

Lockheed Martin STEM Scholarship Frequently Asked Questions (FAQs)

Program Design and Eligibility/Selection Criteria

- How do recipients get selected?
 - Scholarship applications will undergo an independent review by our partner, Scholarship America. Scholarship America is a nonprofit organization with more than 60 years of experience designing and managing scholarship programs. After ensuring applicants meet eligibility requirements, Scholarship America will evaluate applicants' merit in academics and personal experiences (such as extra-curricular activities and work experience).
- The eligibility criteria states that this program is open to students who demonstrate financial need and come from an underrepresented group or underserved community? How are you defining an underrepresented group or underserved community?
 - The scholarship program is designed to provide opportunities to groups that are traditionally underrepresented in STEM: women, people of color, people with disabilities, individuals who identify as LGBTQ, and those that are or will be first-generation college students.
- How are you determining financial need when considering eligibility?
 - Scholarship America, the organization that will manage the scholarship recipient selection process, uses a financial need calculation called Suggested Parent Contribution (SPC). This method, which is very similar to the federal methodology process used by college financial aid offices, takes into consideration all information provided on the scholarship application – adjusted gross income, the income of parent(s), untaxed income, total cash/savings, number of persons in the family, and the number of family members attending post-secondary school.
- What happens after the first group of scholarship recipients graduate? Will you be continuing the program?
 - Lockheed Martin has made a five-year commitment to the scholarship program. We will track the efficacy and impact of the program over the next several years and then determine its renewal status.
- What are the goals of the program?
 - The new scholarship program is designed to build a diverse pipeline of STEM talent and contribute to supporting the company's recruiting needs. Our goal is to provide opportunities to students who want to build their STEM talents and change the world.
- What types of students are you marketing this program to?
 - We are marketing this program to high school students who have expressed interest in STEM, as well as college freshman and sophomore engineering and computer science majors.

- Will selected students receive internships or other special programming from Lockheed Martin?
 - Lockheed Martin internship opportunities will be available for students beginning their sophomore year of college, and wraparound services, such as mentorships, will be built into the program. Participation in internships and mentoring is not required in order to receive a scholarship.
- What company is administering this program? What is their background?
 - We have selected Scholarship America, a nonprofit organization with more than 60 years of experience is designing and managing scholarship programs. Since its founding, the organization has distributed \$4 billion to more than 2.4 million students.
- Why are you only focusing on diverse populations?
 - African-Americans, Hispanics, Native Americans and Alaskan natives represent 31 percent of the U.S. population, yet they hold just 11 percent of science and engineering jobs. Many face obstacles early on, such as lower-tier public schools, lower participation in college STEM programs and lack of access to technology. Our game-changing program will give opportunities to our next generation of innovators, inventors and scientists.
- How does a student provide documentation of their eligibility status?
 - When students submit their applications, they are required to provide an electronic signature certifying they meet the eligibility requirements of the program and that the information provided is complete and accurate. The award could be rescinded if the student provided any false information on their application.
- How are you selecting recipients?
 - Our scholarship partner, Scholarship America, will select the recipients based on eligibility requirements and a weighted evaluation process.
- Who set the eligibility and selection criteria?
 - Many stakeholders from throughout Lockheed Martin, including human resources, communications and corporate engineering and technology, were involved in developing the eligibility criteria. We also worked with our scholarship partner, Scholarship America, to ensure the criteria would allow us to attract the best of the best talent, with a focus on financial need and diversity.
- Are international or non-U.S. citizen students attending U.S. universities eligible?
 - At program launch, the Lockheed Martin STEM Scholarship is open to U.S. citizens attending U.S. colleges/universities.
- Will this program expand to other countries?
 - While the initial focus will be on four-year U.S. college/university attendees, the program has the capability to expand globally into the future.
- Are family members of Lockheed Martin customers eligible to apply?
 - Family members of customers can apply for the Lockheed Martin STEM Scholarship if they meet the eligibility requirements.

- Are family members of competitors eligible to apply?
 - Family members of competitors can apply for the Lockheed Martin STEM Scholarship if they meet the eligibility requirements.
- Are family members of Lockheed Martin employees eligible to apply?
 - Family members of Lockheed Martin employees can apply for the Lockheed Martin STEM Scholarship if they meet the eligibility requirements.
- Will this program expand to include trade schools or junior colleges?
 - While the initial focus will be on four-year U.S. college/university attendees, the program has the capability to expand to two-year community college attendees into the future.
- What is Project Lead The Way and why are students from that organization being prioritized over others?
 - Project Lead The Way (PLTW) is a leading nonprofit STEM organization. They offer project-based curriculum to over 600,000 students at 5,000 schools across the United States. Lockheed Martin has supported PLTW since 2007 and awarded the organization a \$6 million grant to provide STEM programs in urban school districts near large company campuses in Alabama, Colorado, Florida, Texas and Washington, DC.
- Why are we prioritizing Project Lead The Way students?
 - We are prioritizing students that take Project Lead The Way classes because of the quality and depth of their standards-based in-school programs. Their programs enable us to build a relationship with the students over several years, and in some cases throughout their middle and high school years. And by being a part of the program, the probability of the students being interested in and better prepared for a STEM-focused college program is high. It's also a competitive advantage for us that the investments we've made in Project Lead The Way are in underserved communities near our facilities, making the probability of internship acceptance and recruitment after college even better.

