



Talention

WHITE PAPER

Talention

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Disclaimer – Legal Notice

IMPORTANT NOTICE

This White Paper has been issued by Talenton Limited (the “Company”) on 15/03/2018 and should be read in conjunction with the Company’s terms and conditions (the “Terms”). The term coin and token are used interchangeably.

The purpose of this White Paper is to provide prospective purchasers with the information on the Company’s project to allow the prospective purchasers to make their own decision as to whether or not it wishes to proceed to purchase a Talent Coin. This White Paper does not constitute an offer or invitation, or any other sale or purchase of shares, securities, or any of the assets of the Company.

The Board of Directors of the Company have taken reasonable care to ensure that, as at the date of this White Paper, the information contained herein is accurate to the best of their knowledge and there are no other facts, the omission of which, would make misleading any statement in this White Paper. No representation, warranty, assurance or undertaking is made as to its continued accuracy after such date. The information contained in this White Paper may be subject to modification, supplementation and amendment at any time and from time to time.

This White Paper describes the Company’s business objectives and the issue by the Company of Talent Coins. It has not been reviewed, verified, approved or authorised by any regulatory or supervisory authority. The following content provided is for informational purposes related to our approach of providing a solution based on blockchain technology. The following information may not be comprehensive and does not imply any elements of a contractual relationship. This document does not constitute the provision of investment or professional advisory services. The Company does not guarantee, and accept legal liability whatsoever arising from or connected to, the accuracy, reliability, or completeness of any material contained in this document. It is the responsibility of prospective purchasers of Talent Coin to undertake their own due diligence.

The publication of this White Paper and the offering of Talent Coins may be restricted in certain jurisdictions. It is the responsibility of any person in possession of this White Paper and any persons wishing to make an application for Talent Coin (pursuant to the Terms) to inform themselves of, and to observe, any and all laws and regulations that may be applicable to them.

This White Paper does not constitute an offer or solicitation to anyone in any jurisdiction in which such offer or solicitation is not lawful or in which the person making such offer or solicitation is not qualified to do so. The platform and /or the Talent Coins are not intended to constitute securities in any jurisdiction. This whitepaper does not constitute a prospectus or offer document in any form and is not intended to constitute an offer of securities or a solicitation for investment in securities in any jurisdiction. The Company token holders will not receive any form of a dividend or any other revenue right. Nor will the Talent Coin participate in a profit-sharing scheme or the profits of the Company.

Prospective purchasers of Talent Coins should inform themselves as to the legal requirements and consequences of purchasing, holding and disposing of Talent Coins and any applicable exchange control regulations and taxes in the countries of their respective citizenship, residence and/or domicile.

Prospective purchasers of Talent Coins are wholly responsible for ensuring that all aspects of this White Paper and the Terms are acceptable to them. The purchase of Talent tokens may involve special risks that could lead to a loss of all or a substantial portion of the purchase amount. The purchase of Talent Coins is considered speculative in nature and it involves a high degree of risk. The Company does not represent, warrant, undertake or assure that the Talent Coins are defect/virus free or will meet any specific requirements of a prospective purchaser. You should only purchase Talent Coins if you can afford a complete loss. Unless you fully understand and accept the nature of the Talent Coin and the potential risks inherent in the purchase of Talent Coins you should not purchase Talent Coins.

The purchase of Talent Coins is only possible after the prospective purchaser has read, understood and accepted the Terms. Each prospective purchaser will be required to acknowledge that it made an independent decision to purchase the Talent tokens and that it is not relying, in any manner whatsoever, on the Company, its Board of Directors or any other person or entity (other than such purchaser's own advisers). Prospective purchasers are urged to consult their own legal, tax or other advisor before purchasing Talent tokens.

The Company and its Board of Directors do not provide any advice or recommendations with respect to the Talent Coins, nor do they endorse such tokens, nor do they accept any responsibility or liability for any use of this White Paper by any person which is in breach of any local regulatory requirements with regard to the distribution of this White Paper or any applicable rules pertaining to the offer of Talent Coins.

Statements made in this White Paper are based on the law and practice currently in force in Gibraltar and are subject to changes in those laws.

The Talent Coin will not be available to individuals or entities that are ordinarily resident in the United States of America or the People's Republic of China. persons from the United States of America or the People's Republic of China that participate in the token sale by providing false or inaccurate information about their citizenship, residency and/or nationality shall be in breach of these terms and shall be required to forfeit the Talent

Coins and indemnify company in respect of any damages and/or losses suffered due to this breach in accordance with the indemnification provisions set out in these terms.

To the maximum extent permitted by the applicable laws, regulations and rules, the Company, its founders, team members and any third party involved in the Company's project shall not be liable for any indirect, special, incidental, consequential or other losses of any kind. Furthermore, in tort, contract or otherwise (including but not limited to loss of revenue, income or profits, and loss of use or data), arising out of or in connection with any acceptance of, or reliance on this White Paper.

All statements regarding the Company's financial position, business strategies, plans and prospects and the prospects of the industry which the Company is in are forward-looking statements. Neither the Company, its founders, team members, any third party involved in the Company's project nor any other person represents, warrants and undertakes that the actual future results, performance or achievements of the Company will be as discussed in these forward-looking statements.

This White Paper includes market and industry information and forecasts, which the Company has obtained from internal surveys, reports and studies, where appropriate, as well as market research, publicly available information and industry publications. Such surveys, reports, studies, market research, publicly available information and publications state that the information that they contain has come from sources believed to be reliable, but there can be no assurance as to the accuracy or completeness of such included information.

The Company does not make, or purport to make and disclaims any representation, warranty or undertaking in any form whatsoever to any entity or person. Including any representation, warranty or undertaking about the truth, accuracy, and completeness of any of the information set out in this White Paper.

The Company

Talenton Limited is a private company limited by shares and incorporated in Gibraltar in accordance with the Companies Act 2014 and with registration number 116986.

We have chosen to establish in Gibraltar given our understanding that the jurisdiction is crypto-friendly.

On the 1st January 2018 the distributed ledger technology (DLT) framework came into effect. This means that firms in Gibraltar, that use DLT to store or transmit value belonging to others, now have to apply for a licence from the Gibraltar Financial Services Commission. Gibraltar is the first jurisdiction to introduce a DLT regulatory framework. Whilst this does not apply to ICOs, we understand that Her Majesty's Government of Gibraltar intends on publishing complementary Regulations for ICOs in the very near future. We are of the view that better governance will help token sales to continue to gain traction as an important funding model and we are therefore delighted to have established in Gibraltar.

The sole director of the Company is Aman Sood. A short bio for Mr. Sood can be found at section 7 of this White Paper. The function of the Directors is to be responsible for the activities of the Company and to oversee the Company's activities on a day to day basis. The Directors shall exercise their powers in accordance with the Company's articles of association (the "Articles") and their fiduciary duties to the Company.

The Directors are vested with all powers to perform all acts necessary or useful to manage and control the business of the Company and the development of the Talenton.

The Directors shall hold office until they resign or are disqualified in accordance with the Company's Articles. Subject to the provisions of the Articles, the Directors shall have power, at any time, to appoint any person **to be a Director either to fill a casual vacancy or as an addition to the existing Directors.**

Table of Contents

1. Executive Summary.....	7
2. Introduction	9
Vision.....	9
Problem we aim to solve	9
Solution	10
Market Size	11
Target Market.....	11
3. The Company's Platform	12
Terminology Used:	12
Product Detail overview	14
4. Blockchain, token creation and technical overview.....	17
Technology Infrastructure:	17
5. The Company's User Dashboards	21
6. Meet Our Team	24
7. Road Map	26
ICO	26
Product Release.....	27
Product Expansion.....	29
8. Token Economics.....	30
Talent Coin Allocation	30
Talent Coin Sale	31
Legal Work & The SAFT	34
Vesting & Discounts.....	34
9. RISK FACTORS	36

1. Executive Summary

We believe the internet is in the middle of a revolution: untrusted and centralised proprietary services we believe will be replaced with decentralised and open ones. Trusted parties we believe will be replaced with variable computation. Brittle location addresses we believe will be replaced with resilient content addresses. Monolithic services we believe will be replaced with peer-to-peer algorithmic markets.

The Bitcoin, Ethereum, and other blockchain networks have a proven utility of decentralised transaction ledgers. These public ledgers process sophisticated and smart contract applications and transact crypto-assets worth tens of billions of dollars.

Recently, blockchain interest has surged. A substantial number of people worldwide are involved in mining coins every day and have proven that people are willing to contribute to the applications, providing it gives them a return on the work done.

