



NOMINET

CANDIDATES' ELECTION STATEMENTS

Non-executive director elections 2018

July 2018

Please read carefully before casting your vote.

www.nominet.uk

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Denesh Bhabuta



Proposed by David Freeman (Claranet)

Claranet supports this nomination.

Denesh has a notable background in the Domain Name System and registrar community, along with engagement in other relevant industry fora such as DNS OARC, RIPE and UKNOF.

We have believed for some time that Denesh has relevant experience and industry engagement to make an

excellent board member for Nominet. Indeed we feel this was well demonstrated in his prior term.

Regards
David Freedman
Claranet

Seconded by Neil McRae (BT)

BT nominates Denesh Bhabuta for the position of member elected Non-Executive Director at Nominet.

Denesh has been involved and engaged in DNS and the wider registrar community, ICANN, RIPE, NANOG, UKNOF, DNS OARC and other industry fora for more than two decades.

We reflect on his previous term (until 2017) with huge positivity - one which underlines Denesh's view that Nominet is a membership organisation with a public purpose. This was demonstrated by him pushing for appropriate diversification to secure the survival of the core business, increased member engagement, openness, transparency, democracy and better communication. We firmly believe Denesh has the right experience and wider industry engagement to serve as an excellent board member for Nominet.

Regards
Neil McRae
MD - Strategy and Architecture.
BT Chief Architect
BT

Election Statement

Having served as a Nominet Board Member previously (2014 – 2017) I would like to request your vote to allow me another term in office.

I am **passionate** about Nominet, its stakeholders and its future.

My “gap year” not only gave me the opportunity to reflect on my previous term, but also allowed me to work on other projects and interests that had been bubbling away. This in turn allows me to bring some **new insights and experiences** in to Nominet.

I finally got the Portuguese Network Operators Group off the ground, in a country with a different business mindset. I am also now part of the RIPE Diversity Task Force which looks at encouraging diversity in the community at large.

Having been on the Board in the past I will bring stability and a sense of familiarity to the team.

I have been involved with Nominet in one form or another since 1996, and have seen it grow since its inception, steering through various challenges and changes in the industry and business environment. My guidance to Nominet was initially

through feedback channels, the nom-steer mailing list and then by being involved with the creation of and being elected to the Policy Advisory Board between 1999 and 2006. I continued my involvement by attending Nominet AGMs, EGMs, and taking part in consultations and round tables. It was a real privilege to serve the wider stakeholder community whilst I was a Board member from 2014 - 2017.

I reflect on my previous term and am happy to report that I promoted all of my key beliefs whilst on the Board.

My main **achievements** were

- to ensure an understanding within the Board of the fundamental difference between Members and Registrars (despite current practical terms dictating they may be one and the same). This, in my view, allows the organisation to move forward.
- pursuing increased member engagement.
- promoting and supporting openness, transparency, democracy and better communication.
 - eg, no recommendation of candidates, smoother elections process
- supporting cautious and apt diversification to ensure the longevity of the core business of running the .uk registry remains paramount

That said, I have more to give. I would like to continue to steer Nominet in a direction appropriate for its future and that of its stakeholders. I am passionate about keeping Nominet as a membership organisation and would like to see an expanded membership to support the longevity of the .uk registry and its Public Purpose ideals. In my view, there is more that needs to be done in terms of membership equality and equity.

I have a **pragmatic** approach to everything. My involvement within the industry at large over the past 29 years and continued participation and engagement in various fora - Domains and DNS, Networks, Operations, Engineering, Security, Policy and Governance - give me a **holistic view** and the desired experience to the Board.

Please feel free to contact me on mail@denesh.uk if you have any questions.

Curriculum Vitae

Denesh Bhabuta
mail@denesh.uk ; +44-20-3129-6202
<https://denesh.uk>
British

I am a motivated and very experienced person in many different business areas - Internet, education, events, arts, health, property and retail. My roles have varied from being at the coalface, through guidance and management to giving business continuity and strategic direction to companies.

Skills & Experience

Ability to step back and independently assess and evaluate information
Board level experience in various types of organisations - profit, not for profit, member based
Explaining technical jargon in terms most people can understand
Fantastic networker
Open minded and receptive
Policy and Governance background in Internet industry
Understanding of Internet (domains, network infrastructure, operations) and how it all fits together

Current Roles

Portuguese Network Operators Group, Lisbon, PT ; Open forum for technical and operational knowledge sharing
Co-founder and Committee Member (2017 - Present)

Elm Green Parents Association, Chelmsford, UK ; Registered Charity (Number: 1151342) supporting the school and school community to advance the education of pupils
Trustee (2016 - Present)

OARC Inc., Indianapolis, IN, USA ; Non Profit member based Research Organisation
External Relations & Event Director (2014 - Present) - under contract via Meidan Ventures Limited

Meidan Ventures Limited, Cambridge, UK
Director & Principal Consultant (2013 - Present)
Business areas:

- D&A Events UK (Event Management)
- Denesh Bhabuta Management Consultancy
- Cyberstrider (Reselling Internet Solutions)

Internet Protocol Limited, Cambridge, UK ; IPv4 Address Space strategy, sourcing
Director (2013 - Present)

D&A Events Limitada, Lisbon, Portugal ; Event Management
Director & Chairman (2011 - Present)

UKIF Limited, Oxford, UK ; Not for profit organisation running UK Network Operator's Forum (UKNOF)
Executive Director (2011 - Present)
UKNOF Event Director (2006 - Present) - under contract via Meidan Ventures Limited

Usurp ; Not for profit arts collective
Chairman (2003 - Present)

Past Roles

Nominet UK and Nominet Registrar Services Limited
Non-Executive Director (2014 - 2017)

In my time at Nominet, I was a member of the following committees:

- Audit & Governance Committee
- Development Working Group
- Elections Sub-Committee
- Membership Engagement Working Group
- Nominations Committee

Cybershire Limited ; Internet & IP Transit Services
Director (2010 - 2013)

UK ENUM Consortium Limited ; Not for profit organisation - ENUM Governance
Executive Director (2008 - 2010)

London Internet Exchange ; Not for profit Internet Exchange Point
Programme Committee Member (2006 - 2009)

LONAP Limited ; Not for profit Internet Exchange Point
Finance Director (2004 - 2006)

Axiomus Limited ; IP Transit Provider
Chief Operations Officer (2001 - 2011)

RIPE NCC ; European IP Address Resource Organisation
Local Internet Registry Working Group Co-Chair (2001 - 2003)

FirstMark Communications Europe (Germany based) ;
Communications & Internet Services
Internet Services Specialist (European Core Network Planning)
(2000 - 2001)

Level (3) Communications ; Communications & Internet Services
Internet Services Support Group Manager (1999 - 2000)

Demon Internet ; Internet Services
Hostmaster Group Manager (1996 - 1999)

Nominet UK
Policy Advisory Group Member (1999 - 2006)

Cyberstrider (Limited since 1999) ; Internet Services
Director (1993 - 2010)

Other roles: Software Analyst, HENSA/micros, Lancaster University (1994 - 1996) ; Business Consultant, Greenwich Technology Partners Limited (2001) ; Director, Denesh Bhabuta Corporation Limited (2003 - 2010) ; Non-Executive, Inner Healing Limited (2004 - 2009) ; Programme Committee & Funding Council, UKNOF (2005 - 2013) ; Non-Executive, NJ Training Limited (2007 - 2008) ; Director, DB Corp Limited (2010 - 2013)

Education

International House, Lisbon, PT
University of Cambridge CELTA (2011)

Institute of Commercial Management
Dip, Event Management with Public Relations (2007)

Institute of Management
Introductory Award in Management (1997)

University of Westminster
PGDip, Cognitive Science and Intelligent Computing (1994)

Queen Mary and Westfield, University of London
BSc (Hons), Biotechnology with Business Studies (1992)

Declaration**1. Are you or is any person connected to you a Director or a shareholder of a company which is:**

- ***A member of Nominet?***
- ***In partnership with Nominet?***
- ***In a joint venture with Nominet?***

Meidan Ventures Limited (of which I am a Director and 100% shareholder) is a Member and Registrar of Nominet.

Connected via corporate body (UKIF Limited and OARC, Inc):

Keith Mitchell T/A SMOTI Enterprises Inc. is a Member and Registrar of Nominet.

Keith Mitchell himself is a Director and Board Member at UKIF Limited (a not-for-profit organisation running the UKNOF conferences, where I am one of the six Directors on the Board and Meidan Ventures Limited provides end-to-end Event Management services). Nominet is a participant at and a potential sponsor of UKNOF.

Keith Mitchell is also President of the non-profit membership organisation OARC, Inc. - the DNS Operations, Analysis and Research Center (DNS-OARC) - of which Nominet is a paid member and has been a sponsor. Meidan Ventures Limited supplies end-to-end Event Management services to DNS-OARC. I do not have a Director or Board position within OARC, Inc.

2. Are you a member of Nominet in your own right?

No. However, Meidan Ventures Limited (of which I am a Director and 100% shareholder) is a member of Nominet.

3. Have you, or any person connected with you, been a registrant of any .uk domains over the past five years? If so, please provide full details.

Yes.

The number of domains has been numerous and it is easier for me to supply registrant names which can easily be checked within Nominet's systems for historical and current domains.

