

GNSO Travel Support

ICANN Meeting

20 June 2009

Sydney, Australia

>>OLGA CAVALLI: Hello. Should we start our meeting? So we can have some time for planning dinner?

Thanks to Glen, we have good wine. I guess it's not Argentinean wine but it's very good Australian wine, and so thank you, Kevin. Thank you, Stacy. And who else is from staff?

>>KEVIN WILSON: Steve Antony.

>>OLGA CAVALLI: Oh, sorry.

>>STEVE Antonoff: No worries.

>>OLGA CAVALLI: I have not met you before. Thank you for joining us. This is a kind of a continuation of the meeting we had in Mexico. I missed a telephone conference call that I think Tim attended. I was traveling in -- I was in Europe at the time, and I remember that there was some news about funding for GNSO, and this changes our -- I guess reflected in the document that it's for public comment now, so one of the things that we would like to receive perhaps more detailed information from you is about this -- these changes in the amount of people funded in GNSO Council.

And also, if you recall, in our meeting in Mexico, different constituencies requested for more flexibility in the use of funds, and perhaps we can exchange some ideas about this.

I circulated in our mailing list some of the information that was exchanged in our -- among us in the last, I think, two or three months, so maybe perhaps some other people in the room may want to comment or say something about that.

That's basically the main idea of the meeting. Thank you again very much for being, at this time of the day with the big jet lag, at least for me, sharing this time with us. Thank you.

>>KEVIN WILSON: Okay. Great. Well, let me -- I think this is probably better a little bit informal, but I'll start with a couple of minutes and then introduce -- explain how we're administering travel as well.

First of all, I'm Kevin Wilson. I'm the chief financial officer for ICANN, and as Olga mentioned we have Steve Antonoff who is the Director of Human Resources and our travel czar as well at ICANN, and then Stacy Hoffberg, who has been heavily involved in travel all the way along, and she's -- her primary job is the meetings department and we're allowing her to actually do her primary job so that -- but she's obviously still an instrumental part of the team.

So I asked her to join today, partly as the hand-off to Steve and me on the travel administration, and then also just because she might answer some questions that might come up for Sydney in particular.

And I also wanted to start with a thank you for each of you, in putting me into the fire pit, at -- starting with Mexico City, with specifically this group. I thought that the quality of the questions and the comments and the -- and it really was a microcosm of all the comments that we received from Tim to, you know, all the different groups. I thought that was really well-representative. So that was very helpful to have that, to put the face and the name with those comments. That was very helpful.

And Olga, as you mentioned, at that time we had an open comment period from the framework. There wasn't a draft guideline posted but there was a workshop and then there was an open comment period and we received quite a few comments. I want to say 20 or 30 pages, maybe something along those lines, of comments from at large and various groups in the GNSO and ccNSO.

And so we -- staff synthesized those comments and as you mentioned, we had a couple of calls before they were posted to socialize those comments, socialize where we were with the travel guidelines. And then the travel guidelines were posted I want to say June 3rd. I'm not sure if that's the exact date, but early June we were able to post the draft guidelines, and that's open for community comment, and the plan is to close that, I think, in the beginning of July -- June 29th, is that

right? July? Anyway, it's within the next week or so, and close that out, so that we can have the final travel guidelines for FY '10, okay?

>>TIM RUIZ: July 6th.

>>KEVIN WILSON: It's July 6? Okay. So it was 30 days.

Thank you. And so the plan is, very shortly thereafter, my sense from the initial feedback that this is pretty close to final, but we obviously want to encourage feedback from all groups.

The main changes, I won't go through all the guidelines unless you want me to, but the main changes, just to highlight what I said on the conference call and what you might have read, is for the GNSO in particular, your comments were heard and we believed -- let me back up one step a little bit on that.

One of the messages -- there's two important messages that we want to communicate. One is fiduciary responsibility. Fiscal responsibility is very, very important. And so the comments that we received that we weren't being fiscally responsible, that we actually were spending money unwisely on travel, were heard really, really to heart. And Steve and his team and the finance team as well have been really actively pursuing that, to make sure that we don't -- we're not in that situation where we're trying to defend more costly solutions.

So appreciate that feedback.

The second point -- the second -- well, the other thing about the GNSO change was that the councillors were to -- I'm using rough numbers -- about half of the councillors were supported and we heard the comment that there was a lot of administrative time trying to allocate those half councillors.

