

nominet[®]

Non-executive director elections 2014

Candidate statements

This booklet contains the election statement, curriculum vitae, declaration of interests and answers to pre election questions of each candidate standing for non-executive director election.

The Role

Nominet's Board is responsible for making strategic and policy decisions and for the oversight and good governance of the Company. Board meetings are currently held every two months and take one day each. In addition directors are expected to attend induction sessions, committee meetings (there are several Board sub-committees), strategy away days and other official events. One Board member is also on the Board of Nominet Trust. The minimum time commitment is 30 days each year. The non-executive fee is £30k per annum and is reviewed annually in line with our overall remuneration policy.

Non-Executive Director Responsibilities

- *Contributing to strategy* – by bringing an external perspective and their skills and experience to strategy development.
- *Contributing to effective decision-making* – by constructive challenge and being team players.
- *Oversight* – by monitoring and reviewing the performance of executive management in achieving the company's vision and strategic objectives.
- *Support* – by contributing their external perspective, skills and experience to support the leadership and development of Nominet going forward.
- *Networking* – by making connections with their own networks of contacts to enhance the company's public standing and reputation.
- *Committee membership* – by serving on sub and ad hoc committees as appropriate.
- *Other participation* – by participating in Nominet member, customer and other stakeholder community events. This may include participation in the policy development process for .uk.
- *Avoiding conflicts of interest* – to ensure that you do not allow yourself to be compromised by any interests other than those of Nominet.

The Nominee

The ideal candidate for this role would match the criteria below.

Qualifications and experience

- Demonstrable ability and preferably experience of being a non-executive director.
- A successful track record of leading the formulation and delivery of successful corporate objectives, strategies and policies.
- Demonstrable experience in a high performing team at board level.
- A track record that demonstrates a solid understanding of the efficient and effective management of an organisation's financial, human and other assets, and evidence of having delivered improved performance and the better use of resources.
- Evidence of having made an outstanding contribution within your industry or profession.
- Track record of making independent, well-balanced and sound judgements, particularly when under public scrutiny or subject to lobbying.
- Background in both commercial and non-commercial environments.
- Effective and confident communication skills – listening, written and verbal.
- A track record of consensus building with stakeholders both within and outside your organisation.
- Experience of operating in dynamic strategic environments.

Ability, skills and knowledge

- The resilience and integrity to reach well balanced judgements in an impartial objective and transparent manner.
- An ability to consider the wider issues rather than be involved in the detail.
- Demonstrate a sense of depth and rigour in decision making.
- An understanding of the cultural differences of private and public sector stakeholders.
- An understanding of the Internet, including social media, as a user.

Personal style and behaviour

- Demonstrate a clear thinking and practical style.
- Good communication skills and a clear speaking style.
- The ability to listen to and empathise with stakeholders at all levels.
- Be personally credible to stakeholders.
- Work constructively with Nominet's staff and other Board members.

VOTE BY INTERNET

1. Go to www.votepopularis.com/nominet and follow the online instructions
2. Click on the link for Non-Executive Director Elections
3. You must enter a name as authorised to vote in this election on behalf of your organisation

VOTE BY POST

1. Complete the ballot paper enclosed.
2. Place your ballot paper in the pre paid envelope provided and post to Popularis Ltd, Independent Scrutineer, Nutsey Lane, Totton, Southampton SO40 3RL or bring it along to the AGM and hand it to the representative of Popularis Ltd.

ALL POSTAL OR ELECTRONIC VOTES MUST REACH POPULARIS LTD NO LATER THAN 12 NOON ON WEDNESDAY 21 MAY 2014

Votes received after that time will not be included in the count.

You may only cast your votes by using the internet system OR by post. Please do not use both systems or ALL your votes will be disregarded.

An explanation of Single Transferable Voting (STV)

There are various methodologies that can be used for calculating the results of a poll by Single Transferable Vote. Nominet uses the Hare-Clarke method which is a variation of preferential counting called proportional preferential. An explanation of how preferences are counted in these elections can be found on our web site www.nominet.org.uk/voting

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Denesh Bhabuta

Proposed by: Matthew Bloch, Bytemark Computer Consulting Ltd

Seconded by: Jon Morby, FidoNet Registration Services Ltd

Election Statement

I love Nominet. Passionately.

It is as simple as that.

I have been involved with Nominet in one form or another since 1996. I have seen it grow since it's inception, steer through various challenges and changes in the industry and business environment and arrive at where it is now.

Sure, I have been upset and angry at the direction it has taken sometimes. Never stopped loving it though.

I have tried to guide it, 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 2007, after which I decided to stand down and allow new blood to have a chance.

Since that time, I have voted for and against changes proposed, agreed and disagreed at polls, attended EGMs, AGMs and other Nominet meetings, taken part in consultations and round tables.

Now, it is time to nurture Nominet that bit more. Make sure it does not stray from it's Public Purpose by assisting (and challenging) the management in the only way I know how – Increasing my commitment level.