Blockchain is often used to reward people with cryptocurrency, but our aim is to keep data trusted and as safe as possible. We aim to liberate the recruitment industry from the prevailing chaos and miss representation of facts. According to the latest annual assessment by the Risk Advisory Group, a London-based consultancy that provides pre-employment screening, 70 per cent of some 5,000 CVs surveyed contained some form of inaccuracy — up from 63 per cent in 2015. Source [\[FT\]](#). At present there is currently no way to find out if a CV is fake without putting in extensive efforts and money to evaluate and assess every candidate that an employer or recruitment agency wants to employ.

The Company is building a recruitment ecosystem designed to assess the skills of candidates using a proprietary scoring system. Our aim is for scores to be calculated using those skills and the weight of their referees who validate those skills. To stimulate the excitement of candidates and to improve candidates' engagement, our "TCOINS" will be rewarded with gamification techniques. The TCOINS are inextricably linked to Talent Coins but they are not the same.

We believe that our platform will be much better than the currently successful blockchain remuneration methodologies. To assure consensus on our platform, candidates will be able to earn a TCOINs by submitting their CV, a list of referees who can validate their skills on their CV and take assessments based on their skills.

As well as earning rewards, we believe that a candidate's career will benefit by having his/her CV validated and assessed by the Company. Based on the number of TCOINS allocated the user then can convert these TCOINS into Talent Coins and conversely, the candidate can spend their Talent Coins on extra assessments and training on the Company's platform, in order to achieve a higher TCOIN score which may enable them to beat their competition to secure the best job. This provides a useful service to clients (unlike Bitcoin mining, whose usefulness is, in our opinion, limited to maintaining blockchain consensus).

Employers who are looking for technically assessed and referred candidates would purchase a subscription from our platform, which would help them support their operations and growth. Quality jobs from employers will, in our view, add to the powerful incentive for the candidates and referees to use our platform.

Our network we hope will achieve robustness by replicating and dispersing content, while automatically detecting and penalising points for every incorrect information. The scoring system assures sanity and correctness of this data and produces a self-evaluating network. Our platform cloud storage network also provides security as we aim for its content to be encrypted end-to-end.

In this White Paper, we now present our novel business and technology solution. We aim to outline our aims, problems and solutions. We will also give you details of our platform and its technology infrastructure, our plan, and our token economics.

We hope you enjoy!

2. Introduction

Vision

Imagine the day when employers' can login to a simple portal, select the best candidate, and hire them, just like shopping on Amazon.com. A day when they could trust that the hard & soft skills listed in the candidate's profile have been evaluated thoroughly.

Our vision is to create just that!

Currently, job boards, LinkedIn and recruitment agencies are utilised to find talented individuals to fill a job position. Thousands of existing tools fail to give that quality stamp and rank to billions of employers, making it more difficult for them to find or hire the right candidates.

Our mission is to create a global recruitment platform which will be recognised as a leading job board to hire talented, technically assessed and vetted people. We believe that the Company can maintain the due diligence on the traits required for performing a specific job, using the best available technologies. Aka Simulator, skill testing, Blockchain, AI, Big Data, and reference evaluation, all powered by our Talent Coin using the latest and extensive gamification techniques.

Problem we aim to solve

The recruitment Industry is swarming with all kinds of tools and software which should supposedly make life easier for companies who are looking to recruit a job-seeker. Innovative technologies like Big Data and AI are being tested to help employers recruit the best resources. The downside, however, is that these technologies need a massive amount of data to gain any valuable input. This scale of data, currently is stored in centralised databases of only few companies. To complicate things further, data residing in multiple databases for a person does not match to a significant extent. CVs are frequently modified to suit the job description, which in return results in fake clutter, rather than clarity because of which AI & Big Data facilitated tools are not very effective on most of these cases

In our view, hiring from a referral is the best approach to hire. According to leading researchers, the referral process has not gone into the mainstream because recruiters are too confined by their network of trusted referees, making it impossible for other referral agencies to get ahead of the game. LinkedIn, for example, gives the option to refer other people's skills, but the question remains if those references can be trusted or not. Rather than solving this problem, it adds to the hiring complexity.

Solution

The Company's solution will be to recruit talented individuals through a referral process. To achieve this, we aim to verify candidates' CVs and their skills listed using blockchain and gamification techniques. For extra added value and excitement, our platform will also integrate a reward-based system using cryptocurrency. Our token is called the **Talent Coin**.

To enhance the user experience, we have created our internal rating system using the TCOIN. We will distribute the TCOIN to the users, using our own internal processes (as described below), following the completion of certain tasks. These include uploading the CV, references, referees and completing technical assessments. These assessments are designed to pair with their listed CV skills. After the completion of each assessment, scores would be calculated using a proprietary scoring system. This would help rank genuine and better-skilled candidates above their competition by factoring in various parameters. Each task and assessment will result in the allocation of TCOINs. It should be noted that the amount of TCOINs rewarded will be linked to the results and the genuineness of the information provided by each user.

Market Size

According to the international confederation of private employment services (Ciett's 2016) economic report, the global employment and recruitment industry saw annual growth of 8.6% with sales revenues of €450bn (£348.5bn) in the last year.

The same report, also revealed that agency work grew by 12% year-on-year, representing 70% of the sector's revenues. Permanent recruitment delivered 11% of revenues at €48bn, while Recruitment Process Outsourcing (RPO) represents 6% of sales at €27bn, and other HR services brought in just 13% of revenue.

Although the sector is expanding, agency workers represent just 1.6% of the global working population. The highest share of agency workers in larger markets stands at 3-4%.

Further research found that around 90% of the global industry revenues came from the top 10 markets. China is the largest market followed by the US, UK, Germany, France, Japan, Brazil, Australia, Canada and the Netherlands. [[Source](#)]

Target Market

The Company's primary aim is to target the IT sector first and then expand our product offering into other sectors.

According to the Recruitment and Employment Confederation (REC), 70% of the UK recruitment revenue is derived from the IT Sector and is currently worth 35.1 billion per year. This figure originated from a sharp increase in value in 2016, and from the rise of employing over 100,000 people for that sector.

Our aim is to first launch in the UK. We hope and expect to grow 9% annually through targeting job seekers who are looking for permanent employment and / or job seekers wanting to work as freelancers.

Of the 23,980 registered agencies in the UK, 9,565 had a turnover rate of more than a quarter of a million annually. Once our product becomes more established, it's growth can be better predicted. We hope to launch our product in the US and mainland Europe after we have better understanding of the market appetite.

3. The Company's Platform

Terminology Used:

The Talent Coin:

The Talent Coin will be created on an Ethereum platform following Industry standards.

Ethereum Requests for Comments (ERC) is the world's largest protocol for developers across the world ERC are working to improve its efficiencies every day.

'20' in ERC20 stands for the unique proposal ID number and is defined by a set of rules which should be met, for a token to be accepted.

There are standard rules which apply to all ERC20 Tokens. These rules are used to facilitate the interaction among the Tokens within its Ethereum network.

Technically, these tokens are blockchain assets that have a value. This value can be sent and received to any party with a valid wallet address.

Once the platform is operational, we will facilitate the issue of further Talent Coins which will be sold on our platform to third parties. This will enable them to use and access all the services on our platform including the services offered by our partners.

TCOIN:

The TCOIN will be rewarded to the candidates & the referees for performing certain tasks successfully on Talenton. It will be possible for referees and candidates to earn TCOINs by creating a profile on our platform. Coins will be allocated to different sections of their profile. Each section needs to be completed to collect their coins:

- Registering (TCOIN)
- List references (TCOIN)
- Receive back their references from their appointed referee (TCOIN)
- Reference Check Cleared (TCOIN)
- After the completion of each online technical assessment (TCOIN)

We will permit the exchange of TCOINs into Talent Coins. The rate of exchange will be determined at our sole and absolute discretion.

Platform/Ecosystem:

The Company will create a technology platform which can be technically be called an ecosystem. Our vision is to create a one-stop shop for all recruitment-related services, which would give benefit to all parties. Included but not limited to: Employers, Candidates, Recruitment Agencies, Companies which make recruitment software and the companies providing recruitment advisory or consulting services.

Candidates:

A candidate is a person who completes their user registration on the Company's platform to prove their technical abilities. A candidate can also refer to a person seeking employment or seek to improve their skills.

Profile:

The closest example of a profile is a CV. On our platform we will aim to split a candidate's profile into multiple sections, and each section we hope will have an optional requirement to list referee(s) who could validate the genuineness of that section.

Referees:

A person who is willing to testify in writing about the character or ability of an applicant for a job.

