ICANN

2003 Nominating Committee Final Report

PURPOSE OF THIS REPORT

The purpose of the 2003 ICANN Nominating Committee's Final Report is to provide a clear, transparent and well-documented account of the background, design, motivation and execution of the Nominating Committee's 2003 selection process.

By describing what authorized the Committee and what, why, how, and when the Nominating Committee faithfully carried out its activities, the report is also intended to encourage future understanding of and participation in Nominating Committee selection processes, and to convey useful information and tools to future Nominating Committees.

In order to protect the privacy of the candidates who allowed themselves to be considered by the Nominating Committee, statistical summaries are used in lieu of personally identifiable candidate data.

This Final Report of the Nominating Committee has been prepared by Linda Wilson and Pindar Wong, the Chair and Associate Chair respectively.

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1) Executive Summary

The 2003 ICANN Nominating Committee (NomCom) – the inaugural Nominating Committee in the reformed ICANN 2.0 structure – completed its assigned tasks for 2003 in June, 2003, with the nomination of 17 individuals for leadership positions in ICANN as Directors, members of the GNSO Council, and members of the Interim At Large Advisory Committee. The 2003 NomCom remained in standby status until 29 September 2003. This Final Report amplifies the NomCom report in outline form that was presented at the June 2003 ICANN meeting and subsequently posted on the ICANN website. See <http://www.icann.org/presentations/wilson-montreal-26jun03.pdf>.

This Final Report describes:

- the background…origin, role, rationale, and prescribed composition of the ICANN Nominating Committee
- the composition of the NomCom for 2003
- the positions which the NomCom was charged to fill
- the selection factors prescribed and applied
- the objectives and principles adopted by the NomCom
- the NomCom operating procedures
- the key issues addressed by NomCom
- the design of the NomCom selection process (what it tried to achieve and why);
- the implementation of the NomCom process (what was done, how, and when)
- the final results of NomCom's work, along with summary statistical information about the candidate pool.

A set of 14 Appendices archive a wealth of documentation and information produced by the 2003 NomCom, including biographical information for the Nominees, detailed timelines, committee and subcommittee charges, the Code of Ethics, the Policy on Conflicts of Interest, the Formal Call for Recommendations and Statements of Interest, the NomCom responses to Frequently Asked Questions (FAQ), criteria for selection of NomCom members, biographical information for NomCom members, NomCom operating procedures, work plan, and the relevant excerpts of the ICANN Bylaws. Together, the Final Report and its Appendices provide a comprehensive look at the goals, methods, work, and outcomes of the 2003 ICANN Nominating Committee.

The members of the committee committed large amounts of time and energy to performing these tasks. We hope that the results reflect well on their collective efforts, and on the many contributions from the global Internet community that made their work possible. The inaugural NomCom, by making a major investment in the development of policies and procedures, hoped to support the work of future nominating committees as well as accomplish its own task successfully and with integrity.

2) BACKGROUND OF THE ICANN NOMINATING COMMITTEE

2.1 Origin and Role

In February 2002, ICANN launched a process of comprehensive reform and restructuring. The ICANN 2.0 structure that emerged from the reform process introduced as a key element a Nominating Committee, charged with populating a portion of the ICANN Board, the Council of the Generic Names Supporting Organization (GNSO), the Interim At Large Advisory Committee (ALAC), and such other selections as are set forth in the Bylaws.

The Nominating Committee represented a new way to fill a portion of key ICANN leadership positions, a path operating in parallel with and complementary to those within the Supporting Organizations.

In making its selections the Nominating Committee has explicit responsibilities in supporting ICANN's Core Value 4. <Bylaws Article I, Section 2, paragraph 4>:

> "Seeking and supporting broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making."

The Nominating Committee functions independently from the ICANN Board, Supporting Organizations, and Advisory Committees. The Nominating Committee's selections are final.

2.2 Rationale

A central rationale for using a Nominating Committee to select a portion of the ICANN leadership bodies is to balance the representation-based selection of Directors and council and committee members with selection of a set of Directors, GNSO Council members, and ALAC members of the highest integrity and capability who will place the *broad public interest* ahead of any particular interests, and who are nevertheless knowledgeable about ICANN, its communities and responsibilities.

To achieve this broad public-interest orientation, the membership of the Nominating Committee is drawn from across the ICANN and global Internet communities, on the theory that a Nominating Committee consisting of *independent* delegates of widely varying backgrounds and interests will, by the imperative of consensus, be able to produce slates of outstanding, highly-qualified, well-respected, and diverse nominees.

Nominating Committee members, although chosen from various constituencies within ICANN, act only on behalf of the interests of the global Internet community, and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws. They carry no personal commitments to particular individuals, organizations, or commercial objectives. Thus, although appointed by Supporting Organizations and other ICANN entities, Nominating Committee members act as individuals and are not beholden to their appointing constituencies. NomCom Members are, however, accountable for adherence to the Bylaws and for

compliance with the rules and procedures established by the Nominating Committee.

2.3 Prescribed Composition of the ICANN Nominating Committee

The Bylaws:

- set forth the criteria for selecting members of the Nominating Committee,

- identify the constituent parts of ICANN that should select the delegates and liaisons,

- set the number of delegates/liaisons to be selected and their terms of service,

- provide for the ICANN Board to appoint the Committee Chair, for the preceding Chair to serve as Advisor, and for the Chair to appoint an Associate Chair,

- designate which members of the Committee shall be entitled to vote, and set forth certain restrictions regarding eligibility to serve on the Nominating Committee. The relevant sections of the Bylaws are included in Appendix M of this Report.

2.4 Criteria and Restrictions for Selection of Nominating Committee Members

 The Bylaws state the criteria for selection of Delegates as follows:

"Delegates to the ICANN Nominating Committee shall be:

> *1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and with experience and competence with collegial large group decision-making;*
>
> *2. Persons with wide contacts, broad experience in the Internet community, and a commitment to the success of ICANN;*
>
> *3. Persons whom the selecting body is confident will consult widely and accept input in carrying out their responsibilities;*
>
> *4. Persons who are neutral and objective, without any fixed personal commitments to particular individuals, organizations, or commercial objectives in carrying out their Nominating Committee responsibilities;*
>
> *5. Persons with an understanding of ICANN's mission and the potential impact of ICANN's activities on the broader Internet community who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and*
>
> *6. Persons who are able to work and communicate in written and spoken English."*

The Bylaws also place some restrictions that affect the selection of all NomCom members and the selections that NomCom makes. These restrictions help

ensure the real and perceived integrity of the NomCom's work. Specifically, the Bylaws state that:

- "No person who serves on the Nominating Committee in any capacity shall be eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee."

After the 2003 NomCom was appointed and its work was well underway, the Bylaws were amended to clarify that:

- "No person who is an employee or paid consultant to ICANN (including the Ombudsman) shall simultaneously serve in any of the Nominating Committee positions described in Section 2 of the Article." (VII).

The 2003 NomCom membership complied with both the initial and additional Bylaw requirements.

3) COMPOSITION OF THE 2003 NOMINATING COMMITTEE (NOMCOM)

The 2003 Nominating Committee (NomCom) consisted of members selected in accordance with Bylaws Article VII, Section 2, including the addition to the Bylaws described above. The NomCom members were as follows:

1. A non-voting Chair, appointed by the ICANN Board;

    Linda Wilson

2. The immediately previous Nominating Committee Chair, as a non-voting advisor;

    None, as the 2003 NomCom was the inaugural Nominating Committee

3. A non-voting liaison appointed by the ICANN Root Server System Advisory Committee established by Article XI of these Bylaws;

    RSSAC did not appoint a liaison to NomCom.

4. A non-voting liaison appointed by the ICANN Security and Stability Advisory Committee established by Article XI of these Bylaws;

    Ram Mohan

5. A non-voting liaison appointed by the Governmental Advisory Committee;

    Christopher Wilkinson

6. Subject to the provisions of the Transition Article of these Bylaws, five voting delegates selected by the At-Large Advisory Committee established by Article XI of these Bylaws;

    Christian Ahlert, Leopoldo Brandt, Pavan Duggal, Bret Fausett, Didier Kasole

7. Two voting delegates, one representing small business users and one representing large business users, selected by the Business Users Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws; and

> Michael Roberts and Grant Forsyth, respectively

8. One voting delegate each selected by the following entities:

a. The gTLD Registry Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

> Donald Heath

b. The gTLD Registrars Constituency of the Generic Names Supporting   Organization established by Article X of these Bylaws;

> Henning Grote

c. The Council of the Country Code Names Supporting Organization established by Article IX of these Bylaws; (Under the Bylaws Transition Article XX, until the CCNSO is established and its Council seated, the ICANN Board selects this delegate in consultation with the cc community.)

> Anthony Staley

d. The Internet Service Providers Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

> Antonio Tavares

e. The Intellectual Property Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

> Mark Bohannon

f. The Council of the Address Supporting Organization established by Article VIII of these Bylaws;

> German Valdez

g. An entity designated by the Board to represent academic and similar organizations;

> The delegate selected by the Board-designated "Higher Education Committee for Nominating Committee Recommendations" was ultimately unable to accept the appointment, and did not participate in the 2003 NomCom process.

h. Consumer and civil society groups, selected by the Non-commercial Users Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

> Marc Schneiders

i. The Internet Engineering Task Force;

> Michael St. Johns

j. The ICANN Technical Liaison Group established by Article XI-A of these Bylaws;

> Danny Weitzner

9. A non-voting Associate Chair, who may be appointed by the Chair, at his or her sole discretion, to serve during all or part of the term of the Chair. The Associate Chair may not be a person who is otherwise a member of the same Nominating Committee. The Associate Chair shall assist the Chair in carrying out the duties of the Chair, but shall not serve, temporarily or otherwise, in the place of the Chair.

Pindar Wong

The NomCom was ably supported by the work of ICANN staff members Andrew McLaughlin and Karen Lentz and received consulting service from Christopher Mill of Christopher Mill & Partners, Penrhyn International.

See Appendix J for biographical information on the 2003 NomCom Members.

4) Positions NomCom Was Charged to Fill

The following were the positions the 2003 Nominating Committee, implementing the transition to ICANN 2 reforms, had to fill.

Notes:

(1) Staggered terms were required to effect the transition.

(2) The start of the new ICANN Board was planned to be at the Montreal meeting, 22-26 June 2003.

(3) ICANN annual meetings take place in the fourth quarter of each calendar year.

ICANN Board: 8-11 seats (dependent upon the degree of overlap in the first two sets of three seats)
   o Three seats - Start of new board to conclusion of ICANN annual meeting, 2003;
   o Three seats from conclusion of ICANN annual meeting, 2003 to conclusion of ICANN annual meeting, 2006.
   o Three seats - Start of new board to conclusion of ICANN annual meeting, 2004.
   o Two seats - Start of new board to conclusion of ICANN annual meeting, 2005.
GNSO Council: 3 seats
   o One seat - From time of selection until conclusion of ICANN annual meeting, 2004.
   o Two seats - From time of selection until conclusion of ICANN annual meeting, 2005.
At Large Advisory Committee: 5 seats
   o Two seats - From time of selection until conclusion of ICANN annual meeting, 2004.
   o Three seats - From time of selection until conclusion of ICANN annual meeting, 2005.

Because the initial appointments to these three sets of ICANN leadership positions would be made with staggered 1-, 2-, and 3-year terms, each future

Nominating Committee would typically have approximately one-third as many of these positions to fill. Note, however, that the Bylaws also provide for the Nominating Committee to have a role in filling other positions that may emerge as the Supporting Organizations are developed in the future.

5) SELECTION FACTORS

For the nomination of Directors, the NomCom applied selection criteria defined by the ICANN Bylaws, along with a set of additional qualifications and standards for international representation, diversity, terms of service, and eligibility factors also set forth in the Bylaws. For the nomination of GNSO Council and interim ALAC members, the NomCom applied the same criteria, together with additional considerations relating to the nature of those bodies. The NomCom applied the selection criteria and other eligibility considerations defined in the applicable ICANN Bylaws to develop a pool of Qualified Candidates from all the responses to its Formal Call for Recommendations and Statements of Interest.

To select from this pool of Qualified Candidates, the NomCom then turned to a set of additional considerations related to the specific roles to be filled. Derived from ICANN's Mission Statement and Core Values, these additional considerations were targeted toward selecting nominees of high integrity and capability and reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making. See, for example, <http://www.icann.org/general/bylaws.htm#I-2.4>.

In so doing, the NomCom sought to ensure that ICANN will benefit from the contributions of those who place the public interest ahead of any particular special interests, and who are knowledgeable about the environment in which ICANN operates.

The NomCom selected its nominees with careful consideration of the roles they would fill:

ICANN's Directors, as a group, are responsible for exercising the powers of ICANN, controlling its property, and conducting or directing its business and affairs, except as otherwise provided in the ICANN Articles of Incorporation or Bylaws. Directors serve as individuals who have the duty to act in what they reasonably believe are the best interests of ICANN and not as representatives of the entity that selected them, their employers, or any other organizations or constituencies. [Bylaws Article II, section 1 <http://www.icann.org/general/bylaws.htm#II-1> and Article VI, Section 7 <http://www.icann.org/general/bylaws.htm#VI-7>]

The GNSO Council is responsible for managing the policy development process of the GNSO. [Bylaws Article X, Section 3(4) <http://www.icann.org/general/bylaws.htm#X-3.4>]

The Interim ALAC is to consider and provide advice on the activities of ICANN, insofar as they relate to the interests of individual users, …and to engage in communication and outreach to develop informed participation by individual

users in all of the geographic regions. [Bylaws Article XI, Section 2(4) <http://www.icann.org/general/bylaws.htm#XI-2.4>]

Note that for *all* three position types, the NomCom applied the criteria defined in the Bylaws for selection of ICANN Directors. For the GNSO Council and Interim ALAC positions, the NomCom also took into account some *additional* considerations to support the specific roles of these entities.

5.1 Selection Criteria

As set forth in the Bylaws, the Criteria for selection of ICANN Directors are as follows:

"ICANN Directors shall be:

1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgement and open minds, and a demonstrated capacity for thoughtful group decision-making;

2. Persons with an understanding of ICANN's mission and the potential impact of ICANN decisions on the global Internet community, and committed to the success of ICANN;

3. Persons who will produce the broadest cultural and geographic diversity on the Board consistent with meeting the other criteria set forth in this Section;

4. Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

5. Persons who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

6. Persons who are able to work and communicate in written and spoken English."

[Article VI, Sec. 3 <http://www.icann.org/general/bylaws.htm#VI-3>]

5.2 Eligibility Factors

In addition, the NomCom's selections necessarily took account of the following eligibility factors as stated in the ICANN Bylaws:

1. Eligibility for Selection to any of the Positions NomCom Fills

No person who serves on the NomCom in any capacity is eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the

Nominating Committee. [Bylaws Article VII, Section 8, <http://www.icann.org/general/bylaws.htm#VII-8>]

2. Eligibility Factors for ICANN Directors

a. NomCom shall seek to ensure that the ICANN Board is composed of members who in the aggregate display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth above in this document. [Article VI, Section 2(2) <http://www.icann.org/general/bylaws.htm#VI-2.2>]

b. At no time shall the NomCom select a Director to fill any vacancy or expired term whose selection would cause the total number of Directors (not including the President) who are citizens of countries in any one Geographic Region to exceed five; and the NomCom shall ensure through its selections that at all times the Board includes at least one Director who is a citizen of a country in each ICANN Geographic Region. [Bylaws Article VI, Section 2(2) <http://www.icann.org/general/bylaws.htm#VI-2.2>]

c. No official of a national government or a multinational entity established by treaty or other agreement between national governments may serve as a Director. [Bylaws Article VI, Section 4 <http://www.icann.org/general/bylaws.htm#VI-4>]

d. No person who serves in any capacity (including as a liaison) on any Supporting Organization Council shall simultaneously serve as a Director or liaison to the Board. Details on this restriction are explained in the Bylaws Article VI, Section 4. [<http://www.icann.org/general/bylaws.htm#VI-4>]

e. All the past ICANN Directors except Pindar Wong, and all current Directors except Linda Wilson are eligible for selection in 2003, since none of them has exceeded the three term limit as defined in the Bylaws. Wong and Wilson are ineligible in 2003 by reason of their service on the NomCom. [Bylaws Article VI, Section 8(5) <http://www.icann.org/general/bylaws.htm#VI-8.5>, Article VII, Section 8 <http://www.icann.org/general/bylaws.htm#VII-8>, and Article XX, Section 2(8) <http://www.icann.org/general/bylaws.htm#XX-2.8>]

3. Eligibility Factors for GNSO Council Members

No more than one officer, director, or employee of any particular corporation or other organization (including its subsidiaries and affiliates) shall serve on the GNSO Council at any given time. [Bylaws Article X, Section 3(5) <http://www.icann.org/general/bylaws.htm#X-3.5>]

4. Eligibility Factors for Interim ALAC Members

The five members of the Interim ALAC selected by the NomCom shall include one citizen of a country within each of the five Geographic Regions (Europe; Asia/Australia/Pacific; Latin America/Caribbean Islands; Africa; and North America) established according to Bylaws Article VI, Section 5. [Bylaws Article XI, Section 2(4)(b) <http://www.icann.org/general/bylaws.htm#XI-2.4b>]

5.3 Diversity Considerations for Board, GNSO and ALAC Positions

The ICANN Bylaws place strong importance on the Core Value of "broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making." [<http://www.icann.org/general/bylaws.htm#1-2.4>]

The Bylaws direct the NomCom, in making its selections for the ICANN Board, GNSO Council, and Interim ALAC, to "take into account the continuing membership of the ICANN Board (and such other bodies), and seek to ensure that the persons selected to fill vacancies on the ICANN Board (and each such other body) shall, to the extent feasible and consistent with the other criteria required to be applied,., make selections guided by [that Core Value]."

See also the discussion of gender diversity in Section 9, KEY ISSUES ADDRESSED

5.4 Additional Considerations for GNSO and ALAC Positions

The criteria for selection of the GNSO Council and At Large Advisory Committee members are less specifically defined in the Bylaws, but the NomCom attempted to take careful account of the "Legislative History" behind the decision for NomCom to select some individuals to the above committees. [ICANN: A Blueprint for Reform, Section 3 (20 June 2002) <http://www.icann.org/committees/evol-reform/blueprint-20jun02.htm#3> and Final Implementation Report and Recommendations, Section 3c (2 October 2002) <http://www.icann.org/committees/evol-reform/final-implementation-report-02oct02.htm#GNSO>]

Primarily, this meant that the NomCom looked for individuals who have demonstrated the maturity, experience, knowledge and skills to handle the tasks and make the judgments involved in fulfilling the roles of Board Directors, GNSO Council Members and Interim ALAC Members. More specifically, the NomCom took account of the following additional considerations:

1. Additional Considerations for the GNSO Council Positions

For the GNSO Council positions, specific experience related to the scope of GNSO's work with the Domain Name System were considered advantageous, whereas Country-Code TLD (ccTLD) and Regional Internet Registry (RIR) familiarity were considered less important for these positions.

2. Additional Considerations for the Interim ALAC Positions

For the Interim ALAC positions, experience and skills that bear on gathering, understanding, and communicating the interests of individual users were considered advantageous. Perspectives not otherwise reflected in the existing Interim ALAC membership were considered advantageous. NomCom's selections for Interim ALAC were intended to diversify the skill and experience sets of the Interim ALAC, including in such areas as group decision-making. Over time NomCom intends that its selections will contribute to the ALAC's ability to connect with the interests of individual users from all categories.

6) OBJECTIVES AND PRINCIPLES OF THE 2003 NOMCOM

The work of the 2003 NomCom was grounded in the Bylaws, which state its role, composition, criteria by which its members shall be chosen and criteria by which it shall make its selections, and its responsibilities to develop and publish its own procedures.

Acting independently, the NomCom pursues the broad public interest of the global Internet Community, not particular interests of any constituency, employer, or organization.

At the outset of its work, the NomCom identified six core objectives for its work, namely to:

1. Identify, recruit, and nominate the highest-quality nominees for the positions NomCom is charged to fill;

2. Advance the core mission and values of ICANN [Bylaws Article I, Sections 1 and 2];

3. Trust and respect all members of the NomCom;

4. Pursue diversity in geography, culture, skills, experience, and perspectives from across the global Internet community;

5. Earn trust and respect of the Internet community by acting with fairness and integrity, and by providing transparency of objectives, criteria, procedures, and mechanisms for receiving input, while respecting candidates' privacy and maintaining the confidentiality that is necessary to assure open and frank communications within the NomCom; and

6. Adhere to the ICANN Bylaws.

NomCom also adopted the following basic operating principles:

- Consensus decision-making
- Balancing commitment to openness and transparency with respect for privacy and confidentiality of candidates
- Commitment to a Code of Ethics re: integrity, conflict of interest and confidentiality
- Fairness and consistency for candidates
- Disclosure of Committee members' affiliations
- Collaborative cross-constituency work processes
- Flexibility to capitalize on emerging information throughout the process
- Encouragement of a holistic perspective by focusing on construction of strong slates of candidates, not just on individual candidates' strengths
- Ratification of consensus-derived Final Slate of Nominees with vote by Voting Members of the NomCom

Throughout the course of its deliberations, the 2003 NomCom endeavored, to the best of its ability, to implement the diversity directives specified in the ICANN Bylaws. The NomCom's discussion of gender diversity as a consideration in its selections is described later in Section 8, KEY ISSUES ADDRESSED.

7) OPERATING PROCEDURES OF THE 2003 NOMCOM

7.1 Goals of the Procedures

Under the ICANN Bylaws, the NomCom is charged with adopting such operating procedures as it deems necessary, to be published on its website. The 2003 NomCom developed and published a set of procedures designed to encourage broad public input to the nomination process; provide fair and thorough consideration of all candidates; and foster consensus among the members of the NomCom in its decisions and ultimately in its selection of Nominees.

The members of the NomCom contributed both their understanding of the broad interests of the Internet as a whole and their knowledge and experience of the concerns of the Internet communities and constituencies with which they are familiar and which appointed them to the Committee.

The NomCom's outreach, candidate recruiting, and candidate review activities were designed to draw on these diverse perspectives. The winnowing procedures were designed to integrate these diverse perspectives into consensus Slates of Nominees of the highest integrity and capability who meet the applicable criteria.

7.2 NomCom Member Responsibilities

7.2.1 Adherence to Code of Ethics, Disclosures

The NomCom developed and unanimously agreed to adhere to a Code of Ethics, covering matters such as integrity, conflicts of interest, confidentiality and privacy. NomCom members disclosed their affiliations. NomCom staff members and NomCom's consultant also committed themselves to adhere to the Code of Ethics. See Appendix K, Section A for the Code of Ethics.

The Committee also charged a Subcommittee on Conflicts of Interest to review the NomCom members' disclosures of their affiliations, to address any actual or perceived conflicts that might arise, and to serve as a monitor and sounding board for NomCom members during the course of the Committee's work. See Appendix D the Charge to the Subcommittee on Conflict of Interest.

7.2.2 Commitment to Specific Tasks

Serving as volunteers, without compensation, each NomCom member committed himself/herself to engage in outreach, recruitment, and consultations; to read the submitted and gathered information about each candidate under consideration; to participate in NomCom teleconferences; to work diligently with their NomCom colleagues toward an overall consensus on the best possible group of candidates

to be selected; to adhere to the Code of Ethics, and to support the decisions made by the NomCom.   See Appendix K for further details.

7.3 Voting, Participation, Language

The 2003 NomCom decided that (a) except for formal votes, non-voting members of the NomCom would take part in all NomCom activities on an equal basis with voting members; (b) all NomCom members would be entitled to participate in all discussions and deliberations (except where a conflict of interest had been determined to exist); and (c) the work of the NomCom would be conducted in English.

