

September 29, 2000

Jason Hendeles
ICMR
2400 Yonge Street
Toronto, Ontario

Re: ICANN Top Level Domain Request for Proposal

Mr. Hendeles,

DMR Consulting will fill senior management positions for the initial start up phase of ICMR subject to the assumptions listed below.

The team will include the following personnel:

David Ulis	Chief Executive Officer
Keith Beard	Chief Information Officer
Jim Mara	Chief Technology Officer
Daniel Schnob	Chief Financial Officer

Other positions can be filled with DMR Consulting personnel as necessary.

Assumptions and Constraints:

1. DMR Consulting will undertake this work once a sub-contractors agreement has been negotiated with ICMR and approved by both parties.
2. Once an agreement is in place, the personnel listed above and the founding partners of ICMR will form the executive of ICMR.
3. An executive search will be undertaken by ICMR at the earliest opportunity to fill the transition team positions with permanent people.

We look forward to the success of your application.

Sincerely,
Greg McIntyre
DMR Consulting
360 Albert Street
Ottawa, Ontario
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