



SIMPSON EMPLOYEE SCHOLARSHIP FUND

FACT SHEET FOR DONORS- 2025

A. DESCRIPTION OF THE FUND

Simpson residents, staff, family and friends recognize the work and services of members of the staff who contribute significantly to our overall quality of life. The Employee Scholarship Fund (ESF) is established and supported by individual donors who choose to offer financial support to these staff members as they plan to pursue continuing education in preparation for new career opportunities. As funds are available, the Fund may support eligible Simpson staff in their pursuit of post-secondary education at an eligible accredited institution or program.

B. ELIGIBILITY

Staff members of all Simpson departments who meet the eligibility criteria are invited to submit applications to the Fund.

To be eligible for consideration, a person must:

1. Be a current Simpson employee (full time, part time, PRN or “as needed”).
2. Be deemed to be in good standing by management.
3. Have worked no less than 750 cumulative hours since their hire date through December 31st of the year just ended, including hours worked prior to a break in service.
4. Have been accepted at, or currently be attending, an accredited post-secondary educational institution or program.
5. Additionally, applicants defined as “Returning Scholars” must continue as a Simpson staff member working no fewer than six (6) pay periods in the 12 months through December 31st of the year just ended.

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C. CATEGORIES OF APPLICANTS

Applicants to the Fund are divided into four categories, which also serve as the priority order for awards. The categories, in order of priority from high to low, are as follows:

- 1. Current High School Seniors.** These are applicants who have met the eligibility criteria set forth in Section B of this Fact Sheet. They may be planning to enroll immediately following graduation or they may be taking a “gap year”.
- 2. Returning Scholars.** These are applicants who previously received a ESF Scholarship award when they were high school seniors. These applicants must remain in good standing at the institution they are attending and also satisfy the eligibility criteria set forth in Section B of this Fact Sheet, particularly those of Section B5. (Note: this category does not include full or part time employees who have previously received a ESF scholarship.)
- 3. Full Time Employees.** These are current Simpson employees (including full time employees who have previously received a ESF scholarship) who meet the eligibility criteria set forth in Section B of this Fact Sheet and have completed their probationary period. Their intended course of study must be related to a career option which benefits the programs and/or services of Simpson.
- 4. Part Time Employees.** These are current Simpson employees (including part time employees who have previously received a ESF scholarship) who meet the eligibility criteria set forth in Section B of this Fact Sheet and have completed their probationary period. Their intended course of study must be related to a career option which benefits the programs and/or services of Simpson.

D. AWARD DETERMINATION

Applications are submitted to the Simpson Foundation Administrative Designee, who reviews them for completeness. Completed applications are then submitted to a neutral Selection Committee for review and consideration. The Selection Committee chooses award recipients based upon established criteria. Award amounts are dependent on funds available, and the amount awarded to each recipient may vary.

Each applicant will be informed of the decision made regarding their application.