

Compensation Committee Report 2018–2019

The committee members were:

Gonzalo Camarillo, Chair
Richard Barnes
Hans Peter Dittler
Hiroshi Esaki
Harish Pillay

Per its charter, one of the main tasks of the Compensation Committee is to review and approve annual performance objectives for the President, evaluate the President's performance against these objectives, and review and approve the President's total compensation, including annual salary and benefits, based on the evaluation, the President's employment contract, and comparable market data.

ISOC had two Presidents during this cycle: Kathy Brown and Andrew Sullivan (from September 2018). Accordingly, the Compensation Committee evaluated Kathy's performance until September, and set goals for the remainder of the period for Andrew.

Most other tasks in the Compensation Committee's charter (e.g., review ISOC's compensation philosophies and policies, and review and approve the total compensation for senior executives who constitute Disqualified Persons based on comparable market data) are done in collaboration with staff (mainly with HR), who typically prepares input material on the relevant topics for the committee to consider. Given that there were changes in ISOC's HR function during the cycle, the committee worked with staff in order to set up effective processes to handle those tasks in the coming cycle and in the future.