



Sunday, February 08, 2015

Akram Atallah
President, Global Domains Division
Internet Corporation for Assigned Names and Numbers
12025 Waterfront Drive, Suite 300
Los Angeles, CA 90094-2536 USA

CC. Thomas J. Embrescia, Vincent Huang

Dear Akram,

New Year's greetings. We hope this email finds you well and that your year is off to a great beginning. This letter was written jointly by Mr. Thomas J. Embrescia, Chairman of Employ Media LLC (The .jobs Registry Operator) headquartered in Cleveland, Ohio, U.S.A., and Mr. Vincent Huang (黄雄伟-HUANG Xiong Wei), Chairman of Hu Yi Global Information Resources (gTLD applicant for the string .招聘 A label: xn—otu796d Meaning "Recruitment") headquartered in Hong Kong, S.A.R., People's Republic of China.

The purpose of this letter is to familiarize you with the most current discussions and dealings between our two companies in relation to Application ID: 1-1158-95080 in efforts to seek immediate review and resolution to the Will Not Proceed Application Status rendered by the International Centre for Dispute Resolution.

See: <https://gtldresult.icann.org/applicationstatus/applicationdetails/1283>

Background:

Hu Yi Global is the applicant for the string .招聘 (A label: xn—otu796d). Employ Media LLC filed a string confusion objection to the application during the Objection Period. Due to an administrative oversight, Hu Yi Global did not, within 30 days of the objection filing, file a Response to the Objection or undertake any of the other acceptable courses of action as defined by the Applicant Guidebook. As a result, the ICDR ruled that Hu Yi Global was in default and "Therefore, the Objection shall be deemed successful." <http://newgtlds.icann.org/sites/default/files/drsp/25sep13/determination-1-1-1158-95080-en.pdf>

Hu Yi Global, due to its administrative oversight, did not know that there was an Objection filed towards its application until after the 30-day response period and therefore defaulted according the rules of the Applicant Guidebook. Immediately after becoming aware of the successful Objection ruling, Hu Yi Global made efforts to seek further evaluation of the ruling by ICANN and ICDR and also simultaneously began correspondence with Employ Media LLC to begin a dialogue regarding reaching a settlement to the objection.



As a result of very productive dialogue through both written correspondence and in person meetings, Mr. Thomas J. Embrescia and Mr. Vincent Huang, on behalf of their respective companies, came to a mutually beneficial contractual agreement on resolution to the Objection as well as commercial cooperation terms on MM/DD/2014. The verbatim contractual terms on Objection resolution are as follows:

Withdrawal of the Objection. *As soon as practicable after the Effective Date, Zhaopin will direct Employ Media LLC to contact ICANN and/or the Dispute Resolution Service Provider (“DRSP”) for the Objection and inform ICANN and/or the DRSP that Employ Media LLC withdraws the Objection, and Employ Media LLC will take all steps necessary to withdraw the Objection and notify ICANN that Employ Media LLC does not have any objection to Hu Yi’s application for the TLD.*

Upon execution of the agreement, Employ Media LLC began efforts to have the Objection removed through correspondence and meetings with ICANN staff members during the London and Los Angeles ICANN meetings.

It is both parties sincere desire to have the Objection removed and ultimately allow the string .招聘 (A label: xn—otu796d) to proceed.

From Thomas Embrescia:

Dear Akram,

As you know, we have been a long-standing and active participant in the ICANN community for many years. We unequivocally advocate rules and procedures that protect the stakeholders and the interests of the public. Our Objection to Hu Yi Global’s .招聘 string (A label: xn—otu796d) was a business decision predicated on protecting our interest in .jobs which we have spent many years and a lot of capital to develop. Without previously knowing Hu Yi Global, its principles and their objectives, we naturally needed to file an objection according to the rules in the Applicant Guidebook.

Over the past several months, I have personally gotten to know Hu Yi Global and its Chairman, Vincent Huang quite well through respective visits to each other’s offices in Cleveland and Hong Kong, as well as at ICANN meetings. Through these valuable meetings and continuous correspondence, we have reached a mutual business understanding to work together. In addition, over the past three months, we’ve witnessed Hu Yi Global’s ability and expertise in professionally operating a new IDN gTLD Registry business as exemplified by their operation of the “.商标” (xn—cyr694b) string. Based upon mutual understanding and agreement, we have decided to work together with Hu Yi Global as the guidebook encourages applicants to do. We have no objection to Hu Yi’s application for .招聘.

In my view, Hu Yi Global is being penalized for what was clearly a procedural error. In closing, having come to clear and definitive mutual agreement with Hu Yi Global, it is both my and Employ Media’s sincere hope that we can come to a swift resolution to this matter in a way that complies with all of



ICANN's procedures and rules so that Hu Yi Global can move forward with .招聘. Perhaps the NGPC could be the correct vehicle to resolve our matter.

I appreciate your attention to this and look forward to seeing you again soon.

Sincerely,

Thomas J. Embrescia
Chairman
.JOBS

From Vincent Huang:

Dear Akram,

It's a pleasure to have this opportunity to correspond with you. My company, Hu Yi Global, was an applicant for 4 Simplified Chinese IDN gTLD strings including .招聘 (A Label: xn--otu796d Meaning "Recruitment") which is the string in discussion. I have been involved in the domain name industry for over 15 years and one of my businesses is an ICANN accredited registrar. It has been a great pleasure working with ICANN to develop our Registry business around the new gTLD program, especially with regards to bringing Simplified Chinese IDN gTLDs to the global Chinese-speaking community. We have already launched our .商标 string which has been met with much enthusiasm and success from businesses in both China and overseas. I feel that the new gTLD program is a great step forward for the global internet community and also directly to native Chinese speakers worldwide.

Our mission from the outset of our applications has been to provide value to the registrants of our domains and ultimately to the end-users and consumers that rely on the information and services that businesses and organizations provide through the internet. Over the past several months, I have had the honor and pleasure of getting to know Mr. Embrescia and his team members. What I found was a person and organization that shares many of the same vision and ideals as me. That is, to build long-lasting domain registry businesses that serves the public and creates value for everyone.

We are very excited to already be operational with the first of our strings. Our original roadmap had the .招聘 string planned for a second quarter, 2015 launch but unfortunately we ran into the objection issue which has caused us significant delays. However, having now reached a great agreement with Mr. Embrescia, we hope that we can put the .招聘 back on our schedule.

In fact, pursuant to our partnership we have invited Mr. Embrescia to be our advisor and offer his many years of expertise to our registry. I believe that this particular string, which means "recruitment" in Chinese, has great significance and value in China today and can fulfill an immediate need in modern Chinese society. There are millions of new college graduates in China every year, and many businesses



also need to find talent to help them grow. We want to make .招聘 the bridge between these people which will, in turn, help China's economy and society to grow healthily.

And so it is with great respect for you and ICANN, that we ask for your immediate assistance to help resolve the objection issue caused by our own administrative error, but that has in some way, brought good fortune upon both Mr. Embrescia and I to have this opportunity to get to know one another and develop a mutually beneficial cooperation. Thank you very much for your time.

With Best Regards,

Vincent Huang
Chairman
Hu Yi Global