I think I even heard a comment of it would be better to have no support than half support, just because of the time to do -- we heard -- when I actually asked if that was true in the hallway afterwards, I heard, no, no, no, that was a figure of speech.

But anyway, so the thought was that the cost/benefit analysis, that it really did make sense arcing back.

The second comment that was -- that I wanted to make -- the second principle that I wanted to make is that the -- this was not a -- we didn't want to get in the position where people were asking to be supported for travel, period. We wanted people to be saying, "We want travel support" or "not travel support" based on a real benefit, to see the benefit, and so we put that scrutiny on there and that's a -- it's a subtle distinction but it's a very important distinction, especially as we go into other venues and people are saying, "Well, why are you spending money there rather than other places in the ICANN budget?"

And so we want to continue that process of continuing to justify that, just the spending that we do.

So anyway, we decided that -- staff decided the general consensus of the community, there was some folks, some of the comments indicated that the travel should not be supported as much, or not be supported in certain ways, but I would say the majority of the comments were that travel should be supported more so.

And we found the budget -- I can explain where we found it in the budget to do that. We -- the budget is still kept at 5% -- less than 5% growth in the operating expense line. However, we were able to add the GNSO support.

The other areas of change in travel support are the GAC. We found five positions for GAC support for each meeting, and then the at-large group was not reduced.

So some would say that was an increase.

So those are the big changes.

And then we've -- we've made a lot of changes in travel administration. The most important is Steve Antonoff is now officially responsible for that, in addition to negotiating with the -- with the travel agencies and setting up the procedures and working through that. That's a big step.

The other thing that I think would be important to understand is the

language, so we have a travel guidelines now for each year, each fiscal year, so this is the draft travel guidelines for the fiscal year '10, and we'll have a travel summary. I think Steve and I have agreed on the word "travel summary" -- for each meeting. So for individual travelers, they're going to be very interested in reading the travel summary on how to book their travel and how they get per diems and all those details which are really important, and the travel guidelines is the most important thing for the budget each year. Okay?

Steve, do you want to share anything more on the plans?

>>STEVE ANTONOFF: Since I don't know most people in this room, by a brief background on myself, Kevin's introduced me. My name is Steve Antonoff. My title is Director of Human Resources but I'm actually also responsible for administrative support in ICANN. And with the development of the administrative support role, the decision was made to bring travel management under somebody who can be held accountable for it, and so having done this in my past lives, I got nominated as the person to handle travel support.

I do have experience with travel support. I've actually run travel programs for much larger for-profit businesses where we had travelers around the world and negotiating with travel air -- with airlines and hotels, rental car companies and the like. I've actually also worked in the travel industry. I worked for a small little airline that flies around with kangaroos on their tail. You may have seen them. They're known as Kwon Tass. And I went -- I worked with them for a few years

right after privatization here in Australia.

So I do have some background in the travel industry. ICANN represents some very unique challenges, with travel, partly due to the really dispersed nature of where everybody is, and that actually includes just ICANN staff in general. I keep a running map, both for an HR purpose and an administrative purpose, on where ICANN staff are physically located, and the kind of travel that ICANN staff do, just to carry out their jobs on a day-to-day basis. And then of course the three ICANN meetings which represent an extraordinary challenge of bringing people from all on the floor the world to very unique locations on very short notice.

So when I was asked to help get involved in fixing this and Kevin and I got to talking about it, just to give some understanding as to the division of responsibility, Kevin is actually technically the person accountable for constituent travel, so he is the final decision-maker and arbitrator of issues that are out there. But he and I work together as a team to try and identify what's the issue, what are some of the alternative solutions that we can come up with, and so we're doing this really more as a team.

We happen to sit right next to each other in the office. Our offices are side by side, which helps quite a bit. And it gives us a chance to really discuss what these issues are.

I would say that my responsibility is the execution of the guidelines

and the summary. So Kevin's responsible for those guidelines, for ensuring that they've been vetted, approved, and that they're implementable. I then am responsible for executing those guidelines in a fashion that works for both ICANN as well as our travelers.

Our goal for Sydney was to create a travel program that was certainly better than anything we've done in the past, since we know that there were lots of issues in the past. We've decided to use an Olympic theme. Kevin and I have described Sydney as we're shooting for a silver medal, and Seoul will be the "go for the gold," so we hope to earn a gold medal for Seoul.

