

WIPO LIST OF NEUTRALS

BIOGRAPHICAL DATA

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Date of Birth: May 31, 1971
Nationality: British, Jordanian

EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS

LLM., Masters of Law, (Corporate and Commercial Law), University of London, London, United Kingdom, 1992-93;
B.A., (Law), Oxford University, Oxford, United Kingdom, 1989-92;
Completed Freshman year of Political Science, Boston University, 1988-89.

LANGUAGES

English, Arabic, French.

PRESENT POSITION

Managing Partner, Legal Consultant, Khasawneh & Associates Legal Consultants.
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In association with Eversheds KSLG, Dubai, United Arab Emirates. Providing legal services to leading companies in the software, entertainment, marketing, automobile, and other sector. Principle areas of work covered, include, inter alia:

Intellectual property rights, with particular focus on trademarks and copyright law; company registrations, both in mainland Dubai and the various Free Zones; Commercial transactions; Service agreements in the Information Technology sector; Licensing agreements; Joint Venture agreements; Marketing contracts; Privacy law; E. Commerce transactions; legal consultancy in various commercial fields; Commercial promotions and competitions; Government procurement transactions; Policy issues concerning the Copyright industries.

Vice-President, 1999-2003, Regional Counsel, since 2003, Business Software Alliance, (BSA), Washington DC.; The BSA is a trade organization founded in 1988 by several of the world's leading software producers to fight against all forms of software piracy worldwide. The members of the BSA include Microsoft, Adobe, and AutoDesk.

Duties include managing the BSA's program in the Middle East. This program includes both enforcement and awareness campaigns aimed at fighting software piracy. In this capacity, also manages BSA's extensive Government relations' efforts in the same region.

PROFESSIONAL EXPERIENCE BEFORE PRESENT POSITION

Corporate Attorney, Microsoft Corporation (Mediterranean, Middle East and Africa), Istanbul, Turkey (until 2002), Dubai, United Arab Emirates (from April 2002) September 1999 – November 2003. Duties included providing full legal coverage for Microsoft's anti-piracy efforts in the Middle East and North/West Africa. In this regard, managed one of the most active enforcement programs in the region in the field of copyright laws. Also involved in several policy efforts aimed at improving both legislative and enforcement realities in the region. Also managed several training programs focused on improving the skills of judges, prosecutors, police and other enforcement officials in the region. In addition, also provided full legal coverage for commercial, transactional and litigation issues concerning Microsoft in the same region.

Legal Counsel, Procter & Gamble, Geneva, Switzerland, 1996-99;
 Provided legal coverage for Procter & Gamble's operations in a number of countries in the Middle East and Africa, including all the Gulf Co-operation Council countries, Yemen, Syria, Lebanon, Jordan, Tunisia, Kenya, and Cyprus;
 Provided legal coverage for P&G's operations in Western and Eastern Europe regarding the snack product Pringles.

Legal coverage of the above markets included:

Managing P&G's anti-counterfeiting and trademark protection activities.

Drafting a variety of contracts. Inter alia, have had to draft promotional, advertising, talent, sampling, market research, employment, service and distributor contracts.

Providing advertising clearance.

Handling complaints from or against competitors related to unfair competition. This included the management of precedent-setting litigation on the limits of comparative claims in advertising in Lebanon.

Planning and supervising other litigation ranging from land disputes to distributor termination.

Supervising corporate re-structuring.

Lobbying governments, inter alia, to remove trade barriers, lower duties and respect international obligations.

Associate Legal Officer, United Nations Compensation Commission (Security Council), Geneva, 1994-96, Set up to adjudicate over 1 million claims arising from Iraq's invasion of Kuwait;

Legal Assistant, Nabulsi & Associates Law Firm, Amman, Jordan, 1993-94;
Part-time Legal Assistant, Nabarro Nathanson Law Firm, London, United Kingdom, 1993.

MEMBERSHIP IN PROFESSIONAL BODIES

French Business Council (United Arab Emirates);
Swiss Business Council (United Arab Emirates).

AREAS OF SPECIALIZATION

Intellectual Property: - Copyright, Trademark law, management of anti-piracy cases in the Middle East and Africa, management of anti-counterfeiting litigation – with particular focus on software and traditional household products;

Corporate and Commercial: - software license and services agreements, incorporation in Middle East countries, advertising, competition law issues, and distribution agreements.

EXPERIENCE IN INTELLECTUAL PROPERTY

Over 8 years' experience in intellectual property rights as corporate counsel in both Procter & Gamble and Microsoft Corporation, and, presently, as a legal consultant (co-founder) in a Dubai Law Firm. IP-related experience in this regard includes:

- Management of anti-piracy and anti-counterfeiting litigation throughout the Middle East and Africa, working with local counsel;
 - Managing various policy initiatives aimed at fostering a culture of respect for intellectual property rights throughout the Middle East and Africa;
 - Participating as Lecturer in numerous BSA, WIPO and other organizations' IP conferences and workshops throughout the Middle East, Africa and Asia.
 - Handling a wide range of software licenses and service agreements;
 - Making public appearances in the media promoting IP rights in software and, generally, the copyright industries.
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EXPERIENCE WITH RESPECT TO DOMAIN NAMES

As in-house counsel, exposed and constantly educated on the various legal challenges surrounding the Internet, e.commerce and domain names.

MAJOR PUBLICATIONS

Lectures.

Lectured at many WIPO conferences organized in the Middle East and North Africa. These included several Arab Regional conferences held in Muscat, Beirut, Cairo, Rabat, and Amman. Also participated in a conference organized by WIPO for all Islamic countries, held in Baku, Azerbaijan, in May 2001. The audiences for these events ranged from government officials, judges, prosecutors, police officials, business leaders and lawyers.

Piracy and Counterfeiting: The Economic Consequences;
The Challenges of Internet Piracy;

Copyright Law – Basic Concepts and International Treaties;
Trademark Law and Practice: basic concepts, criteria and scope.
Trademark Licensing and Franchising: objectives, principles, practice and procedures;
Protection of Well-Known Marks and Collective Marks.

EXPERIENCE IN COURT LITIGATION

As in-house counsel at Microsoft Corporation and Procter & Gamble, and in current capacity as a practicing legal consultant in Dubai, has worked in an advisory role and helped manage the work of local litigators in IP litigation in almost all the countries of the Middle East and North Africa (as well as Nigeria and the Ivory Coast in West Africa). The civil and criminal litigation in question focused on copyright and trademark infringement, in relation to software rights and traditional household products. In an advisory role, has acted in more than 50 cases.

PROFESSIONAL TRAINING IN MEDIATION

In July 2001, attended a Mediation Training Session in Paris, France, conducted by Harvard University for the benefit of in-house corporate counsel at Microsoft.
