

**Employ Media Proposed Amendment**

**Industry and Occupational Domains**

**Proposed Amendment:**

To the extent that any policies, practices or business rules in .jobs govern Employ Media’s provisioning, registration, use in the DNS or allowance of third party use in the DNS of industry and occupational domain names, all such policies, practices or business rules are amended to allow Employ Media’s provisioning, registration, use in the DNS and allowance of third party use in the DNS of industry and occupational domain names.

**Submitting Party:**

Employ Media LLC

**Status:**

Employ Media is in the process of creating a shared domain beta within the .jobs tld. In the shared domain beta, certain domains will be provisioned to, and registered by, Employ Media for Employ Media’s use in the DNS in the shared domain beta and for Employ Media’s subcontracted use thereof in the DNS to third parties in accordance with the shared domain beta. For example, Employ Media will register certain names for the shared domain beta and will assign DNS resolution thereof for use by a third party who will provide uniform, consistent content at such shared beta domains.

Several industry and occupational domains will be in use under the shared domain beta. For example, accounting.jobs may be used in the shared domain beta as a second level domain in a multi-level domain schema taking the form of city.state.country.jobs (e.g., Cleveland.oh.us.jobs), wherein accounting.jobs would be directed to a domain within the schema having content relating to the industry/occupation related to the second-level term (e.g., having accounting jobs at accounting.jobs, optionally with geotargeting).

**Effect on any applicable policies, practices or business rules of .jobs:**

Employ Media believes that the following provisions from the .jobs registry agreement (the “Agreement”) enable the actions set forth in the current Proposed Amendment (the “Employ Media Agreement References”):

From Appendix S, Part IV:

The Registry Operator may from time to time introduce new categories of domain registrations, consistent with the Charter and in compliance with the provisions of this Sponsored TLD Registry Agreement. Registry Operator reserves the right to introduce additional start-up plan(s) for any such introductions.

From Section 7.1(b):

Registry Operator shall not act as a registrar with respect to the TLD. This shall not preclude Registry Operator from registering names within the TLD to itself through a request made to an ICANN-accredited registrar.

From Appendix S, Part I, the Charter:

The .JOBS TLD will be established to serve the needs of the international human resource management community (the “Community”). “Human resource management” is the organizational function that focuses on the management and direction of people. The Community consists of those persons who deal with the human element in an organization – people as individuals and groups, their recruitment, selection, assignment, motivation, compensation, utilization, services, training, development, promotion, termination and retirement.

Also from the Charter:

The following persons may request registration of a second-level domain within the .JOBS TLD:

- members of SHRM; or
- persons engaged in human resource management practices that meet any of the following criteria: (i) possess salaried-level human resource management experience; (ii) are certified by the Human Resource Certification Institute; (iii) are supportive of the SHRM Code of Ethical and Professional Standards in Human Resource Management...

From Appendix S, Part II, Delegated Authority:

...following areas of responsibility for development of policies for the Sponsored TLD are delegated to the Registry Operator...

1. Establishment of naming conventions to be used in the Sponsored TLD.
2. Restrictions on what types of people or entities may register Registered Names (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.
3. Restrictions on how Registered Names may be used (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.

4. Performance of Eligibility and Name-Selection Services (ENS Services)... .
5. Mechanisms for enforcement of the restrictions in items 1, 2 and 3... .
- ...
9. Matters concerning the operation of the registry for the Sponsored TLD.
- ...
14. Uses and practices by registrants with respect to Registered Names.
15. Procedures and schedule for the start-up of the Sponsored TLD, provided they are consistent with Attachment 8.

