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(Beep.)

>> CHERYL LANGDON-ORR: Hi it is Cheryl.

>> YVETTE GUIGNEAUX: Hi Cheryl.

(Beep.)

>> AVRI DORIA: Hi it is Avri joining.

>> YVETTE GUIGNEAUX: Hi Avri.

>> AVRI DORIA: Hi.

>> YVETTE GUIGNEAUX: Don't know if we are going to have enough people tonight but we'll see. I know it is not tonight everywhere but for me it is tonight.

>> AVRI DORIA: It is tonight for me, too.

>> CHERYL LANGDON-ORR: I'm also on. But then again I have been more than the last four -- every couple of hours.

(Laughter).

>> AVRI DORIA: Yeah, we have been in a couple. Can we start with putting up the agenda in the room instead of the analysis table? Thanks.

>> YVETTE GUIGNEAUX: You've got it, Avri.

>> AVRI DORIA: And I also did send -- hopefully you got a copy of the PDF of the first try at the report. So if we have

enough people to go through that.

>> YVETTE GUIGNEAUX: Yeah, the staff accountability. Yeah, I have got that right here. This is what you are looking for, right?

>> AVRI DORIA: Yeah. Thanks.

>> ALAN GREENBERG: If you cancel I won't be heart broken because I have another parallel session and another session in six hours.

>> AVRI DORIA: I have a couple of things like that. This is my last of the night.

>> ALAN GREENBERG: The concept of being double booked at 1 a.m. bothers me somehow.

>> AVRI DORIA: There is something sadistic about that. Thank you, Tina, for recording on that one. I see we're at the hour. There is four of us. Let's wait a little longer. I think that Jordan is planning to join us and in that case we will make five.

>> YVETTE GUIGNEAUX: Jordan did ask -- he is going to be about 15 minutes late.

>> AVRI DORIA: That's right. He asked if being 15 minutes late counted in the five by five. And I personally don't think so. But I'll ask you all what we think. Let's see. Hi Pam. Hello Patrick. Yeah, I have been lucky. I haven't traveled much lately at all. I'm still waiting for at least one more person since Patrick doesn't really count in the five by five. So he should at this point. So I'll ask you all we know that Jordan is joining. But we haven't met our five by five yet. We have two minutes left. But I'll ask you all do you want us to proceed through it? I wouldn't mind doing a first look at the report but if people feel that this is just few of us I'm also willing to call it. So anybody have any opinions?

>> ALAN GREENBERG: I have already given my opinion. I don't want to be the only one.

>> AVRI DORIA: Right. And your opinion was that you would not be heartbroken if we called it.

>> ALAN GREENBERG: Indeed. I might even skip the one that I have given my apologies to and go to sleep.

(Laughter).

>> AVRI DORIA: Okay. Anybody else?

>> ALAN GREENBERG: I hate to waste a good apology already.

>> AVRI DORIA: And I understand. Greg has joined us. We have -- we are five. Let's start. Let's start the recording. Thank you for joining, Greg. You have brought us to the five by five.

>> ALAN GREENBERG: Trader.

(Laughter).

>> AVRI DORIA: Okay. Thanks. And hello to everyone and

thanks for joining. And perhaps this won't be a very long one. On the agenda that's basically becoming a standard agenda with changes in No. 3, substantive issues. We had two for this meeting but because of me typoing and then not being able to bring everyone together so we would have Krista and Herb together. We are pushing that discussion off by a week. We had an action item, the first look at the draft of the report. Then we go in to the document update but there is really very little to be said by that and I'll change those in the next bit. Let me see. No, the chat doesn't look like anything I need to read out. And then there is any other business at the end. We won't go through the scheduling tonight. Really have to work that again. So we will leave that as is. It is really just to have a first look at the first draft of the report. Does anybody want to add anything else to our agenda? Okay. Seeing not, let's just go to that first draft of the report. And I'll quickly talk through the sections. I don't expect us to be doing any wordsmithing on it tonight. But basically wanted to sort of talk people through the structure. And, of course, indicate that this document is now open -- is now open for comments, suggestions, suggested edits. Same as all our documents. This will now be the predominate document that we work on from this point on except for finalizing our responses to the staff questions, you know, a little later. But this will be the predominate document. So anyhow, basically and this is everybody has the scroll ability, and I have already made a few changes in the -- on the online side but not much. So and I'm looking at the online version which if people need the URL though it is in the e-mail, let me just get it. Nope. Sorry. Okay. So the first part and perhaps we can come back to that if people want this, this was an introduction that basically was written by Jordan and I. We wrote different parts at different times. And it basically, you know, is a basic introduction. And we are trying to -- the philosophy we are taking on this is trying to create a relatively short report, a very quick. Now this document is much longer but most of it is in the addenda at this point.

