

## **.jobs Issues Report**

### **Industry and Occupational Names**

#### **Summary:**

Employ Media, the registry operator for the .jobs top-level domain, has submitted a proposed amendment for this Council's review. Employ Media is in the process of creating a shared domain beta test, which, among other things, will use industry and occupational .jobs domain names. These industry and occupational domains will be provisioned by and registered in Employ Media's name, and use in the DNS thereof will be directed to a third party who will provide content consistent throughout the shared domain beta test. Some have taken the position that provisioning, registration and use in the DNS of industry and occupational .jobs domain names which are not provisioned, registered and used within the "companyname" naming convention of .jobs (which requires that the domain registrant be an employer and that the domain itself be the name of the registrant or a name by which the registrant is commonly known) are not allowed. In response, Employ Media submits the current Proposed Amendment to make it clear that Employ Media may provision, register, use in the DNS and allow third party use in the DNS of industry and occupational domain names. Approval of this Proposed Amendment would clarify such. If approved, Employ Media would be allowed to provision, register, use in the DNS and allow third parties to use in the DNS industry and occupational domains, all so long as the .jobs Charter is adhered to. SHRM and Employ Media have both indicated that they will approve the Proposed Amendment upon approval by Council.

#### **Party submitting the proposed amendment:**

Employ Media LLC, the registry operator for the .jobs top-level domain.

#### **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."

#### **Policy(ies), practice(s) and business rule(s) affected by the amendment:**

In the submitted Proposed Amendment, Employ Media identifies provisions of the .jobs registry agreement which Employ Media claims will be affected by the Proposed Amendment (please see the attached Proposed Amendment). Some of the cited provisions are claimed to evince support for Employ Media's position that the actions set forth in the Proposed Amendment are already allowable. Some of the cited provisions are claimed to prohibit such actions and limit provisioning, registration and use in the DNS of non-"companyname" domain registrations. Regardless of which provisions control, approval of the current Proposed Amendment would affect each of the cited provisions to the effect that Employ Media's provisioning, registration,

use in the DNS and allowance of third party use in the DNS of industry and occupational domains would not be prohibited by such provisions.

**How Employ Media would be affected by the Proposed Amendment:**

Approval of the Proposed Amendment would allow Employ Media to provision, register, use in the DNS and allow third-party use in the DNS of industry and occupational domains. Employ Media's provisioning, registration, use in the DNS and allowance of third party use in the DNS would still be governed by the terms of the .jobs Charter. In the immediate sense, it appears that Employ Media will employ industry and occupational domains in the shared domain beta test.

**Will either Employ Media or SHRM disapprove this Proposed Amendment?**

According to Employ Media, Employ Media will approve this Proposed Amendment. According to Employ Media, if the Council approves this Proposed Amendment, SHRM will approve the Proposed Amendment as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.

**.jobs Issues Report**  
**Two-Character Domains**

**Summary:**

Employ Media, the registry operator for the .jobs top-level domain, has submitted a proposed amendment for this Council's review. Employ Media is in the process of creating a shared domain beta test, which, among other things, will use two-character .jobs domain names. These two-character domains will be provisioned by and registered in Employ Media's name, and use in the DNS thereof will be directed to a third party who will provide content consistent throughout the shared domain beta test. Some have taken the position that provisioning, registration and use in the DNS of two-character .jobs domain names which are not provisioned, registered and used within the "companyname" naming convention of .jobs (which requires that the domain registrant be an employer and that the domain itself be the name of the registrant or a name by which the registrant is commonly known) are not allowed. In response, Employ Media submits the current Proposed Amendment to make it clear that Employ Media may provision, register, use in the DNS and allow third party use in the DNS of two-character domain names. Approval of this Proposed Amendment would clarify such, with the exception of two-character country code domains as set for in ISO 3166-1, which would require additional actions on behalf of Employ Media. If approved, Employ Media would be allowed to provision, register, use in the DNS and allow third parties to use in the DNS two-character domains, all so long as the .jobs Charter is adhered to. SHRM and Employ Media have both indicated that they will approve the Proposed Amendment upon approval by the Council.

**Party submitting the proposed amendment:**

Employ Media LLC, the registry operator for the .jobs top-level domain.

**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."

**Policy(ies), practice(s) and business rule(s) affected by the amendment:**

In the submitted Proposed Amendment, Employ Media identifies provisions of the .jobs registry agreement which Employ Media claims will be affected by the Proposed Amendment (please see the attached Proposed Amendment). Some of the cited provisions are claimed to evince support for Employ Media's position that the actions set forth in the Proposed Amendment are already allowable. Some of the cited provisions are claimed to prohibit such actions and limit provisioning, registration and use of non-"companyname" domain registrations. Regardless of which provisions control, approval of the current Proposed Amendment would affect each of the cited provisions to the effect that Employ Media's provisioning, registration, use in the DNS and

allowance of third party use in the DNS of two-character domains would not be prohibited by such provisions.

**How Employ Media would be affected by the Proposed Amendment:**

Approval of the Proposed Amendment would allow Employ Media to provision, register, use in the DNS and allow third-party use in the DNS of two character domains. An exception likely are country codes contained in the ISO 3166-1 list, which would no longer be precluded by the language referenced in Employ Media's proposal, but which may require additional steps 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. In any event, Employ Media's provisioning, registration, use in the DNS and allowance of third party use in the DNS would still be governed by the terms of the .jobs Charter. In the immediate sense, it appears that Employ Media will employ two-character domains (with the exception of country codes) in the shared domain beta test.

**Will either Employ Media or SHRM disapprove this Proposed Amendment?**

According to Employ Media, Employ Media will approve this Proposed Amendment. According to Employ Media, if the Council approves this Proposed Amendment, SHRM will approve the Proposed Amendment as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.

