

CO-MO CONNECT POWERED BY CO-MO ELECTRIC COOPERATIVE STATE TECHNICAL COLLEGE OF MISSOURI SCHOLARSHIP GUIDELINES

GENERAL DESCRIPTION

In order to foster and promote interest among highly qualified and motivated high school graduates in working for an electrical cooperative, Co-Mo Connect Powered by Co-Mo Electric Cooperative (referred to herein as “Cooperative”) does hereby adopt and establish a two-year college scholarship program with State Technical College of Missouri in Linn, Missouri and Ozarks Technical Community College (OTC) in Lebanon, Missouri, to benefit graduates demonstrating an interest in pursuing a two-year Associate of Applied Science Degree in Electrical Distribution Systems.

The scholarship program hereby established is intended to provide high school graduates with a quality college technical training program, a two-year degree, and on-site training and experience.

The general provisions of the scholarship program subject to amendment or modification are as follows:

ELIGIBILITY REQUIREMENTS

Applicants must be graduates or candidates for graduation of a high school or home school program within Cooperative’s service area. The scholarship is applicable only to enrollment at State Technical College of Missouri in Linn and Ozarks Technical Community College in Lebanon. Once awarded the scholarship, the recipient must attend State Technical College of Missouri or Ozarks Technical Community College commencing with the fall semester.

Applicants must have a high school GPA of at least 2.5. Applicants must further satisfy admissions requirements of State Technical College of Missouri or Ozarks Technical Community College’s Electrical Distribution Systems program and furnish proof of acceptance in that program before receiving the first disbursement of the scholarship.

DESCRIPTION OF SCHOLARSHIP PROVISIONS

The scholarship is intended to be for two (2) consecutive years (four (4) consecutive semesters) at State Technical College of Missouri or Ozarks Technical Community College at a stipend of one thousand dollars (\$1,000) for the first year and one thousand dollars (\$1,000) for the second year to be used for books and tuition and/or room and board, net of federal, state and/or other grants. The Cooperative, at its option, may pay all or a portion of the scholarship directly to the college for the benefit of the scholarship recipient.

The scholarship recipient must complete the following summer internships at the Cooperative (see below). The Cooperative, at its option, may waive the summer prior to the first semester at State Technical College of Missouri or Ozarks Technical Community College.

- 1) The summer prior to the first semester at State Technical College of Missouri or Ozarks Technical Community College; and
- 2) During the summer between the first and second year of the two-year program. Summer internship pay will be at the normal summer temporary laborer's rate. Summer interns are classified as temporary employees and do not accrue the benefits of full-time permanent employees.

EXPECTATIONS AND CONDITIONS FOR CONTINUATION OF THE SCHOLARSHIP

- 1) The scholarship recipient must maintain a cumulative 3.0 GPA at State Technical College of Missouri or Ozarks Technical Community College. If the cumulative GPA of the scholarship recipient falls below 3.0, the scholarship recipient shall be on probation for at least one semester during which time the scholarship recipient shall have the opportunity to improve his/her academic performance to a 3.0 cumulative GPA.
- 2) Failure to achieve a 3.0 cumulative GPA average after one semester of probation may, at the option of the Cooperative, result in the student's loss of the remaining scholarship benefits.
- 3) The scholarship recipient must satisfy the class attendance and assignment schedules required by the college.
- 4) The scholarship recipient must comply with State Technical College of Missouri or Ozarks Technical Community College's student policies and rules. Failure to abide by such rules may result in suspension or termination of the remainder of the scholarship benefits.
- 5) Excessive school attendance absences may result in suspension or termination of the remainder of the scholarship benefits.
- 6) The scholarship recipient must maintain physical conditioning required for safe work experience in the electric distribution industry.
- 7) The scholarship student must adhere to Cooperative's Anti-Nepotism Policy.

EMPLOYMENT WITH CO-MO CONNECT POWERED BY CO-MO ELECTRIC COOPERATIVE

Upon successful completion of the two-year Electrical Distribution Systems program, the scholarship recipient agrees to accept employment, if offered, from Cooperative and to remain in the employment of the Cooperative for at least one year after obtaining journeyman lineman status, unless agreed otherwise between employee and Cooperative. This is a 5-year commitment of employment to Co-Mo Connect Powered by Co-Mo Electric Cooperative. An offer of employment following graduation shall be solely at the discretion of Cooperative Management, and the Cooperative expressly retains the right to not offer employment to any and all scholarship recipients. In the event that the offer of employment is made, then the scholarship recipient understands and agrees that (s)he will accept such employment offer subject to the policies, rules, and restrictions of similarly situated employees of the Cooperative. Concurrent with acceptance of a scholarship, the recipient agrees to sign an agreement accepting post-graduation employment with Co-Mo Connect Powered by Co-Mo Electric Cooperative, if offered.