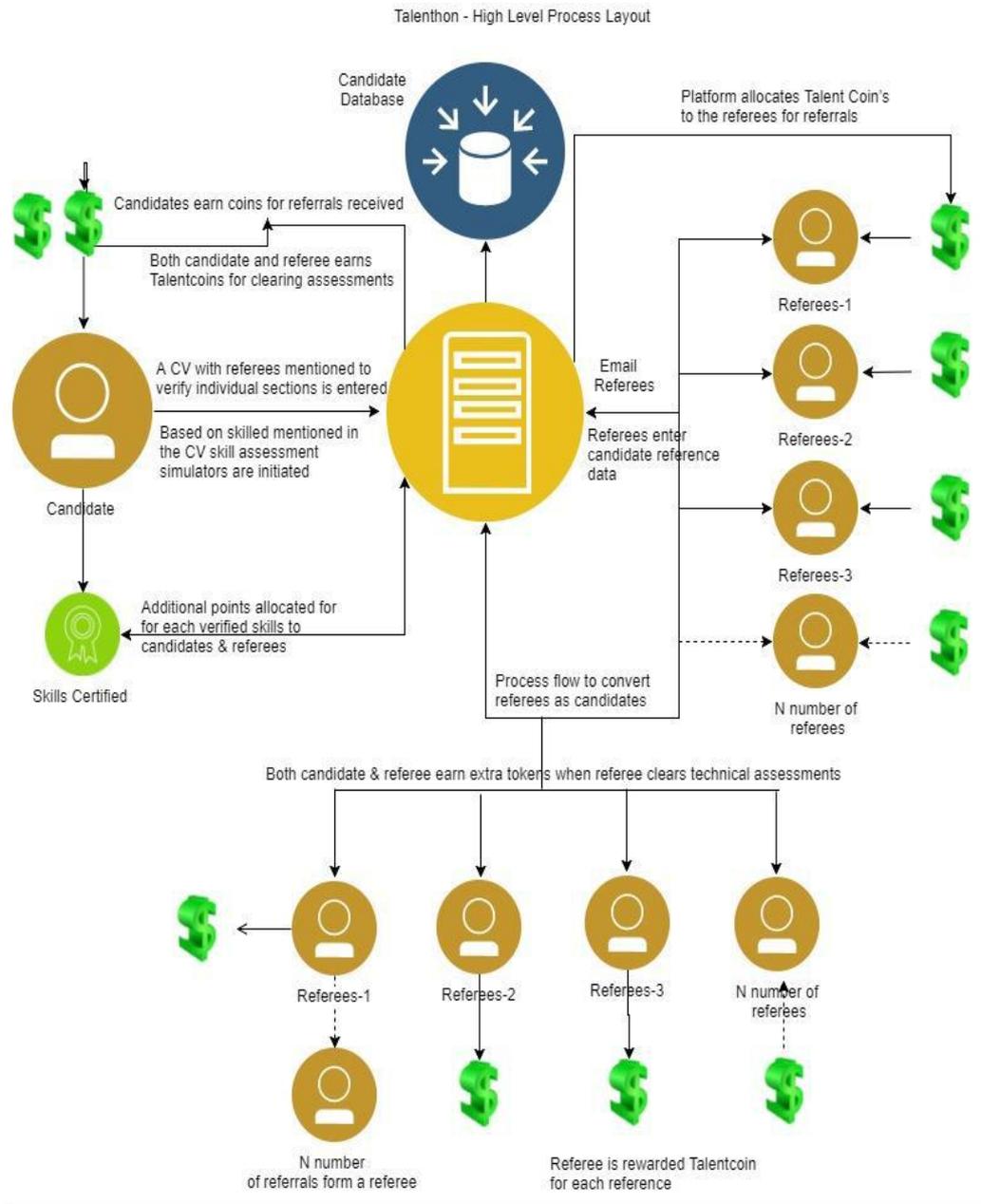
Candidate Reference:

A candidate's reference is the confirmation received from their appointed referee who can validate their skills, experience or qualifications listed in their profile. A reference is more valued if the referee is a former employer, colleague or a manager.

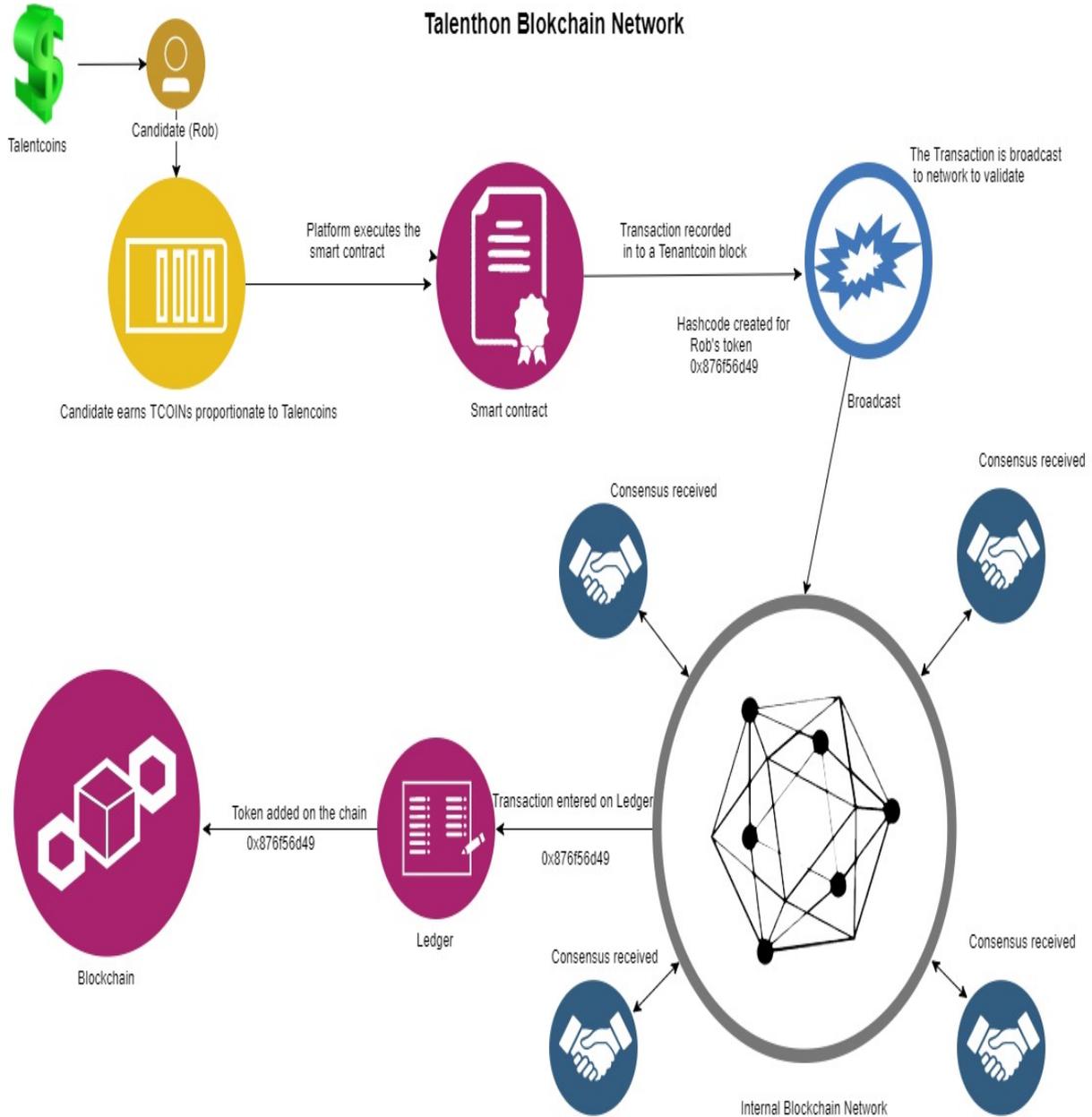
Product Detail overview

The development for the platform started in 2014. The product has been tested by around 50 clients, 6000 referees and more than ten thousand candidates. The product is huge and cannot be fully outlined in this document.

Here we present an illustration of the higher-level process of the Company's platform.



