

ATN INTERNATIONAL, INC.
COMPENSATION COMMITTEE CHARTER

Policy

The Board of Directors (the “Board”) of ATN International, Inc. (the “Company”) has established a Compensation Committee (the “Committee”) with the authority, general responsibilities and specific duties described below.

Membership

The Committee shall consist of at least three directors, each of whom shall satisfy the “independence” and experience requirements of the Nasdaq Stock Market LLC (“Nasdaq”) rules and the Securities Exchange Act of 1934, as amended, and the rules promulgated thereunder as in effect from time to time. In addition, each Committee member shall be a “non-employee director” as defined for purposes of Rule 16b-3 under the Securities Exchange Act.

The Committee shall have the authority to form and delegate its responsibilities to subcommittees as the Committee sees fit and to hire such outside advisors as it sees fit. Removal of Committee members shall be at the discretion of the Board. The Board shall appoint the members of the Committee, including its Chair.

Purpose and Responsibilities

The purpose of the Committee is to discharge the Board’s responsibilities relating to compensation of the Company’s executive officers and directors. In discharging these responsibilities, the Committee shall:

1. CEO Compensation. Review and determine the annual and long-term performance goals and objectives for the Chief Executive Officer (the “CEO”); Evaluate the CEO in light of the applicable performance goals and objectives and determine the salary and other compensation of the CEO (meeting without the presence of the CEO when approving or deliberating on the CEO’s compensation); Review and determine, if appropriate, with respect to the CEO, any proposed employment agreement, severance arrangement or change-in-control agreement or provisions, as well as any special or supplemental benefits that are not offered as part of a broad based plan;
2. Other Executive Officer Compensation. Following a review with the Chief Executive Officer, determine the annual and long-term performance goals and objectives for the other executive officers of the Company; Evaluate the Company’s other executive officers in light of the applicable performance goals and objectives and determine the salaries and other compensation of such officers; Review and, if appropriate, recommend to the Board, with respect to other executive officers, any proposed employment agreements, severance arrangements or change-in-control agreements or provisions, as well as any special or supplemental benefits that are not offered as part of a broad based plan

3. Subsidiary Chief Executive Officer Compensation. Consult with the Chief Executive Officer regarding the salary, total compensation and annual and long-term performance goals and objectives for the chief executive officers of each of the Company's subsidiaries;
4. Director Compensation. Review and, if appropriate, make recommendations to the Board with respect to director compensation. In considering director compensation, the Committee may take into consideration the relative responsibilities of directors in serving on the Board and its various committees, provided that, directors who are Company employees shall not be compensated for their services as directors;
5. Periodically review the Company's equity incentive compensation plans and administer such equity incentive compensation plans upon appointment by the Board of Directors;
6. Review the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking; to review and discuss at least annually compensation policies and practices that could mitigate Company risks;
7. Periodically examine the Company's compensation policies, structure and philosophy to determine whether the Company is rewarding its directors, executive officers and other personnel in a manner consistent with sound industry practices and make recommendations to the Company's management and the Board. In evaluating and determining executive compensation, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") as required by Section 14A of the Exchange Act;
8. Periodically review and recommend appropriate incentive and compensation plans for consideration and approval by the Board;
9. Establish the terms of and approve and periodically review and administer any Company policy on the clawback or recoupment of incentive compensation, including the ATN International, Inc. Compensation Recoupment Policy (and any successor policy thereto) as well as any supplemental or additional policy determined to be in the best interest of the Company and its stockholders. Any such clawback or recoupment policy, to the extent applicable, will be administered in accordance with Section 10D of the Exchange Act and Rule 10D-1 promulgated thereunder as well as any other applicable SEC or Nasdaq rules;
10. Periodically review with the Company's management, and make recommendations to the Board regarding, the establishment, termination, or amendment of the employee benefit plans of the Company and affiliated companies, including pension plans, severance plans, a 401K plan and any other similar plans that the Committee deems desirable to establish from time to time;
11. Periodically review and oversee the activities of the ATN International, Inc. 401K Committee;

12. Provide an annual report on executive compensation for the Company's annual proxy statement filed with the Securities and Exchange Commission, in accordance with applicable rules and regulations;
13. Review and discuss with the Company's management the Compensation Discussion and Analysis ("CD&A") to be included in the Company's annual proxy statement and determine whether to recommend to the Board that the CD&A be included in the proxy statement;
14. Periodically review the Company's policy on stock ownership guidelines for directors and executive officers, including reviewing with the CEO the Company's compliance with such plan on an annual basis, usually in March of each year;
15. Review and recommend to the Board for approval the frequency with which the Company will conduct Say on Pay Votes, taking into account the results of the most recent stockholder advisory vote on frequency of Say on Pay Votes required by Section 14A of the Exchange Act, and review and approve the proposals regarding the Say on Pay Vote and the frequency of the Say on Pay Vote to be included in the Company's proxy statement;
16. Report its actions and any recommendations to the Board after each Committee meeting;
17. Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval;
18. The Committee shall have the authority, in its sole discretion, to retain or obtain the advice of such compensation consultants, legal counsel and other advisors as the Committee deems necessary or appropriate to carry out its responsibilities. The Committee shall select, or receive advice from, such consultants, counsel and advisors only after taking into consideration the applicable factors affecting independence or conflicts of interest that are specified in SEC and Nasdaq rules. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any consultants, counsel and advisors that it retains. The Committee is empowered, without further action by the Board, to cause the Company to pay the compensation of such consultants, counsel and advisors as established by the Committee; and
19. Review such other matters within the scope of its responsibilities as the Committee or the Board shall determine from time to time, and make such recommendations to the Board with respect thereto as the Committee deems appropriate.

Structure and Operations

The Board shall designate a member of the Committee as the chairperson. The Committee shall meet at such times and places as it deems necessary to fulfill its responsibilities. The Committee shall report regularly to the Board regarding its actions and make recommendations to

the Board as appropriate. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and voting requirements as are applicable to the Board.

The Committee may invite such members of management to its meetings as it deems appropriate. However, the Committee shall meet regularly without such members present, and in all cases the CEO and any other such officers shall not be present during discussions in which their compensation or performance is determined.

Attendance

All members of the Committee shall endeavor to be present, in person or by telephone, at all meetings; however, two Committee members shall constitute a quorum.

Minutes of Meetings

Minutes of each meeting shall be prepared and sent to Committee members and will be made available to members of the Board who are not Committee members.

General

The Committee shall have such additional authority and duties as the Board by resolution shall prescribe.

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