



EDUCATIONAL INCENTIVE PROGRAM FOR ENTRY LEVEL EMPLOYMENT AT STPNOC

The STP Nuclear Operating Company (STPNOC) and the International Brotherhood of Electrical Workers, Local Union No. 66, recognize the importance of a well-educated workforce. In keeping with that, along with the need to maintain a pipeline of entry-level employees in the future, STP Nuclear Operating Company's Educational Incentive Program (EIP) was created. Participants in the EIP will be trained for the purpose of possibly becoming employed by STPNOC. The EIP will require the student to follow a planned technical course of study at an academically approved Texas junior college and maintain acceptable academic standing.

The EIP may include a summer internship based on the needs of, and selection by, STPNOC. After the temporary summer employment, STPNOC may designate participants who will be eligible for hire as full-time employees upon satisfactory completion of their degree program.



Terms and Condition

Requirements:

- 1) STPNOC will select program participants on the basis of scholarship, citizenship, leadership, aptitude, and life goal ambitions. The choice by STPNOC shall be final.
- 2) Applicants must submit the following:
 - a) Fully completed and signed application
 - b) High School transcript
 - c) College transcript if any hours completed
 - d) Three letters of recommendation
 - e) A < 200-word essay explaining why applicant want to participate in the Program
- 3) The completed application and required paperwork must be received by STPNOC no later than April 30, 2021.
- 4) Applicants under 18 years of age must have their parent's or guardian's permission to apply.
- 5) An applicant must pursue a technology program and make satisfactory progress toward an Associate of Applied Science Degree at Wharton County Junior College (WCJC). The Nuclear Power Technology Associate degree with a Non-licensed Operator Specialty, Electrical Technician Specialty or Instrumentation & Control Specialty.
- 6) Participants are generally selected for two consecutive academic years subject to the terms and conditions of the EIP. However, STPNOC reserves the right to terminate the EIP at any time.
- 7) Applicants must meet the Grade Point Average (GPA) standards below to apply for the EIP scholarship.

<u>GRADE LEVEL</u>	<u>MINIMUM GPA</u>
High School	2.50 out of 4.00
Freshman (36 hours or less)	2.50 out of 4.00
Sophomore (72 hours or less)	2.50 out of 4.00

- 8) To be considered for this program applicants must possess a passing score for one of the following exams: (preferred consideration will be given to applicants who have a passing score on the following:

	<u>ACT</u>	<u>SAT</u>		<u>TSI</u>
Math	19	500	Math	≥ 350
English	19	500	Reading	≥ 351
Composite	23	1070	Writing	≥ 5 (A score of a 4 will meet college readiness standard if the objective Writing score is at least 363)

- 9) In addition to meeting the minimum GPA requirements, participants must achieve and maintain a letter grade “B” or 80% in each course. There will be no exceptions to the grade requirements.
- 10) STPNOC can remove a participant from the EIP program, if a participant withdraws from scheduled course work that is funded by the EIP program.
- 11) After the second semester, STPNOC may select participants who will be offered temporary summer employment under STPNOC’s Summer Internship program. At the end of the internship, STPNOC may designate certain participants as being eligible to become full-time STPNOC employees. These designated participants will then be given sufficient time in which to complete the degree program. Upon satisfactory completion of the degree program, the participant will be considered for, but not guaranteed, full-time employment provided the participant meets STPNOC employment standards.
- 12) During the Summer Internship program student workers’ performance will be evaluated by their department supervisors. Performance evaluations will include job knowledge, quality of work, planning & organization, interpersonal skills/teamwork, communications, initiative & self-motivation, self-confidence, safety, attendance, and punctuality. Failure to perform satisfactorily in any of those areas could result in removal from the EIP.
- 13) All participants offered temporary summer employment will be evaluated by their supervisors and management.
- 14) If STPNOC offers full-time employment to a participant upon satisfactory completion of the degree program, the participant shall be expected to accept the offer and remain with STPNOC for a minimum of three (3) years. A participant who turns down a job offer, or who leaves STPNOC within two (3) years of being hired, agrees to reimburse all financial aid STPNOC provided to the participant (including but not limited to tuition, fees, & books). The amount to be reimbursed to STPNOC will be prorated by STPNOC if the participant works for STPNOC for less than two (3) years.