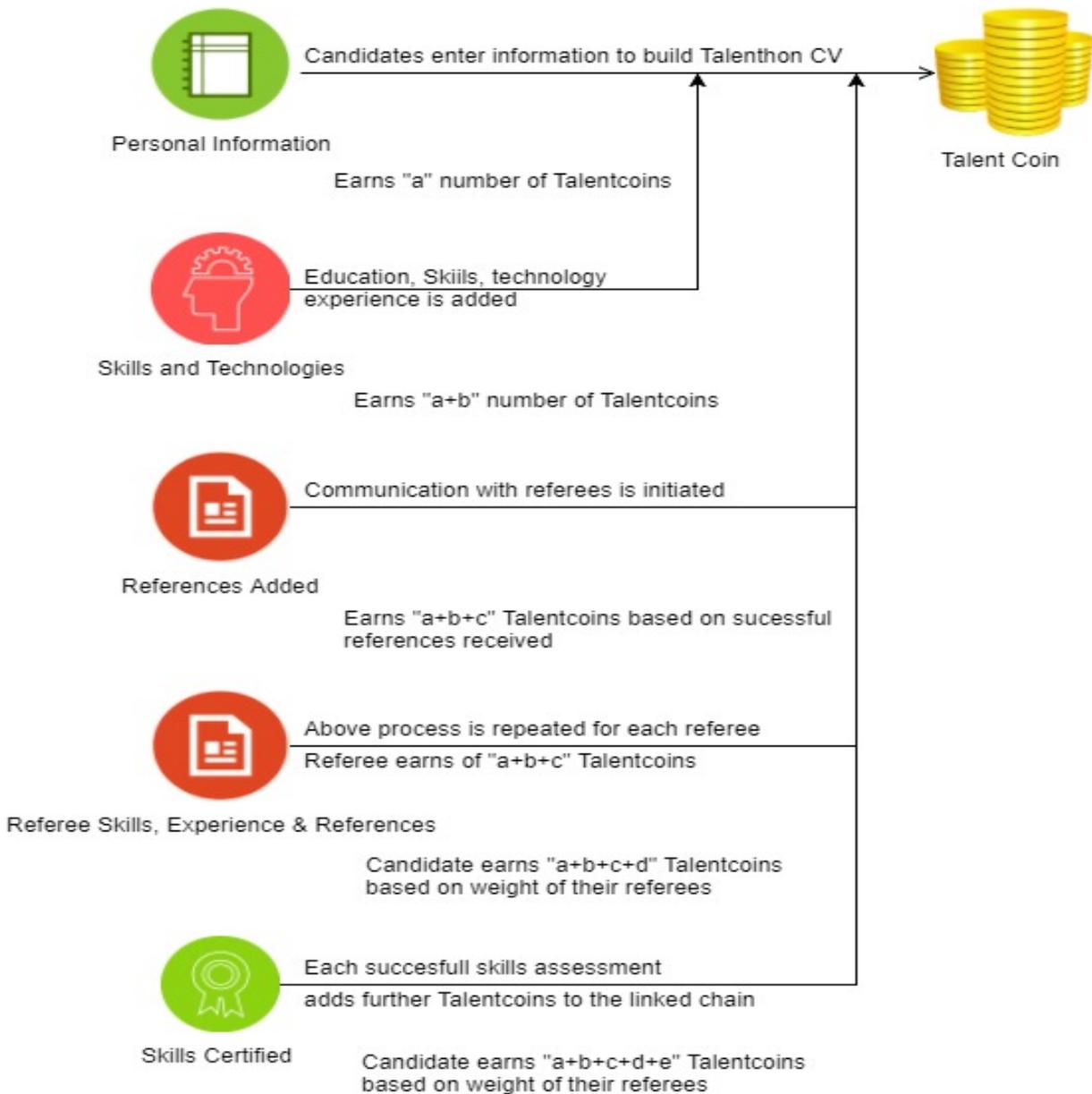
In the illustration below, we can show you how we leverage blockchain technology:



This illustration is showing you how our TCOINs are distributed.

Candidates are rewarded with TCOINs based on the validation of their details, skills, area of expertise and experience by their referees and their ability to complete the additional assessments on our platform. Candidates can also earn TCOINs if their referees prove to be genuine and when assessments are completed on our platform.

Talentcoin Distribution Mechanism



4. Blockchain, token creation and technical overview.

Candidates shall register on the Company's ecosystem. On their online profile they will be required to complete details of their skills, experience and referees (specifically the referees should be in a position to validate the users details). The individual can also take assessments based on their skills and earn more TCOINs, thereby increasing their credibility on the platform.

TCOIN allocation to each user's profile would be done through a batch-process. The code will analyse each user profile and their referees frequently and calculate the amount of TCOINs that need to be allocated to each user and referee dependent on the internal grading system. The batch process would then allocate TCOINs to all the parties meeting the standard rules based on their activity.

TCOINs are allocated through our software written in PHP which runs over Linux, The data of TCOIN allocation is stored in the back end tables. After the TCOINs are allocated on our platform, the smart contract which is written on the blockchain technology will be triggered by a job or a technical task which will run at a specific frequency which would check the amount of newly allocated TCOINs, pass on that data to the blockchain and facilitate allocation of the Talent Coins, proportionally to user's TCOINs:

- smart contract initiates the Talent Coins into correspondent transaction with public/private keys of the allottees;
- the new transaction will be then broadcast into the network to seek validation;
- Other elements of the chain approve the consensus, as per the code requirement;
- After the approval, that transaction will be updated into the ledger;
- Finally, a new block would be created in the chain with details of the coin assigned to the candidate, and that transaction will be stored in the newly created block.

Technology Infrastructure:

- **Technology Involved:**

The Company's ecosystem has been developed using PHP on a CodeIgniter framework running on Amazon AWS Linux environment. The Ethereum platform is used to run and manage our private blockchain.

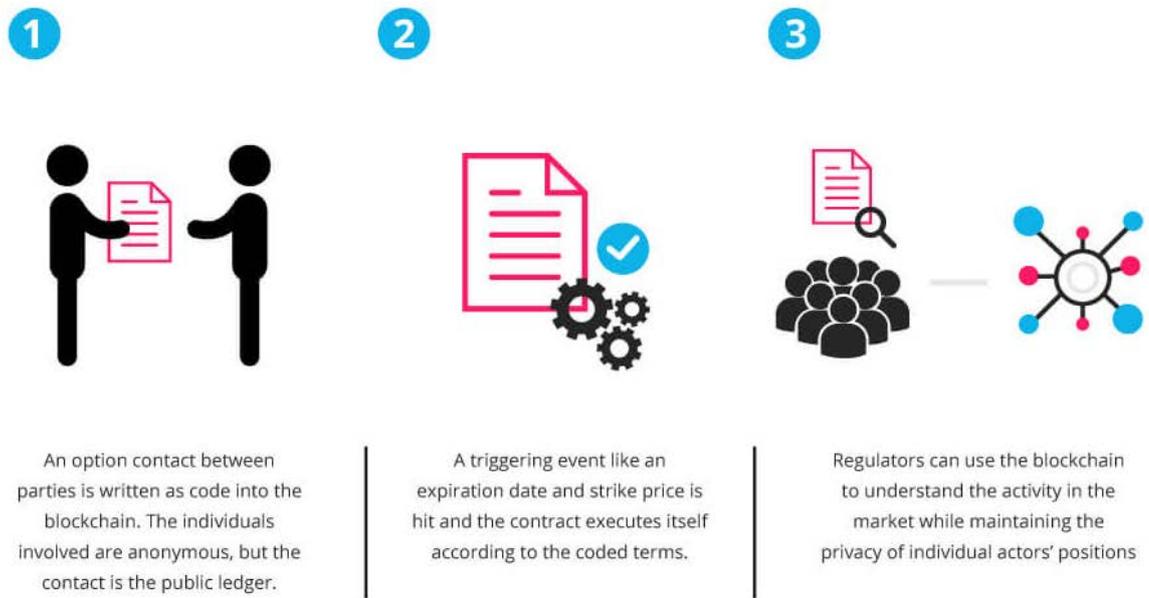
- **About Ethereum**

At its simplest, Ethereum is an open software platform based on blockchain technology that enables developers to build and deploy decentralised applications. By providing developers with the tools to build decentralised applications, Ethereum is making all of this possible.

- **Smart Contracts**

About Smart Contract:

The smart contract is a phrase used to describe a computer code that can facilitate the exchange of money, content, property, shares, or anything of value. When running on the blockchain, a smart contract becomes like a self-operating computer program that automatically executes when specific conditions are met. Because smart contracts run on the blockchain, they run exactly as programmed, without any possibility of censorship, downtime, fraud or third-party interference.



The Company's application will be built upon an Ethereum consortium type blockchain.

The Smart Contract initiates when candidates earn a TCOIN. Once it's reached at that level, the smart contract will automatically run and create a new transaction into the ledger and assign the respective Talent Coin to the candidate's Block. This becomes all possible by the smart contract because it has the candidate's **Ethereum account and public address**.

The smart contract is written and stored on the Ethereum blockchain and is used to record transactions and the candidate's information into the block.

The smart contract is initiated by the system automatically, once a candidate starts earning their TCOINS(s) and their talent token will be assigned.

The smart contract initiates not only once, but many times. It just depends when the candidates earn their talent coins. Like:

Entering their profile into the Company's platform (application.)

Receiving back work experience references.

Receiving references with regards to the verification of their skills.

Completing a skill assessment.

So, it could be an endless opportunity to execute the smart contract and be benefited by the coin.

- **Consensus**

Proof-of-Authority

Proof-of-Authority is a newer concept in the blockchain world where you have many pre-approved authority nodes (called sealers, think of these as mining nodes). Any new node that you want to add must be voted on by the currently approved set of authority nodes; this gives you full control over which nodes can seal blocks (mine) on your network. To make sure a malicious signer cannot do too much harm to the network any signer can sign at most one of many consecutive blocks $(\text{floor}(\text{SIGNER_COUNT} / 2) + 1)$. The same consensus is applied when an authority node is removed from the network.

