



2025 Scholarship & Application Guidelines

The **Haire Family Foundation (HFF)** is committed to fostering the academic achievements of the youth within the ETP community. It is the Foundation's belief that every child deserves the opportunity to thrive through equitable access to higher educational resources.

The **Mission** of the **HFF** is to empower and inspire the next generation of talent by providing access to higher education opportunities. Our mission is to support deserving individuals in their pursuit of academic excellence, fostering a brighter future for both ETP employees and communities.

The **Purpose** of the **HFF** is to provide scholarships to deserving high school graduating seniors intending to pursue a full-time course of study at a four-year educational institution.

The **HFF** will annually award two (2) College Scholarships for \$5,000 per year for up to a maximum of (4) consecutive years. The maximum total per recipient is \$20,000. In addition, The **HFF** will also award one (1) Technical School Scholarship for \$2500 per semester, renewable for up to four consecutive semesters. The total maximum per recipient is \$10,000.

Winning recipients are selected by an independent committee (Marcum, LLC.) and not by any ETP employees or Board of Directors.

NOTE: Scholarship funds will be awarded to the student upon evidence of registration in an accredited higher educational institution.

Criteria and eligibility (HFF Scholarship applicants)

1. Applicant must be a "child" of an ETP full-time employee working 30 or more hours per week.
 - a. A "child" is defined as an employee's biological or legally adopted child for whom the employee holds legal custodial rights.
2. The applicant must be a graduating high school senior in the year of the award.
3. Applicants must be graduating with a high school diploma awarded by a state-accredited institution or equivalent diploma.
4. Applicants must have at least a 3.0 or better **grade point average (on a 4.0 scale)**.
5. Applicant must demonstrate community involvement, solid academic performance and a desire to attend college.
6. Applicants may not be related to any Board of Directors, Vice Presidents or Directors of ETP subsidiaries.
7. Applicants must be able to complete an in-person written essay the week of March 10-14th, 2025 at the ETP site where the parent is employed. The ETP site administrator will contact applicants February 17-21, 2025, to schedule an appointment. The essay question will be provided to the applicant the day of the visit for the written essay. ETP will provide a computer for the student to complete the essay.

Eligibility for future years (HFF Scholarship winners)

1. The winning student must remain consecutively enrolled in an U.S. or International fully accredited college, working toward the achievement of a 4-year bachelor's degree.
2. Must achieve a 3.0 GPA or higher each year and have full-time enrollment (min 12 credits/semester)
3. Parent working must be a full-time employee of an ETP International company at the time scholarship is paid to the university each year.

General Instructions

1. **DEADLINE** – Applications must be received by HR in any ETP facility by **February 7, 2025, 5:00 p.m.** (no exceptions). Applicants may also mail applications directly to the HFF Scholarship Committee, c/o Pam West, at the ETP address below.
2. Refer to application process below for a list of the supporting documents needed (i.e., reference forms, evidence of GPA, etc.) Incomplete applications will not be considered.
3. If any question does not apply to you in this application, please put N/A in the space.
4. Type and print legibly. Illegible applications will not be considered. You may also download a copy of the application online at www.energogroupinc.com.
5. You will be contacted by phone the first week of March 2025 to schedule your on-site meeting to write your essay. The essay question will be provided the day of your appointment.
6. The committee will select the winning applicants by April 10, 2025.
7. All applicants will be notified by phone April 11, 2025, regarding the status of their application.
8. If additional space is required for any responses to the application, an additional sheet of paper may be attached to the application clearly marking the response with the corresponding question number of the application.
9. If you have any questions about the application or process, please call the Foundation Office at (216) 633-2368 (Pam West).

Application Process:

Applicant must submit the following items:

1. Completed application form (if handwritten, please print legibly)
2. A cover letter addressed to the HFF Scholarship Committee that contains a brief explanation about yourself and your college plans (college/university, intended major, and anticipated start date). Letter should not exceed one (1) page.
3. Two (2) letters of recommendation are required. One (1) from a high school teacher, administrator, or counselor. One (1) from an individual outside of school (not a parent or relative) with significant knowledge of applicant's experience and community involvement.
4. An official and recent high school transcript with cumulative grade point average and a class standing/rank.

Schedule & Deadlines: All deadlines are final:

- **February 7, 2025** – Application must be returned in the hands of HFF Scholarship c/o Pam West no later than February 7, 2025, 5:00 p.m. Applications postmarked after this date will not be considered. HR facility contacts at Flex-Tech Hose & Tubing, LLC and FT Industries, LLC will forward applications to Pam West at the address below.
- **February 12, 2025**– All applications received by Pam West at ETP International address below.
- **February 17 – 21, 2025** – ETP Scholarship Coordinator will contact applicant to schedule on-site essay appointment for the week of March 10-14, 2025.
- **March 10-14, 2025** – Written essay to be administered at your local ETP facility during this week. Appointments for essays will be scheduled by ETP Scholarship Coordinator February 17-21, 2025.
- **April 10, 2025** - HFF Scholarship Committee (Marcum, LLC.) will select two (2) winning College Scholarship applicants and one (1) Technical School Scholarship applicant.
- **April 11, 2025** – Winners will be announced, and all applicants will be contacted by phone.

