.jobs PDP Council Conference Call Meeting
June 3, 2010 – 11:00 a.m. EST
MINUTES

Call to Order

The teleconference meeting of the .jobs PDP Council was called to order on June 3, 2010, at approximately 11:00 a.m. EST by Gary Rubin, PDP Council Manager.

Prior to the meeting, Gary Rubin sent the agenda and pertinent documents consisting of information to discuss and review the "public" survey and "scientific" research for the Council's consideration and subsequent vote.

Roll Call

PDP Council Members Present:

Nancy Davies
Human Resources Director
Law Firm of Bodman, LLP

Gerlinde Herrmann, CHRP, GPHR
Director
The Herrmann Group Limited

Ellen Johnston
HR Business Partner
Siemens Health Care

Martina McAndrew
Director of Recruiting
Baker Tilly

Donald Packham
Executive Assistant Director, Human Resources
Federal Bureau of Investigations

Eileen Shue
Vice President of Corporate Resources
The Sterling Group

Rhonda Stickley
Senior Director, Talent Acquisition
Providence Health & Services

PDP Council Members Absent:

Aaron Matos (resigned via e-mail prior to today's conference call meeting)
Founder & CEO
Jobing.com

Nancy McKeague
Chief Human Resources Officer
Michigan Health & Hospital Association

SHRM Staff Present:

Gary Rubin, Chief Publications & E-Media
Henry Hart, Chief General Counsel

Jill Moss, Contracts Administrator/Paralegal
Eric Whipkey, Director of Market Research

Housekeeping Items

Gary Rubin began the meeting by taking roll-call. Aaron Matos was not present, and Mr. Rubin asked his assistant to check with Mr. Matos to see if he would be on the call, since he had indicated to Mr. Rubin that he would be on the call. Gary's assistant then contacted Mr. Matos and was told by Mr. Matos that he would not be on the call and had emailed Gary a letter of resignation. Gary Rubin explained to the Council that he had not seen the email; but he then checked his spam filter and found the email from Mr. Matos which had been sent by email to Mr. Rubin by Mr. Matos at 10:23 am the morning of this meeting (i.e., 37 minutes before the start of the conference call). Gary then read to the Council the entire letter of resignation from Aaron Matos. Mr. Rubin then rebutted various allegations made in the Matos letter.

Council Member #7 then stated that he/she joined this Council to handle a specific purpose…to represent the interests of the members of the international human resource management community. He /she feels comfortable that the Council has done a good job on this issue. Council Member #7 believes that the Council members have sought to understand the technical issues involved. He/she has set aside all contractual issues and has focused on his role to render a decision for the above-described purpose.

Council Member #3 believed that he/she was not called upon to serve on the Council as a technical or legal expert, but rather, to vote upon whether or not this amendment is a benefit to the HR profession. Council Member #9 agreed with Council Member #3 that he/she is solely looking at this role as to whether this benefits the HR profession.

Several other members also agreed to the above statements.

Gary Rubin specified that the language from ICANN regarding this Council specifically states that the Council members must be members of the HR community, and not experts on technical issues.

Council Member #7 then suggested that the Council proceed with the agenda, and the Council members agreed.

Review of Meetings to Date

Mr. Rubin then continued the meeting by reviewing the .jobs PDP Council meetings to date:

- **April 9, 2010** – Summary of Employ Media proposal and discussion
- **April 14, 2010** – Clarification of misinformation in Blogs, discussion of public outreach, Council asks for information pertaining to the policies governing the management of internet domains
- **April 28, 2010** – Review of information pertaining to policies governing the management of internet domains and business practices of Employ Media, additional clarification of incorrect information
- **April 30** – Discussion and agreement on information to be collected from community (public comment and scientific survey collection of input from community)

Review of "Public" Survey and "Scientific" Survey Research

The results of the "scientific" survey research are attached with these minutes at Exhibit B. The Council reviewed and discussed the Survey research and public comments. Eric Whipkey was asked to summarize the survey research results and stated that the proposed amendment was viewed as mostly positive by HR professionals (referring to the summary slide 15 of the research which states that the proposed new .jobs classifications are generally viewed as positive additions for HR Generalists and employment/recruitment professionals), and that the survey results gave little indication of any perceived negative impact from the proposed amendment. Council Member # 7 then asked Eric Whipkey whether it was accurate that the vendors were in general opposed to the proposed amendment; and Eric Whipkey agreed. Council Member #5 asked for clarification on the comments that were made based on the proposal of Employ Media. Council Member #5 questioned whether the application process would be fair if Employ Media gets to register domains to themselves without third party oversight. Council Member #8 responded that the platform is separate and the platform should be utilized for folks to more easily find jobs. If there is no valuable content, the search engines will not recognize it. Their platforms currently push the content that they have in order to direct them to those sites, and Council Member #8 is confident that their role is to serve the HR community. Mr. Rubin reiterated that one of SHRM's roles is to receive input from the community and take immediate actions as appropriate and necessary.

Council Member # 3 noted that much of the opposition from the vendor community to the proposed amendment appeared to be from a fear of change; but that experience has showed that, particularly with the internet, it is difficult to hold back change.

Henry Hart clarified that the Council members can obviously vote to approve or reject the amendment. He suggested that if a Council member felt that what Employee Media was likely

to do in its implementation of the proposed amendment would not serve the needs of the international HR management community, then that would be a reason for the Council member to vote against the proposed amendment.

Poll of Council Members on Readiness to Vote

The following Council members indicated that they were ready to vote:

Nancy Davies
Gerlinde Herrmann
Ellen Johnston
Martina McAndrew
Donald Packham
Eileen Shue
Rhonda Stickley
Nancy McKeague (by proxy)

THE MOTION

The following motion was then made by Eileen Shue and seconded by Gerlinde Herrmann:

> "Having considered whether the Employ Media proposed amendment attached at Exhibit A hereto (the "Proposed Amendment") will serve the needs of the international human resource management community, the .jobs PDP Council finds that approval of the Proposed Amendment would serve the needs of the international human resource management community, and therefore hereby approves the Proposed Amendment, recognizing that it is the sole obligation and responsibility of Employ Media to implement the Proposed Amendment in a manner that complies with the .jobs Charter, with all ICANN rules and regulations, and with all applicable laws and regulations."

Vote to Approve or Reject the Motion:

The votes to approve or reject the above Motion were as follows:

- Seven (one of which was by proxy) members of the Council approved the Motion.
- One member of the Council rejected the Motion.

The one Council member who voted against the Motion expressly stated that the resignation letter of Mr. Matos had no bearing on that member's vote against the Employ Media proposed amendment. All Council members on the call agreed that the one proxy vote should be counted.

There being no additional business, Gary Rubin thanked all the members of the .jobs PDP Council for joining the conference call meeting. The meeting of the .jobs PDP Council was adjourned at 12:49 p.m. EST.