The Ethereum Proof-of-Authority protocol is called Clique and is well described in the Clique Github. Ethereum Clique proof of authority mechanism, the community can select authority nodes that can authorise transactions. These will be selected by people who contribute most to the community and build out a portfolio of references first. To add a new authority node, all the current authority nodes must agree.

As we are building on the Ethereum consortium network with Proof-of-Authority, the consensus is to be benefited from the lower network costs, latency and solve scalability problems.

Proof-of-Authority provides many advantages for private chains: It provides more configurability regarding block times and latency, it's not computationally expensive, and it's more secure because of how authority nodes are added.

- **Security and safer system**

We are determined to be free from the possibility of hacker attacks, especially as our database consists of personal information and the information regarding token allocation.

Inside the blockchain, the Proof-of-Authority consensus offers more security compared to Proof-Of-State, and more power than Proof Of Work. In our view, it is more secure (since an attacker with unwanted connection or hacked authority cannot overwhelm a network potentially reverting all transactions), less computationally intensive (mining with difficulty which provides security requires lots of computation), more performant (Aura consensus

provides lower transaction acceptance latency) and more predictable (blocks are issued at steady time intervals.)

5. The Company's User Dashboards

1. Client Dashboard

Employers will be able to choose their subscription, as per their resourcing needs. Once their subscription is active, clients will be able to login and gain access to their dashboard. This dashboard is very easy to use and has a range of management tools. In fact, using these tools would enable a client to manage their complete application life-cycle.

Furthermore, clients will be able to see an overview of information, from posting and updating job roles, the number of applicants applied for a job role, gaining access to Big data, Personality assessments, skill-based scores, and real-time social networking feeds for each candidate applying to their job post.

The job posting tool gives the option to update or modify their job description and reply to any questions that candidates may have about a job post, quickly.

Clients will be able to also use the search toolbar to find certain skills and experience a candidate may have listed in their profile. They will be able to also filter all the higher-ranking candidates over the lower ranking candidates.

Clients will be able to also organize their entire workflow environment, as per their preference.



2. Candidate Dashboard

A candidate will be able to register their details on our database by uploading their CV. They would be able to gain access to many jobs and apply for them directly on our platform. Candidates will be able to view their status application and chat directly with the people involved in publishing the job. They will be able to also choose their referees directly from their Gmail, LinkedIn or Facebook contacts to validate any skills, experience or qualifications they have listed in their CV. Candidates would have the choice to complete test simulators for their skills, which if done correctly, we will award candidates with TCOINs based on the speed and accuracy of their performance. Furthermore, after listing their references, a TCOIN can be earned, and with their allocated Talent Coins, a candidate can buy extra services from the Company's platform to improve their skills, or they can sell their coins to other users. This section would also have a background check module too, which aims to gather candidates references and register them on our platform.

Our Process



3. Referee Dashboard

The Referee's Dashboard will be very similar to the candidate dashboard, as both referees and candidates will be able to utilise all the features interchangeably. Candidates can refer other candidates and referees. An automatic registration link will be sent to referees, based on the candidate referring them. Both the candidate and the referee section will have a frame which shows their current TCOIN and Rank Status.



Our aim is for there to be a separate web and mobile interface. Both iOS and the Android application would be developed with limited options for each user segment. Candidates and referees would be engaged using gamification techniques. There would also be a section where candidates can buy and sell their Talent Coins.

6. Meet Our Team

We have an excellent mix of experience and youth among our team who are committed to making the Company an enormous success. Here we present 7 out of 15-member team currently involved in our project.



Aman Sood, Founder and CEO

CEO, Serial Entrepreneur, Recruitment innovator. and Blockchain Expert. Founder of one of the world's biggest freelance recruitment platforms "Talendrone."

Chairman of a UK India Blockchain council and an IT Leader who has managed thousands of people to deliver multimillion dollar projects.



Atin Kapoor, Co-Founder & CTO

CTO, Serial Entrepreneur, IT Leader. Graduated from a top Indian University. Ex-CTO, Webvirtue, IT MNC with a huge client base in Germany. Delivered hundreds of IT projects throughout his 20 years+ experience.



Phil McDonald, Advisor

Ex-MD DePoel, for an IT recruitment platform with more than \$1 Billion in revenue. 30 years of experience in the recruitment industry. Non-Exec, Chair of various recruitment and accountancy firms. Managed delivery of recruitment for hundreds of blue chip UK clients.



Terri Wade, Marketing Lead

Terri is a graduate in psychology and is leading all marketing efforts for Talenton. She has decades of experience in various companies including BNP-Paribas bank.

Terri also leads all of our end to end client communications for Talendrone and has been involved in marketing efforts for many UK clients.



Jitendra Kumar, Blockchain Architect

Jitendra Kumar graduated from one of Indian's top university and has been involved for 23 years in developing many complex multiple million pound projects'

Jitendra worked 5+ years for BBC as a Solution Architect and lead development teams in one of the World's top IT consulting companies.

Jitendra is leading all blockchain technical efforts for Talenton and managing all the technical resources involved in developing a secured platform.



Surya Jha, Development Lead

Surya has been involved in the development of recruitment related products for the past 7 years. He has been leading Talenton's India development team for 3 years. Surya is an expert in Big Data, AI, PHP & Linux. He acts as a single point of contact for Talenton development & testing team.



Gulpham Saifi, UI/UX Lead

Gulpham has more than 10 years of UI/UX experience and leads design efforts for Talenton. Gulpham has been leading Talenton's India design team for 3 years.



Pravash Dey, Advisor.

Pravash is a founder of Indian's VC Fund, and Chairman of the Indian Blockchain Council. He has been actively working very closely with Indian's political delegates to streamline laws that is related to blockchain & the implementation of smart cities. Previously, he had lead multiple initiatives like the Digital India Hack-a-thon (www.digitalindiahack.org) which directly contributed to Hon'ble Prime Minister Of India, Narendra Modi's Digital India campaign.



Nischal Arvind Suryavanshi: Legal Advisor,

Nischal Arvind Suryavanshi is an Ex-HSBC Crypto & ICO Advisor, Chevening Scholar (Govt.of UK), LLM (University of London), and the International Cyber Security (Cranfield University, UK defence academy) His Expertise are: IPR & Innovation law, Crypto Hedgefund & ICO legal advisory, ADR, International Mediators. Start-up mentor with startupbootcamp.org.

We are currently negotiating to bring on-board a couple of very experienced legal and regulatory people. This white paper would be updated with their details soon.

