



LIGHTPAPER 1.2

HireVibes

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About HireVibes

WHAT IS HIREVIBES?

We're helping people find great jobs, helping companies build great teams and giving back to the global community. HireVibes connects jobseekers, employers and recruiters on a new job search platform (Dapp) based on the EOS blockchain. Improve the hiring process by leveraging peer referrals to fill open positions, creating a fair incentive model with and giving to a worthy charity everytime a role is filled through HireVibes.

HOW IS HIREVIBES DIFFERENT THAN OTHER JOB SEARCH PLATFORMS?

HireVibes is empowering a world that values people over profits. We are the antithesis of the current, pervasive model of wealth accumulating at the top. We believe that all people are equal and have a right to the pursuit of happiness. That is why the HireVibes platform is built to help you find the right job or hire the right person, but also to help each other. Help friends and colleagues in their job search with a peer referral and giveback to the global community - a donation is made to a great cause everytime someone is hired through the HireVibes platform.

WHAT IS THE MARKET OPPORTUNITY / GROWTH POTENTIAL?

HireVibes is disrupting the global staffing industry (\$428B USD, 2016) with blockchain technology. Our initial focus is on jobseekers and hirers in the blockchain/crypto space as early adopters need less onboarding. Our vision is to be the platform for all industries and segments of people to connect any type of talent with any type of project.

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Token Supply and Distribution

HIRERS CAN POST JOB ADS ON HIREVIBES FOR FREE, AND SET THEIR OWN REFERRAL REWARD LEVEL: (MIN 6% — MAX 12%)

If a hire is made, a fee (in HVT or Fiat currency) will be due based on the reward level set:

If the minimum **6%** reward level is set by the hirer, in the event of a successful hire; this will be distributed by HireVibes Reward Smart Contract as follows:

- **3.5%** HVT reward to the successful candidate, to be paid in 3 installments (this will be split equally with a referrer if one was involved)
- **1%** HVT reward to a charity or multiple charities listed on HireVibes of the successful candidates' choice
- **1.5%** HVT reward to HireVibes DAC EOS Account for community voting

If a Hirer sets the reward at **12%** for example, there's a **9.5%** HVT reward, while charity and DAC rewards remain as is.

HVT UTILITIES

We will be consistently adding more utility to the HVT token as the project matures. Currently the utilities of HVT include:

- Access to HireVibes DAC voting portal (example: Where HVT spending/burning proposals can be voted on)
- Incentivising and rewarding users for applying directly and referring candidates to job openings listed on HireVibes
- A reduction to the fee

That's right, for Hirers that make a successful hire on HireVibes, if they choose to pay the referral reward in HVT; they will get a reduction. This means, if a Hirer selects to hire using the minimum referral reward level of (6%) and pay this reward directly to HireVibes Reward Smart Contract in HVT; this fee will be reduced to **5.7% — representing a 5% reduction in price.**

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Benefits to Employers and Jobseekers

EMPLOYERS

- Post jobs for free
- Pay 6% only when a position is filled
- Find qualified candidates based on peer referrals
- Pay in cryptocurrency or fiat

JOBSEEKERS

- Earn a 3.5% token reward when hired through the platform; if referred to the role, the reward is split with the referrer
- Earn a 1% donation reward when hired to contribute to the charity of your choice
- Get paid in cryptocurrency or fiat

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Governance

WHAT IS A DAC?

A Decentralized Autonomous Community (DAC), sometimes referred to as a Decentralized Autonomous Organization (DAO), is a community or organization that operates based on a set of rules agreed on by its community of token holders; these rules are coded into smart contracts and operate automatically, or autonomously. Each DAC determines its own set of rules to follow. HireVibes utilizes smart contracts in the EOS Blockchain, which is a secure digital ledger that offers a host of functionality and programmability options to Dapp developers.

WHERE IS THE HIREVIBES DAC CONSTITUTION? WHAT IS THE ROLE OF THE HIREVIBES DAC?

The first version of the HireVibes DAC Constitution will be released early in 2019, at which time the community will be able to provide feedback and amendment proposals. The HireVibes DAC will be governed collectively by its token holders to manage the resources of the community via periodic votes.

WHAT IS THE DIFFERENCE BETWEEN THE HIREVIBES DAC AND THE HIREVIBES FOUNDATION?

The HireVibes DAC is the community of HVT token holders who stake their tokens and participate in voting, details to be provided in the HireVibes DAC Constitution. The HireVibes Foundation is a non-profit that serves to grow the HireVibes ecosystem and operates in accordance to the direction provided by the HireVibes DAC. The Foundation is responsible for providing transparent reporting of activity back to the DAC. HV Foundation is a non-profit that serves to grow the HV ecosystem.

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Product Roadmap

WHAT IS THE PRODUCT ROADMAP? WHEN WILL HIREVIBES BE AVAILABLE?

The HireVibes roadmap can be found at: hirevibes.io. The first HireVibes prototype was released on Nov 5th 2018; we launched a second prototype and smart contract demo in December 2018. The Dapp is scheduled to be released in 2019.

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Giving Back

WHAT CHARITIES DOES HIREVIBES PARTNER WITH? HOW ARE NEW CHARITIES SELECTED?

Wells for Zoë is our first charity partner; it is an Irish volunteer organization working in Northern Malawi since 2005. New charities will be reviewed by The HireVibes Foundation and then voted on by the DAC.



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