7.4 Work via email, teleconferences, meeting

The NomCom conducted its work primarily by email and teleconference. Twelve teleconferences of the whole Committee were held from 12 March to 27 May 2003, culminating in a face-to-face meeting in Boston on 2-4 June 2003. A follow-up teleconference was also held June 10, 2003. Minutes were taken and distributed for each teleconference. Additional teleconferences were held by the subcommittees in the review stage.

7.5 Allocation of Resources for NomCom's work

The staff assigned to support NomCom, associated staff travel expenses, and the costs of the teleconferences were embedded in ICANN's base budget. Additional funds in the amount of US$147,525 were requested and allocated by the ICANN Board to support a face-to-face meeting of NomCom, courier service, long-distance telephone charges of NomCom members, and the assistance of a search consultant. NomCom completed its work well within the allocated resources.

8) KEY ISSUES ADDRESSED

8.1 Complementary Roles of NomCom and the Supporting Organization Selection Pathways

The NomCom gave careful attention to understanding the background of and rationale for the development of separate and complementary selection pathways for ICANN leadership bodies.

The NomCom pathway focuses on building slates of accomplished, "best qualified" candidates who place the public interest of the global internet community ahead of any particular interest. This focus balances the other ICANN leadership selection processes which are based on Supporting Organizations and Constituencies.

Together the NomCom and Supporting Organization selection pathways ensure that ICANN benefits from functional, cultural, geographic diversity in its policy development and decision-making as the internet evolves.

8.2 Gender Diversity as Selection Factor

Early in the work of NomCom, members of the committee raised the question how gender diversity in the ICANN leadership bodies should be addressed. The NomCom noted its responsibility to address diversity, made explicit in the Bylaws. Review of the history of discussions in the community and by the Board as the Bylaws were being developed, showed that the Bylaws' focus on cultural diversity included gender diversity. The NomCom concluded that gender diversity should properly be included as one of the several selection considerations addressed once it had been determined that a candidate had met the six selection criteria.

8.3 Balancing Openness and Privacy

A key issue for the Nominating Committee was how best to balance the principles of (a) openness and transparency, and (b) respect for the privacy and confidentiality of the individuals who were willing to submit their names for NomCom consideration. In particular, the NomCom debated the questions of whether to publish the names of candidates while they were under consideration and, if so, whether to invite public comments on candidates under consideration.

On the one hand, publication of candidate names would make the process more fully transparent, allow for general public input on the published list of names, and thereby potentially enhance the credibility of the result. On the other hand, publication of names would likely discourage many potential candidates, especially in some cultures, from submitting their names for NomCom consideration, thereby affecting the size and quality of the candidate pool. Furthermore, there was some concern that inviting public comment on candidates under consideration might tend to push the NomCom process in the direction of becoming a popularity contest.

After extensive discussion, the NomCom reached a consensus that the NomCom would keep confidential both the identity of candidates and its discussions of them. NomCom would, however, seek to provide maximum openness and transparency otherwise by publishing:

- the names and biographies of the NomCom's own members,

- the criteria used to select NomCom members and the source of their appointments to NomCom,

- the criteria and other selection factors NomCom would use in making its selections,

- the NomCom Charge

- the NomCom code of ethics, conflict of interest rules;

- the NomCom procedures for review and evaluation,

- the NomCom charge to its Subcommittee on Conflicts of Interest

- the NomCom Work Plan and Timelines

- a public input mechanism by which anyone could send a comment or question to the NomCom

- a set of Frequently Asked Questions (FAQs), periodically updated, as the process for making answers to questions available to all

- the names and biographical information about the final Nominees selected

- statistical information about the candidate pool.

 (See the FAQs posted in Appendix F)

Supporting the consensus for confidentiality while the candidates were under consideration was the fact that the NomCom is itself composed of a very diverse set of individuals from across the ICANN community and beyond, including insiders and outsiders, providers and consumers, business and non-commercial delegates, technical experts and non-technical users, and delegates from ICANN Supporting Organizations and Advisory Committees, and from all five of ICANN's geographic regions. That diversity in its membership demonstrated the inherent openness of the nominating process and instilled confidence among the NomCom members that the NomCom's selection process would be performed with integrity and fairness.

8.4 Balancing the Desires for Change and Continuity

The Transition to the reformed and restructured ICANN 2 presented the opportunity to fill eight of the 15 seats on the Board. All of the incumbent Directors were eligible to serve an additional term except the Director who had agreed to serve as the first NomCom Chair. The transition also introduced three new seats on the GNSO Council and five seats on the Interim ALAC.

The NomCom weighed the importance of the opportunity to introduce new leaders against the value of renewing the terms of some of the incumbents to provide continuity for the organization. This matter was addressed early in the NomCom's work and was discussed from time to time throughout the process. The matter was not resolved until the final face-to-face meeting. There the NomCom members exercised their individual preferences on this issue as they participated in developing a consensus for the Final Slate of Nominees to all positions.

8.5 Relevance of Past Service Contributions to ICANN

The NomCom discussed what consideration to give past service contributions to ICANN in its formation of holistic slates of nominees for the leadership positions. NomCom noted that past service contributions are not a criterion or selection

factor stated in the Bylaws. Such service provides a source of knowledge about candidates' potential effectiveness in the roles to be filled, but is not a deciding factor, nor would absence of past service contributions be a disqualifying factor.

8.6 Keeping All Candidates under Consideration to the End of the Process

The NomCom gave careful thought to how the whole candidate pool should be winnowed to derive the Final Slate. NomCom recognized that some selection processes use an early narrowing of the field of candidates to focus attention on the apparently most promising candidates. NomCom, however, quite purposely chose to keep all candidates under consideration to the end of the process. With a very tight timeframe for developing the candidate pool, NomCom had reserved the right to consider candidates who surfaced late in the process, and therefore needed to keep all candidates in consideration to ensure fairness. In addition, it was very important to take adequate time for NomCom to develop cross-constituency discussion about all the candidates.

8.7 Scope of Due Diligence a Volunteer Committee Can Undertake

Recognizing its compressed timeline, NomCom discussed using an executive search consultant to assist, via advice or activity, in any or all of the recruiting, referencing, and due diligence phases of its work. The NomCom met by teleconference with Christopher Mill, of Christopher Mill & Partners, Penryhn International, during the process to consider how and at what junctures a consultant's assistance could be used. NomCom decided to make a valiant effort to handle all the activities by the NomCom and available ICANN staff. The final due diligence work still needed after the face-to-face NomCom meeting in early June, however, required additional help, and Christopher Mill was engaged for this work.

9) DESIGN OF THE 2003 NOMCOM SELECTION PROCESS: What it tried to achieve and why

Fundamentally, the NomCom's procedures were designed to accomplish its core objectives, outlined above in Section 6, and to do so rapidly so that the new leadership called for in the ICANN reform process could be seated promptly. More specifically, the NomCom's procedures had the following explicit design goals:

- Keep things simple, secure, fair and transparent.
- Keep **all** Candidates in consideration until the final slates of Nominees are selected.
- Utilize an early warning mechanism to assess the overall quality of the candidate pool, to determine if more time would be needed for outreach, solicitation, and recruitment (See the Quick Sort Matrix in Appendix G)
- Focus NomCom recruitment activities by determining areas where more specific effort may be necessary.
- Find simple collaborative mechanisms for NomCom to make rapid progress after the announced 5th May submission deadline (e.g., the Subcommittee process)

- Develop a set of resources that will be useful to the NomCom in its interactive deliberations and in the process of doing so increase NomCom members' familiarity with Candidates (See. the Candidate Strengths Matrix in Appendix H)
- Allow for a continuous process of gathering and considering information that continues until the final slates of Nominees are selected.
- Enable fair consideration of candidates who are recruited or otherwise come into the candidate pool after the 5 May submission deadline.
- Enable the NomCom to consider and identify candidates with deep skills in one particular area, and multi-talented candidates with broad skills across many areas.
- Encourage a holistic perspective by considering the merits of whole slates of Candidates instead of focusing solely on the individual merits of particular Candidates.
- Encourage NomCom members to draw on the experience and insights of other NomCom members when considering slates of candidates, by interacting online, in teleconferences, in the subcommittees, and at the face-to-face meeting(s).
- Enable NomCom members to make meaningful progress in evaluating candidates without requiring them to wait for interaction via teleconferences.
- Enable all NomCom members to participate in all selection processes until the final consensus decision in reached.
- Work toward a formal ratification of consensus results, to ensure confidence that the NomCom's final slates in fact have broad support of the Committee.

With these goals in mind, the NomCom designed a highly-structured (and *very* tightly scheduled) process for soliciting and recruiting candidates, reviewing and evaluating their statements of interest and other information gathered through due diligence activities, and then working toward a consensus on final slates of nominees.

10) IMPLEMENTATION OF THE 2003 SELECTION PROCESS: What was done, how, and when

10.1 Overview

The basic structure of the 2003 NomCom process was as follows:

20 January	- Launch of NomCom, appointment of Chair
February/March	Appointment of NomCom delegates, liaisons, and Associate Chair
12 March	- First NomCom teleconference
13 March-4 April	- Development and posting of Work Plan, Committee charge, Formal Call, NomCom procedures, Code of Ethics, Conflicts of Interest Policy, website content, and public input mechanisms.

5 April	- Publication of Formal Call for Recommendations and Statements of Interest
5 April-5 May	- Solicitation and Recruitment of Candidates; Outreach; Processing of Recommendations, Statements of Interest, and other Public Input; Development of procedures for review and evaluation of candidates, Posting of Frequently Asked Questions (FAQs)
5 May	-Submission deadline for full consideration, with prerogative for consideration of later submissions if they could be done fairly
5 May-29 May	- Review and Evaluation of Candidates (including individual review, subcommittee review and creation of draft slates, due diligence, reference checks, candidate and third-party interviews); disclosure of actual or potential conflicts of interest
2-3 June	- Face-to-Face Committee Meeting to make Selections
4-10June	- Final due diligence
11-14 June	- Notification of selected candidates
16 June	- Announcement of Nominees
26 June	- Publication of final results and complete process
29 September	- Committee stands down, no further work required

A detailed timetable is set forth in Appendix B. Some further elaboration about the key phases of this process is set forth below.

10.2   Solicitation and Recruitment of Candidates

On 5 April 2003, the NomCom published its Formal Call for Recommendations and Statements of Interest. See Appendix E, below, for the full text of the Formal Call, which both announced the search and provided links to information about ICANN, the Nominating Committee, the criteria being used in selection, and nature of the positions to be filled, and the information needed about potential candidates.

The Formal Call invited widespread participation in the nominating process to find the talent and experience needed for these roles, to inform NomCom's decisions, and to generate the confidence and respect of the community for those ultimately nominated. Specifically, the NomCom invited (1) third-party recommendations of persons who should be considered, (2) statements of interest from persons who wish to be considered for the available positions, and (3) comments and questions from recommenders, candidates, and other members of the Internet community. Those individuals who were recommended by others were immediately sent a communication containing some explanatory and background information about ICANN and an invitation to submit a statement of interest, using a prescribed form.

Note that recommendations were *not* required as a prerequisite for candidacy, and those who entered the candidate pool without first being recommended were treated the same as those identified first through a recommendation.

To encourage NomCom members to do their best to identify and recruit outstanding candidates, the NomCom requested that each member undertake affirmative recruitment efforts, to document those efforts, and generate at least 5 possible candidates each.

At part of their recruitment efforts, the NomCom Chair, Associate Chair, and members engaged in proactive outreach to the constituencies to elicit recommendations of potential candidates and statements of interest. Opportunities for group teleconference discussion with the Chair and Associate Chair were offered and some took place. The Members also conducted consultations, largely informally, with various elements of the ICANN community. Targeted bodies included the Internet Engineering Task Force (IETF) and the Internet Architecture Board (IAB), the DNS Root Server System Advisory Committee, the regional Internet registries, the Address Council, the gTLD and ccTLD registries and registrars, the Council and constituencies of the GNSO, the technical liaison group, the Security & Stability Advisory Committee, the Interim At Large Advisory Committee, and the Government Advisory Committee.

During the solicitation/recruitment phase, the NomCom's Formal Call for Recommendations and Statements of Interest was distributed widely: posted on the ICANN website, distributed to news media (generating a number of wire stories and reports in Internet-oriented publications), announced through the ICANN mailing list, circulated to the various components of the ICANN community, and distributed globally to relevant organizations such as the Internet Society and its worldwide chapters. The Formal Call set forth specific information that potential candidates needed to provide to receive full consideration as well as links to information about ICANN on ICANN's website In addition, a set of Frequently Asked Questions with Answers (FAQ) was posted and periodically updated with new questions and answers.

For full consideration to be given to a candidate, the deadline for submitting statements of interest was 5 May 2003. An early deadline was required so that the Final Slate of Nominees could be seated at the June 2003 ICANN meeting, but the NomCom also explicitly reserved the right to consider candidates whose statements of interest arrived after 5 May. Indeed, some statements of interest were received after 5 May, and the NomCom was able to give those candidates fair and full consideration as well.

Altogether, a total of 110 candidates submitted Statements of Interest for one or more of the positions to be filled by the NomCom in 2003.

10.3   Review and Evaluation of Candidates

The NomCom's process of review and evaluation of candidates proceeded through three basic stages, described in some detail below:

Individual review of all candidate information, including individual completion of a "Quick Sort Matrix" and a "Candidate Strengths Matrix" (see later);

Subcommittee review, evaluation, deliberation, and development of one or more possible slates for ICANN Board, GNSO Council, and Interim ALAC;

Full Committee deliberation and consensus-building, including a face-to-face meeting.

It should be noted that throughout these three stages, a variety of technical and administrative techniques were employed to protect information security, to ensure that the NomCom's privacy and confidentiality requirements were satisfied. These techniques included, among others, secure webpages of information about the candidates (accessible only to NomCom members), password protection, and code names for both candidates and NomCom members.

10.3.1 *First Stage – Individual Review*

The first stage – individual review – required each NomCom member to study carefully *all* of the submitted and gathered information about each candidate. If required information was missing from Statements of Interest, Committee staff contacted potential candidates to retrieve it. The "submitted and gathered information" included the statements of interest provided by the candidates, information provided by references, third-party interviews, and any comments by other NomCom members. It was considered essential that each NomCom member have a thorough familiarity with all of the candidates under consideration. This stage continued throughout the NomCom process until the final slates of nominations were agreed to by consensus.

To assist the NomCom members in the assessment of, familiarization with, and relative sorting of candidates, each NomCom member first completed a Quick Sort Matrix. The Quick Sort Matrix was utilized immediately after the deadline for submission, 5 May. To complete the Quick Sort Matrix, each NomCom member assigned a "Yes", "Maybe" or "Not Now" to each candidate. The aggregated Quick Sort data from most NomCom members was then used on the NomCom's 9 May teleconference to evaluate the overall size and quality of the entire pool of candidates, and to determine whether the deadline for receipt of Statements of Interest should be extended to give more time for outreach, solicitation, and recruitment of candidates.

The results of the Quick Sort analysis supported moving to the review stage without extension of the deadline. The Quick Sort Matrix had then served its purpose and was not used to eliminate candidates from the candidate pool.

10.3.2 *Second Stage -- Subcommittee Work*

In the second stage – subcommittee work – the NomCom was divided into four subcommittees, chaired respectively by Bret Fausett, Grant Forsyth, Henning Grote, and Don Heath. Each subcommittee was composed of NomCom

members from diverse constituencies to gain cross-constituency knowledge and perspectives. Candidates were each assigned a number reflecting the chronological order of receipt of their submission. The pool of candidates was distributed, sequentially in round robin fashion by their assigned numbers, among the subcommittees for evaluation.

The subcommittees proceeded to give careful review to the candidates in their assigned sub-set, including a determination as to whether each submitted statement of interest was substantively complete. The subcommittees were charged with handling all communications relating to their assigned sub-sets, including the processing of any necessary follow-up requests for additional information, reference checks, third-party consultations, and candidate interviews, if any. Explicit protocols were designed for these processes to ensure that all candidates were treated *equivalently* and that each step was thorough.

During the period of subcommittee work, NomCom members completed a Candidate Strengths Matrix for each candidate. The Strengths Matrix called for a considerably more detailed assessment of each candidate's qualities than the Quick Sort Matrix, requiring NomCom members to weigh each candidate against the numerous stated Criteria for Selection, eligibility factors, and other considerations. The Strengths Matrix included the following selection criteria:

- Accomplished Person?
- Intelligence?
- Reputation for Sound Judgment?
- Reputation for Open Mind?
- Demonstrated Capacity for Thoughtful Group Decision-making?
- Understands ICANN's Mission?
- Committed to Success of ICANN?
- Familiar with gTLD Registries/Registrars?
- Familiar with ccTLD Registries?
- Familiar with IP Address Registries?
- Familiar with Internet Technical Standards?
- Familiar with Policy Development procedures?
- Familiar with Legal Traditions?
- Familiar with Business Users?
- Familiar with the Public Interest?
- Familiar with Individual Users?
- Familiar with Academic Users?
- Familiar with Non-Commercial Users?
- Able to Communicate in English?

For each criterion, the NomCom members could assign a "Yes" (i.e., the candidate meets the criterion), a "No" (i.e., the candidate does not meet the criterion), or leave blank/no mark (i.e., the NomCom member lacks sufficient information to make an assessment). Strengths Matrix results were aggregated by subcommittee and then for the NomCom as a whole.

The Candidate Strengths Matrix was primarily intended to assist the NomCom members in deepening their knowledge and familiarity with each candidate, and to provide some general assessment of the relative strengths of the various candidates.

As indicated in NomCom's webpage posted procedures, neither endorsement by organizations or groups nor lists of signatories in support of candidates played *any* role in the NomCom selection process. These were discouraged from the beginning and did not materialize. Furthermore, although NomCom sought recommendations of potential candidates to enhance the pool of candidates and welcomed the recommendations received, the characteristics of any recommender of a candidate did not influence the decision process.

Each candidate stood on his or her own merits.

10.3.3 Third Stage – Deliberation and Consensus-Building

The third stage – full Committee deliberation and consensus-building – took place to some degree over email, but the primary venue was the 2-3 June 2003 face-to-face NomCom meeting in Boston.   The Committee met as a whole from 6pm-11pm June 2 and from 8am until midnight June 3.

Since the Committee members had extensively reviewed and evaluated individual candidates in stage two, they followed a holistic approach in the third stage, creating draft Slates of candidates for each of the various sets of positions (Board, Interim ALAC, and GNSO Council).

In building the Slates, the Committee members first collaboratively listed the names of those they perceived to clearly fulfill all the criteria stated in the Bylaws. Then the additional requirements and considerations, such as diversity (geographic, functional, and cultural diversity…including gender diversity), were taken into account

Over the course of successive iterations of slate-building, NomCom addressed:

- balance of candidate skills with the skills of those already seated in the positions in each ICANN leadership body;

- value of introducing new faces versus the value of renewal of some incumbents' terms for the sake of continuity;

- value to be given to experience in ICANN activities and service in ICANN constituencies;

- varying length of terms to be filled in this round of nominations.

The discussions proceeded thoughtfully and vigorously. The NomCom kept focused on the important goal of selection of those who would place the broad public interest above any particular interests. NomCom also kept carefully in mind that this new ICANN Nominating Committee process is designed to

complement and provide balance to the parallel paths by which the Supporting Organizations select their Director nominees, the At Large community selects the other set of Interim At Large Advisory Committee members, and the constituency groups within the GNSO select the other GNSO Council members.

The Committee continued with this holistic process of discussion and revision of Slates until consensus emerged for a Slate for each set of positions. As a final step of validation, the voting members of NomCom formally voted on the Final Slates, and unanimously confirmed the consensus reached by the group process.

The final due diligence process was supported by Mr. Christopher Mill, of Christopher Mill and Partners, Penryhn International, a highly experienced executive search consultant based in London, who was engaged to provide this expert staff support. He provided a few final reference checks and interacted with each of the finalists to surface any conflicts of interest or unknown background information that might detract from their serving with integrity and credibility or detract from respect for ICANN's work.

When final due diligence was complete, the NomCom Chair issued the formal invitations to the Nominees. Once the Nominee's acceptances were in hand, the NomCom Chair informed the Secretary of ICANN of the Nominees' identity and arranged for the posting of these results on the ICANN website.

At the June 2003 ICANN Meeting in Montreal, the NomCom Chair presented the work of the NomCom and the final results to the assembled members of the Internet Community. Her presentation is posted on ICANN's website at <http://www.icann.org/presentations/wilson-montreal-26jun03.pdf>.

11) Results and Summary Statistics

11.1   The Nominees

Slate 1: The ICANN Board

Term: Conclusion of 26 June 2003 ICANN Meeting to conclusion of Annual Meeting 2003

Masanobu Katoh	(Japan- Asia/Australia/Pacific)
Veni Markovski	(Bulgaria/Macedonia-Europe)
Hualin Qian	(China-Asia/Australia/Pacific)

Term: Conclusion of 26 June 2003 ICANN meeting to conclusion of Annual Meeting 2004

Ivan Moura Campos	(Brazil-Latin America/Caribbean Islands)
Vinton Cerf	(U.S.A.-North America)
Tricia Drakes	(U.K.-Europe)

Term: Conclusion of 26 June 2003 ICANN meeting to conclusion of Annual Meeting 2005

Thomas Niles	(U.S.A.-North America)

Njeri Rionge   (Kenya-Africa)

Term: Conclusion of 26 June 2003 ICANN meeting to conclusion of Annual
Meeting 2006
      Hagen Hultzsch   (Germany-Europe)
      Veni Markovski   (Bulgaria/Macedonia-(Europe)
      Hualin Qian   (China-Asia/Australia/Pacific)

Slate 2: The GNSO Council

Term: From Notification of selection to conclusion of Annual Meeting 2004
        Amadeu Abril i Abril (Spain-Europe)
Term: From Notification of selection to conclusion of Annual Meeting 2005
        Demi Getschko   (Brazil-Latin America/Caribbean Islands)
        Alick Wilson   (New Zealand-Asia/Australia/Pacific)

Slate 3: The Interim At Large Advisory Committee (ALAC)

Term: From Notification of selection to conclusion of Annual Meeting 2004
        Roberto Gaetano   (Italy-Europe)
        Kenneth Hamma   (U.S.A.-North America)

Term: From Notification of selection to conclusion of Annual Meeting 2005
        Sunday Folayan   (Nigeria-Africa)
        Toshifumi Matsumoto   (Japan-Asia/Australia/Pacific)
        Tadao Takahashi   (Brazil-Latin America/Caribbean Islands)

11.2 Summary Statistics

Total Number of Candidates   110
Total Number of Recommendations   115

Region	Distribution of Candidates	Distribution of Nominees
Africa	5%	12%
Asia/Australia/Pacific	25%	23%
Europe	31%	29%
Latin America/Caribbean Islands	8%	18%
North America	31%	18%
Total	**100%**	**100%**

Gender Distribution	Candidates	Nominees
Male	83%	88%
Female	17%	12%
Total	**100%**	**100%**

Appendix A: Biographical Information on Nominees

Slate 1: Nominees to the ICANN Board of Directors

Ivan Moura Campos

Ivan Moura Campos is founder and partner at Akwan S.A., a company specialized in information management on the Web, and a consultant on Information Technologies. In academia, he was Professor of Computer Science at the Federal University of Minas Gerais, Brazil, where he also acted as Department Chairman and Dean of Graduate Studies of the University. In government, he was Director of Special Programs at the National Research Council of Brazil, Secretary for Informatics of Brazil, and Secretary for Science and Technology of his home state of Minas Gerais. In the NGO world, he was Chairman of the Board of the .br registry, is on the advisory board of several NGOs in Brazil and elsewhere and, since being elected by the Latin America and Caribbean region in the year 2000, has been a Director at ICANN. Ivan holds a Ph.D. in Computer Science from the University of California, Los Angeles.

Vinton Cerf

Vinton Cerf is Senior Vice President of Architecture and Technology for Worldcom, Inc. Cerf is the co-designer of the TCP/IP protocol, the communications protocol that gave birth to the Internet and which is commonly used today. In December 1997, President Clinton presented the U.S. National Medal of Technology to Cerf and his partner, Robert E. Kahn, for founding and developing the Internet.

