

**Waste Connections Dependents Paid Tuition Program – WyoTech Diesel Technology
REIMBURSEMENT AGREEMENT**

_____ (“Participant”) is a Dependent of a Qualifying Employee of a Waste Connections company, who has applied for and been selected to participate in the Waste Connections Dependents Paid Tuition Program (the “Program”) in conjunction with WyoTech’s Diesel Technology program (“WyoTech”). All operating subsidiaries of Waste Connections, Inc. within the United States will be referred to here as “Waste Connections.”

As further described in the Program summary, assuming Participant timely and successfully completes the Program and enters into employment in a maintenance technician position at a Waste Connections location, Participant will receive the following, as applicable:

- Tuition paid to WyoTech on Participant’s behalf, up to a maximum of \$31,750 for a 9-month program (the “Tuition Benefit”);
- Housing cost paid to WyoTech on Participant’s behalf for 9 months of rent in a shared bedroom, up to a maximum of \$11,600 (the “Housing Benefit”);
- A Snap On Tool starter tool set and box, valued at up to a maximum of \$6,500 (the “Tool Benefit”); and
- If needed, relocation assistance in an amount to be determined by the Company, to help the Participant move to their new Waste Connections work location (the “Relo Assistance”).

Participant hereby agrees that if Participant drops out or fails to timely graduate from WyoTech’s 9-month program, Participant will repay Waste Connections the full value of the Tuition Benefit and Housing Benefit paid on Participant’s behalf.

Participant hereby agrees that if Participant does not accept and timely begin full-time, at-will employment in a maintenance tech position and location offered by Waste Connections, Participant will repay Waste Connections the full value of the Tuition Benefit and Housing Benefit paid on Participant’s behalf.

Participant hereby agrees that if Participant is terminated for cause (as determined by Waste Connections in its sole discretion), or resigns for any reason within the first four (4) years of employment with Waste Connections, Participant will repay Waste Connections a pro-rata amount of the Tuition Benefit and Housing Benefit paid on Participant’s behalf; plus a pro-rata amount of the Tool Benefit and any Relo Assistance provided to Participant. The amounts to be repaid will be prorated on a monthly basis, such that for each full month during which Participant remains employed with a Waste Connections company after graduating from WyoTech, the amount to be repaid will be reduced by one-forty-eighth (1/48th) of the gross benefit amount provided.

Participant acknowledges that the amount of Participant’s final paycheck may be applied to the repayment of any pro-rata debt Participant owes at the time of termination, to the extent allowable under applicable Federal and State law.

Participant is responsible for repaying Waste Connections in full for all repayment amounts due under this Agreement, less any amount that can lawfully be deducted from the final paycheck,



within 60 days after Waste Connections provides Participant a written notice and demand for repayment of the debt. The balance due can be paid via a check or money order made payable to Waste Connections US, Inc. and directed to Waste Connections, c/o Director of Payroll, 3 Waterway Square Pl., Ste. 110, The Woodlands, TX 77380, or another payment method that may be agreed upon by both parties.

Waste Connections makes no representation regarding Participant's tax liability resulting from the benefits provided under the Program and this Agreement. Participant agrees that Participant has made his or her own independent analysis regarding taxability and is not relying on advice from Waste Connections or its legal counsel. Participant further agrees that any taxes or related charges or claims stemming from the Program and/or the benefits provided under this Agreement will be the sole responsibility of Participant.

Participant understands and agrees that nothing in this Reimbursement Agreement changes Participant's at-will employment relationship with the Company, if such commences after graduation from WyoTech. Either Participant or Waste Connections can decide to end your employment with Waste Connections at any time, for any reason, with or without cause or prior notice.

Agreed as to the Reimbursement Agreement:

PARTICIPANT

DATE

Susan R. Netherton
Senior Vice President—People, Training and Development
Waste Connections

DATE