Application Instructions

- How do you apply?
 - Beginning January 15, 2020, students can apply online. The application period will close on March 12, 2020.
- What is the timeline for the selection/awards?
 - Students who receive the scholarship will be notified via letter in late April 2020, as will non-recipients. Awards will be disbursed directly to the recipients' college or university in August 2020.

- What will the student need when they apply?
 - Students will complete an online application, provide a school transcript and information about extra-curricular activities, and certify via signature that they meet the eligibility requirements. They will also need to provide one external reference.
- Can parents, teachers, friends apply on behalf of the student?
 - Students must apply for the scholarship program on their own. Third parties cannot complete the application on behalf of a student.
- Do scholarship recipients have to work at Lockheed Martin, either as an intern or employee? If they accept a scholarship but turn down a job offer, do they have to return any portion of the scholarship?
 - There are no requirements of recipients to intern or ultimately work at Lockheed Martin. Our goal is to help recipients succeed in their education and future career, and we understand that mentorship is critical to a successful STEM education. This scholarship program includes two-way engagement to give recipients access to professionals who are creating the technologies of tomorrow.

Scholarship Renewability

- What are the scholarship renewal requirements for students?
 - Students must continue to meet the minimum GPA requirement and stay in their selected major (or another major that is listed on the scholarship eligibility requirements).
- When will recipients be notified if their scholarship isn't renewed?
 - In December 2020, all recipients will be asked to certify that they continue to meet scholarship eligibility requirements. All recipients will be notified of their renewal status in late April 2021.
- If a student changes majors, do they lose their scholarship? Would they have to repay the portion that was already awarded to them?
 - There will be renewal requirements for scholarship recipients, including the requirement that they stay in an eligible STEM major. However, should recipients change majors or become ineligible for other reasons, they will not have to repay any portion of the scholarship that was already awarded to them.

Other

- How is Lockheed Martin paying for the program?
 - Lockheed Martin increased investment in several key areas as a result of the Tax Cuts and Jobs Act passed in 2017. The tax reform legislation enabled our corporation to launch the new STEM Scholarship program, as well as increase investment in cutting-edge start-up companies, employee training and education and research and development.

- How does this program impact the Lockheed Martin University Matching Gift Program?
 - The new STEM scholarship program does not impact the Lockheed Martin Matching Gift Program for Colleges and Universities. Lockheed Martin will continue to match the tax-deductible portion of employee gifts to accredited colleges and universities. Donations must be personal gifts (not merely pledged) made directly to an eligible college or university in the form of check or cash, or as securities having a quoted market value. Gifts must be between \$25 and \$10,000 per employee, per year. To learn more about this program, click [here](#).
- Will this program expand to other areas of study beyond STEM?
 - Lockheed Martin is looking at hiring some 50,000 new STEM professionals of all backgrounds over the next 15 years. The scholarship program is one tool in our toolkit to attract the best of the best talent to develop the breakthrough solutions that will shape the future. As the company's other talent needs evolve, we may consider expanding the scholarship program.
- Will this program impact other scholarship programs Lockheed Martin supports?
 - We intend to meet our existing commitments made to other scholarship programs.
- Can you receive a scholarship elsewhere and still apply?
 - The new Lockheed Martin STEM Scholarship does not restrict students from receiving scholarships from other providers, including from other companies.
- My son/daughter is a college junior/senior. Why isn't the company open to them applying too? They are closer to graduating and being ready to join the company.
 - While this program targets students who are beginning their college education, we have many other [opportunities](#) to engage with students who are juniors and seniors. This includes, but is not limited to, innovation challenges, Lockheed Martin Days on campus, and internship opportunities.
- Are there tax implications for scholarship recipients?
 - Generally speaking, a scholarship or fellowship is tax free if you are a degree candidate and the award is used to pay for tuition and required fees, books, supplies and equipment, however there are some scholarship and fellowship opportunities that are not tax exempt. Any amounts used to pay for room and board and a stipend for living expenses are taxable. There are also a variety of coordination restrictions that are intended to ensure that students don't double-dip when taking advantage of the Education Tax Benefits.
- Did Lockheed Martin used to have a scholarship program that was open to children of employees?
 - Lockheed Martin sunsetted the National Merit Lockheed Martin Academic Scholarship Program and the Institute of International Education Lockheed Martin Scholarship Program in the 2016-2017 academic year. All students who were benefitting from the program at that time, have continued to receive their scholarship funds.

- Do you have any scholarship programs designed for other populations?
 - [The Lockheed Martin Fighting Spirit Scholarship](#) is focused on wounded veterans, allowing recipients to participate in flying, sailing and competitive exercise through three nonprofit organizations: Warrior Sailing, Able Flight and the Adaptive Training Foundation.
- I am a Lockheed Martin employee and I want to support a scholarship recipient through mentoring, internship, etc. How can I connect and help?
 - Thank you for your interest! Please email community.relations@lmco.com and someone will be in touch about how you can get involved.