Larkspur – H-1B transfer for Anjali D. (+ spouse)

8 messages

Tom Whitaker <tom@larkspur-analytics.com> Tue, Aug 18, 2026 at 9:12 AM
To: Helena Varga <hvarga@vli-law.com>
Cc: Marisol Ferreira <marisol.ferreira@larkspur-analytics.com>

Hey Helena,

Hope you're surviving the heat! Quick heads up — we are hiring Anjali Deshpande over from Brightwave Systems and we need to get her H-1B transfer rolling as fast as humanly possible. Please do premium whatever it costs, we really want her onboarded and settled without dragging this out for months. I'll sign whatever needs signing on our end, just point me to the dotted line.

Marisol is copied here and she'll send over all the job details, offer docs, and her contact info shortly. Things are absolute madness over here right now getting the deck locked for our board meeting on the 27th, plus I'm trying to squeeze in a quick sailing trip out on Lake Travis before my life gets completely turned upside down next month (wind looks terrible this weekend though, typical). Oh and our Denver sales team is hiring like crazy too right now so Marisol is buried, though thankfully those are not visa people so we won't be bugging you on those!

Thanks a ton as always,

Tom

Tom Whitaker | CEO | Larkspur Analytics | 512-555-0140
Sent from my iPhone

Helena Varga <hvarga@vli-law.com> Tue, Aug 18, 2026 at 4:47 PM
To: Tom Whitaker <tom@larkspur-analytics.com>, Marisol Ferreira <marisol.ferreira@larkspur-analytics.com>
Cc: Joaquín Ruiz <jruiz@vli-law.com>

Hi Tom and Marisol,

Congratulations on the new hire! We would be delighted to assist Larkspur Analytics with Anjali's transfer. I am copying my paralegal, Joaquín Ruiz, who will help coordinate the document collection and intake process.

Based on what you shared and our preliminary notes, here is the game plan: we will prepare and file a Form I-129 for a change of employer with an extension of stay. Because Anjali is past her 6 years of H-1B status, this three-year extension rests on the I-140 that Brightwave Systems got approved for her under AC21 portability rules. As requested, we will file under premium processing with Form I-907 so that USCIS adjudicates the petition within 15 business days of receipt. In addition, we will include her husband Rohan Deshpande's Form I-539 (H-4 extension) filed together with the I-129, and his first H-4 work permit, Form I-765 under (c)(26), filed alongside it in the same submission packet so that the family's applications stay linked.

This will be Larkspur's first petition of any kind for Anjali. Before we can submit the I-129 package to USCIS, I will prepare and file the Labor Condition Application (LCA) with the Department of Labor myself; standard DOL certification takes seven calendar days from filing.

To get everything moving right away, Joaquín and I will send a questionnaire to each of you (one for the company, and separate intake links once Marisol connects us with Anjali and Rohan) as well as a Form G-28 Notice of Entry of

Appearance for Larkspur to sign. Before we draft the G-28 and the petition forms, could you confirm who will be the authorized signatory for Larkspur on this filing? Tom, I know you offered to sign, just let us know if it will be you or someone else on the leadership team given your schedule.

Finally, for your budgeting purposes, please remember that USCIS fees changed in 2024 with the new fee rule, which increased several employer filing tiers and added the Asylum Program Fee. As round-number estimates for budgeting right now, you should anticipate the standard I-129 fee (around $780 plus the $600 Asylum Program Fee), the statutory ACWIA training fee ($1,500 for employers with more than 25 full-time employees), the $500 Fraud Prevention and Detection fee, and the premium processing fee of $2,805, plus the separate government filing fees for the family's dependent applications. We will send a formal fee schedule once we confirm your current U.S. headcount.

Warm regards,

Helena

Helena Varga | Partner | Varga & Lindqvist Immigration LLP | 1100 Congress Ave, Ste. 1450, Austin, TX 78701 | 512-555-0172

On Tue, Aug 18, 2026 at 9:12 AM Tom Whitaker <tom@larkspur-analytics.com> wrote:

> Hey Helena,
> Hope you're surviving the heat! Quick heads up — we are hiring Anjali Deshpande over from Brightwave Systems and we need to get her H-1B transfer rolling as fast as humanly possible. Please do premium whatever it costs...

