



## **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 temporary summer employment 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 Conditions

### 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 March 31, 2017.
- 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 a Texas junior college. The Nuclear Power Technology Associate degree or Process Technology with Enhanced Nuclear certification is preferred for non-licensed operations. Pursuit of a technical associate's degree, such as, Machine Technology/Millwright, Electrical, Instrumentation & Control, and Radiation Protection with Enhanced Nuclear certification. Other technical Associate degrees may be considered at the discretion of STPNOC.
- 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) To be considered for this program applicants must possess a passing score for one of the following exams:

<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).

Also, consideration will be given to applicants that have completed college level English Composition Course 1301 or higher English Course and College Math Course 1314 or higher, Course with a minimum grade result of “C”.

- 8) 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

- 9) In addition to meeting the minimum GPA requirements, participants must achieve a letter grade of “C” or above in fundamental/generic course work and maintain a letter grade “B” or 80% in each course containing core fundamentals and discipline-specific learning objectives outlined in the Nuclear Uniform Curriculum Program (NUCP), Institute of Nuclear Power Operations (INPO) ACAD 08-006. Participants can be removed from the Program entirely if they fail to maintain a letter grade of “C” or above for scheduled fundamental/generic course work or fail to maintain a letter grade “B” or 80% in each course containing core fundamentals and discipline-specific learning objectives from ACAD 08-006.
- 10) STPNOC can remove a participant from the EIP program, if a participant withdraws from scheduled course work in order to avoid a failing grade or to avoid failing to meet the letter grade of “C” or above for fundamental/generic course work, or letter “B” or 80% for a course containing fundamentals and discipline-specific learning objectives from ACAD 08-006.
- 11) After the second semester, STPNOC may select participants who will be offered temporary summer employment under STPNOC’s Summer Co-op program. At the end of the summer, 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 Co-op 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 two (2) years. A participant who turns down a job offer, or who leaves STPNOC within two (2) 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 (2) 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 5<sup>th</sup> semester to meet specific degree requirements and enhanced nuclear certifications. STPNOC will determine when a 5<sup>th</sup> 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.

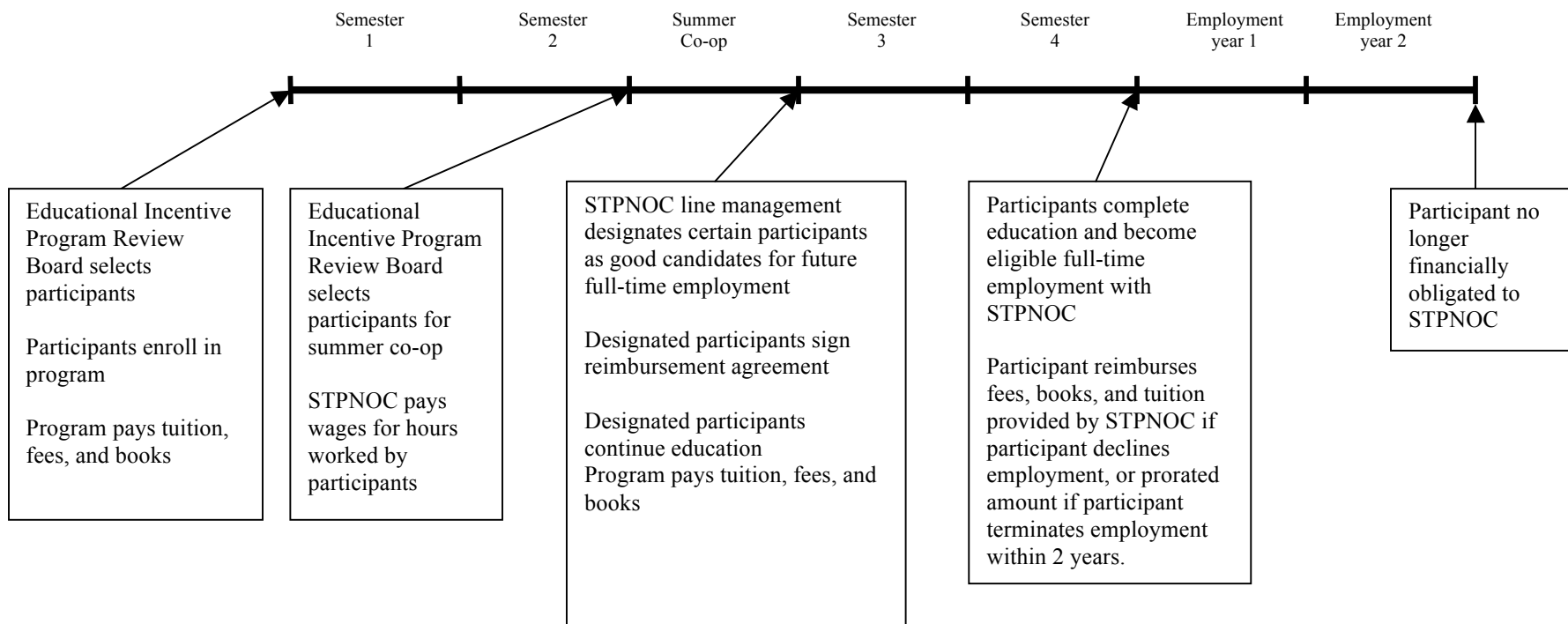
### **STPNOC Educational Incentive Program Review Board:**

- 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.

### **Program Overview:**

- 1) An overview of program milestones and requirements is shown on a timeline on the next page.

# Program Overview





## Educational Incentive Program Application

### APPLICANT:

Name: Last	First	Middle	
Mailing Address	City	State	Zip
Birth Date /      /	Telephone Number (     )     -	Social Security Number -      -	

### EDUCATION:

High School	Year Graduated	GPA	
High School Class Rank			
Selected Junior College	City	State	Zip
Address			
Course of Study			
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 organization that may directly or indirectly indicate your ethnicity, race, religion, sex, marital status, national origin or physical disability.)

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

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

## 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 OF COMPANY	RATE OF PAY	1) Last Job Title 2) Reason for leaving
		Name: _____ Address: _____ City: _____ State: _____ Zip: _____	START	1) _____
			LAST	2) _____
		Name: _____ Address: _____ City: _____ State: _____ Zip: _____	START	1) _____
			LAST	2) _____
		Name: _____ Address: _____ City: _____ State: _____ Zip: _____	START	1) _____
			LAST	2) _____
		Name: _____ Address: _____ City: _____ State: _____ Zip: _____	START	1) _____
			LAST	2) _____
		Name: _____ Address: _____ City: _____ State: _____ Zip: _____	START	1) _____
			LAST	2) _____

- I have read and understand the terms of the Educational Incentive Program.
- 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.
- I hereby give my consent to STPNOC to conduct a security background investigation, including but 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 investigation 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

STP Nuclear Operating Company  
P. O. Box 289  
Wadsworth, TX 77483