



## The Zilber Ltd. Employee Children's Scholarship Program

### FREQUENTLY ASKED QUESTIONS

**Q: Who is eligible to apply for a scholarship?**

A dependent child of an active company employee who is about to enroll as a full-time undergraduate in an accredited two-year or four-year college, university or vocational-technical school for the entire upcoming academic year.

**Q: Is the Scholarship open only to children of full time employees?**

To apply for the scholarship, the parent of the applicant must be actively employed by Zilber Ltd.; must be working 30 or more hours per week and have completed at least 3 full years of equivalent service as of the due date of application submission.

**Q: How will scholarships be awarded?**

Scholarships will be awarded based upon academic achievement, demonstrated leadership, and community involvement.

**Q: What is the value of the scholarship?**

Scholarships will be granted in the amount of \$5,000 per year, \$2,500 in advance of each semester for the Fall 2025 – Spring 2026 year. Once an individual has been awarded a grant and the first installment has been paid, payment of the second installment will be based on the requirement that the student's parent is still employed by the Company and that the student is still enrolled in college full time.

**Q: If I have multiple children in college, could they all receive a grant?**

Only one scholarship per employee is available. If the parent chooses to split that scholarship between two children who are qualified and have been chosen to be awarded, the employee may do so. We must be notified in advance that this is what the employee is choosing to do.

**Q: Where may I obtain an application?**

Applications are available from the Human Resources Department or on the Zilber Ltd. Benefit site at <http://benefits.zilber.com> under *Education Benefits*



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### **Q: What is the deadline for submitting an application?**

Eligible applicants must submit an application to Jenna Michels in Human Resources on or before July 11, 2025.

### **Q: When will decisions be made?**

The Zilber Ltd. Employee Children's Scholarship Program Committee will meet to select scholarship recipients from the applications received. Decisions will be made prior to or on August 1, 2025. Scholarship Awardees will be notified by email.

### **Q: Can the grant be put toward other educational related expenses such as books and supplies?**

No. The grant may only be used for tuition-not books, room, board or supplies.

### **Q: How and when will recipients obtain their scholarship checks?**

Scholarship checks will be sent directly to the accredited two-year or four-year College, university or vocational-technical school upon the scholarship recipient's acceptance and verification of enrollment.

### **Q: Are there limits as to how many times an applicant may be awarded a scholarship? Once you receive a scholarship, do you automatically receive it every year?**

Scholarships are awarded on a yearly basis. A new application is required every year. Scholarships may be awarded up to 3 additional years or until a bachelor's degree is earned, whichever occurs first.