

Compensation Committee Activities Report - 1 July through 31 December 2016

Section I: Completed Activities

Item	Description	BGC Completion Date	Accomplishments/Outcome
1. President and CEO FY17 SR1 At-Risk Compensation	Following discussion with President and CEO and internal Committee discussion, the committee recommended that the Board approve the President and CEO's FY17 SR1 At-Risk Compensation.	2 November 2016	Approved recommendation to Board re: President and CEO FY17 SR1 At-Risk Compensation, which the Board approved on 13 December 2016.
2. Officer Compensation	Following discussion with President and CEO and internal Committee discussion, the committee recommended that the Board approve an increase to the compensation for the CIO.	2 November 2016	Approved recommendation to Board re: increase to CIO compensation, which the Board approved on 13 December 2016.

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Section II: In-Progress Activities

Item	Description	Target Completion Date	Status
1. President and CEO FY17 SR2 At-Risk Compensation	The President and CEO and the Committee have had ongoing discussions about goal setting for at-risk compensation.	TBD	Discussion still in progress
2. Ombudsman FY17 performance goals	The Ombudsman and the Committee have had ongoing discussions about goal setting for at-risk compensation for FY17.	TBD	Discussion still in progress
3. Organization At-Risk Compensation Structure	The President and CEO and the Committee have had ongoing discussions about at-risk compensation framework for ICANN Organization.	TBD	Discussion still in progress