

3M Relocation Repayment Agreement

We are pleased that you have accepted our offer of a new position. We look forward to the contributions you will bring to 3M in this position, and we believe that the relocation expenses incurred on your behalf represent a worthwhile investment in your career.

As you know, the offer of this position involves relocation from your current location. As set forth in the Relocation Policy, you are eligible to have 3M pay for certain relocation expenses. Your relocation represents a significant investment by 3M. In order to provide this opportunity to you and other employees of 3M, we must address the possibility that your employment with 3M may end prematurely by your choice. Accordingly, as a condition to 3M paying for your relocation, you must agree that if, within 24 months of your relocation initiation (date of VP Approval,) you voluntarily resign or retire from your employment with 3M, you will be obligated to repay 3M, all of the relocation expenses incurred on your behalf (whether those expenses were reimbursed to you or paid directly by 3M to another party on your behalf), according to the following schedule:

Duration of Employment	Percentage to be Repaid
Less than 12 months	100%
12 to 24 months	50%

In the event that you are required to make repayment to 3M as set forth above, arrangements for repayment must be made at the time of your termination of employment. 3M shall have the right to recover such amounts from you directly. You hereby authorize 3M Company to the extent permitted by law to recover all or part of such allowance and relocation costs either: 1) by deduction from salary or monies due to you upon termination of your employment or 2) by other available remedies at law. In the event 3M is required to bring a legal action to recover repayment, you also authorize recovery of any and all costs of collection, including reasonable attorney's fees, incurred in the collection of the relocation allowance and relocation costs.

This Repayment Agreement represents the sole agreement between you and 3M regarding the subject matter set forth above. Nothing in this Repayment Agreement shall be construed to change the at-will nature of your employment with 3M.

We are excited about your new assignment. Please sign and date this Relocation Repayment Agreement below to indicate that you have read and understand your repayment obligations and agree to the terms set forth above.

3M Representative Signature

I understand and agree:

Employee/New Hire signature

Print Name

Date