

## 2016 ARIN Succession Plan

<u>Role</u>	<u>Current Employee</u>	<u>Interim Succession</u>
President/CEO <sup>1</sup>	<b>John Curran</b>	COO
Chief Operating Officer (COO)	<b>Nate Davis</b>	CEO, CIO
Chief Information Officer (CIO)	<b>Richard Jimmerson</b>	Sr. Director GRK, COO, CEO
Exec. Director Global Affairs and Public Policy (Exec. Director GAPP)	<b>Cathy Handley</b>	Director CMSD, CIO, CEO
Senior Director Global Registry Knowledge (Sr. Director GRK)	<b>Leslie Nobile</b>	CIO, CEO
Associate Gen. Counsel	<b>Michael Abejuela</b>	CEO, Corporate Counsel
Chief Technology Officer (CTO)	<b>Mark Kosters</b>	Chief Engineer, COO
RSD Senior Director	<b>John Sweeting</b>	CIO, Sr. Director GRK
FSD Director	<b>Val Winkelman</b>	Manager of Accounts Receivables, COO
CMSD Director	<b>Susan Hamlin</b>	Communications Manager, CIO
HR/Admin Director	<b>Erin Alligood</b>	Associate General Counsel, COO

ARIN's succession plan is designed to provide continuity to the organization by identifying the key roles and the interim successor for each of those roles. Until such time as a more permanent replacement is identified and hired, the interim successor will be responsible for ensuring that the daily responsibilities of the position are met.

**[1]** The role of President & CEO is subject to conditions as stated in the ARIN Bylaws, The Compensation Committee shall also perform functions as set forth in the Bylaws, Article VI, Board of Trustees, Advisory Council and Committees, Section 3. Committees, Working Groups and Task Forces, a. paragraph 1, Compensation Committee; and, Article VII: Officers. Section 4. President.