So the first part of the idea was to include just a brief introduction. Then recommendations. So to bring out whatever recommendations we make to the front. This was a set of very much first guess recommendations that Jordan produced. In the current copy I have actually put it in brackets because it really isn't something that we have discussed yet. Okay. I just went to the back accidently.

Okay. So then after the introduction, so we have the recommendations. I have bracketed them. There are basically things that have started to emerge in our discussions. Some of

them are general. Some of them could be more specific. But that's obviously the final result that we are going to have. So I'm probably going to leave that section sort of bracketed and we can sort of fine-tune it as we go on.

Then the next section -- oh, yeah, if you have questions on this please let me know and then we go in to the roles and responsibilities that we spent a lot of time talking on. We got the one pager that or the two pager that was produced by Jordan that refers to the ICANN document and this replaces a lot of work that was in document A but was part of our obligation to make sure we document that. So that's this section. And then we have got the issues. Now Jordan and I went back and forth. I had originally included the table and then was going to cut it down. Jordan recommends that we basically put in the issues as text. What I have done so far and it needs more work is that just cut out from the -- from the first column, that define them. What I feel needs to happen is needs to take some of the other discussion that we have had on these and sort of add a couple extra lines, a paragraph, what have you. Anybody that wants to help by suggesting any of those much appreciated. So as opposed to the staff analysis table, this should be a short kind of in the idea of the one, two pager that we produced before.

Okay. Just checking to see if Jordan had arrived yet. Then we go to the staff accountability processes. Now this should probably end up being a rendering in text of the table, but for now what I have inserted in here unchanged is the table that Patrick introduced at our last meeting. And so I have put that in without change. That may end up being a table that is perhaps good to remain there but this is something that's still a work item, still looking for people to comment on this. Now that it is here in this text it should be something that people can comment on, suggest, suggest, you know, changes to, what have you. So that's an active work item and then once we have sort of gotten to a stable point on it we can look at it and it can be transformed in to text that is easier to read.

Okay. This goes -- and this is rather long and basically getting it down to two pages would probably be a good idea. The next thing we have got if we are recommending any new processes. For example, we talked about perhaps, you know, recommending a -- some sort of tripartite or quadripartite for reviewing some kinds of issues. We perhaps talked about a recommendation to include a reaching out by managers when they are doing their reviews, et cetera. So we have talked about a couple of processes. If we come to consensus on any of these, then we'll put them in here and get in to a little bit of detail, not much. But try to be specific enough about what we are putting.

I plan to before our next meeting sort of do an extraction from the discussions we have been having and try to put first guesses in there so that people can, you know, discuss them, edit them, change them, suggest.

Again if any of you get to it before I do I will be eternally grateful and this is the discussion of recommendations. So this should be the same recommendations that we have in section 1 but with a little explanatory material on each of the recommendations that will make the rationale for it based upon what's come before. And that's sort of the end of the base part.

Now I have added addenda on here partly so that we have only one document. All the stuff doesn't necessarily need to be in the addenda. And if the addenda is too bulky I see no reason why we can't break it off in to a separate document so there is the shortened page document as it were that covers everything. And then, you know, another document that's the addenda but I think it is important that we document our work for the long term. So then barely started. The only thing in here is the scope, but the thing you normally find in things, this is the requests that we made. The requests that were filled. I don't know if numbers and meetings have to be in there. But the process we went through, et cetera, to do this. Followed by a list of all the documentation that we received from ICANN organization and such. And that's largely been written but oh, yes, I should mention I just sent out before the meeting we got the last document that we had asked for on I guess it is staff review. I have not read it yet but I will be integrating it in here and perhaps discussing it in other places before our next meeting. So I'll add to that. Have I missed any comments? I have missed that Jordan is coming in soon. And Jordan is here. Hello Jordan. Just to fill you in, are you here?