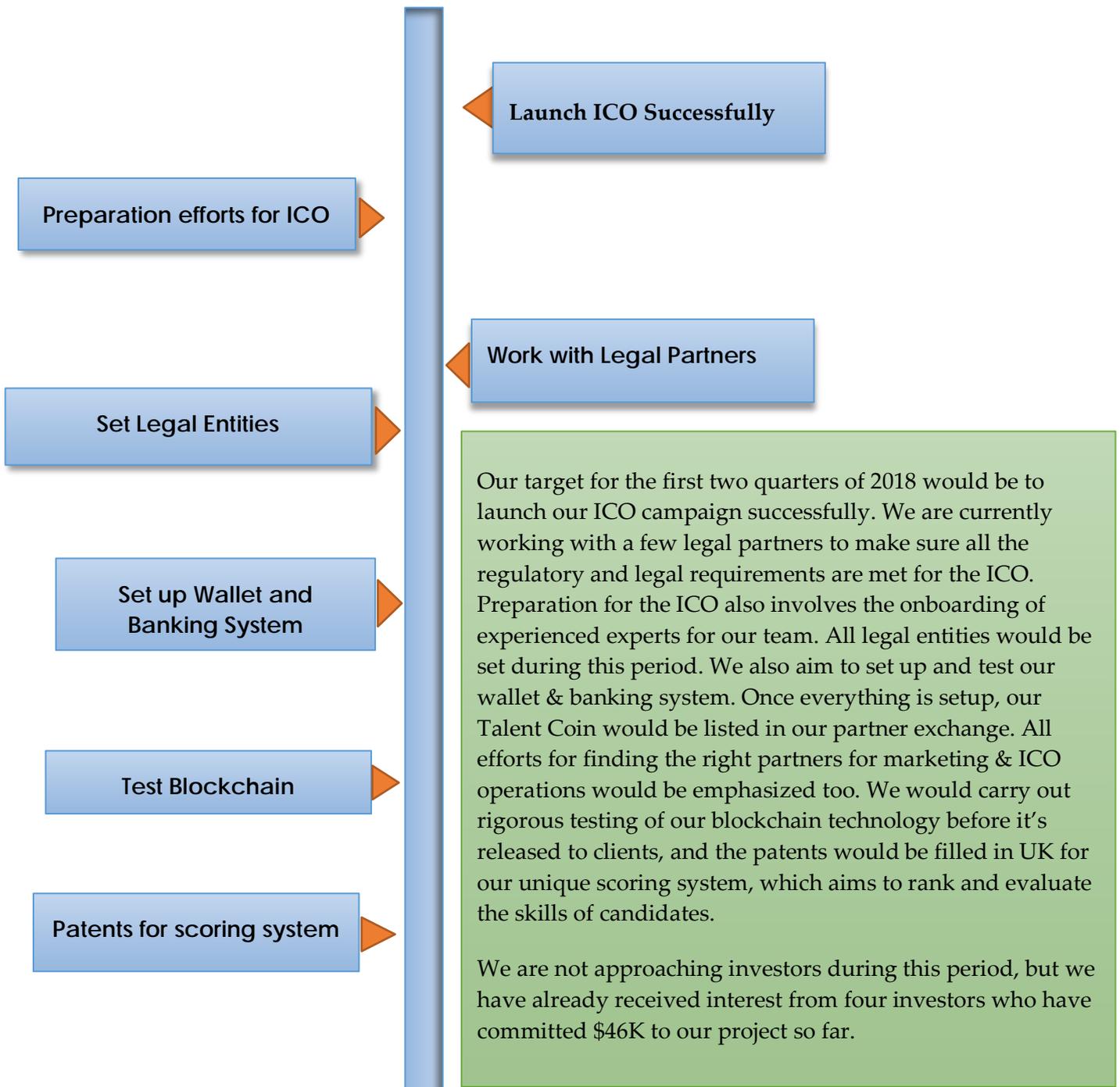
7. Road Map

The development of the Company's platform started three years ago. More than 750K dollars has been invested in developing and carrying out the proof of concept.

In this section, you will be presented with illustrations outlining our future releases and expansions, with detailed explanation text boxes.

ICO

Target for Q1 -Q2 (2018)



Product Release

2018-2019 - Q3-Q3

The pace and scope of our product release would vary based on the amount of investment we can secure through the ICO. Once the soft cap has been reached, our development for the Company would begin. Our project would follow an Agile methodology and Test-Driven Approach (TDD.) Throughout the year, our following modules for the Company would be released.

Here is a table list of our planned micro-projects for the 3rd quarter!

Integrate our TCOIN into the product

We plan to run our tech stack on Amazon AWS which would trigger blockchain to release tokens to the candidates. We will evaluate the use of private blockchain for our end to end echo-system solution in future. The tokens would be integrated into an external chain for all public transactions. The TCOIN integration would be carried out with **Talent Coin**, which can be traded on the exchange.

Release the Company CV module

The Company's CV module would be redesigned and expanded to assign our TCOIN. Candidates will only be able to gain access to this tool after their CV and References have been completed. Candidates are required to enter as much data as they can, which would aid the platform to produce better results to enhance accuracy effectively.

Release the Company Technical Assessment module

We would target candidate's skills and develop simulators to assess those skills. The real-time performance will be recorded and timed on how quickly and efficiently a candidate can solve an assessment problem. In return for each completed assessment, candidates will be rewarded with our TCOIN. Each candidate will then be ranked in or under their competition. The graphic design for our quiz and code simulators will be exciting and

<i>Release Gamification Module</i>	<p>fun. This would help motivate our candidates to participate and complete these assessments.</p>
<i>Release Background check module</i>	<p>Our gamification module plan would be laid out by an expert, who would be part of our team. They would complete the delivery of various gamification techniques which will be integrated into this module. Once our plan is completed, details of the number of TCOIN that will be allocated to candidates will be developed and released.</p>
<i>Prepare Marketing Plan</i>	<p>This module is the smallest of our automation projects. Gathering background checks would be automated. The responses from HR/Directors regarding candidates would be stored and recorded against their existing information in our database. TCOINS would be allocated based on the responses received from all parties.</p>
	<p>We aim to plan our marketing strategy at least six months before our product development is expected to be completed. This is because we want to ensure our product is tested and ready for use. Our marketing plan aims to target candidates with a variety of IT skills. We aim to sell our database to employers looking to hire those skills we've targeted. Our target location will be London, but we aim to expand to other areas later.</p>

Product Expansion

2019 - 2020 - Q4-Q4



Here we outline a detailed overview of the illustration you see above.

Onboarding resources:

Based on the traction resulting from marketing and sales team efforts, further resources would be onboarded in the UK & India.

Bring on partners:

We will finalise our criteria for shortlisting and we will associate with partners to negotiate their services with the Company. These services will include - Training sessions, additional assessments, CV consultancy, CV formatting, Career planning, etc. Candidates will have access to these services in exchange for their Talent Coin.

Stabilize the ecosystem:

We aim to plan and scale-up our underline IT, so it can support the load resulting from our eco system growth. We also aim to evaluate the total amount in growth from the marketing and sales team campaigns.

Release Mobile Apps: and Product Extensions

The product has been predominantly made on the web using PHP and running on CodeIgniter on Linux infrastructure on cloud. Blockchain and other complex functionalities are made using Java. We plan to launch limited and necessary functionality for all three dashboards (Employer Dashboard, Candidate Dashboard and the Referee Dashboard) on iOS & Android apps. We explored and tested frameworks like IONIC framework for this development, but finally decided to go ahead with individual technologies, rather than using 1 framework.

Expand in the US and EU

Once the Company's revenue growth could be forecasted, with considerable accuracy, the platform would be expanded to US & Europe.

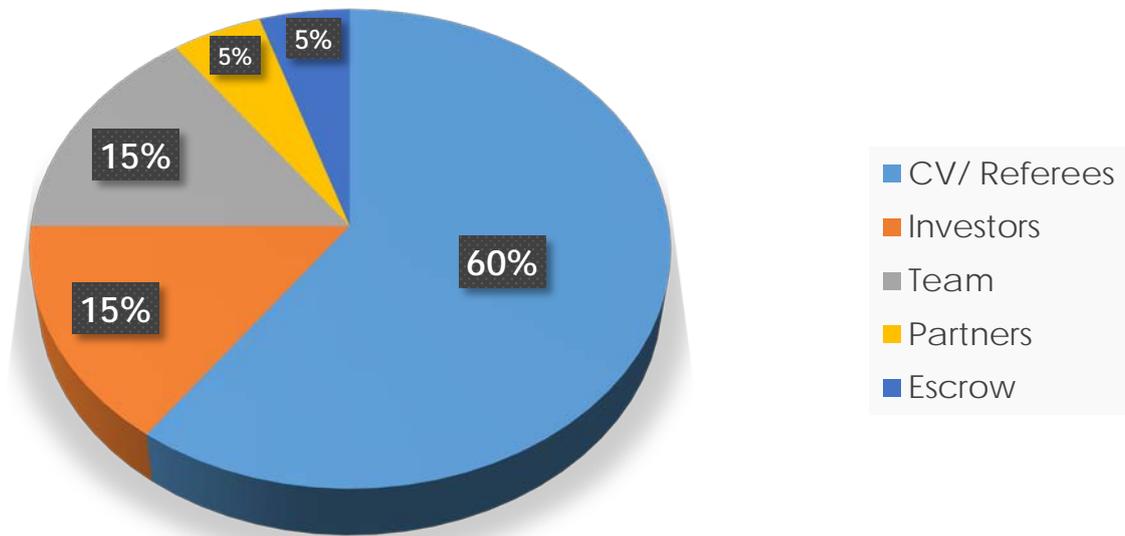
8. Token Economics

This section describes various aspects of our Talent Coin Network, the Talent Coin Sale, and the economics of both.

Considerable thought and a huge amount of time has been spent on finalising the economics of our Talent Coin, which provides long-term stability and growth. The vision is to attract long-term investors through our coin sale.

Talent Coin Allocation

The Talent Coin will be distributed to 5 major participating groups in the Talent Coin Network. This allocation would be written into the blockchain block itself, which would be operated through three recognised signatories.



Each group is critical to our recruitment ecosystem's creation, development, growth, and maintenance:

- 60% of the Talent Coin will be distributed to the candidates and the referees (Information upload and referral reward) - For providing correct information on our platform, providing details of the referees, taking a technical evaluation on the platform, and much more.
- 15% of the Talent Coin will be distributed to the Team (the team allocation, 6-year linear vesting) - For research, engineering, deployment, business development, marketing, distribution, and more.

