

****Please ensure that the student applicant creates their unique profile and enters their information on the Scholarship America Hub.**

1. What is the Future Leaders Student Scholarship?

The Future Leaders Student Scholarship is an employer-sponsored program which awards forty (40) annual scholarships of \$2,000 each to eligible employees' dependents to help pay for tuition expenses associated with full-time undergraduate study at accredited two-year or four-year colleges, universities, or vocational/technical schools (domestic or international).

2. Why does the company offer this program to the dependents of eligible employees?

We introduced this inclusive scholarship program as part of our ongoing commitment to fostering an environment of learning, leadership, and camaraderie in the next generation of innovators, leaders, and inspiring talent. We believe that there is no better way to support our employees and build strong communities than by helping our employees' children go to college.

3. Who is eligible to apply for the scholarship?

Any child who is a dependent¹ of a full-time² employee is eligible to apply, as long as the following criteria are satisfied:

Employee Criteria:

- The employee must have a minimum of six (6) months of continuous service with the company prior to the application deadline date of May 13, 2025.
- Senior Director or below.
- Temporary employees are not eligible to participate in this program.

Dependent Criteria:

- The student must be a high school senior, a high school graduate, or currently pursuing post-secondary undergraduate education.
- The student must currently have a grade point average of at least 3.0 on a 4.0 scale or equivalent.
- The student must plan to enroll in full-time undergraduate study at an accredited two- or four-year college, university, or vocational/technical school (domestic or international) for the entire upcoming academic year. Full-time study is typically 12 credit hours per term.

¹ A dependent is classified as a child who qualifies for benefits by the company.

² A full-time employee is classified as working a minimum of 35 hours per week.

4. Who is Scholarship America® and why are they administering the program?

Scholarship America® is the largest designer and manager of scholarship and tuition reimbursement programs for corporations, foundations, associations, and individuals. The company has contracted with them to manage the program objectively and according to industry best practices.

5. When is the deadline to apply?

The deadline to apply for the scholarship is **May 13, 2025, at 4:00 pm EST**. This is the date all applications, and supplemental materials must be received electronically.

6. What is the application process?

Applicants interested in applying for the scholarship will need to complete an official application online by **4:00 p.m. Eastern Time on May 13, 2025**. Any required supplemental materials are to be uploaded online.

Applications for the 2025-2026 school year can be submitted online at <https://learnmore.scholarsapply.org/optimum> from April 8 through May 13, 2025. Applicants should visit the web page, click "Apply Now", to go to the Scholarship America Hub to create an account. Applicants may choose to submit the completed application, or to save and resume at a later time. Returning users may login with their existing credentials or proceed through the forgot user/password prompts for assistance.

7. What information should applicants be prepared to provide on the application?

Applicants will be asked to provide their contact information, parent, or guardian information (this should be the parent who meets the eligibility criteria), high school and post-secondary education data and transcript information, work experience, activities, awards and honors, goals and aspirations, and any applicable unusual personal or family circumstances. An online recommender is not required for this award.

8. Can you provide additional information on the transcript requirement?

As part of your application, you must upload a current, complete transcript of grades. Grade reports are not accepted. Unofficial or online transcripts must display student name, school name, grades and credit hours for each course and term in which each course was taken. If you have any questions, do not hesitate to contact **Scholarship America directly at 800-537-4180** before the program closes on May 13; they will work with students who may have issues getting their transcripts.

Your application is not complete unless all required documents are submitted electronically.

9. Who will review the applications?

Each applicant will be individually evaluated by Scholarship America®, the third-party vendor administering the program. Applications will be judged based on individual academic performance, demonstrated leadership and participation in school and community activities, work experience, statements of career and educational goals, and any unusual personal circumstances. The company will not have access to any scholarship applications or supporting documents and will not be involved in any way in selecting award recipients.

10. Can the application be completed on all Internet browsers?

It is recommended to access and complete the online application using Firefox® or Google Chrome®. This is the Internet browser that the application site is most compatible with. If experiencing difficulty viewing the application site, applicants should try downloading Firefox® or Google Chrome® or using a computer that already has this browser installed.

11. How and when during the application process is an applicant's eligibility verified?

Once Scholarship America® completes the review and selection process, Optimum will validate the employee/dependent relationship and the employee's eligibility.

12. When will applicants be notified if they are awarded a scholarship?

In June, all applicants (recipients and non-recipients) will be notified of the status of their applications by email from optimum@scholarshipamerica.org.

13. How many scholarships will be awarded?

The program will award up to 40 scholarships for the 2025 – 2026 academic year.

14. Is the scholarship based on financial need?

No.

15. Is the scholarship renewable?

No. Any scholarships granted are for the 2025 – 2026 academic year only and are not renewable. Eligible dependents will need to submit new applications for each subsequent academic year for which they would like to be considered for a scholarship award.

16. Is there a limit to the number of scholarships one applicant can receive?

Yes. Scholarship recipients may receive up to, but not to exceed, a combined lifetime total of four (4) awards.

17. Is there a limit to the number of dependents per family who can apply for the scholarship?

No. As long as the employee and his/her dependent children meet all eligibility requirements, there are no limits as to the number of children who may apply per family.

18. If a scholarship is awarded, are there tax implications for the employee and/or dependent?

No. The check will be made payable directly to the school the recipient will be attending.

19. If awarded, how will scholarship funds be distributed?

Award checks will be distributed to recipients in August 2025. Checks will be made payable to the school the recipient will be attending for the 2025-2026 academic year and mailed to the recipient's permanent home address. All checks will be in U.S. currency only.

20. If awarded, are there limits on how the scholarship can be used?

Yes. The scholarship may only be used during the academic year in which it was awarded for tuition, enrollment fees or course-related expenses.

21. Are there certain fields of study an applicant needs to pursue to be eligible for a scholarship?

No. There are no restrictions as to the courses of study for which scholarships are available.

22. What happens if an applicant already has an undergraduate degree, but is pursuing a second undergraduate degree at an accredited college, university, or vocational/technical school?

The applicant may still apply for a scholarship, as long as both employee and dependent meet all eligibility criteria.

23. What happens if an eligible employee leaves the Company after the scholarship is awarded to his/her dependent?

The scholarship recipient may use the funds granted according to the program criteria through the end of the academic year.

24. If an applicant is awarded a scholarship, does that mean he/she will be considered for future employment opportunities at the company?

No. The terms of the scholarship do not include any commitments, understandings, or obligations of future employment by the company. The scholarship is intended for the sole personal educational benefit of the recipient.

25. If an employee or applicant has questions about the program, who should they contact?

All questions relating to the program can be addressed to Scholarship America at: email optimum@scholarshipamerica.org or phone Scholarship America® at 1-800-537-4180 and ask for the Future Leaders Student Scholarship.

Note: The Future Leaders Student Scholarship does not apply to temporary status employees and is not available to individuals covered by a collective bargaining agreement.

For more information, please contact:

Scholarship America - optimum@scholarshipamerica.org
800-537-4180