Prior to rejoining MCI in 1994, Cerf was vice president of the Corporation for National Research Initiatives (CNRI). As vice president of MCI Digital Information Services from 1982-1986, he led the engineering of MCI Mail, the first commercial email service to be connected to the Internet.

During his tenure from 1976-1982 with the U.S. Department of Defense's Advanced Research Projects Agency (DARPA), Cerf played a key role leading the development of Internet and Internet-related data packet and security technologies.

Cerf served as founding president of the Internet Society from 1992-1995 and as the chairman of the Board from 1998-1999. He is a fellow of the IEEE, ACM, American Association for the Advancement of Science, the American Academy of Arts and Sciences and the National Academy of Engineering.

Cerf holds a Bachelor of Science degree in Mathematics from Stanford University and Master of Science and Ph.D. degrees in Computer Science from UCLA. He also holds honorary Doctorates from the University of the Balearic Islands, ETH in Switzerland, Capitol College and Gettysburg College.

Dr. Cerf is a current member of the ICANN Board of Directors and its current Chairman.

Tricia Drakes

Tricia Drakes has played an active role in the promotion of the Internet in London and the global financial services community. She is the current Chair of [ISOC England](#) and a Past Master of [The Worshipful Company of Information Technologists](#).

In her professional career, she served as Controller and Company Secretary for Italian International Bank, plc, from 1972 through 1986. In 1981 she founded International Banking Information Systems Limited, and served as Chief Executive and Managing Director until 1996. She currently serves as a Director of University of Surrey Seed Fund Limited. She is the past Chair of the Foreign Bankers Association's Operations Committee.

She serves as a Trustee for YouthNet and TheSite (youthnet.org, thesite.org), award winning web-sites providing factual & unbiased information for 15-25 year olds (1.4 million unique computer users per month).

Hagen Hultzsch

Hagen Hultzsch has more than 35 years experience in technology management. Until he stepped down in 2001, Dr. Hultzsch was a member of the Management Board of Deutsche Telekom, where he was responsible for Research and Development, Information Technology, and Quality. During Dr. Hultzsch's tenure at the company, Deutsche Telekom evolved from a government-owned organization into a publicly-owned corporation with four different business units. Prior to his work with Deutsche Telekom, Dr. Hultzsch held various executive positions at Volkswagen AG, Electronic Data Systems (EDS) and GSI, a German Research organization.

Until the end of 2001, Dr. Hultzsch served as the Chair of the Supervisory Board of T-Venture Holding in Bonn, Germany, a corporate venture capital firm focusing on high technology investments in telecom software, wireless communications equipment, computer software and Internet infrastructure.

Dr. Hultzsch was the founder of EARN, the European Academic and Research Network, for which he also served as a member of the Board of Directors. He has served as an Assistant Professor at Mainz University and completed a fellowship at IBM's Thomas J. Watson Research Center. He currently serves as a board member for some 20 commercial and academic organizations in the United States and Europe.

Masanobu Katoh

Masanobu Katoh is Senior Group Vice President, Intellectual Property Group and Security Export Control Headquarters, of Fujitsu, in charge of law, intellectual property, compliance, export control, and law and policy issues. He began his professional career in Legal Division of Fujitsu Limited, a Japanese global information technology company, in charge of general corporate legal issues including contract, antitrust, corporation, financial, international trade, antitrust, securities and intellectual property laws; for two years was assigned to a multinational law firm in San Francisco, working on an international arbitration property laws; moved to Washington, D.C. office to work on all public policy issues such as intellectual property policy and legal matters, international trade

disputes, science and technology policy, competition policy and electronic commerce issues. Published numerous articles on intellectual property laws, electronic commerce related laws (e.g. privacy protection, electronic signature and authentication, electronic contracts) and telecommunication policy; co-author of a book "Interfaces on Trial," Westview, (1995), analyzing copyright protection for computer programs. He is an active participant in numerous organizations currently addressing public policy issues affecting the information technology industry.

Mr. Katoh serves as the Chairman of the Electronic Commerce Committee of the Forum for the Global Information Infrastructure (GIIC). He is also Chairman of the Internet Law and Policy Forum (ILPF); the U.S. Japan Business Council, the World Information Technology Services Alliance (WITSA), the International Information Industry Congress (IIIC), and the Alliance for Global Business (AGB).

Mr. Katoh received his Bachelors of Law degree at the University of Tokyo and his. Masters of Law degree from the University of Michigan Law School.

Mr. Katoh has served as an ICANN director since November 2000, having been chosen to represent the Asia-Pacific region in the At-Large voting process conducted in October 2000. Prior to his service on the Board of Directors, he was the Asia-Pacific representative of the business constituency on the Names Council of the former Domain Name Supporting Organization (DNSO), which was responsible for developing and recommending policies concerning the Internet's technical management of domain names.

Veni Markovski

Veni Markovski has been working on Internet-related issues since 1990. He was the founder and CEO of one of Bulgaria's first Internet Service Providers (bol.bg) and founding Chair of the Board of the Internet Society - Bulgaria. He currently serves as the Bulgarian country coordinator for the Global Internet Policy Initiative and Chairs the President's IT Advisory Committee for Bulgaria.

Mr. Markovski has been an active advocate for reform of laws and regulations governing the Internet, working to change licensing requirements on ISPs in Bulgaria, amend his country's laws on computer crimes, and reach agreement with Bulgarian stakeholders on liberalization of VoIP regulations.

He is Member of the Civil Society Bureau to the World Summit on the Information Society and a Member of the Computer Professionals for Social Responsibility. A frequent contributor to ICANN, Mr. Markovski also served as a Chair of ICANN's Membership Implementation Task Force in 2000.

On the web, Mr. Markovski can be found at www.veni.com.

Thomas Niles

A career diplomat, Thomas Niles served for 36 years in the United States Foreign Service. From 1962 until 1981, he held a variety of posts in Belgrade, Moscow, Brussels, and Washington, D.C. From 1981 to 1985, Mr. Niles served as the United State's Deputy Assistant Secretary of State for European and Canadian Affairs. In 1985, he was appointed the U.S. Ambassador to Canada,

where he served until 1989, when he was named U.S. Ambassador to the European Union, a post he occupied until September 1991. From September 1991 until April 1993, he was Assistant Secretary of State for European and Canadian Affairs. He served as U.S. Ambassador to Greece from 1993 to 1997. In September 1997, he was named Vice President of the National Defense University in Washington, D.C., where he remained until his retirement from public service in 1998.

On 1 February 1999, Mr. Niles assumed the position of President of the United States Council for International Business (uscib.org), a position which he continues to hold.

As a volunteer, Mr. Niles has served on the Boards of three Greek-American educational foundations, the Board of Directors of the Business-Humanitarian Forum (Geneva), and the Governing Body of the International Labor Organization (ILO). Mr. Niles also served on the ICANN At-Large Study Committee in 2001-2002.

Hualin Qian

Prof. Qian has over 30 years experience in the computing industry and has been responsible for many of the major technology projects in China. He has made important contribution in bringing the Internet to China since 1989 and finished the initial Internet connection in 1994. In the same year, he finished the construction and operation of top-level domain of China (.cn). His team developed the first X.25 network in China 1984. As a chief designer, he finished the design of the computer network system for the 11th Asia Games 1990. He currently serves as deputy director at CNNIC Steering Committee, vice chair of ISC (Internet Society of China), Executive Committee member of APNIC, board member of APTLD, chief engineer and former deputy director at the Computer Network Information Center, Chinese Academy of Sciences. He also serves as editor for journals such as JCST (Journal of Computer Science and Technology, English version) and Journal of Software. He was a visiting scholar at Georgia Institute of Technology in the United States from 1980 to 1982.

Njeri Rionge

Njeri Rionge is the CEO and Co-Founder of Wananchi Online Ltd., one of Kenya's largest Internet Service Providers (wananchi.com). She is actively involved in the company's marketing, staff development and strategic planning, and she has been instrumental in lowering the cost of Internet access in Kenya.

With a professional background in marketing, Ms. Rionge has lived and worked in Milan (Interact Chemical Italia), London (Next Collections, Benalex Canada) and Dallas, Texas (Womens Specialty Retailing Group). In Kenya, she has been instrumental in taking Internet concepts to a wide range of corporate and individual users. As Manager of Marketing for Form-Net Africa, she developed and implemented solutions for Kenya's corporate Internet community. At Inter-connect Ltd, she achieved sales growth at nearly five times the corporate target before leaving to establish Wananchi Online Ltd.

Ms. Njeri is a member and past Chair of Urukundo Investment and participates as a volunteer in the All African Business Womens Association (ABAA), the Organization of International Business Women in Trade (OWIT), the National Task Force on E-commerce, Kenya Women Finance Trust (KWFT), and the American Business Association (ABA).

Slate 2: Nominees to the GNSO Council

Amadeu Abril I Abril

Amadeu Abril i Abril was born (1961) and lives in Barcelona (Catalonia; EU). He has been involved with the DNS reform process since late 1995. A member of the gTLD-MoU Policy Oversight Committee, he actively participated in the process eventually leading to the creation of ICANN (and its DNSO). He has previously served as DNSO Names Council member (May-October 1999), DNSO Working Group A (Dispute Resolution Policy) Co-Chair (June/July 1999), and ICANN Board member since October 1999.

Mr. Abril obtained his law degree from the University of Barcelona in 1985, and continued his legal education in different post-graduate and research programs at the Centre Européen Universtaire of the University of Nancy II (France), the Institut d'Études Européenes of the Free University Brussels (Belgium) and the European University Institute at Florence (Italy).

Outside of ICANN he works with Cuatrecasas law firm as of Counsel within its IP & Technology Law Group, teaches law at ESADE Law School and advises Nominalia, a domain name registrar, and participates in a number of Internet and non-Internet social initiatives.

Demi Getschko

Demi Getschko has been involved in international networking since 1987 and was part of the team that created the first Internet connection from Brazil. He has been a Member of the Brazilian Internet Steering Committee since 1995 and served as Administrative contact for .br since 1989. He played a critical role in the definition of the Brazilian DNS tree and in defining the rules that govern the Brazilian registry.

From 1971 through 1986, Dr. Getschko held a variety of positions within the University of Sao Paulo, from student to faculty to IT Professional. From 1986 through 1996 become the manager of the Fapesp's Data Center, a State Foundation that played a central role in the Brazilian academic networking. Between 2000 and 2001 he joined iG (Internet Group), a free Internet provider in Brazil, as Chief Technology Officer and Vice-President of Technology.

In 1996, Dr. Getschko became Technology Director at Agencia Estado (an arm of a major Brazilian newspaper), where he is involved in the strategic planning, focusing on the technological evolution affecting the information industry.

He holds BS, MS, and PhD degrees in Electronic Engineering from University of Sao Paulo, in Brazil.

Alick Wilson

Alick Wilson is an independent management and IT consultant based in Wellington, New Zealand. He is a director of Intelligroup, Inc, a NASDAQ-listed international IT professional services company headquartered in New Jersey, a member of the Technology New Zealand Reference Group, and an advisor to two Wellington business incubators.

Mr. Wilson was a founder of Azimuth Consulting Limited, which expanded to Australia and Asia and became New Zealand's largest independent IT consulting company. He was a director of Public Record Access New Zealand Limited (a joint venture with Telecom New Zealand and Unisys New Zealand) and a member of the Executive of the Information Technology Association of New Zealand.

Earlier in his career Mr. Wilson was a systems engineer, a salesman, and a scientist.

Mr. Wilson has an MSc in Mathematics from the University of Auckland. He is a member of the Institute of Directors in New Zealand and is a Full Member of the New Zealand Computer Society.

Slate 3: Nominees to the At-Large Advisory Committee

Sunday Folayan

Mr. Sunday Folayan is CEO of General Data Engineering Services (GDES), a Nigerian company he co-founded, which builds functional and affordable networks (SKANNET) under Sunday's direction.

He was one of the first people to establish Internet connectivity in Nigeria. Since that first connection was established, Mr. Folayan has turned his attention to bringing the Internet to most of the technology deprived regions of Africa through several African regional network operators organizations including AfriNIC, AfNOG, and AFTLD, building a community of IP technical resources for Africa's socio-economic development.

He currently serves as Secretary of the Internet Service Providers Association of Nigeria, an association leading the greatest growth in Internet connectivity anywhere in Africa, and is a promoter of the Ibadan Internet Exchange point (IBIX), the first exchange point in Nigeria. He is a long-time member of the Nigeria Internet Group (NIG).

Mr. Folayan is very vocal on issues related to sustainable business development, appropriate technology for developing countries, technological transfer and self help, as a catalyst for technological development in the third world.

He is a member of the Board of Nigeria Junior Chamber (NJC), a Leadership Development and Training organization for young entrepreneurs below the age of 40, which is an affiliate of Junior Chamber International (JCI).

Roberto Gaetano

Roberto Gaetano has been an active participant in the Internet and ICANN policy making process since 1997. As a representative of ETSI (European Telecommunication Standards Institute), he played important roles in the formation of CORE (Council of Internet Registrars), the policy discussions around the U.S. Government's "White Paper" (International Forum on the White Paper), and the formation of ICANN's original Domain Name Supporting Organization (DNSO). He served as one of the first Chairs of the DNSO General Assembly and has focused his efforts in recent years to bring to life a constituency for individual users and registrants.

Mr. Gaetano has almost 30 years of experience in Telecommunications and Information Technology, and he is responsible for application development in an international organization. Mr. Gaetano also spent twelve years at IBM, in both the United States and Europe.

Mr. Gaetano is fluent in five European languages.

Ken Hamma

Ken Hamma is Senior Advisor to the President for Information Policy of the J. Paul Getty Trust and Assistant Director for Collections Information at the J. Paul Getty Museum in Los Angeles, California USA. In these positions, Mr. Hamma oversees the Getty's long term information management goals related to the creation, maintenance and use of digital resources for public and scholarly activities in collections, research and philanthropy. He manages the staff and program for Trust's website and for Museum departments of Information and Media Systems, Photo Services, Digital Media, and Information Planning.

Mr. Hamma serves on the Mellon Foundation panel on art conservation digital documentation and the American Association of Museum's Nazi Era Provenance Internet Portal. He sits on the Advisory Board of Gallery Systems and the Executive Board of the Consortium for Interchange of Museum Information.

Mr. Hamma was instrumental in the development of the proposal for the .museum TLD and currently serves as one of five board directors of MuseDoma, the sponsoring organization of .museum.

Toshifumi Matsumoto

Toshifumi ("Tommy") Matsumoto is Vice-President and Managing Director of AT&T Wholesale in Japan and the Vice-President and Chair of Policy Advisory Council of JPNIC, where he has been involved in the evolution of Japan's ccTLD operations, the promotion of IPv6, and the coordination of INET 2000 and the ICANN forum in Japan in 2001.

A founder and Board Member of JPIX, Mr. Matsumoto worked to start the first Commercial Internet Exchange business in Japan in 1996 and since that time has worked to promote Japan's exchange capabilities to ISPs.

He is a founder and Steering Committee member of Asia-Pacific Next Generation Camp, where he works to find, educate and encourage the young people who will take leadership positions in technology development in the future.

Tadao Takahashi

Tadao Takahashi is the founder and former Director of Brazil's National Research Network (RNP), the Academic Internet in Brazil. Since 1999, he has served as Chair of Brazil's National Program for the Information Society. He currently serves as Chair of the Brazilian Chapter of the Internet Society, which he has promoted as a platform for wider participation of Brazil's Internet users in discussions about the future of the Internet. From 1995-1996 and again from 1999-2002, Mr. Takahashi was a member of Brazil's Internet Steering Committee.

Chair of the Latin America and Caribbean Outreach Node of the United Nation's ICT Task Force, Mr. Takahashi has a passion for understanding the needs and interests of individual users on the Internet, particularly those from low-income communities. Working to bring Internet access to children in Latin America's most remote regions, Mr. Takahashi has even negotiated with drug lords for permission to install telecenters for Internet access in regions they control.

Mr. Takahashi also served on ICANN's original Membership Advisory Committee in 1998.

Appendix B: Timetable of NomCom Process: What Occurred and When

20 January 2003

The ICANN Board launches the Nominating Committee, appoints Dr. Linda S. Wilson as Chair, authorizes the Chair to select a Vice-Chair (later defined in Bylaws as an Associate Chair) to assist her in the direction of the Committee, and directs the President to provide appropriate staff and other support. See <http://www.icann.org/minutes/minutes-20jan03.htm#nominatingcommittee>.

February 2003
NomCom Chair appoints Pindar Wong as Associate Chair.

February-March 2003

Delegate and liaison appointments to NomCom made by Interim At Large Advisory Committee, Intellectual Property Constituency, Business Constituency, gTLD Registries Constituency, Security and Stability Advisory Committee, IETF, Non-Commercial Constituency, ASO Address Council, Technical Liaison Group, Governmental Advisory Committee

11 March 2003

Designated Interim ALAC delegate Gabriel Pineiro of Argentina declines appointment to NomCom, is replaced by Leopoldo Brandt of Venezuela.

12 March 2003

The ICANN Board designates the "Higher Education Committee for Nominating Committee Recommendations", consisting of Kilnam Chon, Geoffrey Dengate, Prof. Faryel Mouria-Beji, Mark Luker, Kristel Sarlin, and Guy de Teramond, as the entity representing academic and similar organizations to select one Nominating Committee delegate. See <http://www.icann.org/minutes/prelim-report-12mar03.htm#AcademicOrganizationDelegatetoNominatingCommittee>.

The ICANN Board appoints Anthony Staley to serve as the delegate to the Nominating Committee in the position designated to be filled by the Country-Code Names Supporting Organization (ccNSO) after it is established.

NomCom holds first teleconference (17:00-18:47 UTC). The agenda included welcome and introductions; NomCom goals and objectives; overview of committee schedule, milestones, and deadlines; internal operations; the draft Nominating Committee charge; the draft Code of Ethics; website contents; public input mechanisms; next steps and next teleconferences.

14 March 2003

Henning Grote joins Nominating Committee as the delegate from Registrars Constituency.

19 March 2003

NomCom holds second teleconference (20:05-21:45 UTC). The agenda included the introduction of the newly-appointed Tony Staley and Henning Grote; the schedule of NomCom work; the revised draft Code of Ethics; the draft

NomCom procedures (vacancy and removal, language, participation of non-voting members, consensus, voting, communications, access to information); and agendas for next teleconferences.

22 March 2003

NomCom announces Work Plan.

See <http://www.icann.org/announcements/announcement-22mar03.htm>.

26 March 2003

NomCom holds third teleconference (09:37-12:00 UTC). The agenda includes the draft NomCom procedures (external relations and communications, criteria for selection, review and evaluation of candidates); the draft formal call for recommendations and statements of interest; public input mechanisms; the revised draft Code of Ethics; a face-to-face meeting; and next teleconferences.

2 April 2003

NomCom holds fourth teleconference (13:03-15:18 UTC). The agenda includes the draft Formal Call for Recommendations and Statements of Interest (introduction; publication of names under consideration; handling of terms; how to complete statements of interest; positions to be filled; eligibility, criteria, and other selection factors; current composition of Board, GNSO Council, Interim ALAC; review process; target date; questions/comments; disclaimer); possible dates for Boston meeting; next teleconference; recruitment; and building an FAQ.

5 April 2003

NomCom posts Formal Call for Recommendations and Statements of Interest, including information on language requirement; "deadlines"; confidentiality policy; positions to be filled and terms of duty; eligibility, criteria, and other selection factors; current composition of Board, GNSO Council, and Interim ALAC; a summary of the review process; the target date for announcement of selections; and how and where to submit recommendations and statements of interest. See <http://www.icann.org/committees/nom-comm/formal-call-05apr03.htm>.

NomCom members begin affirmative recruitment activities.

6 April 2003

NomCom Chair sends notifications about Final Call to (and invites recommendations, statements of interest, and other input from) the Address Supporting Organization Address Council; Internet Engineering Task Force (IETF) and Internet Architecture Board (IAB); Root Server System Advisory Committee (RSSAC); Interim At Large Advisory Council(ALAC); Generic Names Supporting Organization (GNSO) Council; the Country-Code Top-Level Domain (ccTLD) community; the Security and Stability Advisory Committee; Technical Liaison Group; Governmental Advisory Committee (GAC); and the ICANN Board.

7 April 2003

NomCom members begin circulating statements of their affiliations, for the information of their fellow NomCom members and as preparation for the process of disclosure and screening for actual or perceived conflicts of interest.

8 April 2003

NomCom holds fifth teleconference (21:00-23:19 UTC). The agenda includes procedures for email input and internal NomCom mailing lists; the winnowing process; publication of the Formal Call; outreach efforts; staff support; the revised draft NomCom procedures;

NomCom Chair sends notifications about Final Call to (and invites recommendations, statements of interest, and other input from) ICANN's GNSO constituencies, and to the members and chapters of the Internet Society. To assist with recruitment, NomCom Chair requests statements of Key Challenges and Opportunities from the ICANN Board, GNSO Council, and Interim ALAC.

12 April 2003

NomCom posts Committee Procedures, including a Code of Ethics, NomCom's Role and Objectives, and Operating Procedures. See <http://www.icann.org/committees/nom-comm/procedures-10apr03.htm>.

Interim ALAC provides statement of Key Challenges and Opportunities to the NomCom.

15 April 2003

NomCom holds sixth teleconference (12:00-14:14 UTC). The agenda includes reports and updates on outreach and recruiting efforts; update on status of Frequently Asked Questions (FAQ); the possibility of engaging a professional search firm; and draft queries to the ICANN Board, GNSO Council, and Interim ALAC.

16 April 2003

NomCom posts responses to Frequently Asked Questions (FAQ), version 1.0. See <http://www.icann.org/committees/nom-comm/faqs.htm>.

To assist with selection process, NomCom Chair requests a brief description of the skills/experience of the continuing members of the ICANN Board, GNSO Council and Interim ALAC.

NomCom Chair, Associate Chair, and one member participate in a portion of a GNSO Council teleconference; and the Chair and Associate Chair participate in gTLD Registries Constituency teleconference. The agenda for the GNSO Council call can be found at <http://www.dnso.org/dnso/notes/20030417.GNSOteleconf-agenda.html>. An audio recording of the call is available at <http://www.dnso.org/dnso/mp3/20030417GNSOteleconf.mp3>, starting at 31:40 minutes and ending at 62:15 minutes into the call. For both calls, the Chair's talking points included a review of the NomCom's origins, purpose, responsibilities, and timeframe; the criteria for selection and the need for balance; the code of ethics; and the outreach efforts underway. The Chair encouraged those in the GNSO Council and gTLD Registries Constituency to submit recommendations and statements of interest. Participants on the gTLD Registries Constituency call raised questions about confidentiality, status of submissions, new blood vs. continuity, strategies for finding qualified people, balancing business environment needs and general community needs, and the

NomCom process. Participants in the GNSO Council raised questions about eligibility, geographic diversity, timing, and confidentiality.

24 April 2003

NomCom posts FAQ version 2.0. See <http://www.icann.org/committees/nom-comm/faqs.htm>.

25 April 2003

ICANN Board approves 2003 Nominating Committee funding of up to US$147,525, consisting of $93,125 for expenses associated with a face-to-face meeting of the Nominating Committee, US$4,400 for courier service and long-distance telephone, and up to US$50,000 for assistance of a search consultant. Resolutions posted at <http://www.icann.org/minutes/prelim-report-25apr03.htm#nominatingcommitteefunding>.

29 April 2003

NomCom posts FAQ version 2.1. See <http://www.icann.org/committees/nom-comm/faqs.htm>.

30 April 2003

NomCom holds seventh teleconference (21:00-23:30 UTC). The agenda includes the possibility of engaging a professional search firm; the winnowing process; and planning for a possible face-to-face meeting in Boston.

