

April 9, 2018

Jacob Knaup,

On behalf of Benchmark Electronics, Inc., I am pleased to present you with a conditional offer of employment as an intern. The position will be based in Scottsdale, AZ and work with Jake Miller, a Manager of Design Engineering in our IoT Design team. Your starting hourly rate will be \$25 per hour, less applicable taxes and withholdings, paid bi-weekly. This offer is contingent upon the successful completion of a background check, a signed acknowledgement of our Confidential Information, Proprietary Rights and Arbitration Agreement ("Confidentiality Agreement") and a satisfactory drug-screening test.

As an employee of Benchmark, you will become knowledgeable about confidential and/or proprietary information related to the operations, products and services of Benchmark and its clients. Similarly, you may have confidential or proprietary information from prior employers that must not be used or disclosed to anyone at Benchmark. Therefore, Benchmark requests that you read, complete and sign the enclosed Confidentiality Agreement and return it to Benchmark prior to your start date. In addition, Benchmark requires that you comply with any existing and/or continuing contractual obligations that you may have with your former employer(s). By signing this offer letter, you confirm that your employment with Benchmark will not breach any agreement you have with any third party.

Benchmark is committed to providing a positive work environment and conducting business ethically. As an employee of Benchmark, you will be expected to abide by the Company's policies and procedures. A copy of the Code of Conduct has been provided with this offer letter. Benchmark requests you review the Company's Code of Conduct sign the last page with your pledge to read and abide by the policy and procedures in the Code of Conduct. Benchmark is an employment-at-will company. That means that you or the Company may terminate your employment at any time, with or without cause and with or without prior notice. Should you accept this offer, this signed letter must be emailed to Human Resources (steve.mick@bench.com) within 3 days of the date on this letter. Your start date will be determined upon acceptance.

Accepted by:



Signature and Date

4-11-18

Steve Mick  
Manager, HR Business Partner  
Benchmark Electronics, Inc.

Sincerely,  