Domains I have been a registrant of directly and for any bodies I have been involved with at director/board/committee/shareholder/trustee level have included the registrant names: Denesh Bhabuta, Meidan Ventures Limited, D&A Events Limitada, UKIF Limited, Usurp, Simon Underwood, Poulomi, Poulomi Desai, Denesh Bhabuta Corporation Limited, DB Corp Limited, Cyberstrider Limited, Cyberstrider Network Services Limited, Aexiomus Limited, Cybershire Limited, UK Enum Consortium Limited, Elm Green Parents Association.

Registrant names of connected person domains: Personal domains belonging to family members - wife, brother, sister, brothers-in-law and sisters-in-law, mothers-in-law, fathers-in-law, grandparents ; and Company domains belonging to them under Registrant Names - Contemporary Living Limited, Contemporary Living (Contractors) Limited, Contemporary Living (Furniture) Limited, Auston Legal Limited, Diyas Productions Limited, JPL Trading Limited, JPL Entertainment Limited, VG Corp Limited, Simplify Me Limited.

4. Have you, or any person connected with you, been a Nominet registrar during the past five years. If so, please provide details of all relevant tags, together with the number of domains registered under each tag.

Yes.

Meidan Ventures Limited (of which I am a Director and 100% shareholder) currently has the following active tags: CYBERSTRIDER (22 Domains), CS (66 Domains). These along with CYBES, AEXIOMUS, DOMAINSONLINE, and BARGAINDOMAINS were inherited from previous Nominet registrar, Cybershire Limited.

Regarding the registrar connected via corporate body (as mentioned in Q1 above) - as I am not involved in or in control of its day to day business, I am unable to provide the tags other than the one I am aware of and I am also unable to give the number of domains under the tags. As far as I am aware:

Keith Mitchell T/A SMOTI Enterprises, Inc has tag KEITHMITCHELL

5. Does any person you are associated with have any of the following relationships with Nominet? By "associated", we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Supplier, customer (as registrant or registrar), competitor, banking, distribution and/or any other ongoing, but material relationship (such as a dispute) etc.

Meidan Ventures Limited (of which I am a Director and 100% shareholder):

1) Resells the services of the following Nominet Members and Registrars:-

- a) Astutum Limited - Nominet Registrar Tag ASTUTIUM
- b) Domainmaster Limited - Nominet Registrar Tag DOMAINMASTER
- c) Entanet International Limited - Nominet Registrar Tag ENTANET

2) Provides end-to-end Event Management Services to:

- a) OARC, Inc (DNS-OARC) — a non-profit membership organisation, of which Nominet is a member, and has been a DNS-OARC workshop sponsor. Suppliers, sponsors, delegates, customers, volunteers, committee members - may be Nominet competitors

and /or Nominet members (and/or Registrars) in their own right,.

- b) UKIF Limited - a not for profit organisation which runs the UK Network Operators' Forum (UKNOF) conferences, within which Nominet are a participant and potential sponsor. Suppliers, sponsors, delegates, customers, volunteers, committee members - may be Nominet competitors and /or Nominet members (and/or Registrars) in their own right,.

3) Provides sales and marketing strategy consultancy to:

- a) Datacentred Limited - Registrant (datacentred.co.uk)

Meidan Ventures Limited (100% Denesh Bhabuta), Internet Protocol Limited (50% Denesh Bhabuta, 50% Melanie Bhabuta), Denesh Bhabuta and connected persons - Melanie Bhabuta, Rajesh Bhabuta, Sheena Bhabuta - use the following:

- Mike Lewis (Accountant) - Registrant (mikelewis.co.uk)
- Owen Keane (Barrister) - Registrant (owenkeane.co.uk)
- Ford Banks Irwin (Solicitors) - Registrant (fordbanksirwin.co.uk)

Connected person company: Beebits Limited (100% Melanie Bhabuta), uses:

- Boox Limited (Accountant) - Registrant (boox.co.uk)

I am not aware of any other significant associated relationships.

6. Are you associated with any adviser to Nominet?

By "associated", we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Audit, tax, legal, investment banking, pensions or investments and/or management consultancy etc.

No.

7. Are you a member of a Committee or a Commission or do you have a material position with a Regulator, any department of Government, a Trade Body, a Professional Body or a Charitable Organisation?

Examples include where the relevant organisation: Influences government policy, influences accounting standards and/or is preparing industry guidance etc.

No.

8. Are you associated with an investment organisation of any nature?

By "associated", we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Venture capital/private equity, hedge fund, investment trust/fund and/or an organisation taking material positions in shares or securities etc.

No.

9. Are you in a position that you (or a company you are a director or material shareholder of) could make a profit as a result of your directorship of Nominet?

No.

10. Do you know of any other circumstances that could give rise to a potential or actual conflict of interest or duties?

No.

I do not envisage any conflicts of interest. However if any do arise, they will be handled appropriately via declaration and/or recusal.

Questions & Answers

Nominet's constitution provides that its activities are to be carried out for the public benefit. In the context of a domain name registry and technology company, what does this mean to you?

Public benefit for me primarily means equal access to all without any self-interests blocking the way. In the context of Nominet as a domain name registry and a technology company, this means providing an equitable system, one which is safe, open and transparent with no (or very low) barriers to registering and maintaining a domain name (in terms of the core business)

Taking this further, it requires:

a safe and secure system to be in place for domain registration and maintenance.

high standards of conduct for each part of the chain (Board, management, staff, systems, members, registrars, resellers) in the process of domain registration and ongoing maintenance.

all channels to market to be equal and equitable.

from the governance side of things, all decisions made by the management need to be open and transparent, subject to scrutiny.

from the governance side of things, everything fed into management (in a bottom-up multi-stakeholder process) should be considered. Special/specific interests should not prevail. There will be times where the management may think one route is better than the one in the feedback being received, however the management must always re-consult until a solution is reached which will undoubtedly be of public benefit.

I am refraining about talking about the future of Nominet here or what other activities it could expand into – my answer is purely in the context of a domain name registry using applicable technology. That said, I do believe Nominet's existing technology can be used in other areas as a registry service outside of the domain names arena and bringing much needed public and societal benefit.

The Nominet Board places a high degree of importance on each director being able to exercise independent judgement, free from any conflicts of interest. Please describe how you would be able to fulfil your duties in the light of your involvement in the domain name industry or your other commercial interests.

Independent judgement has been something I have had to exercise over the course of my career, having to juggle hats depending on which organisation/company I was making a decision about at the time. I employed this diligently when I was a Non-Executive Director of Nominet in the past.

An example I will use here is that of the time one of my previous companies was a member of Nominet with a large number of .uk domains under its TAG/Registrar. I always made a point of wearing my "membership hat" whenever Nominet wanted us to vote on something. I always voted as a member of Nominet (for the benefit of Nominet rather than for the benefit of my Registrar company). The same applied to my time as a Policy Advisory Board member and in the more recent past, during my tenure as Non-Executive Director of Nominet.

This thinking and modus operandi was as important to me then as it is today.

As a non-executive director you will be given access to confidential information about Nominet's business and the commercial dealings which Nominet has with each of its members. In the light of Nominet being a membership organisation, and any member relationships that you may have, please describe how you will comply with your confidentiality obligations, and avoid the perception that one or more members may gain an unfair commercial advantage as the result of your election.

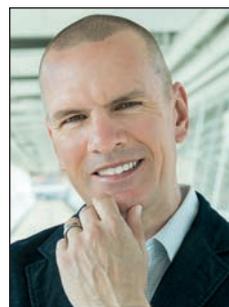
I have no history of breaching confidences. I have worked in commercial and non-commercial environments and have been given confidential information which has remained as such. My history with Nominet itself proves this - when I was a founder Policy Advisory Board member and when I also took part in Nominet strategy meetings and in the more recent past, in my role as a Non-Executive Director - where I was given confidential information.

I believe all members are equal and should be treated as such. It is thus extremely unlikely that I would provide any Nominet members with any unfair advantage over others, in the course of my professional activities or otherwise.

Joining the Nominet Board is a serious commitment both in terms of preparation time and attending meetings. We estimate a minimum annual commitment of 30 days. In the light of your other employment, business and personal commitments, please describe how you are able to meet this commitment.

I am an independent consultant running my own businesses where time management and allocation are an important part of my daily routine - especially with the various customers and projects I am working on. I would not enter into something without having the necessary time resource to commit. As with my other commitments, I will continue to work with the Nominet Board when it comes to preparing for, planning and attending meetings and any other Nominet business.

James Bladel



Proposed by: Luc Seufer (EuroDNS)

Please accept this email as EuroDNS' nomination of James Bladel to the election for the Nominet board.

Having worked with James in several ICANN working groups, I have witnessed his open-mindedness and diplomatic abilities when listening to opposing opinions from other stakeholders, and most importantly his ability to take in account said opinions

when formulating proposals to the working group.

Further I trust the breadth of knowledge James would bring to the Board would make him a valuable asset for Nominet.

Thank you for your consideration.

Best Wishes,
Luc Seufer
Chief Legal Officer | EuroDNS

Seconded by: Lindsay Hamilton-Reid (United Internet Group)

On behalf of the United Internet Group (1&1, Fasthosts), I would like to nominate James Bladel from GoDaddy for the position of Non-Executive Director on the Nominet board.

