



May 2, 2018

Akeem A. Idris
2010 Eagle Landing Way
Apt. 202
Odenton, MD 21113

Dear Akeem,

On behalf of EagleBank, I am pleased to offer you the position of Officer, Audit Supervisor, subject to the successful completion of our background checks. This position will report to Michael Bisson, Senior Vice President, Chief Audit Executive. Your work location will be at our Tech Road Annex in Silver Spring, Maryland. To confirm, your bi-weekly rate of pay will be \$3,653.8462, or \$95,000.00 annually. Your wages are subject to any applicable tax and voluntary withholdings. Your employment with EagleBank is "at will". Your position is classified as exempt for purposes of federal and state wage and hour law. You will receive a performance evaluation, including possible salary consideration, in June 2019.

I have briefly highlighted below some of the benefits you will receive as an EagleBank team member. You will receive full details of these plans as well as access to the Employee Handbook from Human Resources on your start date. In addition, I have enclosed an Employee Proprietary Information Agreement. Please review and return the Agreement with your offer letter.

LIFE INSURANCE

You will receive Life Insurance, at no cost to you, in the amount of two times (2x) your annual salary, up to a maximum of \$650,000.00. There is also a provision for Accidental Death and Dismemberment (AD&D) of two times (2x) your annual salary, up to a maximum of \$650,000.00.

LONG TERM DISABILITY

You will receive Long Term Disability Insurance, with coverage of 60% of your salary, up to a maximum of \$17,500.00 per month.

SHORT TERM DISABILITY

You will receive Short Term Disability Insurance, with coverage of 60% of your weekly salary, up to a maximum of \$3,000.00 per week.

401(k) PLAN

You will be automatically enrolled in our 401(k) plan, with a 5.00% deferral contribution, at the beginning of the calendar quarter following the completion of thirty (30) days of employment. You will be given an opportunity to decline enrollment, change your deferral amount, and/or select your investment options. Matching contributions are at the discretion of the Board, which is currently at 3.00%.

12200 Tech Road, Suite 100
Silver Spring, MD 20904