



The BWXT Scholarship Program

Guidelines

Purpose

The BWX Technologies, Inc. (BWXT) Scholarship Program provides four (4) four-year undergraduate scholarships each year to eligible students who are children of eligible employees, worth US \$2,500 per year. The Company will also award up to two (2), two-year associate, technical, certificate or diploma degree scholarships each year, worth US \$1,250 per year. All BWXT employees and current Technical Services Group (TSG) Affiliated employees who work at various TSG Project sites are eligible.

Award Amount

The 2023 recipients attending an accredited four-year college or university will receive US \$2,500 per year, renewable for up to three additional years or until completion of their first bachelor's degree, whichever comes first. Those 2023 scholarship recipients enrolled in a two-year associate, technical, certificate or diploma program will receive US \$1,250 per year, renewable for up to one additional year.

Eligibility

- Applicants must be high school seniors and the child, step-child or legal dependent of an eligible BWXT employee.
- To be an eligible BWXT employee, the employee must be a full-time employee of the Company employed for at least three (3) consecutive years as of the date of application to the BWXT Scholarship Program or an affiliate of BWXT Technical Services Group, Inc. ("TSG") who is employed at a TSG project site and otherwise satisfies the eligibility requirements.
 - For the purposes of this program, an Eligible employee is defined in BWXT Policy 1600-02 and does not include:
 - Any leased employee or individual classified by the Company as an intern, Seasonal Field Technician, contract worker, independent contractor, consultant, temporary employee or part-time casual employee;
 - Any individual who performs services for the Company but who is paid by a temporary or other employment or staffing agency for the period during which such individual is paid by such agency, whether or not the individual is determined by the Internal Revenue Service or others to be a common law employee of the Company;
- Applicants must intend to pursue a bachelor's, associate, or other two-year degree or certificate as a full-time student at an accredited college, university, community college, technical college or trade school beginning in the fall term of the year the scholarship is awarded.
- This scholarship program does not provide support for post-university degrees or for non-degree or non-certificate programs.
- Receipt of scholarship awards from other sources or financial aid will not disqualify applicants from receiving a BWXT Scholarship.

Application Procedure

The Company will issue an announcement during the first quarter of each year that advises when BWXT Scholarship Applications are available and the application deadline. High school seniors who wish to be considered for scholarships for the upcoming fall term and who meet the eligibility requirements may then apply by submitting the application online at www.bwxt.com/scholarships. Official sealed transcripts and recommendations from the student's school must be mailed to Andrea Harris at BWX Technologies, Inc., 800 Main Street, FL 3, Lynchburg, VA 24504. These documents may also be sent directly from the student's school via email to scholarships@bwxt.com.

Selection Procedure

All scholarship applications are reviewed by a committee of BWXT employees (the "BWXT Scholarship Committee"). Preference will be given based on academic achievement, future potential and financial need.

The BWXT Scholarship Committee will evaluate each applicant's grades, test scores, extracurricular activities, written essay submission and guidance counselor recommendations.

BWXT Scholarship recipients must execute a Scholarship Agreement before funds can be awarded. This agreement is facilitated online in the same platform as the application process. Recipients will be notified of the agreement procedure upon selection.

Recipients must also indicate their willingness to interview with the company for summer work positions, if offered, and for full-time employment, if offered. It is understood, however, that the recipient is not promised employment or obligated to accept either part-time or full-time employment as a condition of award or renewal of the scholarship.

Selection Committee

The BWXT Scholarship Committee will include cross-organizational representation from within BWXT. The committee will review all applications received each year and select the scholarship recipients and one alternate. The committee will also review each renewal application from current recipients and confirm whether it should be renewed. In the event a member of the committee has a child for whom an application for scholarship has been submitted, an alternate shall be selected to serve on the committee during all deliberations which affect or might reasonably affect the award or renewal of a scholarship to such child.

Responsibility of Recipients

Scholarship recipients must enroll as full-time students in the fall of the year in which the scholarships are awarded and continue in school full-time for the entire academic year without interruption barring illness, emergency or military service. They also must maintain at least a 2.5 grade point average on a 4.0 scale, remain in good standing with their college, university, community college, technical college or trade school and submit a yearly renewal application, including current transcripts. Scholarship recipients are also responsible for informing the BWXT Scholarship Program Coordinator if they have any change in their permanent mailing address, school enrollment or academic status.

During time of renewal, students can request a one-time deferment should a leave of absence be required during the scholarship award timeframe. This deferral request will be reviewed before formal deferment is awarded. This process is handled through the online application process at www.bwxt.com/scholarships.

Payment of Scholarship Funds

Payment of scholarship funds will be made **directly to the bursar** for the applicable educational

institution attended by the Scholarship recipient at the time payment is required for a semester/term. The award may be used to pay for tuition, books, lab fees, room and board or other educational expenses.

For More Information:

Questions regarding the administration of the scholarship program or eligibility should be directed to scholarships@bwxt.com.