And I do think that from what I've heard so far, that we've made some improvements in terms of getting folks here to Sydney. Not everything has gone according to plan, and we certainly welcome feedback from folks around what went well, what didn't go well. I've gotten a document just today from our staff back in Marina del Rey from an internal standpoint what they believe went well and what they believe we can do a much better job on.

So we're self-evaluating as well, to try and understand how do we make this experience for our volunteers -- and that's really who everybody in this room really are -- and we value the volunteerism enormously and we don't want to make this process more painful, we want to make it less painful, so that the focus can be on the -- on the work of ICANN and not on the "getting to the work" of ICANN and "getting home from the work" of ICANN.

So that's really what we've discussed, and the reason that we're having this discussion is to gain feedback from you folks as well.

What I can tell you from my perspective is, I'd love to have us fund everybody, and bring them all. The good news is, I'm not in charge of that. Otherwise, we'd be broke.

[Laughter]

>>STEVE ANTONOFF: So Kevin is the one who is unfortunately responsible for having to navigate the rocky shoals of how much money is there really available, how do we manage that in a fashion that meets the most users' needs in an effective way, that all the -- the myriad of constituents with whom we deal, which include both our advisory committees, our supporting organizations, as well as those people who really are the underlying revenue funders for ICANN, the registries and the registrars and the like, who also have a view and an opinion on how ICANN's money is spent.

And Kevin is the person who's sitting in the middle of all of that and trying to make the magic work, and we're getting better but I think we have room to go. Yes, sir.

>>JIM BASKIN: Just -- this is Jim Baskin from Verizon. You just said something that I really dislike hearing.

>>STEVE ANTONOFF: Okay.

>>JIM BASKIN: The money is not coming from the registries and registrars. The money is coming from the users. They're just passing it along. I don't think that that gives them any special part of the -- of the funding process because they're passing the money along. When I hear it, it really gets me a little -- it grates on me. So nothing -- nothing against you personally. Just I don't like to hear that because I don't think it's at all true.

>>STEVE ANTONOFF: Fair enough and I can see that's actually true. You know, the money starts always with the registrants. That's really where the -- the domain name system starts is with the registrants and so I actually acknowledge your point and take it to heart.

>>KEVIN WILSON: Can I jump in?

One thing I wanted to emphasize, too, is the -- there are a lot of exception requests for years, and the process by which those exception requests -- let's see how I can put this diplomatically -- it's evolved to a place where we now have a process where there's fairly rapid -- Steve and I think it's lightning speed because we're actually pushing the electrons along but we believe that the election process is working. We have a steady process. So there's a -- I think we've received quite a bit feedback of appreciation for that. There have been exceptions to that. There are exceptions to the exception that there have been some delays with doing that.

And one of the questions that has come up -- and I just want to address that head-on -- is, well, what are the exceptions? "How do you decide, you know, when something -- when you have something for personal convenience? I want to leave a day later" or, you know, those kinds of things. And so the short answer is: We don't really want to say there's a set dollar amount because that invites gaming and that sort of thing.

I do know that for those who are -- who are watching ICANN's finances like I am, the net effect of all the exceptions I'm going to guess 50 or 75 or something -- there's been a lot of exceptions for Sydney alone that Steve and I have teamed up to do, and the net effect of all of those is really very close to zero. So some of the exceptions have ICANN more, some of the exceptions saved ICANN money.

So I just want to emphasize that, that that exception process I think is working now, and if it's not, I want to -- we really want to know how to make it work better.

>>OLGA CAVALLI: Thank you, Kevin. I would like to open a queue, if -
- for comments. I have Tony, Tony -- Tony Harris, Tony Holmes, Jim.
Jim. Who else?

I would like to put myself in the queue.

Tony, please.

>>TONY HARRIS: Yes. I'd like to say that listening to what's just been said by Kevin, I would like to congratulate Kevin and his staff. Actually they -- they were very helpful in resolving my travel arrangements, and I suppose I did fall in the exception category. And I would also say that this -- this concern of our arrival and that we should have our rooms available early in the morning and they paid for the previous night, well, that's unheard of. I think that -- I think you excelled there, quite honestly. And my congratulations, and thanks.

And finally, I would also like to point out that I was stuck with my - my visa arrangements in Argentina, and without even asking the constituency travel team, I got an e-mail saying, "How are you doing with your visa?" I mean this was ESP, clairvoyance. And they -- as it turned out, they pointed me to a page. I couldn't find a suitable form to apply online, and they pointed me to the right form. I just followed the procedure and the next morning I had my visa.

