

## **Global Scholarship Program**

### **FREQUENTLY ASKED QUESTIONS** [effective January 2025]

*If the employee joined Baxter through a merger or acquisition, please have your child applicant enter the parent's original hire date within the application as their hire date with the original company, not their Baxter start date/date of merger or acquisition.*

#### **ELIGIBILITY**

For employees assigned to Vantive, will their children be eligible to apply for Baxter's 2025 Global Scholarship Program?

Children of employees assigned to Vantive will not be eligible to apply to Baxter's 2025 Global Scholarship Program.

Children of employees assigned to Vantive who received a scholarship in 2024 or previous years are eligible to renew their scholarship a maximum of three times or until they graduate, whichever comes first, assuming they continue to meet all eligibility criteria post-separation from Baxter.

Vantive is in the process of developing its own philanthropic and employee engagement programs so more information will be shared by the Vantive Communications team at a later date.

Can high school seniors apply for this scholarship program? If so, do they need to supply any documents?

Yes, high school seniors can apply, as well as college freshmen and sophomores. Each applicant is asked to upload documents in the Attachments section [grade transcripts, GCSE and/or A-level results, etc.]. Some schools outside of the USA may utilize something other than GPA. That is fine and acceptable. In the 'Cumulative GPA on a 4.00 scale' field, simply enter 4.00 as a placeholder, and upload grades and transcripts in the Attachments section. During the review process, Scholarship America will adjust the GPA as needed.

My child has not yet chosen a college/university for the fall. Can they still apply for this scholarship?

Yes. It is okay if the student has not yet decided upon a school/university by the time they apply. There's a field within the online application to select the school as 'undecided'. After Scholarship America reviews and chooses the top 25% of applicants, as new scholarship recipients, further along in the process (maybe sometime between May and July) the student may be asked to supply details on the chosen school for post-secondary education.

I am an employee with Baxter and am currently going to undergraduate school. Can I apply for this scholarship program?

Employees are ineligible to apply for this scholarship. This program is only available to the children of employees. Connect with your manager or HR Business Partner to determine if there are any tuition reimbursement programs offered within your country of employment.

I am employed by Baxter. My child (the student applicant) is also employed by Baxter. Is my child eligible to apply for this scholarship?

No. Baxter's program is targeted toward the children of employees, and the guidelines listed do not qualify employees to be allowed to apply for the scholarship. Therefore, because the child works full-time for Baxter, he/she is ineligible to apply for the scholarship.

Since the program is employee-related and funded/sponsored by a company foundation (the Baxter Foundation), IRS guidelines must be followed when it comes to the selection process. Employees must meet specific requirements along with the children of employees.

*As an employee, my two-year anniversary with Baxter is soon after the application deadline, and I was a contractor/contingent worker before that. Can my employment time be bridged to allow my child to apply?*

No, employment cannot be bridged. Your child would not be eligible to apply for the scholarship until the following year.

The employee must be either a full-time or part-time EMPLOYEE (not contractor or contingent worker) for two full years by the scholarship application deadline. After the close of the application, Scholarship America reviews all applications and only the top 25% of eligible applicants are selected. Then Baxter's Human Resources verifies those newly selected applicants to ensure eligibility.

*Eligibility condition: The employee must be employed in the United States or one of Baxter's international subsidiaries or must be a United States citizen assigned to a Baxter subsidiary facility abroad. Are Turkish citizens eligible?*

This scholarship program is available to the children of all Baxter colleagues in every country employed by Baxter for at least two consecutive years by the **application deadline**. The children of Turkish employees are eligible, assuming the remaining eligibility criteria have been met.

## **APPLICATION**

*How would my child apply for this scholarship?*

This scholarship program is administered by Scholarship America Inc. Click on this link to begin the application process: <https://learnmore.scholarsapply.org/thebaxterfoundation/>. Program guidelines and FAQs are available in 19 languages on the landing page.

*Is there a reference guide on how to submit the application?*

Scholarship America has a [YouTube video](#) walking through the HUB and how to register. There is no specific reference guide on how to submit the application. However, you can follow this:

- Once on the landing page, click "apply now" at the bottom of the page. The student will have to create an account and click "I'm a student" under "First time here?" if this is their first time accessing the site.
- The application link has step-by-step instructions once you begin. Direct link to the application is: <https://www.scholarsapply.org/thebaxterfoundation>. Any questions during the application process can be directed to [Scholarship America](#).

*In the Documents section of the online application, it asks for the last four years of transcripts. Can unofficial transcripts be uploaded?*

Yes, unofficial transcripts are acceptable. A valid transcript must include the student's name, name of the school, cumulative GPA, and earned grades and credits for each course, broken down by the term (or Grade for high school) each course was taken.

[My child is currently in community college part-time and will transfer to university next semester. Can they still be considered a full-time student and apply for the Baxter scholarship?](#)

The student must plan to be a full-time student in the Fall to be eligible. The scholarship is for the next school year, and the eligibility requirements state the student must be or going to be in **full-time** study. If your child will only be a part-time student in the Fall at college/university, they would not qualify for this scholarship. Applicants do not have to be full-time students when submitting their application.

[My child does not see the Baxter Global Scholarship Program on the Scholarship tab within the Hub. How do we find the Baxter program?](#)

The application will not show on the Dashboard until it is in progress or has already been submitted. If the Baxter Global Scholarship Program is not showing on the Scholarships tab, please email Scholarship America directly at [thebaxterfoundation@scholarshipamerica.org](mailto:thebaxterfoundation@scholarshipamerica.org). They can help troubleshoot. It may be something in the student's Profile that is prohibiting them from matching with the Baxter Scholarship Program. Your student can also try returning to the Learn More page (<https://learnmore.scholarsapply.org/thebaxterfoundation/>) after creating their account.