5 May 2003

Deadline for submission of statements of interest, to assure full consideration.

6 May 2003

NomCom holds eighth teleconference (12:03-14:09 UTC). The agenda includes the winnowing process; publication of candidates' names; procedures for the use of subcommittees; due diligence; aligning tasks with available time; and the draft charge to and members of the subcommittee on conflicts of interest.

9 May 2003

NomCom holds ninth teleconference (12:10-14:01 UTC). The agenda includes the quality of the existing pool of candidates; whether to extend the search process; whether to engage the services of a professional search firm for due diligence or other purposes; next steps; the subcommittee process; the face-to-face meeting in Boston; the security mechanisms for access to candidate information;

NomCom members are grouped into four subcommittees. Each subcommittee is assigned a set of candidates for careful familiarization and scrutiny as to completeness of information and the need for reference checks or interviews.

13 May 2003

NomCom Chair circulates Due Diligence Protocol for Taking References and Third Party Consultations, covering requests for references, requests for consultations, and information for reference providers.

14 May 2003

NomCom holds tenth teleconference (16:04-17:11 UTC). The agenda includes planning for the Boston face-to-face meeting; updates on the subcommittee process; weighting the criteria on the strengths matrix; due diligence procedures; timetable; the deadline for disclosures to the subcommittee on conflicts of interest; and the security mechanisms for access to candidate information.

21 May 2003

NomCom holds eleventh teleconference (21:03-22:55 UTC). The agenda includes a report from the subcommittee on conflicts of interest; reports on the status of subcommittee work; plans for the face-to-face Boston meeting; and plans for the NomCom Final Report.

24 May 2003

NomCom posts Charge to the Subcommittee on Conflicts of Interest. See <http://www.icann.org/committees/nom-comm/coi-subcom-charge-03may03.htm>.

25 May 2003

NomCom posts FAQ version 2.2. See <http://www.icann.org/committees/nom-comm/faqs.htm>.

27 May 2003

NomCom holds twelfth teleconference (12:03-13:11 UTC). The agenda includes attendance at the Montreal ICANN meeting; the status of the academic delegate to the NomCom; a report from the subcommittee on conflicts of interest; reports from the subcommittees; preparation for the face-to-face Boston meeting; request for third-party references; shifting of candidates among categories; update emails to all candidates; and planning for the NomCom Final Report.

29 May 2003

NomCom Subcommittees complete work on draft slates.

2-3 June 2003

NomCom holds face-to-face meeting in Boston and develops consensus slates of Nominees.

10 June 2003

NomCom holds final teleconference to address final due diligence efforts and brief members on plans for notification of candidates, posting of results, and reporting at ICANN Montreal meeting in late June 2003.

29 September 2003

NomCom notified by ICANN Board Chair that no further work of the committee will be needed.

Appendix C: Charge to Nominating Committee

At the outset of its work, the Nominating Committee adopted the following Charge:

> "The Nominating Committee of ICANN is responsible for the selection of all ICANN Directors except the President and those Directors selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. For the selection of Directors, the Bylaws set forth criteria for selection, additional qualifications, international representation, diversity, terms of service, and eligibility factors. Certain of these criteria are also applicable for the other selections the Nominating Committee is asked to make. The Bylaws also set forth criteria for selection of Nominating Committee Delegates, and state some specific requirements for the GNSO Council and At Large Advisory Committee (ALAC) selections made by the Nominating Committee.

> The Bylaws also state that the Nominating Committee shall adopt such operating procedures as it deems necessary, which shall be published on the Website.

> The Nominating Committee is designed to function independently from the Board, the Supporting Organizations, and Advisory Committees. Nominating Committee members act only on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws.

> Members contribute to the Nominating Committee both their understanding of the broad interests of the Internet as a whole and their knowledge and experience of the concerns and interests of the Internet constituencies which have appointed them. The challenge for the Nominating Committee is to integrate these perspectives and derive consensus in its selections. Although appointed by Supporting Organizations and other ICANN entities, individual Nominating Committee members are not accountable to their appointing constituencies. Members are, of course, accountable for adherence to the Bylaws and for compliance with the rules and procedures established by the Nominating Committee."

Appendix D: Charge to Subcommittee on Conflicts of Interest

[3 May 2003; posted 24 May 2003]

NomCom members developed and reached consensus on a Code of Ethics to which all NomCom members and NomCom staff have expressed their commitment to adhere. The Code of Ethics includes the following statement on Conflicts of Interest:

> "NomCom members are expected to adhere to the ICANN Conflicts of Interest Policy). Each NomCom member must disclose promptly to the Chair any financial or other relations that might affect (or might reasonably be seen to affect) his/her performance on the Committee, including any financial connections to any individual under consideration by the NomCom. A Subcommittee will be formed by the Chair to review disclosed conflicts or potential conflicts and to determine how to handle them. NomCom members must recuse themselves from participation in discussion and voting where such conflict exists." [Excerpt from NomCom Procedures, Section A, paragraph 1]

The NomCom Subcommittee on Conflicts of Interest is charged to administer and monitor compliance with the ICANN Conflicts of Interest Policy as applicable to the work of the NomCom. [For the ICANN Conflicts of Interest Policy see http://www.icann.org/committees/coi/coi-policy-04mar99.htm].

The Subcommittee's duties and those of NomCom in relation to conflict of interest matters are described below:

> 1. The Subcommittee will take appropriate steps to ensure that the NomCom members and NomCom staff remain aware of their responsibilities for prompt disclosure to the Chair of NomCom of the existence and nature of any financial or other relations that might affect (or reasonably be seen to affect) his/her performance on the Committee, including any financial connections to any Candidate or employer of any Candidate under consideration by the NomCom. This disclosure must be made prior to the NomCom's detailed discussion surrounding the Candidate concerned.

> The NomCom Chair will refer disclosures from members and staff of the NomCom to the Subcommittee and will also refer to the Subcommittee any actual or potential conflicts of interest that are identified otherwise. For matters pending before the full NomCom, a referral to the Subcommittee on Conflicts of Interest will not be required where the NomCom member or NomCom staff concerned fully discloses to the NomCom his or her financial or other interest and abstains from participation in the NomCom's consideration of the matter. The disclosure may be made either to the NomCom members involved in the discussion(s) or meeting(s) during which abstention occurs, or beforehand to the NomCom Chair.

> 2. Once actual or potential conflicts of interest have been referred to the Subcommittee, the disinterested members of the Subcommittee on

Conflicts of Interest shall promptly determine whether a conflict of interest exists. Except as provided for in paragraph 2, the NomCom shall not vote or reach consensus on a matter under its consideration, including but not limited to determining or carrying out its processes for selection of Nominees, in connection with which an actual or potential conflict of interest has been disclosed until such time as the Subcommittee on Conflicts of Interest has addressed the actual or potential conflict of interest.

3. Where a matter has been referred to the Subcommittee on Conflicts of Interest and the Subcommittee has concluded that a conflict of interest exists, the Subcommittee will notify the Chair of NomCom and the NomCom member or NomCom staff concerned of the necessity of the member's or staff's abstention from participation in the NomCom's consideration of the matter in question. Where appropriate, the Subcommittee will determine the extent of the abstention required.

4. If the Subcommittee on Conflicts of Interest has reasonable cause to believe that a NomCom member or NomCom staff has failed to disclose an actual or potential conflict of interest, it shall inform the NomCom member or NomCom staff of the basis for such belief in writing and afford the NomCom member or NomCom staff a written opportunity to explain the alleged failure to disclose. The written communications shall be made via e-mail or fax.

If, after considering the response of the NomCom member or NomCom staff and making such further investigation as may be warranted in the circumstances, the Subcommittee on Conflicts of Interest determines that the NomCom member or NomCom staff has in fact failed to disclose an actual or potential conflict of interest, it shall recommend to the NomCom appropriate disciplinary and corrective action. In the case of a NomCom staff failure to disclose, the NomCom will also refer the matter to the Corporation.

5. The violation of the Conflict of Interest policy is a serious matter and may constitute "cause" for removal of the NomCom member by NomCom in accordance with its Procedures or termination of the NomCom staff in accordance with the Corporation's policies.

6. The Subcommittee on Conflicts of Interest shall keep records of its proceedings.

    a. The Minutes of the Subcommittee on Conflicts of Interest shall contain:

        (1) The names of NomCom members found to have a material financial interest or other relation in connection with an actual or possible conflict of interest; the nature of the financial interest or other relation; any action taken to determine whether a conflict of interest was present; and the decision of the Subcommittee on Conflicts of Interest as to whether a conflict of interest in fact existed.

(2) The names of the persons who were present for discussions and votes relating to the actual or potential conflict of interest; the content of the discussion; and a record of any votes taken in connection therewith.

b. The Subcommittee shall also keep sufficient records to be able to report to NomCom and, upon request, to the Corporation on the matters referred to the Subcommittee and their resolution. At the time the 2003 Nominating Committee completes its term and is discharged, the Chair will arrange for one anonymized report of conflict situations to be sent to the Corporation for the purpose of building a tradition for how to handle conflicts of interest.

7. In connection with a conflict of interest, the Minutes of the NomCom shall contain the names of the persons who were present for discussions and votes relating to the NomCom matter concerned; the content of the discussion, and a record of any votes taken in connection therewith.

Appendix E: Formal Call for Recommendations and Statements of Interest

ICANN Nominating Committee
Formal Call for Recommendations and Statements of Interest
5 April 2003

Key Points
• Deadline for Completed Statements of Interest - 5 May 2003
• Target Date for Announcement of Selections - Early June, 2003
• NomCom website <http://www.icann.org/committees/nom-comm/>
• Send comments/questions to <nomcom.comments@icann.org>
• Send completed Statements of Interest to <nomcom.submissions@icann.org>
• Send Recommendations to <nomcom.submissions@icann.org>
• If you would like to receive NomCom announcements, please send an e-mail with the text "subscribe nomcom.announce" to <nomcom.announce-request@icann.org>

Contents
A: Introduction
B: Permissions to Redistribute and Translate
C: Language Requirement
D: "Deadline" and Confidential Treatment of Recommendations and Statements of Interest
E: Positions to be Filled by NomCom and Terms of Duty
F: Eligibility, Criteria, and Other Selection Factors
G: Current Composition of Board, GNSO Council, and ALAC
H: Review Process Summary
I: Target date for Announcement of NomCom Selections
J: Further Questions and Comments?
K: NomCom Disclaimer
L: How and Where to Submit Recommendations
M: How and Where to Submit Statements of Interest

A: Introduction

The ICANN Nominating Committee (NomCom) invites the participation of the Internet community in a new process to select well-qualified, accomplished men and women to serve in three sets of leadership positions in ICANN. NomCom is looking for men and women who have demonstrated the maturity, experience, knowledge and skills to handle the tasks and make the judgments involved in fulfilling the roles of Board Directors, Generic Names Supporting Organization (GNSO) Council Members and Interim At Large Advisory Committee (ALAC) Members.

We invite both (1) Recommendations of persons to be considered and (2) Statements of Interest from persons who wish to be considered for the following positions: eight seats on the Board of Directors, three seats on the GNSO, and five seats on the Interim ALAC. NomCom will use the criteria and eligibility factors described below in Section F to make its selections.

The NomCom welcomes your active participation in this new nominating process and will be grateful for the valuable input it hopes to receive.

If you would like to receive NomCom announcements, please send an e-mail with the text "subscribe nomcom.announce" to <nomcom.announce-request@icann.org>.

NomCom and its Process

The objective of ICANN's new nominating committee process is to balance the Supporting Organization-based and constituency-based selection of Directors and individuals for other

positions to ensure that ICANN can benefit from participants of the highest integrity and capability who place the public interest ahead of any particular interests, but who are nevertheless knowledgeable about the environment in which ICANN operates.

NomCom seeks widespread participation, through submission of Recommendations and Statements of Interest, to find the talent and experience needed for these roles, to inform NomCom's decisions, and to generate the confidence and respect of the community for those whom NomCom selects.

Central to the NomCom process are the Statements of Interest received from individuals who agree to be considered for service in any of the above positions. A Statement of Interest needs to be completed in full and received by the NomCom no later than 5 May 2003 (see Section M: How and Where to Submit Statements of Interest). A person who has submitted the Statement of Interest is considered a Candidate for selection by the NomCom. If the Statement of Interest is missing required information, the individual will not be considered a Candidate for selection by the NomCom.

In order to enhance the Candidate pool from which NomCom will make its selection, Recommendations are encouraged. If you would like to recommend someone for NomCom consideration, please see Section L: How, and Where to Submit Recommendations.

NomCom members act only on behalf of the interests of the global Internet community and within the scope of the ICANN Mission and the responsibilities assigned to NomCom by the ICANN Bylaws.
<http://www.icann.org/general/bylaws.htm>

NomCom operates independently from the ICANN Board, the Supporting Organizations, and Advisory Committees. The functional and geographic diversity of NomCom members enable and encourage it to select persons who are not beholden to any particular interests and are capable of representing the broader view of the Internet Community.

The Bylaws stipulate that the NomCom is responsible for the selection of all ICANN Directors except the President and those selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws.
[Article VII, Section 1 <http://www.icann.org/general/bylaws.htm#VII-1>]

NomCom selections are final; no further approval or ratification is needed.

ICANN Mission

The Mission of the Internet Corporation for Assigned Names and Numbers ("ICANN") is to coordinate, at the overall level, the global Internet's systems of unique identifiers, and in particular to ensure the stable and secure operation of the Internet's unique identifier systems.

In particular, ICANN:

1) Coordinates the allocation and assignment of the three sets of unique identifiers for the Internet, which are
   a. Domain names (forming a system referred to as the "DNS");
   b. Internet protocol ("IP") addresses and autonomous system ("AS") numbers;
   c. Protocol port and parameter numbers.
2) Coordinates the operation and evolution of the DNS root name server system.
3) Coordinates policy development reasonably and appropriately related to these technical functions.

B: Permissions to Redistribute and Translate

NomCom seeks your assistance in outreach and recruiting in this new nominating process.

NomCom encourages redistribution of this Formal Call for Recommendations and Statements of Interest provided it is transmitted in its entirety, without any changes.

NomCom encourages translation of this Formal Call and grants permission to distribute a translation provided that (1) any distributed translation includes the full text of the Formal Call in English in its entirety and without any changes and (2) a copy of the translation and the identity and contact information for the translator are sent to NomCom at <nomcom.comments@icann.org>.

C: Language Requirement

ICANN conducts its work in English, and those selected for the positions that NomCom will fill must be able to work and communicate in written and spoken English.

All submissions of Recommendations and Statements of Interest should therefore be submitted in English.

D. "Deadline" and Confidential Treatment of Recommendations and Statements of Interest

Deadline for Full Consideration

NomCom requests your cooperation in meeting the challenge of completing its work so that the New Board of ICANN can be seated at the close of the meeting in Montreal on 22-26 June 2003. <http://www.icann.org/montreal/>.

Early submission of Recommendations and Statements of Interest will be helpful.

FOR FULL CONSIDERATION BY NOMCOM ALL COMPLETED STATEMENTS OF INTEREST MUST BE RECEIVED BY NOMCOM NO LATER THAN 5 MAY 2003.

NomCom reserves the right to consider Statements of Interest received after 5 May 2003, but makes no commitment to do so.

Terminology

The term "Candidate" will be reserved for those individuals who agree to be considered by the NomCom for whom all required information in the Statement of Interest has been received.

The term "Nominee" is reserved to refer to a Candidate selected by NomCom for a position it is charged to fill. NomCom selections are final, no further approval or ratification is needed.

Confidential Treatment of Recommendations and Statements of Interest

To ensure open and frank communication with the NomCom, we have paid particular attention in our procedures to safeguarding confidentiality.

Specifically, under our procedures all NomCom members will safeguard all internal NomCom communications and treat them as strictly private, confidential, and for the use of immediate committee members and NomCom staff only, without exception.

NomCom members will not disclose outside of the committee the identities of Candidates under consideration by the NomCom, nor any discussions about them, unless both the Candidate and the NomCom as a whole have given explicit authorization to disclose the information.

Note that because NomCom will need to check references and consult selected third-party sources on a confidential basis before making its final selections, those wishing to be considered as Candidates are required to confirm this understanding of the confidentiality arrangements when they submit a Statement of Interest. NomCom also reserves the right to disclose the identities of those who submit Recommendations when it is necessary to do so in the course of the review process.

When NomCom has completed its selection of Nominees for the positions it is charged to fill, NomCom will, of course, publish the identities of the Nominees.

Statistical information, without identifying information, may be published, for example, information about the size and nature of the Candidate pool. See Section K: NomCom Disclaimer for more details.

E: Positions to Be Filled by NomCom and Terms of Duty

In early June 2003, the NomCom expects to make its final selection for individuals to serve the 19 Terms of Duty that are associated with the following 16 positions:

8 seats on the ICANN Board of Directors,
5 seats on the Interim ALAC (At-Large Advisory Committee), and
3 seats on the GNSO (Generic Names Supporting Organization) Council.

Associated with the above 16 seats, are 19 Terms of Duty (see below). Note that the start of the terms of duty for these positions is when the New Board is seated. [Article XX, Section 2 (4) <http://www.icann.org/general/bylaws.htm#XX-2.4>] We expect the New Board to be seated at the close of the ICANN meeting in Montreal, 26 June 2003. This expected date is used in the tables below, but may be subject to change.

Note that ICANN's Annual Meeting is required by the Bylaws to be in the fourth quarter of the year, i.e., some time during the period 1 October-31 December.
[Bylaws Article VI, Section 13 <http://www.icann.org/general/bylaws.htm#VI-13>]

POSITION: ICANN Board of Directors
Number of Seats: 8
Number of Terms of Duty: 11

No. of Terms	Start of Term of Duty	End of Term of Duty
3	26 June 2003	Conclusion of Annual Meeting 2003
3	26 June 2003	Conclusion of Annual Meeting 2004
2	26 June 2003	Conclusion of Annual Meeting 2005
3	Conclusion of Annual Meeting 2003	Conclusion of Annual Meeting 2006

[Note: Three of the ICANN Board Seats have two terms of duty: One term commences on the 26th June 2003 and lasts till the conclusion of the Annual Meeting in 2003. The second term commences at the conclusion of the Annual Meeting in 2003 and lasts until the conclusion of the Annual Meeting in 2006.]

POSITION: Interim At-Large Advisory Committee
Number of Seats: 5
Number of Terms of Duty: 5

No. of Terms	Start of Term of Duty	End of Term of Duty
2	26 June 2003	Conclusion of Annual Meeting 2004
3	26 June 2003	Conclusion of Annual Meeting 2005

POSITION: Generic Names Supporting Organization Council
Number of Seats: 5
Number of Terms of Duty: 5

No. of Terms	Start of Term of Duty	End of Term of Duty
2	26 June 2003	Conclusion of Annual Meeting 2004
3	26 June 2003	Conclusion of Annual Meeting 2005

F: Eligibility, Criteria, and Other Selection Factors

In selecting Nominees of the highest integrity and capability, the NomCom will apply the criteria for selection and terms of eligibility, defined in the applicable ICANN Bylaws, to identify a pool of qualified Candidates. To select from this pool of qualified Candidates, NomCom will take into account additional considerations, related to the roles to be filled, that it finds important as progress in the selection process is made.

By doing so, the NomCom seeks to ensure that ICANN can benefit from those who place the public interest ahead of any particular special interests, but who are nevertheless knowledgeable about the environment in which ICANN operates.

In doing so, the NomCom also implements ICANN's Core Values to seek and support broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making.
<http://www.icann.org/general/bylaws.htm#I-2.4>

Roles of the Positions to Be Filled

NomCom will be selecting its Nominees with careful consideration of the roles they fill:

ICANN's Directors, as a group, are responsible for exercising the powers of ICANN, controlling its property, and conducting or directing its business and affairs, except as otherwise provided in the ICANN Articles of Incorporation or Bylaws. Directors serve as individuals who have the duty to act in what they reasonably believe are the best interests of ICANN and not as representatives of the entity that selected them, their employers, or any other organizations or constituencies. [Bylaws Article II, section 1
<http://www.icann.org/general/bylaws.htm#II-1> and Article VI, Section 7
<http://www.icann.org/general/bylaws.htm#VI-7>]

The GNSO Council is responsible for managing the policy development process of the GNSO. [Bylaws Article X, Section 3(4)
<http://www.icann.org/general/bylaws.htm#X-3.4>]

The Interim ALAC is to consider and provide advice on the activities of ICANN, insofar as they relate to the interests of individual users. [Bylaws
Article XI, Section 2(4) <http://www.icann.org/general/bylaws.htm#XI-2.4>]

Criteria for Selection for ICANN Directors, GNSO Council Members, and Interim ALAC Members

NomCom will use for all of these positions the criteria in the Bylaws for selection of ICANN Directors. See below. NomCom may use some additional considerations for the GNSO Council and Interim ALAC positions to support the specific roles of these entities.

Criteria for Selection of ICANN Directors

"ICANN Directors shall be:
1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgement and open minds, and a demonstrated capacity for thoughtful group decision-making;
2. Persons with an understanding of ICANN's mission and the potential impact of ICANN decisions on the global Internet community, and committed to the success of ICANN;
3. Persons who will produce the broadest cultural and geographic diversity on the Board consistent with meeting the other criteria set forth in this Section;
4. Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

5. Persons who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and
6. Persons who are able to work and communicate in written and spoken English."
[Article VI, Sec. 3 <http://www.icann.org/general/bylaws.htm#VI-3>]

Eligibility Factors

1. Eligibility for Selection to any of the Positions NomCom Fills

No person who serves on the NomCom in any capacity is eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee. [Bylaws Article VII, Section 8,
<http://www.icann.org/general/bylaws.htm#VII-8>]

2. Eligibility Factors for ICANN Directors

a. NomCom shall seek to ensure that the ICANN Board is composed of members who in the aggregate display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth above in this document. [Article VI, Section 2(2)
<http://www.icann.org/general/bylaws.htm#VI-2.2>]

b. At no time shall the NomCom select a Director to fill any vacancy or expired term whose selection would cause the total number of Directors (not including the President) who are citizens of countries in any one Geographic Region to exceed five; and the NomCom shall ensure through its selections that at all times the Board includes at least one Director who is a citizen of a country in each ICANN Geographic Region. [Bylaws
Article VI, Section 2(2) <http://www.icann.org/general/bylaws.htm#VI-2.2>]

c. No official of a national government or a multinational entity established by treaty or other agreement between national governments may serve as a Director. [Bylaws Article VI, Section 4
<http://www.icann.org/general/bylaws.htm#VI-4>]

d. No person who serves in any capacity (including as a liaison) on any Supporting Organization Council shall simultaneously serve as a Director or liaison to the Board. Details on this restriction are explained in the
Bylaws Article VI, Section 4. [<http://www.icann.org/general/bylaws.htm#VI-4>]

e. All the past ICANN Directors except Pindar Wong, and all current Directors except Linda Wilson are eligible for selection in 2003, since none of them has exceeded the three-term limit as defined in the Bylaws. Wong and Wilson are ineligible in 2003 by reason of their service on the NomCom. [Bylaws
Article VI, Section 8(5) <http://www.icann.org/general/bylaws.htm#VI-8.5>,
Article VII, Section 8 <http://www.icann.org/general/bylaws.htm#VII-8>, and
Article XX, Section 2(8) <http://www.icann.org/general/bylaws.htm#XX-2.8>]

3. Eligibility Factors for GNSO Council Members

No more than one officer, director, or employee of any particular corporation or other organization (including its subsidiaries and affiliates) shall serve on the GNSO Council at any given time. [Bylaws Article X, Section 3(5)
<http://www.icann.org/general/bylaws.htm#X-3.5>]

4. Eligibility Factors for Interim ALAC Members

The five members of ALAC selected by the NomCom shall include one citizen of a country within each of the five Geographic Regions (Europe; Asia/Australia/Pacific; Latin America/Caribbean Islands; Africa; and North America) established according to Bylaws Article VI, Section 5. [Bylaws

Article XI, Section 2(4)(b) <http://www.icann.org/general/bylaws.htm#XI-2.4b>]

Additional Considerations for GNSO and ALAC Positions

The criteria for selection of the GNSO Council and At Large Advisory Committee members are less specifically defined in the Bylaws, but the NomCom notes the "Legislative History" behind the decision for NomCom to select some individuals to the above committees. [ICANN: A Blueprint for Reform, Section 3 (20 June 2002) <http://www.icann.org/committees/evolreform/blueprint20jun02.htm#3> and Final Implementation Report and Recommendations, Section 3(c) (2 October 2002) <http://www.icann.org/committees/evol-reform/final-implementation-report-02oct02.htm#GNSO>]

NomCom is looking for men and women who have demonstrated the maturity, experience, knowledge and skills to handle the tasks and make the judgments involved in fulfilling the roles of Board Directors, GNSO Council Members and ALAC Members.