Many thanks

Lindsay Hamilton-Reid

Senior Legal Counsel

Election Statement

I am James Bladel, a domain name industry veteran with over 10 years' experience in Internet Governance and executive management. Throughout my career, I have led or joined numerous teams and working groups, all with a common goal of defining industry standards and enhancing the value of the Internet for its end users.

I have also had the good fortune to serve on Boards, Councils, oversight committees, and executive teams that allowed me to contribute to the strategic development of global commercial and non-profit organizations. In all cases, my work focused on upholding the mission and values of each organization, while reinforcing transparency, accountability, and sound governance in its pursuit of the mission.

If elected to the Nominet Board of Directors, I intend to bring an open mind to key topics and apply a strategic approach to the work of the Board. As demonstrated by my leadership on the doMEn (.ME) Board and the ICANN GNSO Council, I value active listening in order to gather broad perspectives, and a collaborative approach to making decisions that balances competing interests from diverse stakeholders. And in every role, my work was supported by a commitment to integrity and avoiding any real or perceived conflicts of interest.

The Domain Name industry, and more broadly, the role of the Internet in society and the global economy is at an inflection point. Fault lines are developing along national borders, individual privacy is often at odds with security and confidence in commerce, and end user trust is eroding. Nominet is ideally situated to address these challenges and build upon its own high standard for performance in executing its responsibilities to benefit the public at large. It must continue to pursue its existing mission, while developing new roles as a trusted steward of the DNS, a partner for enterprise security, and a champion of customer privacy. I am excited to come to the Board as a Non-Executive Director and join this effort.

Curriculum Vitae

James M. Bladel

GoDaddy

bladel@godaddy.com

Professional Experience:

GoDaddy (Scottsdale Arizona)

2012 – Present: Vice President of Global Policy

Contribute to the strategic planning of public technology firm, engage with national govts, international industry organizations, and regulators to define and influence global Internet policy. Provide guidance for business teams to ensure regulatory compliance. Served on the ICANN GNSO Council (see below), IANA Coordination Group, and the CCWG establishing a new accountability framework for ICANN

doMEn, d.o.o. (Podgorica, Montenegro)

2014 — Present: Board of Directors

Provide strategic leadership and oversight of a commercially successful ccTLD (.ME), and liaise with the local government and education sectors in developing domestic ICT policy. Served as (rotating) Chairman in 2015 and 2017.

ICANN GNSO Council (Los Angeles, California)

2013-2017: Councilor representing Registrars (Volunteer)

Elected by ICANN-Accredited Registrars to serve on the Generic Names Supporting Organisation (GNSO) Council, managing the policy development process for all generic top-level domains (gTLDs). Served as Chair of the GNSO Council for 2 years (2015-2017), and also as the GNSO representative to the ICANN Empowered Community, providing oversight over the organization as a part of Accountability reforms associated with the 2016 IANA Transition.

GoDaddy (Scottsdale, Arizona)

2009 – 2012: Director of Policy Planning

Represent GoDaddy.com and GNSO registrars in the ICANN Community and on numerous working groups, drafting teams, PDPs, and Advisory Groups. These teams examine Registration Abuse, Transfers, Fast-Flux Hosting, WHOIS and other issues. Liaise with ccTLD authorities and coordinate registrar operations. Registrar representative on Registry Infrastructure Security Group (RISG), a non-profit industry association focused on DNS security.

GoDaddy (Scottsdale, Arizona)

2007 – 2009: Development Team Lead

Led team of five application and database developers in the design of prototype provision and DNS systems. Created a scalable web and port 43 WHOIS query system with dynamic policy masking for use in a shared TLD environment. Secured over 14 U.S. Patents for inventions relating to domain name provisioning, domain name search, and linking domain names with social media identity.

RK Dixon Company, Inc. (Davenport, Iowa)

2004 – 2007: IT Consulting Manager

Primary individual with P&L responsibility for consulting and manage services business unit. Directly responsible for leading a multi-disciplined team of Software / Infrastructure Engineers and Business Process Consultants in the execution of strategic engagements in Iowa, Illinois, Wisconsin, and Indiana. Define and develop service offering, best practices, and compliance efforts for medium-large enterprise clients in healthcare, finance, manufacturing and government. Managed key strategic vendor relationships.

Crystal Group, Inc. (Hiawatha, Iowa)

1997 – 2004: Director of Technical Services

Managed technology teams for a manufacturer and integrator of telecommunications, Internet and military communications systems. Responsible for process design and documentation in an ISO-compliant environment. Managed vendor and supplier networks, and coordinated product development roadmaps to meet customer needs and track technological trends. Represented the company in two industry associations and standards bodies (MSPA and PICMG).

Education:

MBA (University of Phoenix, Phoenix Arizona)

Emphasis: Technology Management, International Business

BA Computer Science (University of Iowa, Iowa City Iowa)

Other Relevant Coursework: Political Science, Macroeconomics, Discrete Data Systems

AA Hotel / Convention Management (American Institute of Commerce/Kaplan College, Davenport Iowa)

General business education

Declaration

1. Are you or is any person connected to you a Director or a shareholder of a company which is:

- *A member of Nominet?*
- *In partnership with Nominet?*
- *In a joint venture with Nominet?*

A shareholder in a Nominet Member (GoDaddy), as part of employee stock incentive program.

2. Are you a member of Nominet in your own right?

No

3. Have you, or any person connected with you, been a registrant of any .uk domains over the past five years? If so, please provide full details.

I am the Registrant of BLADEL.CO.UK, for my personal use.

4. Have you, or any person connected with you, been a Nominet registrar during the past five years. If so, please provide details of all relevant tags, together with the number of domains registered under each tag.

My Employer, GoDaddy, represents a family of Nominet registrars.

Tags and approximate (May 2018) domain counts:

GoDaddy – 1,225,000.	BlueRazor – 0
WildWest – 16,564.	123-Reg – 2,303,498
HeartInternet – 289,737.	DotUKDomains – 11,905
HostEurope – 0	Monster – 75,031
Extend – 89,226	Webfusion – 2309
Webfusion2 – 0	Daily – 8
Dataflame – 0	DataHostPro – 0
EvoHosting – 0	MrSite – 0
NameHog – 0	ParagonInternet – 200
Thermal – 0	UKWebHosting – 332,983

5. Does any person you are associated with have any of the following relationships with Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Supplier, customer (as registrant or registrar), competitor, banking, distribution and/or any other ongoing, but material relationship (such as a dispute) etc.

- As indicated previously, I am a Nominet registrant.
- As indicated previously, I am employed by a Nominet registrar.
- No other relationships or associations.

6. Are you associated with any adviser to Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Audit, tax, legal, investment banking, pensions or investments and/or management consultancy etc.

No.

7. Are you a member of a Committee or a Commission or do you have a material position with a Regulator, any department of Government, a Trade Body, a Professional Body or a Charitable Organisation?

Examples include where the relevant organisation: Influences government policy, influences accounting standards and/or is preparing industry guidance etc.

None, aside from participation at ICANN.

8. Are you associated with an investment organisation of any nature?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Venture capital/private equity, hedge fund, investment trust/fund and/or an organisation taking material positions in shares or securities etc.

No.

9. Are you in a position that you (or a company you are a director or material shareholder of) could make a profit as a result of your directorship of Nominet?

No. In my role at GoDaddy, I do not manage the registrar’s commercial relationship with Nominet, and will recuse myself from any Board issue that may singularly impact my employer.

10. Do you know of any other circumstances that could give rise to a potential or actual conflict of interest or duties?

No.

Questions & Answers

Nominet’s constitution provides that its activities are to be carried out for the public benefit. In the context of a domain name registry and technology company, what does this mean to you?

Within the realm of management of the UK namespace and serving UK registrants and members, there are several aspects of Nominet’s mission that directly benefit the public. First, Nominet must have a commitment to excellence in executing its responsibilities. This means leading the industry in the operational and technical performance of Nominet systems, with optimal responsiveness to DNS resolution and domain provisioning, and a reliable platform with only scheduled interruptions of service and resilience against malicious use or attacks. But it also applies to Nominet’s internal management, and ensuring that staff administration and training are appropriate for their role, programs and initiatives are fit for purpose, and that events and communications have a clear objective and measurable outcomes.

The Nominet Board places a high degree of importance on each director being able to exercise independent judgement, free from any conflicts of interest. Please describe how you would be able to fulfil your duties in the light of your involvement in the domain name industry or your other commercial interests.

If elected to the Board, I would view my role as one of contributing my industry experience and governance perspectives to Nominet, and not as representative of my own personal interests, or that of my employer. As with past leadership roles, including at ICANN, the GNSO Council, and other Boards, it is not uncommon for me to encounter these situations, and in all instances, I have maintained a commitment to integrity and transparency in managing these conflicts, and — when necessary—rescuing myself from issues or decisions where conflicts cannot be resolved.

As a non-executive director you will be given access to confidential information about Nominet’s business and the commercial dealings which Nominet has with each of its members. In the light of Nominet being a membership organisation, and any member relationships that you may have, please describe how you will comply with your confidentiality obligations, and avoid the perception that one

or more members may gain an unfair commercial advantage as the result of your election.

This question is a narrower aspect of the general Conflict of Interest problem outlined above. And as discussed in my previous answer, it is a situation I am familiar with and have encountered in other roles. That response applies here as well, with an added note that my employer is aware of these situations and respects my judgment in withholding information from internal discussion that may be held in confidence by an outside organization like Nominet. I've never felt compelled or pressured by my employer to break that trust, and do not expect this will occur if I am elected to the Nominet board.

