



**Integrity Management Services**  
**Books Scholarship Program**



Integrity Management Services--franchisees of Carl's Jr., Jamba Juice, and Pieology operating in California and Utah--are committed to making a positive impact in the communities in which they work and live. Part of this impact, they believe, is in encouraging further education of their employees. This book scholarship program is being established for January 2017 and is open to all supervisor and above level employees working within the stores they operate.

Integrity, high standards, an entrepreneurial spirit, good citizenship and education are some of the values that define the franchise ownership team. It was those values that helped realize an American dream, and which have gone on to impact thousands of lives, and the communities in which they operate. Integrity Management wants to encourage its employees to do the same by offering a Books Scholarship program.

**Who is eligible?**

- Shift Supervisor (or shift in training) or higher level employees, in good standing with the company at time of scholarship award

***Applicants must:***

- Be an employee of Hundal Foods, Inc., Strz4Us, Inc., Fulton-Hundal Foods, Sonora Star, SBC Partners, Blended Star, LLC, Blended Star NorCal, Inc., Sacramento Pie Company, East Bay Pie Company or Salt Flats Pizzeria
- Have a high school diploma or GED
- Be currently enrolled in, or planning to enroll in an accredited two or four year college, university, or vocational-technical school, within the next 6 months
- Employees must be on active payroll for at least 6 months, averaging at least 25 hours a week as a Shift Supervisor or above, throughout the six month tracking time, in order to receive funds

- Team Members in the Shift Management training program are eligible to apply as well, but tracking will not begin until Shift Manager training is completed
- Recipients must provide proof, prior to scholarship pay, of enrollment in school and of expenses incurred

***How does the program work?***

- Scholarship recipients are awarded a stipend for books or other supplies. The amount is equivalent to \$.50 per hour for all hours worked during the 6 month tracking period.
- Each restaurant location has up to two (2) Scholarships available. Official application deadlines are December 1<sup>st</sup> and June 1<sup>st</sup>
- Recipients will be chosen based on their life and career objectives, past performance in the scholarship program, and must be in good standing (good attendance, no recent write ups )at the store level
- The funds **do not accrue** and are not paid out unless applicant remains employed and in good standing throughout the scholarship period and **until the payout date listed below**

	Application Deadline	Recipient Notification	Hours Tracking Dates	Transcript/Expenses Due	Payout on Check by
CYCLE 1	December 1 <sup>st</sup>	January 15 <sup>th</sup>	February 1 <sup>st</sup> - July 31 <sup>st</sup>	August 1 <sup>st</sup>	August 31 <sup>st</sup>
CYCLE 2	June 1 <sup>st</sup>	July 15 <sup>th</sup>	August 1 <sup>st</sup> - January 31 <sup>st</sup>	February 1 <sup>st</sup>	February 28 <sup>th</sup>

TO APPLY PLEASE VISIT <http://bit.ly/imsbooks>