

## Compensation Committee Activities Report - 1 July 2019 through 31 December 2019

### Completed Activities

Item	Description	Committee Completion Date	Accomplishments/Outcome
1. Evaluation of Board Member Compensation	In response to a request from the Committee, ICANN org commissioned a study on comparable Board member compensation. That report indicated that the current level of Board member compensation was in line with comparable organizations. Accordingly, the Committee agreed not to recommend any changes to Board member compensation.	1 October 2019	The Committee informed the Board that it had obtained a compensation expert report regarding comparable Board compensation and, based on the report, would not be recommending any changes to Board member compensation.
2. Ombudsman FY19 At-Risk Compensation	The Committee received a report from the Ombudsman regarding his performance of his goals agreed for his FY19 at-risk compensation. The Committee discussed the report with the Ombudsman and then amongst themselves, and agreed to recommend that the Board approve payment to the Ombudsman for his FY19 At-Risk compensation.	22 October 2019	The Committee recommended that the Ombudsman be paid his FY19 At-Risk Compensation, which the Board approved on 3 November 2019 (see <a href="https://www.icann.org/resources/board-material/resolutions-2019-11-03-en#1.d">https://www.icann.org/resources/board-material/resolutions-2019-11-03-en#1.d</a> ).
3. Ombudsman FY20 Goals	The Committee received a report from the Ombudsman regarding how his goals for FY20 have been updated.	22 October 2019	Committee agreed on Ombudsman's FY20 goals as updated.

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4. President and CEO At-Risk Compensation for First Half of FY20	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 first half of FY19.	9 December 2019	The Committee recommended that the Board approve the President and CEO At-Risk Compensation for first half of FY20, which the Board approved on 12 December 2019 (see <a href="https://www.icann.org/resources/board-material/resolutions-2019-12-12-en#2.a">https://www.icann.org/resources/board-material/resolutions-2019-12-12-en#2.a</a> ).

