



The Henry Boney Memorial Scholarship Program

THE PROGRAM

Sprouts Farmers Market has established a scholarship program to assist employees and employees' children who plan to continue their education in college or vocational school programs. Scholarships are offered each year for study at an accredited institution of the student's choice.

This scholarship program is administered by Scholarship America®. Scholarship America is the nation's largest designer and manager of scholarship and tuition reimbursement programs for corporations, foundations, associations and individuals. Awards are granted without regard to race, color, creed, religion, sexual orientation, gender, disability or national origin.

ELIGIBILITY REQUIREMENTS

Applicants must be:

- Full or part-time employees of Sprouts Farmers Market who have a minimum of one year of employment with the company as of the application deadline date, who have worked an average of at least 15 hours per week over the past 12 months, and are employed at the time recipients are announced.

OR

- Dependent* children, age 24 and under, of current** full or part-time Sprouts Farmers Market employees who have a minimum of one year of employment with the company as of the application deadline date, who have worked an average of at least 15 hours per week over the past 12 months, and are employed at the time recipients are announced.

* Dependent children are defined as natural and legally adopted children or stepchildren living in the employee's household or primarily supported by the employee.

** For dependents of deceased employees: A dependent child of a deceased Sprouts employee may apply to the Program if the employee met the above criteria on the date of his or her death, so long as the employee's dependent is eligible to apply for the Program within two years of the date of the employee's death. Any such student will remain eligible to reapply for the Program for subsequent years in which they remain otherwise eligible.

Applicants must be high school seniors or graduates who plan to enroll or students who are already enrolled in a full-time or part-time*** undergraduate course of study at an accredited two-year or four-year college or university or a vocational-technical school for the upcoming academic year.

*** Part-time enrollment includes graduation after fall semester.

Applicants must have a minimum grade point average of 2.5 on a 4.0 scale (or its equivalent).

AWARDS

If selected as a recipient, the student will receive a \$2,000 award. Up to seventy-five (75) awards will be granted each year. Provided there are qualified applicants, sixty (60) awards are designated for employees, and fifteen (15) are designated for dependent children of employees.

Awards are not renewable; however, students may reapply to the program each year they meet eligibility requirements.

Awards are for undergraduate study only.

APPLICATION

The deadline to apply is **April 15, 2021 at 3:00 p.m. Central Time.**

As part of your submission, you must upload the following documents:

1. A current, complete transcript of grades, including the most recently completed term. Transcripts must display student name, school name, grade and credit hours, and term in which the course was taken.
2. Pages one and two of the most recently filed IRS 1040 tax form that was used to complete the financial information section. **Please black out all social security numbers and bank account information.**
 - Dependent* children, regardless of whether they are a Sprouts employee, must upload their parent's most recently filed IRS 1040 tax form
 - Financially independent Sprouts employees are required to upload their own most recently filed IRS 1040 tax form

*Dependent children are defined as natural and legally adopted children or stepchildren, age 24 and under, living in the employee's household or primarily supported by the employee

One online recommendation form must be submitted on your behalf no later than April 20, 2021 3:00 p.m. Central Time.

SELECTION OF RECIPIENTS

Scholarship recipients are selected on the basis of academic record, demonstrated leadership and participation in school and community activities, honors, work experience, statement of goals and aspirations, unusual personal or family circumstances, and an outside appraisal. Financial need will be considered. Recipients will be selected from a pool of qualified applicants with consideration given to those who demonstrate the greatest need.

Selection of recipients is made by Scholarship America. In no instance does any officer or employee of Sprouts Farmers Market, LLC play a part in the selection. All applicants agree to accept the decision as final.

Applicants will be notified in June. Not all applicants to the program will be selected as recipients. Students may reapply to the program each year they meet eligibility requirements.

PAYMENT OF SCHOLARSHIPS

Scholarship America processes scholarship payments on behalf of Sprouts Farmers Market. Payment is made in one installment in August.

OBLIGATIONS

Recipients have no obligation to Sprouts Farmers Market. They are, however, required to notify Scholarship America of any changes in address, school enrollment, or other relevant information and to send a complete transcript when requested.

REVISIONS

Sprouts Farmers Market reserves the right to review the conditions and procedures of this scholarship program and to make changes at any time including termination of the program.

ADDITIONAL INFORMATION

Questions regarding the scholarship program should be directed to sprouts@scholarshipamerica.org or 507-931-1682

INSTRUCTIONS FOR COMPLETING THE FINANCIAL INFORMATION SECTION OF THE APPLICATION

The person to give their financial information is determined by the dependent status of the applicant.

- Dependent* children, regardless of whether they are a Sprouts employee, must upload their parent's most recently filed IRS 1040 tax form
- Financially independent Sprouts employees are required to upload their own most recently filed IRS 1040 tax form

*Dependent children are defined as natural and legally adopted children or stepchildren, age 24 and under, living in the employee's household or primarily supported by the employee

In addition to the first two pages of the most recently filed IRS 1040 tax form, the information entered in the Financial Information section of the application should be from a completed tax return or based on estimated information to be filed with the IRS.

1. **State of Residence** is the state where the Sprouts Farmers Market employee or parent/guardian if dependent resides and pays state income tax.
2. **Adjusted Gross Income** can be found on IRS FORM 1040 and is gross income reduced by specific adjustments allowed by law.
3. **Total Federal Tax Paid** includes the total amount of **federal** income tax to be paid as reported on IRS FORM 1040. This is **not** the amount withheld from employee's paychecks. (The amount withheld should be adjusted by any refund or additional taxes due.) Do **not** report state income tax.
4. **Total Income** of parent(s) should be reported individually for both parents if applicant is a dependent student, or by the applicant if independent. **If the student resides with only one parent**, financial information **must** be received from the employee or member of the company sponsoring the scholarship program **and** from the parent who claims the child as a dependent for tax purposes. If a parent has remarried, the spouse's information is required if the spouse is a legal guardian of the student, or claims the student as a dependent, or the student is included in the spouse's benefit plan. **If necessary, two Financial Data sections may be submitted by the student.** A copy of the Financial Data section may be made in order for one to be completed by each parent.
5. **Untaxed Income and Benefits** include any other income or benefits not included in the adjusted gross income figure. Do not include untaxed contributions to retirement plans.
6. **Medical and Dental Expenses** include only those expenses not paid by insurance. Do not include premium payments.
7. **Total Cash, Checking, Savings, Cash Value of Stocks, etc.**, includes liquid assets that can be used for educational expenses. **Do not include** IRA, 401k, or other retirement plan funds.
8. **Total number of family members** living in the household and primarily supported by the reported income may include:
 - the applicant
 - the applicant's parents
 - other children living in the household
 - dependent college students living away from home
 - other people who live in the household and receive more than half of their support from the reported income
9. **Marital status** is the current status of the person from whom the financial information is submitted.

10. **Of the total number of family members on line 8, number of students attending college** includes family members attending a two- or four-year college, university, or vocational-technical school at least half-time. Include the applicant in this number. Do not include parents.

NOTE: Any exceptions to providing financial information as instructed above must be submitted to Scholarship America in writing.