



Edgar Filing: ASHLAND INC. - Form 8-K

Ashland Inc. ("Ashland") entered into a letter agreement (the "Agreement") with Gary A. Cappeline, which became effective on November 10, 2006. The Agreement supersedes the previously disclosed executive employment agreement between Mr. Cappeline and Ashland. This Agreement sets forth terms to be included in a Separation Agreement and General Release (the "Separation Agreement") to be executed upon his retirement from Ashland on or before March 31, 2007 (the "Release Date"). The Separation Agreement will provide for a lump sum payment equivalent to 24 months of base pay, plus interest, to be paid on or about the first day of the seventh calendar month following the month in which his Release Date occurs. If Mr. Cappeline resigns from Ashland before March 31, 2007, the total additional base pay that would have been earned through that date will be added to his lump sum payment. The Separation Agreement will also include a general release of Ashland and a two-year non-competition and non-solicitation restriction.

Mr. Cappeline's participation in most of Ashland's benefit plans will end at the Release Date, and his restricted stock, stock options and stock appreciation rights will vest on the Release Date. Mr. Cappeline will receive a prorated portion of any LTIP Awards for the performance periods which include fiscal 2006 (when and if such awards are paid to other Ashland employees) based solely upon his participation through the end of fiscal 2006 and will be eligible for benefits from the Ashland qualified pension plan, the non-qualified excess benefit pension plan and the non-qualified Supplemental Early Retirement Plan.

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SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

ASHLAND INC.

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(Registrant)

November 14, 2006

/s/ David L. Hausrath

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David L. Hausrath  
Senior Vice President  
and General Counsel

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