



Compensation



Health



Welfare



Retirement



Mobility



Awards

DATE: February 17, 2020

TO: All Employees

FROM: Jesse Stephan, Director - Total Rewards

SUBJECT: Westlake Scholarship Program for Employees in the US and Canada

We are pleased to announce that we are accepting applications for the Westlake Scholarship Program. This Program is designed to reward academic excellence and encourage the pursuit of higher education by the children of Westlake employees. Quality in education, as in all endeavors, must be a never-ending process of improvement. The Westlake Scholarship Program can assist in meeting this objective.

Below you will find a brief description of the Program. Applications can be obtained from hr.westlake.com, the Corporate Total Rewards team or your local Human Resources Department.

ELIGIBILITY: High school seniors of regular, full-time employees who have at least one year of Westlake service or applicable service credit may apply. All applicants must be accepted to an accredited institution of higher education and currently be a senior in high school.

APPLICATIONS: Interested students must submit their completed application by email to the Westlake Scholarship Selection Committee at benefits@westlake.com **no later than Friday, March 13, 2020**. Late applications will not be accepted.

SELECTIONS: Each student's application will be evaluated on the basis of grade point average, ACT/SAT scores, strength of curriculum and extracurricular activities.

AWARD & PAYMENT: Awards will be paid for undergraduate studies up to four years, may vary in amount depending on achievements, and will be paid in two installments per year. The first installment will be paid at the beginning of the Fall 2020 term. The second installment will be paid at mid-year, if the student remains in good academic and disciplinary standing with the school, is enrolled in at least 12 semester hours of course work and submits a copy of their transcript immediately upon completion of a semester and before the next consecutive semester begins. Scholarships will be renewable for a maximum of 4 years, provided the student's parent remains an employee of Westlake and the student continues to meet the scholarship guidelines. The intent of these awards is to assist in defraying educational costs such as tuition, books, etc. Please be advised that scholarships awarded to dependent children of Westlake employees will be considered as taxable income. You are encouraged to consult with your tax advisor regarding the tax treatment of any award.

We look forward to receiving your student's application as soon as possible.