Leadership Education Scholarship

The Company believes education is a valuable opportunity. Therefore, the Company will award up to two (2) Two-thousand dollar ($2,000) two- year Leadership Education Scholarships annually to an active employee's legal dependent (under the age of 24 at the end of the tax year in which they receive the scholarship) who has been accepted and/ or is currently enrolled in a full-time undergraduate study program at an accredited community college or university.

Eligibility Criteria

Employee must be:

- A full-time employee in good standing of any Royal American Company or its affiliates.
- Employed for at least one year prior to the March 16th application deadline for the upcoming fall semester and continue to be employed for the duration of the scholarship period.

Student must be:

- Dependent (under the age of 24 at the end of the tax year in which they receive the scholarship) of a current full-time employee of Royal American Companies or affiliate as described above.
- Accepted and/ or enrolled as a full-time student at any accredited community college or university.

Proof of the eligibility requirements will be required before any scholarship monies are released to recipient.

Selection of Scholarship Recipients

Scholarship recipients will be chosen by an approved committee selected by the Company. Selection will be based on the following:

- Completion of the Leadership Education Scholarship Application Form and Completion of this Notice. Both must be submitted to The Human Resources Department by March 16th. (No late applications will be accepted)
- Demonstrated leadership and participation in school and community activities
- Work experience and academic achievements
- Essay of goals and aspirations

Application

Interested students must fully complete the Leadership Scholarship Application and return it along with a current, complete official transcript of grades and the essay by March 16th. Applicants are responsible for gathering and submitting all necessary information. Applications are evaluated on the information supplied; therefore, answer all questions as completely as possible. Verification of information provided on your application may be requested by the committee.

*Decisions and notifications will be sent to all applicants when a final decision has been made.
*Recipients will be fully responsible for any tax requirements.
*Award of the 2nd year scholarship amount will be provided upon proof of full-time enrollment, achievement of a 2.5 or higher GPA in the 1st scholastic year at an accredited college/university, and the employee's continued employment in good standing with any Royal American company.

Employee Signature and date_____

Applicant Signature and date_____