



5 June 2025

Mr. Dan Alexander, Chair  
Nomination Committee  
American Registry for Internet Numbers, Ltd.  
P.O. Box 232290  
Centreville, VA 20120 USA

Re: ARIN Board of Trustees Guidance to the 2025 Nomination Committee

Dear Mr. Alexander,

On behalf of the ARIN Board of Trustees, I thank you and the Nomination Committee for your crucial work in identifying and recruiting Board of Trustees candidates for the 2025 election. ARIN's continued success depends on a strong Board, and we appreciate your role in this process.

Qualifications and Recruitment Focus

ARIN's Board fulfills a strategic leadership and oversight role for the organization. As such, it is vital that candidates, at a minimum, meet the qualifications for members of the Board of Trustees defined in the Trustee job description on ARIN's website<sup>1</sup> (and attached hereto as Exhibit A).

The Board strongly encourages the recruitment of at least five "Qualified" or "Well-Qualified" candidates for the Board of Trustees, as outlined in the ARIN Election Process<sup>2</sup>, to provide the electorate with a robust slate of options.

To be classified as "Qualified," a candidate must possess all the "Background / Skills Required" of the job description.

To be classified as "Well-Qualified," a candidate must:

1. Meet the "Qualified" criteria; and
2. Possess one or more of the following additional qualifications:

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<sup>1</sup> <https://www.arin.net/about/welcome/board/requirements/>

<sup>2</sup> <https://www.arin.net/participate/oversight/elections/processes/>

- a. CPA or equivalent, preferably with CFO experience,
- b. Executive Compensation and Succession Planning

This will help ensure the Board continues to benefit from diverse expertise and perspectives, which are essential to ARIN's governance and strategic direction.

### Conclusion

This guidance is provided to support the recruitment process. Ultimately, the Nomination Committee is entrusted with acting in the best interests of ARIN's membership throughout the recruitment of potential candidates.

Thank you once again for your efforts. Should you have any questions, please feel free to reach out.

Sincerely,

Bill Sandiford  
Chair, ARIN Board of Trustees