Tom Whitaker <tom@larkspur-analytics.com> Wed, Aug 26, 2026 at 11:03 AM
To: Helena Varga <hvarga@vli-law.com>
Cc: Marisol Ferreira <marisol.ferreira@larkspur-analytics.com>, Gareth Okafor <gokafor@larkspur-analytics.com>

Helena,

Sorry for the lag here — looping in Gareth — he's our authorized signatory for immigration from now on, I'm out on parental leave from Sept 1 (twins!!). If you send paper or DocuSign to me in September there is a 0% chance I will remember my own name let alone sign a government form on time.

We are still completely deadlocked on baby names by the way. We had two solid contenders picked out back in July and then yesterday over dinner we vetoed both of them and started a brand new spreadsheet from scratch. Why is naming two humans harder than closing a Series B?! Anyway, Gareth and Marisol will take great care of you guys and make sure Anjali's paperwork doesn't miss a beat.

Cheers,

Tom

Tom Whitaker | CEO | Larkspur Analytics | 512-555-0140

On Tue, Aug 18, 2026 at 4:47 PM Helena Varga <hvarga@vli-law.com> wrote:

> Before we draft the G-28 and the petition forms, could you confirm who will be the authorized signatory for Larkspur on this filing? Tom, I know you offered to sign, just let us know if it will be you or someone else on the leadership team given your schedule.

Gareth Okafor <gokafor@larkspur-analytics.com> Wed, Aug 26, 2026 at 2:30 PM
To: Helena Varga <hvarga@vli-law.com>
Cc: Marisol Ferreira <marisol.ferreira@larkspur-analytics.com>, Tom Whitaker <tom@larkspur-analytics.com>

Hello Helena,

Confirming Tom's note. I will serve as the authorized signatory for Larkspur Analytics on this petition and going forward. My title is Chief Financial Officer. For the preparer and interpreter sections on the forms, please note that I read and speak English fluently and will review and sign everything myself, whether via DocuSign or wet ink as your process requires.

One note regarding the company financials section of the intake questionnaire: please don't use the FY2024 revenue in Marisol's company profile, it's stale. I'll send you FY2025 gross and net figures once the auditors sign off — mid-September.

Also, since Tom's twins are due 9/3, please direct all administrative or signature requests straight to me and Marisol so we do not hold up the filing.

Regards,

Gareth Okafor | Chief Financial Officer | Larkspur Analytics | o. 512-555-0150 | gokafor@larkspur-analytics.com

On Wed, Aug 26, 2026 at 11:03 AM Tom Whitaker <tom@larkspur-analytics.com> wrote:

> Sorry for the lag here — looping in Gareth — he's our authorized signatory for immigration from now on, I'm out on parental leave from Sept 1 (twins!!).

Marisol Ferreira <marisol.ferreira@larkspur-analytics.com> Thu, Sep 3, 2026 at 6:58 PM

To: Helena Varga <hvarga@vli-law.com>
Cc: Gareth Okafor <gokafor@larkspur-analytics.com>

HIIII Helena!! Oh my gosh I am so, so sorry for the radio silence on my end, I am literally typing this sitting on an upside-down plastic crate surrounded by bubble wrap and monitor stands!! The fancy Italian espresso/coffee machine broke in the move (rest in peace, engineering is in mourning) and I just had to order emergency pizza for the movers because the freight elevator locked up for two hours!! Anyway here is the brain dump on all your employer questionnaire items before I lose my mind:

- **Address / Move:** WE MOVED on Sept 1!! New office: 3201 Bee Caves Rd, Suite 300, Austin, TX 78746 — use it for everything, mail too. The profile and the offer letter still show the old 6th Street letterhead, ignore that. (And just a general reminder that the Denver office has nothing to do with Anjali, that's purely regional sales!)
- **Headcount:** we're at 212 U.S. employees now. The 198 in the profile was June. The Kraków contractors are NOT employees.
- **Worksite & Schedule:** Anjali will work out of the new office, hybrid, and from home two days a week.
- **Ownership:** no, Anjali doesn't own any part of Larkspur — she just gets the standard new-hire RSU grant like everyone.
- **Visa headcount:** we have a handful of visa folks, I can pull the exact numbers from Rippling next week.
- **Export Control:** The export control question — I'll check with our compliance person, no idea.
- **Company Contact Email:** What contact email do you want on the forms for the company? I can set up a shared inbox if that's better.

Also, Priyanka (Priyanka Shah, the hiring manager for Demand Intelligence) is out until 9/15 hiking somewhere with zero reception, so if you have super granular technical questions about the JD attached here we might have to wait until she's back, though hopefully the PDF has plenty of detail! Oh, completely unrelated side question while I have you — can Larkspur sponsor a Canadian sales rep on TN for that Denver team, or is "sales" a dirty word for TN visas? lol don't bill me for that question yet just curious!!

I've attached the company profile, Anjali's signed initial offer letter, and the job description. Going to go eat cold pepperoni pizza out of a cardboard box now!!

Best,

Marisol

Marisol Ferreira (she/her) | Senior People Operations Manager | Larkspur Analytics | direct 512-555-0161

On Wed, Aug 26, 2026 at 2:30 PM Gareth Okafor <gokafor@larkspur-analytics.com> wrote:

> Confirming Tom's note. I will serve as the authorized signatory for Larkspur Analytics on this petition and going forward. My title is Chief Financial Officer...

📎 **Larkspur Analytics - company profile 2026.pdf** 1,420 KB

📎 **Offer letter - Anjali Deshpande - Larkspur.pdf** 318 KB

📎 **JD - Senior Data Scientist, Demand Intelligence.pdf** 245 KB

Marisol Ferreira <marisol.ferreira@larkspur-analytics.com> Wed, Sep 16, 2026 at 10:21 AM

To: Helena Varga <hvarga@vli-law.com>
Cc: Gareth Okafor <gokafor@larkspur-analytics.com>, Joaquín Ruiz <jruiz@vli-law.com>

Morning Helena & Joaquín! Wait hold the presses before you hit submit on that LCA!! Update after comp review!!

Priyanka got back yesterday and we finalized our mid-year leveling adjustments across the data org, so we bumped Anjali's package up so she wouldn't come in misaligned with the rest of the band. Here are the updated numbers to use on all the forms:

- **Job Title:** title is now Senior Data Scientist (not Data Scientist II)
- **Base Salary:** base $158,000 per year
- **Bonus:** bonus target 12% of base
- **Equity:** 2,400 RSUs vesting over 4 years
- **Target Start Date:** start date moved to 11/02/2026 (November 2) because of the premium processing timing and wanting to give her time to give proper notice at Brightwave once we have the receipt/approval in hand.

Note that the revised offer letter is coming, Legal is slow as molasses right now, so please go ahead and run the LCA with these exact numbers so we don't lose another week.

Also, totally unrelated housekeeping question — can Joaquín resend the firm's invoice to ap@larkspur-analytics.com? Gareth's AP team switched ticketing systems and they want all legal vendor PDFs routed directly there.

Oh and ignore the pasted block below at the bottom of my clipboard, I accidentally copied Priyanka's old OOO banner when I was grabbing her leveling approval thread (out of office until 9/15, back now, ignore):

> [Auto-Reply — Priyanka Shah, VP of Data Science: Thank you for your email. I am currently out of office until 9/15 with no access to email or Slack. For urgent People Ops or hiring matters, please contact Marisol Ferreira.]

Thank youuuuu!!

