

LACLEDE ELECTRIC COOPERATIVE

AND

LINN STATE TECHNICAL COLLEGE

Electrical Distribution Systems Scholarship Program

In order to foster and promote interest among highly qualified and motivated high school graduates in working for an electrical cooperative, Laclede Electric Cooperative (referred to herein as “Cooperative”) does hereby adopt and establish a two-year college scholarship program with Linn State Technical College at Linn, Missouri, to benefit graduates demonstrating an interest in pursuing a two-year 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:

Qualifying Requirements

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

B. Applicants must have a high school GPA of at least 2.5. Applicants must further satisfy admissions requirements of Linn State Technical

College's Industrial Electricity program and furnish proof of acceptance in that program before receiving the first disbursement of the scholarship.

Description of Scholarship Provisions

A. The scholarship is intended to be for two (2) consecutive years (four (4) consecutive semesters) at Linn State Technical College at a stipend of **Two thousand five hundred dollars (\$2,500)** each semester for the first two semesters and **Four thousand dollars (\$4,000)** each semester for the remaining two semesters 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 part of the scholarship directly to the college for the benefit of the scholarship recipient.

B. The scholarship recipient must complete the following summer internships at Laclede Electric Cooperative: 1) the summer prior to the first semester at Linn State Technical 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

A. The scholarship recipient must maintain a cumulative 3.0 GPA at Linn State Technical 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.

Failure to achieve a 3.0 cumulative GPA average after one semester of probation may, at the option of the Cooperative, result in loss to the student of the remaining scholarship benefits.

B. The scholarship recipient must satisfy the class attendance and assignment schedules required by the college.

C. The scholarship recipient must comply with Linn State Technical 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.

D. Excessive school attendance absences may result in suspension or termination of the remainder of the scholarship benefits.

E. The scholarship recipient must maintain physical conditioning required for safe work experience in the electric distribution industry.

F. The scholarship student must adhere to Laclede Electric Cooperative's Nepotism Policy.

Employment with Laclede Electric Cooperative

A. Upon successful completion of the two-year Electrical Distributions Systems program, the scholarship recipient agrees to accept employment, if offered, from Laclede Electric Cooperative and to remain in the employment of the Cooperative for at least one year after obtaining service lineman status, unless agreed otherwise between employee and Cooperative. This is a 6 year commitment of employment to Laclede Electric Cooperative. An offer of employment following graduation shall be solely at the discretion of the 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 he/she 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 agreeing to accept post-graduation employment with Laclede Electric Cooperative, if offered.

B. If employment is offered by the Cooperative to the scholarship recipient upon successful completion of the two-year program at Linn State Technical 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, he/she 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 Linn State Technical College, he/she 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 Laclede Electric Cooperative scholarship recipient successfully participating in the Electrical Systems Distribution program at Linn State Technical College, then the Cooperative retains the right to decline to grant additional scholarships until prior recipients at Linn State Technical 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 corporate action.

Publicizing the Scholarship Program

A. Linn State Technical College 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. The Cooperative may also publicize the scholarship program. All applications for admission to Linn State Technical College shall be made directly to Linn State Technical College, and Linn State Technical College shall be the sole determining authority on admission to the institution.

B. This scholarship program may be reviewed from time to time by the Board of Directors of Laclede Electric Cooperative and Linn State Technical College, or either of them, and modified, amended, or terminated as the parties, or either of them, may determine appropriate. Termination or modification shall not, however, affect any student currently enrolled at Linn State Technical College and receiving benefits as a recipient under this scholarship program.

Scholarship Applications

A. Applications for the Electrical Distributions Systems Scholarship Program shall be submitted in writing to Laclede Electric Cooperative, Attention: Linn State Technical College Program, One Technology Drive, Linn, Missouri 65051, and the application shall be on forms prepared and distributed by the Cooperative and approved by Linn State Technical College and shall include, at a minimum, the following information:

- 1) personal information
 - a) personal history
 - b) academic records, awards, honors
 - c) life experiences
 - d) motivation and goals
- 2) letters of recommendation

- a) personal letter of recommendation
 - b) letter of recommendation from a high school counselor or administrator or academic advisor of other educational institutions.
 - c) letter of recommendation from a previous employer (if available)
- 3) copy of high school transcript and any post-high school education transcripts.

B. Applicants shall be expected to make themselves available for an interview with the Cooperative's General Manager 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.

C. All applications for scholarships must be submitted to Linn State Technical College on or before February 15. Admission to Linn State Technical College is determined by the college.

D. 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.

E. All scholarships granted shall be strictly subject to successful applicants being granted admission to Linn State Technical College and actually

commencing full time studies at Linn State Technical College. The college shall determine qualifications for student admissions.

F. 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 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.

Non Discrimination

Scholarships under this program shall be awarded to qualified candidates without any unlawful discrimination on the basis of race, color, creed, sex, national origin, or handicap.