## **.jobs Issues Report**

### **Geographic Names**

#### **Summary:**

Employ Media, the registry operator for the .jobs top-level domain, has submitted a proposed amendment for this Council's review. Employ Media is in the process of creating a shared domain beta test, which, among other things, will use geographic .jobs domain names. These geographic domains will be provisioned by and registered in Employ Media's name, and use in the DNS thereof will be directed to a third party who will provide content consistent throughout the shared domain beta test. Some have taken the position that provisioning, registration and use in the DNS of geographic .jobs domain names which are not provisioned, registered and used within the "companyname" naming convention of .jobs (which requires that the domain registrant be an employer and that the domain itself be the name of the registrant or a name by which the registrant is commonly known) are not allowed. In response, Employ Media submits the current Proposed Amendment to make it clear that Employ Media may provision, register, use in the DNS and allow third party use in the DNS of geographic domain names. Approval of this Proposed Amendment would clarify such. If approved, Employ Media would be allowed to provision, register, use in the DNS and allow third parties to use in the DNS geographic domains, all so long as the .jobs Charter is adhered to. SHRM and Employ Media have both indicated that they will approve the Proposed Amendment upon approval by the Council.

#### **Party submitting the proposed amendment:**

Employ Media LLC, the registry operator for the .jobs top-level domain.

#### **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."

#### **Policy(ies), practice(s) and business rule(s) affected by the amendment:**

In the submitted Proposed Amendment, Employ Media identifies provisions of the .jobs registry agreement which Employ Media claims will be affected by the Proposed Amendment (please see the attached Proposed Amendment). Some of the cited provisions are claimed to evince support for Employ Media's position that the actions set forth in the Proposed Amendment are already allowable. Some of the cited provisions are claimed to prohibit such actions and limit provisioning, registration and use of non-"companyname" domain registrations. Regardless of which provisions control, approval of the current Proposed Amendment would affect each of the cited provisions to the effect that Employ Media's provisioning, registration, use in the DNS and allowance of third party use in the DNS of geographic domains would not be prohibited by such provisions.

**How Employ Media would be affected by the Proposed Amendment:**

Approval of the Proposed Amendment would allow Employ Media to provision, register, use in the DNS and allow third-party use in the DNS of geographic domains. Employ Media's provisioning, registration, use in the DNS and allowance of third party use in the DNS would still be governed by the terms of the .jobs Charter. In the immediate sense, it appears that Employ Media will employ geographic domains (with the potential exception of country names as noted in the proposed amendment) in the shared domain beta test.

**Will either Employ Media or SHRM disapprove this Proposed Amendment?**

According to Employ Media, Employ Media will approve this Proposed Amendment. According to Employ Media, if the Council approves this Proposed Amendment, SHRM will approve the Proposed Amendment as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.

## **.jobs Issues Report**

### **Dictionary and Non-Companyname Domains**

#### **Summary:**

Employ Media, the registry operator for the .jobs top-level domain, has submitted a proposed amendment for this Council's review. Employ Media is in the process of creating a shared domain beta test, which, among other things, will use dictionary and other non-companyname .jobs domain names. These dictionary and other non-companyname domains will be provisioned by and registered in Employ Media's name, and use in the DNS thereof will be directed to a third party who will provide content consistent throughout the shared domain beta test. Some have taken the position that provisioning, registration and use in the DNS of dictionary and other non-companyname .jobs domain names which are not provisioned, registered and used within the "companyname" naming convention of .jobs (which requires that the domain registrant be an employer and that the domain itself be the name of the registrant or a name by which the registrant is commonly known) are not allowed. In response, Employ Media submits the current Proposed Amendment to make it clear that Employ Media may provision, register, use in the DNS and allow third party use in the DNS of dictionary and other non-companyname domain names. Approval of this Proposed Amendment would clarify such. If approved, Employ Media would be allowed to provision, register, use in the DNS and allow third parties to use in the DNS dictionary and other non-companyname domains, all so long as the .jobs Charter is adhered to. SHRM and Employ Media have both indicated that they will approve the Proposed Amendment upon approval by the Council.

#### **Party submitting the proposed amendment:**

Employ Media LLC, the registry operator for the .jobs top-level domain.

#### **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."

#### **Policy(ies), practice(s) and business rule(s) affected by the amendment:**

In the submitted Proposed Amendment, Employ Media identifies provisions of the .jobs registry agreement which Employ Media claims will be affected by the Proposed Amendment (please see the attached Proposed Amendment). Some of the cited provisions are claimed to evince support for Employ Media's position that the actions set forth in the Proposed Amendment are already allowable. Some of the cited provisions are claimed to prohibit such actions and limit provisioning, registration and use in the DNS of non-"companyname" domain registrations. Regardless of which provisions control, approval of the current Proposed Amendment would affect each of the cited provisions to the effect that Employ Media's provisioning, registration,

use in the DNS and allowance of third party use in the DNS of dictionary and other non-companyname domains would not be prohibited by such provisions.

**How Employ Media would be affected by the Proposed Amendment:**

Approval of the Proposed Amendment would allow Employ Media to provision, register, use in the DNS and allow third-party use in the DNS of dictionary and other non-companyname domains. Employ Media's provisioning, registration, use in the DNS and allowance of third party use in the DNS would still be governed by the terms of the .jobs Charter. In the immediate sense, it appears that Employ Media will employ dictionary and other non-companyname domains in the shared domain beta test.

**Will either Employ Media or SHRM disapprove this Proposed Amendment?**

According to Employ Media, Employ Media will approve this Proposed Amendment. According to Employ Media, if the Council approves this Proposed Amendment, SHRM will approve the Proposed Amendment as being consistent with the interests of the international human resources management community, and further as being in compliance with the .jobs Charter.