My key beliefs:

- Nominet has a purpose from which it must not stray
- Nominet must be multilateral, open, transparent and democratic
- Nominet needs to listen to all stakeholders, not just a subset of Registrars
- Nominet needs to guide Government rather than giving in
- Nominet must continually explore alternative and complementary viewpoints. It is generally good practice to regularly review and strategise even if things are 'not broken'. This can include things such as reviewing the weighted voting system
- Nominet should strive for Excellent Corporate Governance. This is an ongoing process in an ever changing landscape. I would like to see limited consecutive terms for elected and appointed Board members
- There needs to be better communication from Nominet to all stakeholders.
- There needs to be better discussion channels between Nominet and it's members and Registrars
- Any changes or additions to Nominet's direction should only be done with public benefit in mind

Having 25 years of Internet experience, I bridge the business and technical gap. I have accepted voluntary posts and worked for small, large, profit, not-for-profit, Member, Non-Member organisations and understand the issues they face. I'm an active participant of forums and conferences – RIPE, ICANN, IGF, NANOG, UKNOF, APNIC, ARIN, DNS-OARC, to name a few – and I meet with a number of people – end users of domains and those who are from within a domain registry business – and gain a wide range of viewpoints to analyse.

I believe my history and ongoing passion allow me to bring the desired experience to the board.

My LinkedIn profile is at <http://uk.linkedin.com/in/denesh> and please feel free to contact me on denesh-nominet@bhabuta.me.uk if you have any questions.

Curriculum Vitae

Denesh Bhabuta

denesh-nominet@bhabuta.me.uk

Aged 44

British National

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 background in domain name industry

Understanding of Internet (domains, network infrastructure, operations) and how it all fits together

Current Roles

OARC Inc.; Non Profit member based Research Organisation Event Co-ordinator (2014-Present)

Meidan Ventures Limited

Director & Principal Consultant (2013-Present)

Business areas:

D&A Events UK (Event Management)

Denesh Bhabuta Management Consultancy

Cyberstrider (Reselling Internet Solutions)

Cybershire (Affiliate schemes)

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

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

UKIF Limited; Not for profit organisation running UK Network Operator's Forum (UKNOF)

Executive Director (2011-Present)

UKNOF Event Manager (2006-Present)

Usurp; Not for profit arts collective

Chairman (2003-Present)

Past Roles

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 of Interests:

I currently have an active interest in:
Meidan Ventures Limited (Director, 100% Shareholding)
Internet Protocol Limited (Director, 50% Shareholding)
D&A Events Limitada (Director, 50% Shareholding)
UKIF Limited (Not-for-profit Organisation, Director; Event Manager)
OARC Incorporated (Non-profit Membership Organisation; Event Co-ordinator)
Usurp (Not-for-profit Art Collective, Chairman)
In the process of shutting down
Cybershire Limited
DB Corp Limited
Denesh Bhabuta Corporation Limited
Cybershire (currently Nominet member and Registrar). Having sold its customer base (to Nominet member, Astutum), and shut down its hosting operations, it is in the process of closing down and giving up its membership and registrar status. There are currently 57 .uk domains registered via Cybershire.
Meidan Ventures is in the process of becoming a Nominet member and Registrar. It has a handful of customers (my friends, family) to which it supplies a few domains names (via Cybershire) and shared hosting on a cost recovery (or free) basis as it currently has no interest in entering that business. I have a few domains registered myself and for my companies.

A small part of the business is re-selling hosting, colocation and broadband for companies who are Nominet members (and/or Registrars).

That said, Meidan Ventures' main business is Event Management and Consultancy, specialising in Internet industry conferences (such as UKNOF and DNS-OARC), where suppliers, delegates, customers, volunteers, committee members – may be Nominet members (and/or Registrars) in their own right.

Nominet is a member of OARC (Note: I am not involved in its management)

Suppliers and customers of Internet Protocol may be Nominet members (and/or Registrars) in their own right.

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

The contents of my election documents are true, complete and not misleading.

Election Answers

Question A

Nominet's constitution provides that its activities are to be carried out for the public benefit. In the context of a domain name registry, 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, 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.

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.
- 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 taking about the future of Nominet here or what other activities it could expand into, as this question is purely in the context of a domain name registry.

Question B

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.

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 it's 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.

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

Question C

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 be given 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 - 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.

Question D

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 work with the Nominet Board when it comes to preparing for, planning and attending meetings and any other Nominet business.

Oliver Hope

Proposed by: Michele Neylon, Blacknight Internet Solutions Ltd

Seconded by: Kelly Salter, Namesco Limited

Election Statement

I am standing for election as a member elected non-executive director of Nominet. I would be very grateful for your vote.

I am passionate about both Nominet and the wider domain name industry. I believe my experience in Internet governance policy and the global ICANN community will help further develop Nominet for a successful future.

I am currently engaged in a range of registrar policies and I sit on the Executive Committee of the ICANN Accredited Registrar Stakeholder Group (RrSG). There is a sea change in how domain name registries are regulated and the pressures that are put on them by both local and distant law enforcement agencies, and governments. We have already seen how changes in the wider domain name industry are affecting how Nominet operates.

