

ADMINISTRATIVE PANEL DECISION

L'Oréal v. Hayden Wall, John MacFarland, Jamie Spencer, Nicole Cedeno, Therese Stuart, Lilly Matthews, Homer McCreary, Claudia Stockdill, Joseph Gray, Alex Rossiter, Alica Pocock, Isabel Using, Zachary Booth, Richard Meunier, Jodie Greenwood, William Bautista, Jamie Houghton, Matilda Orta, Michael Walsh, Christopher Seiber, Tammy Morgan, Richard More, James Kittredge, Martin McDougale, Alex Cross, Scott Williams, Shannon Kerr, Jessica Atkinson, Lucas French, Riley Kay, Harriet Jarvis, Sophia Banks, Brandon Morley, Mohammed Lowe, Abbie Howe, Yasmin Stanley, Alexandra Wells, Finley Hale, Mollie Read, Amy Hobbs, Patrick Baldwin, Kian Webb, Edward McLean, Ella Berry, Poppy Rose, Kieran Schofield, Oliver Daniels, Courtney Iqbal, Patrick Whitehouse, Samantha Higgins, Scarlett Austin, Charlotte Davison
Case No. D2026-0199

1. The Parties

The Complainant is L'Oréal, France, represented by Dreyfus & associés, France.

The Respondents are Hayden Wall, John MacFarland, Jamie Spencer, Nicole Cedeno, Therese Stuart, Lilly Matthews, Homer McCreary, Claudia Stockdill, Joseph Gray, Alex Rossiter, Alica Pocock, Isabel Using, Zachary Booth, Richard Meunier, Jodie Greenwood, William Bautista, Jamie Houghton, Matilda Orta, Michael Walsh, Christopher Seiber, Tammy Morgan, Richard More, James Kittredge, Martin McDougale, Alex Cross, Scott Williams, Shannon Kerr, Jessica Atkinson, Lucas French, Riley Kay, Harriet Jarvis, Sophia Banks, Brandon Morley, Mohammed Lowe, Abbie Howe, Yasmin Stanley, Alexandra Wells, Finley Hale, Mollie Read, Amy Hobbs, Patrick Baldwin, Kian Webb, Edward McLean, Ella Berry, Poppy Rose, Kieran Schofield, Oliver Daniels, Courtney Iqbal, Patrick Whitehouse, Samantha Higgins, Scarlett Austin, Charlotte Davison, United States of America ("United States").

2. The Domain Names and Registrars

The disputed domain names <achievealtitudeloreal.com>, <achievealtitudeloreal.info>, <achievealtitudeloreal.online>, <applicationloreal.com>, <applicationloreal.info>, <applicationloreal.online>, <assessmentsloreal.com>, <assessmentsloreal.info>, <assessmentsloreal.online>, <calendarloreal.com>, <calendarloreal.info>, <calendarloreal.online>, <capablecanvasloreal.com>, <capablecanvasloreal.info>, <capablecanvasloreal.online>, <careerexperiencehubloreal.com>, <careerexperiencehubloreal.info>,

<careerexperiencehubloreal.online>, <careerglowprosloreal.com>, <careerglowprosloreal.info>, <careerglowprosloreal.online>, <careerhirelabloreal.com>, <careerhirelabloreal.info>, <careerhirelabloreal.online>, <careerhirewayloreal.com>, <careerhirewayloreal.info>, <careerhirewayloreal.online>, <careerlinkloreal.com>, <careerlinkloreal.info>, <careerlinkloreal.online>, <careerskillsoreal.com>, <careerskillsoreal.info>, <careerskillsoreal.online>, <creativecruvloreal.com>, <creativecruvloreal.info>, <creativecruvloreal.online>, <creativeworldprosloreal.com>, <creativeworldprosloreal.info>, <creativeworldprosloreal.online>, <dreamcareerloreal.com>, <dreamcareerloreal.info>, <dreamcareerloreal.online>, <eliteecholorel.com>, <eliteecholorel.info>, <eliteecholorel.online>, <elitetalentapplyloreal.com>, <elitetalentapplyloreal.info>, <elitetalentapplyloreal.online>, <emeraldloreal.com>, <emeraldloreal.info>, <emeraldloreal.online>, <employerloreal.com>, <employerloreal.info>, 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<lorealexperiencezone.com>, <lorealexperiencezone.info>, <lorealexperiencezone.online>, <lorealfuturehub.com>, <lorealfuturehub.info>, <lorealfuturehub.online>, <lorealfuturetalenthub.com>, <lorealfuturetalenthub.info>, <lorealfuturetalenthub.online>, <lorealgrowthspot.com>, <lorealgrowthspot.info>, <lorealgrowthspot.online>, <lorealhiringguide.com>, <lorealhiringguide.info>,

