



## Smithsonian Institution

Lawrence M. Small  
Secretary

May 24, 2004

The Honorable C.W. Bill Young  
Chairman, Committee on Appropriations  
U.S. House of Representatives  
Washington, DC 20515

Dear Mr. Chairman:

The Smithsonian Institution is a trust establishment of the United States. While the Smithsonian Institution is not specifically covered by Public Law 105-270, the Federal Activities Inventory Reform Act, we are committed to ensuring that appropriated funds are used efficiently to carry out our work, either by employees or contractors. Pursuant to Section 647(b), Division F of Public Law 108-199, the Consolidated Appropriations Act, FY 2004, I hereby report that the Smithsonian Institution did not conduct or announce competitions under Office of Management and Budget Circular A-76 during FY 2003. The Smithsonian Institution does not plan to conduct or announce competitions during FY 2004.

The Smithsonian is developing its plan for Strategic Management of Human Capital. Coordination is ongoing to ensure that the Smithsonian's strategy includes elements and procedures for continually assessing future human capital requirements. Competitive sourcing shall be included as one method by which managers can ensure that there are always qualified and highly skilled individuals available to conduct the Smithsonian's business.

The Smithsonian is committed to employing the most efficient and effective methods for conducting its work and fulfilling its responsibility as steward of America's history in cultural and scientific achievement.

Thank you for the opportunity to report on this important issue. Please contact me if you require additional information.

All the best,

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