



Scholarship Program

TITLE:	Scholarship Program Policy
EFFECTIVE DATE:	February 20, 2023
BUSINESS AREA:	Human Relations
COVERED:	Full-time/Part-Time; Union/Non-union; Salaried/Hourly; U.S./Canada

I. PURPOSE AND SCOPE

The Bimbo Bakeries USA Scholarship Program supports the advanced education of our associates' children and grandchildren by awarding fifty (50) one-time scholarships to eligible applicants each year.

II. POLICY

Applicants must meet all of the following criteria to be eligible for this scholarship:

- Child (includes stepchildren and legal dependent children) or grandchild of full - or part-time Bimbo Bakeries USA associate; associate must have at least one year service with Bimbo Bakeries USA as of December 31 of the previous year
- Only students of associates that are employed under a BBU legal entity/business are eligible to apply. Independent Business Partners are not eligible to participate in this program.
- Must be a high school senior planning to graduate before the Fall semester of the year in which the scholarship is awarded
- Demonstrates qualities that make them well-rounded: initiative, creative thinking and integrity
- Qualified for enrollment in an institution of higher learning for the ensuing fall semester

Note: If parent/guardian is an eligible associate at the time student is notified that they have been selected to receive an award, the student will retain the award for the full academic term.

III. GENERAL

A. Scholarship Award Details

- Up to 50 Scholarships will be awarded at \$3,000 each. We will continue to use the online application process through Scholarship America.
- Awards are non-renewable.
- The scholarship may be applied to tuition, fees, books, supplies and equipment required for course load at accredited, nonprofit two- or four-year colleges/universities, or trade/technical schools.
- Students may transfer from one institution to another and retain the award.

B. Scholarship Award Notification and Payment

- Scholarship awards will be announced to recipients in June of the program year.
- Scholarship funds will be addressed directly to the educational institutions of the scholarship recipients.



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IV. PROCEDURES AND RESPONSIBILITIES

A. Application Process

- Applications will be accepted during March and April of each calendar year.
- Applications will be submitted online via a secure website, accessible from any computer with internet connection.
- The applicant will be required to submit their:
 - Academic Transcript
 - SAT or ACT Score
 - Summary of Activities, Awards and Honors
 - Summary of Work Experience
 - Two Essays (Topics provided)
 - One Letter of Recommendation (also submitted online)
 - Future Academic Plans (e.g., name of college/university they will attend)

B. Selection Criteria

An independent selection committee will evaluate the applications and select the recipients considering community involvement, essay content, academic achievements and records.