<visionvanguardloreal.com>, <visionvanguardloreal.info>, <visionvanguardloreal.online>, <visionvoyageloreale.com>, <visionvoyageloreale.info>, <visionvoyageloreale.online>, <workprohubloreal.com>, <workprohubloreal.info> and <workprohubloreal.online> are registered with Dynadot Inc.

The disputed domain names <loreal-achievealtitude.com>, <loreal-ambition.com>, <loreal-applicantinterview.com>, <loreal-applicantrecruitment.com>, <loreal-applylink.com>, <loreal-applytoday.com>, <loreal-assessment.com>, <loreal-bookinterview.com>, <loreal-candidateassessment.com>, <loreal-candidategrowth.com>, <loreal-candidatehub.com>, <loreal-candidatelink.com>, <loreal-candidatepool.com>, <loreal-candidateportal.com>, <loreal-candidatereview.com>, <loreal-candidatespot.com>, <loreal-capablecanvas.com>, <loreal-careercanvas.com>, <loreal-careercraftingguide.com>, <loreal-careerelite.com>, <loreal-careerglowpro.com>, <loreal-careergrow.com>, <loreal-careerhubspot.com>, <loreal-careerjumpstart.com>, <loreal-careerlinkup.com>, <loreal-careermilestones.com>, <loreal-careerplacement.com>, <loreal-careerpropel.com>, <loreal-careersboard.com>, <loreal-careerssuitability.com>, <loreal-careerssupport.com>, <loreal-careertransition.com>, <loreal-communicationskills.com>, <loreal-contactinformation.com>, <loreal-contactnow.com>, <loreal-contract.com>, <loreal-contractwork.com>, <loreal-creativecrux.com>, <loreal-creativeworldpro.com>, <loreal-discovernow.com>, <loreal-elitecareers.com>, <loreal-eliteecho.com>, <loreal-elitetalentapply.com>, <loreal-elitetalentpathway.com>, <loreal-employease.com>, <loreal-employerinsight.com>, <loreal-employerportal.com>, <loreal-employfinder.com>, <loreal-employlinker.com>, <loreal-employmentmatch.com>, <loreal-employmentfinder.com>, <loreal-employmentpath.com>, <loreal-employmentquest.com>, <loreal-employmentverification.com>, <loreal-employmentvista.com>, <loreal-employpathway.com>, <loreal-employpoint.com>, <loreal-employportal.com>, <loreal-employpro.com>, <loreal-employquest.com>, <loreal-engagement.com>, <loreal-execpathways.com>, <loreal-executivepositions.com>, <loreal-experciencereview.com>, <loreal-expertessence.com>, <loreal-expertisearea.com>, <loreal-financialplanning.com>, <loreal-findyourjob.com>, <loreal-getstarted.com>, <loreal-headhunte.com>, <loreal-headhunting.com>, <loreal-highleveltalent.com>, <loreal-hireboard.com>, <loreal-hireengine.com>, <loreal-hireprocess.com>, <loreal-hirescope.com>, <loreal-hiringadvisor.com>, <loreal-hiringdirectory.com>, <loreal-hiringguide.com>, <loreal-hiringinsights.com>, <loreal-hiringjourney.com>, <loreal-hiringmanager.com>, <loreal-hiringpath.com>, <loreal-hiringresources.com>, <loreal-hiringservices.com>, <loreal-hiringzone.com>, <loreal-hrcampaign.com>, <loreal-hrcandidate.com>, <loreal-hremploynow.com>, <loreal-hrexperience.com>, <loreal-hrmeeting.com>, <loreal-hrnetworking.com>, <loreal-hrofferr.com>, <loreal-hrplacement.com>, <loreal-hrplatform.com>, <loreal-hrproject.com>, <loreal-hrschedule.com>, <loreal-hrselection.com>, <loreal-hrvacancy.com>, <loreal-hrworkforce.com>, <loreal-industryexperience.com>, <loreal-interviewcal.com>, <loreal-interviewcall.com>, <loreal-interviewconfirmation.com>, <loreal-interviewgo.com>, <loreal-interviewinvite.com>, <loreal-interviewpanel.com>, <loreal-interviewpreparation.com>, <loreal-interviewprocess.com>, <loreal-interviewschedule.com>, <loreal-interviewset.com>, <loreal-jobbenchmarking.com>, <loreal-jobcampaign.com>, <loreal-jobcoaching.com>, <loreal-jobconsultation.com>, <loreal-jobdevelopment.com>, <loreal-jobdiscovery.com>, <loreal-jobdiscussion.com>, <loreal-jobemploynow.com>, <loreal-jobengine.com>, <loreal-jobenlargement.com>, <loreal-jobenrichment.com>, <loreal-jobfinderhub.com>, <loreal-jobfulfillment.com>, <loreal-jobglobal.com>, <loreal-joblibrary.com>, <loreal-joblinkpro.com>, <loreal-jobmatcher.com>, <loreal-jobnetworking.com>, <loreal-jobportalhub.com>, <loreal-jobprospecting.com>, <loreal-jobrecruiter.com>, <loreal-jobrequisition.com>, <loreal-jobrestructuring.com>, <loreal-jobsappican.com>, <loreal-jobsapplicants.com>, <loreal-jobsappointment.com>, <loreal-jobsboard.com>, <loreal-jobscampaign.com>, <loreal-jobscondi.com>, <loreal-jobscandidate.com>, <loreal-jobscentral.com>, <loreal-jobscoaching.com>, <loreal-jobscounting.com>, <loreal-jobsdescription.com>, <loreal-jobsdiscussion.com>, <loreal-jobsearchassist.com>, <loreal-jobsemploynow.com>, <loreal-jobservices.com>, <loreal-jobsexperience.com>, <loreal-jobsfeedback.com>, <loreal-jobsofferr.com>, <loreal-jobspecification.com>, <loreal-jobsplacement.com>, <loreal-jobsposting.com>, <loreal-jobspotlight.com>, <loreal-jobsrecruiter.com>, <loreal-jobsrecruitment.com>, <loreal-jobsrole.com>, <loreal-jobsorientation.com>, <loreal-jobsuccess.com>, <loreal-jobsuitability.com>, <loreal-jobsupport.com>, <loreal-jobsvacancy.com>, <loreal-jobtrend.com>, <loreal-joinourjourney.com>, <loreal-joinourtalent.com>, <loreal-joinourteam.com>, <loreal-joinusforcareers.com>, <loreal-joinusnow.com>, <loreal-lanrecruitment.com>, <loreal-leadercareers.com>, <loreal-leadershiphub.com>, <loreal-marketingexperience.com>, <loreal-meetplanner.com>, <loreal-nationalcandidate.com>, <loreal-