In my role on the RrSG I hear concerns from a broad range of registrars from very large to very small. This means I understand issues from a variety of perspectives, which will be useful in helping Nominet engage with the wider community. Additionally I am a member to the newly formed Domain Name Association, a global trade association for domain name registrars. And finally I am one of only two reported registrars (where being a registrar is the primary business function) representing our interests in the NetMundial / 1net initiative, and the only one from the UK. My involvement in these organisations and discussions within the global community will be of great value to the Board of Nominet.

I believe that keeping the self-regulated, bottom up consensus policy model of running the Internet is of paramount importance to the future of a successful industry. I am against the idea of governments dictating policy without consulting and listening to, the wider Internet community and stakeholders.

As a chartered accountant working in the domain industry I have overseen audits of financial statements and understand in detail how the finances of the industry work. While I have hands on experience in the financial reporting from a registrar side I believe this, coupled with my qualifications, will be of great benefit to the Board of Nominet.

On a day to day basis I run the operational side of one of our registrar brands and have deep involvement in the planning of our strategic development and customer support. I am a fierce believer in the idea that great customer support will result in great results all round, and this is an ideology that I would bring to the Nominet Board.

Curriculum Vitae

My current position is Finance & Operations Director at Mesh Digital Ltd. I have been involved in the domain name industry since 2008 when I first joined Mesh Digital Limited and went on to occupy the same position.

I represent Mesh Digital Ltd as our voting member on the Registrar Stakeholder Group, where I also fulfil a position on the Executive Committee (as Treasurer). Working on the Executive Committee is to work for the entire group of members. The group works on a consensus based policy approach.

I started working towards becoming a chartered accountant in 2004 and became a Member of the ACCA (Association of Chartered Certified Accountants) in 2008. I became FCCA (a Fellow Chartered Certified Accountant) in 2013. There is significant exposure to the working practices of IAS and IFRSs issued by the IASB. Applying these detailed rules to a large scale, repeat transactional, multi-currency operational organisation has been a challenge that I am proud to have experienced.

Prior to working in the domain name industry I have held management positions in the retail and hospitality sector, have owned my own business, and have worked in 3 different accountancy roles as part of my accountancy training.

I have gained valuable experience in a variety of both consumer facing and internally complex industries, and have always been recognised and progressed at a good pace. From owning and running my own business I learnt many valuable lessons in the importance of "doing" rather than "talking".

I believe my wide ranging experience which has led me to a specific area of expertise (in the international IG policy field) will be help me contribute and make a difference as a non-executive director of Nominet.

Declaration of Interests:

My sole business interest is in my role as Finance & Operations Director at Mesh Digital Ltd. Mesh Digital Ltd is 100% owned by Host Europe Group Ltd. I am an employee and hold no shares or other assets in the business. I am not a fiduciary Director.

Mesh Digital Ltd trade with the brands Domainmonster.com and Domainbox.com. The group we are owned by also owns other companies/brands. The main brand names that the group trade under are:

123-reg

Domainmonster

Heartinternet

DonHost

Domainbox

Redcoruna

Hosteurope

Webfusion

Domainfactory

I have never been personally involved in a DRS case.

I have never personally profited from a domain name sale.

I hold a very low number of domain names for personal use.

I confirm that the contents of all of the documents I have provided to Nominet with regard to the NED election are complete, true and not misleading

Election Answers

Question A

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

Nominet should be acting for the good of the open Internet. You don't have to have a direct involvement in the ownership of a domain name for it to affect you, and Nominet need to consider these types of people as stakeholders, as well as its members and registrants. It is in the best interests of the Nominet community, and wider public, for Nominet to remain competitive and current with their offerings. It is important that they remain a trusted brand amongst the community and wider public, and asserting this position has become increasingly important with the arrival of the New gTLDs. It is therefore Nominet's duty to constantly progress to enable their brands to thrive.

Question B

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 would not be conflicted on the board. I work for a domain name registrar, but I demonstrate independent judgement in all my governance work. As a chartered accountant I remain independent and audited by profession. I believe in the principles of transparency and equality. As a member of the ExCom of the RrSG I must regularly act in the best interests of the overall group, not allowing any conflicts to interrupt the best course of action for the wider membership.

Question C

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 be given an unfair commercial advantage as the result of your election.

I stand for election as an individual. I am one of the UK's most active Internet Governance professionals and I hold confidential information in both this and my day to day roles. The issues that are discussed at Board level are for Board level discussion only and I will have no problem complying with this.

Question D

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 have discussed the idea of becoming a Board member at great length with the Chair, Baroness Fritchie. I have a clear idea of the amount of work I would need to put in and am confident that I can give more than enough time, while still maintaining my current role. As my current role involves a lot of international policy work there will be some overlap, which will help enable me to bring more to the table in a quicker timeframe. I am committed to the role and Nominet, available for as much of my time as needed.

