

April 9, 2018

Dominique Oppenheimer

3121 Charring Cross

Wilmington, DE 19808

RE: Offer

Dominique:

Per our discussions, I would like to extend you an offer of full time employment with the Beau Biden Foundation beginning July 16, 2018. Your starting salary will be $40,000.

At this time BBF does not offer a benefit package. Annual and Medical Leave provisions, as reflected in our Personnel Manual are 12 vacation days (1 per month of employment), 4 personal days and 5 medical leave days. Leave may be taken after the first 60 days of employment.

We have loved having you with us as a Public Ally, and look forward to having you as a full time employee.

Sincerely,

Patricia Dailey Lewis

Patricia Dailey Lewis

Executive Director

xc: Hallie Biden, Co-Chair, Board of Directors

Hunter Biden, Co-Chair, Board of Directors

Joshua Alcorn, Chief Operating Officer