

FACEBOOK, INC.

Permanent Residence Application Reimbursement Agreement

1.0 Objective

This Permanent Residence Application Reimbursement Agreement ("Agreement") between Facebook, Inc. ("Company") and Ben Wu ("you") sets forth the respective financial and other responsibilities in connection with the Company seeking permanent residence status for you in the United States.

2.0 Scope

You must sign this Agreement before the Company incurs any expenditures in furtherance of a permanent residence application on your behalf.

3.0 No Change to At-Will Employment

Neither the fact that the Company has undertaken efforts to apply for permanent residence status for you, nor any information provided by the Company in any documentation created or submitted in support of any application for such status, is intended to alter or will alter the at-will nature of your employment with the Company.

4.0 Responsibilities

4.1 Immigration Counsel

The Company will work with an attorney of its own choosing to apply for permanent residence status for you. You will be expected to cooperate fully with such attorney and to promptly provide requested information and documentation. In the event that you fail to fully and promptly cooperate, the Company may discontinue your permanent residence application process.

4.2 Eligibility for Permanent Residence Process

To be eligible for the Company initiating the permanent residence process on your behalf: (a) you must be a full-time employee; (b) your manager must approve the Company undertaking the permanent residence process on your behalf; and (c) your performance must be satisfactory, as determined in the sole discretion of the Company.

4.3 Legal Fees and Costs

Generally, the total amount of legal fees and costs incurred to obtain permanent residence, exclusive of legal fees and costs associated with the labor certification process, is approximately \$11,000; the total amount expended to process your application, exclusive of legal fees and costs associated with the labor certification process, may vary depending upon any number of facts and circumstances existing and applicable to you (the "Permanent Residence-Related Fees and Costs").

Subject to the terms and conditions of this Agreement, the Company will pay your Permanent Residence-Related Fees and Costs in connection with your employment with the Company.

4.4 Reimbursement Terms

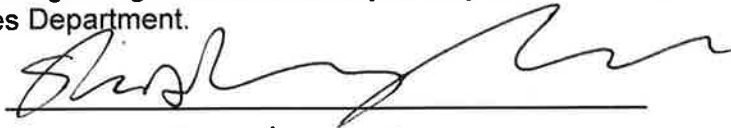
You agree that, in the event that you are not employed on a full-time basis by the Company for at least one year from the date the Company initiates the permanent residence process on your behalf, you shall reimburse the Company 100% of the Permanent Residence-Related Fees and Costs incurred on your behalf; Notwithstanding the foregoing, you will not be required to reimburse the Company for the Permanent Residence-Related Fees and Costs in the event the Company terminates your employment without cause.

You shall reimburse the Company any amounts you may owe under this Agreement within 30 days of the termination of your employment. If you fail to reimburse the Company for the full amount of any Permanent Residence-Related Fees and Costs owed within this timeframe, the Company may take legal action against you to recover the Permanent Residence-Related Fees and Costs owed. In addition, you agree that the Company shall be entitled to recover its reasonable attorneys' fees and costs that it incurs in any such legal action.

5.0 Signatures and Acknowledgement

You acknowledge by your signature below that you have received a copy of this Agreement and that you agree to its terms. If you have any questions about the Agreement or your obligations regarding reimbursement, you may consult with the Company's Human Resources Department.

Employee Signature:



Date:

2/10/2014

CC: Legal Department