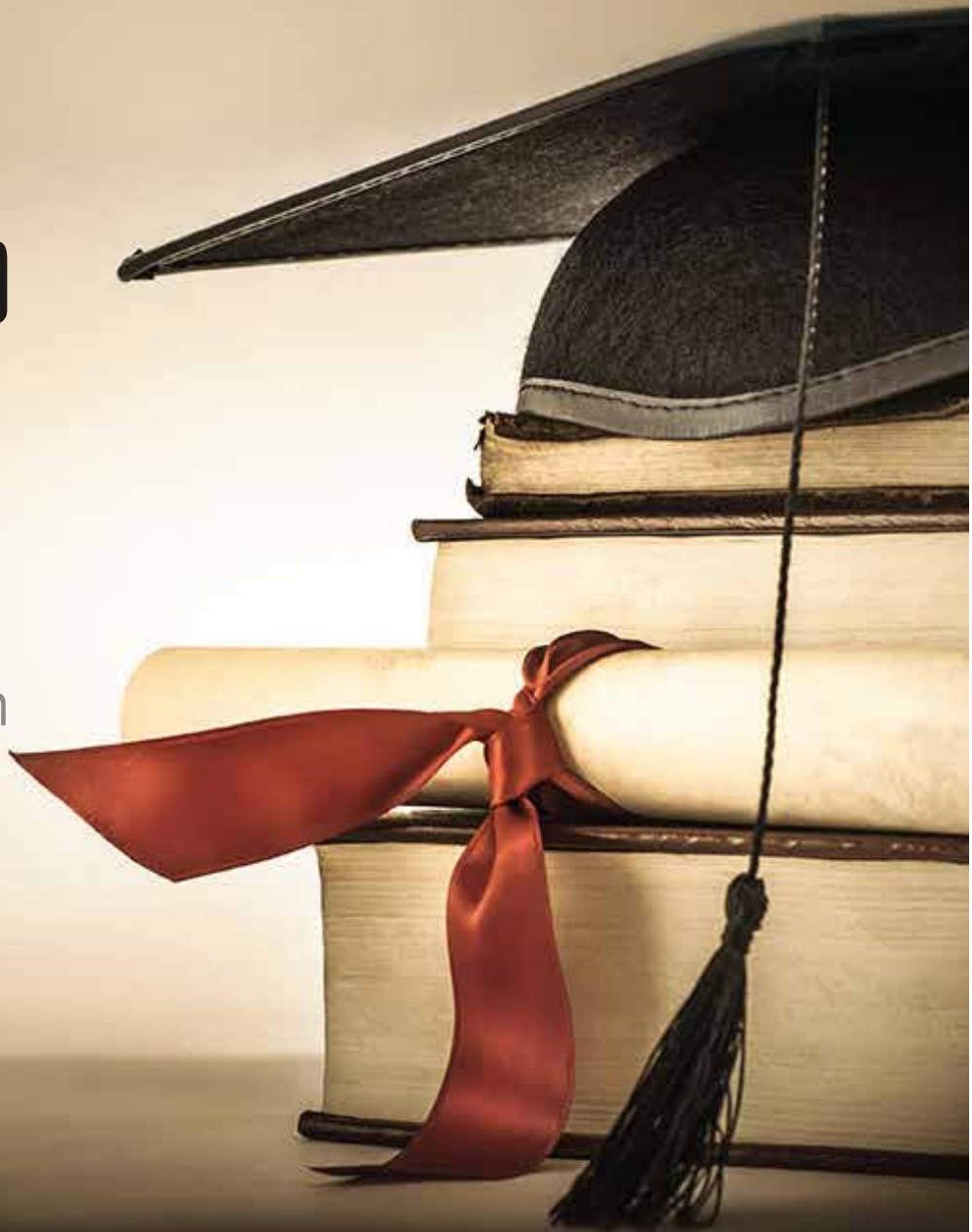




Educational Scholarship Program

For
Dependent Children
of
Sibanye-Stillwater
Employees



SIBANYE-STILLWATER

EDUCATIONAL SCHOLARSHIP PROGRAM

Sibanye-Stillwater is pleased to promote the continuation and development of the Educational Scholarship Program.

The Company will award scholarships to eligible dependent children of Sibanye-Stillwater employees who are enrolled as full-time students in an accredited post-high school education or training program.

Scholarships are valued at \$1,000 per semester and are renewable each semester. Total scholarship value is limited to \$8,000 or to the completion of the program, whichever comes first.

See back cover for guidelines

*****This Application is for New Applicants Only*****

To renew your scholarship, please use a Scholarship Renewal Form. This can be obtained in the Human Resources Office or on our website:

<http://stillwaterfamily.org>



Employee Work Site: _____ Date of Hire: _____

Degree or Area of Study (College Applicant): _____

Anticipated Graduation Date: _____ Degree/Area of Study: _____

Parent Initial for Minor's Media Release

Sibanye-Stillwater Employee Dependent Scholarship Application

Guidelines

*****This form is for new applicants only – renewal forms are online at <http://stillwaterfamily.org>**
(Renewal is required for all subsequent semesters)***

Employee Eligibility

- Employees classified as active, regular, full-time employees who have, or will have, completed six (6) months of continuous service at the time scholarships are distributed.

Dependent Eligibility - (PROOF OF DEPENDENCY MUST BE AVAILABLE FOR REVIEW.)

- Defined as an employee's biological or adopted child under the age of 26 years, or;
- Dependent of employee verified through marriage (i.e. current spouse's child), or;
- Employee is named as legal guardian or conservator

Additional Requirements

- Enrollment as a full-time student in an accredited post-secondary education program with documentation to support enrollment or acceptance (full-time status must already be established and maintained)
- Confirmation of a cumulative GPA of 2.00 or greater, or equivalent evaluation
- Copy of *official transcripts* with school name, student's name and cumulative GPA

Awarding of Scholarships & Media Release

- The Sibanye-Stillwater Scholarship Committee will review applications and transcripts to determine eligibility and the awarding of scholarships
- Recipients grant the Company permission to interview and/or use their likeness in photograph(s)/video(s) in any and all of its publications and all other media controlled by the Company, for no monetary or other claim against Sibanye-Stillwater for the use of the interview and/or photograph(s)/video(s)

Payment of Scholarship

- Scholarship awards will be paid directly to the recipient's college or trade school

Application Process

- Application materials are located at area high schools, Human Resources Departments, and our website: <http://stillwaterfamily.org>
- Graduating High School Seniors must complete and submit application materials by April 15th in order to be included in school awards ceremonies
- Students currently enrolled in a college or trade school must complete and submit application materials by the first half of each semester

Return to:

Sibanye-Stillwater
Human Resources Department- Scholarships
PO Box 1330
Columbus, MT 59019
Phone: (406) 322-8930

Or email to:

US.Scholarships@sibanyestillwater.com