

Appendix H

AOC Future Five Program

1. **ABOUT:** The Association of Old Crows (AOC) Educational Foundation (AEF) will acknowledge five young professionals under the age of 30 each year. The idea of the Future Five is to honor and encourage some of the best and brightest young leaders in the industry today and give their colleagues and peers something to aspire to. The Future Five will represent young professional setting the bar remarkably high as they build their careers. They are also innovating and succeeding at making a brand-new mark on the aerospace and defense industry.

2. ELIGIBILITY:

- Applicant must be 29 or younger by December 31 of the year of application and awarding. Proof of age is required.
- Applicants must be employed full-time in the EMS/EW/IO industry.
- AOC membership is required.

3. SELECTION CRITERIA:

- Applicant essay - Interest and potential future contribution to national defense. Must address three of the following areas:
 - Creative Thinking and Problem Solving
 - Challenging The Status Quo
 - Leading A Team or Project to Achieve a Common Goal
 - Elevating An Industry Network into Business Relationships
 - Effective Communication
 - A Positive Role Model
 - Leadership In Organizations (Inside or Outside the EMS industry)
- Applicant video
- Demonstration of Leadership
- Candidates will be graded based on the following:
 - Overall Written Application Quality (30%)
 - Demonstration of Leadership (30%)
 - Career Goals (20%)
 - References (10%)
 - Content of Video (10%)
- For recognition of the Future Five Program, winners must be able to attend AOC's Annual Symposium or EW Europe or EW Asia.

4. SELECTION

- Students are selected by an independent organization not affiliated with the AOC or the AEF. The selected student names, degree program, expected graduation year, essay and nominations (if any) will be presented to the AEF Scholarship Committee for routine confirmation of the selection process. No financial information is requested.

5. DEADLINE AND AWARD NOTICE

- Application process opens April 1.
- Fully completed applications and accompanying paperwork must be received NO LATER THAN May 31 each year.
- Future Five winners will be selected by the review committee and announced NO LATER THAN June 15 each year.
- Applicants not selected will be notified via email no later than June 30 each year.

6. BENEFITS

- Complimentary registration to AOC's Annual Symposium for the current year with discounted registration fees for the two years following the award.
 - Employers would pay for the individual travel and hotel costs.
 - Individual can apply for funding assistance from the AEF to cover these travel and hotel costs if employer is unable to cover.
- Complimentary registration to one of AOC's professional development courses (either in-person or virtual). Travel costs not included
 - If there are hard costs for the training (on-site expenses or instructor expenses) that AOC is unable to absorb, the AEF will pay these expenses.
- Complimentary AOC membership for one year following the expiration of current membership.
- Candidate recognition:
 - On Stage at AOC's Annual Symposium
 - *JED* Magazine Feature Article
 - AOC Issued Press Release to other industry publications
 - AOC Website
 - Award or Certificate to display
 - Letter from AOC President to recipient's company/organization leadership highlighting recipient's recognition.

7. GROWING THE FUTURE FIVE PROGRAM

- Possible growth ideas include:
 - Educational seminar(s) at the AOC Symposium designed to enhance careers of Future Five Winners
 - Explore "A Day in the Life of an EW Professional"
 - Panel of older EW Professionals who can give advice on how to get ahead