## ICANN FY14 Draft Budget Proposal - Projects list -AtTask exported as of 04/29/2013

OBJECTIVE GOAL PORTFOLIO PROGRAM	Sum of Total Expenses
Affirmation of Purpose - Fadi Chehade	\$15,640,547
Act as Steward of the Public Interest - Sally Costerton	\$1,459,249
Affirmation of Commitments - Denise Michel	\$1,459,249
ATRT (Accountability & Transparency) Reviews	\$278,406
Consumer Choice & Competition Review	\$16,881
Other Programs for Affirmation of Commitments	\$371,666
SSR (Security, Stability, Resiliency of the DNS) Reviews	\$393,213
WHOIS Reviews	\$399,083
Identify and Execute Strategic Programs to Serve the Public Interest - Sally Costerton	\$0
Clarify the role of public participation	\$0
Deepen Partnerships with Internet Organizations - Tarek Kamel	\$27,916
Build stronger partnership with the ISOC, IAB, IETF, ARIN, APNIC, AFRINC, LACNIC, RIPE, W3C, ICANN - J	
I* Joint Project Coordination	\$2,645
Engagement with I*Regional Organizations	\$25,271
Deliver Core Internet Functions - Akram Atallah	\$10,976,094
Contractual Compliance Functions - Maguy Serad	\$2,044,499
Contractual Compliance Complaint Processing and Monitoring Activities	\$1,473,201
Other Programs for Contractual Compliance Functions	\$571,298
Contractual Compliance Initiatives - Maguy Serad	\$1,381,202
Contractual Compliance Audit Program	\$1,115,853
Contractual Compliance Contract & Policy-driven Initiatives	\$103,286
Contractual Compliance New gTLD Program Readiness	\$162,063
Contractual Compliance Outreach	\$0
Improve Contractual Compliance Program	\$0
IANA Operations - Elise Gerich	\$2,737,165
Business Excellence (EFQM)	\$519,341
Implement IP address Global Policies	\$237,388
Other Programs for IANA Operations	\$1,824,525
Root Zone Operations	\$1,824,323
IDN Variant Initiative - Denise Michel	\$1,435,598
IDN Variant Initiative	\$1,435,598
	\$1,435,598
Security Stability & Resiliency - Jeff Moss	
Engagement with Regional Organizations	\$471,876
Other Programs for Security Stability & Resiliency	\$2,236,572
Strengthen Root System - Elise Gerich DNS Operations	\$669,182 \$239,505
IDN ccTLD Fast Track	\$138,060 \$202,642
L-root Operations and Development	
Root Zone Mgt Improvements	\$88,976
Engage in the Internet Governance Ecosystem - Tarek Kamel	\$3,177,287
Coordination of ICANN participation in Internet Governance - Nigel Hickson	\$3,177,287
Capacity Building	\$1,934,405
Engagement with DNS and ICANN Community Groups in the Regions	\$0
Engagement with relevant IGOs and IOs	\$1,242,882
Enhance IGF involvement	\$0
Enhance ITU relationship	\$0
Other Programs for Coordination of ICANN participation in Internet Governance	\$0

OBJECTIVE GOAL PORTFOLIO PROGRAM	Sum of Total Expenses
Internationalization - Fadi Chehade	\$11,899,172
Communicate Effectively with Stakeholders - Sally Costerton	\$67,477
Effective Matrix Implementation - Chris Mondini	\$0
Geographic Matrix Development	\$0
Transparency in IANA Functions Performance & Reporting - Elise Gerich	\$67,477
Contracted IANA Performance Reports	\$67,477
Other Programs for Transparency in IANA Functions Performance & Reporting	\$0
Engage Stakeholders Globally - Sally Costerton	\$11,712,068
Brand ICANN (and promote) the Multistakeholder Model of Governance - James Trengrove	\$143,057
Reputational Research	\$143,057
Engage Stakeholders Regionally - Tarek Kamel	\$5,583,607
Implement Regional Strategies	\$5,583,607
Global Stakeholder Engagement Planning - Sally Costerton	\$1,798,196
Create stakeholder engagement plan	\$1,798,196
Language Services - Nora Abusitta	\$3,651,650
Language Services Policy & Procedures Implementation	\$3,651,650
Raising Awareness of ICANN Worldwide - James Trengrove	\$436,219
Consolidation of media monitoring	\$0
Develop Public Forum Initiatives	\$0
Meeting media support	\$0
News Releases/Media Advisories	\$0
Other Programs for Raising Awareness of ICANN Worldwide	\$0
Pro-Active Media Outreach	\$0
Regional Communications Support	\$436,219
Regional Initiatives, including Centers of Excellence - Sally Costerton	\$99,340
Other Programs for Regional Initiatives, including Centers of Excellence	\$99,340
Evolve Government Relationships - Tarek Kamel	\$0
Strengthen Engagement with Governments - Tarek Kamel	\$0
Government Programs at Regional Level	\$0
Other Programs for Strengthen Engagement with Governments	\$0
Support GAC engagement - Tarek Kamel	\$0
GAC Admin Support (i.e., Secretariat)	\$0
Integrate Global and Regional Responsibilities - Sally Costerton	\$119,627
Effective matrix organization: functional, geographic, project management practices, staffing - Sally Co	
Distributed Center of Gravity and Matrix Organization Planning	\$54,778
Other Programs for Effective matrix organization	\$53,473
Support Legal Functional Presence in Regions - John Jeffrey	\$11,377
Create Legal Services SLA with region leads	\$11,377

CTIVE GOAL PORTFOLIO PROGRAM	Sum of Total Expenses
lti-Stakeholder Model Evolution - Fadi Chehade	\$8,168,4
Evolve SO/AC Structures - David Olive	\$460,0
Anticipate and accommodate community evolution broader geographic participation - David Olive	\$6,3
GNSO New Constituency Process	\$6,3
Manage processes & coordinate formation of new stakeholder groups	
Evolving Multi-Stakeholder Model - Denise Michel	\$254,0
Advance planning for structural evolution of ICANN	
Multi-Stakeholder Model Validation	\$194,3
Online Education Platform	\$59,
Organizational Reviews - Denise Michel	\$199,
GNSO Review	
NomCom Review	
RSSAC Reviews	
SSAC Review	
Structural (OrganizationL) Reviews Management	\$199,
TLG Reviews	
Increase and Improve Global Participation - Sally Costerton	\$1,754,3
Advanced Engagement Tools for Outreach and Participation - Sally Costerton	
Improve Remote Participation	
Other Programs for Advanced Engagement Tools	
Advanced Media Tools for Outreach and Participation - Sally Costerton	
Other Programs for Advanced Media Tools	
Deploy Collaboration Platform - Sally Costerton	\$943,
MyICANN	\$943,
Enhance Community Participation - Sally Costerton	\$810,
DNS Sector Roundtables and Task Forces	\$27,
Other Programs for Enhance Community Participation	\$691,4
Outreach Program	\$92,
Optimize Policy Development Process - David Olive	\$5,313,
Enable Cross-Stakeholder Collaboration - David Olive	\$263,
Communications Support for all supporting structures	\$263,
Support Policy Development efforts - David Olive	\$5,049,
AC Policy Advisory Support Activities	\$1,143,
ALAC Policy Support	+-//
ASO Policy Support	
ccNSO (Policy) support	
GAC Early Policy Engagement/Policy Info Support	
GNSO Policy Support	\$80,
Other Programs for Support Policy Development efforts	\$1,083,
RSSAC Policy Support	\$32,
SO Policy Development Support Activities	\$2,063,
SO-AC Participation & Engagement Support Activities	\$631,
SSAC Policy Support	\$14,
Promote Ethics and Transparency - John Jeffrey	\$640,
Conflicts of Interest Management - John Jeffrey	\$48,
Annual Conflicts of Interest Reporting	\$48,
Board Conflicts of Interest Policies and Processes	
Contractor Conflicts of Interest Policies and Processes	\$11,
Other Programs for Conflicts of Interest Management	\$9,
Contractual Compliance Reports to Community - Maguy Serad	\$157,
Contractual Compliance Annual Report	
Contractual Compliance ICANN Meeting Updates	\$157,
Contractual Compliance Monthly Updates	
Improved Accountability Structures - John Jeffrey	
Accountability Structure Review	
Supporting Accountability Structure - John Jeffrey	\$399,
Manage Accountability Structure Requests	\$61,
Other Programs for Supporting Accountability Structure	\$337,
Take actions resulting from Ethics and COI Reviews - John Jeffrey	\$34,
Institutionalize organizational ethical practices	\$34,

rIVE GOAL PORTFOLIO PROGRAM rations Excellence - Fadi Chehade	Sum of Total Expense \$106,354,4
Institutionalize Management Disciplines - Akram Atallah	\$6,240,
Deliver on Management System Mapping - Carole Cornell	\$172,