Joining the Nominet Board is a serious commitment both in terms of preparation time and attending meetings. We estimate a minimum annual commitment of 30 days. In the light of your other employment, business and personal commitments, please describe how you are able to meet this commitment.

Having recently stepped down from my commitment to the GNSO Council, the time commitment required to prepare and attend Nominet board meetings (and any subcommittees) is aligned with my current availability. Additionally, I am a frequent business traveler, often taking lengthy trips with little or no advance notice. Because this has been a hallmark of my career for over 20 years, my family is accustomed to my travel schedule, and supports me in managing personal commitments. In summary, I do not anticipate any time or travel barriers to effectively participating on the Nominet board.

Rob Golding

Proposed by: John Souter (London Internet Exchange Ltd Trinity Court)

I would like to nominate Rob Golding of Astutium Ltd for election as a non-executive director of Nominet.

I have known Rob Golding for many years (more than 15) and think that he has the necessary experience and suitability for this role.

Rob has an independent mind, is a free thinker, and has the integrity that is vital to be a good non-executive director.

I have seen clear evidence, via his participation in the governance affairs of LINX, that he understands and can contribute to the issues that arise in our sort of organisation. Having looked through the responsibilities listed for the Nominet NED position, I think that the external perspective that Rob would bring makes him ideally suited.

In terms of the desirable qualifications and experience, I have seen him making a thorough and balanced contribution at many levels, from both a technical and governance perspective.

Rob demonstrates great openness, and this provides a good basis for trust. He is tenacious, and has great empathy with the domain in which Nominet operates.

I commend him to the Nominet electorate.

John

--

John Souter, CEO, London Internet Exchange Ltd Trinity Court, Trinity Street, Peterborough PE1 1DA.
Registered 3137929 in England. Mobile: +44-7711-492389 <https://www.linx.net/> "Working for the Internet" sip:john@linx.net

Seconded by: Mark Baker (Dark Group Ltd)

On behalf of Nominet member Dark Group Ltd I would like to propose (or 2nd if already proposed) Rob Golding as a candidate for the role of Non-Executive Director of Nominet in the upcoming elections.

I've known Rob for in excess of 15 years now and he has extensive experience in the domain name, hosting and communication industry, as well as being able to provide a common sense view on all business matters.

His valuable experience would make him a trusted non-exec who I believe would always act in the best interests of the wider Internet community.

Regards,
Mark Baker, Director
DG Technology
www.dg.uk
Tel: 01428 404040

Election Statement

Nominet is over 20 years old. I have seen it change, had big challenges and imaginary obstacles, to struggle and overcome, and now today it is one of the leading registries in the world.

Many of you know me, and how I can go on (a bit) about domains – it's impossible to apologise for, Nominet and the decisions it makes affect members and registrars. I have bought, sold, started, managed and consulted for numerous Tag Holders since the founding back in '96 !

A regular attendee at Nominet events (member and registrar days) and industry meetings (ICANN, LINX , UK IGF), I contribute to online hosting forums and take part in Business/Startup events as attendee and exhibitor and invited presenter. This allows me to regularly network with the IT community and wider stakeholder groups.

The board are tasked with ensuring good governance of the company, setting policy and strategic direction – it is with these roles firmly in mind that I am standing for the position of member-elected NED and asking for your support.

I know why Nominet started and want to see it continue to fulfil its primary purpose. We have moved too far to go back, but we can use the starting points to measure where we are, and see where we should be going.

An almost unique organisation structure - an amazing 'mutual monopoly' with a mandate which the membership has expanded to not only service dotUK but also encompasses gTLDs and much more.

To do that effectively Nominet now needs a different perspectives from someone who remember the old purposes and wants to help shape the new strategies. Although we can do things never thought of at formation, it does not mean we must do them all, and I have experience in balancing the shiny+new with the tried+tested to reach the objective.

Supporting the bottom-up, consensus policy based method of internet governance, I volunteer on multiple ICANN Policy-

Development-Process working groups – many of which span years of regular involvement relating to the gTLD namespace, providing input and gaining insight into the direction, regulation and governance of our industry.

I'm not going to promise you things a NED cannot deliver on, I can promise I will use my voice to champion dotUK and the membership model. To listen to the needs of the members in conjunction with wider stakeholders, to ensure Nominet not only looks ahead at what is to come, but always remembers where it came from.

All my history, knowledge and experience means with your vote I can bring needed skills and ideas to the board. I am hoping you agree, but if not, you are always welcome reach out and discuss.

Whatever you as a member think of Nominet and the new roles/purpose it has, it is still your organisation and your vote counts – of course I would like it to be for me – but it is essential that you do vote – a vote cast is a vote to retain your membership model.

Curriculum Vitae

Name: Robert David Golding
 Contact: rob@golding.me.uk
<https://www.linkedin.com/in/astutiumrob>
 +44.7805.6875.01
 Age: 48
 Nationality: British

For 30 years I have worked across a broad set of sectors and organisations. My positions have mostly focussed on Accounting, IT and Business Management roles, primarily for commercial entities.

I am currently a director of Astutium Ltd a UK based Nominet member, who focus on managing domain name registration and website/email hosting for SMEs.

I have been involved with dotUK since before the formation of Nominet, and been staff at a Nominet member almost continually since its' formation –use and support of domains, dns, and ip-address technologies have been part of my day for more than 20 years, which gives me a long industry history to remember whilst constantly moving forward.

Whilst the need to debug thousands of lines of inherited spaghetti code as part of a project has long since passed out of my daily role the underlying need to understand and control technology has never left me.

The key strengths my work experience bring to the board is the combination of working across tech, finance and legal work all with a track record of delivering specific results on-time & in budget

I mainly work in 3 primary areas (as well as director functions):

Mergers and Acquisitions

- * analysis of accounting and other records to produce business valuations
- * design of software/system integration services for trouble-free migrations
- * production of detailed due-diligence documentation
- * managing the successful transition of the acquired business

These tasks are performed for Astutium and as a broker service for 3rd-parties

Policy

- * Regular participation in ICANN cross-community policy multi-

stakeholder working groups

- * Representing the average internet user at IGF and similar events
- * Attendance and networking at industry functions

Astutium are happy to release me from daily tasks regularly to undertake this vital role, and have agreed to allow for as much time out of the business as the Nominet NED role requires.

Consultancy

- * assistance with network implementation, LIR management , peering and routing
- * turning user requirements into usable specifications
- * speaking at business exhibitions and events
- * expert witness and investigative work for solicitors and barristers

I am subcontracted out as an Expert Witness providing independent reports for the legal industry, presenting my evidence as part of trials and providing input to courts on technology – specifically revolving around the misuse of computers and computing resources, falsification of data/records, and internet related issues.

Past Roles and Accomplishments

Othello Technology Systems - Director (1996-2012)

All aspects of running a business.

- * Full automation of domain name services, ICANN accreditation and integration
- * Liaising with customers and suppliers as part of ongoing ISO9001 QA processes
- * Representing Othello at industry specific events and networking functions

Chorver Internet - Director (2010)

- * Creation of Policies & Procedures for the efficient management of services following acquisition

DC-Hosting Ltd - Director (2008)

- * Redesign of network, automated provisioning, billing and crm systems
- * Seamless zero-downtime migration of thousands of domains and sites as part of acquisition

Netegral Ltd - Technical Director and Co_founder (2004-2006)

- * Network design and implementation
- * Creation of tools to automate repetitive admin tasks

RBIEX Ltd by Guarantee (Not For Profit) - Financial Director and Co-Founder (2004-2006)

- * Negotiating with suppliers to deliver tangible member discounts and benefits
- * Working for member appointed Management Council implementing agreed policies

International Financial Systems - Product Manager (2000-2004)

- * Oversight of the development, support and training departments
- * Managing teams of staff in multiple countries/timezones - locally & remotely

Criterion Banking Software - Development Manager (1992-2000)

- * Taking customer ideas/requirements from concept to final delivered service
- * Implementation of complex banking systems across 12 countries
- * Reporting to board on technical projects and staff

Criterion Banking Software - Software Engineer (1989-1992)

- * Development of Future Rate Agreement, Money Market Lending, Forex systems, BSPL Reporting
- * Design and Installation of regulatory reporting services for BankofEngland /S17 returns

Forex Advisory Services Ltd - Programmer (1989)

- * Designed and built the first mass-market touch-screen interface

for currency trading

LittleJohn (de Paula) Frazer Whiting - Accounts Assistant (1987)
* Prepared management accounts for sign-off

Frazer Whiting Chartered Accountants - Trainee Auditor (1986)
* Performed external audit preparation

Declaration

1. Are you or is any person connected to you a Director or a shareholder of a company which is:

- **A member of Nominet?**
- **In partnership with Nominet?**
- **In a joint venture with Nominet?**

Yes.

I am a Director of Astutium Ltd who are members of Nominet.

None of the other companies of which I am a director, significant shareholder of, or otherwise represent are known to be partners or JV partners with Nominet.

2. Are you a member of Nominet in your own right?

No.

3. Have you, or any person connected with you, been a registrant of any .uk domains over the past five years? If so, please provide full details.

Yes.

I am personally listed as the registrant of a number of .uk domain names in numerous .uk cctlds (me.uk, co.uk, org.uk etc) for a combination of personal use, registered for future planned business ideas or managed on behalf of family

4. Have you, or any person connected with you, been a Nominet registrar during the past five years. If so, please provide details of all relevant tags, together with the number of domains registered under each tag.