[On the Scholarship America Hub, we see additional scholarship programs. Can my child apply for those?](#)

Yes, often students will see other potential scholarship programs within the Scholarships tab. They can certainly apply to those programs as well, provided they meet the eligibility requirements. The student may see, *"Based on your profile information, you may be eligible for the following scholarship(s). Click "Learn More" for each scholarship to see if you meet all the eligibility requirements before applying."*

## **RENEWAL SCHOLARSHIPS**

[The student's parent is no longer employed by Baxter. Is the student eligible to renew their scholarship?](#)

Yes, those children are eligible to renew their scholarship even if their parent is no longer employed by Baxter. Once a student becomes a scholarship recipient, they are then considered a 'renewal' going forward and can renew their scholarship another three times or until they graduate, whichever comes first. The Internal Revenue Service regulates corporate Foundation scholarship programs, stating that a corporation may not decline a current renewal scholarship recipient because the employee parent is no longer employed by the corporation. Therefore, for new applicants, the cutoff date is the last day of the application window. For example, in 2025, the Baxter parent must have been a Baxter employee for two years as of April 1, 2025, the date the application window closes.

Following are links to the IRS regulations as reference: Rev. Proc. 76-47, 1976-2 C.B. 670 (modified by Rev. Proc. 85-51)

- [https://www.irs.gov/pub/irs-tege/rp76\\_47.pdf](https://www.irs.gov/pub/irs-tege/rp76_47.pdf)
- [https://www.irs.gov/pub/irs-tege/rp85\\_51.pdf](https://www.irs.gov/pub/irs-tege/rp85_51.pdf)

[My child received the Baxter Global Scholarship last year and is ready to renew the scholarship for this year. How does my child renew their scholarship?](#)

All renewal recipients will receive an email notification from Scholarship America within the first quarter of 2025. Check Junk mail folders.

If your child's email address has changed since the original application, contact Scholarship America immediately at [thebaxterfoundation@scholarshipamerica.org](mailto:thebaxterfoundation@scholarshipamerica.org) and supply a current email address for the student. This email notification provides the required steps the student needs to take to renew their scholarship.

## AWARDS

If someone applies and they are in the United Kingdom, do they get the \$3,000 USD (US Dollars) pro-rated to UK £ to then use for education in the UK?

Students located outside Canada and the U.S. (including U.S. territories) can decide if they would like the award in USD or local currency, except for the following countries. These countries are wired award funds in USD only:

**If your Bank is located in one of the countries listed below, your scholarship funds will be wired to your account in United States Dollars. It is your responsibility to be sure your bank account can receive (\$) USD.**

ANGOLA	INDONESIA	RWANDA
ARGENTINA	JAMAICA	SEYCHELLES
ARMENIA	KENYA	SIERRA LEONE
AZERBAIJAN	LAO PEOPLE'S DEMOCRATIC	SOUTH KOREA
BANGLADESH	REPUBLIC	SURINAME
BELARUS	LESOTHO	TAIWAN
BERMUDA	LIBYAN ARAB JAMAHIRIYA	UKRAINE
BHUTAN	MACAU	UZBEKISTAN
BOSNIA	MACEDONIA	VENEZUELA
BRAZIL	MADAGASCAR	VIETNAM
BURUNDI	MALAWI	WALLIS AND FUTUNA ISLANDS
CAPE VERDE	MALAYSIA	WEST INDIES
CHILE	MAURITANIA	
CHINA	MAURITIUS	
COLOMBIA	REPUBLIC OF MOLDOVA	
COMOROS	MONGOLIA	
COSTA RICA	MOZAMBIQUE	
DJIBOUTI	NEPAL	
DOMINICA	NETHERLANDS	
ERITREA	NICARAGUA	
GAMBIA	PAKISTAN	
GEORGIA	PARAGUAY	
GUATEMALA	PERU	
GUINEA	ROMANIA	
HONDURAS	RUSSIAN FEDERATION	

[My child leaves for college/university in two weeks. We have not heard anything about this year's scholarship recipients. Do you know when the awards will be announced?](#)

Baxter's Scholarship Program is administered by a third party, Scholarship America (SAI). By the end of July, your child will receive an email notification (to the email address they provided in their application) from SAI. Please have your child review that email as it lists out the **mandatory steps** they need to take. If your child supplied an email address that is no longer in use, please contact Scholarship America immediately at [thebaxterfoundation@scholarshipamerica.org](mailto:thebaxterfoundation@scholarshipamerica.org) and provide a current email address for your child/student.

[How are awards distributed?](#)

Scholarship America (SAI) processes scholarship payments on behalf of the Foundation. For students in the U.S., Canada and Puerto Rico, Scholarship America disburses awards by check, payable to the school and mailed to each recipient's home address. Awards are wired to all international scholarship recipients once proof of enrollment and the wire form has been received by SAI.

[What expenses can this scholarship be used for?](#)

This scholarship is for undergraduate study and can be used for qualified education-related expenses (tuition, fees, books, and required supplies) only.

[What is a DEFERRAL?](#)

A DEFERRAL is when a student decides to postpone education, take time off from school, while keeping their scholarship eligibility upon return. One deferral per scholarship recipient is allowed, and the length of deferral cannot exceed two years.

**STILL HAVE QUESTIONS NOT ADDRESSED IN THE ABOVE FAQ s?** Please email [andrea\\_cherubini@baxter.com](mailto:andrea_cherubini@baxter.com) with your questions.

If the student has questions about the application, please email or call Scholarship America directly at [thebaxterfoundation@scholarshipamerica.org](mailto:thebaxterfoundation@scholarshipamerica.org) and +01-507-931-8370 and ask for the Baxter Global Scholarship Program.