

Subject: SCHOLARSHIP PROGRAM		Policy No: 28
Original issue: 12/20/1991	Last Revised: 09/12/2025	Last Reviewed: 09/12/2025

I. OBJECTIVE:

- A. To establish Empire Electric Association Inc.'s (EEA's) scholarship program for members, their spouses, and their legal dependents. The program will be funded predominantly out of unclaimed capital credits and will be used to aid:
1. Graduating high school students who are pursuing post high school education;
 2. Adults who are pursuing further education; and
 3. Prior scholarship recipients who are continuing their education.

II. POLICY

- A. This scholarship program will require fixed annual expenditures out of unclaimed capital credits and/or general funds in an amount not to exceed \$47,000, plus variable scholarship expenditures not to exceed \$10,000, exclusive of any EEA costs associated with administering the scholarship program. Any scholarships from affiliated entities (Tri-State, etc.) will be used to supplement this program with appropriate recognition given to the affiliated entity.
- B. Applicants must be enrolled in or planning to enroll in a full-time graduate or undergraduate course of study at an accredited community college or college/university. Full-time enrollment is 12 credit hours or more per semester.
- C. Each applicant is required to complete a formal application. Applications are available through the school counselors at each of the five high schools within EEA's service territory, online at eea.coop, or at EEA's main office. Applications for Member Dependent, Employee/Director Dependent, Adult, Lineman, and Electric Cooperative Related Trade scholarships are due February 15 of each year and will be approved by the EEA board of directors (Board) in April. Applications for Continuing scholarships are due June 15 of each year and will be approved by the Board in July.
- D. The Board President may appoint a scholarship committee (Committee) to evaluate applications and provide recommendations.
- E. Scholarship money will be given directly to the institution attended and can only be used for bona fide educational expenses as determined by the institution.
- F. Applicants may not apply for more than one scholarship per year and may not receive more than four total scholarships during their educational careers.
- G. Applications for each of the following scholarship programs will be evaluated using the criteria attached to this policy.
- H. Recipients must use the scholarship beginning in the next school year following Board approval unless a delay is approved by the Board. If a recipient desires a delay, the recipient should submit

a written request to the Board that explains the reason for the delay and the expected school year the scholarship will be used. If the board denies a delay request, the scholarship may be awarded to another applicant.

I. MEMBER DEPENDENT SCHOLARSHIP PROGRAM

1. Eight (8) scholarships in the amount of \$1,000 each will be available to students affiliated with Montezuma-Cortez High School who pursue educational programs that typically require two or more years to complete.
2. Four (4) scholarships in the amount of \$1,000 each will be available to students affiliated with each of the following high schools who pursue educational programs that typically require two or more years to complete:
 - a. Dolores
 - b. Dolores County
 - c. Mancos
 - d. Monticello
3. Two (2) scholarships in the amount of \$1,000 each will be available to graduating home school students.
4. Recipients must be a legal dependent of a member of EEA.
5. Students whose parent is a director or employee of EEA are not eligible to participate in the MEMBER DEPENDENT scholarship program.

J. EMPLOYEE/DIRECTOR DEPENDENT SCHOLARSHIP PROGRAM

1. Graduating legal dependents of active employees and directors are eligible for a \$1,000 scholarship for educational programs that typically require two or more years to complete.
2. Legal dependents of employees and directors who received a prior year scholarship are eligible for a continuing education scholarship in the amount of \$1,000 provided they earned a GPA of at least 3.25 in the previous academic period and maintain a course load of at least 15 credit hours.
3. If an employee retires or a director no longer qualifies, eligibility for scholarships under this section is extended for one scholarship cycle.

K. ADULT SCHOLARSHIP PROGRAM

1. Six (6) scholarships in the amount of \$1,000 each will be available each year through this program. These scholarships are intended for adults pursuing further education.
2. Recipients must be over 18 years of age and must be either a member of EEA, spouse of a member, or legal dependent of a member.
3. Directors and employees of EEA are not eligible to participate in the ADULT scholarship program.