So I think things like that are really, really very, very helpful. I may not be here -- I may not have been here, if I hadn't had that good advice, because the embassy of Australia and Argentina were giving me a very, very hard time. So thanks again, and certainly you have my -- my thanks and appreciation and kudos on this, definitely. Thank you.

>>OLGA CAVALLI: Tony?

>>TONY HOLMES: I have a couple questions, but I will keep the first

one separate which is on the exceptions issue. But to start with, I would like to endorse what Tony said. I think arriving here early and finding that the room's available was great. It was something that hadn't crossed my mind until I heard it was going to happen. I really appreciate that. It was excellent.

With regard to the exceptions policy, I realize that as soon as you start talking about exceptions, it generates this wonderful culture of innovation. I'm sure you see some really interesting situations. But you can only take that so far. And I wondered whether the intent is to publish some guidelines at some times where you have these experiences of exceptions so people can look down the list and see if their exception has been covered. Is that the case?

>>KEVIN WILSON: Yeah, I think there is sort of three steps to the exceptions process. The first step is can we get it into the guidelines, like you said. And you'll notice that for those who read this and my new detail, Alan, you will see a lot of things that were handled through exceptions and individual decisions before it actually made it into that. Our goal was to get all of them in here, but obviously there are some that weren't.

The second area is in the frequently asked questions that come up. As Steve and I notice patterns of exception requests rather than saying the same thing to 100 travelers, we're trying to put those into the FAQ in the travel summary. And then eventually those will end up in the travel guidelines.

And then occasionally, though, there are people who actually do have something very unique in their situation and we accommodate for that. And just to address it, the CFO hat that I have, which is just very, very straightforward, always wants us to say no and I just want everyone to know that. That's my first intuition is to say no. But I also know I work for ICANN and like Steve said saying yes, we'll go bankrupt. My reaction is if we say no, we won't get any work done and no one will show up and get the work of ICANN done. We'll save money but we won't get the work done, so it is an interesting balancing act that we do there.

I continue to request -- in fact, some people asked very cleverly what the rules were so that they could figure that out. And so we purposely were a little bit obtuse about that partly because we were trying to figure them out as we wandered the exceptions. Now that we probably have 100, I guess, 75 requests for exceptions, we are finding patterns and so we will try to document those so that we don't have to be asked. You can just look at the FAQ and see that. Thank you.

>>OLGA CAVALLI: Jim?

>>JIM BASKIN: Thanks. Jim Baskin, Verizon. I was asked to attend this session because the business constituency, or whatever we're currently called -- I can't remember anymore -- I think Zahid was our lead on this but he wasn't able to be here this evening. So I can't officially represent the full business constituency, but a couple of

people had asked me to ask about the ability to have the funds -- have some control over the funds by the actual constituency. What's the proper name for the groupings now? Is it still constituency?

Stakeholder group, sorry, yes. Is there a possibility that the stakeholder group could have some control over the funding pot that would allocate to that group based on the number of councillors, or however it is current being done? Because some folks in the group felt possibly there might be instances where it could be more useful to the stakeholder group to have someone participate in a working group session somewhere rather than just sending councillors to ICANN meetings.

Particularly if certain councillors' companies are willing to fund them anyway, maybe we could then allocate the money to other members of the constituency who are representing us in certain working group-type functions, for instance. And I don't know if that would create a huge bureaucratic nightmare trying to figure out how to be sure that the interest stakeholder groups are doing the right things and not gaming the system themselves, yet but have this flexibility so that we aren't just automatically giving money to councillors who could easily get funded by their own companies. And, again, it is not a personal statement. I'm not sure I agree or disagree, but it is something that certain people asked me to bring up as an issue if there is a way to allow the stakeholder groups to control some or all the money in a way that they might be able to assign it to things that they feel are more important than individual councillors getting funding.

>>KEVIN WILSON: Right. Do you want me to respond to that?

>>OLGA CAVALLI: Tony, you are on the list. You want to respond to Jim?

>>TONY HOLMES: I just wanted to embellish it maybe before Kevin had answered. That was a second issue I was going to raise, or similar to that. One of the things we've talked about, I think, in terms of reform quite a lot is getting people to chair various working groups and getting the right people is going to be a pretty challenging and hard task.

The question I have is related to Jim's because I think that if you are going to go down that route, one of the things that should be considered should be at least getting some support for people that put a lot of work in in terms of chairing working groups. This is just one example.