Other Programs for Deliver on Management System Mapping	
Portfolio Management Discipline Roll Out	\$172,
Establish SOPs Across the Organization - Carole Cornell	\$47,
Culture and Change Management Initiatives	\$5,
Finance Process and Procedure documentation	\$42,
Executive Office Functions - Fadi Chehade	\$2,379,
Other Programs for Executive Office Functions	\$2,379,
Implement Operational Readiness - Carole Cornell	\$8,
Business Excellence	
	\$8,
Effective Management Reporting	ېەډ
Other Programs for Implement Operational Readiness	
Provide Legal Support and Advice - John Jeffrey	\$3,380,
Build on Corporate Compliance	\$34,
General Legal Advice	\$1,194,
Key Document Management	\$55,
Legal Dept Adminstrative Support	\$34,
Litigation Management	\$1,358,
Maintain Litigation Readiness	\$703,
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Other Programs for Provide Legal Support and Advice	4054
Strategic Planning - Denise Michel	\$251,
Development of ICANN Strategic Plan in FY2014	\$251,
Other Programs for Strategic Planning	
Mature Organizational Support Functions - Akram Atallah	\$40,988,
Administrative Services - Diane Schroeder	\$8,370,
Administrative Services	\$732,
Archiving - History of ICANN	\$100,
ICANN Administration	\$100,
Management of ICANN Offices	\$4,735,
Travel Management	\$2,659,
Effective Business Operations - Akram Atallah	\$15,433,
Meetings & Conferences	\$7,402,
New gTLD Registries Onboarding	\$379,
Other Programs for Effective Business Operations	\$6,795,
Registry Services Operations	\$855,
Finance Operations - Xavier Calvez	\$1,460,
Finance Operations	\$1,460,
	\$4,734,
Human Resources - Steve Antonoff	
Human Resources	\$4,734,
Maintain Board Support - John Jeffrey	\$2,903,
Board Committees	\$213,
Board Meetings	\$1,593,
Board Secretary Function	\$79,
Board Support	\$1,016,
Strategic Initiatives Operations - Denise Michel	\$520,
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Other Programs for Strategic Initiatives Operations	\$520,
Support Enterprise Wide Systems - Edward Beck	\$7,565,
Customer Relationship Enterprise Systems	\$238,
Enterprise Resource Management Systems	\$417,
Information Technology Operations	\$6,909,
Optimize gTLD Services - Akram Atallah	\$56,886,
gTLD Services - Cyrus Namazi	\$3,030,
Ongoing gTLD Registry Liaison	\$1,737,
Registrar Contract Management	\$673,
Registrar Engagement & Relationship Management	\$619,
gTLD Operations - Christine Willett	\$52,737,
New gTLD Application Processing	\$42,428,
New gTLD Communications	\$457,
New gTLD Customer Service	\$1,678,
New gTLD Financial Management	\$281,
New gTLD Process Design & Documentation	\$1,628,
New gTLD Rights Protection	\$736,
New gTLD Support and Administration	\$5,238,
New gTLD System Management	\$265,
New gTLD Vendor Procurement	\$23,
Outreach and relationship management with existing and new Registry, Registrar community - Cyru	
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OBJECTIVE GOAL	PORTFOLIO PROGRAM	Sum of Total Expenses				
Plan fo	\$2,239,567					
	Continuity of outside mechanism (e.g. UDRP, TMCH) - Cyrus Namazi					
	Dispute Resolution Processes	\$3,314				
	\$1,155,447					
	Other Programs for ICANN Communications					
	Risk Management - John Jeffrey					
	\$812,548					
	\$268,258					
Grand Total		\$142,062,627				

## ICANN FY14 Draft Budget Proposal - Projects list -AtTask exported as of 04/29/2013

## 45,504,181 16,158,877 63,356,257 17,043,312 142,062,627

ICANN I I I Plant Budget	Proposal - Projects list -Atrask e	xponted as on 04/25/2015								05,530,257 17,045,512 142,002,027
OBJECTIVE	GOAL	PORTFOLIO	PROGRAM	Description Program Metrics	Program Dependencies	Program Stakeholders	Program Topics			Prof Serv Admin Total Expenses
Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey Promote Ethics and Transparency - John Jeffrey	Contractual Compliance Reports to Community - Maguy Serad Contractual Compliance Reports to Community - Maguy Serad	Contractual Compliance ICANN Meeting Updates Contractual Compliance Monthly Updates					157,698		157,698
Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Evolve SO/AC Structures - David Olive	Organizational Reviews - Denise Michel	RSSAC Reviews							
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	AC Policy Advisory Support Activities	Dptimize efficiency and effectiveness of community policy developmer Maintain records of feedback and community activities (e.g., active@primize efficiency and effectiveness of community policy developmer Maintain records of feedback and community activities (e.g., active@primer.		Community, Staff and Board		FY13 T3 849,147		
Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive Support Policy Development efforts - David Olive	SO Policy Development Support Activities SO-AC Participation & Engagement Support Activities	Optimize efficiency and effectiveness of community policy developmen Maintain records of feedback and community activities (e.g., active@ri	oject Community, staff and Board	Community, Staff and Board Community, Staff and Board		FY13 T3 1,461,637 FY13 T3 272,043	324,000	367,875 2,063,662 33,750 1,500 631,293
Multi-Stakeholder Model Evolution - Fadi Chehade	Increase and Improve Global Participation - Sally Costerton	Advanced Engagement Tools for Outreach and Participation - Sally Coster	Other Programs for Advanced Engagement Tools	Other Programs for Advanced Engagement Tools						
Multi-Stakeholder Model Evolution - Fadi Chehade Affirmation of Purpose - Fadi Chehade	Increase and Improve Global Participation - Sally Costerton Act as Steward of the Public Interest - Sally Costerton	Affirmation of Commitments - Denise Michel	Other Programs for Advanced Media Tools Other Programs for Affirmation of Commitments	Other Programs for Advanced Media Tools Other Programs for Affirmation of Commitments				113,666	78,000	180,000 · 371,666
Multi-Stakeholder Model Evolution - Fadi Chehade Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade Operations Excellence - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey	Conflicts of Interest Management - John Jeffrey	Other Programs for Conflicts of Interest Management	Other Programs for Conflicts of Interest Management				9,605		9,605
Affirmation of Purpose - Fadi Chehade	Engage in the Internet Governance Ecosystem - Tarek Kamel	Contractual Compliance Functions - Maguy Serad Coordination of ICANN participation in Internet Governance - Nigel Hicks	Other Programs for Contractual Compliance Functions Other Programs for Coordination of ICANN participation in Internet Go	Other Programs for Contractual Compliance Functions Other Programs for Coordination of ICANN participation in Internet Governance				320,888	201,450	48,960 571,298
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atalian	Deliver on Management System Mapping - Carole Cornell	Other Programs for Deliver on Management System Mapping	Other Programs for Deliver on Management System Mapping						301,230 3,570,200 6,795,680
Internationalization - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah Integrate Global and Regional Responsibilities - Sally Costerton	Effective Business Operations - Akram Atallah Effective matrix organization: functional, geographic, project manageme	Other Programs for Effective Business Operations Other Programs for Effective matrix organization	Other Programs for Effective Business Operations Other Programs for Effective matrix organization				2,766,250 29,173		24.300 · 53.473
Internationalization - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Integrate Global and Regional Responsibilities - Sally Costerton Increase and Improve Global Participation - Sally Costerton	Enhance Community Participation - Sally Costerton	Other Programs for Effective matrix organization Other Programs for Enhance Community Participation	Other Programs for Enhance Community Participation				179,696	420,600	