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3. Procedural History

The Complaint was filed with the WIPO Arbitration and Mediation Center (the “Center”) on January 16, 2026. On January 19, 2026, the Center transmitted by email to the Registrars a request for registrar verification in connection with the disputed domain names. On January 20, 2026 and January 23, 2026, the Registrars Dynadot Inc. and Cosmotown, Inc. respectively transmitted by email to the Center their verification disclosing registrant and contact information for the disputed domain names which differed from the named Respondent (Super Privacy Service LTD c/o Dynadot and Not disclosed) and contact information in the Complaint.

The Center sent an email communication to the Complainant on January 26, 2026, with the registrant and contact information of nominally multiple underlying registrants revealed by the Registrars, requesting the Complainant to either file separate complaints for the disputed domain names associated with different underlying registrants or alternatively, demonstrate that the underlying registrants are in fact the same entity and/or that all domain names are under common control. The Complainant filed an amended Complaint on January 28, 2026.

The Center verified that the Complaint together with the amended Complaint satisfied the formal requirements of the Uniform Domain Name Dispute Resolution Policy (the “Policy” or “UDRP”), the Rules for Uniform Domain Name Dispute Resolution Policy (the “Rules”), and the WIPO Supplemental Rules for Uniform Domain Name Dispute Resolution Policy (the “Supplemental Rules”).

In accordance with the Rules, paragraphs 2 and 4, the Center formally notified the Respondents of the Complaint, and the proceedings commenced on February 3, 2026. In accordance with the Rules, paragraph 5, the due date for Response was February 23, 2026. The Respondents did not submit any response. Accordingly, the Center notified the Respondents' default on February 24, 2026.