I'm not so sure that the mechanisms for that should come through the stakeholders or constituencies, or however it is going to be developed. Maybe there is a much higher level of control of that sort of funding and it should come direct through council -- at the council level. I just wondered if that had been considered as well.

>>KEVIN WILSON: I'm not sure I understood that last sentence.

>>TONY HOLMES: Well, currently the funding, it tends to be channeled

through constituencies to supporting their councillors. If you are looking at the future of the arrangements under the reform process, then setting up working groups, I'm not so sure that should go through constituencies. It may be designated direct from council.

>>KEVIN WILSON: Okay, good. If I could address those comments. Let me first address the one that Zahid raised quite strongly in Mexico City and Jim, I think you're kind of following in the footsteps there, but it wasn't quite so explicitly stated but I wanted to address that because I switched on my personal belief.

In the Mexico City meeting, I thought it was improper to transfer travel slots from one fiscal year to the next, and that was kind of appealing to my in-the-box, you know, CFO budget DNA that I have.

From the comments that Zahid made and others made as well, Ken Stubbs in particular, I became convinced that that was not a good idea for fiscal responsibility because it had just encouraged a use it or lose it kind of mode. If you can't use it, then you are just going to send someone who maybe isn't the wisest use of funds. So we treated that as an exception basis. I think I'd like to keep that an exception basis so we don't get into a landslide of switching dollars from one fiscal year to the next without getting particular budget approval. So just wanted to address that one specific thing.

The next thing on control, the budget -- the travel guidelines as written, one of the things that comes out when you write a document

like or as we update the document, you see the inconsistencies among the different groups and that's coming out. So I know Steve from administration and brainstorming with me on the policy, it is becoming really clear that some of the groups -- and I'm not talking about within the GNSO. I'm talking about the GNSO versus the other groups. There's inconsistencies, so I think to the extent we can, it seems those should be more consistent. I'm talking about not necessarily how the individual travelers are selected but the way it's administered, how the number of days are set, what the requirements are for reporting, things like that. So wanted to emphasize that point.

As far as the control of who goes, which travel slots are decided, I think there's an underlying principle that came from last year's work and emphasized this year as well that we want to push that out. The best decision on who should go is not at the president of the Internet or ICANN staff even and maybe not even the GNSO Councillors, I don't know, but the best is at the level -- you know, as decentralized as possible, the star fish, as far out, as close to the traveler so they make the best decision on that.

Although you might read the numbers and I might even have misspoke earlier on when I said all the travel -- all the GNSO Councillors would be supported. What I meant to say is the council count, that's the level of support that's intended. There is no intention or decree that it has to be the councillors or not the councillors. In fact, some of the other SOs and ACs that are supported specifically choose not to send the councillors and send other people for various working groups,

that sort of thing, reasons.

So we want to continue to -- I think we want to continue to encourage that so that it's not -- so that the right people are supported and we didn't really invite comments for the final guidelines as well as in the future on how to address that.

And then to address specifically the Tony embellishment of Jim's comments, I think we're really looking for guidelines -- guidance from the community on how to handle the change in the GNSO structure, all structures within ICANN but specifically the GNSO structure. I know I'm still learning. I have a lot to learn about where we are up to date and just base the little -- a few comments we've received from some of you, you're still learning as well on how this is all going to evolve and specifically the travel guidelines will need to reflect whatever the structures are. So we'd like to -- I guess I'd put that out there as probably a more interesting and more important agenda item, although I'm not sure that's my role to give you agenda items, task lists to do on your list. But if you did ask me, I'd say helping us come up with the travel guidelines for next year to reflect the new GNSO would be a really, really helpful input for us.

>>OLGA CAVALLI: Thank you, Kevin. I have comments but I will put myself at the end of the queue. Robin?

>>ROBIN GROSS: Thank you. I just wanted to very briefly commend the report that came out. I'm Robin Gross, chair of the noncommercial

users constituency. And for years our biggest hurdle has been getting people to these meetings, particularly our councillors to these meetings. More often than not, one or more of our councillors has to stay home because we just don't have funds to bring them. We're not in a position where we have large companies or economic interests funding the NCUC. So this change is a very important change, and it's wonderful for us. So I just really want to commend you guys because I feel like now we will really be able to at least get to the table. We'll see what happens once we get there.

But this is a really good thing for us. Thank you.