Marisol

Marisol Ferreira (she/her) | Senior People Operations Manager | Larkspur Analytics | direct 512-555-0161

On Thu, Sep 3, 2026 at 6:58 PM Marisol Ferreira <marisol.ferreira@larkspur-analytics.com> wrote:

> HIIII Helena!! Oh my gosh I am so, so sorry for the radio silence on my end, I am literally typing this sitting on an upside-down plastic crate surrounded by bubble wrap...

Helena Varga <hvarga@vli-law.com> Wed, Sep 23, 2026 at 8:15 AM

To: Marisol Ferreira <marisol.ferreira@larkspur-analytics.com>
Cc: Gareth Okafor <gokafor@larkspur-analytics.com>

Hi Marisol and Gareth,

Good news — the LCA is certified and attached here for your records and Public Access File. As discussed, it reflects the Senior Data Scientist title and compensation, and it lists the new office and Anjali's home as the two worksites.

We are now finalizing the I-129 forms and support letter. I'll send everyone a short list of what I still need later today so we can get signatures lined up.

Best,

Helena

Helena Varga | Partner | Varga & Lindqvist Immigration LLP | 1100 Congress Ave, Ste. 1450, Austin, TX 78701 | 512-555-0172

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📎 **LCA I-200-26251-718392 certified - FLAG case summary.pdf** 412 KB

Marisol Ferreira <marisol.ferreira@larkspur-analytics.com> Tue, Oct 6, 2026 at 5:40 PM

To: Helena Varga <hvarga@vli-law.com>

Hi Helena,

Sorry, crazy week (open enrollment!!). Half the company suddenly forgot their Rippling passwords on the exact same morning and I have spent three days straight explaining how an HSA works to software engineers while simultaneously mediating a fierce Slack war over the new Bee Caves office dog roster (apparently two golden doodles on the same floor on Thursdays is a hazard??).

Anyway, on your question for the support letter about whether Anjali will supervise anyone: it depends on the Q1 re-org, Priyanka says TBD.

Also, heads up on signatures — Gareth is in London until Oct 12 but can DocuSign from there whenever you and Joaquín send the links over, or if you need wet ink on the I-129 and G-28 he can print, sign, and FedEx from our London hotel business center. Just let us know!

Thanks,

Marisol

Marisol Ferreira (she/her) | Senior People Operations Manager | Larkspur Analytics | direct 512-555-0161

On Wed, Sep 23, 2026 at 8:15 AM Helena Varga <hvarga@vli-law.com> wrote:

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ATTACHMENT 1 OF 4

Larkspur Analytics - company profile 2026.pdf

Sent with Marisol Ferreira’s email · Thu, Sep 3, 2026 at 6:58 PM

SPECIMEN - TEST DATA - NOT A REAL DOCUMENT

Larkspur Analytics

1717 W 6th St, Ste. 210, Austin, TX 78703 · 512-555-0148

People Operations & Legal
Corporate Fact Sheet

Company profile for vendor onboarding & immigration counsel

JULY 2026

This briefing document provides verified corporate, operational, and financial information regarding **Larkspur Analytics, Inc.** for external legal counsel, benefit administrators, and prospective commercial vendors completing standard onboarding and compliance reviews.

1. CORPORATE IDENTITY & ENTITY CLASSIFICATION

Legal Name	**Larkspur Analytics, Inc.**
Entity Structure	Delaware C corporation, for-profit, venture-backed
Institutional Classification	Not a nonprofit, not a research organization, not affiliated with any college or university.
Capitalization & Backing	Series C, 2024, $62M led by Northgate Partners
Federal Employer ID (FEIN)	**84-2917365**
Main Telephone	512-555-0148

2. BUSINESS OPERATIONS & CORE OFFERINGS

What we do: Larkspur Analytics, Inc. develops and operates supply-chain analytics software (SaaS) for mid-market retailers — demand forecasting, inventory placement, markdown optimization.

Our cloud-native platform ingests point-of-sale, warehouse, and supplier lead-time telemetry to help retail merchandising and logistics teams minimize stockouts, balance multi-echelon inventory across distribution centers, and automate end-of-season pricing cadence.

