

## EXHIBIT 16

SCHOLARSHIP PROGRAMS FOR ELEMENTARY OR HIGH SCHOOL STUDENTS  
(Or Other Programs of Special Education)

Most scholarship programs offered by private and public sources today usually relate to college education, graduate school education, or special programs of training in "Head Start" programs, poverty-stricken areas or other special situations. Although the procedures applicable to college and university scholarships would apply equally to high school or elementary school scholarships, the available information from such procedures upon which a foundation board of directors could decide a winner is usually insufficient.

It is recommended that greater emphasis be placed on reference forms and the views of the parents of students applying for scholarships to high school or elementary private schools. The potential of these students to go on to higher education or the necessity of special training for the individual applicant would be standards upon which a foundation could freely operate.

The primary rule that should guide a foundation in creating a scholarship or grant program to make funds available for elementary or high school educations is to tailor the procedures to the needs and available information of each particular class of applicant; that is, if your foundation were to provide scholarships to a private preparatory school, your scholarship committee would need to know the quality of the student, his aims and ambitions; and the opinion of others, particularly teachers; and possibly other guidance and counselors that have worked with that student in the past, such as scout leaders, boys' club leaders, 4-H club leaders, etc.

Other Special Scholarship Programs

Your foundation may wish to sponsor or create scholarship loan or grant programs in other areas of activity, such as music, art, student leadership, 4-H, YMCA, Boys' Club or other related organizations or activities. Generally, the cost of these programs will be much lower than costs related to tuitions for formal education at the elementary, high school or college level. In addition, many of these programs, such as YMCA student leadership conference, would be a short-term, one-time award that would not involve either a great deal of money or paperwork. Generally, your application, reference blanks and follow-up forms for these types of programs would be much simpler than those necessary for a college scholarship, or even a high school scholarship. Nevertheless, the standard procedures that are applicable to other scholarships and grants should be used, although in simplified

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