Incentives – Tuition, Fees, and Books:

- 1) This program will pay the tuition, fees and books associated with the degree.
- 2) It is possible that partial or full tuition, fees and book costs will be paid by STPNOC's education partners or alliances, including but not limited to federal, state, and other scholastic funding sources.
- 3) The incentives will be limited to two consecutive academic years. Participants are expected to obtain an Associate degree within the two-year period. In some cases, participants may be required to attend a 5th semester to meet specific degree requirements and enhanced nuclear certifications. STPNOC will determine when a 5th academic semester or minimester is warranted.
- 4) The recipient may apply for a leave of absence not to exceed one year for personal health issues or a family emergency.
- 5) To maintain the incentives, recipients must furnish evidence of satisfactory academic standing after the completion of each semester (i.e.; an official college transcript). Proof of registration for the next semester must also be provided.

STPNOC Educational Incentive Program Review Board:

- 1) The STPNOC Educational Incentive Program Review Board will use academic performance (SAT or ACT score, GPA, class rank, honor society membership, etc.), a skill/aptitude assessment tool, work history, the essay, and interviews as guidelines for selecting participants.
- 2) The Board can change or stop incentive funding at its sole discretion.

Attach < 200-word essay explaining why you want to participate in this program and work at a nuclear power plant.



Educational Incentive Program Application

APPLICANT:

Last Name	First Name	Middle Initial	
Mailing Address	City	State	Zip
Birth Date	Telephone Number	Social Security Number	
Email address			

EDUCATION:

High School	Year Graduated	GPA	
High School Rank			
College/University attended (if applicable):			
SAT or ACT Score			

If you have obtained college credits towards a degree not yet completed, please give the following information:

Number of college credits completed _____ Number of credits required for degree _____ Current GPA _____

Social, Civic, or Honorary Memberships:

List social, civic, and honorary organizations. Indicate whether you are past or present member, length of membership, and any office held. (You should not include any organizations that may directly or indirectly indicate your ethnicity, race, religion, sex, marital status, national origin or physical disability)

PERSONAL REFERENCES:

List three persons who are qualified to vouch for your character and have known you well for at least 2 years. Do not list relatives or former employers.

Name: _____ Address: _____ City: _____ State: ____ Zip: _____	Occupation/Telephone Number
Name: _____ Address: _____ City: _____ State: ____ Zip: _____	Occupation/Telephone Number
Name: _____ Address: _____ City: _____ State: ____ Zip: _____	Occupation/Telephone Number

EMPLOYMENT HISTORY:

List every job you held during the past three years. Start with present or most recent job. If necessary, attach additional sheets.

FROM Mo./Yr.	TO Mo./Yr.	NAME AND COMPLETE ADDRESS OR COMPANY	RATE OF PAY	1) Last Job Title 2) Reason for leaving
		Name: _____ Address: _____	START	1)
		City: _____ State: _____ Zip: _____	LAST	2)

FROM Mo./Yr.	TO Mo./Yr.	NAME AND COMPLETE ADDRESS OR COMPANY	RATE OF PAY	3) Last Job Title 4) Reason for leaving
		Name: _____ Address: _____	START	1)
		City: _____ State: _____ Zip: _____	LAST	2)

FROM Mo./Yr.	TO Mo./Yr.	NAME AND COMPLETE ADDRESS OR COMPANY	RATE OF PAY	5) Last Job Title 6) Reason for leaving
		Name: _____ Address: _____	START	1)
		City: _____ State: _____ Zip: _____	LAST	2)

1. I have read and understand the terms of the Educational Incentive Program.
2. I understand and agree that this application is not a contract. I agree that no offer of employment or receipt of benefits constitutes an employment contract or term, and that my participation in this program can be terminated with or without cause and with or without notice by STPNOC or myself. Further, I understand that STPNOC will not be bound by any oral statement regarding this program.
3. I hereby give my consent to STPNOC to conduct a security background investigation, including by not limited to: educational, work experience, military, credit, and criminal history; character references; and nuclear power plant unescorted access suitability inquiry check. I agree that my refusal to submit to such investigations shall give STPNOC the right to terminate my participation in the program.

I CERTIFY THAT I HAVE READ AND FULLY UNDERSTAND THE ABOVE STATEMENTS AND AGREE TO COMPLY WITH THE AFOREMENTIONED STATEMENTS.

Applicant Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

(If applicant is less than 18 years old)

Send Application to: Human Resources
 C/O Educational Incentive Program Coordinator
 Carolyn Thames
 STP Nuclear Operating Company
 P. O. Box 289
 Wadsworth, TX 77483