>> YVETTE GUIGNEAUX: It looks like still the room is trying to dial him out.

>> AVRI DORIA: I'll finish and recap for him when he gets in. So that needs to be read through. I'm not sure that all of it needs to be there. Now at the moment I have the worksheet on analyzing the issues in here. I believe that if we include it in addenda it definitely needs a cleanup edit. Jordan is not so sure that we need this here. And it really, you know, we'll talk about it in the group once we get a little further. For me it is let's document all the work. But it may not be clean enough, it may be too rough for us to say no, let's leave it in the records and the archive, but we don't need it in a document. So that may indeed be the case and that goes on for quite awhile. I don't know if I have another section here.

(Beep.)

>> AVRI DORIA: Yeah, I did have one more.

>> JORDAN CARTER: Hi Jordan here.

>> AVRI DORIA: Okay. Great, Jordan. I have just about finished doing a walkthrough of the whole draft document that we have got. And I think with having you on at the moment nobody has commented. First I'll ask and we can come back to that later again, how people feel about the outline of the document. And does this seem like a sane way to proceed. And, of course, we can always rearrange later. But I just wanted to talk through it and make sure and ask you all to start reading, reviewing, commenting and such. I want to stop here. And then what I'm going to do is basically ask you Jordan, if you could talk us through the recommendation section that you put in since that's really more than the introduction which is sort of boilerplate is really, you know, the new content that you have added and while you are still here as one of us, would like to get you to talk that through. I see no hands on anybody wanting to comment on the general structure. So Jordan, please. I'll give you the floor.

>> JORDAN CARTER: Okay. So I'm a little bit disabled by the fact that I don't have what I wrote in front of me but what I was trying to do is basically take my distillation of what it was that came through to me most strongly in the discussions and the drafting that we have done. So that's why there was like the creation of some way for people to raise concerns, making sure that community feedback and performance reviews and those were the things that kind of stuck out to me. And along with that kind of affirmative way to support the organization in developing great feedback systems on organizational and self-performance. Those to me are the things that have been caught the discussions we have had today. I tried to plug those things in as similar points and I can probably try and pull it up on my phone but I haven't gotten there yet. And I do not intend to be controversial or anything like that, but I'm sure they can be improved, reframed and so on.

>> AVRI DORIA: Just so you know in the next version I have just put basically brackets around it, saying that this is something that we'll keep coming back to and visiting and we keep them sort of in sync with how developing the recommendations because later in the document I have a section on recommendations where we not only list them but we add a little bit of explanation to them. And, of course, they should match this list once we get to the end of it all.

So that is pretty much where we are at. As I say I'm going to try and do more assembling and writing on it next -- between now and our next meeting. I'm going to try and get, you know, make sure that we can get the conversation with the -- with the

complaints officer, with Krista and with Herb on that meeting. And also basically start working through the last section that's still in the table.

Thank you, Greg. Greg says the document structure looks good. Appreciate that. Anybody have anything to say about this now? If it is daytime where you are, and you have some time to spend in the document, would appreciate that. But if it is nighttime where you are, and if no one has any other business, I'd say we can, you know, even though Jordan just got here, we could call the meeting, but I do want to give people a chance to, you know, ask about anything that's in this recommendation section where Jordan is perhaps he will keep participating in these meetings. I hope he will but will probably be busy with other stuff. Anybody who has read through those in this meeting has any comments or questions on that, now would be a great time.

Okay. I see no one has got any questions. I probably shouldn't have said anything about calling the meeting complete before mentioning that possibility. But seeing no comments, hearing no comments, being tired of listening to myself talk, is there any other business? If not, I thank those of you that came to this meeting. Please try and spend some time on this document and in helping improve it. I know it is my ultimate responsibility to get things written here but appreciate any help I can get.

So with that if no one has got anything else to say, I thank you all. And for those who it is nighttime have a good sleep and the rest of you have a great day.

>> Thank you everything. Tina, thank you.

>> AVRI DORIA: Thank you, Tina. And thank you to Yvette. Yes, thank you to everyone.

>> Bye.

>> Bye.

(Call concluded at 12:23 a.m. CST)

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