- 15% of the Talent Coin will be distributed to Investors (Blockchain based allocation, six months to 3-year linear vesting) - For funding the platform development, business development, partnerships, support, and more.
- 5% of the Talent Coin will be distributed to Talent Coin Partners (Blockchain facilitated allocation, 6-year linear vesting) For long-term ecosystem expansion, partner support, academic grants, public works, community building, et cetera.
- 5% of the Talent Coin will be distributed to Escrow (Blockchain facilitated lockdown) These coins are reserved for any risk mitigation. To avoid any potential roadblocks in the plan and to make sure we have enough funds to sustain unknown-unknowns.

Talent Coin Sale

Need for Fundraising

The Company requires significant funding to develop, launch, and grow the Company's network. We must develop all the software required (this includes: the referral network; user interfaces and apps; partner network; software for third-party wallets and exchanges to support the Talent coin; integrations with other data storage software; tooling for web applications and blockchain software). We must also expand the referral network to facilitate its growth on a larger scale. We need to market our product, onboard candidates, referees and employers. We also need to bring on key partners for our ecosystem.

The offering of Talent Coin SAFTs:

The Company's team is conducting an offering of SAFTs (see the legal section of this document) through our partner exchange (We have not finalised the exchange where this token would be listed. We have already started reaching out to relevant exchanges. Will notify all the stakeholders once we finalise on the exchange

This offering is happening in three parts:

(1) A sale for early believers with a hard cap of \$300K:

We understand the risk that early believers would be taking to participate in this sale. However, the initial phase of this sale would be rewarding for all participating investors & early believers. This sale would run at a flat discount rate of 70% with no vesting schedule. Discounts for the rest of all the phases of the Talent Coin sales would be less and tied to a vesting schedule.

(2) A Pre-ICO sale for institutional investors with the hard cap of \$3M:

Most of the proceeds from the earlier round would be invested into our sales and marketing for our ICO. Our aim is to specific targeting institutional purchasers. The amount targeted,

will assure us that the project deliverables could be completed on time and that we have enough resources to support it.

(3) ICO Sale to the public with a hard cap of \$30M:

This phase would be targeted to smaller purchasers and the public. Recruitment communities across the globe would be our primary target for this segment. This phase of the sale is important for two reasons. Firstly, any funds raised would speed up the development and expansion of the Company’s ecosystem which would ensure that we stay well ahead of our competition. Secondly, it would enable us to reach out to the recruitment community to create a market buzz about our ecosystem.

Broad Token Sale approach:

We hope to bring together a large and diverse group of purchasers from around the world, who would want to work closely with us to build our powerful recruitment platform. We are primarily seeking strategic investors who have something of high-value and unique to offer. We also wish to reach a broad range of investors. We will be currently seeking out people from diverse backgrounds and skill sets. We want investors who can add value, share their skills, their knowledge, and their networks to achieve our success.

We have structured our token sale to reward a large group of people who can help us build our network. We aim to achieve this through selling our TCOIN for, in our opinion, a much lower price than its worth. We are not accepting payments from US or Chinese Citizens.

Institutional Investors/Early Believers Sale

For the last few years, we have been working with a group of tremendously valuable strategic advisors. These individuals are from organisations who have helped to build the Company’s referee network and client base. They have made strong long-term commitments for its future, and present very significant future opportunities for the success of our ecosystem. To secure their long-term commitment and alignment, they were offered vesting/discount choices of 1-3 years and 0-30% discount. (Note: to reflect their strong commitment to our ecosystem, the minimum vesting for all advisors is one year, a considerable time for the crypto token networks. This is 2x larger than the public sale minimum vesting.) The Advisor Sale is priced at 0.50 USD/Talent Coin for all the token sale pre \$3M raised.

Token Sale Details (Sales for early believers)
• Instrument: Talent Coin
• Increasing Price: The price remains constant for the sale
• Early Believers Sale Price: USD 0.30/TCOIN for all
• Sale Cap: \$300K

- **Sale Timeline: Opens March 15th, runs for up to 4 weeks.**
- **Effective Discount: 70%**
- **Vesting Schedule: Not Applicable**

Token Sale Details (Sales for Institutional Investors)

- **Instrument: Talent Coin**
- **Increasing Price: The price remains constant for the sale**
- **Early Believers Sale Price: USD 0.50/TCOIN for all**
- **Sale Cap: \$3M**
- **Sale Timeline: Opens April 15th, runs for up to 4 weeks.**
- **Effective Discount: Up to 70%**
- **Vesting Schedule:**
 - 1 year = 15% discount**
 - 2 year = 30% discounts**
 - 3 year = 40% discounts**

Token Sale Details (Public Sale)

- **Instrument: Talent Coin**
- **Public Sale Price: max (\$1, amount Raised/\$30,000,000) USD/TCOIN**
- **Sale Cap: 300,000,000 Talent Coin**
- **Sale Timeline: Opens May 15th, runs for up to 8 weeks.**

Vesting Schedule for Public Sale:

- **6-month vesting, 0% discount**
- **1-year vesting, 7.5% discount**
- **2-year vesting, 15% discount**
- **3-year vesting, 20% discount**

Legal Work & The SAFT

Offering Docs

Our offering will be conducted with a novel instrument, called the **SAFT**, created to enable the compliant token pre-sales. Read our **White paper** for a detailed description of our offering and several important legal disclosures.

Non-U.S. Investors

Technically, we are not required to apply the same standard to non-U.S. purchaser, and we may be able to classify the sale to those as a Reg. S offering. In such a case, we would need an extensive, worldwide review of each jurisdiction to figure out what restrictions we do or do not need to apply. This could take months of legal work to address thoroughly. Since the US restrictions tend to be more stringent -- and worldwide investors often invest in US ventures according to US securities laws -- our legal team requires us to apply either our investors' jurisdiction restrictions or at least US restrictions to all investors. We know this comes as a big disappointment to many, but we hope you understand the restrictions we must work under.

Vesting & Discounts

The Company will not just be a recruitment platform which evaluates skills of people; it will be a network of Talented people, it is also a network of organisations. It will be made successful through the work of all its participants, for many years to come. We aim to make Talent Coin massively valuable in the long-term, and we want to attract investors similarly interested in long-term value, creation and growth.

Vesting creates long-term alignment. Long-term vesting is a powerful way to strongly incentivise early network participants to improve the network and increase the value of Talent Coin, long after its development. Our team and the Talent Coin support network are deeply committed for the long-term, and the 6-year vesting boldly proves that to all other participants in our ecosystem.

Vesting is tough with volatility. We do understand that — especially for smaller investors — a lockup with typical crypto asset volatility can be hard to deal with, therefore, instead of forcing long-term vesting for investors, we reward it with discounts, and we provide multiple options that can fit different risk profiles.

The vesting schedule for each participating group is as follows:

Early believers: No vesting, Investors: 1-year minimum (investors- pre-sale), six months minimum (public sale)
Talentlon Team: 6 years, linear vesting
Partners: 6 years, linear vesting
Candidates & Referees: No vesting

For early believers, the following vesting periods and discounts are available **at 30 Cents/Talent Coin:**

No vesting, 70% discount

For investors, the following vesting periods and discounts are available **at 50 Cents/Talent Coin:**

Discount:
• 1-year vesting, 15% discount
• 2-year vesting, 30% discount
• 3-year vesting, 40% discount

For investors, the following vesting periods and discounts are available **at \$1/Talent Coin::**

Discount
• 6-month vesting, 0% discount
• 1-year vesting, 7.5% discount
• 2-year vesting, 15% discount
• 3-year vesting, 20% discount

9. RISK FACTORS

THIS SECTION ON RISK FACTORS IS NOT AND DOES NOT PURPORT TO BE A COMPLETE ENUMERATION OR EXPLANATION OF THE RISKS INVOLVED WITH THE PURCHASE OF TALENT COINS. THERE MAY BE ADDITIONAL MATERIAL RISKS THAT THE DIRECTORS DO NOT CURRENTLY CONSIDER TO BE MATERIAL OR OF WHICH THE DIRECTORS ARE NOT AWARE. THE FOLLOWING THEREFORE HIGHLIGHTS CERTAIN RISKS TO WHICH THE COMPANY IS SUBJECT TO AND WHICH THE COMPANY WISHES TO ENCOURAGE PURCHASER TO DISCUSS WITH THEIR OWN PROFESSIONAL ADVISORS.

Prospective Talent Coins purchasers should conduct such independent investigation and analysis regarding this Company, the Talent Coins and all other relevant market and economic factors as they deem appropriate to fully evaluate the merits and risk of their purchase.

The Company and its Directors disclaim any responsibility to advise purchasers of Talent Coins of the risk and considerations associated with the purchase of Talent Coins as they exist at the date hereof or from time to time hereinafter.

Each prospective purchaser of any Talent Coins must determine, based on his/her own independent review and such professional advice (including, without limitation, tax, accounting, credit, legal and regulatory advice) as it deems appropriate, that the purchase of Talent Coins is appropriate and suitable for it, notwithstanding the clear and substantial risks inherent with the purchase of Talent Coins.