The Center appointed Adam Taylor as the sole panelist in this matter on March 2, 2026. The Panel finds that it was properly constituted. The Panel has submitted the Statement of Acceptance and Declaration of Impartiality and Independence, as required by the Center to ensure compliance with the Rules, paragraph 7.

4. Factual Background

The Complainant is part of an international cosmetics group that has traded under the mark L'ORÉAL since 1909. The group has some 86,000 employees in 150 countries.

The Complainant owns a number of registered trade marks for L'ORÉAL including International Registration No. 184970, registered on May 23, 1955, in classes 3 and 5.

The Complainant operates a website at "www.loreal.com".

The disputed domain names were registered between December 23, 2025, and January 15, 2026.

None of the disputed domain names resolve to active websites.

5. Parties' Contentions

A. Complainant

The Complainant contends that it has satisfied each of the elements required under the Policy for a cancellation of the disputed domain names.

B. Respondents

The Respondents did not reply to the Complainant's contentions.

6. Discussion and Findings

6.1. Preliminary Issue: Consolidation

The Panel is satisfied that the disputed domain names are subject to common control, this not having been denied by the Respondents, and that, in the circumstances, consolidation is fair and equitable to all parties, and also procedurally efficient. WIPO Overview of WIPO Panel Views on Select UDRP Questions, (["WIPO Overview 3.1"](#)), section 4.11.

In particular, the Panel notes that:

- all of the registrants are located in the United States;
- only 48 registrant email addresses were used to register the 705 domain names, with some of the same email addresses being used in conjunction with different registrant names;
- all of the disputed domain names were registered with one of two Registrars and many are held in similarly-sized batches per registrant, indicative of a single controller;
- the disputed domain names were registered within an exceptionally short timeframe: between December 23, 2025, and January 15, 2026;

- each of the disputed domain names incorporates the Complainant's mark in conjunction with one or more dictionary terms, virtually all of which are related to employment or human resources; and
- none of the registrants have objected to consolidation.

Accordingly, the Panel decides to consolidate the disputes regarding the nominally different disputed domain name registrants in a single proceeding.

The Respondents are collectively referred to below as "the Respondent", unless it is necessary to refer to them separately.

6.2. Substantive Issues

A. Identical or Confusingly Similar

It is well accepted that the first element functions primarily as a standing requirement. The standing (or threshold) test for confusing similarity involves a reasoned but relatively straightforward comparison between the Complainant's trade mark and the disputed domain name. WIPO Overview of WIPO Panel Views on Select UDRP Questions (["WIPO Overview 3.1"](#)), section 1.7.

The Complainant has shown rights in respect of a trade mark or service mark for the purposes of the Policy. [WIPO Overview 3.1](#), section 1.2.1.

The Panel finds the mark is recognisable within each of the disputed domain names. Accordingly, the disputed domain names are confusingly similar to the mark for the purposes of the Policy. [WIPO Overview 3.1](#), section 1.7.

Although the addition of other terms (e.g., "application", "assessments", "calendar", etc.) may bear on assessment of the second and third elements, the Panel finds the addition of such terms does not prevent a finding of confusing similarity between the disputed domain names and the mark for the purposes of the Policy. [WIPO Overview 3.1](#), section 1.8.

The Panel finds the first element of the Policy has been established.

B. Rights or Legitimate Interests

Paragraph 4(c) of the Policy provides a list of circumstances in which the Respondent may demonstrate rights or legitimate interests in a disputed domain name.

Although the overall burden of proof in UDRP proceedings is on the complainant, panels have recognised that proving that a respondent lacks rights or legitimate interests in a domain name may result in the difficult task of "proving a negative", requiring information that is often primarily within the knowledge or control of the respondent. As such, where a complainant makes out a prima facie case that the respondent lacks rights or legitimate interests, the burden of production on this element shifts to the respondent to come forward with relevant evidence demonstrating rights or legitimate interests in the domain name (although the burden of proof always remains on the complainant). If the respondent fails to come forward with such relevant evidence, the complainant is deemed to have satisfied the second element. [WIPO Overview 3.1](#), section 2.1.