>>KEVIN WILSON: Great.

>>OLGA CAVALLI: Thank you, Robin. We have Avri.

>> AVRI DORIA: Hi, I'm Avri and I'm an exception. I wanted to thank you for the way you handled this. I think it is a really good idea. I think once we know what the council will look like and getting that set, getting that on the agenda is a really good item. The one thing I wanted to ask you which is sort of outside of all of us, do you know when you will want the list of names for Seoul?

>>KEVIN WILSON: Yes. Steve, take it away. You are going to love this.

>>STEVE ANTONOFF: I have it is about 6:45 here in Sydney. 7:00

would be wonderful. The challenge for us with the list of names, quite honestly, is in order to deliver the end product, which is an organized itinerary, visa support, to do all of that requires a bit of time.

>>STACY HOFFBERG: Hotel booking.

>>STEVE ANTONOFF: Hotel bookings, all of that requires a little bit of time. Seoul is going to be for some folks a big challenge and for many not a challenge because Korea does not require visas for many, many visitors coming into Korea. But for some, I expect that it's going to be a very painful process. We've actually begun working with the Korean immigration authorities. Some of you may remember the good old days of electronics that started to come out of Cory's in the early '70s if you read what the instruction manuals read like, that's what some of their visa manuals read like right now. We have actually enlisted some support of some folks we think can do a really good job of helping us, the Korean assembly in Los Angeles, for example. We have begun the dialogue with them, and I believe they will help us. Believe it or not, Korean Airlines may actually have some expertise. We are going anywhere we can to find the expertise we need to help coach our travelers on what they need to do to get visas. But I don't think we'll get visas in a day or two.

The closer we are to the Seoul meeting, the more problematic it may become to get those who we want at the meeting actually there. That's really the answer on how quickly do we need the list. But I also understand your problem which is you have a process for how you select

your travelers.

>> AVRI DORIA: It is even worse than that this time. We don't know who our council members are at that meeting because we are at that restructuring. If we manage to get the bylaws approved in time, if we manage to get the charters for all the stakeholder groups approved in time, we may know who have been elected council members four weeks, five weeks ahead. but there's an incredible number -- well, those two if's are huge because, first of all, we have to get them and then the board has to approve them. So that's my concern. I have been scheduling back on when I can get people elected and when we can get bylaws done as much as possible, but I just wanted to bring up that we're really in this pinch between your need as soon as possible and our actual inability until we manage to get the decisions on the restructured council and elect the new council members to be able to give you the -- I mean, I could tell you for the most part where the slots are obviously but that's where we are on that one. That's why I'm sort of asking the question and pushing us at the same time, but there is only so fast -- you know, I think I irritated quite a few council members today with "we got to get the bylaws done, we got to get the bylaws done, no more talking, we got to get the bylaws done." And, of course, people quite rightly said hey, man, you can't rush this stuff, we got to get it right. We just want get the bylaws done because you want to get the bylaws done. So I'm just doing what I can, and I think we're all doing what we can, but we are trying to get that. I guess that's why I introduced myself as "Avri, I'm an exception."

>>STEVE ANTONOFF: I have very mixed emotions on what I am about to share with you. I think in the next two to three weeks we will have a very clear understanding of what countries passport holders Korea will require visas from as opposed to non-visa travel into Korea. We could, in theory, provide that list once we have it vetted. But that may influence the decision about who you nominate to then become travelers, which my mixed emotions says don't do that.

>>AVRI DORIA: I don't think that would.

>>STEVE ANTONOFF: You don't think it would. You would want the list?

>>AVRI DORIA: I don't think it would affect who people elected. I think it might serve to inspire getting it as soon as possible for those who can. I certainly don't think -- oh and, by the way, I do understand how challenging. As I said, I lived in Korea for a year and getting a residence work permit for Korea was truly an entertaining process.

>>OLGA CAVALLI: Thank you, Avri. It was myself but please go ahead, Tony. I have Jim. I'm so sorry.

>>JIM BASKIN: I just wanted to say thank you for your response on my previous question. I'm pleased to hear that there is some flexibility there. I think there may be more difficulty within the council and the stakeholder groups trying to figure out how to deal with that flexibility. But I do appreciate the fact that the flexibility is

there, that if we can come up with a mechanism to deal with it fairly and not based on individual -- well, I will just say to work on it fairly that I'm glad that flexibility is there. Thank you.

