

Manager Briefing

Subject: Graybar Construction Trades Scholarship

Jan. 3, 2020



On January 6, Graybar will launch the Graybar Construction Trades Scholarship, a need-based scholarship for students who wish to pursue a career in the skilled trades.

Why are we launching a scholarship program?

The construction industry faces a significant shortage of skilled labor, and the problem is expected to intensify in the years to come. This is the result of several factors, including the residual effects of the Great Recession and the fact that younger workers are not entering the skilled trades fast enough to replace retiring workers. Because of labor shortages, many of our customers are struggling to keep up with demand. If their ability to grow and take on new projects is limited, it will affect our business as well.

Graybar is committed to powering a new era for our industry, and we want to help. Through the Graybar Construction Trades Scholarship program, our goal is to help raise the visibility of opportunities in the construction trades and enhance the perception of the trades as a desirable career path. We also want to remove barriers for young people with financial needs, so they have the opportunity to pursue these careers.

Who is eligible?

To be eligible, the applicant must:

- Be a graduating high school senior or have recently earned a high school equivalency diploma (GED, HiSET, TASC)
- Plan to enroll full time in a nonprofit community college, technical school, trade school, vocational school or apprenticeship program in the United States
- Intend to complete an associate degree, pre-apprenticeship, apprenticeship, or certificate program leading to work in the construction trades (such as, electrical, HVAC, plumbing, pipefitting, welding)
- Have achieved a minimum grade point average (G.P.A.) of 2.5 on a 4.0 scale, 456 on the GED, or 60 on the HiSET (at least an 8 on each subtest) or equivalent scores on a state-sanctioned test
- Demonstrate financial need

Family members of Graybar employees, customers and suppliers are welcome to apply, but will receive no preferential treatment in the selection process.

How are scholarship recipients selected?

The Graybar Construction Trades Scholarship program is administered by the St. Louis Community Foundation. Eligibility, financial need, award recipients and award amount will be determined by the St. Louis Community Foundation. Graybar is not involved in selecting recipients.

How much is the scholarship and how many will be available?

The scholarship awards up to \$1,000 per year. It may be renewed for a second year, for a total of up to \$2,000. Graybar will provide up to 50 scholarships.

Is this a nationwide scholarship?

Yes. While the scholarship is managed by the St. Louis Community Foundation and many of the schools on the application form are based in the St. Louis area, the scholarship is open for

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eligible students across the United States. Our intent is for it to be awarded across all districts and for local and district management to play a role in presenting scholarships to students.

What's the timeline?

Applications will be accepted January 6 through April 15, 2020. Applicants will be notified of their status in June 2020.

How will the scholarship program be launched?

On Monday, January 6, we will distribute a press release to introduce the program, and all employees will receive an email notification. Over the next several weeks, we will also be doing targeted outreach to high school guidance counselors across the country to inform them of the opportunity. In addition, we will use Graybar's social media channels to continue sharing updates with our followers.

How can our employees help?

Please spread the word among customers, friends and family members who may be interested in applying. Post flyers in your location. Share Graybar's social media posts. And, if you know any high school guidance counselors, share the information with them so they can advise their students who may be interested.

How do students apply?

A link to the application can be found at poweringtrades.com.

Where can interested students go with questions?

Questions about the application process should be sent to the St. Louis Community Foundation at scholarships@stlgives.org.

A toolkit with flyers, social media and ScreenScape images has been created to help promote the scholarship in your area. It can be accessed [here](#). Graybar-related questions can be sent to scholarship@graybar.com.