



NPC International Employee Scholarship Program For Fall 2020 and Spring 2021

The Employee-Based Track will have two components:

- 1) Employee application**
- 2) Supervisor endorsement**

Applicants must meet the following criteria:

- An active NPC International employee for a minimum of one year
- **NEW THIS YEAR:** All employees Team Members and above can apply
- Plan to enroll* for the 2020-2021 academic year with Excelsior College
- An excellent performer who embodies our Leadership Swagger traits

** Employees may be enrolled part-time or full-time.*

SELECTION PROCESS AND AWARDS

All applications must be submitted electronically to the Human Resource Director for each Division. Incomplete/non-submitted applications will not be processed.

Following the application submission deadline date, a scholarship review team will review applications for eligibility. This team will award the scholarships based on the information submitted by the applicants and their supervisor.

NPC will award three \$1,000 scholarships per Division.

Employee-Based scholarship awards are not renewable; however, \$1,000 Employee-Based Track recipients may reapply to the program each year they meet eligibility requirements and receive up to a maximum of four awards.

Applicants will be notified of their status in August 2020. Not all applicants will receive scholarships.

HOW TO APPLY

The following information will be needed for the application process:

- A list of your work experiences and involvement in school and community activities
- NPC employee information

Complete a personal biography explaining why you feel you should receive this scholarship award. This should be no more than two pages in length. The biography should include any information you feel portrays your desire to help NPC deliver FUN in the lives of our customers and create fun, engaging work environments for our teams. Be sure to provide specific examples, including our Leadership Swagger traits:

1. Always Does The Right Thing

Leads with the utmost integrity and has zero tolerance for unethical behavior. Focuses on what is best for our product, people and place.

2. Is A Steward Of People

Takes a people-first mentality, treating others with dignity and respect. Elevates performance through coaching and people development.

3. Builds And Inspires A Strong Team

Selects the right talent and never compromises standards. Inspires through positive energy, recognition and leading by example.

4. Exudes Positive Enthusiasm

Believes in the positive intentions of others. Maintains professional maturity with a balance of realism, optimism and fun.

5. Proactively Solves Problems Without Excuses

Acts with urgency to solve problems and removes obstacles.

6. Acts Courageously & Challenges The Status Quo

Asks questions. Is not afraid to challenge themselves and others to improve every day.

7. Is Open Minded & An Active Learner

Continuously learns by staying up-to-date on

current events and industry trends. Is curious, invites feedback, and wants to try new things.

8. Has Humility & Self-Confidence

Is self-aware and uplifting. Knows their personal strengths and leads with confidence.

9. Has Pride In Self And Work

Is a self-starter and delivers quality work. Has high standards for themselves and their team.

10. Is Committed To Winning

Is competitive and wants to be the best. Committed to the overall purpose of the business.

Work directly with your supervisor to obtain their endorsement. Carefully review your application before submission. We recommend that you print a hard copy of your application to retain for your records. Once the application is submitted, no further revisions can be made.

To complete your application, create and attach a cover letter that includes the applicant's name, address, unit number, current position and time in position.

Application data must be submitted electronically by 11:59 p.m. (Pacific) by July 30, 2020.

Applicants are solely responsible for gathering and submitting all information necessary to the application process. All information submitted is reviewed only by the Scholarship Review Team.

SUBMISSION

Application information should be submitted to the Human Resource Director via email.

South East Division – Rachel Berry: rachel.berry@npcinternational.com

Mid Central Division – Laurence Kelly: laurence.kelly@npcinternational.com

East Central Division – Troy Baxter: troy.baxter@npcinternational.com

AWARD PAYMENT

- Payment is made in one installment on August 7 for Fall 2020. Spring 2021 payment will be communicated at a later date.
- Checks are made payable to Excelsior College for the student.
- Checks are mailed from NPC International to the Excelsior College Bursar's Office on the student's behalf.

RECIPIENT RESPONSIBILITIES

- Recipients must notify Excelsior College about the award when registering for classes
- Recipients must notify the Scholarship Review Team of any changes in address, school enrollment, or other relevant information.