Operations Excellence - Fadi Chehade Affirmation of Purpose - Fadi Chehade Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Ataliah Deliver Core Internet Functions - Akram Ataliah	Executive Office Functions - Fadi Chehade IANA Operations - Elise Gerich	Other Programs for Executive Office Functions Other Programs for IANA Operations	Other Programs for Executive Office Functions Other Programs for UNA Operations				1,829,785 1,058,250	279,350 235,750	262,346 7,800 2,379,281 510,525 20,000 1,824,525
Operations Excellence - Fadi Chehade	Plan for Scale, Security, Continuity - Akram Ataliah Institutionalize Management Disciplines - Akram Ataliah		Other Programs for ICANN Communications Other Programs for Implement Operational Readiness	Other Programs for ICANN Communications Other Programs for Implement Operational Readiness				666,722	54,650	510,525 20,000 1,824,525 370,875 63,200 1,155,447
Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Ataliah Optimize gTLD Services - Akram Ataliah Institutionalize Management Disciplines - Akram Ataliah		Other Programs for Implement Operational Readiness Other Programs for Outreach and relationship management	Other Programs for Imprement Operational Readiness Other Programs for Outreach and relationship management				292,346	15,550	810,900 1,118,796
Operations Excellence - Fadi Chehade Internationalization - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah	Provide Legal Support and Advice - John Jeffrey	Other Programs for Provide Legal Support and Advice	Other Programs for Provide Legal Support and Advice Other Programs for Raising Awareness of ICANN Worldwide						
Internationalization - Fadi Chehade Operations Excellence - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton Engage Stakeholders Globally - Sally Costerton Plan for Scale, Security, Continuity - Akram Atallah	Regional Initiatives, including Centers of Excellence - Sally Costerton	Other Programs for Raising Awareness of ICANN Worldwide Other Programs for Regional initiatives. Including Centers of Excellence	Other Programs for Rabing Awareness of Down wondownee Other Programs for Regional Initiatives, including Centers of Excellence Other Programs for Rich Homesmann				36,690	12,400	20,250 30,000 99,340
Operations Excellence - Fadi Chehade	Plan for Scale, Security, Continuity - Akram Ataliah Deliver Core Internet Functions - Akram Ataliah	Risk Management - John Jeffrey	Other Programs for Risk Management	Other Programs for Kisk Wahagement				146,758		121,500 · 268,258
Affirmation of Purpose - Fadi Chehade Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Ataliah	Security Stability & Resiliency - Jeff Moss Strategic Initiatives Operations - Denise Michel	Other Programs for Security Stability & Resiliency Other Programs for Strategic Initiatives Operations	Other Programs for Security Stability & Resiliency Other Programs for Strategic Initiatives Operations				1,136,847 252,950	148,450 150,550	
Operations Excellence - Fadi Chehade Internationalization - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah Evolve Government Relationships - Tarek Kamel	Strategic Planning - Denise Michel	Other Programs for Strategic Planning	Other Programs for Strategic Planning						
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Strengthen Engagement with Governments - Tarek Kamel Support Policy Development efforts - David Olive	Other Programs for Strengthen Engagement with Governments Other Programs for Support Policy Development efforts	Other Programs for Strengthen Engagement with Governments Other Programs for Support Policy Development efforts				653,466	213.500	139,050 77,000 1,083,016
Multi-Stakeholder Model Evolution - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey	Supporting Accountability Structure - John Jeffrey	Other Programs for Supporting Accountability Structure	Other Programs for Supporting Accountability Structure				232,408	39,700	17,955 47,760 337,823
Operations Excellence - Fadi Chehade	Communicate Effectively with Stakeholders - Sally Costerton Optimize gTLD Services - Akram Ataliah	Transparency in IANA Functions Performance & Reporting - Elise Gerich gTLD Services - Cyrus Namazi	Other Programs for Transparency in IANA Functions Performance & Re Ongoing gTLD Registry Liaison	Other Programs for Transparency in IANA Functions Performance & Reporting Coordinate and manage day-to-day Registry Liaison Operations Establish process and systems to support the New gTLD Resgistries	Community, Staff	Community, Staff and Board	New gTLD Registries	FY13 T3 1,225,083	240,550	40,500 230,880 1,737,013
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Optimize gTLD Services - Akram Atallah	gTLD Services - Cyrus Namazi	Registrar Contract Management	The Registrar Contract Management program encompasses everyday c. Successful and timely conclusion of project work. Formal and informa Registrar Engagement & Relationship Management program work inclu Successful and timely conclusion of project work. Formal and informa	I fee (project-specific)	Registrar Stakeholder Group, registra		FY13 T3 535,880 FY13 T3 392,081		120,825 16,920 673,625
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Optimize gTLD Services - Akram Atallah Mature Organizational Support Functions - Akram Atallah	gTLD Services - Cyrus Namazi Administrative Services - Diane Schroeder	Registrar Engagement & Relationship Management Administrative Services	Represents the day to day operations of the Administrative Services De The elements of this program will be measured generally by the qualit	y and Staff, legal, management	Registrar Stakeholder Group, registra Staff, legal, management		FY13 T3 202.315		<ul> <li>530.272 732.587</li> </ul>
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah	Administrative Services - Diane Schroeder	Archiving - History of ICANN	Develop and manage the creation of a historical record of ICANN. Establish program parameters to support ICANN's strategic objectives.	Staff, legal, management	community in general	ICANN History	FY13 T3 27,969 FY13 T3 70,168	18,600	54,000 - 100,569
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah Mature Organizational Support Functions - Akram Atallah	Administrative Services - Diane Schroeder Administrative Services - Diane Schroeder	ICANN Administration Management of ICANN Offices	Administrative support functions for ICANN Effective use of administrative staff against budget parameters Management of all ICANN Offices Effective management of offices within budget parameters to meet IC	Staff, management ANN Staff, legal, management	Staff, management Staff, legal, management, Board	Globalization	FY13 T3 70,168 FY13 T3 495,470	72,000	47,250 4,177,036 4,735,156
Operations Excellence - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah	Administrative Services - Diane Schroeder	Travel Management	Management of travel for ICANN Meeting travel requirements against budget parameters.	Staft, management, community	Staff, management, community	Travel, Meetings	FY13 T3 123,048		
Mutti-Stakeholder Model Evolution - Fadi Chehade Affirmation of Purpose - Fadi Chehade	Increase and Improve Global Participation - Sally Costerton Act as Steward of the Public Interest - Sally Costerton	Advanced Engagement Tools for Outreach and Participation - Sally Costee Affirmation of Commitments - Denise Michel	Improve Remote Participation ATRT (Accountability & Transparency) Reviews	Technical and process improvements to encourage and expand remote Quantifying participation through number of participants and active p Support the assessment of ICANN's commitments, the Board's consider Fulfillment of staff support and liaison functions	artic IT participation. Meetings team	ICANN community Community, Board, staff and manage		FY13 T3 160,956	78,800	37,800 850 278,405
Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade	Act as Steward of the Public Interest - Sally Costerton Act as Steward of the Public Interest - Sally Costerton	Affirmation of Commitments - Denise Michel	Consumer Choice & Competition Review	Support the assessment of ICANN's commitments, the Board's conside Fulfillment of staff support and liaison functions Support: the assessment of whether introduction or expansion of gTLD Fulfillment of staff support and lalaison functions	Community, Board, staff and management Community, Board, staff and management	Community, Board, staff and manage		FY13 T3 16,881		· · · 16,881
Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade	Act as Steward of the Public Interest - Sally Costerton Act as Steward of the Public Interest - Sally Costerton	Affirmation of Commitments - Denise Michel Affirmation of Commitments - Denise Michel	SSR (Security, Stability, Resiliency of the DNS) Reviews WHDIS Reviews	Support the assessment of ICANN's commitments, the Board's consider Execute Board Resolution Support the assessment of ICANN's commitments, the Board's consider Execute Board resolution	Community, Board, staff	Community, Board, staff		FY13 T3 235,138 FY13 T3 126,363	12,650 153,250	133,425 12,000 393,213 118,620 850 399,083
Multi-Stakeholder Model Evolution - Fadi Chehade	Evolve SD/AC Structures - David Olive	Anticipate and accommodate community evolution broader geographic p	GNSD New Constituency Process	Track community interest, manage processes & coordinate formation of Create processes as necessary; document efficient implementation of	exist Community, SG leaders, Legal Team and Board	Community, Staff and Board		FY13 T3 6,335	-	6,335
Multi-Stakeholder Model Evolution - Fadi Chehade Internationalization - Fadi Chehade	Evolve SO/AC Structures - David Olive Engage Stakeholders Globally - Sally Costerton	Anticipate and accommodate community evolution broader geographic of Brand ICANN (and promote) the Multistakeholder Model of Geographics	Manage processes & coordinate formation of new stakeholder groups	Track community interest, manage processes & coordinate formation of Create processes as necessary; document efficient implementation of Resultational Research under is conducting a regiser of qualitative and Results of the research	exist Community, Legal Team and Board Participation of stakeholders	Community, Staff and Board ICANN, Board, community	ICANN's reputation - tech	FY13 T3 . FY13 T3 8,057		135,000 · 143,057
Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade	Despen Partnerships with Internet Organizations - Tarek Kamel	Brand ICANN (and promote) the Multistakeholder Model of Governance Build stronger partnership with the ISOC, IAB. IETF. ARIN. APNIC, AFRINC,	I* Joint Project Coordination	Reputational Research vendor is conducting a series of qualitative and Results of the research. Collaborate with 1* partners on joint projects Collaborate with 1* partners on joint projects Collaborate with 1* partners Collaborate with 1* partners	Agreed joint projects	I* partners	Internet governance, sup	FY16 T3 2,645		2.645
Affirmation of Purpose - Fadi Chehade Multi-Stakeholder Model Evolution - Endi Chehade	Deepen Partnerships with Internet Organizations - Tarek Kamel Promote Ethics and Transparency - John Jeffrey	Build stronger partnership with the ISOC, IAB, IETF, ARIN, APNIC, AFRINC,	Engagement with I*Regional Organizations	Establishment of projects and work activities under a cohesive global p Develop, support and maintain various programs, projects tools and m	hecha Community, SG leaders, Legal Team and Board	Community, Staff and Board ICANN and NTIA		FY14 T3 12,871 FY14 T2 5,245	12,400	
Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade		Conflicts of Interest Management - John Jeffrey Conflicts of Interest Management - John Jeffrey	Annual Conflicts of Interest Reporting Board Conflicts of Interest Policies and Processes	Establishment of projects and work activities under a cohesive global p Develop, support and maintain various programs, projects nots and m Maintain program for staff annual coefficts of interest reporting, includ 1 ensure that all employees are in compliance with annual coefficts of administration and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1) Regularly inform board member's of collegations on coefficts of interest policies and processed 1).	rest. board of directors, board governance committee, chairman of board	board, exec, community	col, conflicts, conflicts of	FY13 T3 11,377		· · · 25271 · · · 5245 · · · 11,377
Multi-Stakeholder Model Evolution - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey Plan for Scale, Security, Continuity - Akram Atallah	Conflicts of Interest Management - John Jeffrey Continuity of outside mechanism (e.g. UDRP, TMCH) - Cyrus Namazi	Contractor Conflicts of Interest Policies and Processes Dispute Resolution Processes	Develop a plan to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors have completed disclosure Plan is in place to ensure that all contractors that all contractors that all contractors that the place to ensure that all contractors that the place to ensure that all contractors that the place that the place to ensure that all contractors that the place to ensure	re fo Contractors	ICANN and NTIA	dispute resolution udro	22,545 FY13 T3 3,314		22,545
Multi Skaleholder Model Fouldion - Fall Orhubae Multi Skaleholder Model Fouldion - Fall Orhubae Operations Excellence - Fall Orbubae Alfirmation of Purysone - Fall Orbubae	Deliver Core Internet Functions - Akram Atallah	Contractual Compliance Functions - Maguy Serad	Contractual Compliance Complaint Processing and Monitoring Activitie	nerve vague resolution pocesses and seek opportunities for initipally a robust y nor event an opport processes (processes) resolution way Program to cover all contractual compliance operational activities from Number of complaints by category, by 1-2-3 Process and in enforcement To capture audit related activities Completion of the 5 Audit Phases/Audit findings;Number of Audit related	nt;Ti System; Staff;	ICANN Community;		FY16 T3 1,318,761		154,440 · 1,473,201
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah Deliver Core Internet Functions - Akram Atallah		Contractual Compliance Audit Program Contractual Compliance Contract & Policy-driven Initiatives	To capture audit related activities Completion of the 5 Audit Phases;Audit findings;Number of Audit relate To capture the range of activities related to policy initiatives, projects, Number of policy driven initiatives;Number of process and template cl	ted e Vendor; Registrars; Registry Ops; Staff	ICANN Board & Executives Policy Team; Working Groups;	Compliance	FY13 T3 317,568 FY16 T3 103,286		798,285 1,115,853 103,286
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Ataliah	Contractual Compliance initiatives - Maguy Serad	Contractual Compliance Contract & Policy-driven initiatives Contractual Compliance New gTLD Program Readiness	To capture the range of activities related to policy minutatives, projects, when an oppolicy driven minutatives, remained or policy driven minutatives, remained or policy and templated or policy and templated or policy and templated or policy and templated or policy and the p	ent a new gTLD program; Contracts; Systems; Processes	ICANN Executives		FY16 T3 162,063		162,063
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah Deliver Core Internet Functions - Akram Atallah	Contractual Compliance Initiatives - Maguy Serad	Contractual Compliance Outreach Improve Contractual Compliance Program	To capture all activities related to community and contracted parties or Number of compliance outreach activities;	System; Compliance Initiatives; Community; Policy changes;	Policy; Staff		FY13 T2 · · · · · · · · · · · · · · · · · ·		