Sebastien Lahtinen

Proposed by: Tom Bird, Portfast Ltd

Seconded by: David Freedman, Claranet Limited

Election Statement

The past two years have been challenging for Nominet with the market changing as consumers are given increased choice of domain extensions, putting pressure on our registration and renewal rates. We know consumers trust .uk domains putting us in a strong position, but we need to re-enforce the benefits to businesses of choosing a .uk domain and working with our registrars on this message is important.

We will soon be launching .cymru and .wales, providing the Welsh community with an opportunity to advertise their identity/heritage, extending the trust that we've built in the .uk domain in a more specific community by providing the same trusted back-end service through our registrar partners.

Our ethos

We must continue to **respect our core values** (being open, honest, unbiased, doing the 'right thing') that Nominet was founded on but we have to also adapt to a changing market environment. We have a strong 3000+ registrar base providing consumers with a choice of registrar that suits their requirements whether they just want to register a domain, bundle hosting, portfolio management, web design, etc. We must continue to support all types of businesses across our membership model.

Our future

Members recently heard about our research work looking at interesting challenges in the DNS space; some of the tools we have developed are not only exciting and leading edge in terms of DNS but have applications elsewhere—we should explore these opportunities with members and the Internet community.

As we diversify, we need to be conscious of the need to understand the impact of any such changes on our membership. We have evaluated and rejected many opportunities where we felt it wouldn't 'fit' Nominet's skill set and/or model, but there will be some opportunities, which we will be well placed to develop, many in conjunction with our members as our channel.

We must also continue to try and engage better with members; I will continue to make sure I play a part in this directly.

My role, values & motivation

I believe my **understanding of the underlying technical aspects of DNS and Internet infrastructure** and my previous policy experience has been valuable in challenging the board and complementing the board's overall skill-set which is very wide making us a strong board.

Over the years, I have been asked by several people why I spend time on Nominet which I could use for developing my own business/projects—the answer is **I believe passionately in an open Internet**, unfettered by unnecessary regulation that would hinder competition and innovation; I believe Nominet, among other Internet infrastructure organisations, is part of ensuring we maintain that environment. The Internet has enabled me to do what I love, and I want to ensure this opportunity is available to future generations. I know members small and large have, benefitted from this environment.

Feel free to drop me a line if you'd like to discuss anything further

Curriculum Vitae

Name: Sebastien Lahtinen

Contact: nominet@seb.me.uk – tel. 0870 745 4830

Date of birth: 05 August 1979

Nationality: British Citizen

About me: I am an entrepreneur with a strong interest in Internet projects; particularly those which help the community better understand complex problems, in simple terms. I work in the hosting industry so have to deal with many of the problems faced by Nominet members. I also co-founded a website which has helped millions of Internet users get the most out of their broadband service, resolving problems and raising awareness of the digital divide caused by the lack of broadband services in many areas.

My key strength on the current Nominet board is bringing an independent technical understanding to the board.

Skills & Experience:

- Ability to evaluate information independently
- Appreciation of the commercial & technical pressures and drivers of registrars
- Bringing an independent technical understanding to the Nominet Board
- Board level experience in not-for-profit membership organisations
- Exposure to consumer issues in broadband arena
- Ability to explain technical matters in simple terms that most Internet users can understand
- Policy background in domain name industry
- Understanding of Internet infrastructure and network operations
- Previous Nominet board experience

Education:

B.Sc. Management (London School of Economics), 2001

M.Sc. Analysis, Design and Management of Information Systems (London School of Economics), 2002

Current Roles:

Director, NetConnex; Internet Service Provider (1997-present)

Co-founder, thinkbroadband; Independent broadband advice site (2000-present)

Senior Independent Director, Nominet (2013-present);

Non-Executive Director (2010-present)

Past Roles:

Chairman, LONAP; Internet Exchange Point (2007-2013); **Commercial Director** (2004-2006)

Chairman, Policy Advisory Body, Nominet (2004-2006); **Member** (2003-2007);

Non-Executive Director, Nominet (2007-2009); **Chair of Remuneration Committee** (2008-2009)

Independence

My background intersects the Internet Service Provider industry but I also bring over a decade of experience in helping consumers make sense of technical jargon in the broadband industry. This has meant I have always had to balance different interests to ensure my independent judgement, free from unresolvable conflicts and open to public scrutiny. I believe I have always done so with the utmost integrity. This combination of skills does give me a unique insight into many of the issues Nominet is likely to face.

In financial terms, my external links to Nominet are incidental and have not substantially changed in the last few years. They have been disclosed in Nominet's past accounts.