1. Additional Considerations for the GNSO Council Positions

For the GNSO Council positions, specific experience related to the scope of GNSO's work with the Domain Name System would be advantageous, whereas Country-Code TLD (ccTLD) and Regional Internet Registry (RIR) familiarity would be less important for these positions.

2. Additional Considerations for the Interim ALAC Positions

For the ALAC positions, experience and skills that bear on gathering, understanding, and communicating the interests of individual users would be advantageous. Perspectives not otherwise reflected in the existing ALAC membership would be advantageous. NomCom's selections for ALAC are intended to diversify the skill and experience sets of the ALAC, including in such areas as group decision-making. Over time these NomCom selections present an opportunity to connect with the interests of individual users from all categories.

G: Current Composition of Board, GNSO Council, and ALAC
The current ICANN Board is comprised of 18 members:
<http://www.icann.org/general/abouticann.htm>
Africa:
Mouhamet Diop
Nii Quaynor

Asia/Pacific:
Masanobu Katoh
Sang-Hyon Kyong
Jun Murai
Paul Twomey (President and CEO)

Europe:
Amadeu Abril i Abril
Hans Kraaijenbrink
Andy Mueller-Maguhn
Helmut Schink
Francisco A. Jesus Silva

Latin America/Caribbean:
Alejandro Pisanty (Vice-Chairman)
Ivan Moura Campos

North America:
Karl Auerbach
Vinton G. Cerf (Chairman)

Lyman Chapin
Jonathan Cohen
Linda S. Wilson

Biographical information on the current Board members is presented on the ICANN website
<http://www.icann.org/general/abouticann.htm>
When the New Board is seated, the members of the New ICANN Board selected by the Board or
Supporting Organizations and identified to date will be:

Africa:
Mouhamet Diop (from the Address Supporting Organization)
Asia/Pacific:
Paul Twomey (President and CEO)

Europe:
None yet selected

Latin America/Caribbean:
None yet selected

North America:
Lyman Chapin (from the Address Supporting Organization)
John Klensin (Internet Architecture Board Liaison)

The current GNSO Council is comprised of these members:
<http://gnso.icann.org/constituency/ncmembers.html>

Africa:
None yet selected

Asia/Pacific:
Jordyn Buchanan (New Zealand)
Eung Hwi Chun (South Korea)
Grant Forsyth (New Zealand)
Ellen Shankman (Israel)
Bruce Tonkin (Australia)

Europe:
Laurence Djolakian (France)
Tony Holmes (United Kingdom)
Cary Karp (Sweden)
Thomas Keller (Germany)
Philip Sheppard (United Kingdom)

Latin America/Caribbean:
Antonio Harris (Argentina)
Gabriel Piñeiro (Argentina)

North America:
Marilyn Cade (United States)
Milton Mueller (United States)
Jeff Neuman (United States)
Greg Ruth (United States)
Lynda Roesch (United States)
Ken Stubbs (United States)

Here is the current composition of the Interim ALAC:
<http://www.icann.org/committees/alac/>

Africa:

Pierre Dandjinou (Benin)
Clement Dzidonu (Ghana)

Asia/Pacific:
Izumi Aizu (Japan)
Xue Hong (China)

Europe:
Vittorio Bertola (Italy)
Thomas Roessler (Germany)

Latin America/Caribbean:
Erick Iriarte Ahon (Peru)
Sebastian J. Ricciardi (Argentina)

North America:
Esther Dyson (United States)
Wendy Seltzer (United States)

H: Review Process Summary

For full consideration to be given to a Candidate, a completed Statement of Interest must be received by NomCom no later than 5 May 2003.

NomCom will begin its review of Candidate information contained in the completed Statement of Interest as soon as it is received and confirmed to have all required information.

NomCom reserves the right to consider Statements of Interest received after 5 May, but makes no commitment to do so.

The NomCom will evaluate Candidates in a fair and consistent manner, considering the Statement of Interest, references, interviews, consultations, and third-party information sources. While doing so, it will adhere to its Code of Ethics, which includes procedures regarding Confidentiality and Conflict of Interest. <http://www.icann.org/committees/nom-comm/>

NomCom will need to carry out due diligence regarding candidates it wishes to consider in the final round of review. For this purpose NomCom will arrange, with consent of these candidates, to conduct confidential references and credential verification and consult with others, not named by the Candidate, on a confidential basis.

It should be noted that this Nominating Committee process differs from an election, although the goal is the same: to elicit the Internet community's participation in a thoughtful process leading to the selection of very well-qualified individuals to fulfill the specific roles of their positions. In this Nominating Committee process: Members of the Internet community will have the opportunity to recommend men and women for the positions to be filled; members of the Internet community will have the opportunity to volunteer to be considered for the positions to be filled; those who submit a completed Statement of Interest ("Candidates") will have the opportunity to provide NomCom with evidence of their suitability for the positions; careful due diligence will be undertaken about the Candidates' qualifications and reputations; the Internet community will have a mechanism to submit comments to the NomCom about the process; and a set of frequently asked questions with their answers will be posted on the NomCom website as the recruitment and evaluation process progresses.

Note that Endorsements by organizations or groups and lists of signatories are not appropriate for this Nominating Committee process, and they will not be influential in NomCom's selections since popularity is not one of the criteria being used.

The Bylaws stipulate that the NomCom is responsible for the selection of all ICANN Directors except the President and those selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws.

[Article VII, Section 1 <http://www.icann.org/general/bylaws.htm#VII-1>].

NomCom selections are final; no further approval or ratification is needed.

I: Target Date for Announcement of NomCom Selections

NomCom expects to announce its final Nominees in early June 2003. Statistical information, without identifying information may be published, for example, information about the size and nature of the candidate pool.

J: Further Questions and Comments?

Should you have any questions or comments, please send them via e-mail to <nomcom.comments@icann.org>. Answers to frequently asked questions will be summarized, without attribution, and communicated via the FAQ Section on the NomCom website <http://www.icann.org/committees/nom-comm/>: the primary source of information regarding the work and progress of the NomCom. For example, the time commitment expected for each of the positions to be filled will be explained in the FAQ Section of the NomCom website.

K: NomCom Disclaimer

The NomCom's procedures for Confidential Treatment of Recommendations and Statements of Interest call for confidential treatment of the identities of Candidates and the NomCom's discussions about the Candidates. In performing its function, however, the NomCom will consult Candidates' references and do third-party reference checks on a confidential basis. Once selections are made, the NomCom will make the identities of the selected Candidates public.

Although NomCom will take reasonable steps to ensure that its confidentiality procedures are followed, confidentiality cannot be assured and Candidates shall have no claims against ICANN, the NomCom, or affiliated persons in the event information is disclosed despite these procedures.

By submitting a Statement of Interest, each Candidate authorizes the NomCom to consult with the Candidate's references and do third-party reference checks. Each Candidate also agrees that he or she is not entitled to review or access any of the information received, generated, or considered by the NomCom regarding any Candidate, or any of the NomCom's discussions or deliberations regarding any Candidate. Each Candidate acknowledges that he or she has no right to challenge or seek review of the NomCom's selections.

L: How and Where to Submit Recommendations

To enhance the Candidate pool from which NomCom will select Nominees, we encourage you to submit recommendations of individuals who should be invited to complete the Statement of Interest.

We also ask you to inform those whom you recommend that you have submitted their names to NomCom. If your recommendee(s) agrees to be considered by the NomCom, please encourage them to complete the Statement of Interest, in full, and return it to NomCom as soon as possible. NomCom will only consider and select those individuals who have completed the Statement of Interest.

For full consideration, Statements of Interest must be received by NomCom no later than 5 May 2003.

A recommendation is not a requirement for consideration by the NomCom. Note also that Endorsements by organizations or groups and lists of signatories are not appropriate for this Nominating Committee process, and they will not be influential in NomCom's selections since popularity is not one of the criteria being used.

NomCom will only consider electronic submissions via e-mail.

To submit a Recommendation please send an e-mail to
<nomcom.submissions@icann.org> that includes the following information:
(a) Name of Recommendee
(b) Recommendee's e-mail address
(c) Your name
(d) Your e-mail address

(In your Recommendation, please be sure to identify which name is that of the Recommendee and which is your own name.)

NomCom reserves the right to disclose the names of those who submit recommendations when it is necessary to do so in the course of the review process.

NomCom will acknowledge your recommendation and submit to you and your recommendee(s) the Statement of Interest Form and Instructions.

M: How and Where to Submit Statements of Interest

To submit a Statement of Interest, any individual who wishes to be considered for selection by the NomCom must complete an ICANN NOMINATING COMMITTEE STATEMENT OF INTEREST (see below), in full, and return it to the NomCom.

For Full Consideration by the NomCom, the Statement of Interest must be received by the NomCom no later than 5 May 2003.

NomCom will contact by e-mail all those for whom it receives Recommendations to request their submission of a Statement of Interest (see below), but NomCom will only consider and select individuals who have submitted a completed Statement of Interest.

A recommendation is not a requirement for consideration by the NomCom. Note also that Endorsements by organizations or groups and lists of signatories are not appropriate for this Nominating Committee process, and they will not be influential in NomCom's selections since popularity is not one of the criteria being used.

If you would like to be considered as a Candidate for one or more of the positions NomCom will fill, please submit the ICANN NOMINATING COMMITTEE STATEMENT OF INTEREST (see below).

NomCom will only consider electronic submissions via e-mail.

NomCom requests that you submit your Statement of Interest as soon as possible so that NomCom can follow up with your references or with you if it has any questions.

For full consideration of your Statement of Interest please:

a. complete in full the Statement of Interest below, using English and plain text, and without the use of additional attachments;
b. provide your responses to the Statement of Interest items in order, immediately after the item;
c. make your response sufficient to stand alone without reliance on linked resources;
d. understand that the NomCom may not be able to review material that you reference by URL links in your response;
e. provide the meaning of any acronyms used to reference an organization or activity, and state the purpose of the organization or activity;
f. limit your responses to less than 3,500 words (in total) and focus your responses carefully in terms of the nature of the position(s) for which you wish to be considered to give the NomCom a clear picture of your candidacy;
g. send the completed Statement of Interest via e-mail to
<nomcom.submissions@icann.org>.
---o0o---
ICANN Nominating Committee Statement of Interest

If you agree to be considered for selection by the ICANN Nominating Committee (NomCom) please complete this Statement of Interest.

If any required item is missing information, the Statement of Interest will be considered incomplete and you will not be considered a Candidate for selection by the NomCom.

Therefore, please ensure that you complete all of the required items (a-o) below. Item p is optional.

Please complete this form in English and limit your response to less than 3,500 words. Once your Statement of Interest is complete, please e-mail it to <nomcom.submissions@icann.org>.

NomCom will only consider electronic submissions via e-mail.

Use of plain text is highly encouraged. There should be no additional attachments to this Statement of Interest (e.g., do not attach any Resume/CV).

Please provide the meaning of any acronyms used to reference an organization or activity, and state the purpose of the organization or activity.

5 May 2003 is the deadline for your submission to be received by NomCom for full consideration.

======== BEGIN

Required (a) Your name (first name, family name)

[Insert your name here.]

Required (b) Your e-mail address

[Insert your e-mail address here.]

Required (c) Your telephone number
[Insert your telephone number here; please include country and city/area codes.]

Required (d) Your country of citizenship

[Insert your country of citizenship here. If dual citizenship, please state both.]

Required (e) Your country of residence

[Insert your country of residence.]

Required (f) Position(s) for which you would like to be considered.

(Mark all that apply.)
___ICANN Board ___GNSO Council ___ Interim ALAC

Required (g) Current role and accomplishments in the Internet community

[Please tell us about your previous/current roles in the Internet community.]

Required (h) Current and past 'professional' positions/roles/accomplishments

[Please tell us about your experience profile.]

Required (i) Current and past 'volunteer' positions/roles/accomplishments

[What other volunteer positions/accomplishments would you like to tell us about because of their bearing on your Candidacy?]

Required (j) Statement about what you would contribute to ICANN and its mission.

[Please state clearly how you see yourself contributing to ICANN and its mission.]

Required (k) Statement about how you meet the criteria for the position(s)
(See Section F in the Formal Call for eligibility, criteria and other selection factors)

[Insert your answer here.]

Required (l) A list of two or three persons whom NomCom may contact about your candidacy, giving their names, e-mail addresses, telephone numbers, professional positions, and a brief description of your relationship with them.

[Insert your references and the requested information about them here.]

Required (m) If selected to serve, are you willing to serve:

(Mark all that apply.)
___ through close of ICANN Annual meeting in 2003.
___ through close of ICANN Annual meeting in 2004.
___ through close of ICANN Annual meeting in 2005.
___ through close of ICANN Annual meeting in 2006.
[See the Formal Call Section E: Positions to be filled and their associated Terms of Duty. The terms vary in length due to the transition to the new ICANN Structure.]

Required (n) Under the NomCom's procedures, your candidacy will be treated by NomCom as confidential unless you give NomCom your permission to disclose it or unless NomCom is consulting your references and doing third-party reference checks from selected sources on a confidential basis. Once selections are made, the NomCom will make the identities of the selected Candidates public. Although NomCom will take reasonable steps to ensure that its confidentiality procedures are followed, Candidates shall have no claims against ICANN, the NomCom, or affiliated persons in the event information is disclosed despite these procedures. You also authorize the NomCom to consult with your references and do third-party reference checks. You will not be entitled to review or access any of the information received, generated, or considered by the NomCom regarding any Candidate, or any of the NomCom's discussions or deliberations regarding any Candidate. Candidates have no right to challenge or seek review of the NomCom's selections. Please confirm your understanding and agreement with these arrangements by marking the box below:

_____Yes, I agree to be a Candidate under these confidentiality and other arrangements.

Optional (o) Is there any additional information you would like to submit that would be helpful to NomCom in making its decision? If so, please summarize it here.

[Insert your answer here.]

======== END

NomCom values your interest in being a candidate for the positions it is charged to fill. We expect and rely on your integrity in presenting your qualifications and experience. We appreciate your effort in completing this Statement of Interest.
--------------------------------o0o--------------------------------

Appendix F: NomCom FAQ

See <http://www.icann.org/committees/nom-comm/faqs.htm>

ICANN Nominating Committee
Frequently Asked Questions
Version 2.2 – 25 May 2003

Contents

Responses to Frequently Asked Questions

1.0 Basic Questions

1.1 What is the purpose of this FAQ?

The purpose of this FAQ (Frequently Asked Questions) format document is to provide a convenient mechanism to address the common questions and clarifications surrounding the Formal Call for Recommendations and Statements of Interest.

By clarifying and providing additional information to you, we hope to encourage your meaningful participation in this new process to select well-qualified, accomplished women and men to serve in three sets of leadership positions in ICANN.

It is envisioned that this FAQ will be updated frequently as questions and clarifications arise, therefore please check the NomCom web page regularly.

A version number and date is included above for ease of reference. There has been one previous version of the FAQ. This is version 2.0 of the FAQ.

1.2 Where can I obtain a copy of the Formal Call?

The text version of the Formal Call for Recommendations and Statements of Interest (Formal Call) can be found here: <http://www.icann.org/committees/nom-comm/formal-call-05apr03.txt>.

1.3 Where can I obtain a copy of the Statement of Interest?

The text version of the Statement of Interest can be found here:
<http://www.icann.org/committees/nom-comm/statement-of-interest-05apr03.txt>.

1.4 If I want to ask clarifying questions; whom do I ask?

If you have questions regarding the Formal Call, we ask you to first check to see if they've already been answered in the NomCom's responses to Frequently Asked Questions. If this still does not answer your question(s), please e-mail you question(s) in English to:
<nomcom.comments@icann.org>

1.5 I would like to receive the latest developments and announcements from the NomCom. What should I do?

The NomCom posts its latest developments to its announcement mailing list and to its web page. If you would like to automatically receive these announcements, please send an e-mail with the text:

subscribe nomcom.announce

to <nomcom.announce-request@icann.org>

2.0 Deciding on Whether to Become a Candidate

2.1 Why should anyone consider serving on the Board of Directors, GNSO Council or Interim At-Large Advisory Committee?

The ICANN Board, the GNSO Council, and the Interim At-Large Advisory Committee, each in its own way, plays a leadership role in ICANN's significant, but focused set of responsibilities with respect to the global Internet's stable and secure operation.

[The Formal Call describes ICANN's Mission and the roles of the Members of each of these bodies. See Sections A and F.]

Those who serve in these positions will work with accomplished colleagues from around the globe. They will address intriguing technical coordination problems and related policy development challenges with diverse functional, cultural, and geographic dimensions. They will gain valuable insights and experience from working across these boundaries of knowledge, responsibility, and perspective.

Those selected by NomCom to serve in these positions will gain the satisfaction of making a valuable public service contribution. Placing the broad public interest ahead of any particular interests, they will help ensure the stability and security of this valuable global resource for critically important societal functions.

They will be challenged to use their knowledge, experience, and open-mindedness to develop creative responses to the dilemmas that arise when diverse needs of Internet users, technical possibilities and limitations of the Internet's unique identifier systems, and challenges and opportunities of the competitive business environment interact with each other and with evolving laws and governmental policies.

Now is a particularly important time to serve in these positions:

(1) It is the beginning of the newly restructured and reformed ICANN and

(2) The agenda for the next two to three years includes an array of interesting and important matters, both *technical* (such as security, Internationalized Domain Names, and IPv6). and *organizational* (such as the evolution of relationships with the Regional Internet Registries, the country-code top-level domain constituencies, the root server operators, and the development of the Regional At-Large Organizations.)

2.2 My first language is not English. Will this affect my Candidacy?

No, as long as you are able both to work well and communicate well in written and spoken English. There is no requirement that English must be your first language.

The NomCom welcomes and encourages participation from all members from wider Internet community, from all over the world. There is no reason, therefore, to expect that your *first* language is English.

2.3 What is the expected time commitment needed to serve on the Board of Directors?

The basic responsibilities of an ICANN Director require a commitment of time roughly equivalent to a full day every two weeks, exclusive of any work on Board Committees. The time spent in these basic responsibilities is typically clustered around Board meetings and teleconferences.

Directors spend additional time in connection with their work on Board Committees, a commitment which varies in relation to the number of Committees on which they serve, the scope of the Committee's responsibilities, and their role as Chairman or Member of the Committee.

The range of time spent by Directors during the last year has been roughly from 15% to 40%, and much more for those serving on the Evolution and Reform Committee.

2.4 What is the expected time commitment needed to serve on the GNSO Council?

An average GNSO Council member would spend at least 12 hours per month on Council related activities, with those chairing committees or task forces spending at least 50 hours a month. (The commitment involves a minimum of 6 hours per month based on an average of 1.5 two-hour teleconferences (or physical meetings) per month plus about two hours of preparation for each meeting for reading task force reports and potentially discussing with the community. Participation in committees of the council and/or task forces could easily double that minimum time commitment.)

2.5 What is the expected time commitment needed to serve on the Interim ALAC?

Approximately 7 hours per week is required of members of Interim ALAC member to fulfill their duties in this role. This includes participating in online (e-mail) discussions, commenting on/contributing to documents/proposed actions (drafted in English), participating in monthly ALAC telephone conferences (in English), and meeting with/making presentations to, local and regional organizations.

2.6 What does it mean that the positions are "Voluntary"?

ICANN Directors shall receive no compensation for their services as Directors. The Board may, however, authorize the reimbursement of actual and necessary reasonable expenses incurred by Directors performing their duties as Directors. [Bylaws Article VI, Section 22]

GNSO Council Members receive no compensation for their services as GNSO Council Members. ICANN provides administrative and operational support necessary for the GNSO to carry out its responsibilities. Such support shall not include an obligation for ICANN to fund travel expenses incurred by GNSO participants for travel to any meeting of the GNSO or for any other purpose. [Bylaws Article X, Section 4]

Interim ALAC Committee members, like the members of ICANN's other Advisory Committee members, receive no compensation for their services as a member of a committee. The Board may, however, authorize the reimbursement of the actual and necessary expenses incurred by Advisory Committee members performing their duties as Advisory Committee members. [Bylaws Article XI, Section 6]

ICANN's work benefits from an enormous amount of volunteered effort on the part of many individuals who serve without compensation. These contributions are respected and appreciated.

2.7 If I am selected by the Nomcom, will I be paid for my time?

No, ICANN Directors, GNSO Council Members, and Interim ALAC Members receive no compensation for their services. ICANN respects the generous contribution of time, energy and effort made by those who serve in these positions. [See above Question 2.6, "What does it mean that the positions are 'Voluntary'?"]

2.8 Can you please clarify whether I can apply for all three of the available positions for Director, GNSO Council, and Interim ALAC (set out in the Statement of Interest item (f)), or whether I need to specify one position only at the outset?

You can indicate your interest in serving all three positions by marking all three spaces in item (f).

Please mark all the positions for which you are interested in being considered and in which you would be willing to serve if selected by NomCom.

[Note: The NomCom may contact you later if it would like to consider you for a position that you have not marked, but NomCom is working on a very tight schedule. Your carefully considered response to this question now will facilitate NomCom's deliberations.]

2.9 A Term of Duty for the Board of Directors is listed as commencing from 26 June 2003 to the conclusion of Annual Meeting 2003. There is another Term of Duty listed from the conclusion of Annual Meeting 2003 to conclusion of Annual Meeting 2006. For these two terms, does it mean that basically the same 3 Board Members selected by the NomCom will serve as Directors from 26 June 2003 to the conclusion of the Annual Meeting in 2006?

According to the ICANN Bylaws, these two terms are considered different terms and are counted separately. The Nominating Committee has not yet determined if there is any benefit in selecting a different person to serve each Term of Duty or selecting the same person to serve both Terms. While the first Term of Duty would only be for a few months, the NomCom is mindful of ensuring a smooth transition of experience within the Board. If it decides to select the same Candidate to serve both Terms, then the Candidate will be asked to serve from date for seating the New Board (expected to be 26 June 2003) to the conclusion of the Annual Meeting in 2006 (i.e. just over 3 years).

2.10 What about the other Board terms that end in 2004 or 2005? For them, it is less than 3 years. Isn't 3 years the regular term for serving on the Board of Directors?

The terms for the Board positions that end in 2004 and 2005 are less than 3 years in order to stagger their expiry as ICANN makes the transition to the New Board. This is designed to preserve some ongoing continuity of experience on the New Board by not having all the terms expire at the same time. After this initial staggering period, the regular term is indeed approximately 3 years. The regular Terms for the Board are described in the Bylaws Article VI, Section 8. The Transition Terms for the New Board are described in the Bylaws Article XX, Sections 1-8.

2.11 Where are ICANN meetings held?

ICANN meetings are held regularly in different parts of the World. A calendar of events is posted on the ICANN Website.

For 2003, the ICANN meetings are as follows:

March (23-27) 2003 Rio de Janeiro (Brazil)
June (22-26) 2003 Montreal (Canada)
October (27-31) 2003 Carthage (Tunisia)

For 2004, the ICANN meetings are as follows:

March 2004 Rome (Italy)
June 2004 Kuala Lumpur (Malaysia)
November/December 2004 Cape Town (South Africa)

2.12 How many ICANN meetings are there in one year?

ICANN generally has 3 meetings per year.

