

LINK
women

Lead, Inspire and Network at Koppers

*Our Vision:
To empower our
people to reach their
full potential.*

KOPPERS



Live
Everyday
Totally
Devoted

Louann Eileen Tronsberg-Deihle—a founding member of LINKwomen, the first Employee Resource Group at Koppers—had a passion for helping others reach their full potential. Louann passed away in 2018 but her spirit still guides LINKwomen today. The Koppers LETD (“Live Everyday Totally Devoted”) Scholarship Awards were established in 2021 by LINKwomen, and are awarded each August to two qualified female candidates.

Koppers LETD Scholarship Award Eligibility Criteria

The LETD Scholarship Awards are competitive, **\$2,500¹** awards, given annually, to two qualifying females (non-renewable). The awards recognize high-achieving female applicants who are pursuing a degree from an accredited college, university, or trade school and who demonstrate the spirit of Louann’s legacy.

ELIGIBILITY:

The following two \$2,500 awards will be distributed in 2022:

Scholarship for females 26 years of age and younger – This award will recognize a female candidate in the early stages of her academic and/or professional career.

Scholarship for females 27 years of age and older – This award will recognize a female candidate who is either currently enrolled or considering enrolling in an accredited college, university, or trade school.

Applicants must:

1. Be a daughter, granddaughter, stepdaughter, niece, wife or legal ward (e.g. foster daughter) of an Eligible Employee². Relatives of a deceased Eligible Employee (i.e. full-time employees who met the requirements at the time of death) are also eligible to apply. The applicant need not reside with the Eligible Employee; however, verification may be requested of the applicant’s relationship to the Eligible Employee.
2. Plan to, or currently be enrolled in, an undergraduate, graduate or trade school program (verification required).
3. Demonstrate or show potential for strong academic performance:

- a. Provide at least two years of official transcript information, if available. Demonstrate satisfactory academic performance, (passing grade of “C” or its equivalent, or Grade Point Average of 2.5 or above) if
 - i) currently enrolled in a post-secondary program or
 - ii) not currently enrolled in a post-secondary program and a recent graduate of high school (past four years).

OR

- b. If not currently enrolled in a secondary program and not a recent graduate of high school (past four years) describe, in essay form (see Part 6 of the Application), the planned course of study, the reason(s) for pursuing the desired program and the key measurements of future success.
4. Demonstrate strong leadership and community service qualities (essay required in Part 7 of the application). Acceptance of an LETD Scholarship Award will not obligate the recipient to employment with Koppers, nor will it obligate Koppers to offer employment to the recipient.

HOW TO APPLY:

The preferred method of application is typed in electronic form. Applications can be sent via email to LINKScholarship@koppers.com or by paper copy to LINKwomen c/o Koppers Inc., 436 Seventh Avenue, Suite 1600, Pittsburgh, PA 15219. All applications and supporting documentation must be received or postmarked by **Tuesday, May 31, 2022**. The awardees will be notified in mid-July and announced at the All-Employee Meeting at the beginning of August.

SELECTION OF SCHOLARSHIP RECIPIENTS:

A Selection Committee, to be appointed by the LINKwomen Scholarship Committee, will determine the scholarship awardees on an anonymous basis by reviewing all applications and selecting the scholarship recipients in its sole discretion using the eligibility criteria set forth above. All determinations by the Selection Committee as to an applicant’s eligibility and selection of the LETD Scholarship Award recipients are final. No Eligible Employees will be appointed to the Selection Committee or otherwise involved in the application review or selection of scholarship recipients, except for such communication as is necessary for the LINKwomen Scholarship Committee to determine an applicant’s and Koppers employee eligibility. Koppers is committed to inclusion and diversity, and all applications are reviewed without regard to race, color, creed, religion, sexual orientation, disability, or national origin.

PAYMENT OF FUNDS:

The scholarship checks will be made payable to the students’ college/university or trade school and mailed directly to the designated institution with instructions to apply the entire amount to the student’s account.

IMPORTANT NOTICE:

Applicants must provide a valid e-mail address. The LINKwomen Scholarship Committee will confirm receipt of each application. Students are responsible for maintaining all records of receipt. Awarding of the Koppers LETD Scholarship does not constitute application for, or admission to, a college or university. Students are responsible for making applications to any college or university. **The LETD Scholarship Award is considered an employee benefit to the Eligible Employee. As such, the amount will be included in the employee’s W2 wages for the year. The company will compensate the employee an additional \$500 (paid through payroll) intended to cover the tax consequences of the award to the employee.**

¹ Koppers will treat the \$2,500 scholarship award as an employee benefit to the Eligible Employee. This amount will be included in the employee’s W2 wages for the year. The company will compensate the employee an additional \$500 (paid through payroll) intended to cover the tax consequences of the award to the employee.

² An “Eligible Employee” is a full-time employee of Koppers Inc. or any of its U.S. subsidiaries who has achieved at least one year of continuous service with Koppers by the scholarship application deadline and who continues to be so employed at the time of selection. Eligible Employees do not include those Koppers employees with the title of Vice President or higher.