

## SCHOLARSHIP & SELECTION POLICY

LaunchPoint Cyber, Inc.

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### 1. PURPOSE

This policy establishes the criteria and procedures for awarding scholarships by **LaunchPoint Cyber, Inc.** (the “Organization”) in a fair, objective, and nondiscriminatory manner consistent with its educational mission.

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### 2. ELIGIBILITY

Applicants must meet **all** of the following criteria:

1. Be a **high school or college student currently enrolled in the Early College Cyber Security Program in Howard County, Maryland**
2. Have a **minimum cumulative GPA of 3.0**
3. Must demonstrate **financial need as determined by the Scholarship Committee based on objective criteria established by the Corporation**. Evidence of financial need may include participation in need-based assistance programs, eligibility for need-based educational aid, or other documentation requested by the Committee.
4. Demonstrate a **commitment to cybersecurity**
5. Have **successfully completed the previous year** of the Early College Cyber Security Program

Eligibility will be verified in consultation with the Early College Cyber Security Program teacher at the Applications and Research Lab (“ARL”) in Howard County, Maryland.

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### 3. APPLICATION PROCESS

Applicants must complete the following steps:

1. **Eligibility Confirmation**
  - Applicant consults with the Early College Cyber Security Program teacher at ARL to confirm eligibility.
2. **Application Submission**
  - Applicant completes and submits the official scholarship application.
3. **Essay Submission**
  - Applicant submits an essay addressing:
    - Their commitment to cybersecurity

- How the scholarship will positively impact their education
  - Submission of application does not guarantee receipt of a scholarship award
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## 4. SELECTION PROCESS

### 4.1 Overview

Scholarship recipients will be selected using a **scored evaluation process** based on the rubric defined below.

- Applications will be reviewed and scored independently
  - Scores will be compiled and reviewed by the Board of Directors
  - Awards will be granted based on total scores
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### 4.2 Anonymity and Fairness

- All essays will be **anonymized** prior to scoring
  - Identifying information will be removed by the Early College Cyber Security Program teacher at ARL
  - Reviewers will not have access to applicant identities during essay evaluation
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### 4.3 Independent Evaluation Components

Certain evaluation components will be conducted by an **advisory board**. Advisory board members shall be selected by the Board of Directors based on relevant professional, educational, or industry experience, and whose members:

- Are **not members of the Organization's Board of Directors**
  - Provide independent scoring for interviews and presentations
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## 5. SCORING RUBRIC

Each applicant will be evaluated using the following weighted criteria:

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### 5.1 Essay (50%)

The essay will account for **50% of the total score** and will be evaluated on:

- Grammar and spelling (5)

- Clarity of thought (5)
  - Organization and structure (5)
  - Overall quality of composition (15)
  - Demonstrated commitment to cybersecurity (20)
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## 5.2 Interview (25%)

The interview will account for **25% of the total score**.

- Conducted as part of the student's existing curriculum
  - Evaluated by the advisory board using standard interview criteria, including:
    - Communication skills (5)
    - Professionalism (10)
    - Preparedness (5)
    - Engagement (5)
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## 5.3 Presentation (25%)

The presentation will account for **25% of the total score**.

- Based on the student's participation in a presentation on emerging cybersecurity challenges
  - Evaluated by the same advisory board using criteria such as:
    - Clarity of communication (5)
    - Organization of material (5)
    - Subject matter understanding (10)
    - Delivery and presentation skills (5)
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## 6. FINAL SELECTION

- Scores from all components will be combined to produce a **final ranking**
- The Board of Directors will review the compiled scores and approve scholarship awards

### Tie Handling:

- In the event of a tie, scholarship funds may be **split evenly among tied applicants**, or
- The Board may award multiple scholarships if funds allow

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## **7. CONFLICT OF INTEREST**

- Any individual involved in the selection process must disclose any relationship with an applicant
- Individuals with a conflict of interest must **recuse themselves** from evaluation and decision-making

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## **8. DOCUMENTATION AND RECORDKEEPING**

The Organization will maintain records of:

- Applications received
- Scores and evaluation materials
- Final award decisions

These records will be retained for a minimum of three (3) years to demonstrate compliance with applicable requirements and internal policies.

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## **9. FUND DISTRIBUTION**

Scholarship funds shall be used solely for qualified educational expenses, including tuition, books, fees, and required educational materials. Whenever practicable, payments shall be made directly to the educational institution or vendor.

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## **10. NONDISCRIMINATION**

Scholarships will be awarded without discrimination based on race, color, religion, gender, national origin, disability, or other protected status.