Declaration of Interests:

I have an interest in the following companies:

- NetConnex Ltd (Director & Controlling shareholder)
- NetConnex Broadband Ltd (Director & Controlling shareholder)
- Thinkbroadband Ltd. (Director & Controlling shareholder; dormant)
- Nominet UK (Director; member)
- NCF Services Oy (Director)

NetConnex Ltd is both a member of Nominet and a registrar. Both it and NetConnex Broadband Ltd. have customers and suppliers who may be members/registrars of Nominet in their own right. I am co-founder of the thinkbroadband.com website which advises consumers on broadband issues and has domains registered related to broadband terms both for IP protection purposes and future broadband-related projects. I am also an individual member of Nominet. NCF Services Oy is a company registered in Finland providing consulting services. I am a current non-executive director of Nominet. All my .uk domains (personal and company) are registered through NetConnex Ltd. and the total annual spends are disclosed in Nominet's annual accounts.

Willingness to stand

I confirm I am willing to stand in the 2014 Nominet Board elections.

Non-Executive Director Contract

I have already signed the current Nominet NED contract and AP01 form.

Statement of Truth

I confirm that the above declaration of interest is a full and complete disclosure of my interests and potential conflicts of interest. I also confirm that all the information provided in this document is true to the best of my knowledge.

Election Answers

Question A

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

This question is at the very heart of what Nominet is; it has been entrusted with the role of managing the .uk registry, a critical infrastructure function which it must carry out in the public interest. This is to say that it should ensure it provides fair access to its services to all its customers, develops its policies and procedures by engaging with all stakeholders, and ensuring that it runs its business in a way which is consistent with its public purpose function. It is important not to confuse fair access and public purpose with the need for Nominet to operate in a commercial manner, seeking to promote the best interests of all the stakeholders in doing so. Consumers have an ever-increasing range of extensions to choose from with new TLDs launching at present, meaning our TLD offering (be it .uk, .cymru or .wales) must remain attractive.

Nominet needs to be commercially fit, but retain its strong foundations in fairness and a competitive registrar environment, so consumers can choose a registrar which meets their requirements, be it based on price, range of services, ethos/values, or whatever matters to them.

Public purpose is at the heart of Nominet, or as some staff say, a fundamental part of our DNA. It is not something we simply measure separately, but about the way in which we run our business, considering the impact of our decisions on the communities we serve.

Question B

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.

It is a fundamental duty of a company director to put the company's interests above his or her own and if re-elected, I will continue to do so. I believe that my experience in the domain name and hosting industries can be helpful to the board, whilst recognising that my companies' primary business is unrelated to domain names, and consequently we register few names. Our reason for being a Nominet registrar is about control and security of domain names. Despite this, I have recused myself from a number of votes, which relate to issues where I may have a direct or indirect interest.

I have no plans to take any roles or start any businesses, which could be considered to be in competition with Nominet, nor am I planning involvement with any registrar registering significant volumes of domain names.

My role over the last decade as co-founder of thinkbroadband.com has meant the need to be able to function independently of broadband providers, whilst working within the same industry in other areas. I would hope that all the companies I have ever dealt with would attest to my independence in this regard.

My appointment as Senior Independent Director I would hope demonstrates my colleagues' trust in my independence.

Question C

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 be given an unfair commercial advantage as the result of your election.

My involvement in the registrar business is limited both in terms of scope and scale and there are no plans for this to change due to the nature of our business and the role of domain names as a supporter rather than driver of the business. I am also not engaged (personally or through my companies) in any potential diversification opportunities that I could at present see conflicting with any potential plans Nominet has or that I would envisage it considering in the near future. This means that I do not foresee my own business significantly benefitting by any information I may receive whilst serving as a member of the board of Nominet. If this were to change, I would naturally discuss the matter with board colleagues.

I have held roles in organisations that involve handling sensitive information, including about customers which operate in similar spaces to my own business. I am particularly aware of the need to be conscious of any perceived conflicts and ensure these are clearly understood by everyone involved.

I am quite aware of potential conflicts at early stages and would always inform my board colleagues if I felt there was a possibility an issue might, presently or at some point in the future, become a potential conflict. If such a situation does arise, I would recuse myself from the item.

Question D

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 served on the board for a considerable time, I have consistently spent far in excess of 30 days on Nominet-related matters each and every year. I have attended every board, strategy and committee meeting (for committees I am a member of) and remain committed to spending all the necessary time to fully execute my duties.

In addition to my formal commitments to Nominet, I have made particular effort to use opportunities to meet members/registrars as often as possible both through one-to-one meetings/discussions with members across the spectrum as well as attending registrar and policy events where I can speak to members in groups. These have provided a great deal of useful insight, which I have been able to feed back into board discussions.

If I am re-elected, I will continue to maintain an active role in engaging with members and stakeholders as a core part of my role at Nominet.

Oscar O'Connor

Proposed by: Andrew Bennett, Whois-Search.com

Seconded by: James Conaghan, Name Dropper

Disclaimer: While we have published all statements in full in order to give candidates the opportunity to express their views, the statement below repeats longstanding complaints that Nominet has reviewed and refuted comprehensively in the past.

Election Statement

I am standing for election because my brother-in-law Lucien Taylor is not available to stand this year. I believe that there should be a contested election. If a more qualified candidate steps forward, I will stand down.

