



Building the Future Workforce: Educational Incentive Program (EIP)

The STP Nuclear Operating Company (STPNOC), in partnership with the International Brotherhood of Electrical Workers, Local Union No. 66, proudly supports the development of a highly skilled and educated workforce. To meet future staffing needs and provide career opportunities, STPNOC established the Educational Incentive Program (EIP).

Through EIP, selected participants receive technical training designed to prepare them for potential employment at STPNOC. Students must enroll in a structured technical curriculum at an academically approved Texas junior college and maintain satisfactory academic performance throughout the program.

Depending on company needs and individual performance, students may be offered a summer internship at STPNOC. Upon successful completion of the degree program, STPNOC may designate certain participants as eligible for full-time employment.



STP Nuclear Operating Company

Educational Incentive Program (EIP)

Terms and Conditions

Participants are typically selected for **two consecutive academic years**, subject to all EIP terms and conditions.

All selection decisions made by STPNOC are final. STPNOC reserves the right to modify or terminate the program at any time. The Review Board reserves the right to modify or discontinue incentive funding at its sole discretion.

I. Selection Criteria

The STPNOC Educational Incentive Program Review Board evaluates applicants based on their:

1. Academic performance (i.e. SAT/ACT scores, GPA, class rank, honor society membership)
2. Skill/aptitude assessments
3. Work history/career ambitions
4. Essay and interview responses

II. Application Requirements

Applicants must submit a **completed and signed application** along with the following materials to the Program Coordinator:

1. High school transcript
2. College transcript (if applicable)
3. Three (3) letters of recommendation
4. Essay (under 200 words) explaining interest in the EIP
5. Applicants under 18 must include signed permission from a parent or guardian.

III. Deadline

All materials must be received or postmarked by **March 31, 2026**



IV. Program Enrollment Requirements

Applicants must:

- Enroll in a technology program at **Wharton County Junior College (WCJC)**
- Pursue an **Associate of Applied Science Degree** in one of the following specialties:
 - Nuclear Power Technology – Non-Licensed Operator
 - Electrical Technician
 - Instrumentation & Control
- Maintain satisfactory academic progress throughout the program

V. Academic Admission & Performance

- Applicants must meet Wharton County Junior College (WCJC) admission requirements, including a passing score on TSI/TSIA2, SAT, or ACT.
Preferred consideration will be given to applicants with “College Ready” scores.
- Applicants must meet the following Grade Point Average (GPA) standards both to apply for and to maintain a scholarship:

Grade Level	Minimum GPA
High School	2.50 out of 4.0
Freshman (≤36 hours)	2.50 out of 4.0
Sophomore (≤72 hours)	2.50 out of 4.0

- In addition to meeting the minimum GPA, participants must earn and maintain a letter grade of **“C” or higher** in all basic/generic coursework. For courses that include core fundamentals and discipline-specific learning objectives as defined by the Nuclear Uniform Curriculum Program (NUCP), Institute of Nuclear Power Operations (INPO) ACAD 08-006, students must earn a minimum grade of **“B” or 80%**.
- No exceptions will be made to this requirement.



VI. Program Participation

- STPNOC may remove any participant who withdraws from coursework funded by the EIP.
- After the second semester, participants may be eligible for temporary summer employment through the **Summer Internship Program**. At the end of the internship, STPNOC may designate certain participants as eligible for full-time employment, provided they meet all employment standards.
- Full-time employment is **not guaranteed**.

VII. Internship Evaluation

During the internship, participants will be evaluated by department supervisors.

Evaluations will consider:

- Job knowledge
- Quality of work
- Planning and organization
- Teamwork and communication
- Initiative and motivation
- Confidence and safety awareness
- Attendance and punctuality

All summer interns will be evaluated by both supervisors and management. Failure to meet expectations may result in removal from the EIP.

VIII. Employment Commitment

If STPNOC offers full-time employment upon graduation, participants are expected to:

- Accept the offer, and
- Remain employed for a **minimum of three (3) years**

If a participant declines the offer or leaves STPNOC before completing three years:

- They agree to reimburse all financial aid provided by STPNOC (tuition, fees, books).



- Reimbursement will be prorated based on length of employment.

