

# Cash For College!

A scholarship for  
employee owners  
or their dependants



Application Open:  
**December 1, 2025**  
**- February 13, 2026**

An initiative of the Employee Ownership Foundation, a 501(c)3 non-profit organization founded in 1991 and dedicated to promoting and expanding employee ownership through research, grants, events, and public awareness. For more information, please go to [employeeownershipfoundation.org](http://employeeownershipfoundation.org)



## Employee Ownership Foundation – Trustee Scholars

- ★ Scholarship Application Period: December 1, 2025 – February 13, 2026
- ★ Scholarships are **\$5,000** per year for undergraduate study or vocational-technical school training only
- ★ Two scholarships are awarded annually and are renewable for up to three years (four years max). That's up to **\$20,000** for a four-year degree!
- ★ Scholarship winners will be notified in April 2026 and funds will be provided for the beginning of the fall 2026 school year

### Eligibility

- ★ Applicants must be an employee or dependent of an employee
- ★ Employee must be employed by a corporate member company of The ESOP Association in good standing
- ★ Applicants must be 22 years old or younger
- ★ Currently enrolled or planning on enrolling in undergraduate study at an accredited two- or four-year college, university, or vocational-technical school



Learn more: [EmployeeOwnershipFoundation.org/trustee-scholars](http://EmployeeOwnershipFoundation.org/trustee-scholars)

## Eligibility

### Applicants to the Employee Ownership Foundation

#### Trustee Scholars Program must:

- ★ Be age 22 and under, on the application deadline, February 13, 2026.
- ★ An employee or dependent of an employee of a corporate member company of The ESOP Association (TEA).
  - Employee is defined as any part-time or full-time employee at a corporate member company, regardless of their vesting status in the company's ESOP plan.
  - Dependents are defined as natural and legally adopted children or stepchildren living in the employee's household or primarily supported by the employee.
- ★ Companies must be a corporate member in good standing of The ESOP Association prior to the application deadline date.
  - Good standing is defined as being an active, dues paying corporate member.
- ★ Be a high school senior or high school graduate, current undergraduate student, or enrolled in a vocational/technical school.
- ★ Plan to enroll in full-time undergraduate study at an accredited two- or four-year college, university, or vocational-technical school for the entire upcoming academic year.
  - Full-time is a student who is enrolled for the number of hours or courses that the school or institution considers to be full-time attendance.
  - An undergraduate student is defined as seeking one of two higher education degrees—an associate degree or a bachelor's degree.
  - Accredited
  - Two-year colleges are also known as community colleges and can also be part of a transfer program to a four-year institution.
  - Four-year college is defined as a college, university, or specialized institution.
  - A vocational -technical school is a term for either trade or technical schools.
  - The institution must be accredited by a "nationally recognized accrediting agency". The U.S. Department of Education recognized accrediting agencies.
  - Certification programs must be through an accredited institution and must run on a standard academic semester calendar. Certification programs must be a minimum of one semester/term in length and applicants must be enrolled at the time awards are disbursed in August.

## Requirements

#### As part of your application, you must upload the following:

- ★ **Transcript:** A current, complete transcript of grades.
  - Transcripts must display the student's name, school name, grades and credit hours for each course and term in which each course was taken.
  - Grade reports (also known as report cards) are not accepted.
  - If you are uploading a high school transcript and providing SAT or ACT test scores, if those scores are not listed on your high school transcript, you will need to upload a copy of your test score report(s) separately.
  - If you are uploading a college transcript, SAT and ACT test scores are not required.
- ★ **IRS Form 1040:** Copy of the first two pages of the most recently filed IRS Form 1040 used for the Financial Information section of the application.
  - Please black out all social security numbers and bank account information.

- ★ **Video Essay:** Submit a two-minute video answering the following question: "What does employee ownership mean to you, your loved ones, and/or your community?"
  - The video should be recorded by the beneficiary of the scholarship, from their perspective as an employee at an ESOP company or as a dependent of an employee at an ESOP company
  - Only the finalist committee will review videos – they will not be shared publicly without explicit permission from the video creator.
  - Have fun!

## Awards

- ★ Up to two (2) scholarships will be awarded to separate individuals.
- ★ If selected as a recipient, the student will receive a \$5,000 per year award.
- ★ Awards are renewable up to three years (4 years total) or until a bachelor's degree is earned, whichever occurs first, on the basis of satisfactory academic performance, maintaining a cumulative grade point average of 2.5 on a 4.0 scale, and full-time enrollment.
- ★ Awards are for undergraduate study at accredited institutions only, including
  - Two-year/community colleges, including those that transfer into a four-year college
  - Four-year colleges, a university, college, or specialized institution
  - A vocational -technical school
- ★ Awards are NOT for
  - Graduate students seeking advanced education such as Masters or PhD programs
  - Unaccredited training schools or colleges

#### Application Period

- ★ Applications can be submitted via the online portal on the Scholarship America website December 1, 2025 – February 13, 2026
- ★ The application deadline is 11:59 PM Eastern Standard Time, Friday, February 13, 2026

#### Notification

- ★ All applicants will be notified in April, prior to College Decision Day (May 1)

#### Payment of Scholarships

- ★ Scholarship America processes scholarship payments on behalf of the Employee Ownership Foundation.
- ★ Payment will be made directly to the school in early August.

#### Selection of Recipients

- ★ Scholarship recipients are selected on the basis of:
  - ★ Academic record
  - ★ Demonstrated leadership and participation in school and community activities
  - ★ Work experience
  - ★ A statement of educational and career goals and objectives
  - ★ Unusual personal or family circumstances
  - ★ Financial need considered, but not determinative

Selection of finalists is made by Scholarship America. The Employee Ownership Foundation finalist committee will select scholarship recipients. Not all applicants to the program will be selected as recipients. Students may reapply to the program each year they meet eligibility requirements. All applicants agree to accept the decision as final.



Applications must be submitted at:  
**EmployeeOwnershipFoundation.org/trustee-scholars**  
**EOFScholars@scholarshipamerica.org**