There are judicial findings that serving board members prepared misleading statements for their members. Nominet recently dropped a defamation case against another member, Graeme Wingate. The video Graeme made featured the CEO, on oath, admitting to making suggested editorial amendments to an independent review, which affected her pay and reward. The CEO also admitted on oath to calling in the government to help Nominet with its internal boardroom struggles in 2008. These facts have consistently been denied by the company in its public statements even as recently as 2012.

The membership has lost faith and trust in the board. Until the board recognises that, and works in good faith to overcome it, it will continue to alienate the membership. The members offer the only constraint on the directors' actions. Yet the directors are increasingly detached and dismissive of this membership and the biggest members appear to be in cahoots with the board. The board's refusal to take appropriate action after damning judicial findings shows a degree of arrogance and complacency which threatens to wreck the company's reputation.

I attended the 9th September direct.uk consultation meeting at the Sofitel, and was outraged by the treatment of two Nominet members who were physically removed from the meeting. They were told the meeting was full. It was not. The only voices in favour of the proposal came from Nominet. I note that the board pressed ahead with the .uk proposals despite the majority of responses to the consultation advising against. This shows that the board are able to operate without any checks and balances. I fear that Nominet has lost touch with its original purpose and is now thinking that "growth" should be its mantra. I disagree.

Members who are registrars are now beginning to understand the reality of the new registrar accreditation regime, and the power that it gives Nominet to poke its nose into their business. I support the raising of standards, but Nominet is not the right organisation to do this, as it is itself an ICANN accredited registrar, in competition with its own members.

So I am standing as a protest candidate, with no realistic hope of being elected; I fully expect Nominet to galvanise its "top 10" as it did last year to ensure their favoured candidates get elected. If you don't want to see this happening again, I am standing as a way for your voice to be heard. If, by some miracle, I do get elected, I have the skills, experience, knowledge and determination to act on the Board on the members' behalf and drive through the changes that this company desperately needs. Please take a moment to look at my CV and LinkedIn page to see what I mean.

Curriculum Vitae

The bulk of my experience has been in programme management, designing, mobilising and managing major programmes of transformational change in technology management, business process improvement and information security. I have worked in many countries and cultures, often leading large teams of experienced and expert professionals from many countries and cultural backgrounds, forming these teams consistently into collaborative and highly effective units. Since 1998 I have specialised in business risk, governance, information security and resilience.

I have delivered successful results to clients in central and local government and in more than a dozen industry sectors including manufacturing, fast-moving consumer goods, financial services, telecommunications, cyber security, news media, publishing, education, retail, law enforcement and national security.

My track record is one of delivering results, usually in aggressive time scales and in complex environments, with large teams of diverse, experienced professionals.

CAREER HISTORY

Since Oct 2013: Oscar O'Connor Consulting

Management consultant specialising in cyber security, information assurance, business resilience and corporate governance.

Oct 2012-Oct 2013: Security Risk Management

Interim Chief Operations Officer

Responsible for business development, marketing, sales and operational delivery, including strategic consultancy engagements relating to business resilience, cyber security incident management, IT service continuity management and business transformation.

Key achievements include:

- Information security improvement programme to delivery ISO27001 compliance for a large UK-based international charity;
- Information security improvement programme to deliver PCI DSS and ISO27001 compliance for a major Turkish bank;
- Information Security Incident management for UK-based eCommerce company.

June 2008-October 2012: SELEX Elsag (Finmeccanica)

Services Director, Cyber Solutions

Accountable for managed cyber security services, information assurance advisory and technical consultancy, high grade encryption technology and secure systems delivery

Key achievements include:

- Management of the UK business's internal computer security incident response team;
- Management of a security transformation programme for the Rural Payments Agency;
- Advisor to the Police Central eCrime Unit within the Metropolitan Police Service

I also represented Finmeccanica Cyber Solutions as a speaker at the eCrime Congress, PCI London, Superyacht Security Forum and numerous other events in the UK and Europe.

2006-2008: Adam Continuity – Programme Director

2004-ongoing: BSi – British Standards – BCM/1/-/1 Committee Member (Pro-Bono)

2004-2006: DELL Corporation (UK) – Head of Professional Services

2000-2004: Computacenter – Programme Director

1999-2000: Napp Pharmaceuticals – Business Continuity & Risk Programme Manager

1995-1999: OSI Group – Senior Consultant – programme & project management

1983-1987 & 1990-1995 – Various software development & project management roles

PROFESSIONAL MEMBERSHIPS

- Affiliate Member of the Institute of Information Security Professionals 2014
- Fellow of the British Computer Society (9440291) 2013 (Member since 2001)
- Member of the institute of Directors 2012
- Member of the Project Management Institute (501481) 2005
- Fellow of the Royal Society of Arts (357004) 2004
- Professional Member of the Business Continuity Institute (002014) 2002

Education and Qualifications

- Chartered Engineer (Engineering Council) 2002
- Chartered IT Professional (British Computer Society) 2001
- MSP Accredited Practitioner (P2RR/0021) 2001
- PRINCE2 Accredited Practitioner (P2/09375) 2000
- BSc (Hons) 2.i Computing and Mathematics, Oxford Polytechnic 1987-1990
- 3 A Levels, 5 O Levels, Magdalen College School, Oxford 1978-1983

Declaration of Interests:

I am the brother of Emily Taylor, formerly Head of Policy and Legal and Company Secretary for Nominet.