You should consult with your own legal, regulatory, tax, business, investment, financial and accounting professional advisors to the extent that you deem it necessary, and make your own decisions including decisions regarding the suitability of this purchase based upon your own judgement and upon advice from such professional advisors as you deem necessary and not upon any view expressed by any party mentioned in this Whitepaper.

The purchaser of a Talent Coins should be capable of evaluating the merits and risks of such a purchase and should have sufficient resources to be able to bear any losses (which may be equal to the whole purchased amount) that may result from such a purchase. Prospective purchasers of Talent Coins should be aware that the value of Talent Coins may go down as well as up and that they may not be able realise their purchase amount on the secondary market (if there is any).

Forward looking statements

Certain statements in this whitepaper constitute “forward looking statements” that are used on the beliefs of the Directors and reflect their current expectations. When used in this whitepaper or in any of the Company’s material, the words “estimate”, “project”, “believe”, “anticipate”, “intend”, “expect”, “plan”, “predict”, “may”, “should”, “would”, “will”, the negative of these words or such other variations thereon or comparable terminology are intended to identify forward-looking statements. Such statements reflect the views of the Directors at the time the statements are made with respect to future events based on

information available at that time, and are subject to risks and uncertainties that could cause actual results to differ materially from those contemplated in those forward-looking statements. The Directors assume no obligation to update or revise these statements to reflect current information, events, or circumstances, including changes in any risks or uncertainties that may impact them.

Management Risk

If any of the directors or officers of the Company cease to participate in the operation of the Company, the operations, objectives and activities of the Company may be adversely affected.

Liquidity of Talent Coins

As at the date of this whitepaper, there is no active secondary market for the Talent Coins. Whilst the Directors hope that the success of the Company will lead to a secondary market developing, there is no guarantee or assurance that a public market will ever develop. There is often no assurance that a purchaser of the Talent Coins will be able to sell or dispose of the Talent Coins.

Changes in Applicable Law and Regulation

The Directors believe that it is possible that emergency intervention by certain Governments may take place in the future in respect of ICOs. Such intervention may be implemented on an "emergency" basis, subjecting market participants without notice to a set of regulations which in some cases may be unclear in scope and in application.

Should any relevant laws or regulations change, the legal requirements to which the Company and the Talent Coins may be subject could differ materially from current requirements. No assurance can be given that future legislation, administrative rulings or court decisions will not adversely affect the Company and the Talent Coins.

The Company may be subject to a number of unusual risks, including contradictory legislation, incomplete, unclear and changing laws, ignorance or breaches of regulations on the part of other market participants, lack of established or effective avenues for legal redress, lack of standard practices and confidentiality customs characteristic of developed markets and lack of enforcement of existing regulations.

Early Stage Companies

The Company is a start-up and has no operating history against which purchasers of the Talent Coins may consider the appropriateness of purchasing the Talent Coins.

Many risks and uncertainties affect start-up and early stage companies, which often have very limited operating history, profits or cash flow. There can be no assurance of the success of such enterprises. Their potential must be considered in light of the problems, expenses, difficulties, complications and delays frequently encountered in connection with new or developing businesses, including technology risks, unproven business models,

untested plans, uncertain market acceptance, competition and lack of revenues and financing.

The technological fields and markets that many start-up and early stage companies address have undergone and are expected to continue to undergo rapid and significant change. Rapid technological developments may result in the technology of companies becoming obsolete, uneconomical or uncompetitive before any commercial success or financial return can be achieved. Numerous other risks may affect developing companies and ventures, including risks that products or services will be found to be ineffective, unreliable, unsafe or uncompetitive and risks that such companies' technologies, products or service will not achieve market acceptance or penetration. Market acceptance of new products, services or technologies depends on many factors and uncertainties and cannot be assured.

Start-up and early stage companies may compete with entities that have established businesses, relationships and positions in the market and that have much more substantial financial, business, technological, marketing and distribution assets, operations and resources. There can be no assurance that any developing company will be able to compete successfully with more established companies.

These companies may be overly dependent on the vision, skill and leadership of a single or limited number of executives. In a start-up business, the loss or disability of a key person(s) can result in significant financial hardship, in some cases the failure of the company. More than other businesses, start-ups are highly dependent on the skills and contributions of very few key employees

Any projections, forecasts, plans or other forward-looking statements are subject to numerous risks, uncertainties, changing circumstances and other factors that could cause actual results, performance, plans, prospects, operations and opportunities to differ materially from any forward-looking statements, including competition, inability to identify and do business with appropriate customers, existing and future law and regulations, liabilities under the securities laws, inability to hire, retain or qualify sufficient management and staff, general economic conditions, rapid technological change, cost overruns, delays in bringing products or services to market, marketing failures, difficulty in penetrating markets, delays or failures in developing anticipated capabilities, products or services, failure to obtain necessary regulatory approvals, insufficient funding, lack of availability of capital, rates of economic growth, levels of consumer and business spending, conditions in the technology and financial industries, dependence on strategic partners and business relationships, unproven business models, adverse developments affecting customers and end-users, fluctuations in securities markets and valuations, limited marketing, expansion risks, losses and costs, uncertain revenues and profitability, conditions in particular industries, accounting problems, costs, delays and liabilities arising from legal proceedings, failure to obtain and maintain intellectual property or proprietary rights and management failures.

Gibraltar

Gibraltar is a British Overseas Territory. It is part of the EU, having joined the European Economic Community with the United Kingdom in 1973 by virtue of Article 355(3) (ex Article 299(4)) which applies the treaty to "the European territories for whose external relations a Member State is responsible", a provision which in practice only applies to Gibraltar.

The UK voted to leave the EU on the 23rd June 2016. Article 50 has been triggered but no agreement has been made as to the relationship between the UK and the EU. It is not yet clear whether any agreement will include Gibraltar.

The Kingdom of Spain has not conceded its claim to sovereignty over Gibraltar. There can be no assurance or certainty as to the outcome of any future discussions on the question of Gibraltar's sovereignty, nor of how any change of sovereignty would affect the regulation and taxation of entities incorporated or operating in or from within Gibraltar.

The above could impact on the Company's ability to undertake business in or from within Gibraltar.

Banking and custody arrangements

The Company's cash will be held by a bank. The Company acknowledges that any such deposits are not guaranteed by the bank and are exposed to losses incurred in the event of the insolvency or failure of the bank. The Company will take credit risk against any party which is holding its cash. The Company will therefore rank as a general unsecured creditor in the event of the insolvency or failure of the bank with which deposits or instruments have been placed.

Regulatory Supervision

The Company and the Talent Coins are not regulated by the Gibraltar Financial Services Commission or any other regulatory or supervisory authority. The Gibraltar Financial Services Commission does not vouch for the financial soundness of the Company, the Talent Coins or for the correctness of any statements made, or opinions expressed with regards to it.

Cybersecurity

Cybersecurity threats are present within the realms of cryptocurrencies. There is a risk of loss of funds, including a total loss, should an unauthorised intrusion or theft occur.

Whilst the Company has considered its cybersecurity, risks related to software weakness, human error, external attacks and others, continue to exist and pose a material risk to the Company and the value of the Talent Coins.

Advances in cryptography, or technical advances such as the development of quantum computers, may present risks for crypto-currencies and the Talenton platform, which could result in the theft or loss of TDHs.

Hackers or other malicious or criminal groups or organizations may attempt to interfere with the Token Sale, the Talenton network or the availability of TDHs in several ways including, but not limited to, denial of service attacks, Sybil attacks, mystification, phishing, attacks, smurfing, malware attacks, or consensus-based attacks.

Ethereum Network

The Talent Coins is a part of the Ethereum network. If problems related to the Ethereum network normal functionality arise, this may affect the Talent Coins functionality and may adversely affect the Company and the value of the Talent Coins. Therefore, any malfunction, unplanned function or unexpected operation of the Ethereum protocol may cause the Talenton network or TDHs to malfunction or operate in a way that is not expected. Ether, the native Ethereum Protocol account unit may itself lose value in a similar way to TDHs, and also in other ways. For more information on the Ethereum protocol, see <http://www.ethereum.org>

As with other decentralized cryptographic tokens and crypto-currencies, the Ethereum blockchain used for the Talenton network is vulnerable to mining attacks, including but not limited to, dual-expense attacks, powerful mining attacks, selfish mining attacks, and critical competition attacks. Any successful attack poses a risk to the Talenton software and the expected performance and sequencing of Ethereum contract calculations. Despite the best efforts of the Talenton team, the risk of known or new mining attacks exists.

Crypto-currencies and cryptographic tokens are a cutting-edge, untested technology. In addition to the risks stipulated above, there are other risks that the ConnectJob team cannot predict. Risks may also occur as unanticipated combinations or as changes in the risks stipulated herein.