>>OLGA CAVALLI: Thanks, Jim.

Tony?

>>TONY HOLMES: And I apologize for going in front of you. But if the overriding factor that drives the timetable is the issue with visas, then it would be pretty helpful if you could give an indication of those impacted. I'm not as optimistic as Avri in terms of getting things settled in time to provide an indication of seating the next council at the Seoul meeting.

But one of the things that we could get out of the information on visas is we could at least get -- buy some time so that we can get the appropriate information to you in time for the Seoul meeting, whether Avri is right or I'm right in terms of seating a new council. The longer the time gap that we have to supply you with that information, the more accurate it would be. So it may help overcome the problem if we could find out who's impacted by visas beforehand.

>>OLGA CAVALLI: Thanks, Tony.

I would like to make a comment. I also commend you for allowing more council members being funded by ICANN. I wonder how much council

members do we need to full fund in the council? How many are we or will we be?

>>AVRI DORIA: We will be the same number we are now.

>>OLGA CAVALLI: How many?

>>AVRI DORIA: 21.

>>OLGA CAVALLI: So we are full funded? No? Yeah? No, I don't think so. So that's my question. Are we fully funded or no?

>>AVRI DORIA: I believe we are fully funded plus two.

>>OLGA CAVALLI: So --

>>TONY HOLMES: If we seat the new council, surely it is less.

>>AVRI DORIA: 12 plus 6 plus 3. It's 12 plus 6 plus 3. At the moment, without changing any of the numbers, it's 12 in non-contracted house, it's 6 in contracted house and 3 NCAs and liaison, too. So theoretically it is the same number.

>>OLGA CAVALLI: Okay. This is what I want to understand. So am I right if I say that ICANN is funding the whole council? It is okay?

>>AVRI DORIA: Council equivalent.

>>KEVIN WILSON: Council equivalent. Correct me every time I say that because I want to emphasize what Jim was saying.

>>OLGA CAVALLI: Thanks. Any other comments?

>>KEVIN WILSON: I had one but, Glen, go ahead.

>>GLEN DE SAINT GERY: Yes. I have a comment to make about that, and that is as far as the Nominating Committee is concerned, I have seen that there is a custom to bring the new Nominating Committee appointees to the council -- to the last council meeting. And that may impact your budget. For example --

>>KEVIN WILSON: That's two more?

>>GLEN DE SAINT GERY: This year it could be, yes. And so I think that we can't just count the council members plus the liaisons because I don't know yet where the liaisons -- whose put they come out of. Plus, the to-be Nominating Committee appointees, thank you.

>>AVRI DORIA: That's right. At least one of them will be new. I can guarantee at least one of them will be new because I'm not repeating.

>>KEVIN WILSON: Right. I don't want to spend it, Avri, but we've budgeted two extras for that, for this fiscal year.

I wanted to have a closing couple of comments, if I could. Olga, is now a good time?

>>OLGA CAVALLI: We have Tony and then perhaps we go ahead to your comment. Tony?

>>TONY HOLMES: I should apologize for going before you. I wonder if it is a problem to scale how big the problem is for Seoul because there are a number of councillors who I think have an overlap into new council. So it would be helpful to understand how many of those there are.

It would also be helpful to understand from the constituencies how they anticipate seating councillors in the new council because just speaking as ISPs, it's fair to say that all of the current council members will not be standing for the new council so there will be new councillors for the ISPs.

I do not think that that is the situation in all constituencies. And if we could get an idea of whether that situation is occurring across the other constituencies, I think we get a scale of the problem that we have if we're caught in this issue we are not sure whether the new council will be seated or it isn't, perhaps how we could handle that. If it is not an enormous problem, there may be some consideration given to that.

If it means you could have two complete sets of councillors, then I think it rules out some of the options but understanding the scale of the problem would be helpful.

>>KEVIN WILSON: Couple of just closing comments. One, there is a workshop on travel for those who haven't been totally satiated on this topic on Monday afternoon. I want to say 5:00 -- it is pretty late in the day. I think it is 5:30, something like that. And I want to encourage you, especially those of you that are vocal, particularly because it's really helpful to get the various constituencies, stakeholder groups, the ACs, SOs and other ICANN community dialogue amongst themselves as opposed to staff hearing comments from one group and then staff hearing comments from another group and making our own synthesis. It is very helpful in my opinion to see the synthesis happening in realtime in those meetings.