Multi-Stakeholder Model Evolution - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey	Contractual Compliance Initiatives - Maguy Serad Contractual Compliance Reports to Community - Maguy Serad	Contractual Compliance Program Contractual Compliance Annual Report	Capture efforts or activities to improve on contractual compliance prog Number of compliance initiatives;Number of improvements; To capture all activities related to reporting, publishing and presert Monthly updates published by no later then mid-month;Number of	System, Staff	ICANN Community;		FY16 T3 -		
Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade	Engage in the Internet Governance Ecosystem - Tarek Kamel	Coordination of ICANN participation in Internet Governance - Nigel H	Capacity Building	Establishment of projects and work activities under a cohesive play Develop, support and maintain various programs, projects took a Establishment of projects and work activities under a cohesive ploy Develop, support and maintain various programs, projects tools a		Community, Board and Staff		FY14 T3 843.080		238.275 137.500 1.934.405
Affirmation of Purpose - Fadi Chehade	Engage in the Internet Governance Ecosystem - Tarek Kamel Engage in the Internet Governance Ecosystem - Tarek Kamel	Coordination of ICANN participation in Internet Governance - Nigel H Coordination of ICANN participation in Internet Governance - Nigel H	Engagement with relevant IGOs and IOs			Community, Staff and Board Community, staff, board		FY14 T3 - FY13 T3 914,132	328.750	1,242,882
Affirmation of Purpose - Fadi Chehade	Engage in the Internet Governance Ecosystem - Tarek Kamel	Coordination of ICANN participation in Internet Governance - Nigel H	Enhance IGF involvement	Establishment of projects and work activities under a cohesive glob Develop, support and maintain various programs, projects took a This is the overall umbrella program for enhancing and deepening Track invitations, ICANN engagement in the ITU groups and ITU st	nd n Community, Staff and Board	Community, Staff and Board		FY14 T3 -		
Affirmation of Purpose - Fadi Chehade Operations Excellence - Fadi Chehade	Engage in the Internet Governance Ecosystem - Tarek Kamel Institutionalize Management Disciplines - Akram Atallah	Coordination of ICANN participation in Internet Governance - Nigel H Deliver on Management System Mapping - Carole Cornell	Enhance ITU relationship Portfolio Management Discipline Roll Out	This is the overall umbrella program for enhancing and deepening. Track invitations, ICANN engagement in the ITU groups and ITU st Manage initial phases 1 and 2 of the new Portfolio Management Dit 1) Show alignment of work to Goal and Objectives 2) Enhanced co	aff a Community, Staff and Board mm ICANN Staff. Management and Board	Community, Staff and Board ICANN Staff, Management and Bo		FY14 T3 - FY14 T3 39,851		87,750 45,000 172,601
Operations Excellence - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah Increase and Improve Global Participation - Sally Costerton	Deploy Collaboration Platform - Sally Costerton	MyICANN	myICANN is to be the single place for stakeholders to interact and - Measured improvement of user satisfaction within the communi	ty Rollout of internal IT assets	ICANN community		FY13 T2 261,601	45,700	627,750 8,200 943,251
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah Mature Organizational Support Functions - Akram Atallah	Effective Business Operations - Akram Atallah Effective Business Operations - Akram Atallah	Meetings & Conferences New gTLD Rezistries Onboarding	Inter use obtained the strength of a strength of the strength	Board, staff, legal and management Staffing, project management.external resources	Community, Staff and Board Registries & contracted parties	ICANN Meetings & Cont	FY13 T3 1,019,616 FY14 T1 233.945	3,664,608	2,112,978 605,000 7,402,202 112.500 - 379.845
Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah	Effective Business Operations - Akram Atallah	Registry Services Operations	Various services pertaining to the services provided for the Registr Systems and tools - CRM, and others.	CRM, staffing nt in Board, Staff, CEO	Registry operators		FY14 T2 406.639	75.800	373.050 - 855.489
Operations Excellence - Fadi Chehade Internationalization - Fadi Chehade Internationalization - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah Communicate Effectively with Stakeholders - Sally Costerton Integrate Global and Regional Responsibilities - Sally Costerton	Effective Matrix Implementation - Chris Mondini Effective matrix organization: functional, geographic, project manag	Geographic Matrix Development	Various services certaining to the services provided for the Beexits Systems and tools - CRM, and others. Coordination and support for regional and functional intergration. Effective development and implementation of resource deployme Structural and process improvements that support ICANY's proxing Staff, physical precence and work activities in diverse geographies	nt in Board, Staff, CEO wor Resources, planning and support functions, local partner assistance, talent acquisition	Registry operators Board, Staff, Community Future stakeholders, ICANN staff a	Internationalization	FY14 T2 - FY14 T3 17,878		36,900 - 54,778
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Enable Cross-Stakeholder Collaboration - David Olive	Communications Support for all supporting structures	subctara and process improvement clara support converses to that participation of the support of the support and maintain and the support converses of the support of the support and maintain the community support of the support of	grou Comms team, Community leaders	Community, Board and Staff		FY13 T3 193,673		70,200 - 263,873
Internationalization - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton	Engage Stakeholders Regionally - Tarek Kamel	Implement Regional Strategies	Execution of Stakeholder Engagement Plans in Each Region Various Key Perfromance Indicators as submitted in regional plans	s. KF Clarity of mission, resources, coordination with ICANN community and I-star Organizations	Present and future stakeholders, I	Engagement, access, or	FY14 T3 2,666,667		797,400 830,040 5,583,607
Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Increase and Improve Global Participation - Sally Costerton Increase and Improve Global Participation - Sally Costerton	Enhance Community Participation - Sally Costerton Enhance Community Participation - Sally Costerton	DNS Sector Roundtables and Task Forces Outreach Program	Roundtable problem-solving discussions to engage DNS Sector org Success of meeting interactions, meeting outcomes, task force de Projects to enhance communication and relationships between ICA Development of platforms and tools, establishment of regular cor	liver, Resources, enthusiasm and participation from sector members mmu Resources, prioritisation with community on goals and activities, coordination, ability to scale ICANN to meet demand	Registrars, Registries, ISPs, ccTLDs Present and future stakeholders, I	Defining and elevating t Engagement, communi	FY13 T3 9,633 FY14 T3 61,851	17,500 20,300	10.125 - 92.276
Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah	Establish SOPs Across the Organization - Carole Cornell	Culture and Change Management Initiatives	Projects to expedite and facilitate adoption of an operations-focus Identified efficiency gains, staff retention and satisfaction.	Bandwidth and resources to pursue projects	ICANN staff at all levels, ICANN sta	Culture, Performance, S	FY13 T3 -	1,200	
Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah	Establish SOPs Across the Organization - Carole Cornell Evolving Multi-Stakeholder Model - Denise Michel	Finance Process and Procedure documentation Advance planning for structural evolution of ICANN	Einance Process and Procedure documentation Produce process and implement to ensure effective compliance	Staff, Management	Staff, Management, Board, Comm Board, CEO, Staff, Community	Finance	FY13 T3 42.423 FY13 T3 -	-	
Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Evolve SO/AC Structures - David Olive Evolve SO/AC Structures - David Olive	Evolving Multi-Stakeholder Model - Denise Michel	Multi-Stakeholder Model Validation	Conduct due diligence, research, and planning to help ensure ICAN Execute plan on schedule Support the development and publication of academic research on Publication of Academic report	Board, CEO, Staff, Community Community, Board, staff and management	Board, CEO, Staff, Community Community, Board, staff and man		FY13 T3 146,125	14,500	33,750 - 194,375
Multi-Stakeholder Model Evolution - Fadi Chehade Operations Excellence - Fadi Chehade	Evolve SO/AC Structures - David Olive Mature Organizational Support Functions - Akram Atallah	Evolving Multi-Stakeholder Model - Denise Michel Finance Operations - Xavier Calvez	Online Education Platform		Community, Board, staff and management	Community, Board, staff and man		FY13 T3 36 081	52 550	23.625 - 59.706
Internationalization - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton	Global Stakeholder Engagement Planning - Sally Costerton	Finance Operations Create stakeholder engagement plan	Finance Operations - day to day activities On time completion of all activities:- Payroll- Accounts Payable- M Establishment of projects and work activities under a cohesive plas Establishment of framework, establishment of implementable pla	ns, i Resources,	ICANN Staff, ICANN community, ai Present and future stakeholders, I	Strategic planning, enga	FY13 T3 705,946	794,800	250,650 178,160 1,460,215 47,250 250,200 1,798,196
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Optimize gTLD Services - Akram Atallah	gTLD Operations - Christine Willett	New gTLD Application Processing	Process applications through all phases of New gTLD Program. Posting the application results Provide communication support function for New gTLD program. Provide accurate information regarding New gTLD Program to the	New gTLD Program	ICANN, community	New gTLD Application	FY13 T3 850,231		41,577,947 - 42,428,178
Operations Excellence - Fadi Chehade	Optimize gTLD Services - Akram Atallah Optimize gTLD Services - Akram Atallah	gTLD Operations - Christine Willett gTLD Operations - Christine Willett	New gTLD Communications New gTLD Customer Service	Provide support to new gTLD applicants and other stakeholders. Timely processing of customer inquiries.	Staff	Applicants	New gTLD Customer Se	FY13 T3 123,031 FY13 T3 1.666.320	334,100	457,131 - 11.900 1.678.220
	Optimize gTLD Services - Akram Atallah	gTLD Operations - Christine Willett	New gTLD Financial Management	Design and implement the new gTLD financial processes and proce Timely designing and processing of all necessary financial docume	ints New gTLD Program	ICANN staff, Board, ICANN Comm		FY13 T3 1.666.320 FY13 T3 281.512 FY13 T3 1,628,137		281.512
Operations Excellence - Fadi Chehade	Optimize gTLD Services - Akram Atallah Optimize gTLD Services - Akram Atallah		New gTLD Process Design & Documentation New gTLD Rights Protection	This program includes projects to define and document process an Timely completion of deliverables from team. Program to coordinate projects to deliver and support Rights Proble. Launch TMCH: Identify URS Providers: Identify PD DRP Providers Organizing administrative and support activities for the new gTLD to Timely execution of all required helps and supports.	New gTLD Program	New gTLD Team ICANN Community especially right		FY13 T3 636,570	- 8,050	1,628,137 84,375 7,700 736,695
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Optimize gTLD Services - Akram Atallah Optimize gTLD Services - Akram Atallah	gTLD Operations - Christine Willett	New gTLD Support and Administration	Ongooing administrative and support activities for the new gTLD t Timely execution of all required helps and supports.	Staff A diagonal and a	New gTLD Program staff	n/a	FY13 T3 1,892,140		3,064,184 504,615 5,238,809
Operations Excellence - Fadi Chehade	Optimize gTLD Services - Akram Atallah Optimize gTLD Services - Akram Atallah		New gTLD System Management New gTLD Vendor Procurement	Development and support of systems to assist New gTLD Program Timeliness of the deliverable and quality of applications. Maintain and manage new gTLD program's current and potential v On-time contracting, on budget, and on-time payment.	Business Requirements Staff, Legal	ICANN New gTLD Program, Legal, and Fin	New gTLD Developmen New gTLD Vendor Man:	FY13 T3 265,048 FY13 T3 23,605		<u>265,048</u> - 23,605
Operations Excellence - Fadi Chehade Affirmation of Purpose - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah	Human Resources - Steve Antonoff	Human Resources	Day to day HR activities as well as projects relating to ensuring a "Hiring and retaining staff to meet demands within or better than it	indue Staff, management, and Board	Staff, management and Board	Careers	FY13 T3 3,406,064	69,800	970,583 288,250 4,734,697
Attirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah Deliver Core Internet Functions - Akram Atallah	IANA Operations - Elise Gerich IANA Operations - Elise Gerich	Business Excellence (EFQM) Implement IP address Global Policies	Program for continual improvement in the IANA and Tech Ops Deg Perform annual department self-assessment and engage EFQM as The source of policies and procedures for the IANA Function relate Implementation of post-IPv4 registry based on Global Policy adop	sses External Independent Assessors	ICANN, IANA Department ASO, IETF, individual RIRs		FY14 T2 462,071	2,700	44,550 10,020 519,341 187.110 10.000 237.388
Affirmation of Purpose - Fadi Chehade Affirmation of Purpose - Fadi Chehade		IANA Operations - Elise Gerich	Root Zone Operations	Operational responsibility for ICANN's DNS: management of L-root Monitor and report on outages of the internal DNS servers. Publish	a tree IT, Communications, IANA, DNS OPs, external volunteers	RSSAC, SSAC, GAC, TCRs, NTIA, Ve		FY13 T2 40.278 FY14 T3 125.560	30.350	187.110 10.000 237.388 155.910
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah Act as Steward of the Public Interest - Sally Costerton Deliver Core Internet Functions - Akram Atallah	Identify and Execute Strategic Programs to Serve the Public Interest	Clarify the role of public participation	Establish positions, resources and processes to support improved. Identification of resources and talent, agreement with the commu	unity Resources, support from community	Future and existing stakeholders	Outreach, participation	FY13 T3 - FY14 T3 253,379	-	786,519 5,000 1,435,598
Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah	IDN Variant Initiative - Denise Michel Implement Operational Readiness - Carole Cornell	IDN Variant Initiative Business Excellence	The initial deployment of the EFQM Business Excellence methodol Timely delivery of methodology training to staff; Development of in	nital ICANN Staff, Management and Board	ICANN Staff, Management and Bo		FY13 T3 -	330,700	
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade Multi-Stakeholder Model Evolution - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah	Implement Operational Readiness - Carole Cornell	Effective Management Reporting	Develop, coordinate, evaluate and execute on use of effective Max Development and adoption of ways to increase management visit	sility Board, CEO, Staff	Board, CEO, Staff		FY13 T3 1,703	-	7,200 - 8,903
Multi-Stakeholder Model Evolution - Fadi Chehade Internationalization - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey Engage Stakeholders Globally - Sally Costerton	Improved Accountability Structures - John Jeffrey Language Services - Nora Abusitta	Accountability Structure Review Language Services Policy & Procedures Implementation	Review and revise independent review and reconsideration proceed Implementation plans are established and Board has approved eff Implementation of all related processed as described in the Langu	fecti Dispute resolution provider, Board, locating potential standing panelists	All members of ICANN community		FY14 T3 243,880	484,200	2,175,570 748,000 3,651,650