It is the position of some that the following provisions in the Agreement preclude the actions detailed in the current Proposed Amendment:

Appendix S, Part VII (the “Appendix S Provisions”):

From the “Community Value Criteria”:

.jobs domain registrations are limited to the legal name of an employer and/or a name or abbreviation by which the employer is commonly known. All prospective registrants must submit a Qualification Document (generally speaking, proof of status as an employer organization, such as, e.g., in the U.S., a Form 941) which will be reviewed by Employ Media for approval prior to allowing registration.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

From “Policy Making and Differentiation”:

SHRM and Employ Media have already agreed upon certain policies (available upon request in the Employ Media/SHRM agreement). The Charter is an example. In an additional example, .jobs registrations will only be allowed for domain names which (i) are for the legal name(s) under which a proposed registrant does business (e.g., a trade name such as EIduPontdeNemours.jobs), for a name under which the proposed registrant is commonly known (e.g., dupont.jobs) or which includes such a legal or commonly-known name (e.g., dupontcanada.jobs); (ii) are based upon an application for registration which is submitted by a Qualified Applicant; and (iii) names as the registrant of the domain name the entity which is identified by the trade name or commonly known name. These current policies are only revisable/amendable via the policy making process described herein.

Specifically, the argument is that the Appendix S Provisions limit .jobs registrations to the “companyname” product category. Employ Media disagrees. Approval of the current Proposed Amendment would clarify that the actions set forth in the Proposed Amendment would not be precluded by the Appendix S Provisions.

#### **SHRM’s Position:**

It is Employ Media’s understanding that SHRM does not object to Council approval of the current Proposed Amendment, and does not object to Employ Media’s “provisioning, registration, use in the DNS and allowance of third party use in the DNS of industry and occupational domain names” so long as such is in compliance with the .jobs Charter. As such, it is Employ Media’s understanding that SHRM will approve the current Proposed Amendment, assuming this Council so approves and Employ Media so approves, as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.

**How Employ Media will be affected if the current proposed amendment is approved:**

If the current Proposed Amendment is approved, Employ Media will be able to provision, register, use in the DNS and allow third parties to use in the DNS industry and occupational domains in .jobs.

**Employ Media Proposed Amendment**

**Two-Character Domains**

**Proposed Amendment:**

To the extent that any policies, practices or business rules in .jobs govern Employ Media’s provisioning, registration, use in the DNS or allowance of third party use in the DNS of two-character domain names, all such policies, practices or business rules are amended to allow Employ Media’s provisioning, registration, use in the DNS and allowance of third party use in the DNS of two-character domain names.

**Submitting Party:**

Employ Media LLC

**Status:**

Employ Media is in the process of creating a shared domain beta within the .jobs tld. In the shared domain beta, certain domains will be provisioned to, and registered by, Employ Media for Employ Media’s use in the DNS in the shared domain beta and for Employ Media’s subcontracted use thereof in the DNS to third parties in accordance with the shared domain beta. For example, Employ Media will register certain names for the shared domain beta and will assign DNS resolution thereof for use by a third party who will provide uniform, consistent content at such shared beta domains.

Several two-character domains will be in use under the shared domain beta. For example, us.jobs may be used in the shared domain beta as a second level domain in a multi-level domain schema taking the form of city.state.country.jobs (e.g., Cleveland.oh.us.jobs).

**Effect on any applicable policies, practices or business rules of .jobs:**

Employ Media believes that the following provisions from the .jobs registry agreement (the “Agreement”) enable the actions set forth in the current Proposed Amendment (the “Employ Media Agreement References”):

From Appendix S, Part IV:

The Registry Operator may from time to time introduce new categories of domain registrations, consistent with the Charter and in compliance with the provisions of this Sponsored TLD Registry Agreement. Registry Operator reserves the right to introduce additional start-up plan(s) for any such introductions.

From Section 7.1(b):

Registry Operator shall not act as a registrar with respect to the TLD. This shall not preclude Registry Operator from registering names within the TLD to itself through a request made to an ICANN-accredited registrar.

From Appendix S, Part I, the Charter:

The .JOBS TLD will be established to serve the needs of the international human resource management community (the “Community”). “Human resource management” is the organizational function that focuses on the management and direction of people. The Community consists of those persons who deal with the human element in an organization – people as individuals and groups, their recruitment, selection, assignment, motivation, compensation, utilization, services, training, development, promotion, termination and retirement.