L. CONTINUING SCHOLARSHIP PROGRAM

1. Fifteen (15) scholarships in the amount of \$1,000 each will be available each year through this program.
2. Recipients of prior year scholarships may apply for a continuing scholarship provided they remain a member of EEA, spouse of a member, or legal dependent of a member.

M. LINEMAN SCHOLARSHIP PROGRAM

1. Scholarships in the amount of \$1,000 are available to students who are pursuing a lineman certificate at a certified electrical line worker program.
2. Recipient must be either a member of EEA, spouse of a member, or legal dependent of a member.

N. ELECTRIC COOPERATIVE RELATED TRADE SCHOLARSHIPS

1. Scholarships in the amount of \$500 are available to students who are pursuing a vocational/technical certificate in the electrical cooperative related trade (i.e. mechanic, GIS mapping, welding, bookkeeping, networking or computer technician programming, secretarial science, etc.).
2. Recipient must be either a member of EEA, spouse of a member, or legal dependent of a member.

O. SOUTHWEST OPEN SCHOOL (SWOS) CONCURRENT ENROLLMENT PROGRAM

1. Two (2) scholarships in the amount of \$1,000 each will be available each year to be given to SWOS for the specific purpose of supporting students in the concurrent enrollment program with Pueblo Community College Southwest.
2. SWOS will be responsible for administration of these scholarships.
3. This SWOS scholarship program will be reviewed each year to determine whether or not funding will be continued.
4. Students whose parent is a director or employee of EEA are not eligible to participate in the SWOS scholarship program.

P. UNUSED SCHOLARSHIPS

1. In the event scholarships are not awarded or are not used, the Committee is authorized to award them at their discretion in a fair and impartial manner. The chairman of the Committee will report on the Committee's action at the next regularly scheduled board meeting following the award.

III. RESPONSIBILITY

- A. The Board is responsible for administration of this policy and for recommendations for change as necessitated by financial change within EEA.

	President's Signature	Date: 09/12/2025
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Criteria for Selecting Recipients for Student Scholarships

20 points possible

The applicant will be scored using the point system listed below:

Extracurricular activities	1-5 points
Scholastic	1-5 points
Need	1-3 points
Application	1-2 points
Essay	1-5 points

Extracurricular Activities include, but are not limited to:

School activities	Outside activities
Band	Employment
Sports	Volunteer work
Debate/Drama	Community service
Student Government	Church
Office aide	Summer programs

Scholastic:

ACT/SAT
Ranking
GPA
College prep/honor classes
Academic awards
National Honor Society

Need

Family background
Family size

Application

Completeness
Neatness

Essay

Organization
Neatness
Originality
Need identified

Criteria for Selecting Recipients for Adult Scholarships

18 points possible

The applicant will be scored using the point system listed below:

Essay	1-5 points
Community activities	1-3 points
Completed application	1-5 points
Need	1-5 points

Essay criteria: should include, but not limited to:

- Reason for lapse in education (if applicable)
- College experience (if applicable)
- Need identified
- Family background

Community Activities: should include, but not limited to:

- Family
- Employment
- Volunteer work
- Community services
- Church

Completed Application:

- Application completed properly
- Neatness of application
- Three letters of reference

Need:

- Family situation
- Health
- Employment
- Financial situation

Criteria for Selecting Recipients for Continuing Education Scholarships **16 points possible**

The applicant will be scored using the point system listed below:

Essay	1-5 points
Scholastic	1-5 points
College & Community activities	1-3 points
Need	1-3 points

Essay criteria: should include, but not limited to:

- College experience and plans for the future
- Need identified
- Family background

Scholastic:

- GPA
- Declared major
- Rigorousness of curriculum / reputation of college or university
- Number of credits taken
- One letter of reference from one of your college professors or advisor

College & Community Activities: should include, but not limited to:

- Family
- Employment
- Volunteer work
- Community services
- College extracurricular activities
- Church

Need:

- Family situation
- Health
- Employment
- Financial situation