3. OFFICE LOCATIONS

Austin, TX — HQ

Larkspur Analytics, Inc.
1717 W 6th St, Ste. 210
Austin, TX 78703
Phone: 512-555-0148

Executive leadership, engineering, product management, data science, and people operations.

Denver, CO — SALES ONLY

Larkspur Analytics, Inc.
1660 Wynkoop St, Ste. 800
Denver, CO 80202

Regional commercial operations, account executives, and customer solutions engineering (sales only).

4. WORKFORCE & HEADCOUNT SUMMARY

For regulatory filings, benefit underwriting, and petition preparation, the company's workforce composition is detailed below:

Effective Reporting Date	As of 06/30/2026
U.S. Employee Headcount	**198** U.S. full-time employees
International Contractors	Plus **14 contractors** in Kraków, Poland (not employees)

Larkspur Analytics

1717 W 6th St, Ste. 210, Austin, TX 78703 · 512-555-0148

Company profile for vendor onboarding & immigration counsel
Dated July 2026

5. FINANCIAL OVERVIEW & COMMERCIAL BANKING

Financial metrics provided below reflect our most recent completed independent financial audit, alongside standard commercial settlement and insurance particulars for vendor onboarding.

Recognized Revenue	**FY2024 (last audited) $33.2M**
Equity Financing Reference	Series C, 2024, $62M led by Northgate Partners
Bank for Vendor Payments	**Frost Bank**
General Liability Insurer	**Hartwell Mutual**, policy **GL-77120-26**

6. EXECUTIVE LEADERSHIP & KEY CONTACTS

Authorizations, legal notices, and regulatory verifications are overseen by the following corporate officers and department leads:

Chief Executive Officer	**Tom Whitaker** (Chief Executive Officer)
Chief Financial Officer	**Gareth Okafor** (Chief Financial Officer)
People Operations	**Marisol Ferreira** (Senior People Operations Manager)
Data Science	**Priyanka Shah** (Director of Data Science)

7. INFORMATION SECURITY & COMPLIANCE



Independent Security Attestation
For vendor risk management and customer data governance reviews, please note that **we are SOC 2 Type II certified**.

8. WORKPLACE CULTURE, BENEFITS & OFFICE POLICIES

Larkspur Analytics, Inc. fosters a collaborative workplace guided by three foundational company values:

Curious
We investigate root causes and explore better models.

Candid
We communicate directly, transparently, and early.

Kind
We treat colleagues, partners, and customers with respect.

Retirement Benefits	Company-sponsored **401(k) match 4%** for eligible U.S. full-time employees.

Office Dog Policy	On-site visitors and contractors should be aware of our office dog policy: **max 3 dogs a day, sign-up sheet** managed at the front desk.
Annual Company Event	Our annual winter gathering is the **holiday party on 12/12/2026 at the Driskill** in downtown Austin.

Verification Notice: Prepared by People Operations at Larkspur Analytics, Inc. All corporate facts, headcount figures as of 06/30/2026, and policy numbers are current as of July 2026. For formal certificates of insurance under Hartwell Mutual policy GL-77120-26 or W-9 documentation referencing FEIN 84-2917365, please contact our main office at 512-555-0148.

ATTACHMENT 2 OF 4

Offer letter - Anjali Deshpande - Larkspur.pdf

Sent with Marisol Ferreira’s email · Thu, Sep 3, 2026 at 6:58 PM

SPECIMEN - TEST DATA - NOT A REAL DOCUMENT

Larkspur Analytics, Inc.
ENTERPRISE DECISION & DEMAND INTELLIGENCE

Larkspur Analytics, Inc. · 1717 W 6th St, Ste. 210, Austin, TX 78703
Corporate People Operations & Legal

To:
Anjali Deshpande
1408 Hartford Rd, Apt. 3B
Austin, TX 78703

Date: August 14, 2026

PERSONAL & CONFIDENTIAL

Re: Offer of Full-Time Employment — Data Scientist II (Demand Intelligence Team)

Dear Anjali,

On behalf of **Larkspur Analytics, Inc.** ("Larkspur" or the "Company"), I am delighted to extend this formal offer of employment to you for the position of **Data Scientist II** on our **Demand Intelligence team**. In this role, you will be reporting to **Priyanka Shah, Director of Data Science**. We were thoroughly impressed by your analytical rigor and technical depth, and we look forward to the contributions you will bring to our organization.