Also from the Charter:

The following persons may request registration of a second-level domain within the .JOBS TLD:

- members of SHRM; or
- persons engaged in human resource management practices that meet any of the following criteria: (i) possess salaried-level human resource management experience; (ii) are certified by the Human Resource Certification Institute; (iii) are supportive of the SHRM Code of Ethical and Professional Standards in Human Resource Management...

From Appendix S, Part II, Delegated Authority:

...following areas of responsibility for development of policies for the Sponsored TLD are delegated to the Registry Operator...

1. Establishment of naming conventions to be used in the Sponsored TLD.
2. Restrictions on what types of people or entities may register Registered Names (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.
3. Restrictions on how Registered Names may be used (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.
4. Performance of Eligibility and Name-Selection Services (ENS Services)...
5. Mechanisms for enforcement of the restrictions in items 1, 2 and 3...

...

9. Matters concerning the operation of the registry for the Sponsored TLD.

...

14. Uses and practices by registrants with respect to Registered Names.

15. Procedures and schedule for the start-up of the Sponsored TLD, provided they are consistent with Attachment 8.

It is the position of some that the following provisions in the Agreement preclude the actions detailed in the current Proposed Amendment:

Appendix S, Part VII (the “Appendix S Provisions”):

From the “Community Value Criteria”:

.jobs domain registrations are limited to the legal name of an employer and/or a name or abbreviation by which the employer is commonly known. All prospective registrants must submit a Qualification Document (generally speaking, proof of status as an employer organization, such as, e.g., in the U.S., a Form 941) which will be reviewed by Employ Media for approval prior to allowing registration.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These

restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

From “Policy Making and Differentiation”:

SHRM and Employ Media have already agreed upon certain policies (available upon request in the Employ Media/SHRM agreement). The Charter is an example. In an additional example, .jobs registrations will only be allowed for domain names which (i) are for the legal name(s) under which a proposed registrant does business (e.g., a trade name such as EIduPontdeNemours.jobs), for a name under which the proposed registrant is commonly known (e.g., dupont.jobs) or which includes such a legal or commonly-known name (e.g., dupontcanada.jobs); (ii) are based upon an application for registration which is submitted by a Qualified Applicant; and (iii) names as the registrant of the domain name the entity which is identified by the trade name or commonly known name. These current policies are only revisable/amendable via the policy making process described herein.

Specifically, the argument is that the Appendix S Provisions limit .jobs registrations to the “companyname” product category. Employ Media disagrees. Approval of the current Proposed Amendment would clarify that the actions set forth in the Proposed Amendment would not be precluded by the Appendix S Provisions.

A certain subset of all possible two-character domains, those set forth in the United Nations ISO 3166-1 list relating to two-character country codes (the “Two-Character Country Codes”), are additionally governed by other provisions within the Agreement. Two-Character Country Codes will likely require additional actions on the part of Employ Media before provisioning, registering, using in the DNS or allowing third party use in the DNS of such two-character country codes.

#### **SHRM’s Position:**

It is Employ Media’s understanding that SHRM does not object to Council approval of the current Proposed Amendment, and does not object to Employ Media’s “provisioning, registration, use in the DNS and allowance of third party use in the DNS of two-character domain names” so long as such is in compliance with the .jobs Charter. As such, it is Employ Media’s understanding that SHRM will approve the current Proposed Amendment, assuming this Council so approves and Employ Media so approves, as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.

**How Employ Media will be affected if the current proposed amendment is approved:**

If the current Proposed Amendment is approved, Employ Media will be able to provision, register, use in the DNS and allow third parties to use in the DNS two character domains in .jobs.

## Employ Media Proposed Amendment

### Geographic Domains

#### Proposed Amendment:

To the extent that any policies, practices or business rules in .jobs govern Employ Media's provisioning, registration, use in the DNS or allowance of third party use in the DNS of geographic domain names, all such policies, practices or business rules are amended to allow Employ Media's provisioning, registration, use in the DNS and allowance of third party use in the DNS of geographic domain names.