Yes.

I am a director of Astutium Ltd who are an accredited Nominet registrar, operating their own tag(s).

There are currently appx 6,500 active registrations across tags:

ASTUTIUM, OTHELLO, DDUK, DISCOUNTDOMAINS, VALUERE

with a number of dormant/closed/redundant tags which have been returned.

5. Does any person you are associated with have any of the following relationships with Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Supplier, customer (as registrant or registrar), competitor, banking, distribution and/or any other ongoing, but material relationship (such as a dispute) etc.

Supplier **No**

Customer (as registrant or registrar) **Yes** – a number of Astutium customers/clients, my own contacts and other associates are registrars and/or registrants of .uk domains

Competitor **Yes** – Astutium Ltd are the providers of software for the operations of domain registries and registrars, which could therefore be considered a “competitor” of Nominet

Banking **No**

Distribution **Yes** – It is inevitable in a niche industry like domain names that there will be contracts with companies (such as ICANN) with whom Nominet are also in contract as they maintain an ICANN accredited domain registrar (NRS) and act as a gTLD Registry.

Any other ongoing, but material relationship (such as a dispute) **No**

6. Are you associated with any adviser to Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Audit, tax, legal, investment banking, pensions or investments and/or management consultancy etc.

It is possible due to my previous work experiences as well as business/contractual relationships and current family who continue to work in a variety of consultancy, accountancy, banking, investment areas, however from those published by Nominet ...

Audit **No**

Tax **No**

Legal **No**

Investment banking **No**

Pensions or investments **No**

Management consultancy **No**

7. Are you a member of a Committee or a Commission or do you have a material position with a Regulator, any department of Government, a Trade Body, a Professional Body or a Charitable Organisation?

Examples include where the relevant organisation: Influences government policy, influences accounting standards and/or is preparing industry guidance etc.

Yes.

I am an ongoing member/volunteer/participant of a number of ICANN policy development processes (PDPs) which affect all GTLDs, GTLD operators and GTLD registrants.

I regularly take part in industry focus groups, internet governance forums and similar events

Whilst under no illusion that I am able to set/control government policy, I do invest my time/effort in providing input, feedback and assistance which I believe does influence best-practices, regulator policies and government legislation.

8. Are you associated with an investment organisation of any nature?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Venture capital/private equity, hedge fund, investment trust/fund and/or an organisation taking material positions in shares or securities etc.

No.

9. Are you in a position that you (or a company you are a director or material shareholder of) could make a profit as a result of your directorship of Nominet?

No.

Any board decision relating to Nominet, could have a direct impact/effect on any-and-all Nominet registrars and/or Nominet members, and it is not expected Astutium Ltd could benefit specifically from

those decisions in isolation of all other members/registrars.

10. Do you know of any other circumstances that could give rise to a potential or actual conflict of interest or duties?

No.

Questions & Answers

Nominet's constitution provides that its activities are to be carried out for the public benefit. In the context of a domain name registry and technology company, what does this mean to you?

Activities – Public – Benefit. A lot of discussion always surrounds a phrase which is deceptively simple: That the specific Activities undertaken by Nominet (such as the function of managing the dotUK namespace) are carried out in such a way that the Public (a suitably large number of people) Benefit (receive an overall beneficial result).

For example ensuring that the nic.uk nameservers stay online, so that stakeholders of all types can access services connected to a.uk domain name = Benefit (availability) Public (people accessing .uk) Activity (nameservers).

I believe it should go further - that Nominet, in all the various activities currently undertaken and planned, maintains a duty to consider the overall best interests of the parties affected and their relationship to the activity.

Now that Nominet has expanded into other areas, we have gone beyond managing domain registrations into what they can be used for, what supporting systems and infrastructure are needed, how those items can be better secured or made more reliable.

Whilst much of the new activities revolve around areas where a registry could make a tangible impact – it is in these areas that Nominet must act thoroughly transparently, consult with its' members (and then the 'public') to ensure that this constitutional provision is not compromised.

The Nominet Board places a high degree of importance on each director being able to exercise independent judgement, free from any conflicts of interest. Please describe how you would be able to fulfil your duties in the light of your involvement in the domain name industry or your other commercial interests.

In my work as an Expert Witness I have to deliver an independent judgement which is subject to cross examination and scrutiny, and is based firmly on the evidence uncovered when creating the documentation - there has to remain always that level of transparency, irrespective of who is paying the bills.

I already take part in the ICANN policy process, where there is a constant balancing act to obtain consensus for the needs of the community and the overall eco-system which regularly do not make the best sense for my registrar, but are the best results that could be obtained for the registrant or at-large domain user.

Although I work for a domain name registrar, if elected to the Nominet board, my role as NED will be to act in the best interests of Nominet. I would not (and my company would not expect or ask me to) make decisions at Nominet based on any specific requirements of them as an employer.

Should there be a need for the board to be involved in the selection suppliers where I (or a company I represent) was a potential candidate, then I absolutely would inform the board and be

removed from that decision making process - and I would expect/demand that from any of the current and any future board.

As a non-executive director you will be given access to confidential information about Nominet's business and the commercial dealings which Nominet has with each of its members. In the light of Nominet being a membership organisation, and any member relationships that you may have, please describe how you will comply with your confidentiality obligations, and avoid the perception that one or more members may gain an unfair commercial advantage as the result of your election.

I am already privy to confidential information about numerous Nominet members and their commercial dealings with Nominet. This is through my roles as director of past-and-present tag holders, as a consultant for a number of internet companies, and as a sounding-board for friends within the industry.

This, combined with my role in Mergers & Acquisitions who buys, sells, documents and handles due-diligence for hosting and domain registration related business means I see the accounts and records of multiple Nominet members on a regular basis

I am used to working within the confines of explicitly signed or simply implied Non Disclosure Agreements and of keeping confidential information confidential. Knowing what can be said publicly and privately as well as maintaining chain-of-custody of secure documentation is a constant part of my work.

No information regarding any member that is revealed to me in my role as Nominet board member will go any further than the board and be revealed to a 3rd party

I will however expect and push for Nominet to constantly act in a transparent and open manner - that private/confidential information remains private/confidential does not change the need to be clear and accountable.

Joining the Nominet Board is a serious commitment both in terms of preparation time and attending meetings. We estimate a minimum annual commitment of 30 days. In the light of your other employment, business and personal commitments, please describe how you are able to meet this commitment.

I am fortunate to have a highly skilled team capable of fully managing the companies that I have founded. So whilst I am needed for some decision making and oversight (and my directorial duties), I am not necessary to the general day-to-day operations, and am able to set aside time to be involved with other organisations and projects.

Astutium recognises the benefits derived from attending industry, networking and business events and have staff who dedicate regular time to volunteer work in the industry. Time commitment for such activities is already built into the plans and schedule.

The expected number of days (30+) of being a Nominet NED would require is significant but is not expected to impact other known business commitments with 2 exceptions:

#1 Industry Event calendar conflicts - in those circumstances it would be discussed with the board as to which would be better for Nominet for me to attend

#2 I can be expected to attend court to be questioned about a report - there is often enough flexibility as to the exact day for the start of independent experts at a hearing that conflicts with scheduled meetings can be avoided

I am able to dedicate 30 to 45 days per year to Nominet with the full support of Astutum

NED Additional Disclosure

Thank you to the members for placing your trust in my abilities, and putting me forward for one of the member-elect positions on the board of your company. Part of the improved application process is an additional self certification, including items which are related to previous actions and character. Whilst most of those are naturally expiring items, or have specified time limits, either by mistake or oversight, the final section

(2.10) does not have either.

I was therefore unable to sign the form relating to 2.10.x without providing clarification to Nominet and as part of wanting full-disclosure, with the membership.

I was Director of Othello Technology Systems Ltd which following a number of legal battles and a difficult trading period, after taking extensive advice, was allowed to be put into liquidation in 2012. My involvement ended in Oct 2012, and following the completion of the windup 2 creditors were left:

1. Myself as Director for loans made to the company to fund the legals/deposits/works/etc for our premises - which were never fully repaid to me
2. Myself as Guarantor due to the appointed liquidator(s) taking an account with +ve balance, withdrawing their (large) fees and leaving the account and process abandoned - as g'tor I had to pay this personally, which was completed in July 2014

#1 is the expected risk that many small business operators take, investing in their company with the possibility of loss - unfortunate, but it is what it is - I treat it as the cost of having taken care of customers, employed staff, kept tax collectors in jobs and generally served the companies' mission for almost 15 years.

#2 although not director at the time of the withdrawals, my name was still associated with the account - the expectation had always been there would be a surplus on disposal of the assets, and this action was (IMHO) an example why the liquidation industry is viewed with disdain

The risk(s) to Nominet are in my experience, therefore nil. Nominet as a company is an order-of-magnitude larger, maintains large reserves, has in-house counsel, has a strong management team/board and is (essentially) a sole supplier - as an organisation it is therefore not subject to the specifics (or generalisations) related to the issues of a general small business. Additionally this relates to an issue which has long since been closed (5+ years ago).

