

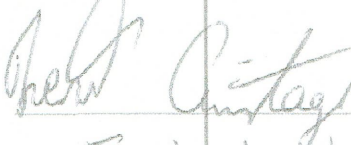
VADEMUS

The purpose of this letter is to set forth the understanding between the Democratic Party of Virginia ("DPVA") and the Democratic House Caucus ("Caucus"), as it pertains to the employee handbook (the "Handbook") attached as Exhibit A.

- Any employee hired by the Caucus ("Caucus-hired employee") shall be supervised by the Democratic House Leader (the "Leader") or her/his designee and, to the extent the Handbook confers authority to an employee's supervisor, that supervisory authority shall be exercised by the Leader or her/his designee.
- The DPVA will not take any action with respect to a Caucus-hired employees unless it determines, after consultation with counsel, that a failure to do so poses a legal risk to the DPVA. Furthermore, the DPVA will not take any action with respect to a Caucus-hired employee without first consulting with the Leader or her/his designee.

This letter does not bind either party in any way and failure to adhere to its understandings shall not be a basis for legal action by one party against the other.

For the Democratic House Caucus:



Name: Trent Armitage
Title: Executive Director
Date:

For the Democratic Party of Virginia:



Name: Thomas Buneo
Title: Deputy Executive Director & COO
Date: 1/6/2016