



MasTec Scholarship Program

THE PROGRAM

MasTec Corporation has established a scholarship program to assist employees and their dependent children who plan to continue their education in college. Renewable scholarships are offered each year for study at an accredited institution of the student's choice.

This scholarship program is administered by Scholarship America®. Scholarship America is the nation's largest designer and manager of scholarship and tuition reimbursement programs for corporations, foundations, associations and individuals. Awards are granted without regard to race, color, creed, religion, sexual orientation, gender, disability or national origin.

ELIGIBILITY

Applicants to the MasTec Scholarship Program must be a United States Citizen or legal resident.

AND

- **Must be either:**

A regular full-time MasTec employee a) with a minimum of one year of service as of the application deadline date, b) with no disciplinary issues, c) pursuing a degree to enhance his/her career with MasTec, and d) with a letter of recommendation from his/her supervisor.

OR

A dependent* child of a regular full-time MasTec employee – a) the MasTec employee must have a minimum of one year of service as of the application deadline date and have no disciplinary issues on record during the past year, and b) the dependent child must be age 26 or under as of the application deadline date.

*Dependent children are defined as biological, step- or legally adopted children living in the employee's household or primarily supported by the employee.

Dependent children must be high school seniors or graduates who plan to enroll or students who are already enrolled in full-time undergraduate study at an accredited two- or four-year college or university for the entire academic year.

Employees must plan to enroll or already be enrolled in part-time or full-time undergraduate study (minimum six credit hours per term for full academic year) at an accredited two- or four-year college or university.

Employees or dependents of employees, where the employee has been designated as a Highly Compensated Employee (HCE), are not eligible to receive a MasTec Scholarship. An HCE is defined by the IRS annually. For 2020, the income criterion to be classified as a highly compensated employee is at \$130,000. If both parents work for MasTec and either is an HCE, the dependent is ineligible to be a scholarship recipient.

AWARDS

If selected as a recipient, the student will receive a \$2,500 award. Up to seven (7) awards will be granted each year. Awards may be renewed for up to three additional years or until a bachelor's degree is earned, whichever occurs first. Renewal is contingent on the basis of maintaining a cumulative grade point average of 3.0 on a 4.0 scale (or the equivalent), continued full-time employment with MasTec of employee or parent, and continuation of the program by MasTec Corporation.

Awards are for undergraduate study only.

APPLICATION

Interested students must complete the application and mail it along with a current, complete transcript of grades to Scholarship America postmarked no later than **May 1**. Grade reports are not acceptable. Unofficial transcripts must display student name, school name, grade and credit hours earned for each course, and term in which each course was taken. Applicants will receive acknowledgment of receipt of their application. If an acknowledgment email is not received within three weeks, applicants may call Scholarship America to verify that the application has been received.

Applicants are responsible for gathering and submitting all necessary information. Applications are evaluated on the information supplied; therefore, answer all questions as completely as possible. Incomplete applications will not be evaluated. All information received is considered confidential and is reviewed only by Scholarship America.

SELECTION OF RECIPIENTS

Scholarship recipients are selected on the basis of academic record, demonstrated leadership and participation in school and community activities, honors, work experience, statement of goals and aspirations, unusual personal or family circumstances, and an outside appraisal. Employees will be required to submit a letter of recommendation along with the applicant appraisal from their supervisor. Financial need is not considered.

Selection of recipients is made by Scholarship America. In no instance does any officer or employee of MasTec Corporation play a part in the selection. All applicants agree to accept the decision as final.

Applicants will be notified in June. Not all applicants to the program will be selected as recipients. Nonrecipients may reapply to the program each year they meet eligibility requirements.

PAYMENT OF SCHOLARSHIPS

Scholarship America processes scholarship payments on behalf of MasTec Corporation. Payments are made in equal installments in mid-August and mid-December. Checks are mailed to each recipient's home address and are made payable to the school for the student.

OBLIGATIONS

Recipients have no obligation to MasTec Corporation. They are, however, required to notify Scholarship America of any changes in address, school enrollment, or other relevant information and to send a complete transcript when requested.

REVISIONS

MasTec Corporation reserves the right to review the conditions and procedures of this scholarship program and to make changes at any time, including termination of the program.

ADDITIONAL INFORMATION

Questions regarding the scholarship program should be addressed to:

MasTec Scholarship Program

Scholarship America
One Scholarship Way
Saint Peter, MN 56082

Telephone: (507) 931-1682