	Mature Organizational Support Functions - Akram Atallah	Maintain Board Support - John Jeffrey	Board Committees	Managing Content and Administration for ICANN's Roard of Direct Effective Support for Board Committees	Board, staff and management	Board		FY14 T1 196 723	2.300	14 580 - 213 603
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah Mature Organizational Support Functions - Akram Atallah	Maintain Board Support - John Jeffrey Maintain Board Support - John Jeffrey	Board Meetings Board Secretary Function	Manasime Content and Administration for ICANV's Board of Direct, Effective support for all Board Meetings Maintain bylaw and role job functions of Board Secretary Timely response to notices sent to Board Secretary, taking of and Provide staff support to ICANV's Board of Director, Effective support of the chairman and members of the Board	Board, staff and management publ Board, staff, legal and management	Board, Staff Management and con Board, legal and management	minutes, resolutions by	FY14 T1 296.217 FY13 T3 79,792	1.297.375	<u>1.593.592</u> 79,792
Operations Locelence - Fad Orbitade Operations Locelence - Fad Orbitade Operations Locelence - Fad Orbitade Operations Locelence - Fad Orbitade Multi Stakeholder Model Foultion - Fad Orbitade	Mature Organizational Support Functions - Akram Atalian Mature Organizational Support Functions - Akram Ataliah	Maintain Board Support - John Jeffrey Maintain Board Support - John Jeffrey	Board Secretary Function Board Support	Provide staff support to ICANN's Board of Directors. Effective support of the chairman and members of the Board	Board and management Community, Board, staff	Board		FY13 T3 79,792 FY14 T1 118,025		730,122 168,000 1,016,148
Multi-Stakeholder Model Evolution - Fadi Chehade	Evolve SO/AC Structures - David Olive Evolve SO/AC Structures - David Olive		GNSO Review NomCom Review		Community, Board, staff Community, Board, staff	Community, Board, staff Community, Board, staff				
Multi-Stakeholder Model Evolution - Fadi Chehade	Evolve SO/AC Structures - David Olive Evolve SO/AC Structures - David Olive		NomCom Review SSAC Review		Community, Board, staff Community, Board, staff	Community, Board, staff Community, Board, staff		FY13 T3 - FY13 T3 -		
Multi-Stakeholder Model Evolution - Fadi Chehade	Evolve SO/AC Structures - David Olive	Organizational Reviews - Denise Michel	Structural (OrganizationL) Reviews Management	Support assessment of organizational review requirements, proce	Community, Board, staff	Community, Board, staff		FY13 T3 154,589		45,000 - 199,589
Operations Excellence - Fadi Chehade	Evolve SO/AC Structures - David Olive Institutionalize Management Disciplines - Akram Atallah	Organizational Reviews - Denise Michel Provide Legal Support and Advice - John Jeffrey	TLG Reviews Build on Corporate Compliance	Continue to build corporate compliance program for tracking and 1) Maintain corporate (not contractual compliance) compliance ch	community, soaro, statt tecki legal, finance, staff, board	Community, Board, staff staff, board, community	corporate filings, corpor	FY13 T3 - FY13 T3 34.595		34.595
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah Institutionalize Management Disciplines - Akram Atallah Institutionalize Management Disciplines - Akram Atallah	Provide Legal Support and Advice - John Jeffrey	General Legal Advice	Commerce to build contract commander build and the advance and a symmetry composed (or communicy comparing) comparing comparin	of g legal, committy, human resources	all	legal, general legal advi	FY13 T3 681,848 FY13 T3 55,802		512,730 - 1,194,578 - 55,802
Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah Institutionalize Management Disciplines - Akram Atallah		Key Document Management Legal Dept Adminstrative Support	Manage all key document and contracts, tracking for all major ICA 1) Maintain Document Management System for security and man Track work regarding Legal Department Administrative Services 1) Track budgeting and administrative tasks for Legal Department	ager legal, staff and Board, staff and management	legal, exec, staff, board, communi legal	ams, document manag	FY13 T3 55,802 FY16 T3 34 061		55,802
Operations Excellence - Fadi Chehade Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah Institutionalize Management Disciplines - Akram Atallah	Provide Legal Support and Advice - John Jeffrey	Litigation Management	Track work regarding Legal Department Administrative Services 1) Track budgeting and administrative tasks for Legal Department Maintain, track and provide strategic guidance on all active litigatia 1) Track and ensure actions on all active litigation projects.2) Provi	ide s legal, exec, staff, board	legal, exec, board	litigation, legal	229,766		· · · 34,061 1,128,600 · 1,358,366
Operations Excellence - Fadi Chehade Internationalization - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah Engage Stakeholders Globally - Sally Costerton	Provide Legal Support and Advice - John Jeffrey	Maintain Litigation Readiness Consolidation of media monitoring	Maintain a team and appropriate available outside resources to be 1) Maintain appropriate internal and external team capability to n Use our software tools to more efficiently monitor traditional and Estabilishment of monitoring goals and subsequent conformance.	espol legal resources	legal, staff, exec, board Staff, Board, Community	litigation, legal	437,098 FY13 T3 -	192,900	54,675 18,480 703,153
Internationalization - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton Engage Stakeholders Globally - Sally Costerton		Consolidation of media monitoring Develop Public Forum Initiatives	Use our software tools to more efficiently monitor traditional and estabilisment of monitoring goals and subsequent conformance. Devise planned initiatives to up-date to Public Forum sessions so a Increased community particiapation and Board member interaction	an di Resources	Board, Community		FY13 T3 -	-	

OBJECTIVE	GOAL	PORTFOLIO	PROGRAM	Description	Program Metrics	Program Dependencies	Program Stakeholders	Program Topics	Timeline Pe	sonnel	Travel Pro	of Serv A	Admin Total Exp	penses
Internationalization - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton	Raising Awareness of ICANN Worldwide - James Trengrove	Meeting media support	Provide on-going support to news media outlets that cover ICANN'	Production of news releases, press kits, news conferences, etc.	Resources	Community Journalists		FY13 T3	-	-	-	-	
Internationalization - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton	Raising Awareness of ICANN Worldwide - James Trengrove	News Releases/Media Advisories	Provide on-going news releases and/or media advisories as subjets	Press release posting and distribution.	Resources	Community, Journalists, Board, St		FY13 T3					
Internationalization - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton	Raising Awareness of ICANN Worldwide - James Trengrove	Pro-Active Media Outreach	Generate news media coverage of issues that ICANN has prioritize		Support of Public Relations team			FY13 T3					
Internationalization - Fadi Chehade	Engage Stakeholders Globally - Sally Costerton	Raising Awareness of ICANN Worldwide - James Trengrove	Regional Communications Support	Organize communications support for the regional Vice Presidents	Meeting RVP comms needs via on the ground staff or contractor in e	rai Resources	Staff Community		FY13 T3	208,419	8,050 1	195,750	24,000 43/	6,219
Operations Excellence - Fadi Chehade	Plan for Scale, Security, Continuity - Akram Atallah	Risk Management - John Jeffrey	Enterprise Risk Management Program	Restart work on an Enterprise Risk Management framework.	Enterprise risk management	ICANN staff and Board Risk Committee	Board Risk Committee, legal, secu	Risk Management	FY13 T3	140,239	- 1	108,000 5	564,309 812	2,548