#### Submitting Party:

Employ Media LLC

#### Status:

Employ Media is in the process of creating a shared domain beta within the .jobs tld. In the shared domain beta, certain domains will be provisioned to, and registered by, Employ Media for Employ Media's use in the DNS in the shared domain beta and for Employ Media's subcontracted use thereof in the DNS to third parties in accordance with the shared domain beta. For example, Employ Media will register certain names for the shared domain beta and will assign DNS resolution thereof for use by a third party who will provide uniform, consistent content at such shared beta domains.

Several geographic domains will be in use under the shared domain beta. For example, cleveland.jobs may be used in the shared domain beta as a third level domain in a multi-level domain schema taking the form of city.state.country.jobs (e.g., Cleveland.oh.us.jobs).

#### Effect on any applicable policies, practices or business rules of .jobs:

Employ Media believes that the following provisions from the .jobs registry agreement (the "Agreement") enable the actions set forth in the current Proposed Amendment (the "Employ Media Agreement References"):

From Appendix S, Part IV:

The Registry Operator may from time to time introduce new categories of domain registrations, consistent with the Charter and in compliance with the provisions of this Sponsored TLD Registry Agreement. Registry Operator reserves the right to introduce additional start-up plan(s) for any such introductions.

From Section 7.1(b):

Registry Operator shall not act as a registrar with respect to the TLD. This shall not preclude Registry Operator from registering names within the TLD to itself through a request made to an ICANN-accredited registrar.

From Appendix S, Part I, the Charter:

The .JOBS TLD will be established to serve the needs of the international human resource management community (the “Community”). “Human resource management” is the organizational function that focuses on the management and direction of people. The Community consists of those persons who deal with the human element in an organization – people as individuals and groups, their recruitment, selection, assignment, motivation, compensation, utilization, services, training, development, promotion, termination and retirement.

Also from the Charter:

The following persons may request registration of a second-level domain within the .JOBS TLD:

- members of SHRM; or
- persons engaged in human resource management practices that meet any of the following criteria: (i) possess salaried-level human resource management experience; (ii) are certified by the Human Resource Certification Institute; (iii) are supportive of the SHRM Code of Ethical and Professional Standards in Human Resource Management...

From Appendix S, Part II, Delegated Authority:

...following areas of responsibility for development of policies for the Sponsored TLD are delegated to the Registry Operator...

1. Establishment of naming conventions to be used in the Sponsored TLD.
2. Restrictions on what types of people or entities may register Registered Names (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.
3. Restrictions on how Registered Names may be used (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.
4. Performance of Eligibility and Name-Selection Services (ENS Services)...
5. Mechanisms for enforcement of the restrictions in items 1, 2 and 3...

...

9. Matters concerning the operation of the registry for the Sponsored TLD.

...

14. Uses and practices by registrants with respect to Registered Names.

15. Procedures and schedule for the start-up of the Sponsored TLD, provided they are consistent with Attachment 8.

It is the position of some that the following provisions in the Agreement preclude the actions detailed in the current Proposed Amendment:

Appendix S, Part VII (the “Appendix S Provisions”):

From the “Community Value Criteria”:

.jobs domain registrations are limited to the legal name of an employer and/or a name or abbreviation by which the employer is commonly known. All prospective registrants must submit a Qualification Document (generally speaking, proof of status as an employer organization, such as, e.g., in the U.S., a Form 941) which will be reviewed by Employ Media for approval prior to allowing registration.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These

restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

From “Policy Making and Differentiation”:

SHRM and Employ Media have already agreed upon certain policies (available upon request in the Employ Media/SHRM agreement). The Charter is an example. In an additional example, .jobs registrations will only be allowed for domain names which (i) are for the legal name(s) under which a proposed registrant does business (e.g., a trade name such as EIduPontdeNemours.jobs), for a name under which the proposed registrant is commonly known (e.g., dupont.jobs) or which includes such a legal or commonly-known name (e.g., dupontcanada.jobs); (ii) are based upon an application for registration which is submitted by a Qualified Applicant; and (iii) names as the registrant of the domain name the entity which is identified by the trade name or commonly known name. These current policies are only revisable/amendable via the policy making process described herein.