The next thing is that there is a public comment period open, so we'd really encourage those. I know, Avri, you made a comment which I'd like to address. I don't know if this is the right forum to do it, but I'd really like to encourage more comments to make this guideline as robust as possible before we finalize it in early July.

Then the other one, some of you may have noticed that there's travel reports that are now posted on the Web site. Have you seen that?

>>OLGA CAVALLI: No.

>>KEVIN WILSON: Okay. So every single traveler from every community member that has travel support is actually shown on the Web site, and it shows the per diem amounts, the lodging amounts, and the airfare amounts, actually posted meeting by meeting, so that -- in the spirit of openness and transparency.

What's the link on the Web site, you mean?

>>ALAN GREENBERG: Which part of the Web site?

>>KEVIN WILSON: There's an actual support -- travel support Web site which has the guidelines, has these -- the draft guidelines as well as the final guidelines, and it has the travel summary for each meeting, and then down on the last group is there's a travel report for each meeting.

And Glen, if it's okay, could you send the link to that group to everybody, so they can see that.

>>STEVE ANTONOFF: Kevin, if I can just help a little bit here, if you just go to the ICANN homepage and up in the search window just type in "travel support" in the search it comes up very quickly. It will actually bring up the link for the page, because none of us have memorized it. And then you can navigate to that page and you'll see everything Kevin has alluded to, which includes the guidelines and the spread --

>>KEVIN WILSON: The summary and the report for each meeting.

So we'll do that.

In the guidelines, it talks about travel reporting, and that every traveler will have travel reporting. There's one extreme, which is the fellows, where they -- I think it's the fellows is the one extreme, but they have, you know, extensive reports and they have to send -- you know, they don't get their stipend until they submit that report, so that's -- that's the one extreme. Probably the other extreme is, you know, you could have maybe the GNSO and some of the other groups, other extremes and right now the only reporting is what people are actually supported and the amount they're supported.

So we'd encourage -- I think it's a good idea for us to do some kind of travel support reporting. Or travel reporting for those who are supported. I'm not sure exactly how that synthesizes, but that comment has been made.

And the last comment that I wanted to make is I just wanted to thank Glen for all the work that she's done to help us and keep Steve and I out of trouble for the most part. I really appreciate that, and then a they shall thank you to Steve and his staff back in Marina del Rey that have been really, really helpful and I think we both sleep with our BlackBerries to answer all your questions as quickly as we can.

Thank you all.

>>OLGA CAVALLI: Tony, go ahead.

>>TONY HOLMES: Well, just a quick question to Kevin. I think it's a great idea, the idea of transparency and posting that information and I really wasn't aware of that, so I think that's a good step.

My question is: Does that information also cover board members and staff?

>>KEVIN WILSON: Yeah. That was -- I think that was Avri's question, and the answer is we just actually talked about it at the finance committee meeting today.

The bylaws require us to report the -- what we -- the -- any funds that are used to reimburse board members, any payments made to board members, so we actually report that and it's on the -- it's put in the finance page which hopefully will become easier and easier to read, but I can send you the link on that.

We typically do that around the time that the audit is done, so a couple of months after year-end when we've gotten -- when we've received all the expense reports from all the board members and we've reconciled the American Express bills and things like that, we post that.

But you can see the FY '08 there now.

What we discussed in the finance meeting is it was a little unfair because some people looked like they were getting a lot of money and other people looked like they were getting, you know, nothing and the real reason was because they're being supported by direct payment, so we might pay the travel agent directly for that board member, while another board member pays for their own travel and then we reimburse them, and the second board member looks like they're being paid a lot. So I think the decision now, I assume there's -- I'm not violating a rule -- is to show them both, so we'll see full support, just like we're doing for the community members.

So the short answer is: We'll show full support. This is the first time I've heard a request to show staff, you know -- staff support numbers.

The DNA side of me that sus fell accountability and transparency, that makes full -- you know, complete sense to do, and we certainly do internally report on it and that's a heavily discussed topic on which travelers -- which staff members attend the meetings, and -- or any travel, and which do not.

So I'm going to take that as a suggestion that you're making. Right? As an oral suggestion and encourage you, if -- if you feel that's important, that you actually put that in the public comments.

>>OLGA CAVALLI: Thank you, Kevin. Any other comments?

Okay. So we are done. Thank you all very much for coming. Thank you, ICANN staff. It was very helpful. And thank you for supporting the council. And we see around these days. Thank you very much.

[Applause]