Having reviewed the available record, the Panel finds the Complainant has established a prima facie case that the Respondent lacks rights or legitimate interests in the disputed domain names. The Respondent has not rebutted the Complainant's prima facie showing and has not come forward with any relevant evidence demonstrating rights or legitimate interests in the disputed domain names such as those enumerated in the Policy or otherwise.

As to paragraph 4(c)(i) of the Policy, there is no evidence that the disputed domain names are being, or have ever been, used for active websites, let alone for bona fide offerings of goods or services.

Nor is there any evidence that paragraphs 4(c)(ii) or (iii) of the Policy are relevant in the circumstances of this case.

The Panel finds the second element of the Policy has been established.

C. Registered and Used in Bad Faith

Paragraph 4(b) of the Policy sets out a list of non-exhaustive circumstances that may indicate that a domain name was registered and used in bad faith, but other circumstances may be relevant in assessing whether a respondent's registration and use of a domain name is in bad faith. [WIPO Overview 3.1](#), section 3.2.1.

Panels have found that the non-use of a domain name would not by itself prevent a finding of bad faith under the doctrine of passive holding. To the contrary, in looking at the totality of circumstances in each case, panels have found that the registration and non-use of a domain name can still constitute bad faith for purposes of the Policy. [WIPO Overview 3.1](#), section 3.3.

Having reviewed the available record, the Panel notes the distinctiveness and reputation of the Complainant's trade mark, and the composition of the disputed domain names, and finds that, in the circumstances of this case, the passive holding of the disputed domain names does not prevent a finding of bad faith under the Policy.

The extensive and systematic nature of the disputed domain names registrations is a further strong indicator of bad faith, as is the fact that at least some of the registrant addresses are false. In this regard, the Complainant contends that most likely the disputed domain names were registered for phishing or other fraudulent purposes.

The Panel finds that the Complainant has established the third element of the Policy.

7. Decision

For the foregoing reasons, in accordance with paragraphs 4(i) of the Policy and 15 of the Rules, the Panel orders that the disputed domain names <achievealtitudeloreal.com>, <achievealtitudeloreal.info>, <achievealtitudeloreal.online>, <applicationloreal.com>, <applicationloreal.info>, <applicationloreal.online>, <assessmentsloreal.com>, <assessmentsloreal.info>, <assessmentsloreal.online>, <calendarloreal.com>, <calendarloreal.info>, <calendarloreal.online>, <capablecanvasloreal.com>, <capablecanvasloreal.info>, <capablecanvasloreal.online>, <careerexperiencehubloreal.com>, <careerexperiencehubloreal.info>, <careerexperiencehubloreal.online>, <careerglowprosloreal.com>, <careerglowprosloreal.info>, <careerglowprosloreal.online>, <careerhirelabloreal.com>, <careerhirelabloreal.info>, <careerhirelabloreal.online>, <careerhirewayloreal.com>, <careerhirewayloreal.info>, <careerhirewayloreal.online>, <careerlinkloreal.com>, <careerlinkloreal.info>, <careerlinkloreal.online>, <careerskillsloreal.com>, <careerskillsloreal.info>, <careerskillsloreal.online>, <creativecruxloreal.com>, <creativecruxloreal.info>, <creativecruxloreal.online>, <creativeworldprosloreal.com>, <creativeworldprosloreal.info>, <creativeworldprosloreal.online>, <dreamcareerloreal.com>, <dreamcareerloreal.info>, <dreamcareerloreal.online>, <eliteecholoreal.com>, <eliteecholoreal.info>, <eliteecholoreal.online>, <elitetalentapplyloreal.com>, <elitetalentapplyloreal.info>, <elitetalentapplyloreal.online>, <emeraldloreal.com>, <emeraldloreal.info>, <emeraldloreal.online>, <employerloreal.com>, <employerloreal.info>, <employerloreal.online>, <employnowloreal.com>, <employnowloreal.info>, <employnowloreal.online>, <engagementsloreal.com>, <engagementsloreal.info>, <engagementsloreal.online>, <expertessenceloreal.com>, <expertessenceloreal.info>, <expertessenceloreal.online>, <findjobsloreal.com>, <findjobsloreal.info>, <findjobsloreal.online>, <futurecareerloreal.com>, <futurecareerloreal.info>, <futurecareerloreal.online>, <hremloymentloreal.com>,

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/Adam Taylor/

Adam Taylor

Sole Panelist

Date: March 16, 2026