IX. EIP Incentives: Tuition, Fees, and Books

- STPNOC will cover tuition, fees, and book costs associated with the approved degree program, after other financial aid and scholarships have been applied.
- Some or all costs may also be funded by educational partners or alliances, including federal, state, or other scholastic sources.
- Incentives are **limited to two consecutive academic years**. Participants are expected to complete their associate degree within this timeframe.
- In certain cases, a fifth semester or minimester may be required to meet degree or nuclear certification requirements. STPNOC will determine when such an extension is warranted.
- To maintain incentives, recipients must submit the following to the Program Coordinator:
 - An official college transcript at the end of each semester to verify academic standing
 - Submit proof of registration for the upcoming semester

X. Leave of Absence

Participants may request a leave of absence of **up to one (1) year** for personal health issues or family emergencies.

XI. Submission Instructions

Submit all application materials to:

STPNOC Human Resources

Attn: EIP Coordinator - Ashley Wallace

P.O. Box 289

Wadsworth, TX 77483

Retain pages 1-4 for future reference.

Educational Incentive Program Application

APPLICANT:

Last Name	First Name	Middle Initial	
Mailing Address	City	State	Zip
Home Telephone Number	Cell Telephone Number		
Email address			

EDUCATION:

High School	Year Graduated	GPA	
High School Rank			
College/University attended (if applicable):			
TSI/TSIA2, SAT or ACT Score			

If you have obtained college credits towards a degree not yet completed, please give the following information:

Number of college credits completed _____ Number of credits required for degree _____ Current GPA _____

Social, Civic, or Honorary Memberships:

List social, civic, and honorary organizations. Indicate whether you are past or present member, length of membership, and any office held. (You should not include any organizations that may directly or indirectly indicate your ethnicity, race, religion, sex, marital status, national origin or physical disability.)

PERSONAL REFERENCES:

List three persons who are qualified to vouch for your character and have known you well for at least 2 years. Do not list relatives or former employers.

Name: _____ Address: _____ City: _____ State: ____ Zip: _____	Occupation/Telephone Number
Name: _____ Address: _____ City: _____ State: ____ Zip: _____	Occupation/Telephone Number
Name: _____ Address: _____ City: _____ State: ____ Zip: _____	Occupation/Telephone Number

EMPLOYMENT HISTORY:

List every job you held during the past three years, if any. Start with present or most recent job. If necessary, attach additional sheets.

FROM Mo./Yr.	TO Mo./Yr.	NAME AND COMPLETE ADDRESS OR COMPANY	1)Last Job Title 2)Reason for leaving
		Name: _____	1)
		Address: _____	
		City: _____ State: _____ Zip: _____	2)

FROM Mo./Yr.	TO Mo./Yr.	NAME AND COMPLETE ADDRESS OR COMPANY	1)Last Job Title 2)Reason for leaving
		Name: _____	1)
		Address: _____	
		City: _____ State: _____ Zip: _____	2)

FROM Mo./Yr.	TO Mo./Yr.	NAME AND COMPLETE ADDRESS OR COMPANY	1)Last Job Title 2)Reason for leaving
		Name: _____	1)
		Address: _____	
		City: _____ State: _____ Zip: _____	2)

1. I have read and understand the terms of the Educational Incentive Program.
2. I understand and agree that this application is not a contract. I agree that no offer of employment or receipt of benefits constitutes an employment contract or term, and that my participation in this program can be terminated with or without cause and with or without notice by STPNOC or myself. Further, I understand that STPNOC will not be bound by any oral statement regarding this program.
3. I hereby give my consent to STPNOC to conduct a security background investigation, including by not limited to: educational, work experience, military, credit, and criminal history; character references; and nuclear power plant unescorted access suitability inquiry check. I agree that my refusal to submit to such investigations shall give STPNOC the right to terminate my participation in the program.

I CERTIFY THAT I HAVE READ AND FULLY UNDERSTAND THE ABOVE STATEMENTS AND AGREE TO COMPLY WITH THE AFOREMENTIONED STATEMENTS.

Applicant Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

(If applicant is less than 18 years old)

Send Application to: STPNOC - Human Resources
Attn: EIP Coordinator Ashley Wallace
P.O. Box 289
Wadsworth, TX 77483