Note that much of the work of the ICANN Board, GNSO Council, and Interim ALAC is done via e-mail and teleconference.

2.13 How are ICANN Directors, GNSO Council members, and ALAC members protected from liabilities arising from their service on these groups? Are they indemnified by ICANN? Is there liability insurance?

ICANN Directors, GNSO Council members, and ALAC members enjoy several types of protection from liability for their activities in service to ICANN. These may be summarized as follows:

(a) Indemnification by ICANN. Under its bylaws, ICANN indemnifies members of ICANN bodies against expenses, judgments, fines, settlements, and other amounts that actually and reasonably arise in a proceeding because those persons are acting or have acted as agents of ICANN. There are various conditions to this indemnity, including that the indemnified person's acts were in good faith and done in a manner reasonably believed to be in ICANN's best interests and not criminal. [Bylaws Article XIV]

(b) Insurance. ICANN carries insurance covering liabilities (including defense expenses) that ICANN and its Directors, volunteers, and committee members may incur by reason of acts or omissions solely in their capacities as Directors, volunteers, and committee members acting on behalf of ICANN. The insurance policy includes deductibles, exclusions, and conditions that are ordinary in a liability policy covering directors, officers, and volunteers of a non-profit corporation.

(c) Statutory Immunity United States federal law and California law contain provisions shielding volunteers to non-profit organizations (such as ICANN) from liabilities for their volunteer work, with some conditions. The U.S. Volunteer Protection Act of 1997 protects volunteers (i.e. those serving without compensation) to non-profit organizations from liability for harm caused by their acts and omissions while acting within the scope of their responsibilities in the organization and not in a willful, criminal, grossly negligent, reckless, etc. manner. [42 United States Code §§14501-14505] California law provides similar liability protections to volunteer directors. [California Corporations Code § 5239]

Although there are various conditions and limits on each type of protection, in the aggregate these protections provide significant protection to ICANN volunteers acting in good faith and in the scope of their responsibilities to ICANN.

2.14 I'm considering serving on the GNSO Council/Interim ALAC but don't have the funds to travel to the regular ICANN meetings. Will funds be provided by ICANN for such travel?

Currently no funds are provided by ICANN to cover travel expenses to the ICANN meetings for GNSO Council and Interim ALAC members selected by the Nominating Committee. The Chair of the Nominating Committee believes, however, that the availability of such funds may have a strong bearing on ICANN's ability to attract strong candidates for such roles.

To that end, the Chair has made a request to ICANN for US$ 90,000 to fund such travel. This request has been incorporated in ICANN's Proposed Fiscal Year 2003-2004 Budget (1 July 2003 - 30 June 2004) as Column H of the Proposed Budget Schedule.

Before deciding to approve or modify this funding proposal, ICANN is seeking public comments with respect to its Proposed Budget for the Fiscal Year that begins on 1 July 2003. Should you have any comments with respect to the Proposed Budget, you should submit these by e-mail to <budget-comments@icann.org> no later than 20 June 2003.

Please see the Proposed Budget as posted on the ICANN website for additional information.

3.0 Submitting Recommendations and Statements of Interest

3.1 Who will decide if my Statement of Interest is complete?

If no information is supplied in response to one or more of the **required** items in your Statement of Interest, you will not be considered a Candidate for Selection. To the extent that NomCom has the time and capacity to do so, it will attempt to notify you to give you an opportunity to provide the missing information, but the responsibility rests with you to submit a complete Statement of Interest before 5 May 2003.

In the course of its review and evaluation of submitted Statements of Interest, NomCom may find that it needs clarification or amplification of the content of your submission. In that case, NomCom will attempt to reach you to obtain additional information.

The limited time for this Nominating Process means that potential Candidates are best served by carefully preparing their Statements of Interest, ensuring that they are complete, and submitting them as soon as possible.

3.2 Please tell me who can recommend someone. In your formal call, there is no mention about the "recommender". Can anybody (individual, employees, officials, company, organization etc.) be a recommender?

Recommendations can be made by anyone. NomCom has imposed no restrictions as to who can make recommendations.

3.3 I am interested in submitting a Recommendation; what shall I do next?

All you need to do is send an e-mail to <nomcom.submissions@icann.org>. In the e-mail, please include:

(a) Name of your Recommendee
(b) The Recommendee's e-mail address
(c) Your name
(d) Your e-mail address

See Section L of the Formal Call.

The Nominating Committee encourages, but does not require, persons submitting a Recommendation to contact the person recommended to inform him or her of the recommendation, the position(s) for which the person is recommended, and the reason for the recommendation.

3.4 What should a Recommendation of a potential candidate include?

All that is required is the name and e-mail address of the person recommended and your name and e-mail address. This information should be submitted to <nomcom.submissions@icann.org>.

The NomCom Coordinator will acknowledge receipt of the Recommendation and encourage the Recommender to liaise with the potential candidate to encourage him/her to submit a Statement of Interest. The NomCom Coordinator will also contact the potential candidate(s) directly to tell them they have been recommended and to provide to them the instructions and the form for submitting the Statement of Interest.

3.5 Is submitting more than one Recommendation acceptable?

Yes. Since there are 16 positions with 19 Terms of Duty and different roles for the positions NomCom will fill in the 2003 selection process, you might well know more than one individual worthy of your Recommendation.

The NomCom places great emphasis on developing a Candidate pool of high quality. We are much less concerned about the size of the Candidate pool provided it is large enough to offer multiple well-qualified Candidates for each position.

Therefore we urge you to think deeply about who you feel would be most suitable to serve and then submit only those names to NomCom.

3.6 I am interested in submitting a Statement of Interest; what shall I do next?

Please read Section M of the Formal Call.

The Nomcom only considers electronic submissions via e-mail. If you have not received a copy of the Statement of Interest via e-mail, you can download the plain-text version of the Statement of Interest.

Once you have read Section M of the Formal Call and obtained a copy of the Statement of Interest, please:

(a) Complete all the required items (items a - o) in English.
(b) Ensure that your response is less than 3,500 words in total.
(c) No later than 5 May 2003, e-mail your completed Statement of Interest to <nomcom.submissions@icann.org> for full consideration.

3.7 I'm thinking of submitting a Statement of Interest. Do I need to have a Recommendation to be considered a Candidate?

No. For you to be considered by the NomCom as a Candidate, you only need to ensure that you have answered all the required items in the Statement of Interest. Your Statement of Interest must be received by the NomCom no later than 5 May 2003 in order for you to receive full consideration.

Therefore please submit your completed Statement of Interest as soon as you can.

3.8 Will having a Recommendation benefit my Candidacy in any way?

No, Recommendations do not influence the priority of individual candidacies, but they are important for the success of the NomCom Candidate recruiting process.

The NomCom is using Recommendations to enhance the Candidate pool from which we will make our selections. As you know, we are seeking those individuals who have demonstrated the maturity, experience, knowledge and skills to handle the tasks and make the judgments involved in fulfilling the roles of Board Directors, Generic Names Supporting Organization (GNSO) Council Members and Interim At-Large Advisory Committee (ALAC) Members.

Those who provide Recommendations to the NomCom strengthen our recruiting outreach, encourage potential candidates to participate, and address cultural and professional differences in perceptions about appropriate ways to participate in a candidate search process.

Therefore, we ask those who make Recommendations to actively encourage their Recommendee(s) to submit a Statement of Interest. Only those Recommendees who submit a completed Statement of Interest will be considered by NomCom.

3.9 I have a detailed resume/CV. Should I attach this as part of my Statement of Interest?

No. A resume or curriculum vitae (CV) is not required by the NomCom and should not be attached to Statement of Interest when submitted.

We ask that you carefully consider all the required items in your Statement of Interest and provide your answers to all of them, in English.

Insofar as the information requested in the Statement of Interest is already documented in your resume/CV, you are welcome to copy those parts of your resume/CV into your Statement of Interest at the appropriate places in the Statement.

4.0 Deadline for Full Consideration of Statements of Interest

4.1 The deadline says only that for full consideration Statements of Interest must be received by NomCom by 5 May 2003. Isn't this ambiguous given the many time zones around the world?

To ensure time-zone equity, Statements of Interest will be deemed timely if they are received by 1200 UTC on 6 May 2003, when the last moment of 5 May disappears at the International Date Line.

In addition, note that the NomCom reserves the right to consider submissions received after 5 May 2003, but makes no commitment to do so.

5.0 Confidentiality

5.1 How can I be sure that any sensitive information regarding any material I give to NomCom will be kept confidential?

The NomCom is committed to protect the privacy of all information it receives pertaining to the individuals who have submitted Statements of Interest to NomCom.

NomCom members will not disclose outside the committee the identities of Candidates under consideration, nor any discussions about them, unless both the Candidate and the NomCom as a whole have given explicit authorization to disclose the information.

Note that because the NomCom will need to check references and contact selected third-party sources on a confidential basis before making its final selections, those wishing to be considered as candidates are required to confirm this understanding of the confidentiality arrangements when they submit a Statement of Interest.

5.2 What if I don't want NomCom to do third-party reference checks in checking my references?

The positions that NomCom is charged to fill are positions of substantial responsibility. Their work as Members of the ICANN Board, the GNSO Council and the Interim ALAC addresses matters of importance for the stability and security of a global resource. The Nominating Committee must therefore have the ability to undertake careful review of the Candidates.

NomCom will need to check references and consult third-party sources on a confidential basis before making its final selections. For this reason, those wishing to be considered Candidates are required to confirm this under standing of the confidentiality arrangements when they submit a Statement of Interest.

Please also see Question 5.1 (above) for further information on NomCom's commitment to protect the privacy of the information it receives pertaining to individuals who have submitted Statements of Interest to NomCom.

6.0 Nominating Committee's Role

6.1 In 2000 some ICANN board members were chosen by an online vote of Internet users. Do I understand correctly that selections made by the NomCom are final and no election will be held?

You understand correctly. The selections by the Nominating Committee are final, and no vote or ratification by Internet users (or by the ICANN Board) will be required.

6.2 What led to the NomCom making the final selections so that they need no further ratification or approval?

In 2002, ICANN underwent a reformation process involving extensive discussions throughout the ICANN community. The overall structure that came out of this process is described in ICANN: Blueprint for Reform (posted 20 June 2002) and the Final Implementation and Recommendations of the Committee on ICANN Evolution and Reform (posted 2 October 2002). These documents called for formation of a Nominating Committee to select individuals to serve on key ICANN bodies. The latter report included the proposed Bylaws for implementing the recommendations. The Bylaws that were approved at the Amsterdam ICANN meeting on 15 December 2002 assign to the Nominating Committee the responsibility for selections of all ICANN Directors except the President and those Directors selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. [Article VII, Section 1]

The Nominating Committee's responsibility for selection of three members of the GNSO Council is set forth in Article X, Section 3, paragraphs 1, 2, and 3.

The Nominating Committee's responsibility for selecting five members of the Interim At-Large Advisory Committee is set forth in Article XI, Section 2, paragraph 4.

The Transition Article, Article XX, sets forth additional details of the Nominating Committee's role in relation to the transition to the new ICANN structure. Technical revisions for clarification of a few parts of the Bylaws were approved and became effective as of 25 March 2003, but these changes did not modify the basic role of the Nominating Committee.

7.0. Miscellaneous

7.1. The Call states that Nominees will be seated at the close of the board meeting in Montreal. Does this mean that they must be present at that meeting? Wouldn't that be a waste? That is, they will be doing nothing productive and when all the business is done, they will officially be seated.

It will be extremely valuable for the Nominees to the New Board to be present during the Montreal meeting. They will learn a great deal by their presence at the meeting, and the overlap prior to taking office will afford invaluable communication with outgoing members of the Transition Board. It is also likely that once the New Board is seated, it will have an organizational meeting.

Note that the Bylaws provide that the Effective Date and Time of the New Board shall be at a time, as designated by the Transition Board (the current Board), during the first regular meeting of ICANN in 2003 that begins not less than seven calendar days after the ICANN Secretary has received written notice of the selection of Directors to fill at least ten of Seats 1 through 14 on the New Board.

The NomCom's objective is to inform the ICANN Secretary in time for the New Board to be seated at the June meeting. As indicated above, the Transition Board will designate exactly when during the meeting the New Board will be seated. The Formal Call therefore allows for this uncertainty with respect to exactly when the New Board will be seated.

7.2. Who decides how a country should be included in a particular Geographic Region?

The ICANN Board determines and reviews how each country should be included in a particular Geographic Region, with the review at least once every three years.

According to the Bylaws there are 5 Geographic Regions:

1. Africa;
2. Asia/Australia/Pacific;
3. Europe;
4. Latin America/ Caribbean islands;
5. and North America

By having geographic diversity provisions in its Bylaws, ICANN emphasizes broad International representation both on the Board and throughout other key structures within ICANN.

[See <http://www.icann.org/general/bylaws.htm>. In particular:

Bylaws Article I, section 2-4
Bylaws Article VI, Section 2(2); Section 5
Bylaws Article VII, Section 5
Bylaws Article XI, Section 2(4)(b)]

Appendix G: Copy of QuickSort Matrix Input Form

See following page.

This Form is Completed by NomCom Code   <- Enter your NomCom Code Here

This is my version number 1   <- Increment this Number Each Time you've any changes to this form

Please Complete this Form for all Candidates

Data Version Number 1

Candidates Code	Geographic Region Code	Personally Familiar with Candidate?	Potential Conflict of Interest?	Board Yes	Board Maybe	Board Not Now	GNSO Council Yes	GNSO Council Maybe	GNSO Council Not Now	Interim ALAC Yes	Interim ALAC Maybe	Interim ALAC Not Now

Appendix H: Copy of Strengths Matrix Input Form

See following pages.

Candidates Code	Accomplished Person?	Integrity?	Intelligence?	Reputation for Sound Judgment?	Reputation for Open Mind?	Demonstrated Capacity for Thoughtful Group Decision Making?	Understands ICANN's Mission?	Committed to Success of ICANN?	Familiar with gTLD Registries/Registrars?	Familiar with ccTLD Registries?

Etc.

Familiar with IP Address Registries?	Familiar with Internet Technical Standards?	Familiar Policy Development procedures?	Familiar with Legal Traditions?	Familiar with the Public Interest?	Familiar with business users?	Familiar with individual Users?	Familiar with Academic Users?	Familiar with Non-Commercial Users?	Able to communicate in English?	Enter Your Written Comments

Appendix I: Criteria for Selection of Nominating Committee Members

See <http://www.icann.org/committees/nom-comm/bios.htm>.

Criteria for Selection of Nominating Committee Members

The ICANN Bylaws, Article VII, set forth the criteria that were to be applied by the various bodies designated to select members of the Nominating Committee:

Section 4. CRITERIA FOR SELECTION OF NOMINATING COMMITTEE DELEGATES

Delegates to the ICANN Nominating Committee shall be:

1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and with experience and competence with collegial large group decision-making;

2. Persons with wide contacts, broad experience in the Internet community, and a commitment to the success of ICANN;

3. Persons whom the selecting body is confident will consult widely and accept input in carrying out their responsibilities;

4. Persons who are neutral and objective, without any fixed personal commitments to particular individuals, organizations, or commercial objectives in carrying out their Nominating Committee responsibilities;

5. Persons with an understanding of ICANN's mission and the potential impact of ICANN's activities on the broader Internet community who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

6. Persons who are able to work and communicate in written and spoken English.

Appendix J: Biographical Information on Nominating Committee Members

Christian Ahlert

Christian Ahlert, a Dr. in political science, specializes in comparative media law and policy, internet regulation and the inter-relationship of globalization, technology and politics. He is a longstanding observer of the ICANN process, and was a founding member of the "NGO and Academic ICANN Study" (NAIS). Ahlert is currently working at the Programme in Comparative Media Law and Policy at the University of Oxford. Most recently he convened the international conference "Politics of Code".

Christian serves as a voting member of the Nominating Committee, selected by the At-Large Advisory Committee.

Mark Bohannon

Mark Bohannon is the General Counsel and Senior Vice President Public Policy for the Software & Information Industry Association (SIIA). As the principal trade association of the software code and information content industry, the 800 members of the Software & Information Industry Association (SIIA) develop and market software and electronic content for business, education, consumers and the Internet. SIIA's members are software companies, e-businesses, and information service companies, as well as many electronic commerce companies. Our membership consists of some of the largest and oldest technology enterprises in the world as well as many smaller and newer companies.

Mr. Bohannon is responsible for the legal and public policy agenda of SIIA which includes a wide range of issues including, for example, taxation, privacy, standardization, eCommerce, customs modernization and trade facilitation, intellectual property protection, trade policy, education policy, internet security, electronic contracting. Mark Bohannon's experience includes detailed engagement with hundreds of companies developing online commerce services for the business, consumer and government markets.

Prior to joining SIIA, Mr. Bohannon was a senior official of the U.S. Department of Commerce where he served as Chief Counsel for Technology and Counsellor to the Under Secretary. During his tenure, his responsibilities included technology policy, examining technical barriers to trade, eCommerce, intellectual property issues, and Internet policy. Mark Bohannon served on numerous USG delegations to bilateral talks with major trading partners and to multilateral fora such as the Hague, UNCITRAL and WTO. He served as Vice Chair of the Working Party on Information Security and Privacy at the OECD.

A native of Austin, Texas, Mark Bohannon is a graduate of the Edmund A. Walsh School of Foreign Service at Georgetown University and of the George Washington University Law School in Washington, D.C.

Mr. Bohannon serves as a voting member of the Nominating Committee, selected by the Intellectual Property Constituency of the Generic Names Supporting Organization.

Leopoldo Brandt

Leopoldo Brandt Graterol is Legal Editor at LEGIS Editores-Venezuela and also teaches e-commerce law at the Universidad Catolica Andres Bello School of Law in Caracas, Venezuela. He is Founder and President of the "Asociación Venezolana de Derecho Informático y Nuevas Tecnologías (Avdint)," Co-founder and Legal Coordinator of the "Cámara Venezolana de Comercio Electrónico (Cavecom-e)" (E-commerce chamber), and is involved in numerous legal and Internet related organizations and activities. Brandt is
the author of two books, "Paginas Web: Condiciones, Políticas y Términos Legales" (2001, Legis), and "Evaluating Web Sites for Legal Compliance" (2002, Scarecrow Press). He was a member of the former ICANN Membership Implementation Task Force (MITF).

Brandt serves as a voting member of the Nominating Committee, selected by the At-Large Advisory Committee.

Pavan Duggal

Pavan Duggal is a practicing Advocate in the Supreme Court of India at New Delhi, specializing in Cyberlaw & E-Commerce law, and has done pioneering work in the field of Convergence Law. He is the Founder and President of Cyberlaw Asia and has been associated with UNESCO on Ethical, Legal, and Societal Challenges of Cyberspace in Asia and the Pacific. Duggal was a member of the former ICANN Membership Advisory Committee and a member of the former ICANN Membership Implementation Task Force (MITF).

Duggal serves as a voting member of the Nominating Committee, selected by the At-Large Advisory Committee.

Bret Fausett

Bret Fausett is a partner with the law firm of Hancock, Rothert & Bunshoft, LLP, resident in the firm's Los Angeles office, with a practice focused on Internet and technology law. He writes the "Legal Code" column each month for CMP's New Architect magazine, and he maintains a weblog with running news and commentary on the activities of ICANN.

Fausett serves as a voting member of the Nominating Committee, selected by the At-Large Advisory Committee.

Grant Forsyth

Since November 2000 Grant has been a representatives of the Business Constituency on ICANN's DNSO (now GNSO) council and is also currently a Council member of InternetNZ, the delegated authority and policy body for the .nz ccTLD. As Manager Industry & Regulatory Affairs, Grant is responsible for the development and articulation of regulatory and public policy for TelstraClear Ltd., New Zealand's second largest full service telecommunications company and first competitive challenger to the privately owned ex-monopolist incumbent. Prior to joining TelstraClear in 1998, he was for 5 years the CEO of TUANZ, the Telecommunications Users Association of New Zealand. This followed 13 years in the IT industry including periods of work in the USA and UK. Grant has an MSCE from the University of Washington in Seattle and an Executive MBA from the University of Auckland, NZ.

Grant serves as a voting member of the Nominating Committee, representing large business users, selected by the Business Constituency of the Generic Names Supporting Organization.

Henning Grote, Dipl.-Ing.

Grote was born 1963; he is married, with 3 children. He studied electrical engineering from 1983 to 1986, specialising in digital communications. He worked as a project engineer in a naval technology project for Krupp Atlas Elektronik in Bremen, Germany 1986/87. From 1987 on, he has been working for Deutsche Telekom AG (and its predecessor Deutsche Bundespost resp.) in Darmstadt, Bonn, and Oldenburg, Germany. For 15 years now, he has been actively involved in the area of online and internet technology and business; first with the German videotex system "Btx", later T-Online, responsible for specific technology convergence and international system bridging technology aspects but also dealing with customer side systems architecture and consulting. >From 1996 to present he has been working with the ISP Deutsche Telekom, having led the setup of the corporation's Network Information Center (which operates, e.g., the registrar DT) in its present form. Today he is responsible for research and development in this area as well as for developing technological strategies. With these activities also came the involvement in the internet policy and specifically the DNS deregulation process from its early stages on: CORE, IFWP, DNSO, ICANN.

Grote serves as a voting member of the Nominating Committee, selected by the gTLD Registrars Constituency of the Generic Names Supporting Organization.

Don Heath

Don Heath served as president and CEO of the Internet Society (ISOC) for five years, retiring in March 2001. During that time, he formed the International Ad Hoc Committee (IAHC) to look into the DNS administration and to make recommendations for its future. The results of that effort led to a series of additional activities including the processes which ultimately produced ICANN. He has spoken on many of the key issues affecting the Internet and supports a robust, but limited, ICANN. Heath spent his entire career, spanning 40 years, in the computer and telecommunications industries. Prior to his work with ISOC, Heath was COO of Transaction Network Services; Vice President of Data Marketing for MCI; president and COO of XtraSoft; Vice President of Operations for Tymnet; and 15 years with Sperry Univac.

Heath serves as a voting member of the Nominating Committee, selected by the gTLD Registry Constituency of the Generic Names Supporting Organization.

Didier Kasole

Didier Kasole is an ICT Consultant and Chief Technology Officer of Roffe Hitech Internet Service Provider in the Democratic Republic of Congo. Mr. Kasole also chairs the Democratic Republic of Congo Internet Society Chapter, and is a founding member of the Internet Service Provider Association Democratic Republic of Congo. He also is an active member of the African Network Operator Group, and is an Instructor at Afnog workshops. Previously, Mr. Kasole maintained the Aftld (African Top Level Domains) mailing list, and he has been in the forefront of the development of the Internet in Congo Universities. He has a Master of Science Physics from the University of Kinshasa, and is fluent in French, English, Swahili, and Lingala. His home town is Kinshasa.

Mr. Kasole serves as a voting member of the Nominating Committee, selected by the At-Large Advisory Committee.

Ram Mohan

Cedarampattu ("Ram") Mohan is Vice President, Business Operations & Chief Technology Officer of Afilias Limited, the registry services provider for the .ORG domain and operator of the .INFO domain. Prior to Afilias, Ram was at Infonautics where he co-founded CompanySleuth, Electric Library and Encyclopedia.com. Ram was in leadership positions at First Data Corporation, Unisys Corporation and KPMG India prior to Infonautics.

Ram is actively involved in various policy and standards-making bodies, including the Internet Engineering Task Force (IETF), the ICANN Security and Stability Committee, the Whois Task Force, and the IDN Registry Implementation Committee. Ram serves on the Board of Directors of the Metropolitan Career Center, and advises several Philadelphia-area technology companies, and is actively involved in cancer-related nonprofits.

