

# Power of Inclusion Scholarship in Honor of Richard Caturano

## *RSM US Foundation scholarship program – FAQs*

### **What is the Power of Inclusion Scholarship?**

RSM is dedicated to building a better future by supporting the educational pursuits of tomorrow's business leaders. The RSM Power of Inclusion Scholarship in Honor of Richard Caturano was created to support students from historically underrepresented racial and ethnic populations pursuing an education in accounting, business or technology.

The scholarship is named for RSM's first chief diversity officer, Rich Caturano and is funded by the RSM US Foundation. Rich served as the 100th chair of the American Institute of CPAs and helped establish the organization's National Commission of Diversity and Inclusion. As the chair of the AICPA, Rich inspired CPA firms across the country to add diversity and inclusion as a top strategic priority and has personally delivered the message of diversity and inclusion to tens of thousands of professionals and business leaders.

### **What is the scholarship award?**

Two recipients will be granted awards through 2024/2025 Power of Inclusion program, and each recipient will receive a \$10,000 scholarship. The award will be paid to the college/university on the recipient's behalf in two \$5,000 payments (Fall 2024 and Spring 2025) and applied to the recipient's tuition and/or room and board. No money will be paid to the student directly.

Each recipient will also be invited to an information session. Recipients are not required to attend such information session to receive their scholarships (however, no alternate opportunity will be offered if they do not).

### **What if I already receive scholarships or financial aid?**

The scholarship funds will be paid to the college/university directly for invoiced expenses to include tuition, on-campus housing, and/or dining plans. Scholarship funds cannot be applied to off-campus housing or be paid to the recipient directly.

### **Who is eligible to apply for this scholarship?**

The program is open to U.S. citizen, U.S. permanent resident (holder of a Permanent Resident card), individual granted deferred action status under the Deferred Action for Childhood Arrivals program (DACA), or an individual with asylee/refugee/temporary protected status and qualified as an alien authorized to work who are at least 18 years old as of the date of application. Applicants must be:

- Part of a historically underrepresented racial or ethnic population, including but not limited to: Black or African American, Hispanic or of Latin descent, Native American, Pacific Islander, or Asian American.
- Two to three years from graduation and full-time employment (current freshmen, sophomores and juniors working towards their bachelor's degree).
- Studying business or technology in a bachelor's degree program at an accredited college or university located in the 50 states or Washington, D.C.
- Full-time students in good standing at their college/university with a cumulative GPA of 3.0 or above.

### **Who is not eligible for the scholarship?**

Full-time and/or part-time employees, temporary employees, partners, principals, contractors, and current or former interns (and their immediate family members) of RSM US LLP, Risk & Regulatory Consulting, LLC, and their respective affiliated entities and of the RSM US Foundation are not eligible.

### **When is the deadline to apply?**

Eligible students may submit their Power Your Education application and check the box to opt-in to the Power of Inclusion scholarship between 12:01 a.m. Central Time on December 1, 2023, and 11:59 p.m. Central Time, February 28, 2024. Only one application per student is allowed.

### **How are the recipients selected?**

You will complete the Power Your Education application (see “How do I submit my scholarship application?” for instructions) and submit a short video demonstrating what RSM’s brand promise The Power of Being Understood® means to you.

Your video must not exceed 30 seconds, and you will also submit a short answer response (statement) and unofficial transcript. A panel of judges, selected by the RSM US Foundation in its sole discretion and on the advice of RSM’s Culture, Diversity, and Inclusion national team, will review and judge each applicant’s Application based on content alignment of the Video with RSM’s Culture, Diversity, and Inclusion (“CDI”) initiative (65%), quality of the Video (25%), and quality of the Statement (10%) (“Judging Criteria”). Judges will grade the Video content, Video quality, and Statement each on a scale of one to seven, with seven being the highest score. In judging the Video content, judges will evaluate the degree to which the Video demonstrates what the RSM brand promise The Power of Being Understood® means to you and reflects CDI’s mission to celebrate the benefits of a diverse and inclusive workforce and workplace to achieve superior results and innovative thinking. In judging the Video creativity, judges will evaluate the degree of originality, level of personal perspective provided, and quality of the video. The judges will evaluate the Statement based on creativity, quality of writing, and reflection of the applicant’s individuality.

Upload your video to YouTube. Please select “Unlisted” from the visibility settings when you upload your Video on YouTube, so that your Video is not publicly available. You will need the link to your video when submitting your application.

### **What do I need before I submit my application?**

1. The link to your video (see “How are recipients selected?” for details)
2. An unofficial copy of your transcript

### **How do I submit my scholarship application?**

When you have your video link and unofficial transcript, visit <https://rsmus.com/careers/starting-your-career/scholarships/power-of-inclusion-scholarship.html> to apply:

1. Review the scholarship program description and Terms and Conditions.
2. Click the link to “Apply for the scholarship.”
3. When on the GrantsConnect login page, sign in or click “Create account” to complete the applicant registration form. If you created a new account, check your email for the registration confirmation and click “Get Started” to verify your email address to activate your account.
4. Return to the application by clicking “Apply for Scholarship” and sign in.
5. Click “Start new application” and answer the eligibility questions on the next screen – students who meet the eligibility requirements will be prompted to begin the application.
6. Complete the form questions, including your college/university name, uploading an unofficial copy of your transcript, answering a brief short answer response (statement), providing a link to your unlisted YouTube video and answering “yes” to accept the Terms and Conditions of the Power Your Education scholarship program. Then click Submit.
  - o **When completing your application, be sure to check the box to indicate you accept the terms and conditions and are opting-in to apply to the Power of Inclusion Scholarship in Honor of Richard Caturano.**
7. You will be unable to edit your application once submitted.
8. You will be sent an email confirming your application was submitted.

### **When will I know if I am selected?**

The RSM US Foundation will attempt to notify selected recipients in April.

### **What if I have questions or an issue submitting my application?**

Send an email to [RSMscholarships@rsmus.com](mailto:RSMscholarships@rsmus.com).

### **I did not receive an award this year. May I apply again next year?**

Yes, you may apply to future programs if you continue to meet the eligibility requirements.