

Waste Connections Dependents Paid Tuition Program - WyoTech Diesel Technology Effective July 31, 2025

Overview:

Below are guidelines and procedures for the Company's paid tuition program aimed at supporting dependents of Waste Connections employees who wish to pursue education and career readiness by attending WyoTech's Diesel Technology school. This program covers specified tuition and housing expenses while the participant is in school. The program also requires the participant to work for Waste Connections upon graduation from WyoTech, and provides further assistance to facilitate their start in an entry-level, at-will maintenance technician position.

Eligibility:

To be eligible to apply for this program, a person must be a Dependent of a Qualifying Employee in the United States.

"Dependent" means the biological child, adopted child, or stepchild of a Qualifying Employee. Eligible Dependents must be between the ages of 18 and 26 at the time of admission to WyoTech. Documentation to verify Dependent status and age will be required. Eligible Dependents also must be legally authorized to work in the United States, and must be able to pass a pre-employment background check and drug screen upon employment with the Company.

A "Qualifying Employee" means a full-time employee who has completed at least one year of continuous service with any Waste Connections company (including prior service with an acquired company), and who remains actively employed with the Company through their Dependent's graduation from WyoTech. The following positions are excluded from Qualifying Employee status: Division Vice Presidents, Division Controllers, Region Vice Presidents, Region Controllers, Region Management positions (such as Maintenance, Sales, Human Resources, etc.), Corporate Management positions and above.

Generally, Dependents will not be eligible if they are (or have previously been) employed full-time with Waste Connections in a skilled role such as Driver; however, exceptions may be considered by the Company on a case-by-case basis, based on factors including their position previously held and their Qualifying Employee's tenure with Waste Connections.

If the Qualifying Employee resigns or is terminated for cause before the Dependent graduates from WyoTech, the Dependent is no longer eligible and payments under this program will cease.

WyoTech Program Terms and Conditions:

Prerequisites. Eligible Dependents must complete the following in order participate in the program:

1. Complete WyoTech's online application for admission, including paying the application fee.
2. Meet all WyoTech admission criteria (e.g., High School diploma or GED required), and pass WyoTech's screening/interview process.
3. Provide proof of Dependent status and age to the Company.

4. Complete the FASFA (federal student aid) application and use any grants provided to cover WyoTech tuition, room, board or other fees. (However, participants are not required to take loans to participate in this program.)
5. Apply for and use any veteran's education and training benefits available (e.g., a GI Bill).
6. Dependent and Qualifying Employee must both sign and acknowledge a copy of this program summary. Dependent must also sign a Reimbursement Agreement relating to this program.

Dependents who complete all the requirements above will generally be selected as participants on a first-come, first-served basis, as space allows in WyoTech's school terms. The total number of successful participants per year may be limited by the Company, in its discretion.

Benefits and Requirements for Selected Participants. The following benefits will be provided to selected participants once they have a confirmed place in an upcoming school term at WyoTech:

1. Tuition - After any grants or veteran's benefits have been applied, the Company will pay directly to WyoTech the remaining cost of tuition for the 6-month WyoTech Basic Diesel Technology program, plus the 3-month Advanced Diesel program, up to the maximum tuition cost for a 9-month program in the current academic year¹.
 - a. Exclusions: No other WyoTech classes (automotive, collision, welding etc.) are eligible to be paid for under this program. In addition, participants are responsible for paying any tool deposits or similar fees that are outside the scope of tuition.
2. Housing - The Company will pay directly to WyoTech the price of shared bedroom rent for the full 9-month program, not to exceed the maximum housing cost for the current academic year².
 - a. Exclusions: Participants are responsible for paying any applicable housing deposit or other housing fees that are outside the scope of their rent. Anyone choosing to rent a single bedroom will be responsible for the cost difference between a single and shared bedroom. If a participant is evicted from WyoTech housing for any reason, they will lose the housing assistance benefit.
3. All Other Expenses – Food, transportation, and all other personal expenses are the responsibility of the participant.

Academic Standing: Participants must maintain at least a 2.0 GPA in order to remain eligible for this program, and must timely graduate from WyoTech in order to continue into employment with Waste Connections on the terms below.

Employment Terms and Conditions:

Job Placement / Terms of Employment: Upon graduation and passage of a Company-required background check and drug screen, participants are required to accept a full-time entry-level diesel mechanic/technician position at a Waste Connections location, with a start date within 30 days of graduation. This employment will be on an at-will basis. The Company will provide participants with a Snap On Tool starter tool set and box as established by WyoTech, up to a maximum value of \$6,500 (which will be taxable income to the participant), at or around the time they begin their full-time

¹ Current tuition cost can be found at <https://www.wyotech.edu/student-life/tuition-aid/>.

² Current housing cost can be found at <https://www.wyotech.edu/student-life/housing/>.

employment.

Job Location: The Company will make every effort to place the participant in their preferred geographic location for work. Factors including the participant's WyoTech GPA, hands-on performance records in their chosen program, and/or their Qualifying Employee's tenure with the Company, may be used to help determine placements. In the event that there is not an opening in a preferred location with the proper training resources, a participant must be willing to relocate, with financial assistance from the Company, to a location of the Company's choice.

Reimbursement Agreement Required:

Participants will be required to sign a Dependents Paid Tuition Program—Reimbursement Agreement prior to beginning the program. As will be detailed in the agreement, if the participant: drops out, gets removed from the program, or fails to timely graduate from WyoTech; or does not accept and timely begin full-time employment with the Company; or is terminated for cause (as determined by the Company in its sole discretion), or resigns from the Company within the first four (4) years of employment, they will owe the Company repayment for some or all of the tuition and housing benefits paid while they attended WyoTech, plus pro rata amounts of the tool value and any relocation assistance received, as applicable. All of these amounts must be repaid within 60 days of the termination date.

If a participant must drop out of WyoTech for personal reasons and wishes to restart school at a later date, they should provide advance notice of this request to the Company. The Company will make a case-by-case decision about restoring tuition assistance and further participation in the program.

To the extent a participant is considered a "minor" for the purpose of entering into a contract under applicable state law, the participant's Qualifying Employee or another parent or responsible adult who is not a minor must cosign the Reimbursement Agreement as a Guarantor, and must agree to be responsible for any repayment debt incurred by the participant.

General:

The Company may choose to revise or end this program at any time, in its sole discretion. Participants will receive notice of any such changes.

This Agreement, and any disputes arising from this Agreement and/or its subject matter, shall be construed under and governed by the laws of the state of Texas, without regard to its conflict-of-laws principles.

For any questions about this program, please email NextGenWyoTech@WasteConnections.com.

I acknowledge that I have read and understood the terms of this Dependents Paid Tuition Program:

DEPENDENT

DATE

QUALIFYING EMPLOYEE

DATE