Specifically, the argument is that the Appendix S Provisions limit .jobs registrations to the “companyname” product category. Employ Media disagrees. Approval of the current Proposed Amendment would clarify that the actions set forth in the Proposed Amendment would not be precluded by the Appendix S Provisions.<sup>1</sup>

#### **SHRM’s Position:**

It is Employ Media’s understanding that SHRM does not object to Council approval of the current Proposed Amendment, and does not object to Employ Media’s “provisioning, registration, use in the DNS and allowance of third party use in the DNS of geographic domain names” so long as such is in compliance with the .jobs Charter. As such, it is Employ Media’s understanding that SHRM will approve the current Proposed Amendment, assuming this Council so approves and Employ Media so approves, as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.

#### **How Employ Media will be affected if the current proposed amendment is approved:**

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<sup>1</sup> A certain subgroup of geographic names, particularly, the country names set forth in the ISO 3166-1 list of country codes, may be governed by additional provisions of the Agreement and may require additional actions on the part of Employ Media.

If the current Proposed Amendment is approved, Employ Media will be able to provision, register, use in the DNS and allow third parties to use in the DNS geographic domains in .jobs.

## Employ Media Proposed Amendment

### Dictionary and Non-companyname Domains

#### Proposed Amendment:

To the extent that any policies, practices or business rules in .jobs govern Employ Media's provisioning, registration, use in the DNS or allowance of third party use in the DNS of dictionary and other non-companyname domain names, all such policies, practices or business rules are amended to allow Employ Media's provisioning, registration, use in the DNS and allowance of third party use in the DNS of dictionary and other non-companyname domain names.

#### Submitting Party:

Employ Media LLC

#### Status:

Employ Media is in the process of creating a shared domain beta within the .jobs tld. In the shared domain beta, certain domains will be provisioned to, and registered by, Employ Media for Employ Media's use in the DNS in the shared domain beta and for Employ Media's subcontracted use thereof in the DNS to third parties in accordance with the shared domain beta. For example, Employ Media will register certain names for the shared domain beta and will assign DNS resolution thereof for use by a third party who will provide uniform, consistent content at such shared beta domains.

Several dictionary and other non-companyname domains are planned to be in use under the shared domain beta. For example, jobs.jobs is slated for potential use in the shared domain beta as a centralized domain in a multi-level domain schema, wherein other .jobs domains may be directed to jobs.jobs for uniform content.

#### Effect on any applicable policies, practices or business rules of .jobs:

Employ Media believes that the following provisions from the .jobs registry agreement (the "Agreement") enable the actions set forth in the current Proposed Amendment (the "Employ Media Agreement References"):

From Appendix S, Part IV:

The Registry Operator may from time to time introduce new categories of domain registrations, consistent with the Charter and in compliance with the provisions of this Sponsored TLD Registry Agreement. Registry Operator reserves the right to introduce additional start-up plan(s) for any such introductions.

From Section 7.1(b):

Registry Operator shall not act as a registrar with respect to the TLD. This shall not preclude Registry Operator from registering names within

the TLD to itself through a request made to an ICANN-accredited registrar.

From Appendix S, Part I, the Charter:

The .JOBS TLD will be established to serve the needs of the international human resource management community (the “Community”). “Human resource management” is the organizational function that focuses on the management and direction of people. The Community consists of those persons who deal with the human element in an organization – people as individuals and groups, their recruitment, selection, assignment, motivation, compensation, utilization, services, training, development, promotion, termination and retirement.

Also from the Charter:

The following persons may request registration of a second-level domain within the .JOBS TLD:

- members of SHRM; or
- persons engaged in human resource management practices that meet any of the following criteria: (i) possess salaried-level human resource management experience; (ii) are certified by the Human Resource Certification Institute; (iii) are supportive of the SHRM Code of Ethical and Professional Standards in Human Resource Management...

