

NUCOR®

FOUNDATION

Scholarships for the Children of Nucor* Employees

Application Information

Nucor Foundation was established as a non-profit corporation for charitable and educational purposes including the awarding of scholarship grants to deserving men and women. It is the belief of the Foundation that the further economic and social progress of the nation is built upon the education of its citizens. The awarding of scholarships is seen as a way to encourage personal as well as national and community development.

Nucor and its affiliates are manufacturers of steel products, with operating facilities primarily in the United States, Canada and Mexico. Products produced include: carbon and alloy steel – in bars, beams, sheet and plate; hollow structural section tubing; electrical conduit; steel piling; steel joists and joist girders; steel deck; fabricated concrete reinforcing steel; cold finished steel; precision castings; steel fasteners; metal building systems; steel grating and wire and wire mesh. Nucor, through The David J. Joseph Company, also brokers ferrous and nonferrous metals, pig iron and hot briquetted iron / DRI; supplies ferro-alloys; and processes ferrous and nonferrous scrap. Nucor is North America's largest recycler.

Although the Foundation receives substantial contributions from Nucor, the Foundation is operated completely separate from Nucor and is not subject to its control. These scholarships are, for the most part, limited to children of Nucor employees in recognition of the support which Nucor gives to the Foundation.



WHAT IS THE PURPOSE OF THESE SCHOLARSHIPS?

The purpose of the scholarships is to help finance the **undergraduate** or vocational education of eligible applicants.

WHO IS ELIGIBLE TO APPLY FOR THE NUCOR FOUNDATION SCHOLARSHIP?

Any person who is the natural or adopted child or stepchild of a "qualified" Nucor employee is eligible for the Nucor Foundation Scholarship. A "qualified" employee is one who meets these requirements:

- ◆ has been a full-time, active employee of Nucor for at least SIX MONTHS prior to the date the scholarship is applied for.
- ◆ continues to be employed from the date the scholarship is applied for until the date it is awarded.
- ◆ is not at the date of application for the scholarship or date it is awarded an executive officer or director of Nucor or an officer or director of Nucor Foundation.
- ◆ must not be a "disqualified person" with respect to the Foundation as that term is defined in the Internal Revenue Code section 4946(a) (i.e., certain persons affiliated with the Foundation or with substantial contributions to the Foundation).

A person may also be eligible for a Nucor Foundation Scholarship if he or she is the natural or adopted child or stepchild of a Nucor employee who died or became totally and permanently disabled while a full-time active employee of Nucor. In the unlikely event of a workplace fatality, children of the deceased employee can receive up to double the current scholarship maximum award.

*Includes Nucor Corporation, its subsidiaries, and/or affiliates (12-1-2020)

WHO WILL MAKE THE SELECTIONS?

Applications for scholarships will be reviewed by a scholarship selection committee. The committee will be comprised of three individuals. These people will be from the fields of education, business, or the professions and in no way related to any scholarship applicant. It should also be noted that no member of the committee will be an officer, director or employee of either Nucor Foundation or Nucor.

WHAT CRITERIA WILL THE SELECTION COMMITTEE USE TO AWARD SCHOLARSHIPS?

The selection committee will base the awarding of scholarships on the applicant's personal background, academic abilities, leadership traits, character and information on financial need. Scholarships will be awarded without regard to gender, race, color, creed, national origin, religious or political affiliation.

WHAT % OF STUDENTS APPLYING FOR A NUCOR FOUNDATION SCHOLARSHIP RECEIVE ONE?

The number of Nucor Foundation Scholarships awarded in any given year will not exceed 25% of the total number of eligible applicants. The remaining 75% of applicants will be eligible for the Educational Disbursement which are taxable funds to the student.

FOR HOW LONG ARE THE SCHOLARSHIPS AWARDED?

All scholarships will be awarded for a period of four years, or whatever lesser period of time is normally required for completion of the courses in which a recipient is enrolled and the course of study must be completed within eight (8) years. Also parents of recipients, who are awarded the Educational Disbursement, must remain active employees of Nucor in order for their children to receive subsequent funds.

HOW MUCH ARE THE SCHOLARSHIPS WORTH?

The current award amount is three thousand five hundred dollars (\$3,500) per year. (Increased 2018/2019 school year).

WHAT CAN THE SCHOLARSHIPS BE USED FOR?

Scholarship funds may be used only to defray the recipient's undergraduate actual out-of-pocket expenses that are payable directly to the school for: [a] tuition, [b] fees, [c] books and materials and [d] room and board (in that order). Payments must be made directly to the school.

HOW WILL THE SCHOLARSHIPS BE SUPERVISED?

Freshman students (or first time utilizing funds) must provide the Foundation with their first semester transcript reflecting their GPA in order for us to review and process future payments. Transcripts are to be uploaded through the student website when payment requests are submitted each term/year from the college they are currently enrolled. Students that fail to meet this requirement may experience delays in receiving subsequent funds.

WHAT TYPE OF ACADEMIC RECORD SHOULD THE STUDENT MAINTAIN?

In order to remain in good standing, a student must maintain a 2.0 grade point average and meet the requirements imposed by the school which he or she is attending. Students on academic probation must complete their probationary term before funds for that term will be paid to the school.

Unless permission is otherwise granted, scholarship recipients should enroll as full-time students in the fall of the year in which the scholarships are awarded. For good reason, a recipient may be granted a leave of absence. Students are required to write the Foundation for reinstatement into the scholarship program if absent from school for one year or more between completed terms, or if they withdraw during a term. It is important that any withdrawal, for any reason, be registered with the Foundation.

AT WHAT SCHOOLS MAY THE STUDENT USE THE SCHOLARSHIP?

The scholarship recipient may attend any qualified accredited college, university, vocational, or trade school. It should be noted that correspondence schools and/or most internet classes are not eligible for funding from the Foundation Scholarship. A recipient may transfer from one institution to another and retain the award but would need to update their college profile on the student website found at: www.nucorfoundation.com. This update should include the name of the institution, mailing address and name of the financial aid contact.

HOW CAN YOU APPLY FOR THE SCHOLARSHIP?

After determining your eligibility for the scholarship, logon to: <https://scholarshipapply.nucor.com> and complete the electronic application. An eligible person must apply within four (4) years of completing high school. Please obtain from your guidance counselor your transcript with all the applicable information, copies of SAT/ACT test scores, and letter(s) of recommendation. Once you have completed your on-line application and submitted as final, you will need to deliver all required documents directly to your local HR administrator, (see their communication for delivery). The electronic submission should be sent to the Foundation by March 1st and all required documents to be received no later than the 15th (late applications will NOT be eligible for the Foundation Scholarship). You will receive word from the Scholarship Selection Committee by mid April. Should you have any questions, please contact Liz Wells by e-mail at liz.wells@nucor.com OR by phone at 704/367-8662. (E-mail is the preferred mode of communication)