

## Terms for application to Helmes Scholarship

1. AS Helmes is a leading international custom software development company headquartered in Estonia. The purpose of the Helmes Scholarship for applicants to the EUAS study program Software Development and Entrepreneurship (SDE) is to help motivated and capable aspiring software developers start their careers at Helmes.
2. To apply for the Helmes Scholarship, an applicant to SDE shall state so in their letter of motivation.
3. Applicants must meet general EUAS admission criteria:
  - a. secondary education as recognised by the Estonian ENIC/NARIC centre,
  - b. English language proficiency at the level B2 or higher (certified by an IELTS, TOEFL or other internationally recognised certificate or previous education obtained in an anglophone education system),
  - c. successfully passed EUAS admission interview.
4. In addition, applicants to the Helmes Scholarship must score at least 80% of the maximum in the SDE admission test.
5. Applicants may be further interviewed or tested by Helmes.
6. For the academic year 2019/20, the Helmes Scholarship is EUR 3685 per year which shall be paid by Helmes to the university as payment for the larger part of the grantee's tuition fee. The grantee shall pay the remainder of the tuition fee as their own contribution. Should the grantee terminate studies at EUAS during the academic year, the own contribution shall not be refunded.
7. In addition to the Helmes Scholarship, EUAS shall provide free-of-charge accommodation for Helmes Scholarship grantees at the EUAS Student Hostel.
8. To receive the annual Helmes Scholarship, the grantee shall:
  - a. Pass 30 ECTS credits worth of subjects each semester;
  - b. Maintain a GPA of 3.8;
  - c. By the end of their studies acquire proficiency in Estonian at the level A2;
  - d. If so decided by Helmes, during the summers between academic years do an internship at Helmes;
  - e. If so decided by Helmes, begin part-time work at Helmes during their studies. The total compensation for the part-time work at Helmes shall be equivalent to that of similar employees at Helmes, taking into account that the Helmes Scholarship is also a part of the total benefits package offered by Helmes;
  - f. In all activities done under the supervision of Helmes employees, demonstrate and maintain excellent aptitude, work ethic, teamwork and communication skills and deliver measurable results;
  - g. If so decided by Helmes, upon graduation join Helmes for at least one year as a full-time employee, the salary for which shall be equivalent to that of similar employees at Helmes.
9. If the grantee does not meet one or more of the terms set out above, Helmes may reclaim from the grantee all payments made on their behalf as the Helmes Scholarship.