

4 RIVERS ELECTRIC COOPERATIVE, INC.
LEBO, KANSAS

Board of Trustees Policy

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|-------------------------------------|--------------------------|---------------------------|-----------------------|
| Subject: Scholarship Program | | | Policy No: 302 |
| 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 for individuals living within the general geographic area served by 4 Rivers Electric Cooperative, Inc. (Cooperative).

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 must have graduated from high school, be expected to graduate prior to enrollment, or have earned a General Educational Development (GED) and must have applied to or been accepted into an accredited electrical lineworker program, while meeting one of the following criteria:
 - a. Be a high school student attending a school within the general area served by the Cooperative;
 - b. Reside within the general area served by the Cooperative; or
 - c. Have earned GED while residing within the general area served by the Cooperative.
 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, and verification of application or acceptance into a qualified lineworker program. The form must be submitted to the Cooperative.

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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.

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

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