Rob

Cameron Leask



Proposed by: Graeme Gordon, IFB, Nominet Tag IFB

I would like to nominate Cameron Leask for the Nominet Non-Executive Director Election 2018. I have known Cameron for a number of years and he has been committed to the development of the digital industries. With his experience not only of the domains industry but also of software and infrastructure at every level from SME to Enterprise, and as a Director

and Chartered Accountant, contributes widely and positively within and beyond our industry in region and where he can further afield. I therefore believe he's a very strong candidate for election as a Non-Executive director."

Seconded by: Charlie Boisseau, Fluency Communications

Election Statement

My understanding of the domains industry is primarily from my experience of running a small domain registrar business. However, I can bring my experience as a director and business leader from my software development business, and my professional qualification as a Chartered Accountant, to help me commit to and deliver the role and responsibility of Board membership.

Since first joining Nominet in 2012, I have always been impressed by our organisation. In my view the standards of governance, technical quality and customer service are high. Opportunities to improve are taken, and feedback is listened to and incorporated where possible.

Like any organisation, Nominet has issues to address, and I want to be able to support the work of the Board.

- In my view Nominet's primary role remains the delivery of Public Benefit in the operation of the UK namespace: this is a critical function and Nominet's focus cannot be allowed to be lost in the diversification process, regardless of how strategically important that process might be.
- We all know that the domains market has become saturated in recent years. UK domains can remain a premium product in that market, in my view, but the challenge must always be to ensure that Nominet's product strategies, pricing and services align with the needs of our registrants, our registrars and our members and. I hope that I can positively challenge the Board to ensure that creative and strategically sound decisions can be made.
- On member engagement, there has been a recent increase in activity, but I think there is more to be done to ensure that members can be active and supportive of Nominet. There is also, I think, more that Nominet can do to support its members. It can feel as if the membership concept exists only as a prequalification to becoming a registrar. In my view this disengages registrars (and therefore members) from the diversification strategy, and work is required to address this tension.
- As diversification increases, we need to make sure Nominet finds ways to continue delivering its Public Benefit remit in a meaningful way.
- The Board's processes for identifying and addressing external issues and risks is : Brexit and the NIS directive are two obvious ones currently, but I am certain others will already on the radar. The Board's navigation of these issues is especially important and I am looking forward to being able to play my part.

Those who know me will recognise that I prefer a practical approach over political manoeuvring. I try to be pragmatic, open and transparent. Discussion is important; action is essential; review & oversight maintains control.

As a Scot, living and working in Scotland, I would like to think I can also bring a little regional representation to the Board's work.

I hope I can count on your vote in this election. I am ready to support the board and, if elected, I look forward to speaking with as many members as I can during my tenure.

Curriculum Vitae

Cameron Leask CA

An experienced technologist, solutions architect and chartered accountant, with leadership, technical, entrepreneurial, and management experience.

+44 7720 434422 / cameron@escrivo.com

About Me

A digital & business professional, with 25 years of commercial & consulting experience across a broad range of industries. An experienced digital solutions architect with a keen focus on cloud platforms, and 15 years' experience as a business leader, employer, entrepreneur and director.

Core Skills

Commercial:

- Strategy & Business Management
- Leadership & Employee development
- Communications & Presentation
- P&L responsibility
- Relationship management

Digital:

- Digital transformation
- Cloud architecture
- Ecommerce
- Requirements analysis & capture
- Agile development & delivery

Technical:

I am no longer an active software developer, but I actively maintain my professional awareness of a wide range of technologies and development platforms and the roles they play in a modern development stack.

Experience

Founder & Managing Director, Escrivo, 2002-date

Strategy & Business Management

Devised & maintained the strategic direction, mission, vision and values of this technology agency. Established an ethos based on understanding client businesses in detail. Controlled all financial and legal compliance aspects of the business. Implemented ISO9001 and ISO14001 management systems for our software development and day-to-day operations respectively, and ensured ongoing compliance.

Leadership & Employee development

Employed more than 30 people over 15 years, focused on bespoke software, web & mobile development, with a variety of development technologies including .Net, NodeJS, PHP, AWS. Oversaw the introduction of Agile, ultimately creating self-managing development teams running in parallel workstreams.

Communications & Stakeholder engagement

Responsible for all aspects of business development and revenue generation, client account management, solution architecture, product ownership and delivery. Worked with over 300 clients, average client relationship length over 7 years (longest 14 years). Worked with client teams at every level from SME to FTSE100 board. Secured & maintained a variety of relationships with industry-leading partners. Built a positive reputation in the sector and engaged with external stakeholders in the digital industry.

Worked closely with external partners to deliver against our CSR objectives of digital skills and employability.

Project Delivery

Solution Architect for dozens of bespoke client solutions. Delivered cloud-native architectures (following best practices for security, performance, reliability, cost optimisation) as well as re-architecting several older solutions to take advantage of cloud technologies. Also delivered architectures for on-premises solutions where this was a mandatory constraint. Worked with development teams and clients to validate these architectures within technical and commercial constraints. Worked directly with clients for scoping, process mapping & requirements capture. Directly involved with software selection for CMS & ecommerce for clients where bespoke development was not appropriate.

Personal Development

Continually updated and maintained skills including cloud, leadership, and entrepreneurship.

Senior Manager, Arthur Andersen, 1992-2002

Started as an Audit Trainee, and qualified as a Chartered Accountant in 1995. Promoted to Manager in 1997 and to Senior Manager in 1999.

Initially heavily involved in financial modelling for Corporate Finance transactions.

Worked for Arthur Andersen Business Consulting from 1995-2002 on a variety of projects, including managing small teams and extensive client management on business process mapping & reengineering projects.

Involved in numerous internal initiatives including the development of our global new consultant training programme and was the Knowledge Manager for Andersen's Global Software Engineering Centre of Excellence.

Education

Chartered Accountant, Institute of Chartered Accountants of Scotland, 1995

BA (Joint Honours), Accountancy & Computer Science, Heriot Watt University 1988-1992

Declaration

1. Are you or is any person connected to you a Director or a shareholder of a company which is:

- **A member of Nominet?**
- **In partnership with Nominet?**
- **In a joint venture with Nominet?**

I am a director of Escrivo Limited which is a Nominet member

2. Are you a member of Nominet in your own right?

I am not an individual Nominet member.

3. Have you, or any person connected with you, been a registrant of any .uk domains over the past five years? If so, please provide full details.

I am the registrant of 15-20 .uk domains which I hold for personal purposes

4. Have you, or any person connected with you, been a Nominet registrar during the past five years. If so, please provide details of all relevant tags, together with the number of domains registered under each tag.

The company I am a director of, Escrivo Limited, is a tagholder (ESCRIVO). Escrivo has around 450 domains on the .UK register.

5. Does any person you are associated with have any of the following relationships with Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Supplier, customer (as registrant or registrar), competitor, banking, distribution and/or any other ongoing, but material relationship (such as a dispute) etc.

The company I am a director of, Escrivo Limited, is a Nominet member and tagholder, and as such is a customer of Nominet.

To the best of my knowledge, I am not associated with anyone or any other entity that has a formal contractual or advisory relationship with Nominet.

6. Are you associated with any adviser to Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Audit, tax, legal, investment banking, pensions or investments and/or management consultancy etc.

No.

7. Are you a member of a Committee or a Commission or do you have a material position with a Regulator, any department of Government, a Trade Body, a Professional Body or a Charitable Organisation?

Examples include where the relevant organisation: Influences government policy, influences accounting standards and/or is preparing industry guidance etc.

No

8. Are you associated with an investment organisation of any nature?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Venture capital/private equity, hedge fund, investment trust/fund and/or an organisation taking material positions in shares or securities etc.

No.

9. Are you in a position that you (or a company you are a director or material shareholder of) could make a profit as a result of your directorship of Nominet?

I am a director of Escrivo Limited which is a Nominet member and tagholder.

10. Do you know of any other circumstances that could give rise to a potential or actual conflict of interest or duties?

I am not aware of any other circumstances that could give rise to a potential or actual conflict of interest or duties.

Questions & Answers

Nominet’s constitution provides that its activities are to be carried out for the public benefit. In the context of a domain name registry and technology company, what does this mean to you?

For me this means that Nominet’s activities need to be reviewed from a perspective that assesses the contribution made to society at large. Our operation of the UK Namespace is a significant part of

our national infrastructure and makes a major, and largely invisible, contribution to the daily lives of millions of users. Our other activities should be assessed similarly.

The Nominet Board places a high degree of importance on each director being able to exercise independent judgement, free from any conflicts of interest. Please describe how you would be able to fulfil your duties in the light of your involvement in the domain name industry or your other commercial interests.

I recognise that my role on the Board would be to act in the best interests of Nominet. As a member, I do run a very small registrar business, but I am confident that as a professional and an honest individual, I can separate those interests from those of Nominet and the remit of being a non-executive director. I have no other interests that conflict.

As a non-executive director you will be given access to confidential information about Nominet’s business and the commercial dealings which Nominet has with each of its members. In the light of Nominet being a membership organisation, and any member relationships that you may have, please describe how you will comply with your confidentiality obligations, and avoid the perception that one or more members may gain an unfair commercial advantage as the result of your election.

As a Chartered Accountant, and as someone who has dealt with commercially sensitive information daily for more than 25 years, I am confident that I can comply with my confidentiality obligations. I will not use or disclose confidential information other than for Board purposes.

Joining the Nominet Board is a serious commitment both in terms of preparation time and attending meetings. We estimate a minimum annual commitment of 30 days. In the light of your other employment, business and personal commitments, please describe how you are able to meet this commitment.