From Appendix S, Part II, Delegated Authority:

...following areas of responsibility for development of policies for the Sponsored TLD are delegated to the Registry Operator...

1. Establishment of naming conventions to be used in the Sponsored TLD.
2. Restrictions on what types of people or entities may register Registered Names (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.
3. Restrictions on how Registered Names may be used (which need not be uniform for all names within the Sponsored TLD), provided the scope of the Charter (Attachment 1) is not exceeded.
4. Performance of Eligibility and Name-Selection Services (ENS Services)...

5. Mechanisms for enforcement of the restrictions in items 1, 2 and 3... .  
...
9. Matters concerning the operation of the registry for the Sponsored TLD.  
...
14. Uses and practices by registrants with respect to Registered Names.
15. Procedures and schedule for the start-up of the Sponsored TLD, provided they are consistent with Attachment 8.

It is the position of some that the following provisions in the Agreement preclude the actions detailed in the current Proposed Amendment:

Appendix S, Part VII (the “Appendix S Provisions”):

From the “Community Value Criteria”:

.jobs domain registrations are limited to the legal name of an employer and/or a name or abbreviation by which the employer is commonly known. All prospective registrants must submit a Qualification Document (generally speaking, proof of status as an employer organization, such as, e.g., in the U.S., a Form 941) which will be reviewed by Employ Media for approval prior to allowing registration.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

Also from the “Community Value Criteria”:

A reserved list of names will be employed to prevent inappropriate name registrations. Certain groups of domains will be reserved, such as, e.g., a

list of occupational identifiers (e.g., the U.S. Bureau of Labor Statistics list of SOC occupations), industry identifiers (e.g., healthcare.jobs) and certain geographic identifiers (e.g., northeasternohio.jobs). These restricted lists are in addition to the restriction that .jobs domains comprise only trade names or commonly-known names (reserved list domains will be registered to the Registry Operator in the registry database to reflect their status as reserved names). In the event other domains are made available for registration (which would require approval as set forth in this Agreement), such domains will be specifically enumerated (i.e., not creatable by an applicant) and will be pre-screened to remove any inappropriate names.

From “Policy Making and Differentiation”:

SHRM and Employ Media have already agreed upon certain policies (available upon request in the Employ Media/SHRM agreement). The Charter is an example. In an additional example, .jobs registrations will only be allowed for domain names which (i) are for the legal name(s) under which a proposed registrant does business (e.g., a trade name such as EIduPontdeNemours.jobs), for a name under which the proposed registrant is commonly known (e.g., dupont.jobs) or which includes such a legal or commonly-known name (e.g., dupontcanada.jobs); (ii) are based upon an application for registration which is submitted by a Qualified Applicant; and (iii) names as the registrant of the domain name the entity which is identified by the trade name or commonly known name. These current policies are only revisable/amendable via the policy making process described herein.

Specifically, the argument is that the Appendix S Provisions limit .jobs registrations to the “companyname” product category. Employ Media disagrees. Approval of the current Proposed Amendment would clarify that the actions set forth in the Proposed Amendment would not be precluded by the Appendix S Provisions.

#### **SHRM’s Position:**

It is Employ Media’s understanding that SHRM does not object to Council approval of the current Proposed Amendment, and does not object to Employ Media’s “provisioning, registration, use in the DNS and allowance of third party use in the DNS of dictionary and other non-companyname domain names” so long as such is in compliance with the .jobs Charter. As such, it is Employ Media’s understanding that SHRM will approve the current Proposed Amendment, assuming this Council so approves and Employ Media so approves, as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.

**How Employ Media will be affected if the current proposed amendment is approved:**

If the current Proposed Amendment is approved, Employ Media will be able to provision, register, use in the DNS and allow third parties to use in the DNS dictionary and other non-companyname domains in .jobs.