Position & Team	Data Scientist II, Demand Intelligence team
Reporting Manager	Priyanka Shah, Director of Data Science
Employment Classification	Full-time, exempt
Base Salary	$146,500 per year, paid semi-monthly
Annual Bonus Target	10% of base salary
Equity Grant	2,000 RSUs vesting over 4 years, 1-year cliff
Anticipated Start Date	October 19, 2026 (10/19/2026), contingent on USCIS approval of the H-1B petition Larkspur will file for her
Work Arrangement & Location	Hybrid: three days a week in the Austin office (1717 W 6th St, Ste. 210, Austin, TX 78703)

1. POSITION, CLASSIFICATION & WORK SCHEDULE

You will be employed in a **Full-time, exempt** capacity as **Data Scientist II** within the **Demand Intelligence team**, reporting to **Priyanka Shah, Director of Data Science**. Because this is an exempt position under applicable federal and state wage-and-hour laws, you will not be eligible for overtime compensation. Your regular work schedule will follow our **Hybrid: three days a week in the Austin office** policy, located at 1717 W 6th St, Ste. 210, Austin, TX 78703, with the flexibility to work remotely on the remaining workdays in coordination with your manager.

2. CASH COMPENSATION

Base Salary: Your starting base salary will be **$146,500 per year, paid semi-monthly** in accordance with the Company's standard payroll practices and subject to applicable tax and statutory withholdings.

Annual Performance Bonus: You will be eligible to participate in the Company's discretionary annual incentive plan with an **Annual bonus target 10% of base salary**. Actual bonus payouts are determined based on both individual performance and Company achievement of corporate objectives during the applicable performance period, and require active employment on the bonus payment date.

3. EQUITY COMPENSATION

Subject to approval by the Company's Board of Directors (or its Compensation Committee), you will be granted an award of **2,000 RSUs vesting over 4 years, 1-year cliff** (Restricted Stock Units) under the Larkspur Analytics, Inc. Equity Incentive Plan. Under this schedule, one-quarter of the Restricted Stock Units will vest upon completion of the 1-year cliff of continuous service, and the balance will vest in equal installments over the remaining vesting period, subject to your continued employment with Larkspur and the specific terms of the Plan and Restricted Stock Unit Agreement.

4. START DATE & IMMIGRATION CONTINGENCY

Your anticipated start date is **October 19, 2026 (10/19/2026), contingent on USCIS approval of the H-1B petition Larkspur will file for her**. In compliance with federal law, your employment is also contingent upon timely completion of Form I-9 and presentation of documentation establishing your identity and authorization to work in the United States.

5. BENEFITS, PAID TIME OFF & STIPENDS

As a full-time employee of Larkspur Analytics, Inc., you will be eligible to participate in our comprehensive employee benefit programs, subject to the terms and governing plan documents of each program:

- **Health & Welfare Coverage:** Comprehensive **medical/dental/vision from day one** of your active employment with the Company.
- **Retirement Savings Plan:** Participation in the Company-sponsored **401(k) with 4% match**, subject to plan eligibility and vesting rules.
- **Paid Time Off:** Accrual of **20 days PTO** per calendar year, in addition to Company-observed holidays, managed in accordance with the Company employee handbook.
- **Workspace Allowance:** A one-time **$1,500 home-office stipend** to support ergonomic and technical setup for your hybrid work schedule, reimbursable in accordance with Company expense guidelines.
- **Relocation Assistance:** Because your current residence is in the Austin metropolitan area (1408 Hartford Rd, Apt. 3B, Austin, TX 78703), **relocation not applicable** to this offer.

