



Application Details

Requirements

Dear Applicant:

The 2026 Union Pacific Railroad Black Employee Network (BEN) Edwina Justus Scholarship can be completed [online](#). This scholarship is awarded to assist students in defraying the cost of higher education. Recipients are chosen on the basis of scholastic ability and leadership. Personal or family financial situations may be used as a factor in consideration of eligibility and in awarding the scholarship. All decisions are within the discretion of the Black Employee Network Scholarship Committee and are final.

To be eligible for this scholarship, applicants must be:

- A citizen of the United States
- A graduating high school senior or
- A college freshman or sophomore
- Planning to register as a full-time student or enrolled as a full-time student at an accredited college or university during the current academic year
- A resident of the following states: Arkansas, Kansas, Louisiana, Missouri, Nebraska, and Texas
- Have a grade point average of 2.5 or above on a 4.0 scale or the equivalent thereof
- Be active in extracurricular school/community activities and demonstrate social awareness and involvement
- Not have received the Jerry Morris and Summer Houston Scholarship more than twice

Applications must be typed, complete, and turned in on time. Incomplete applications will not be considered, and the applicant will be disqualified. **Current Union Pacific employees or dependents of Union Pacific employees are ineligible for this scholarship.**

The submission deadline for all completed Black Employee Network Scholarship applications including all supporting documents and recommendations is **April 28, 2026**. Applications or materials postmarked after **April 28, 2026** will not be accepted.

Application Checklist and Deadline

All applicants must submit the following completed items to the Black Employee Network Scholarship Committee at the Union Pacific Railroad to be considered for the scholarship.

1. [Online Microsoft Forms Application & Essay](#) (submit with requirements)
2. Emailed or Mailed documents to your BEN Chapter contact (based on the location you are applying):
 - Essay - if not typed in online application.
 - An un-official or official transcript from the applicant's current High School or College/ University. All transcripts must cite the cumulative grade point average.
 - Two (2) letters of recommendation from two different sources.
 - One academic (teacher or professor) source; one community service and/or employment-related source.
 - Recommendation letters should not come from a relative of the applicant. Recommender's should specify the capacity in which they know or have observed the applicant.

Please Note: Applicant will be notified of their application status. If awarded the BEN Scholarship, the committee will notify the applicant of additional information requested. It will be the applicant's responsibility to comply with the provided deadlines for submitting required materials.

- Failure to comply with all guidelines/deadlines will result in immediate disqualification.
- The BEN organization will not send any reminders nor contact the applicant for missing information.

Application Deadline Date: Completed applications and correspondence can be mailed or emailed. All required information must be emailed and/or postmarked on or before **April 28, 2026**.

NOTE: If you are chosen as a scholarship recipient, please be prepared to provide the following within (7) days of being notified of your award status:

1. Verification of mailing address for check processing
2. Social Security number (required for vendor setup and UP Company match scholarship portion)

Chosen award recipients will be required to provide proof of enrollment for the upcoming school year prior to receiving scholarship funds. Proof of enrollment can be one of the following: university orientation or acceptance letter, official class schedule, or official/unofficial transcript

Black Employee Network Chapter Contacts

Please send supporting documents (Letters of Recommendation, Official Transcript and Essay if applicable) to the nearest chapter contact listed below.

BEN Chapter Mailing Information

Chapter	Scholarship Contact	Address	City	State	Zip	E-mail
Ft. Worth	KaVauhna Houston-Beaty	21137 Altuda Lane	Flint	TX	75762	kavauhna.houston-beaty@up.com
Houston	Erica Ben	24125 Aldine-Westfield Rd	Spring	TX	77373	erben@up.com
Kansas City	Harold Brooks IV	P.O. Box 6402	Lee Summit	MO	64064	harold.brooksiv@up.com
New Orleans	Tamara Lockman	18304 Autumn View Dr	Prairieville	LA	70769	lockman316@gmail.com
N. Little Rock	Antoine Sims, Sr	1000 West 4th Street.	North Little Rock	AR	72114	atsims@up.com
Omaha	Ta'Mara Taylor	1400 Douglas St. Stop 0910	Omaha	NE	68179	tdtaylor@up.com
Shreveport	Reginald Bridges	408 Blackwood Circle	Haughton	LA	71037	rjbridges90@yahoo.com

Two (2) Letters of Recommendation Cover Page

This applicant has applied for the 2025 Union Pacific Railroad Black Employee Network (BEN) Jerry Morris and Summer Houston Memorial Scholarship. Based on your knowledge of the applicant, please provide true statements about the character of the applicant as well as your impression of his/her ability to succeed in a college or university setting.

Instructions: Please return the typed recommendation letter and this cover page to the applicant. For the purpose of anonymity, please refrain from using the applicant's name within the recommendation letter; instead, use pronouns such as he/she, his/her, their, they or they're. The applicant will include the letter and cover page with their application. The letter **MUST** be typed on official letterhead and submitted with the recommender's information and signature for full credit.

Scholarship Applicant's Name: _____

Recommender's Name: _____

Recommender's Phone No: _____

Recommender's Occupation: _____

Relationship to Student: _____

Recommender's Signature

Date (MM / DD / YY)

Tips for Scholarship Application Preparation

- Read and follow all guidelines. Many applications are disqualified each year because applicants omit a key step in the guidelines or ignore instructions. If you are unsure about any part of the application or whether you are qualified to apply, please email **rhonda.harvey@up.com**.
- Thoroughly proofread all of your work. Check to be sure that sentences are complete, clear, and grammatically correct. Applications should not be unclear or contain numerous mistakes distracting the reviewer from focusing on the content. This reflects poorly on the applicant's ability to produce a high-quality product.
- Have someone else read the completed essay. An objective reader can often identify areas that need more explanation and may find errors that the applicant has overlooked.
- Encourage the person writing your Letter of Recommendation to type his or her letter, sign it, and include the signed cover page.
- Carefully review the application checklist to ensure your application is complete.
- If you choose to mail your application, consider sending early as the postmarked date should be prior to the deadline.