I am aware of the minimum level of commitment required and recognise that as a new Board member, I may need to make an additional personal commitment in order to get up to speed. The management of my other business and personal commitments does not require full time input from me and I am ready and available to make this commitment to being part of the Nominet Board.

Alex Monaghan



Proposed by: Jeffrey Behrendt (Behrendt Professional Corporation)

I would like to propose Alex Monaghan for the position of Nominet non-executive director. I have been a client and colleague of Alex, and he has a depth of experience that will serve Nominet and its members well. He has been working in the domain industry for over a decade. He is enthusiastic, and committed to representing the various stakeholders in the

community. I believe that his experience will be a great benefit to Nominet.

Yours very truly,

Jeffrey Behrendt
Behrendt Professional Corporation
TAG: BPC-CA

Seconded by: Sean Flynn (SEANFLYNN)

I wish to second Alex's running to be elected I think he makes the obvious choice and he has the interests of business traders and has a good in depth domain knowledge

Thanks
Sean Flynn
Tag holder SEANFLYNN and Nominet member

Election Statement

Domain name registration has come a long way since I registered my first domain via a phone conversation with my ISP back in the early 1990's. During this time Nominet has been created and has grown from strength to strength ventured outside of the original .UK namespace and I wish to see it continue to remain at the forefront of the industry.

Regardless of your political views, we all can see that there are some big changes about to hit the UK with the current EU changes, the High Street is changing rapidly with many big names closing and going on-line, small startups are embracing the Internet and the majority of children leaving education expect information to be available on-line. This suggests the requirement for on-line transactions is only going to increase and we need keep to promoting the .UK domain as the place to be conducting that business platform from.

I strongly agree with the member engagement model and feel that we need to do more to engage with all members so that we're not restricted to the opinions of just a few members. I have engaged with many webinars and policy discussions (I was invited to join the domain expiry policy group), however, it does seem as though there are not many members actively involved and we need to explore how the non-participating members can be engaged so that Nominet have a much wider range of views to work with.

As a consultant working mostly with small businesses in the UK, I believe I can bring the experience I have of working with "the little guy" and their challenges to the board to compliment those of the bigger registrars already represented.

I believe all members should have some representation at board level, even if their views may not align with the board. I have many contacts in the Domainer community, whilst a small community many feel they have no voice and their business models are often misunderstood. Many domainers are professionals with a profitable business model and could provide valuable input to the board.

In addition to the business perspective, I also serve as a school governor and a charity trustee for my church. Both these duties require the discipline of diligently studying documents to provide honest, informed and challenging responses for subjects both inside and outside of my areas of expertise.

Curriculum Vitae

Mr Alex Monaghan
Phone: 07976573613
Email: alex@monaghan.co.uk
Nationality: British

I am a software developer / IT consultant with 30 years of experience. I've worked in many capacities from small business and

charities through to global corporates both as an employee and as an external consultant. I have used many technologies over the years from mainframe and mini computers all the way through to embedded devices.

My work experience

Monaghan Consultants Ltd 2009 to present

Recent projects have involved mostly e-commerce and accounting integrations. I also manage a number of customer domains and have written various registry interfaces (including Nominet)

ICL / Fujitsu 1999 to 2009

Mostly database development, systems management and external customer systems integration using early web technology.

Matra Marconi Space (Now Airbus Defence & Space) 1998 to 1999

This was mostly a systems support and migration contract focusing on rollout of Windows NT4 to both server and desktop whilst retaining full access to the UNIX based engineering systems and building an Intranet system based on Microsoft IIS servers.

Met Police 1997

I had a short term contract based at the Met Police looking after the Windows NT network used by all Met Police stations and back office buildings. I was also involved with management of the UNIX systems used for the back-end database systems.

Royal Mail 1995 to 1997

This role was mostly systems management of the Lan Manager network and migration to Windows NT servers, Microsoft SQL Server and TCP/IP networking.

STC Defence Systems / Northern Telecom (NORTEL) 1989 to 1995

I mostly looked after the engineering systems providing systems management for the VAX/VMS and Unix systems running CAD, software engineering and office systems.

Amstrad 1987 to 1989

My role involved provision of technical support to internal and external users of the new PC range.

Prior to 1987, I did a brief spell in banking and then a few years as a civil servant.

Interests

I'm a member of my local Baptist church, I'm also a Trustee of the church holding the position of "Deacon with responsibility for technology". I'm a governor of a local junior school holding the "link governor for IT" role.

I'm generally thought of as a geek as most of my interests are technical. I can usually be found behind a computer of some description and I have recently restored my interest in radio and am a licensed Amateur Radio operator.

I enjoy cooking and love making meals with fresh produce from my wife's allotment.

Declaration

1. Are you or is any person connected to you a Director or a shareholder of a company which is:

- ***A member of Nominet?***
- ***In partnership with Nominet?***
- ***In a joint venture with Nominet?***

I am director of my company (Monaghan Consultants Ltd) which has Nominet membership (TAG MONAGHAN), I am the designated contact.

2. Are you a member of Nominet in your own right?

No

3. Have you, or any person connected with you, been a registrant of any .uk domains over the past five years? If so, please provide full details.

I have many names registered both professionally and personally.

4. Have you, or any person connected with you, been a Nominet registrar during the past five years. If so, please provide details of all relevant tags, together with the number of domains registered under each tag.

TAG: MONAGHAN

TAG: ALEXM

Both tags have less than 150 domains each.

5. Does any person you are associated with have any of the following relationships with Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Supplier, customer (as registrant or registrar), competitor, banking, distribution and/or any other ongoing, but material relationship (such as a dispute) etc.

Due to my work as an Internet Consultancy, most of customers have a registrant relationship with Nominet, some customers also have a registrar relationship.

6. Are you associated with any adviser to Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Audit, tax, legal, investment banking, pensions or investments and/or management consultancy etc.

To my knowledge, no, however, I do not question clients on their other business relationships.

7. Are you a member of a Committee or a Commission or do you have a material position with a Regulator, any department of Government, a Trade Body, a Professional Body or a Charitable Organisation?

Examples include where the relevant organisation: Influences government policy, influences accounting standards and/or is preparing industry guidance etc.

No

8. Are you associated with an investment organisation of any nature?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Venture capital/private equity, hedge fund, investment trust/fund and/or an organisation taking material positions in shares or securities etc.

No

9. Are you in a position that you (or a company you are a director or material shareholder of) could make a profit as a result of your directorship of Nominet?

No

10. Do you know of any other circumstances that could give rise to a potential or actual conflict of interest or duties?

No

Questions & Answers

Nominet’s constitution provides that its activities are to be carried out for the public benefit. In the context of a domain name registry and technology company, what does this mean to you?

In the context of a registry, the namespaces managed effectively control entire sub-sections of the Internet, it is therefore critical that these namespaces be maintained as a stable and secure part of the global critical infrastructure.

Nominet need to ensure that access to domain registrations remain available and affordable to the man in the street to allow for new personal and business purposes.

In the context of a technology company, this becomes less clear cut as to what is public benefit. Assuming the primary function of the company is to maintain and manage the .UK namespace, I would like to think that provision of technology to assist with security of the Internet both at a home user and small business level would feature highly in any public benefit activities.

Common to both contexts, it is essential that all decisions that the board make are focussed on what best serves the public interest rather than what serves the board members.

The Nominet Board places a high degree of importance on each director being able to exercise independent judgement, free from any conflicts of interest. Please describe how you would be able to fulfil your duties in the light of your involvement in the domain name industry or your other commercial interests.

As a consultant I have to look at conflict of interest in virtually every task performed for a client. Working mostly with small business clients, I don’t believe that there will be many conflicts to my duties within Nominet should I be elected.

In the event of a potential conflict with my Nominet duties, I would act in the same professional way as any other decision making processes and ensure that all the available facts are processed and make decisions based on the best outcome for Nominet. If necessary I would offer to withdraw from discussions and / or the vote under guidance of the chair.

As a non-executive director you will be given access to confidential information about Nominet’s business and the commercial dealings which Nominet has with each of its members. In the light of Nominet being a membership organisation, and any member relationships that you may have, please describe how you will comply with your confidentiality obligations, and avoid the perception that one or more members may gain an unfair commercial advantage as the result of your election.

I have worked in many roles requiring government security clearance over my career, therefore security of data and maintaining confidentiality are second nature to me. If elected, all data provided to me by Nominet would remain under the control of Nominet and only used to complete tasks assigned to me and only discussed within the group / board meetings or related off-line discussions.

Copies of any data provided would be destroyed as required following Nominet’s policies.

Joining the Nominet Board is a serious commitment both in terms of preparation time and attending meetings. We estimate a minimum annual commitment of 30 days. In the light of your other employment, business and personal commitments, please describe how you are able to meet this commitment.

I am in the fortunate position of working for my own company, this allows me the flexibility to arrange my schedules around customer deadlines and personal commitments. I do not feel that Nominet commitments would be an issue to integrate into my current schedules.

David Thornton



Proposed by: Michele Neylon (Blacknight Solutions)

I am writing on behalf of BLACKNIGHT-IE, a Nominet member. I wish to nominate David Thornton to the Nominet board.

David brings a different perspective to the board. From my interactions with him over the last couple of years I've found him to be very thoughtful and engaged. As a sitting board member he's built up experience

with Nominet and by re-electing him for a second term he'll be able to continue what he's already started.

