that we continue to have pay equity across genders globally and race in the United States for people in similar jobs, accounting for factors such as location, role, and level.

Through Life@ Meta, our holistic approach to benefits, we provide our employees and their dependents with resources to help them thrive. We offer a wide range of benefits across areas such as health, family, finance, community, and time away, including healthcare and wellness benefits, family building benefits, family care resources, retirement savings plans, access to tax and legal services, and Meta Resource Groups to build community at Meta.

Corporate Information

We were incorporated in Delaware in July 2004. We completed our initial public offering in May 2012 and our Class A common stock is currently listed on the Nasdaq Global Select Market under the symbol "META." Our principal executive offices are located at 1601 Willow Road, Menlo Park, California 94025, and our telephone number is (650) 543-4800.

Meta, the Meta logo, Facebook, FB, Instagram, Oculus, WhatsApp, and our other registered or common law trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of Meta Platforms, Inc. or its affiliates. Other trademarks, service marks, or trade names appearing in this Annual Report on Form 10-K are the property of their respective owners.

Available Information

Our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and amendments to reports filed pursuant to Sections 13(a) and 15(d) of the Securities Exchange Act of 1934, as amended (Exchange Act), are filed with the U.S. Securities and Exchange Commission (SEC). We are subject to the informational requirements of the Exchange Act and file or furnish reports, proxy statements, and other information with the SEC. Such reports and other information filed by us with the SEC are available free of charge on our website at investor.fb.com when such reports are available on the SEC's website. We use our investor.fb.com and about.fb.com/news/ websites as well as Mark Zuckerberg's Facebook Page (www.facebook.com/zuck) and Instagram account (www.instagram.com/zuck) as means of disclosing material non-public information and for complying with our disclosure obligations under Regulation FD.

The SEC maintains an Internet site that contains reports, proxy and information statements, and other information regarding issuers that file electronically with the SEC at www.sec.gov.

The contents of the websites referred to above are not incorporated into this filing. Further, our references to the URLs for these websites are intended to be inactive textual references only.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED BALANCE SHEETS
(In millions, except for number of shares and par value)

	December 31,	
	2022	2021
Assets		
Current assets:		
Cash and cash equivalents	\$ 14,681	\$ 16,601
Marketable securities	26,057	31,397
Accounts receivable, net	13,466	14,039
Prepaid expenses and other current assets	5,345	4,629
Total current assets	59,549	66,666
Non-marketable equity securities	6,201	6,775
Property and equipment, net	79,518	57,809
Operating lease right-of-use assets	12,673	12,155
Intangible assets, net	897	634
Goodwill	20,306	19,197
Other assets	6,583	2,751
Total assets	\$ 185,727	\$ 165,987
Liabilities and stockholders' equity		
Current liabilities:		
Accounts payable	\$ 4,990	\$ 4,083
Partners payable	1,117	1,052
Operating lease liabilities, current	1,367	1,127
Accrued expenses and other current liabilities	19,552	14,873
Total current liabilities	27,026	21,135
Operating lease liabilities, non-current	15,301	12,746
Long-term debt	9,923	—
Other liabilities	7,764	7,227
Total liabilities	60,014	41,108
Commitments and contingencies		
Stockholders' equity:		
Common stock, \$0.000006 par value; 5,000 million Class A shares authorized, 2,247 million and 2,328 million shares issued and outstanding, as of December 31, 2022 and 2021, respectively; 4,141 million Class B shares authorized, 367 million and 413 million shares issued and outstanding, as of December 31, 2022 and 2021, respectively	—	—
Additional paid-in capital	64,444	55,811
Accumulated other comprehensive loss	(3,530)	(693)
Retained earnings	64,799	69,761
Total stockholders' equity	125,713	124,879
Total liabilities and stockholders' equity	\$ 185,727	\$ 165,987

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF INCOME
(In millions, except per share amounts)

	Year Ended December 31,		
	2022	2021	2020
Revenue	\$ 116,609	\$ 117,929	\$ 85,965
Costs and expenses:			
Cost of revenue	25,249	22,649	16,692
Research and development	35,338	24,655	18,447
Marketing and sales	15,262	14,043	11,591
General and administrative	11,816	9,829	6,564
Total costs and expenses	<u>87,665</u>	<u>71,176</u>	<u>53,294</u>
Income from operations	28,944	46,753	32,671
Interest and other income (expense), net	(125)	531	509
Income before provision for income taxes	28,819	47,284	33,180
Provision for income taxes	5,619	7,914	4,034
Net income	<u>\$ 23,200</u>	<u>\$ 39,370</u>	<u>\$ 29,146</u>
Earnings per share attributable to Class A and Class B common stockholders:			
Basic	\$ 8.63	\$ 13.99	\$ 10.22
Diluted	\$ 8.59	\$ 13.77	\$ 10.09
Weighted-average shares used to compute earnings per share attributable to Class A and Class B common stockholders:			
Basic	2,687	2,815	2,851
Diluted	2,702	2,859	2,888
Share-based compensation expense included in costs and expenses:			
Cost of revenue	\$ 768	\$ 577	\$ 447
Research and development	9,361	7,106	4,918
Marketing and sales	1,004	837	691
General and administrative	859	644	480
Total share-based compensation expense	<u>\$ 11,992</u>	<u>\$ 9,164</u>	<u>\$ 6,536</u>

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
(In millions)

	Year Ended December 31,		
	2022	2021	2020
Net income	\$ 23,200	\$ 39,370	\$ 29,146
Other comprehensive income (loss):			
Change in foreign currency translation adjustment, net of tax	(1,184)	(1,116)	1,056
Change in unrealized gain (loss) on available-for-sale investments and other, net of tax	(1,653)	(504)	360
Comprehensive income	\$ 20,363	\$ 37,750	\$ 30,562