Ram has a Bachelor's degree in Electrical Engineering from the University of Mangalore, India an MBA in Entrepreneurial Management from Bharathidasan University, India and is completing a second Master's in Computer Science at Philadelphia's Drexel University.

Ram serves as the non-voting liaison to the Nominating Committee appointed by the ICANN Security and Stability Advisory Committee.

Mike Roberts

Mike Roberts was the first President and CEO of ICANN, serving from 1998 to 2001. Previously he was a founder and the first Director of the Internet2 project in the United States. His professional career has been in computing and networking in higher education in the United States, where he has been widely published and has served in management and as a Director of many non-profit organizations associated with the Internet.

Roberts serves as a voting member of the Nominating Committee, representing small business users, selected by the Business Constituency of the Generic Names Supporting Organization.

Michael St. Johns

Michael St. Johns has over a quarter century of experience in all facets of Computer Networking, Architecture and Systems design. In the early days of the Internet, he was responsible for managing the development of the devices that made the then 30 to 200 network Internet work. Since then he's been involved in a number of projects to extend the reach and usability of networking. This included managing a wide-scale research program in computer networking at the US Department of Defense's Defense Advanced Research Projects Agency, the agency that started the Internet. Most recently he's directed Internet projects at start-ups like Entera/CacheFlow Inc and Excite@Home.

Mr. St. Johns is a retired US Air Force Major. He holds a BS degree in Computer Science from Illinois Institute of Technology, and a MS degree in Information and Computer Science from Georgia Tech. He is currently employed as Director, Network Implementation Strategies for Nominum, Inc. He is an active, long-term participant and technical contributor within the Internet Engineering Task Force and a current member of the Internet Architecture Board.

Mr. St. Johns serves as a voting member of the Nominating Committee, selected by the Internet Architecture Board.

Marc Schneiders

Marc Schneiders studied Divinity, History and Celtic in Utrecht (Netherlands). Subsequently he did research on the history of the early Irish church. At present he works parttime for a university, and as a writer and consultant. He was a candidate in the 2000 At Large elections, a member of the Names Council task force on the .ORG redelegation, and is now a member of the AdCom of the Non-Commercial Users Constituency of ICANN. He also operates nameservers. His interests are in both the technical and political aspects of the DNS.

Schneiders serves as a voting member of the Nominating Committee, representing consumer and civil society groups, selected by the Non-Commercial Users Constituency of the Generic Names Supporting Organization.

Tony Staley

The Hon. Tony Staley is currently the Independent Chair of the .au Domain Administration (auDA). He is a former Minister for Communications in the Australian Government, and is currently involved in variety of business and community Boards and Committees including: Chairman of the Council of the Telecommunications Industry Ombudsman Scheme; Chairman of the Council of the National Museum of Australia; and President of the Governing Board of Australian Photonics Cooperative Research Centre.

Mr. Staley serves as a voting member of the Nominating Committee, appointed by the ICANN Board as the delegate of the country-code top-level domain registries.

Antonio Tavares

Antonio Tavares lives in São Paulo, Brasil. Owner of an ISP company since 1993, Tavares is the ISP representative to the Brazilian Internet Steering Committee, a national council named by the government of Brazil for local Internet governance. He has been a founder and President of ABRANET, the National Association of ISPs for 5 years, and remains a member of its Superior Council. Previously, Tavares worked for VIA NET.WORKS for 3 years, living in the USA.

Tavares serves as a voting member of the Nominating Committee, selected by the Internet Service Providers Constituency of the Generic Names Supporting Organization.

German Valdez

German Valdez is Director & Coordinator of Public Policy Development for LACNIC.

Valdez graduated as a Computer Systems Engineer from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM) back in 1994. He is a candidate to the Sciences Master Program in Information Technologies Management offered by the same institution. Since 1995, he has been working for different telecommunication companies in Mexico, deeply involved on the start up and development of this sector in Mexico. From 1998 to date, he runs the IP Addresses Coordination of Mexico's Network Information Center - NIC MX. His major responsibility there is to administer the IP addresses space and assign IP addresses to organizations formally established inside Mexico.

He is also responsible to coordinate the development of the Domain Names Policies under the Country Code Top Level Domain .mx. For 2 years, he was an active member of ICANN Address Council, representing the Latin American region. He is also a founding member of the Board of Directors from the Latin American and Caribbean Internet Addresses Registry (LACNIC), where he is responsible to coordinate the proposal and development of public policies in order to assure the efficient assignment of Internet resources for the Latin American and Caribbean community.

Valdez serves as a voting member of the Nominating Committee, selected by the Council of the Address Supporting Organization.

Danny Weitzner

Daniel Weitzner is Director of the World Wide Web Consortium's Technology and Society activities. As such, he is responsible for development of technology standards that enable the web to address social, legal, and public policy concerns such as privacy, free speech, protection of minors, authentication, intellectual property and identification. He is also the W3C's chief liaison to public policy communities around the world, and was a member of the ICANN Protocol Supporting Organization's Protocol Council.

As one of the leading figures in the Internet public policy community, he was the first to advocate user control technologies such as content filtering and rating to protect children and avoid government censorship of the Intenet. These arguments played a critical role in the 1997 US Supreme Court case, Reno v. ACLU, awarding the highest free speech protections to the Internet. He successfully advocated for adoption of amendments to the Electronic Communications Privacy Act creating new privacy protections for online transactional information such as Web site access logs.

Weitzner holds a research appointment at MIT's Laboratory for Computer Science and teaches Internet public policy at MIT.

Before joining the W3C, Mr. Weitzner was co-founder and Deputy Director of the Center for Democracy and Technology, a leading Internet civil liberties organization in Washington, DC. He was also Deputy Policy Director of the Electronic Frontier Foundation. Mr. Weitzner has a degree in law from Buffalo Law School, and a B.A. in Philosophy from Swarthmore College.

His publications on communications policy have appeared in the Yale Law Review, Global Networks, MIT Press, Computerworld, Wired Magazine, Social Research, Electronic Networking: Research, Applications & Policy, and The Whole Earth Review. He is also a commentator for NPR's Marketplace Radio.

Mr. Weitzner serves as a voting member of the Nominating Committee, selected by the ICANN Technical Liaison Group.

Christopher Richard Wilkinson

Christopher Wilkinson is Head of the Secretariat for the ICANN Governmental Advisory Committee (GAC). He was a GAC Vice Chair, 2001-2002. He is Adviser, Internet Governance at the Directorate General for Information Society. Since January 2003 the GAC Secretariat is based in the European Commission, Brussels.

Christopher Wilkinson was born in Fujian, China in 1941. After returning to England in 1951 he was educated in Yorkshire and at Cambridge University, where he took degrees in Natural Science and Economics. He studied management at the London Business School (1971) and

international relations at Harvard (1982-83). He taught economics in London (1962-63) and the College of Europe (1989-90). He speaks French and Spanish.

Following a career with the Commonwealth Secretariat, OECD and the World Bank, including periods living in Madrid and Lagos, he joined the European Commission as Head of Division in 1973. There, he managed several Divisions dealing with regional development, industrial policy and international, economic and technological aspects of the information society. He participated in the first EU exploratory missions on science and technology cooperation to Hungary, Czechoslovakia and the Soviet Union (1990). He led the European Commission delegation to the ITU World Radio Conference (1992).

Since 1996, as Adviser in the Directorate General for Information Society (DG XIII), he has been closely associated with the reform of the DNS and the creation of ICANN and GAC. In 1998 he was nominated in his personal capacity by the Internet Society as a member of the Policy Oversight Committee (POC) of the gTLD MOU.

In his capacity as Head of the GAC Secretariat, Mr. Wilkinson has been designated to serve as the GAC's non-voting liaison to the Nominating Committee.

Linda S. Wilson (Chair)

B.A. Newcomb College, Tulane University; Ph.D. in Chemistry, University of Wisconsin-Madison; Honorary doctorates from University of Maryland, and Tulane University. Former Vice President for Research, University of Michigan and President Emerita, Radcliffe College, Harvard University.

Linda has contributed long service on national committees in the United States addressing research and development, and university-industry-government relationships. She has extensive experience on governing boards of non-profit and for-profit organizations. Currently, she is a member of: Board of Directors, ICANN; Board of Administrators, Tulane University; Board of Directors, Myriad Genetics, Inc.; Board of Directors, Inacom, Inc.; Board of Advisors for Dean of Letters and Sciences, University of Wisconsin; Dean's Advisory Council, Newcomb College; and Board of Trustees, Committee on Economic Development. She is an Elected Member of the Institute of Medicine of the National Academy of Sciences; Fellow of the American Association for Advancement of Science; and American Chemical Society.

Linda serves as the non-voting Chair of the Nominating Committee, appointed by the ICANN Board.

Pindar Wong (Associate Chair)

Pindar Wong is Chairman of VeriFi (Hong Kong) Ltd., an Internet infrastructure consultancy. Since co-founding Hong Kong's first licensed Internet Service Provider (ISP) in 1993, Pindar has remained actively involved with helping to develop and promote the Internet in the Asia Pacific region.

Currently, he is interested in the stability and evolution of the Domain Name System (DNS), the development of internet exchange points, the promotion of rural networking and encouraging internet entreprenuership for the youth. He serves as the Vice-Chairman of the Business Domain for the ITU's Telecom World 2003 and is on the Steering Committee for the Youth Forum. He also serves on the technical advisory board of the Packet Clearing House, the international advisory boards of the UNDP Asia-Pacific Development Information Programme, the advisory board of CDT's Global Internet Policy Initiative and the Asia Pacific Networking Group, the editorial advisory board of Cisco System's Internet Protocol Journal. Pindar is also an Associate member of Orbicom Network - the international network of UNESCO Chairs in Communications.

Previously, he has served as Chairman of the Asia Pacific Internet Association, the Executive Committee Chairman of the Asia Pacific Regional Internet Conference on Operational Technologies, the alternate chair of the Asia Pacific Network Information Centre. He was appointed by the Internet Architecture Board to the Policy Oversight Committee and served as the Vice Chairman of ICANN's Board of Directors and the At Large Study Committee.

Prior to his involvement in commercial Internet services, he was a doctoral candidate and Sir Edward Youde research fellow at the Hong Kong University of Science and Technology. Before gaining his doctoral fellowship, Mr. Wong was briefly a banker after graduating with first class honors in computing science from the Imperial College of Science, Technology and Medicine.

His interests include photography and the Internet.

Pindar serves as the non-voting Associate Chair of the Nominating Committee, appointed by the Chair.

Appendix K: Nominating Committee Operating Procedures

See <http://www.icann.org/committees/nom-comm/procedures-10apr03.htm>.

ICANN Nominating Committee
Committee Procedures
10 April 2003

A. Code of Ethics for NomCom Members

1. Integrity and Conflict of Interest

NomCom members act only on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws. The NomCom is designed to function independently from the ICANN Board, the Supporting Organizations, and Advisory Committees.

NomCom members are expected to adhere to the ICANN Conflict of Interest Policy. Each NomCom member must disclose promptly to the Chair any financial or other relations that might affect (or might reasonably be seen to affect) his/her performance on the Committee, including any financial connections to any individual under consideration by the NomCom. A subcommittee will be formed by the Chair to review disclosed conflicts or potential conflicts and to determine how to handle them. NomCom members must recuse themselves from participation in discussion and voting where such conflict exists.

NomCom members must not have any pre-existing commitments concerning the nomination of any particular candidates or potential candidates.

Each NomCom member is expected to pursue the stated objectives of the Committee, to comply with the rules and procedures established by the Committee, and to support the decisions the Committee makes.

Each NomCom member is expected to do his/her best to find the highest-qualified candidates for consideration by the NomCom, and to do his/her best to encourage those individuals to serve.

At no time shall any member of NomCom act in a way that would bring the Committee into disrepute or undermine the integrity of the process by which the Committee makes its selections.

2. Confidentiality and Privacy

All NomCom members will safeguard all internal NomCom communications and treat them as strictly private, confidential, and for the use of immediate committee members and NomCom staff only, without exception.

NomCom members will not disclose outside of the Committee any of the discussions about the candidates. Further, NomCom members will not disclose outside of the Committee the identities of candidates under consideration by NomCom, unless NomCom as a whole has decided to do so and the explicit consent of the candidate(s) in question has been obtained.

3. Agreement to Adhere to the Code of Ethics

Each NomCom member must adhere to this Code of Ethics. Failure to do so will constitute grounds for removal from the NomCom.

B. NomCom's Role and Objectives

1. Role

NomCom is responsible for the selection of all ICANN Directors except the President and those selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. [Bylaws Article VII, Section 1]

NomCom selections are final; no further approval or ratification is needed.

NomCom members act only on behalf of the interests of the global Internet community and within the scope of the ICANN Mission and the responsibilities assigned to NomCom by the ICANN Bylaws.

The objective of ICANN's new nominating process is to balance the Supporting Organization-based and constituency-based selection of Directors and individuals for other positions to ensure that ICANN can benefit from participants of the highest integrity and capability who place the public interest ahead of any particular interests, but who are nevertheless knowledgeable about the environment in which ICANN operates.

2. Objectives

The following are the core objectives of the NomCom:

1. Identify, recruit, and nominate the highest-quality nominees for the positions NomCom is charged to fill;

2. Advance the core mission and values of ICANN [Bylaws Article I, Sections 1 and 2];

3. Trust and respect all members of the NomCom;

4. Pursue diversity in geography, culture, skills, experience, and perspectives from across the global Internet community;

5. Earn trust and respect of the Internet community by acting with fairness and integrity, and by providing transparency of objectives, criteria, procedures, and mechanisms for receiving input, while respecting candidates' privacy and maintaining the confidentiality that is necessary to assure open and frank communications within NomCom; and

6. Adhere to the ICANN Bylaws.

C. NomCom Operating Procedures

1. Modifications to NomCom Procedures

Considerable care has been taken in developing the NomCom Procedures. The NomCom process, however, is new to ICANN. In setting and publicizing its procedures, the NomCom reserves the right to modify them in the course of its work in order to ensure efficiency and effectiveness in fulfilling its responsibilities. If NomCom concludes that modification of these procedures is necessary, NomCom will post the changes on the NomCom web page.

2. Responsibilities of NomCom Members

NomCom members are expected to engage in outreach, recruitment, and consultations; to read the submitted and gathered information about each candidate under consideration; to participate in NomCom teleconferences; to work diligently with NomCom colleagues toward an overall consensus on the best possible group of candidates to be selected; and to adhere to the Code of Ethics.

3. Vacancies and Removal from NomCom

Vacancies that may occur in NomCom may be filled for the remainder of the term vacated by the same means by which the position was initially filled.

A NonCom member may be removed, following notice to the member, and if selected by a Supporting Organization, to that Supporting Organizations, by a majority vote of all NomCom members entitled to vote; provided, however, that the member who is the subject of the removal action shall not be entitled to vote on such an action or be counted as a voting member of NomCom when calculating the required majority vote; and provided further, that each vote to

remove a member shall be a separate vote on the sole question of the removal of that particular member.

4. Language for Conduct of NomCom's Communications

NomCom will conduct its communications in English.

5. Terminology

The term "Candidate" will be reserved for those individuals who agree to be considered by the NomCom for whom all required information in the Statement of Interest has been received.

The term "Nominee" is reserved to refer to a Candidate selected by NomCom for a position it is charged to fill. NomCom selections are final; no further approval or ratification is needed.

6. Internal Communications and Relations

a. Communications

NomCom will carry out its work primarily through teleconferences and email. Materials for NomCom's work should normally be distributed at least 48 hours in advance of teleconference meetings.

The Chair will seek to facilitate confidential communications in a way that makes the most sense for the NomCom members.

b. Volunteer Service

NomCom members serve as volunteers, without compensation. This contribution is respected and appreciated. Provisions will be made to alleviate the financial burden of the NomCom's frequent teleconferences. Without prior approval from the Chair for the incurrence of expenditure, reimbursement will not be made for any other expenditures.

c. Non-Voting Members

Except for formal votes, non-voting members of the NomCom will take part in all NomCom activities on an equal basis with voting members.

All NomCom members may participate in all discussions and deliberations (unless a conflict of interest has been determined to be present).

d. Access to Information

The Chair will maintain a non-public central roster of Candidates under consideration, including available background and professional information. All NomCom members will have access to the information in the central roster. The central roster is confidential to NomCom members and NomCom staff.

7. External Communications and Relations

a. Transparency

The NomCom will publish its rules and procedures at its web page on the ICANN Website. In consultation with the NomCom, the Chair will establish and publicize milestones and deadlines, including the public call for recommendations, so as to allow the NomCom to complete its work in a timely way.
The Chair will serve as the official spokesperson for NomCom.

b. Recruitment Consultations

The NomCom will engage proactively in consultations with the various elements of the ICANN community in its recruitment efforts. Such contacts will include the IETF, the DNS root name server operators, the regional Internet registries, the Address Council, the gTLD and ccTLD

registries and registrars, the Council and constituencies of the GNSO, the technical liaison group and the Security and At Large Advisory Committees.

The success of the NomCom will depend in no small measure on the willingness of NomCom members to engage in affirmative recruitment of excellent candidates.

In order to encourage NomCom members do their best to identify and recruit outstanding candidates, each NomCom member will be asked to present a list of at least 5 possible candidates for each of the bodies to be populated in part by the NomCom.

c. Public Input

The NomCom will call publicly for Recommendations and Statements of Interest from across the global Internet community to find the talent and experience needed for the positions it fills, to inform NomCom's decisions, and to generate the confidence and respect of the community for those whom NomCom selects.

The NomCom will use all available means to publicize the call for Recommendations and Statements of Interest.

A Recommendation is not a requirement for consideration by the NomCom.

The Chair will give at least 30 days for the public to submit Recommendations and Statements of Interest.

Because NomCom will conduct its work in English, all submissions to NomCom must be provided in English. In NomCall's Formal Call for Recommendations and Statements of Interest NomCom grants permission for translation of the Formal Call provided (1) any distributed translation includes the full text of the Formal Call in English in its entirety and without any changes and (2) a copy of the translation and the identity and contact information for the translator are sent to NomCom at <nomcom.comments@icann.org>.

All Recommendations and Statements of Interest will be acknowledged in a timely fashion, using the address information provided by the submitter.

NomCom will provide a one-way communication mechanism (email or web-based) through which the public can easily provide input to assist the NomCom in its work. See section d below regarding the confidential treatment of input received about specific candidates via this mechanism.

d. Confidentiality and Privacy

All NomCom members will safeguard all internal NomCom communications and treat them as strictly private, confidential, and for the use of immediate committee members and NomCom staff only, without exception.

NomCom members will not disclose outside of the committee the identities of Candidates under consideration by the NomCom, nor any discussions about them, unless both the Candidate and the NomCom as a whole have given explicit authorization to disclose the information.

Note that because NomCom will need to check references and consult selected third-party sources on a confidential basis before making its final selections, those wishing to be considered Candidates are required to confirm this understanding of the confidentiality arrangements when they submit a Statement of Interest. NomCom also reserves the right to disclose the identities of those who submit Recommendations when it is necessary to do so in the course of the review process.

When NomCom has completed its selection of Nominees for the positions it is charged to fill, NomCom will, of course, publish the identities of the Nominees.

Statistical information, without identifying information, may be published, for example, information about the size and nature of the Candidate pool.

8. Criteria for Selection for ICANN Directors, GNSO Council Members, and Interim ALAC Members

In selecting Nominees of the highest integrity and capability, the NomCom will apply the criteria for selection and terms of eligibility, defined in the applicable ICANN Bylaws, to identify a pool of qualified Candidates.

To select from this pool of qualified Candidates, NomCom will take into account additional considerations, related to the roles to be filled, that it finds important as progress in the selection process is made.

By doing so, the NomCom seeks to ensure that ICANN can benefit from those who place the public interest ahead of any particular special interests, but who are nevertheless knowledgeable about the environment in which ICANN operates.

In doing so, the NomCom also implements ICANN's Core Values to seek and support broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making.

a. Roles of the Positions to Be Filled

NomCom will be selecting its Nominees with careful consideration of the roles they fill:

ICANN's Directors, as a group, are responsible for exercising the powers of ICANN, controlling its property, and conducting or directing its business and affairs, except as otherwise provided in the ICANN Articles of Incorporation or Bylaws. Directors serve as individuals who have the duty to act in what they reasonably believe are the best interests of ICANN and not as representatives of the entity that selected them, their employers, or any other organizations or constituencies. [Bylaws Article II, section 1 and Article VI, Section 7]

The GNSO Council is responsible for managing the policy development process of the GNSO. [Bylaws Article X, Section 3(4)]

The Interim ALAC is to consider and provide advice on the activities of ICANN, insofar as they relate to the interests of individual users. [Bylaws Article XI, Section 2(4)]

NomCom will use for all of these positions the criteria in the Bylaws for selection of ICANN Directors. See below. NomCom may use some additional considerations for the GNSO Council and Interim ALAC positions to support the specific roles of these entities.

b. Criteria for Selection of ICANN Directors

"ICANN Directors shall be:

(i). Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgement and open minds, and a demonstrated capacity for thoughtful group decision-making;

(ii). Persons with an understanding of ICANN's mission and the potential impact of ICANN decisions on the global Internet community, and committed to the success of ICANN;

(iii). Persons who will produce the broadest cultural and geographic diversity on the Board consistent with meeting the other criteria set forth in this Section;

(iv) Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

(v). Persons who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

(vi) Persons who are able to work and communicate in written and spoken English." [Bylaws Article VI, Sec. 3]

c. Additional Considerations for GNSO and ALAC Positions

The criteria for selection of the GNSO Council and At Large Advisory Committee members are less specifically defined in the Bylaws, but the NomCom notes the "Legislative History" behind the decision for NomCom to select some individuals to the above committees. [ICANN: A Blueprint for Reform, Section 3 (20 June 2002) and Final Implementation Report and Recommendations, Section 3© (2 October 2002)]

NomCom is looking for women and men who have demonstrated the maturity, experience, knowledge and skills to handle the tasks and make the judgments involved in fulfilling the roles of Board Directors, GNSO Council Members and Interim ALAC Members.

(i) Additional Considerations for the GNSO Council Positions

For the GNSO Council positions, specific experience related to the scope of GNSO's work with the Domain Name System would be advantageous, whereas Country-Code TLD (ccTLD) and Regional Internet Registry (RIR) familiarity would be less important for these positions.

(ii) Additional Considerations for the Interim ALAC Positions

For the Interim ALAC positions, experience and skills that bear on gathering, understanding, and communicating the interests of individual users would be advantageous. Perspectives not otherwise reflected in the existing Interim ALAC membership would be advantageous. NomCom's selections for Interim ALAC are intended to diversify the skill and experience sets of the Interim ALAC, including in such areas as group decision-making. Over time these NomCom selections present an opportunity to connect with the interests of individual users from all categories.

9. Eligibility Factors for ICANN Directors, GNSO Council Members, Interim ALAC Members

a. Eligibility Factors for ICANN Directors

(i). NomCom shall seek to ensure that the ICANN Board is composed of members who in the aggregate display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth above in this document. [Bylaws Article VI, Section 2(2)]

(ii). At no time shall the NomCom select a Director to fill any vacancy or expired term whose selection would cause the total number of Directors (not including the President) who are citizens of countries in any one Geographic Region to exceed five; and the NomCom shall ensure through its selections that at all times the Board includes at least one Director who is a citizen of a country in each ICANN Geographic Region. [Bylaws Article VI, Section 2 (2)]

(iii) No official of a national government or a multinational entity established by treaty or other agreement between national governments may serve as a Director. [Bylaws Article VI, Section 4.1]

(iv) No person who serves in any capacity (including as a liaison) on any Supporting Organization Council shall simultaneously serve as a Director or liaison to the Board. [Details on this restriction are explained in the Bylaws Article VI, Section 4.2]

(v) All the past ICANN Directors except Pindar Wong, and all current Directors except Linda Wilson are eligible for selection in 2003, since none of them has exceeded the three term limit as defined in the Bylaws. Wong and Wilson are ineligible in 2003 by reason of their service on the NomCom. [Bylaws Article VI, Section 8.5]

b. Eligibility Factors for GNSO Council Members

No more than one officer, director, or employee of any particular corporation or other organization (including its subsidiaries and affiliates) shall serve on the GNSO Council at any given time. [Bylaws Article X, Section 3(5)]

c. Eligibility Factors for Interim ALAC Members

The five members of Interim ALAC selected by the NomCom shall include one citizen of a country within each of the five Geographic Region (Europe; Asia/Australia/Pacific; Latin America/Caribbean Islands; Africa; and North America) established according to Bylaws Article VI, Section 5. [Bylaws Article XI, Section 2(4)(b)]

10. Review and Evaluation of Candidates

For the 2003 Nominating Committee process please see the Formal Call for Recommendations and Statements of Interest posted on the NomCom webpage.