He's one of the only board members who attends industry events to listen and learn, even though he's not being funded to do so by an employer.

If you have any queries in relation to this matter please let me know

Regards

Mr Michele Neylon

Blacknight Solutions

Hosting, Colocation & Domains

<https://www.blacknight.com/>

<https://blacknight.blog/>

<https://ceo.hosting/>

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Seconded by: Jothan Frakes (FRAKES)

I wish to nominate David Thornton to the Nominet board.

I appreciate that David brings a different perspective to the board, one which includes deep engagement within the marketplace. From my interactions with him over the last couple of years I have found him to be very knowledgeable, thoughtful and engaged. As a sitting board member he's built up experience with Nominet and by re-electing him for a second term he'll be able to continue what he's already started.

I have had the privilege of being a Nominet member for a long period of time, and I have met board members, but candidly David is one of the only board members who I have seen attending and engaging at industry events to listen and learn or often to help people find out about some of the innovation beyond domains that Nominet have made, such as the Turing system. David has a kind demeanor and his caliber and communication style, as well as his depth of knowledge and patience with people - these all work well. He projects a positive image for Nominet within the monetization/marketplace audiences, as well as developers and those more

technically focused. I gained even more respect for David when I found out he is putting in the time and effort to attend many of these events even though he's not being funded to do so by an employer.

Please accept my nomination (or second, as I am certain he's likely to have received more support than just mine) of David Thornton and thank you for your time in consideration of my input.

Jothan

Nominet Member

Nominet Registrar Tag "FRAKES"

Election Statement

I am standing as the only incumbent candidate this year for a second term on the Nominet Board. I have a 100% attendance record at Board Meetings, sub-committee meetings and Annual General Meetings and aim to continue this. I am firmly committed to this Non-Executive Director role on the Nominet Board which many of you elected me to in 2015.

Nominet continues to operate a first-class domain name registry and I wish to see it maintain this status despite a rapidly changing industry and an ever-competitive marketplace.

Nominet should remain at the forefront of the industry and should continue its expansion into other relevant registry operations, including by working with big data and DNS / cyber-security.

Nominet has already developed new gTLD backend technology and should consider expanding on this in any second round of new extensions.

The .uk name space should remain a trusted brand. The company must ensure there is a successful finale to the Right of Registration ("RoR" aka "RoFR") in June 2019 and I wish to be on the Nominet Board when this finally occurs, ensuring well thought out decisions are made.

During my three-year term the Nominet Board has overseen a number of significant changes including:

- A tidy up and simplification of the Nominet articles of association, together with some of the terms and conditions.
- A review of the DRS.
- The introduction of the first ever price rise, met with some skepticism, but ultimately needed to keep the .uk name space competitive in a promotional driven environment.
- The publication of the zone files and the complete list of domain names registered (including those suspended and without name servers).
- Exploration of further potential revenue streams related to RSP and DNS / cyber-security.
- Successful recruitment and appointment of a new Chairman.
- The decoupling of the Nominet Trust and the bringing of all public benefit activity back within the company.
- The recent appointment of a Chief Financial Officer (CFO) to the Nominet Board.

Since 2002 I have predominantly worked in the domain name industry and earned income from business activities directly attributed to domain names. I continue to follow new developments in naming and online identity, having specific interests in creative use of new gTLDs.

I am passionate about domain names, particularly ones that I consider to be attractive and category leading. In the past I have

contributed significant time to several online domain name communities and have a good technical understanding of how DNS works as well as the structures of the registrant/registrar/registry models.

Since joining the Nominet Board in 2015 I have attended five ICANN events (three during 2018) as well as a Nominet Registrar Conference and other industry specific domain name events.

If you have any questions please don't hesitate to contact me via email david@thornton.uk or view my web site at www.davidthornton.uk

Curriculum Vitae

David Thornton
Age 39
British National
david@thornton.uk

Personal Statement

I have great awareness of current technologies and trends, often finding myself trying out new online services and thinking about how technology will drive change. I have a passion for domain names and the industry as a whole.

Relevant Experience

My current work involves the management of domain names for a small of number registrants and also to provide advice on domain name strategies including acquisition, management and future expansion.

I have bought and sold domain names on what is commonly referred to as the secondary market and have experience in dealing with numerous registrants of all sizes and backgrounds.

Current Roles

Name Account Inc (Director 2005 – Present, BVI), strategy, advice and UK based representative.

Nominet (Non-Executive Director 2015 – Present, Oxford and London).

Foreign Language School of Portuguese, studying as a second language – (2017 – Present, Sao Paulo)

Past roles

X3TD Ltd (Director 2003 - 2015), small ISP provided server management, sourced colo space and provided network services. Former LoNAP member (as Thornton Ltd).

Formidavel Ltd (Director 2010 - 2014), domain name registration and management.

Search Starts Here Ltd (Director 2003 - 2011), specialised in monetisation of Direct Navigation web traffic.

Search Defined Ltd (Director 2005 - 2011), search marketing and affiliate marketing.

Education

BSc (Hons) Computing - Information Technology & Society, University of Portsmouth.

11 GCSE (1995) and 3 A-Levels (1997), Devonport High School for Boys, Plymouth.

Declaration

1. Are you or is any person connected to you a Director or a shareholder of a company which is:

- ***A member of Nominet?***
- ***In partnership with Nominet?***
- ***In a joint venture with Nominet?***

No.

2. Are you a member of Nominet in your own right?

Yes.

3. Have you, or any person connected with you, been a registrant of any .uk domains over the past five years? If so, please provide full details.

Yes. I have a small number of *.uk domain names in my own name. I am a director of Name Account Inc. which is a registrant of under 1000 *.uk domain names.

4. Have you, or any person connected with you, been a Nominet registrar during the past five years. If so, please provide details of all relevant tags, together with the number of domains registered under each tag.

Tag: DAVIDTHORNTON and THORNTON tags - No more than 1500 across both tags.

5. Does any person you are associated with have any of the following relationships with Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Supplier, customer (as registrant or registrar), competitor, banking, distribution and/or any other ongoing, but material relationship (such as a dispute) etc.

Name Account Inc. is a customer (registrant) of under 1000 *.uk domain names.

6. Are you associated with any adviser to Nominet?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Audit, tax, legal, investment banking, pensions or investments and/or management consultancy etc.

No.

7. Are you a member of a Committee or a Commission or do you have a material position with a Regulator, any department of Government, a Trade Body, a Professional Body or a Charitable Organisation?

Examples include where the relevant organisation: Influences government policy, influences accounting standards and/or is preparing industry guidance etc.

No.

8. Are you associated with an investment organisation of any nature?

By “associated”, we mean to include any formal or informal contractual and/or advisory relationships. Examples include: Venture capital/private equity, hedge fund, investment trust/ fund and/or an organisation taking material positions in shares or securities etc.

No.

9. Are you in a position that you (or a company you are a director or material shareholder of) could make a profit as a result of your directorship of Nominet?

Not that I can think of. I don't believe so.

10. Do you know of any other circumstances that could give rise to a potential or actual conflict of interest or duties?

Not that I am aware.

commitments, please describe how you are able to meet this commitment.

I work for myself and can usually organize my diary as required. I currently have no major commitments and have the time to fulfil the role. I am committed to the idea of being elected for the next three years. I have attended all Board meetings, sub-committee meetings and annual general meetings ("AGM") since first being elected to the Nominet Board in 2015.

Questions & Answers

Nominet's constitution provides that its activities are to be carried out for the public benefit. In the context of a domain name registry and technology company, what does this mean to you?

Over the past three years, as a Nominet Board member, I have participated in a number of discussions and contributed to decisions relating to Nominet's public benefit remit. Nominet should remain committed to purposeful activities and at the forefront of UK Internet policy decisions.

Any decisions that the Nominet Board make should be made in the context of supporting public benefit, not just the interests of any specific group. The registry should represent the wider stakeholder community and I believe it currently does a very good job of doing so.

The Nominet Board places a high degree of importance on each director being able to exercise independent judgement, free from any conflicts of interest. Please describe how you would be able to fulfil your duties in the light of your involvement in the domain name industry or your other commercial interests.

For the past three years, in my position as a Nominet non-executive director, I have had to consider potential conflict of interest on a number of occasions. For example, I was conflicted out in respect of the price rise. I was, however, able to participate in preliminary discussions relating to it, and provide my considered thoughts to the board. I left the room when the final decision was made.

My only related commercial interests are the domain names that I manage on behalf of a small number of registrants. If I felt that I may have a conflict of interest I would declare it and remove myself from discussions as considered appropriate. I have completed the new declaration of interests form supplied.

As a non-executive director you will be given access to confidential information about Nominet's business and the commercial dealings which Nominet has with each of its members. In the light of Nominet being a membership organisation, and any member relationships that you may have, please describe how you will comply with your confidentiality obligations, and avoid the perception that one or more members may gain an unfair commercial advantage as the result of your election.

Over the past three years as a Nominet non-executive director I have been made aware of commercial opportunities that were open to Nominet and I have not mentioned them outside of the Board. I have no formal relationships with other Nominet members, aside from sometimes being their customer.

Joining the Nominet Board is a serious commitment both in terms of preparation time and attending meetings. We estimate a minimum annual commitment of 30 days. In the light of your other employment, business and personal