



January 28, 2021

Dear Josette:

I am pleased to offer you the role of Executive Chairman at the McCain Institute. In this role, you would report to me and work closely with the McCain Institute Board of Trustees. Your start date for this position would be February 1, 2021. In this role you would oversee a strategic evaluation of the Institute's mission and programs with a goal of ensuring transformational impact in the U.S. and the global community through the vision of its namesake, Sen. John S. McCain.

As Executive Chairman at the McCain Institute, you would be appointed at ASU at a .75 FTE and your annual salary would be \$400,000 per year. You will be provided with administrative and support services as needed and would be provided an office at the ASU Barrett-O'Connor Center in Washington, DC. This appointment as a university consultant would be subject to all applicable university policies including, but not limited to, SPP 301.

You would also be appointed as a Professor of Practice in an appropriate college or school at ASU. The professor of practice appointment would be made separately by the ASU Executive Vice-President and Provost.

Thank you, Josette, for your willingness to take on this role in helping advance the McCain Institute at Arizona State University. We are fortunate to have your leadership and oversight for the McCain Institute at this very important time for the Institute and the country.

Please sign and return this letter at your earliest convenience to confirm your acceptance of this appointment.

Sincerely,

A handwritten signature in blue ink that reads "Michael Crow".

Michael Crow
President & Professor

This foregoing conditional offer of employment is accepted:

Josette Sheeran