6. AT-WILL EMPLOYMENT & CONFIDENTIALITY AGREEMENT

Your employment with Larkspur Analytics, Inc. is for no specified duration and constitutes **At-will employment; confidentiality and invention assignment agreement attached separately**. Under at-will employment, either you or the Company may terminate the employment relationship at any time, with or without cause and with or without advance notice. Nothing in this offer letter or any other Company document creates an express or implied contract of guaranteed employment for any definite period.

As a condition of your employment, you are required to review and execute the Company's standard **confidentiality and invention assignment agreement attached separately** prior to or on your start date. You also represent that your employment with Larkspur will not violate any continuing contractual obligation to any prior employer.

7. ENTIRE AGREEMENT & ACCEPTANCE

This letter, together with the confidentiality and invention assignment agreement referenced above and the applicable equity plan documents, sets forth the complete and exclusive terms of your employment offer with Larkspur Analytics, Inc. and supersedes any prior discussions or representations, whether written or oral. To indicate your acceptance of this offer, please sign and date this letter in the space provided below.

We are thrilled at the prospect of welcoming you to the Demand Intelligence team and building the future of Larkspur together.

FOR LARKSPUR ANALYTICS, INC.



Tom Whitaker
Chief Executive Officer
Larkspur Analytics, Inc.
Date: August 14, 2026

AGREED AND ACCEPTED BY CANDIDATE



Anjali Deshpande
1408 Hartford Rd, Apt. 3B, Austin, TX 78703
Date Accepted: **08/16/2026**

COUNTERSIGNED & EXECUTED

ATTACHMENT 3 OF 4

JD - Senior Data Scientist, Demand Intelligence.pdf

Sent with Marisol Ferreira’s email · Thu, Sep 3, 2026 at 6:58 PM

SPECIMEN - TEST DATA - NOT A REAL DOCUMENT

People Operations & Talent Architecture

INTERNAL JOB DESCRIPTION & ROLE SPECIFICATION

INTERNAL HR RECORD

Doc code: JD-DS-0412 (rev 3)
Last updated: 07/30/2026
Updated by: Priyanka Shah

1. POSITION OVERVIEW & CLASSIFICATION

Job Title	**Senior Data Scientist, Demand Intelligence**		
Department	Data Science	**Document Code**	JD-DS-0412, rev 3
Employment Type	Full-time, exempt	**Location**	Austin HQ, hybrid
Last Updated	07/30/2026	**Document Author**	Priyanka Shah

2. ABOUT THE TEAM & ORGANIZATIONAL ALIGNMENT

About the team: 9 people, builds the forecasting engine customers see as "Larkspur Forecast".

Team structure: to be decided after the Q1 2027 re-org (TBD).

Note: Reporting lines and sub-team pod assignments are subject to finalization following the scheduled organizational alignment in Q1 2027.

3. ESSENTIAL DUTIES & ALLOCATION OF TIME

The following breakdown represents the core job responsibilities for the **Senior Data Scientist, Demand Intelligence** role and the approximate percentage of working time dedicated to each primary duty:

Primary Duty / Responsibility Description	Share of Time
Probabilistic Demand-Forecasting Models: Build and maintain probabilistic demand-forecasting models for retail SKUs across 3,000+ stores.	35%
Pricing & Markdown Experimentation: Design and analyze pricing and markdown experiments, using causal-inference methods.	20%
Feature & Data Pipeline Engineering: Develop features and data pipelines with data engineering.	15%
Model Validation & Documentation: Validate model accuracy and bias, write model documentation.	10%
Customer Stakeholder Presentations: Present findings to customers' merchandising teams.	10%
Technical Mentorship & Code Quality: Mentor junior data scientists and review code.	10%

4. POSITION QUALIFICATIONS & BACKGROUND CRITERIA

Required education	Master's degree in Statistics, Computer Science, Applied Mathematics or a closely related quantitative field.
Experience	per hiring manager.
Nice to have	dbt, Airflow, Spark, Bayesian hierarchical models, retail domain knowledge. dbt · Airflow · Spark · Bayesian hierarchical models · retail domain knowledge

5. PHYSICAL REQUIREMENTS & WORK ENVIRONMENT

Physical requirements	none beyond office work.
Work Arrangement	Austin HQ, hybrid (Full-time, exempt). Standard corporate office environment with standard workstation equipment.

6. EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATEMENT

Equal Opportunity Employer: We are an equal opportunity employer and value diversity across our organization. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by applicable federal, state, or local law. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

7. DOCUMENT CONTROL & HIRING MANAGER SIGN-OFF

This job description is maintained by People Operations for internal role calibration, recruiting intake, and requisition alignment. Changes to essential duties or educational baselines require a formal revision update.

Doc Code & Rev	Last Updated / Author	Team Structure Status	Hiring Manager Approval
JD-DS-0412 Revision: rev 3	Date: 07/30/2026 Updated by: Priyanka Shah	Post Q1 2027 re-org: **TBD** Current scope: 9 people ("Larkspur Forecast")	_____ SIGNATURE / INTAKE VERIFICATION (PER HIRING MANAGER)

ATTACHMENT 4 OF 4

LCA I-200-26251-718392 certified - FLAG case summary.pdf

Sent with Helena Varga’s email · Wed, Sep 23, 2026 at 8:15 AM

SPECIMEN - TEST DATA - NOT A REAL DOCUMENT

OFFICE OF FOREIGN LABOR CERTIFICATION

FLAG — Foreign Labor Application Gateway

Form ETA-9035
Labor Condition Application for Nonimmigrant Workers

CASE NUMBER	FORM	VISA CLASSIFICATION	CASE STATUS
I-200-26251-718392	Form ETA-9035	H-1B	CERTIFIED (09/22/2026)

Employer, Point of Contact & Legal Representation

Sections C, D & E

EMPLOYER LEGAL BUSINESS NAME
Larkspur Analytics, Inc.

EMPLOYER ADDRESS
3201 Bee Caves Rd, Ste. 300, Austin, TX 78746

EMPLOYER POINT OF CONTACT
Marisol Ferreira

PREPARER / ATTORNEY
Helena Varga, Varga & Lindqvist Immigration LLP

Job Opportunity & Employment Information

Section B

JOB TITLE
Senior Data Scientist

SOC CODE & OCCUPATION TITLE
15-2051 — Data Scientists

FULL-TIME POSITION
Yes

PERIOD OF INTENDED EMPLOYMENT
11/02/2026 to 11/01/2029

BEGIN DATE
11/02/2026

END DATE
11/01/2029

BASIS FOR CLASSIFICATION & WORKER COUNT BREAKDOWN

Total workers: 1 (Change in employer: 1; all other categories 0)

TOTAL WORKERS	NEW EMPLOYMENT	CONTINUATION OF PREVIOUSLY APPROVED EMPLOYMENT	CHANGE IN PREVIOUSLY APPROVED EMPLOYMENT	NEW CONCURRENT EMPLOYMENT	CHANGE IN EMPLOYER	AMENDED PETITION
1	0	0	0	0	**1**	0

Wage Rate & Prevailing Wage Information

Section F & G

WAGE RATE
$158,000.00 per Year

PREVAILING WAGE
$142,334.00 per Year

WAGE LEVEL
Level III

WAGE SOURCE & PERIOD
OEWS, July 2026–June 2027

PREVAILING WAGE GEOGRAPHIC AREA (MSA)
Austin-Round Rock-San Marcos MSA

Places of Employment

Section F

WORKSITE	STREET ADDRESS, CITY, STATE & ZIP	COUNTY	SECONDARY ENTITY	WORKSITE TYPE / NOTES
Place of employment 1	3201 Bee Caves Rd, Ste. 300, Austin, TX 78746	Travis County	No	employer's office
Place of employment 2	1408 Hartford Rd, Apt. 3B, Austin, TX 78703	Travis County	No	telework from employee's residence, up to 2 days per week