

# STEPTOE & JOHNSON LLP

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April 1, 2011

**VIA ELECTRONIC MAIL**

Amy Stathos  
Deputy General Counsel  
ICANN  
4676 Admiralty Way, Suite 330  
Marina Del Rey, CA 90292

**Re: Follow-up re Discussion re .JOBS Dispute**

Dear Amy:

Thank you for speaking with me on March 23, 2011, regarding the position of the Society for Human Resource Management (“SHRM”) with respect to ICANN’s February 27, 2011 “Notice of Breach” letter to Employ Media, Inc. (“Employ Media”). I found it to be a useful exchange, as did my client, SHRM.

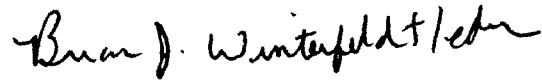
I understand that ICANN is continuing its dialogue with Employ Media regarding options to resolve the ICANN/Employ Media dispute, and that ICANN has extended the cure period to April 14, 2011. Given SHRM’s limited role as the Sponsor and Policy Delegate, SHRM is not involved in that dialogue. I wish to confirm, however, that, SHRM remains ready to seek input from the Community at an appropriate time with respect to any proposals that ICANN and Employ Media wish to present, in accordance with SHRM’s limited role as the Sponsor and Policy Delegate. Doing so likely will require SHRM to undertake and complete the Policy Development Process, but it will do so in as efficient and expeditious manner as may be possible under all the circumstances.

SHRM’s position on the references to SHRM in the Notice of Breach letter was set forth fully in Henry Hart’s March 11, 2011 letter to John Jeffrey. While SHRM is hopeful that

Amy Stathos  
April 1, 2011  
Page 2

ICANN and Employ Media are able to resolve their dispute and SHRM stands ready to assist to the extent its limited role provides, SHRM also must reserve all rights.

Sincerely,

A handwritten signature in black ink that reads "Brian J. Winterfeldt". The signature is written in a cursive style with a horizontal line at the end.

Brian J. Winterfeldt

cc: John O. Jeffrey, Esq., ICANN  
Henry A. Hart, Esq., SHRM  
Gary Rubin, SHRM  
Brian Johnson, Esq., Employ Media  
James E. Rocap, III, Steptoe & Johnson