Please mail, email, OR submit application in person to:

HFF Scholarship Committee
 ETP International
 ATTN: Pam West / pam.west@us-egi.com
 4560 West 160th St.
 Cleveland, OH 44135
 PH# 216-633-2368

Haire Family Foundation 2025 Scholarship Application

Date of Application:

Please type or print your answers. If the application is illegible, it will be returned to you.	
1.	Last Name: _____ First Name: _____
2.	Mailing Address: Street: _____ City: _____ State: _____ ZIP: _____
3	E-mail Address _____
4.	Daytime Telephone Number: () _____
5.	Date of Birth: Month Day Year
6.	Are you related to any of ETP Board of Directors, VP's or Director's (Please circle) Yes No
7.	Current High School: _____ High School Phone: _____ Principal Name: _____ Number of years attended: _____
8.	I will be attending the following school in the <u>Fall of 2025</u> : _____ Proof of acceptance or current student enrollment from the above school is required prior to funds being released to the college or university.
9.	I will be entering the above-mentioned school as a: (Circle one) Freshman Sophomore Junior Senior
10.	Grade Point Average (GPA): _____ (On a 4.0 scale) Attach proof of GPA. Your most recent official school transcript required.
11.	Have you taken the ACT exam? Yes No If no, when do you plan to take the exam: _____ SAT exam? Yes No If no, when do you plan to take the exam: _____ *ACT/SAT results are not required in the application process.

12.	Name & address of parent(s) or legal guardian(s): Use reverse side of application if you need more space. Name (s) _____ Street: _____ City: _____ State: _____ ZIP: _____ Home phone of parents or legal guardians: _____				
13.	Name and city of other high schools attended:			Number of years attended:	
14.	List the name of any college you have attended.	Year Began	Year Ended	Year Graduated (If applicable)	Type of Degree Received (If applicable)
	A.				
	B.				
	C.				
15.	What specialty/major do you plan to major in as you continue your education?				
16.	List expenses you expect to incur per semester or quarter: (Approximate figures acceptable)				
	A.	Tuition:	Amount: \$		
	B.	Books:	Amount: \$		
	C.	Room & Board:	Amount: \$		
	D.	Other expenses:	Amount: \$	Describe below under comments	
Comments:					
17.	List other financial assistance you will receive per semester or quarter: (Other financial assistance will not affect your scholarship eligibility.)				
	A.	Personal:	Amount: \$		
	B.	Other Scholarship(s):	Amount: \$	List below under comments	
	C.	Grants:	Amount: \$	List below under comments	
	C.	Student Loan(s):	Amount: \$	List below under comments	
	D.	Other Financial Resources:	Amount: \$	List below under comments	
Comments:					

18.	List your academic honors, awards, and membership activities while in high school:
19.	List your community service activities, hobbies, outside interests, and extracurricular activities:
20.	<p>List your work history:</p> <p>Employer: _____ Position: _____ Date of Service: _____</p> <p>Employer: _____ Position: _____ Date of Service: _____</p> <p>Employer: _____ Position: _____ Date of Service: _____</p> <p>Employer: _____ Position: _____ Date of Service: _____</p>
21.	Other information you would like us to know about you:
22.	<p>In 200 words or less - What are your long-term career goals and how will this scholarship help you achieve them? Discuss your career aspirations, why they are important to you, and how this scholarship will act as a steppingstone towards realizing those goals. Be specific and clear about your plans.</p>

23.	A. The following items must be attached to this application in order for the application to qualify for review by the scholarship committee. B. Your application will not be considered if these items are not attached to this application. (No exceptions.) C. Circle “YES” or “NO” to be sure you have attached each item as required.	
	YES	NO
	YES	NO
	YES	NO
	YES	NO
	YES	NO
	YES	NO

Completed application. All questions are answered completely.

Cover Letter to the Haire Scholarship Committee: Not exceeding one (1) page. Must be double spaced, and 12 pt/Times New Roman Font.

Two (2) Letters of Recommendation. One (1) from a high school teacher, administrator, or counselor. One (1) from an individual outside of school (not a parent or relative) with significant knowledge of applicant’s experience and community involvement.

Proof of college acceptance or current student enrollment. A copy of your college acceptance letter is required for receipt of funds (and not at time of application).

Most recent official high school transcripts. Photocopies of your transcript are acceptable if the transcript is signed by a guidance counselor or principal.

Community service hours. Must be documented in the form of a letter on official letterhead from the agency the applicant completed their community service hours.

STATEMENT OF ACCURACY

I hereby affirm that all the above stated information provided by me is true and correct to the best of my knowledge. I understand that my failure to provide accurate information may be grounds for disqualification from the scholarship process.

I hereby understand a plagiarized or off-topic essay will be grounds for disqualification from the scholarship process.

I hereby understand decisions of the scholarship committee will be final.

I hereby understand I will not submit this application without all required attachments and supporting information. Incomplete applications or applications that do not meet eligibility criteria will not be considered for this scholarship.

I hereby understand that if chosen as a scholarship winner, according to Scholarship policy, it is my responsibility to remit to ETP the appropriate information for my scholarship to be paid directly to my educational institution. EGI will not be responsible for any late fees due to delayed receipt of invoicing.

I also consent that if chosen as a scholarship winner my picture may be taken and placed on corporate social media sites to promote the Haire Family Foundation Scholarship. Lastly, I understand I must provide evidence of active enrollment/registration at the post-secondary institution of my choice before scholarship funds can be awarded.

Signature of scholarship applicant: _____ Date: _____

Signature of applicant’s guardian/ parent: _____ Date: _____

“Empowering ETP youth with need based Educational Resources.”