

Compensation Committee Activities Report - 1 January 2019 through 30 June 2019

Completed Activities

Item	Description	Committee Completion Date	Accomplishments/Outcome
1. Ombudsman FY19 Goals for At-Risk Compensation	Following discussion with the Ombudsman and internal committee discussion, the committee asked the Ombudsman for addition detail and metrics to be included in his FY19 goals for his At-Risk Compensation component.	26 January 2019	Ombudsman submitted revised goals to the Compensation Committee on 12 April 2019.
2. President and CEO At-Risk Compensation for Second Half of FY19	Following discussion with the President and CEO and internal committee discussion, the committee recommended that the Board approve the President and CEO's At-Risk Compensation for the second half of FY19.	14 June 2019	Recommended that the Board approve the President and CEO At-Risk Compensation for second half of FY19, which the Board approved on 23 June 2019.
3. President and CEO goals for FY20	Following discussion with President and CEO and internal committee discussion, the committee recommended that the Board adopt the goals for the President and CEO's FY20.	14 June 2019	Recommended that the Board approve FY20 goals for the President and CEO, which the Board approved on 23 June 2019.
4. Officer Compensation	Following a proposal from, and discussion with, President and CEO and internal committee discussion, the committee recommended that the Board authorize the President and CEO to increase Officers' base compensation for FY20 in an amount not to exceed 3% of current base pay.	14 June 2019	Recommended that the Board authorize the President and CEO to increase Officers' base compensation for FY20 in an amount not to exceed 3%, which the Board authorized on 23 June 2019.

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5. President and CEO Compensation	Following internal committee discussion, the committee recommended that the Board approve an increase in the President and CEO's base salary for FY20 by 3%, to be consistent with the increases for the rest of the ICANN Officers.	14 June 2019	Recommended that the Board approve a 3% increase of the President and CEO's base compensation for FY20, which the Board approved on 23 June 2019.
6. Board Compensation Periodic Review	The Committee discussed whether it should consider asking for an updated report from independent compensation experts to assess current state of non-profit Board member compensation and requested that ICANN org commission such a study for consideration at an upcoming committee meeting.	14 June 2019	TBD following receipt and consideration of study.