



24 May 2018

To:

Mr. Cherine Chalaby, Chair, Finance Committee of the Board

Mr. Xavier Calvez, Chief Financial Officer

Mr. Samiran Gupta, ICANN India

All other members of Staff involved in accounting and financial tasks

**Sub: Request for disclosure of the employee pay structure at ICANN**

This is a request under your Documentary Information Disclosure Policy for information relating to the income of the employees at ICANN. It would be kind of you to address the following queries:

1. How are salaries designated to employees at ICANN? Is there a difference in income based on attributes such as the importance of their role in the organization, the nature of the work they do for the organization etc.? If so, please detail the exact grounds upon which this categorization is made and detail the average salary bracket of an employee within each of these categories.
2. What is the average salary of a female employee at ICANN and what is the average salary of a male employee at ICANN at each of these brackets?
3. Do employees receive a bonus payment in addition to their salary? If so, are they eligible to receive a bonus over a fixed period of time? Are the bonuses calculated as a percentage of their salary or is it an absolute amount? If the latter is so, what factors go into determining the absolute amount.
4. Does the average salary of an ICANN employee vary across regions? If so, please detail the average salary for the same designations across regions.

We hope that our request will be processed within the stipulated time period of 30 days. Do let us know if you require any clarifications on our queries.

Thank You,

Paul Kurian