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY

(In millions)

	Class A and Class B Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive Income (Loss)	Retained Earnings	Total Stockholders' Equity
	Shares	Par Value				
Balances at December 31, 2019	2,852	\$ —	\$ 45,851	\$ (489)	\$ 55,692	\$ 101,054
Issuance of common stock	38	—	—	—	—	—
Shares withheld related to net share settlement	(14)	—	(2,369)	—	(1,195)	(3,564)
Share-based compensation	—	—	6,536	—	—	6,536
Share repurchases	(27)	—	—	—	(6,298)	(6,298)
Other comprehensive income	—	—	—	1,416	—	1,416
Net income	—	—	—	—	29,146	29,146
Balances at December 31, 2020	2,849	—	50,018	927	77,345	128,290
Issuance of common stock	45	—	—	—	—	—
Shares withheld related to net share settlement	(17)	—	(3,371)	—	(2,144)	(5,515)
Share-based compensation	—	—	9,164	—	—	9,164
Share repurchases	(136)	—	—	—	(44,810)	(44,810)
Other comprehensive loss	—	—	—	(1,620)	—	(1,620)
Net income	—	—	—	—	39,370	39,370
Balances at December 31, 2021	2,741	—	55,811	(693)	69,761	124,879
Issuance of common stock	54	—	—	—	—	—
Shares withheld related to net share settlement	(20)	—	(3,359)	—	(236)	(3,595)
Share-based compensation	—	—	11,992	—	—	11,992
Share repurchases	(161)	—	—	—	(27,926)	(27,926)
Other comprehensive loss	—	—	—	(2,837)	—	(2,837)
Net income	—	—	—	—	23,200	23,200
Balances at December 31, 2022	2,614	\$ —	\$ 64,444	\$ (3,530)	\$ 64,799	\$ 125,713

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2022	2021	2020
Cash flows from operating activities			
Net income	\$ 23,200	\$ 39,370	\$ 29,146
Adjustments to reconcile net income to net cash provided by operating activities:			
Depreciation and amortization	8,686	7,967	6,862
Share-based compensation	11,992	9,164	6,536
Deferred income taxes	(3,286)	609	(1,192)
Impairment charges for leases and leasehold improvements	2,218	—	—
Abandonment charges for data center assets	1,341	—	—
Fair value adjustments for non-marketable securities	463	(232)	33
Other	178	105	85
Changes in assets and liabilities:			
Accounts receivable	231	(3,110)	(1,512)
Prepaid expenses and other current assets	162	(1,750)	135
Other assets	(106)	(349)	(34)
Accounts payable	210	1,436	(17)
Partners payable	90	(12)	178
Accrued expenses and other current liabilities	4,210	3,544	(946)
Other liabilities	886	941	(527)
Net cash provided by operating activities	50,475	57,683	38,747
Cash flows from investing activities			
Purchases of property and equipment	(31,431)	(18,690)	(15,163)
Proceeds relating to property and equipment	245	123	48
Purchases of marketable debt securities	(9,626)	(30,407)	(33,930)
Sales of marketable debt securities	11,083	31,671	11,787
Maturities of marketable debt securities	2,075	10,915	13,984
Purchases of non-marketable equity securities	(5)	(47)	(6,361)
Acquisitions of businesses and intangible assets	(1,312)	(851)	(388)
Other investing activities	1	(284)	(36)
Net cash used in investing activities	(28,970)	(7,570)	(30,059)
Cash flows from financing activities			
Taxes paid related to net share settlement of equity awards	(3,595)	(5,515)	(3,564)
Repurchases of Class A common stock	(27,956)	(44,537)	(6,272)
Proceeds from issuance of long-term debt, net	9,921	—	—
Principal payments on finance leases	(850)	(677)	(604)
Other financing activities	344	1	148
Net cash used in financing activities	(22,136)	(50,728)	(10,292)
Effect of exchange rate changes on cash, cash equivalents, and restricted cash	(638)	(474)	279
Net decrease in cash, cash equivalents, and restricted cash	(1,269)	(1,089)	(1,325)
Cash, cash equivalents, and restricted cash at beginning of the period	16,865	17,954	19,279
Cash, cash equivalents, and restricted cash at end of the period	\$ 15,596	\$ 16,865	\$ 17,954
Reconciliation of cash, cash equivalents, and restricted cash to the consolidated balance sheets			
Cash and cash equivalents	\$ 14,681	\$ 16,601	\$ 17,576
Restricted cash, included in prepaid expenses and other current assets	294	149	241
Restricted cash, included in other assets	621	115	137
Total cash, cash equivalents, and restricted cash	\$ 15,596	\$ 16,865	\$ 17,954

See Accompanying Notes to Consolidated Financial Statements.

[Table of Contents](#)

META PLATFORMS, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(In millions)

	Year Ended December 31,		
	2022	2021	2020
Supplemental cash flow data			
Cash paid for income taxes, net	\$ 6,407	\$ 8,525	\$ 4,229
Non-cash investing and financing activities:			
Property and equipment in accounts payable and accrued expenses and other current liabilities	\$ 3,319	\$ 3,404	\$ 2,201
Acquisition of businesses in accrued expenses and other current liabilities and other liabilities	\$ 291	\$ 73	\$ 118
Other current assets through financing arrangement in accrued expenses and other current liabilities	\$ 16	\$ 508	\$ —
Repurchases of Class A common stock in accrued expenses and other current liabilities	\$ 310	\$ 340	\$ 68

See Accompanying Notes to Consolidated Financial Statements.

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