



2020 Avaya/CWA/IBEW Academic Awards Program

For Children of Avaya Represented Employees

The Academic Awards Program

Avaya, CWA, and IBEW have long been committed to education. Innovative community educational programs are supported and the tuition for several employees is reimbursed—consistent with our commitment to “personal growth and continuous learning.”

The Program carries this commitment further by providing scholarships for children of Avaya represented employees. Students who apply must have participated in volunteer service activities and projects in their communities or schools. These awards make a significant statement to youth about the importance of intellectual development and community involvement.



Program Description

The Avaya Scholarship Program was established to help students earn undergraduate degrees. The award provides for **UP TO \$6,500** for one academic year of full-time study.

The money can be used for tuition, books, required academic fees, and room and board (not including allowance for living at home, personal expenses, and travel costs).

The award may be renewed each year for not more than three years or until a degree is earned, whichever comes first. Renewal of awards requires a 2.75 cumulative grade point average, continued parental employment (Avaya), and adherence to the student code of conduct. Award amounts will be determined on the basis of school costs reduced by other scholarships. All recipients **must** supply and update, whenever a change occurs, information about all scholarships they receive.

Eligibility

Applicants to the Academic Awards Program must be:

- Dependent¹ children of regular full-time and part-time Avaya represented employees. Employees must have completed six months of continuous employment as of 1/8/2020 and be actively employed at the time of announcement, at the time of award, and at the time of any subsequent renewal. The program covers natural or legally adopted children and stepchildren living with the employee for six months or more during the twelve months preceding the date of initial application and each renewal.
- Current high school seniors planning to enroll for the first time in a course of study leading to a baccalaureate degree at a regionally accredited four-year college or university or an associate degree at a regionally accredited two-year junior or community college in the U.S.²
- Students who have achieved a cumulative high school grade point average of 3.25 on a 4.0 scale.

¹Dependents as defined in the Internal Revenue Service Code, Section 152.

²Recipients are expected to enroll in a full-time (as determined by the individuals' college) undergraduate course of study no later than the Fall 2020.



Program Schedule

2019

Starting October 16

Avaya employees visit the [Avaya/CWA/IBEW Academic Awards](#) page. For questions, email benefits@avaya.com

2020

January 8

Application postmark deadline.

Early March

Scholarship America sends notification to all applicants.

May 5

Deadline for recipients to submit financial award letters from their schools.

June

Scholarship America sends letters to recipients informing them of final award amounts (amounts are subject to receipt of financial award letters).

mid-August

Scholarship America mails fall term scholarship checks.

mid-November

Scholarship America mails spring term scholarship checks to students along with request for renewal information.

Application

Interested students must complete the attached 2020 application and mail it to Scholarship America along with a current high school grade transcript.

**It must be postmarked by
January 8, 2020.**

**The application must be a 2020
Program application and all
signatures must be original.**

Applications are evaluated on the information supplied. Therefore, it is important to answer all questions as completely as possible. All information received is considered confidential.

Selection of Recipients

Recipients are selected on the basis of volunteer service activities and projects in their schools and communities and academic achievements (cumulative grade point average and rank-in-class). Academic awards, work experience (if available), and a statement of education and career goals are also considered.

Recipients are selected by a third-party vendor, Scholarship America, a national nonprofit education support and student aid service organization. In no instance does any Avaya employee play a part in the selection. Recipients are selected without any regard to race, color, religion, sex, sexual orientation, age, physical disability, or national origin.

Revisions

Avaya reserves the right to change the conditions, procedures, and criteria of this scholarship program subject to the provision of the applicable collective bargaining agreement. Any such changes shall apply to all applications dated after the announced effective date, including applications for renewal of awards previously made

***Any Academic Awards Program
before 2020 remains in effect with its
own provisions for awards, criteria,
and eligibility.***

ADDITIONAL INFORMATION

For questions about program administration, call Scholarship America at 1-507-931-1682 and refer to the Avaya/CWA/IBEW Academic Awards Program, or send an email to mstover@scholarshipamerica.org



Application

2020 AVAYA/CWA/IBEW - Academic Awards Program For Children of Avaya Employees

TYPE OR PRINT ALL INFORMATION EXCEPT FOR SIGNATURES. If space provided in any section proves inadequate, information may be continued on additional sheets of paper and attached to the application. **Application Postmark Deadline is January 8, 2020**

FOR SCHOLARSHIP AMERICA ONLY	I.D. #	PD	RIC/CS	GPA	TOTAL
------------------------------	--------	----	--------	-----	-------

