



EDUCATION REPAYMENT AGREEMENT

This Agreement is entered into this ____ day of _____, 20__, by and between _____ (the "Employee") and Solstice Advanced Materials Inc. ("Solstice").

In consideration of the commitments made by Solstice in support of the Employee (financial and otherwise), the parties agree as follows:

1. Solstice will make payments on behalf of or reimburse the Employee for the [SPECIFY EDUCATIONAL PROGRAM] ("Program Costs") detailed in the Tuition Reimbursement Policy (the "Policy") in connection with the Employee's enrollment in the [Degree or Course] Program at [INSERT NAME OF EDUCATIONAL INSTITUTION] (the "Program").
2. The Employee expects to complete the Program in [INSERT MONTH AND YEAR OF COMPLETION] and the expected total costs to Solstice will be [INSERT EXPECTED PROGRAM COSTS].
3. The Employee understands that his or her continued professional education is being financed by Solstice because Solstice views this expenditure as an investment in the Employee's future contributions to Solstice. For this reason, and in exchange for the consideration detailed above, the Employee agrees that if he or she resigns from Solstice while attending the Program or within two (2) years of the Program completion date, the Employee shall repay to Solstice 100% of the gross Program Costs paid or reimbursed by Solstice, and the Employee agrees that he or she shall thereafter be solely responsible for all future financial obligations to the Program.
4. If the Employee abandons the Program for any reason except extenuating business or personal reasons, the Employee shall repay to Solstice 100% of the gross Program Costs paid or reimbursed by Solstice no later than 90 days after the date Solstice's SVP and Chief Human Resources Officer ("CHRO") determines in his or her sole discretion that the Employee has abandoned the Program, and the Employee agrees that he or she shall thereafter be solely responsible for all future financial obligations to the Program.
5. If Solstice terminates the Employee for cause while attending the Program or within two (2) years of the Program completion date, the Employee shall repay to Solstice 100% of the gross Program Costs paid or reimbursed by Solstice no later than 90 days of his or her termination date. For purposes of this paragraph 5, "cause" shall be determined by the CHRO in his or her sole discretion. Thereafter, the Employee agrees that he or she shall be solely responsible for all future financial obligations to the Program.



Solstice Advanced Materials Inc.
115 Tabor Rd.
Morris Plains, NJ 07950, USA

6. If the Employee is involuntarily terminated other than for cause (including as part of a reduction-in-force), the Employee will not be required to repay Solstice for Program Costs paid or reimbursed before the last day of active employment. While the Employee may finish the term then in progress (even if the completion date is after the last day of active employment), Solstice will not make any additional payment or reimbursement of Programs Costs after the last day of active employment. The Employee agrees that he or she shall thereafter be solely responsible for all future financial obligations to the Program.
7. Consistent with Law, the Employee agrees that any funds due and payable to Solstice from the Employee under paragraph 3, 4, or 5 above may be recovered by Solstice through payroll deductions. By signing below, the Employee expressly authorizes Solstice to make deductions from the Employee's wages for the purpose of any such repayment.
8. If the Employee is placed on a performance improvement plan, he or she will be permitted to finish the Program term in progress, but will not be eligible for further payments or reimbursements under the Policy unless and until his or her performance returns to a satisfactory level.
9. Receipts for all costs must be presented with evidence of satisfactory course completion. Grade "B" or better – 100% reimbursement. It must be understood that any grade lower than the minimum specified grade for reimbursement will result in the employee receiving no reimbursement.
10. The parties understand that this Agreement is subject to the terms of, and incorporates by reference, the Policy. To the extent that there is any conflict between this Agreement and the Policy, the Policy will govern.

Solstice Advanced Materials Inc.

[INSERT EMPLOYEE'S NAME]

By: _____
Jason Clifford
SVP, CHRO

Dated: _____

Dated: _____