

**.jobs PDP Council Conference Call Meeting
April 15, 2010 – 12:00 p.m. EST
MINUTES**

Call to Order

The teleconference meeting of the .jobs PDP Council was called to order on April 15, 2010, at approximately 12:00 p.m. EST by Gary Rubin, .jobs PDP Council Manager.

Prior to the meeting, Mr. Rubin sent the meeting agenda and pertinent information consisting of the proposed amendment submitted by Employ Media.

Roll Call

PDP Council Members Present:

Ellen Johnston
HR Business Partner
Siemens Health Care

Martina McAndrew
Director of Recruiting
Baker Tilly

Marilyn Mackes
Executive Director
National Association of Colleges & Employers

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

Aaron Matos
Founder & CEO
Jobing.com

Rhonda Stickley
Senior Director, Talent Acquisition
Providence Health & Services

PDP Council Members Absent:

Nancy Davies
Human Resources Director
Law Firm of Bodman, LLP

Eileen Shue
Vice President of Corporate Resources
The Sterling Group

Nancy McKeague
Chief Human Resources Officer
Michigan Health & Hospital Association

SHRM Staff Members Present:

Gary Rubin, Chief Publications & E-Media
Henry Hart, Chief General Counsel
Jill Moss, Contracts Administrator/Paralegal

Clarification of Council's Responsibilities and Addressing Misinformation Posted about What the Council is Doing

Gary Rubin reviewed the following points to clarify the Council's responsibilities and how best to address misinformation posted about what the Council is doing:

1. There is a lot of misinformation being posted about what the Council is doing, has done, and can do.
2. This is frustrating for SHRM and the Council members.
3. Council is governed by the one page Charter and the 2 page PDP which Mr. Rubin has previously shared with the Council members.
4. SHRM and Mr. Rubin do not have a preference for a "yes" recommendation or a "no" recommendation by this Council on the proposal before the Council. Mr. Rubin's concern is that this Council be able to make a recommendation and to obtain whatever information it feels it needs to make that recommendation. That recommendation should be based upon whether the Council members think that the proposal, if passed, would serve the needs of the international human resource management community.

Discussion of Specific Input the Council Seeks from the Community and the Method for Outreach

The Council recommended that method for outreach in seeking input from the community might include the following: (1) post to the public seeking public comment; (2) bona fide market research/scientific research; and (3) white papers from the various views. Council Member #7 suggested that independent research be conducted because to rely only on general comments from the public would risk receipt of disproportionate input from biased commenters. Council Member #8 and Council Member #3 agreed with this suggestion.

Council Member #7 asked if it would be possible to use SHRM's research group to conduct the independent research, and Gary Rubin responded that would be a possibility. Council Member #7 suggested that the Council needs research on what are the advantages and disadvantages of the proposal. All Council members on the call indicated that they were comfortable with SHRM using its Research Department to conduct such research. Council Member #7 also suggested that SHRM's research group be used to form the pros and cons with the Council's help with substantive questions.

Council Member #3 stated that the Council should ask "what is the value of the proposal" to the HR community. Council Member #3 also asked whether it was typical for a Registry Operator such as Employ media to make money in such role. Council Member #3 then inquired as to how HR is defined. Gary Rubin noted that HR is defined in the Charter as: "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.”

Council Member #7 stated that the Charter does not distinguish the various names and asked who drafted the Charter. Gary Rubin responded that Employ Media drafted the Charter with SHRM’s review, approval, and support. It was then suggested by the Council to provide questions to Gary Rubin and he will give them to the SHRM research group. All Council members on the call indicated that they were comfortable with SHRM using its Research Department to conduct such research.

It was agreed that Gary Rubin would get information from Employ Media for the Council on: (i) how they operate as Registry Operator and how their license to act as Registry Operator for the .jobs TLD compared to the license for Registry Operators of other TLDs; and (ii) what Employ Media thought were the possibilities on how non-company names could be implemented and as to what was Employ Media’s current intent as to how it would in fact implement non-company names.

It was also agreed that a specific Council Member would get to Gary Rubin, for the information of the Council, a white paper to be prepared by the International Association of Employment Websites (note that this whitepaper was never received).

Mr. Rubin inquired as to what the members preferred with regard to the posting of the minutes. Council Member #4 suggested that the minutes be posted publicly after each meeting. It was suggested that it doesn’t make sense to post the minutes prior to a final vote by the Council. . Therefore, it was agreed that in lieu of posting the minutes before a final decision of the Council is made, Mr. Rubin will draft a summary statement after each .jobs PDP Council meeting if appropriate or necessary. Following a vote on the proposal by the Council, the minutes would be made publically available.

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 1:28 p.m. EST.