

UNIVERSITY OF MICHIGAN

Mark S. Schlissel
President

2074 Fleming Administration Building
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October 31, 2014

Personal and Confidential

James Hackett

Dear Jim,

This letter is to confirm my offer and your acceptance of the position of Interim Athletic Director at the University of Michigan, subject to approval by the Board of Regents. As Interim Athletic Director, you will report directly to me.

Your appointment will be effective November 1, 2014. The term of your appointment is indefinite, at the will of the President, and is expected to continue until such time as a new Athletic Director is installed. Your salary will be set at the annual rate of \$600,000. If you choose to do so, you will be eligible to participate in the University's benefit programs offered to regular faculty and staff, as may be amended from time to time. This includes health insurance, prescription drug, dental, vision, legal, life insurance, retirement savings programs, dependent and medical care flexible spending accounts, short term and long term sick and disability plans, and vacation, holiday and season days. In addition, the University will provide you with a non-elective, institutional 403(b) contribution to be concurrent with the appointment and in accordance with any pre-existing retirement plan and applicable IRS limits.

In accordance with NCAA requirements, you shall provide a written detailed account annually to the president or chancellor for all athletically related income and benefits from sources outside the institution.

The University will assist you in locating a furnished rental to accommodate your household while you are in Ann Arbor and will reimburse you for reasonable moving expenses up to 1/12th of your base annual salary. The University will also provide you with a monthly housing allowance equal to the cost of the rental that you secure (grossed up for taxes). If you should have to sign a lease and your appointment ends before the term of the lease expires, the University will assume any liability for payments under the lease.

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You may continue to serve on any external boards on which you currently serve during your term of this interim appointment in accordance with University regulations on outside employment and conflict of interest. Consistent with existing University policy, you must discuss with and seek approval from me prior to accepting any new appointments. Any other consulting, professional engagements or contracts are subject to my prior approval, which will not be unreasonably withheld.

All other terms and conditions of your appointment will be those generally applicable to University employees.

I deeply appreciate your willingness to serve the University of Michigan in this capacity, and I look forward to working with you.

Sincerely,



Mark S. Schlissel
President

I accept your offer of appointment as Interim Athletic Director for the University of Michigan in accordance with these terms.


James Hackett

Date 11/3/14