Student Application Data

Name	Last Name		First Name			Middle Initial
	Number	Street			Apartment #	
Permanent Mailing Address	City		State	Zip Code	Phone # ()	
	Month	Day	Year	Email Address		
Date of Birth						
Please indicate your status (optional)	<input type="checkbox"/> Male	<input type="checkbox"/> Alaskan Native or American Indian		<input type="checkbox"/> Hispanic		<input type="checkbox"/> White
	<input type="checkbox"/> Female	<input type="checkbox"/> African American		<input type="checkbox"/> Asian or Pacific Islander		

Employee Parent or Guardian Data (as defined by IRS code152)

Name	Last Name		First Name			Middle Initial	
	Email Address			Cost Center Code REQUIRED			
Work Address	Check One: <input type="checkbox"/> CWA <input type="checkbox"/> IBEW		Net Credit Service Date (month/yr)		HRID #		
	Business Group		Org. Name		Room #		
Work Address	Street		City		State	Zip Code	
	Work Phone # ()		Home Phone # ()				
	Name of Supervisor		Supervisor Phone # ()				
	Relationship to Applicant _____ The applicant is a dependent of the employee? <input type="checkbox"/> Yes <input type="checkbox"/> No The applicant has lived with the employee for 6 months or longer during the past 12 months? <input type="checkbox"/> Yes <input type="checkbox"/> No						

High School Data

School Name		Graduation Date (month/year)	
Principal		Phone # ()	
Street Address		City	State Zip

College Data

Name of regionally accredited school you plan to attend. (If unknown, please list first preference.)		City
		State
<input type="checkbox"/> 2-Year Community College <input type="checkbox"/> 4-Yr. College or University <input type="checkbox"/> Other; explain:		
First Year Enrollment Date (month/year)	Major Course of Study	Anticipated Graduation Date (month/year)

Volunteer Service (required)

What have you contributed to your school and community through voluntary service activities? Describe the activity, your contribution, and whether you filled a leadership role. **Important!** Under the **grade**, enter the approximate total number of hours you gave during that year. Information may be continued on additional sheets of paper and attached to the application. **Use the same format.**

Activity	Contact Person & Telephone #	Hours Per Grade				Leadership Role	Hours Per Grade			
		9	10	11	12		9	10	11	12
What did you contribute?										
What did you contribute?										
What did you contribute?										

Academic Awards and Honors

List all academic awards, academic honors, and special academic recognition you have earned during high school grades 9 to 12

Academic Award or Honor	Grade				Academic Award or Honor	Grade			
	9	10	11	12		9	10	11	12

Work Experience

Describe your paid work experience during **the past four years**. Indicate dates of employment in each job and approximate number of hours worked each week. Please list contact person and telephone number.

Company/Position	Contact Person	Telephone #	From (month/yr)	To (month/yr)	Hours/Week

Goals and Aspirations

Make a statement of your plans as they relate to your educational and career objectives and future goals.

Unusual Circumstances

Please report and explain how any unusual family or personal circumstances have affected your achievement in school, work experience, or your participation in school and community activities.

Transcript Information (required)

Applicant must include a complete high school transcript of grades through their junior year and have the following section completed by the appropriate school official. To be eligible, students must achieve a cumulative high school grade point average of 3.25 on a 4.0 scale. **Important! Please include an explanation of your school's grade scale.**

Applicant ranks _____ in a class of _____	Cumulative GPA weighted: _____/4.0 scale unweighted: _____/4.0 scale		
Print School Official's Name	Official's Telephone #		
Official's Signature	Date	Title	
Official's Street Address	City	State	Zip

Application Checklist

This application for a scholarship becomes complete and valid only when you have returned all of the following materials:

Return Application and Transcripts to:
 Avaya/CWA/IBEW Academic Awards Program
 Scholarship America
 One Scholarship Way
 St. Peter, MN 56082

Or Email Scanned Documents to:
 mstover@scholarshipamerica.org

- Student Application
- Current Transcript(s) of Grades
- Enclose a self-addressed stamped postcard for acknowledgement of application receipt.

Postmark Deadline: January 8, 2020

NOTE: The student is responsible for ensuring that all application materials are submitted to Scholarship America on time. Do not send application to Avaya.

Selection of Recipients

Scholarship America has the sole responsibility for selecting recipients, basing the decision on criteria as set forth in the program's descriptive brochure.

Certification

In submitting this application, I certify that the information provided is complete and accurate to the best of my knowledge. If requested, I agree to give proof of information I have given on this form. Falsification of information may result in termination of any scholarship granted. This application becomes the property of Scholarship America.

Applicant's Signature _____ Date _____

Employee's Signature _____ Date _____