Amongst my clients is Oxford Information Labs, to whom I provide consultancy on information security issues relating to their various business activities. The CEO of OxIL, Lucien Taylor, stood for election as a NED in 2013.

I took part in the consultation process for DIRECT.UK, attending the meeting held on 9th September 2013 at the Sofitel in London.

I have no other interests that might conflict with the objectives or interests of Nominet or its members.

I confirm that this is a full and complete disclosure of my interests and potential conflicts of interest, and that the contents of my election documents are true, complete and not misleading.

Election Answers

Question A

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

As a Member of the Institute of Directors, I am bound to adhere to their code of practice. In this context, I believe that it is the duty of the Non-Executive Directors to ensure that every decision and every action taken by the company, its individual directors and its staff can be shown to support the public benefit when subjected to critical analysis.

Nominet's public purpose creates a natural tension between:

- its members who have ultimate control of the company;
- its direct customers who require trustworthy and cost-effective domain registry services;
- its indirect customers who expect more say and influence in the domain name market;
- Nominet executives whose decisions impact the operation of the domain name market;
- Nominet staff who deliver services and require healthy and satisfactory jobs;
- charities who benefit from Nominet's surplus revenues; and finally
- the internet citizen who expects a reliable and consistent service from the .UK provider and may have the least direct influence.

As a Non-Executive Director, my duty is to provide independent input and to challenge, where appropriate and in the public interest, the status quo.

Question B

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 have provided advice to Oxford Information Labs on information security issues relating to internet governance and domain name business activities. I have more than 20 years of experience in the management of sensitive commercial information assets, which I will be able to apply to my role as Non-Executive Director.

My field is information security, governance and resilience and as such I am interested in the probity and effectiveness of those organisations, which provide services supporting the Worldwide Web infrastructure. As such, I have no conflicts of interest in relation to the role of Non-Executive Director of Nominet.

I am well known within the information assurance and cyber security industry in the UK, and have a reputation for independence of thought and soundness of judgment.

In my opinion, it is essential that any potential conflicts of interest are managed transparently, and that board members are not prevented by contractual means from ensuring that the required debate can take place with the membership and other interested parties.

Question C

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 be given an unfair commercial advantage as the result of your election.

For the past 20 years I have worked with customers in and around the UK law enforcement, defence and intelligence sectors. As such, I hold current security clearance from both the UK Ministry of Defence and the Metropolitan Police Service. In the course of my work I am regularly exposed to highly sensitive personal and commercial information, including classified government information. My professional reputation, and thus my income, relies on the trust embodied in these clearances.

I have personal relationships with a small number of Nominet Members but we have no direct commercial relationships now, nor any in the immediate pipeline. The nature of my professional activities is such that it is highly unlikely that I would find myself in a position to provide an unfair commercial advantage to any individual member, nor would I accept such an advantage were it to be offered to me.

As an officer of a company with a public purpose, such as Nominet, I would oppose any measure that would prevent the appropriate disclosure of important matters. Defence of the public purpose relies on there being clear accountability, openness and transparency; any measure that obstructs such openness could potentially be used to mask activities that may be embarrassing, but quite proper to bring to the public's attention.

Transparency, rather than confidentiality should be the default position for a public purpose company like Nominet, with its many stakeholders. All organisations require confidentiality of some information for good reasons, some relating to legal requirements others to commercial sensitivity. Where there are good reasons for insisting on confidentiality, the reasons should be understood, and the scope and time frames of any confidential matters clearly outlined. Where confidentiality is justified and agreed upon, I can be relied on to keep secrets, as my security clearances testify.

Question D

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 operate as an independent consultant and interim manager. I have a growing client list and have a great deal of control of my time. As such, I can manage my time to ensure that my other commercial interests do not conflict with my ability to serve Nominet to the best of my ability.

I would expect to have open and frank discussions with the Chair, the CEO and the rest of the Board as to how best to allocate the minimum 30 days over the course of each year. I would expect a proportion of that time to be spent engaging in outreach and stakeholder relationship building.

Hazel Pegg

Proposed by: Leo Vegoda

Seconded by: Paul Smith, Paul Smith Computer Services

Election Statement

I am motivated purely by an attachment to the idea of Nominet as the Guardian of the interests of the end users (aka Registrants & anyone who visits their websites or uses their domain name services). I am not 'big' on promoting the commercial interests of Nominet Members over & above the interests of .uk Registrants and other end users. I also have a weird attachment to the idea that Nominet is a Registry whose core purpose should be to act as a Registry. A respected Registry acting in the best interests of the public. Not in the interests of its Members, any other interested organisations, or the Government of the day.

