



Smithsonian Institution

The Board of Regents

Chancellor
The Chief Justice of
the United States

March 9, 2014

Chair
John W. McCarter Jr.
Illinois

Dr. David J. Skorton



Vice Chair
Shirley Ann Jackson
New York

Dear Dr. Skorton:

Members
The Vice President of
the United States

On behalf of the Board of Regents, I am extremely pleased by your election as the Thirteenth Secretary of the Smithsonian Institution. We value your strong interest in the Smithsonian, your broad background and experience, and your appreciation of the unique nature of, and opportunities for, the Institution. At this point I would like to outline the basic terms of your compensation and benefits as well as some of our mutual understandings and expectations for this relationship.

The Honorable
Thad Cochran
Mississippi

The Honorable
Patrick J. Leahy
Vermont

You will serve as the Chief Executive Officer of the Smithsonian, with such authority and duties as set forth in the Charter and Bylaws, and as established by the Board of Regents and the Executive Committee. You will carry into effect the policies and programs approved by the Board of Regents and those provided in applicable law and regulation. You will have responsibility and authority for appropriate and sound management of the administrative, fiscal and personnel aspects of the Smithsonian within the established parameters of applicable Federal laws and Smithsonian policies.

The Honorable
John F. Reed
Rhode Island

The Honorable
Xavier Becerra
California

Among the overarching goals and responsibilities of the Secretary will be to advance the intellectual mission of the Smithsonian by crafting a compelling vision for its programs; to promote the public's engagement in its activities and operations; to secure the necessary support from the Smithsonian's many key stakeholders, including the Congress, the Smithsonian staff, and the public; to extend the reach of the Smithsonian to reflect the diversity of America; to ensure intellectual vibrancy and vigor in its pursuits; and to build on the meaningful and constructive partnership with the Board of Regents. Through our many conversations, the Board became confident that you appreciate the importance of securing the resources to achieve these crucial goals. Although the Smithsonian traditionally receives generous funding from Federal appropriations, additional funding from the private sector is necessary. Consequently, as Secretary you will help identify and cultivate donors, grantors, and government partners to augment our traditional Federal support.

The Honorable
Tom Cole
Oklahoma

The Honorable
Sam Johnson
Texas

Barbara M. Barrett
Arizona

Stephen M. Case
Virginia

France A. Córdova
New Mexico

John Fahey
District of Columbia

With regard to compensation, your base salary will be \$795,000, paid bi-weekly in accordance with the Smithsonian's normal payroll practices and your benefits reflect those earned by all senior Trust executives. You will also be provided with a lump sum payment of \$150,000 (pre-withholding) as a recruitment incentive; in return, you will be required to execute a service agreement to remain with the Institution for a year after your start date.

Robert P. Kogod
Washington, D.C.

Risa Lavizzo-Mourey
Pennsylvania

David M. Rubenstein
Maryland

You will be permitted to take a reasonable amount of leave each year, tracked and reported appropriately.

Our retirement program, administered by TIAA-CREF, provides that the Smithsonian contribute an amount equal to 12 percent of your annual salary up to the Social Security wage base, \$117,000 for 2014, and an additional 17 percent of regular salary above that base, up to the statutory limit, which is \$260,000 for 2014. You will be able to participate immediately in the plan and contributions to your account will be fully vested. You may also participate in one of our health insurance plans. Group life insurance and long-term disability insurance are provided at no cost. These benefits are described in the Smithsonian Institution Trust Fund Employee Benefit Program Overview that the Smithsonian's Office of Human Resources has previously sent you. For your convenience, a copy is enclosed.

As Secretary, your appointment is at-will, serving at the discretion of the Board of Regents. You will be subject to the Institution's current Standards of Conduct and the Smithsonian Statement of Values and Code of Ethics, as well as the policies established by the Board of Regents and the Smithsonian administration. Copies of the Standards of Conduct and the Statement of Values and Code of Ethics are also enclosed. Judith Leonard, who, as General Counsel, is also the Institution's Chief Ethics Officer, is available to address any questions.

Your employment is subject to satisfying a background investigation conducted by the United States Office of Personnel Management. The Smithsonian's Office of Human Resources will be providing you with further details. Your start date will be no later than July 1, 2015.

If you agree with the terms and conditions outlined in this letter, please indicate so by counter-signing this letter below and returning it to me.

The Board is excited by your election, and we look forward to formally welcoming you to the Smithsonian.

Sincerely,



John W. McCarter, Jr. ✓
Chair, Board of Regents

Enclosure



Accepted: Signature

3/9/14

Date