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah	Security Stability & Resiliency - Jeff Moss	Engagement with Regional Organizations	Establishment of projects and work activities under a cohesive glob	Develop, support and maintain various programs, projects tools and	In Community leaders, GSE Team and Board	Community, Staff, Board and gove		FY14 T3	294,276	120,600		57,000 471	1,876
Operations Excellence - Fadi Chehade	Institutionalize Management Disciplines - Akram Atallah	Strategic Planning - Denise Michel	Development of ICANN Strategic Plan in FY2014	Develop & run process that yields new 5 year Strategic Plan	Board incorporation of proposed plan and staff execution	Community, Board, staff and management	Community, Board, staff and man		FY13 T2	206,569		45,000	- 25'	1,569
Internationalization - Fadi Chehade	Evolve Government Relationships - Tarek Kamel	Strengthen Engagement with Governments - Tarek Kamel	Government Programs at Regional Level	Establishment of regional level projects and work activities under a	Track the changes in membership levels and participation rates from	a Community, Staff and Board	Community, Staff and Board		FY14 T3	-	-			<u> </u>
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah	Strengthen Root System - Elise Gerich	DNS Operations	Operation of ICANN DNS systems including Root Zone KSK manage	Measured, accurate DNSSEC signing and zone publication; successfu	II, IANA, Root Zone Partners, global technical DNS community	All users of the Internet	DNS, DNSSEC	FY13 T3	110.905	52.200		76.400 23	9.505
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah	Strengthen Root System - Elise Gerich	IDN ccTLD Fast Track	Enables countries and territories that use languages based on scrip	Accuracy: Technical rules are met by approved strings in 100% of the	r ICANN Staff	ccTLDs	IDNs, TLDs, ccTLDs	FY13 T3	77.310	50.750		10.000 135	8.060
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah	Strengthen Root System - Elise Gerich	L-root Operations and Development	Architecture, implementation and operation of L-Root.	Availability and performance of L-Root	RSSAC, Root Server Operators, Root Zone Partners	All users of the Internet	DNS, DNSSEC, L-Root,	R FY13 T3	146,892		33,750	22,000 202	2,642
Affirmation of Purpose - Fadi Chehade	Deliver Core Internet Functions - Akram Atallah	Strengthen Root System - Elise Gerich	Root Zone Mgt Improvements	Development of new tools, systems, and processes for root zone n	Meeting and exceeding customer expectations and contractual requ		Staff, TLD Managers, NTIA		FY14 T3	88,976			- 8/	8,976
Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah	Support Enterprise Wide Systems - Edward Beck	Customer Relationship Enterprise Systems	Alignment of all ICANN business and support systems serving our of	<ul> <li>Successful delivery of project phases, gTLD Pilot &amp; Core within 25%</li> </ul>	vs Staff, gTLD Team & Program	gTLD Operations, Ry & Rr Operation		FY13 T3	103,525	- 1	135,000	- 238	8,525
Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah	Support Enterprise Wide Systems - Edward Beck	Enterprise Resource Management Systems	Centralization and standardization of all ICANN internal systems, d	- Successful delivery of key projects on time and without restarts (Co	m Staff & Precursory projects	ICANN Finance & Executive Staff/f	ERP, Concur, and other	r FY13 T3	367,052	-	50,625	- 41'	7,677
Operations Excellence - Fadi Chehade	Mature Organizational Support Functions - Akram Atallah	Support Enterprise Wide Systems - Edward Beck	Information Technology Operations	Core day to day activities and general projects in support of the Inf	- Monthly Performance & Service Metrics of support and project deli	ive Staff & budgetary support	ICANN Staff & Community		FY13 T3 2,	626,410	228,625 F	659,498 3,3	394,640 6,909	9,172
Internationalization - Fadi Chehade	Evolve Government Relationships - Tarek Kamel	Support GAC engagement - Tarek Kamel	GAC Admin Support (i.e., Secretariat)	Optimize efficiency and effectiveness of GAC Admin support.	Maintain records of feedback and community activities (e.g., actives	pr Community leaders, GSE Team and Board	Community, Staff, Board and gove		FY13 T3	-	-			· ·
Internationalization - Fadi Chehade	Integrate Global and Regional Responsibilities - Sally Costerton	Support Legal Functional Presence in Regions - John Jeffrey	Create Legal Services SLA with region leads	In order to support matrix plan, discuss and create legal services SI	1) Obtain from Global Engagement - designated regional lead for leg	al global engagement, matricing	global engagement team, staff, ex		FY13 T3	11,377	-		- 1'	1,377
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	ALAC Policy Support	Optimize efficiency and effectiveness of community policy develop	Maintain records of feedback and community activities (e.g., actives		Community, Staff and Board		FY13 T3					
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	ASO Policy Support	Optimize efficiency and effectiveness of community policy develop	Maintain records of feedback and community activities (e.g., actives	pr Community, Staff and Board	Community, Staff and Board		FY13 T3					
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	ccNSO (Policy) support	Optimize efficiency and effectiveness of community policy develop	Maintain records of feedback and community activities (e.g., actives	pn Community, Staff and Board	Community, Staff and Board		FY13 T3					
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	GAC Early Policy Engagement/Policy Info Support		Track timing and frequency of updates to community; seek feedback		Community, Staff, Board and gove		FY13 T3					
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	GNSO Policy Support	Optimize efficiency and effectiveness of community policy develop	Maintain records of feedback and community activities (e.g., actives	bn Community, Staff and Board	Community, Staff and Board		FY13 T3	80,831	-		- 8	80,831
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	RSSAC Policy Support	Optimize efficiency and effectiveness of community policy develop	Maintain records of feedback and community activities (e.g., actively	pr Community, Staff and Board	Community, Staff and Board		FY13 T3	29,238	3,450		- 31	12,688
Multi-Stakeholder Model Evolution - Fadi Chehade	Optimize Policy Development Process - David Olive	Support Policy Development efforts - David Olive	SSAC Policy Support	Optimize efficiency and effectiveness of community policy develop	Maintain records of feedback and community activities (e.g., actives	pr Community, Staff and Board	Community, Staff and Board		FY13 T3	14,510	-		- 1/	4,510
Multi-Stakeholder Model Evolution - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey	Supporting Accountability Structure - John Jeffrey	Manage Accountability Structure Requests	Ensure management of Independent Review Process (IRP) request	1) Ensure Accessibility of IRP and DIDP.2) Manage internal processes	i fi Legal, Staff, Board	community, staff, board	dispute resolution, acc	FY13 T3	61,387	-	-	- 6'	51,387
Multi-Stakeholder Model Evolution - Fadi Chehade	Promote Ethics and Transparency - John Jeffrey	Take actions resulting from Ethics and COI Reviews - John Jeffrey	Institutionalize organizational ethical practices	Establish ways to make ethics policies part of ICANN culture.	1) Identify opportunities to make ethical practices a part of the ICAN	N Board, Staff	ICANN Staff, Board, Community a		FY13 T3	34,804			- 3/	4,804
Internationalization - Fadi Chehade	Communicate Effectively with Stakeholders - Sally Costerton	Transparency in IANA Functions Performance & Reporting - Elise Ge	r Contracted IANA Performance Reports	The 2012 IANA Functions contract defines a number of performan	Deliver monthly performance reports to NTIA per the contract. Creat	te IANA, Legal, IT, Communications, DNS Ops, NTIA, Verisign	ccNSO, ASO, gNSO, GAC, ALAC, IE		FY14 T2	53.977	-	13.500	- 6	7.477