Having said which I do recognise that Nominet does need to change and possibly expand into other areas as the Internet world changes. So I wouldn't rule out the idea of Nominet moving into non-Registrar areas of operation. But I would always look to how any such changes would benefit the Registrants & end users of .uk domain names rather than those who might directly profit commercially from any such expansion.

My 'prior skills' are as an elected member of the now defunct Nominet Policy Advisory Board and my current ongoing engagement on the Nominet Members Forum. In the case of the latter I read a lot of what the smaller members are thinking, a little of what Nominet is saying and not nearly enough about what the larger members are thinking. Though I would like to engage more with the larger members as they are a key part of the overall structure. I am not a technical or financial whizz and have never sat on the Board of a large company. Nominet already has several Board members who fit one or more of those descriptions. What I do possess is a total lack of any vested interest in the future direction of Nominet and it is that perspective that I feel would be valuable on the Board

My primary interest is the well-being of Jo Bloggs on my High Street. Jo gains nothing from the introduction of direct.uk. It is just another 'tax' as Jo will have to register the direct.uk domain to sit alongside her .co.uk domain. See www.notnominet.org.uk. Jo Bloggs is also interested in how future changes in the online world will affect her business. As the Guardian of the .uk namespace Nominet should have Jo's (and her customers) interests as one of their top priorities.

Another top priority should be retaining the status of a .uk domain name as a trusted domain name. This could include reverting to the status where only the named Registrant can authorise a change of Registrant and ensuring that the WHOIS output shows the name of a trading Registrant rather than the name of their Registrar.

The end users of domains are all businesses & individuals and ultimately they are the people whose interests I would seek to promote over internet businesses and domain name traders.

Curriculum Vitae

- 11 O-Levels (yes I am that old!), 4 A-Levels and drop-out status in the third year of a BA honours in English Literature at University College London.
- Several years as a left wing political activist involved with Class War, the London Squatters Union and culminating in living at the Greenham Common Women's Peace Camp.
- A chequered employment history that includes bar management & shop work.
- A decade living in Crete where I was an immigrant worker in greenhouses, tomato fields, cafes & bars, managed a gift shop and taught English as a Foreign Language. I left with a couple of kids and a fluency in Cretan profanities.
- On arriving in Glastonbury I offered to help the owner of the www.glastonbury.co.uk website keep things up to date. I meant to provide him weekly with a floppy disk with local events but he responded by transferring the domain registration to me. So I took a crash course in HTML and in 2000 was one of the founder members of Glastonbury Online Ltd (a Not-For-Profit company).
- Past 'posts' include being Secretary of the Assembly Rooms of Glastonbury Ltd, membership of the Glastonbury Single Regeneration Budget 6 Board charged with the distribution of nearly £1m, being a Parent Governor at St Benedict's School and sitting for four years as an elected member of the Nominet Policy Advisory Board.
- Current 'posts' include being a Director of Glastonbury Online Ltd, a member of the Glastonbury Town Council 'Promoting Glastonbury' committee and the elected Vice President Communications of the Open University Students Association.
- Conclusion being that I have no CV worthy of that name! Which is OK as I'm not looking for career advancement and am happy with the work I do and the life I live.
- More about me at www.hazel.me.uk

Declaration of Interests:

Director of Glastonbury Online Ltd

1 x £500 share in the Assembly Rooms of Glastonbury Ltd

1 x £100 share in Red Brick Building Centre Ltd

I have no potential conflicts of interests

I confirm that the contents of my election documents are true, complete and not misleading.

Election Answers

Question A

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

What it says on tin? A public benefit that may not always coincide with the interests of the government or the police. One of the most valuable things about Nominet is that it isn't a government department and that independence should be preserved. It matters that Nominet can work with government without being controlled by it (or the civil service). It is also right that Nominet should support the aims of law enforcement whilst at the same time protecting the interests and confidentiality of the registrants of domains. The public are the end users and their legitimate interests should always win out over those of any other entity, including Nominet members.

Looking to the future, in a rapidly changing online world, Nominet is well placed to use its experience and influence to continue to place Jo Bloggs, and other members of the public, at the heart of their activities for the good of all. The .uk namespace is well respected and trusted and I happen to think that the history of operating for the public benefit plays no small part in that perception. I would hope that continues long into the future – whatever that may be!

Question B

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.

My only commercial interests are the few domain names (less than 1000) on our GLASTONBURY tag

Question C

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 be given an unfair commercial advantage as the result of your election.

I have no formal relationships with any other Nominet member except as a customer. In my role as a member of the Open University Students Association Central Executive Committee (that's a mouthful!) I am accustomed to receiving confidential, occasionally commercially sensitive, information from the University. As a member of the Nominet Policy Advisory Board I also occasionally saw confidential information.

Question D

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 currently work part time and my daughters have grown up and no longer need my constant attention. My term of office with the Open University Students Association will end in July and I am not standing for re-election. I currently have the time to spare to fulfil such a role at Nominet and should my personal circumstances change then I would step down.

www.nominet.org.uk

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