For full consideration to be given to a Candidate, a completed Statement of Interest must be received by NomCom no later than 5 May 2003.

NomCom reserves the right to consider Statements of Interest received after May 5, 2003, but makes no commitment to do so.

NomCom expects to complete its selection of Nominees for all of the positions it is charged to fill in 2003 in time for those selected to be seated at the conclusion of the Montreal ICANN meeting June 22-26, 2003, but reserves the right to adjust its schedule. Adjustments in NomCom's schedule will be posted on its webpage and to subscribers to <nomcom.announce-request@icann.org>.

NomCom will begin its review of Candidate information contained in the completed Statement of Interest as soon as it is received and confirmed to have all required information.

The NomCom will evaluate Candidates in a fair and consistent manner, considering the Statement of Interest, references, interviews, consultations, and third-party information sources. While doing so, it will adhere to its Code of Ethics.

See also Section 8 above which describes the criteria and additional considerations that will be taken into account in NomCom's selections. Section 9 describes the eligibility factors.

Note that endorsements by organizations or groups and lists of signatories are not appropriate for this NomCom process, and they will not be influential in NomCom's selections since popularity is not one of the criteria being used.

NomCom will need to carry out due diligence regarding candidates it wishes to consider in the final round of review. For this purpose NomCom will arrange, with consent of these candidates, to conduct confidential references and credential verification and consult with others, not named by the Candidate, on a confidential basis.

It should be noted that this Nominating Committee process differs from an election, although the goal is the same: to elicit the Internet community's participation in a thoughtful process leading to the selection of very well-qualified individuals to fulfill the specific roles of their positions.

Appendix L: Announcement of NomCom Work Plan

On 22 March 2003, the Nominating Committee announced its Work Plan. See <http://www.icann.org/announcements/announcement-22mar03.htm>.

Message from the Nominating Committee:

Greetings from the ICANN Nominating Committee. All but two of the Committee members have been selected and are fully engaged in the Committee's work. The Nominating Committee will be selecting individuals to serve as ICANN Board Directors, GNSO Council members, and At-Large Advisory Committee members. We aim to complete these selections by the Montreal ICANN meeting in late June 2003.

At this time NomCom extends an invitation to members of the Internet community to think about the positions to be filled, potential candidates they might recommend, and their own interest in volunteering a Statement of Interest in being considered.

By the end of March the Nominating Committee expects to be ready to extend a Formal Call for Recommendations and Statements of Interest for the positions to be filled. When that Formal Call is issued, it will describe the specific information needed by Nominating Committee in these communications, and will describe how the process will work. NomCom plans to complete the development of most of its procedures by the end of March/early April. The Committee's procedures will be published on the Nominating Committee's homepage.

In the meantime, members of Internet Community are encouraged to review the relevant sections in the Bylaws about the (1) ICANN Mission and Core Values, (2) the roles of Directors, GNSO Council members, and ALAC members; (3) the criteria, qualifications, and eligibility factors for these positions; (4) the Nominating Committee; and (5) the Transition to the New Board so that their Recommendations and Statements of Interest will be well focused and clearly meet the applicable requirements.

As you will see below, NomCom is working under difficult time constraints. We will be grateful for your cooperation in responding promptly to the Formal Call for Recommendations and Statements of Interest when it is issued.

Please see below for more information on:

I. Major Milestones and Preliminary Schedule
II. Charge adopted by the Nominating Committee
III. Composition of the Nominating Committee (to date)

Further information will be forthcoming as the Nominating Committee progresses in its tasks.

Best wishes,
Linda Wilson, Chair
ICANN Nominating Committee
March 20, 2003

I. Major Milestones and Preliminary Schedule

Milestones	Preliminary Schedule
Formal Call for Recommendations and Statements of Interest	End of March
Closing Date for Submissions to Be Assured of Full Consideration	End of April
Final Selection Made	End of May

II. Charge Adopted by the Nominating Committee

"The Nominating Committee of ICANN is responsible for the selection of all ICANN Directors except the President and those Directors selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. For the selection of Directors, the Bylaws set forth criteria for selection, additional qualifications, international representation, diversity, terms of service, and eligibility factors. Certain of these criteria are also applicable for the other selections the Nominating Committee is asked to make. The Bylaws also set forth criteria for selection of Nominating Committee Delegates, and state some specific requirements for the GNSO Council and At Large Advisory Committeel (ALAC) selections made by the Nominating Committee.

The Bylaws also state that the Nominating Committee shall adopt such operating procedures as it deems necessary, which shall be published on the Website.

The Nominating Committee is designed to function independently from the Board, the Supporting Organizations, and Advisory Committees. Nominating Committee members act only on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws.

Members contribute to the Nominating Committee both their understanding of the broad interests of the Internet as a whole and their knowledge and experience of the concerns and interests of the Internet constituencies which have appointed them. The challenge for the Nominating Committee is to integrate these perspectives and derive consensus in its selections. Although appointed by Supporting Organizations and other ICANN entities, individual Nominating Committee members are not accountable to their appointing constituencies. Members are, of course, accountable for adherence to the Bylaws and for compliance with the rules and procedures established by the Nominating Committee."

III. Nominating Committee Composition (to date)

Christian Ahlert, Mark Bohannon, Leopoldo Brandt, Pavan Duggal, Bret Fausett, Grant Forsyth, Henning Grote, Don Heath, Didier Kasole, Ram Mohan, Mike Roberts, Mike St. Johns, Anthony Staley, Marc Schneiders, Antonio Tavares, German Valdez, Danny Weitzner, Christopher Wilkinson, Linda Wilson (Chair), and Pindar Wong (Associate Chair).

Appendix M: ICANN Bylaws Provisions Relating to Nominating Committee

Following are portions of the ICANN Bylaws relating to the Nominating Committee <http://www.icann.org/committees/nom-comm/bylaws.htm>. The full current Bylaws are posted at <http://www.icann.org/general/bylaws.htm>.

ARTICLE VI: BOARD OF DIRECTORS

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Section 2. DIRECTORS AND THEIR SELECTION; ELECTION OF CHAIRMAN AND VICE-CHAIRMAN

1. The Directors shall consist of:

a. Eight voting members selected by the Nominating Committee established by Article VII of these Bylaws. These seats on the Board of Directors are referred to in these Bylaws as Seats 1 through 8.

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2. In carrying out its responsibilities to fill Seats 1 through 8, the Nominating Committee shall seek to ensure that the ICANN Board is composed of members who in the aggregate display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth in Section 3 of this Article. At no time shall the Nominating Committee select a Director to fill any vacancy or expired term whose selection would cause the total number of Directors (not including the President) who are citizens of countries in any one Geographic Region (as defined in Section 5 of this Article) to exceed five; and the Nominating Committee shall ensure through its selections that at all times the Board includes at least one Director who is a citizen of a country in each ICANN Geographic Region.

. . .

Section 3. CRITERIA FOR SELECTION OF DIRECTORS

ICANN Directors shall be:

1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and a demonstrated capacity for thoughtful group decision-making;

2. Persons with an understanding of ICANN's mission and the potential impact of ICANN decisions on the global Internet community, and committed to the success of ICANN;

3. Persons who will produce the broadest cultural and geographic diversity on the Board consistent with meeting the other criteria set forth in this Section;

4. Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

5. Persons who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

6. Persons who are able to work and communicate in written and spoken English.

Section 4. ADDITIONAL QUALIFICATIONS

1. Notwithstanding anything herein to the contrary, no official of a national government or a multinational entity established by treaty or other agreement between national governments may serve as a Director. As used herein, the term "official" means a person (i) who holds an elective governmental office or (ii) who is employed by such government or multinational entity and whose primary function with such government or entity is to develop or influence governmental or public policies.

. . .

3. Persons serving in any capacity on the Nominating Committee shall be ineligible for selection to positions on the Board as provided by Article VII, Section 8.

Section 5. INTERNATIONAL REPRESENTATION

In order to ensure broad international representation on the Board, the selection of Directors by the Nominating Committee and each Supporting Organization shall comply with all applicable diversity provisions of these Bylaws or of any Memorandum of Understanding referred to in these Bylaws concerning the Supporting Organization. One intent of these diversity provisions is to ensure that at all times each Geographic Region shall have at least one Director, and at all times no region shall have more than five Directors on the Board (not including the President). As used in these Bylaws, each of the following is considered to be a "Geographic Region": Europe; Asia/Australia/Pacific; Latin America/Caribbean islands; Africa; and North America. The specific countries included in each Geographic Region shall be determined by the Board, and this Section shall be reviewed by the Board from time to time (but at least every three years) to determine whether any change is appropriate, taking account of the evolution of the Internet.

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Section 8. TERMS OF DIRECTORS

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3. At least one month before the commencement of each annual meeting, the Nominating Committee shall give the Secretary of ICANN written notice of its selection of Directors for seats with terms beginning at the conclusion of the annual meeting.

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ARTICLE VII: NOMINATING COMMITTEE

Section 1. DESCRIPTION

There shall be a Nominating Committee of ICANN, responsible for the selection of all ICANN Directors except the President and those Directors selected by ICANN's Supporting Organizations, and for such other selections as are set forth in these Bylaws.

Section 2. COMPOSITION

The Nominating Committee shall be composed of the following persons:

1. A non-voting Chair, appointed by the ICANN Board;

2. The immediately previous Nominating Committee Chair, as a non-voting advisor;

3. A non-voting liaison appointed by the ICANN Root Server System Advisory Committee established by Article XI of these Bylaws;

4. A non-voting liaison appointed by the ICANN Security and Stability Advisory Committee established by Article XI of these Bylaws;

5. A non-voting liaison appointed by the Governmental Advisory Committee;

6. Subject to the provisions of the Transition Article of these Bylaws, five voting delegates selected by the At-Large Advisory Committee established by Article XI of these Bylaws;

7. Two voting delegates, one representing small business users and one representing large business users, selected by the Business Users Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws; and

8. One voting delegate each selected by the following entities:

a. The gTLD Registry Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

b. The gTLD Registrars Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

c. The Council of the Country Code Names Supporting Organization established by Article IX of these Bylaws;

d. The Internet Service Providers Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

e. The Intellectual Property Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

f. The Council of the Address Supporting Organization established by Article VIII of these Bylaws;

g. An entity designated by the Board to represent academic and similar organizations;

h. Consumer and civil society groups, selected by the Non-commercial Users Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

i. The Internet Engineering Task Force; and

j. The ICANN Technical Liaison Group established by Article XI-A of these Bylaws; and

9. A non-voting Associate Chair, who may be appointed by the Chair, at his or her sole discretion, to serve during all or part of the term of the Chair. The Associate Chair may not be a person who is otherwise a member of the same Nominating Committee. The Associate Chair shall assist the Chair in carrying out the duties of the Chair, but shall not serve, temporarily or otherwise, in the place of the Chair.

Section 3. TERMS

Subject to the provisions of the Transition Article of these Bylaws:

1. Each voting delegate shall serve a one-year term. A delegate may serve at most two successive one-year terms, after which at least two years must elapse before the individual is eligible to serve another term.

2. The regular term of each voting delegate shall begin at the conclusion of an ICANN annual meeting and shall end at the conclusion of the immediately following ICANN annual meeting.

3. Non-voting liaisons shall serve during the term designated by the entity that appoints them. The Chair, the immediately previous Chair serving as an advisor, and any Associate Chair shall serve as such until the conclusion of the next ICANN annual meeting.

4. Vacancies in the positions of delegate, non-voting liaison, or Chair shall be filled by the entity entitled to select the delegate, non-voting liaison, or Chair involved. A vacancy in the position of non-voting advisor (immediately previous Chair) may be filled by the Board from among persons with prior service on the Board or a Nominating Committee. A vacancy in the position of Associate Chair may be filled by the Chair in accordance with the criteria established by Section 2(9) of this Article.

5. The existence of any vacancies shall not affect the obligation of the Nominating Committee to carry out the responsibilities assigned to it in these Bylaws.

Section 4. CRITERIA FOR SELECTION OF NOMINATING COMMITTEE DELEGATES

Delegates to the ICANN Nominating Committee shall be:

1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and with experience and competence with collegial large group decision-making;

2. Persons with wide contacts, broad experience in the Internet community, and a commitment to the success of ICANN;

3. Persons whom the selecting body is confident will consult widely and accept input in carrying out their responsibilities;

4. Persons who are neutral and objective, without any fixed personal commitments to particular individuals, organizations, or commercial objectives in carrying out their Nominating Committee responsibilities;

5. Persons with an understanding of ICANN's mission and the potential impact of ICANN's activities on the broader Internet community who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

6. Persons who are able to work and communicate in written and spoken English.

Section 5. DIVERSITY

In carrying out its responsibilities to select members of the ICANN Board (and selections to any other ICANN bodies as the Nominating Committee is responsible for under these Bylaws), the Nominating Committee shall take into account the continuing membership of the ICANN Board (and such other bodies), and seek to ensure that the persons selected to fill vacancies on the ICANN Board (and each such other body) shall, to the extent feasible and consistent with the other criteria required to be applied by Section 4 of this Article, make selections guided by Core Value 4 in Article I, Section 2 .

Section 6. ADMINISTRATIVE AND OPERATIONAL SUPPORT

ICANN shall provide administrative and operational support necessary for the Nominating Committee to carry out its responsibilities.

Section 7. PROCEDURES

The Nominating Committee shall adopt such operating procedures as it deems necessary, which shall be published on the Website.

Section 8. INELIGIBILITY FOR SELECTION

No person who serves on the Nominating Committee in any capacity shall be eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee.

Section 9. INELIGIBILITY FOR SERVICE ON NOMINATING COMMITTEE

No person who is an employee or paid consultant to ICANN (including the Ombudsman) shall simultaneously serve in any of the Nominating Committee positions described in Section 2 of the Article.

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1. Subject to the provisions of the Transition Article of these Bylaws, the GNSO Council shall consist of two representatives selected by each of the Constituencies described in Section 5 of this Article, and three persons selected by the ICANN Nominating Committee. There may also be two liaisons to the GNSO Council, one appointed by each of the Governmental Advisory Committee and the At-Large Advisory Committee from time to time, who shall not be members of or entitled to vote on the GNSO Council, but otherwise shall be entitled to participate on equal footing with members of the GNSO Council.

2. Subject to the provisions of the Transition Article of these Bylaws: (a) the regular term of each GNSO Council member shall begin at the conclusion of an ICANN annual meeting and shall end at the conclusion of the second ICANN annual meeting thereafter; (b) the regular term of one representative selected by each Constituency shall begin in an even-numbered year and the regular term of the other representative selected by the Constituency shall begin in an odd-numbered year; and (c) the regular term of one of the three members selected by the Nominating Committee shall begin in even-numbered years and the regular term of the other two of the three members selected by the Nominating Committee shall begin in odd-numbered years. Each GNSO Council member shall hold office during his or her regular term and until a successor has been selected and qualified or until that member resigns or is removed in accordance with these Bylaws.

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1. Governmental Advisory Committee

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f. The Governmental Advisory Committee shall annually appoint one non-voting liaison to the ICANN Board of Directors, without limitation on reappointment, and shall annually appoint one delegate to the ICANN Nominating Committee.

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3. Root Server System Advisory Committee

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d. The Root Server System Advisory Committee shall annually appoint one non-voting liaison to the ICANN Board of Directors, without limitation on re-appointment, and shall annually appoint one non-voting liaison to the ICANN Nominating Committee.

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4. At-Large Advisory Committee

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b. The ALAC shall consist of (i) two members selected by each of the Regional At-Large Organizations ("RALOs") established according to paragraph 4(g) of this Section, and (ii) five members selected by the Nominating Committee. The five members selected by the Nominating

Committee shall include one citizen of a country within each of the five Geographic Regions established according to Section 5 of Article VI.

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c. Subject to the provisions of the Transition Article of these Bylaws, the regular terms of members of the ALAC shall be as follows:

. . .

3. The terms of three of the members selected by the Nominating Committee shall begin at the conclusion of an annual meeting in an odd-numbered year and the terms of the other two members selected by the Nominating Committee shall begin at the conclusion of an annual meeting in an even-numbered year.

4. The regular term of each member shall end at the conclusion of the second ICANN annual meeting after the term began.

. . .

e. The ALAC shall annually appoint one non-voting liaison to the ICANN Board of Directors, without limitation on re-appointment, and shall, after consultation with each RALO, annually appoint five voting delegates (no two of whom shall be citizens of countries in the same Geographic Region, as defined according to Section 5 of Article VI) to the Nominating Committee.

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ARTICLE XI-A: OTHER ADVISORY MECHANISMS

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Section 2. TECHNICAL LIAISON GROUP

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7. Board Liaison and Nominating Committee Delegate. Annually, in rotation, one TLG organization shall appoint one non-voting liaison the Board according to Article VI, Section 9(1)(d). Annually, in rotation, one TLG organization shall select one voting delegate to the ICANN Nominating Committee according to Article VII, Section 2(8)(j). The rotation order for the appointment of the non-voting liaison to the Board shall be ETSI, ITU-T, and W3C. The rotation order for the selection of the Nominating Committee delegate shall be W3C, ETSI, and ITU-T. (IAB does not participate in these rotations because the IETF otherwise appoints a non-voting liaison to the Board and selects a delegate to the ICANN Nominating Committee.)

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ARTICLE XX: TRANSITION ARTICLE

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Section 2. BOARD OF DIRECTORS

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4. Promptly after the adoption of this Transition Article, a Nominating Committee shall be formed including, to the extent feasible, the delegates and liaisons described in Article VII, Section 2 of the New Bylaws, with terms to end at the conclusion of the ICANN annual meeting in 2003. The Nominating Committee shall proceed without delay to select Directors to fill Seats 1 through 8 on the New Board, with terms to conclude upon the commencement of the first regular terms specified for those Seats in Article VI, Section 8(1)(a)-(c) of the New Bylaws, and shall give the ICANN Secretary written notice of that selection.

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Section 3. ADDRESS SUPPORTING ORGANIZATION

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The Address Supporting Organization shall continue in operation according to the provisions of the Memorandum of Understanding originally entered on 18 October 1999 between ICANN and a group of regional Internet registries (RIRs), and amended in October 2000, until a replacement Memorandum of Understanding becomes effective. Promptly after the adoption of this Transition Article, the Address Supporting Organization shall make selections, and give the ICANN Secretary written notice of those selections, of:

. . .

2. the delegate to the Nominating Committee selected by the Council of the Address Supporting Organization, as called for in Article VII, Section 2(8)(f) of the New Bylaws.

. . .

Section 4. COUNTRY-CODE NAMES SUPPORTING ORGANIZATION

Until such time as a Country-Code Names Supporting Organization is established, Seats 11 and 12 on the New Board shall remain vacant, and the delegate to the Nominating Committee established by the New Bylaws designated to be selected by such an organization shall be appointed by the Transition or New Board, depending on which is in existence at the time any particular appointment is required, after due consultation with members of the ccTLD community. Upon the organization and recognition by the ICANN Board of a Country-Code Names Supporting Organization, that Supporting Organization shall promptly select persons to fill Seats 11 and 12 on the New Board, and give written notice of those selections to the ICANN Secretary. Any delegate to the Nominating Committee appointed by the Transition or New Board according to this Section 4 then serving shall remain in office, but subsequent appointments of the Nominating Committee delegate described in Article VII, Section 2(8)© shall be made by the Council of the Country Code Names Supporting Organization.

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Section 5. GENERIC NAMES SUPPORTING ORGANIZATION

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10. Each of the constituencies identified in paragraph 5 of this Section 5 that are designated to select a delegate to the Nominating Committee under Article VII, Section 2 of the New Bylaws shall promptly, upon adoption of this Transition Article, notify the ICANN Secretary of the person(s) selected to serve as delegates.

. . .

Section 7. ADVISORY COMMITTEES AND TECHNICAL LIAISON GROUP

1. Upon the adoption of the New Bylaws, the Governmental Advisory Committee shall continue in operation according to its existing operating principles and practices, until further action of the committee. The Governmental Advisory Committee may designate liaisons to serve with other ICANN bodies as contemplated by the New Bylaws by providing written notice to the ICANN Secretary. Promptly upon the adoption of this Transition Article, the Governmental Advisory Committee shall notify the ICANN Secretary of the person selected as its delegate to the Nominating Committee, as set forth in Article VII, Section 2 of the New Bylaws.

2. The organizations designated as members of the Technical Liaison Group under Article XI-A, Section 2(2) of the New Bylaws shall each designate the two individual technical experts described in Article XI-A, Section 2(6) of the New Bylaws, by providing written notice to the ICANN Secretary. As soon as feasible, the delegate from the Technical Liaison Group to the

Nominating Committee shall be selected according to Article XI-A, Section 2(7) of the New Bylaws.

3. Upon the adoption of the New Bylaws, the Security and Stability Advisory Committee shall continue in operation according to its existing operating principles and practices, until further action of the committee. Promptly upon the adoption of this Transition Article, the Security and Stability Advisory Committee shall notify the ICANN Secretary of the person selected as its delegate to the Nominating Committee, as set forth in Article VII, Section 2(4) of the New Bylaws.

4. Upon the adoption of the New Bylaws, the Root Server System Advisory Committee shall continue in operation according to its existing operating principles and practices, until further action of the committee. Promptly upon the adoption of this Transition Article, the Root Server Advisory Committee shall notify the ICANN Secretary of the person selected as its delegate to the Nominating Committee, as set forth in Article VII, Section 2(3) of the New Bylaws.

5. At-Large Advisory Committee

a. Until such time as ICANN recognizes, through the entry of a Memorandum of Understanding, the Regional At-Large Organizations (RALOs) identified in Article XI, Section 2(4) of the New Bylaws, there shall exist an Interim At-Large Advisory Committee composed of ten individuals (two from each ICANN region) selected by the ICANN Board following nominations by the At-Large Organizing Committee. The Nominating Committee shall select five more individuals, one from each region, as soon as feasible, to serve terms on the (Interim) At-Large Advisory Committee as specified by Article XI, Section (2)(4)©(3) of the New Bylaws in accordance with the principles established in Article VII, Section 5 of the New Bylaws.

b. Upon the entry of each RALO into such a Memorandum of Understanding, that entity shall be entitled to select two persons who are citizens and residents of that Region to be members of the At-Large Advisory Committee established by Article XI, Section 2(4) of the New Bylaws. Upon the entity's written notification to the ICANN Secretary of such selections, those persons shall immediately assume the seats held until that notification by the Interim At-Large Advisory Committee members previously selected by the Board from the RALO's region.

c. Upon the seating of persons selected by all five RALOs, the Interim At-Large Advisory Committee shall become the At-Large Advisory Committee, as established by Article XI, Section 2(4) of the New Bylaws. The five individuals selected to the Interim At-Large Advisory Committee by the Nominating Committee shall become members of the At-Large Advisory Committee for the remainder of the terms for which they were selected.

d. Promptly upon its creation, the Interim At-Large Advisory Committee shall notify the ICANN Secretary of the persons selected as its delegates to the Nominating Committee, as set forth in Article VII, Section 2(6) of the New Bylaws.