

## Board of Trustees Policy

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|-------------------------------------|--------------------------|---------------------------|-----------------------|
| Subject: <b>Scholarship Program</b> |                          |                           | Policy No: <b>302</b> |
| Original Issue: 01/20/2020          | Last Revised: 12/15/2025 | Last Reviewed: 12/15/2025 | Page 1 of 2           |

### I. OBJECTIVE

To encourage careers with rural electric cooperatives by funding scholarships in the 4 Rivers Electric Cooperative, Inc.'s (Cooperative's) service territory.

### II. POLICY

- A. The Cooperative may fund up to two Lineman Scholarships annually for tuition, fees, books, tools, and supplies not to exceed \$5,000 for each scholarship for up to one year at an electrical lineworker school.
1. Eligible recipients for the scholarship must be one of the following, and must have graduated or be expected to graduate prior to enrollment in the lineworker program:
    - a. High school students attending schools within the Cooperative's service territory;
    - b. High school, Homeschooled students, or individuals who have obtained a General Educational Development (GED) while residing within the Cooperative's service territory; or
  2. Recipients may attend any accredited institution of higher education, including a vocational school, technical school, junior college, or university in the United States majoring in an electric lineworker program.
  3. The Scholarship Selection Committee will make final decisions on recipients of the scholarship. The Cooperative will keep all appropriate records in the event alternate candidates are needed to fill vacancies.
  4. Applicants must submit a Scholarship Application form, provided by the Cooperative, along with a high school transcript or certification of passing the GED. The form must be submitted to the Cooperative.
  5. The Cooperative will submit payment to the Office of Financial Aid at the chosen college or university of the recipient prior to the beginning of the recipient's first semester in the program.
  6. Any remaining funds, after payment of tuition and fees, may be applied toward required and necessary tools and supplies, as approved by the institution or the Cooperative.

4 RIVERS ELECTRIC COOPERATIVE, INC.  
LEBO, KANSAS

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- B. The Scholarship Selection Committee will be selected by a designee of the General Manager / Chief Executive Officer (CEO) and be made up of members representing the Cooperative's service territory.

III. RESPONSIBILITY

- A. The CEO shall be responsible for the administration of this policy and shall ensure that an annual report on the scholarship program's status and outcomes is provided to the Board of Trustees.

12/15/2025

Date

/s/ Warren Schmidt

Board of Trustees, Secretary