If employment is offered by the Cooperative to the scholarship recipient upon successful completion of the two-year program at State Technical College of Missouri or Ozarks Technical Community College, and the scholarship recipient elects not to accept the offer of employment, then the scholarship recipient agrees that within 180 days thereafter, the scholarship recipient shall repay the Cooperative in full all scholarship benefits received under this program. If scholarship recipient voluntarily terminates his/her employment prior to completion of the above agreement or is involuntarily terminated for reasons other than a reduction in Cooperative's workforce, (s)he shall repay a pro rata portion of the scholarship benefits as more fully set out in the Post-Scholarship Employment Agreement (Attachment A). The Cooperative may elect to waive this requirement or amend this requirement based upon demonstrated reasons of hardship. If the Cooperative elects to not offer employment to a scholarship recipient upon completion of the two-year program at State Technical College of Missouri or Ozarks Technical Community College, (s)he shall not be required to repay to the Cooperative any portion of the scholarship benefits.

ADDITIONAL PROVISIONS

It is anticipated that this scholarship program may fund multiple or concurrent scholarships, each for a two-year period. So long as there is one Co-Mo Connect Powered by Co-Mo Electric Cooperative scholarship recipient successfully participating in the Electrical Distribution Systems program at State Technical College of Missouri or Ozarks Technical Community College, then the Cooperative retains the right to decline to grant additional scholarships until prior recipients at State Technical College of Missouri or Ozarks Technical Community College complete the program. Additional scholarships may, however, be granted by the Cooperative at any time based on the needs of the Cooperative and the availability of qualified recipients. It is the general goal of Cooperative to sponsor one or more students at all times until this scholarship is rescinded by Cooperative action.

PUBLICIZING THE SCHOLARSHIP PROGRAM

Co-Mo Connect Powered by Co-Mo Electric Cooperative shall publicize this scholarship program in high schools in the Cooperative's service area and in other appropriate media and shall use its best efforts to promote and solicit applicants for the scholarship program. State Technical College of Missouri and Ozarks Technical Community College may also publicize the scholarship program. All applications for admission to State Technical College of Missouri or Ozarks Technical Community College shall be made directly to State Technical College of Missouri, and State Technical College of Missouri shall be the sole determining authority on admission to the institution.

This scholarship program may be reviewed from time to time by the Board of Directors of Co-Mo Connect Powered by Co-Mo Electric Cooperative and modified, amended, or terminated as the Cooperative may determine appropriate. Termination or modification shall not, however, affect any student currently enrolled at State Technical College of Missouri or Ozarks Technical Community College and receiving benefits as a recipient under this scholarship program.

SCHOLARSHIP APPLICATION

Applications and all other information for the Co-Mo Connect Powered by Co-Mo Electric Cooperative Electrical Distribution Systems Scholarship Program shall be submitted to the applicable educational institution:

**Co-Mo Connect Powered by Co-Mo Electric Cooperative Scholarship
Attention: State Technical College of Missouri Program
One Technology Drive
Linn, Missouri 65051**

**Co-Mo Connect Powered by Co-Mo Electric Cooperative Scholarship
Attention: Ozarks Technical Community College Lebanon Center
22360 Hwy MM
Lebanon, Missouri 65536**

The application shall be on forms prepared and distributed by the Cooperative and shall include, at a minimum, the following information:

- 1) Personal information
- 2) Personal history
- 3) Academic records, awards, and honors
- 4) Life experiences
- 5) Motivation and goals
- 6) Letters of recommendation
- 7) Personal letter of recommendation
- 8) Letter of recommendation from a high school counselor or administrator or academic advisor of other educational institutions. Letter of recommendation from a previous employer (if available)
- 9) Copy of high school transcript and any post-high school education transcripts.
- 10) Employment contract

Applicants shall be expected to make themselves available for an interview with the Cooperative's CEO and/or staff representatives and a Cooperative scholarship committee. The composition of the committee shall be determined from time to time by the Board, but may include a Board officer, the General Manager, and an administrator involved in higher education at a school system within the Cooperative's service area.

All applications for scholarships must be submitted to Co-Mo Connect Powered by Co-Mo Electric Cooperative on or before **March 15th, 2021**. Admission to State Technical College of Missouri and Ozarks Technical Community College is determined by the college.

The Cooperative and College shall cooperate and appropriately communicate during the scholarship application/college admission process. The Cooperative shall make the final selection of the scholarship recipient.

All scholarships granted shall be strictly subject to successful applicants being granted admission to State Technical College of Missouri and commencing full-time studies at State Technical College of Missouri. The college shall determine qualifications for student admissions.

Applicants selected to receive the scholarship must be found medically fit for employment prior to commencement of work as a summer intern. This pre-employment physical examination and Physical Capacity Profile test will be performed at the Cooperative's expense. An additional examination will be required for program graduates who are offered permanent employment by the Cooperative.

If selected, the recipient agrees to send a thank-you letter to the scholarship sponsor. Thank you letters must be submitted to Co-Mo Connect Powered by Co-Mo Electric Cooperative no later than one month after award is announced. In the event the student initially awarded the scholarship is unable to fulfill the requirement of full-time enrollment for the fall semester, the scholarship will be awarded to the next available selection.

NON DISCRIMINATION

Scholarships under this program shall be awarded to qualified candidates without any unlawful discrimination on the basis of race, gender, ethnicity, religion, disability, age or genetic information.