

AVATAR Network

An EOS based Decentralized Professional Identity Network

White Paper Version 3.1

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I. Abstract

The global staffing industry has reached as high as 400 billion by the end of 2017 and keep growing at 8% rate every year. Most of the value of this market is created and shared by 170 thousand staffing agent companies. Except very few professional agents which provide the accurate matching service, most of the companies profit by simply selling information.

Due to the inevitable information asymmetry in staffing market, professionals must rely on staffing agent companies to establish connections with potential employer. Large staffing agencies, such as zhaopin.com, 51job, etc., holding the information of tens of millions of professionals, and sell all kinds of packaged integration schemes to sell these data to billions of dollars in market value. However, the real providers of these data do not obtain any benefit from the data profits.

Nowadays, based on block chain technology and smart contract, we can image completely replacing staffing agents, reducing staffing cost, avoiding all sorts of problems caused by agents' competition and to build a better human resource value ecosystem.

Avatar Network Value Ecosystem (ANVE)

This white paper will focus on how Avatar Network can completely change the internal logic of online staffing, by replacing the centralized staffing agents, creating a decentralized human resource value ecosystem.

ANVE will based on the following two creative technologies:

- **Smart Contract:** the concept of “Smart Contract” was first proposed by Nick Szabo in 1994¹, 20 years later, it start to draw attentions again with the release of block chain like Ethereum and smart contract programming language like Solidity。Rather than the traditional staffing agents, the rule making and information flow within ANVE is no longer enforced by some

¹ "Nick Szabo -- Smart Contracts: Building Blocks for Digital Markets". <http://www.fon.hum.uva.nl>

corporations or centralized system, it is coded into the ecosystem in the form of contract code by system creators. Any participant of the ecosystem can provide or consume data by invoking the smart contract, which is safe and reliable.

- **Avatar Network Token (ATT):** we can never build a complete value ecosystem by only allow information to flow within it. ATT is a token issued on EOS mainnet, which is the value measure of ANVE. Smart contract will distribute value (represented by ATT Tokens) based on the rule encoded.

Based on smart contract and ATT Tokens, Avatar Network try to build a decentralized autonomous organization (DAO), every employee and employer can become the participant of the DAO, to share value and data of the organization, as well as providing them. **We can implement some typical business model in the DAO like online staffing, resume authentication, professional socialization and so forth.**

Without any intervention from centralized organization, ANVE is entirely driven by the value in the ecosystem. The data providers will receive a token reward, and the acquisition of data needs a certain amount of tokens. We can say, the value base of ATT Token is the data volume and data flowing rate of the entire ecosystem, and the ecosystem has an obvious network effect. With the increase of members of the DAO and the data volume in the ecosystem, all participants can enjoy the growth of value of ecosystem through the appreciation of the token.

Avatar Network is EOS based, and will always keep value flowing with the same direction with information, rather than be intercepted by some centralized agencies.

II. Background

The global recruitment market size has already reached 388 billion euros in 2016. 6 of the world's largest 18 human resource national markets have sustained the growth of dozens of percentages in recent years. A report from SIA (Staff Industry Analysts) shows that the global online staffing market size will keep rising to 46 billion dollars till 2020.

As the fastest growing staffing mode, online staffing usually refers to the online platforms, where employers finish the entire process of recruitment and face-to-face acquaintance is completely unnecessary both for employers and candidates. Depending on technology, online staffing has developed very fast in recent years mainly because of its better user experience. It comes into the favor of myriad employers and employees and attracts the pursuit of large amount of capital. Nevertheless, many problems still exist in such an online staffing mode.

High staffing costs

Online recruitment platforms heavily invest on traffic delivery to tempt job seekers to give out their own job information on the platforms. Gradually employers give up their own recruitment channels and turn to rely on cyber recruitment platforms. Large online recruitment agencies possess information of tens of millions of job hunters, monopolizing data of employment. In the meantime, they sell job applicants' information to potential employers to gain profits.

But employers can't always purchase the information on demand. Online staffing platforms usually sell information in packages mode to profit more. For instance, if an employer pays 399 dollars to the platform, he will be allowed to download 500 resumes within one year. The cost of recruitment will get much higher even though the employer is just a startup company which only needs 2 or 3 new employees every year.

What's more, candidates, the data providers who produced the most valuable information to online staffing platforms, don't obtain any benefit from the data profits. The profits come from the sale of data and will 100% go back to recruitment platforms, the data sellers.

Data redundancy caused by data privatization

In the competition of the online recruitment market, data quantity is one of the most important measure of enterprises' value estimate. It turns out that data isn't supposed to be shared among different platforms. Job hunters have to refresh their resumes on more than one platform for the higher exposure rate. It gives rise to data redundancy and mass data unconformity that can burden job hunters themselves.

Resume fraud and fake staffing

Most procedures of online staffing are finished online, which makes resumes the most important criteria for employers to select proper candidates. This will lead to innumerable fake resumes. Job seekers submit different versions of resumes based on different jobs posted by different companies, cheating to win more chances of job interviews.

For example, a designer with only one-year web design experience would forge a three-year design work experience in the resume, while neglecting two years of sales experience. Such conditions would have a strong impact on judges made by worker seekers. Due to the cost, most employers don't fulfill their duties to investigate resumes for common jobs.

In addition, fake recruitment also happens a lot in human resource market. Some interviews are only for suggestions and plans from candidates, or even for propaganda of products, but not for real recruitment at all.

Potential risk of personal information leak and being harassed

The senior executive officers of the company have no intention of participating online staffing or online professional social since they will have high possibilities being harassed by some sells man and will not profit any from the participation.

Without exception, the current online recruitment companies are centralized organizations, where data of employers and job hunters are stored in a centralized way. The huge and well-organized database is a perfect target of hackers and data traffickers. It would lead to huge risks of data leakage that the employers who had paid for a package on the platform were inclined to download more resumes than how many they needed, even if the downloaded resumes were useless to them².

² <https://phys.org/news/2017-04-businesses-breaches.html>

III. Value Proposition

DAO

DAO is “Decentralized Autonomous Organization”, which is proposed in Ethereum White Paper³. DAO is a virtual entity that has a certain set of members, organized and operated in a decentralized way. In capital model DAO of a certain set of members or shareholders, which for example with a 67% majority, have the right to spend the entity's funds and modify its code.

It may give us the possibilities to completely use block chain technology as enforcement of execution, rather than law enforcement model of traditional company.

In “Bootstrapping A Decentralized Autonomous Corporation”⁴, the author Vitalik Buterin wrote: **The industrial revolution allowed us, for the first time, to start replacing human labor with machines on a large scale, removing the need for rank and file manual laborers, and replacing them with a smaller number of professionals to maintain the robots, while the management of the company remains untouched. The question is, can we approach the problem from the other direction: even if we still need human beings to perform certain specialized tasks, can we remove the management from the equation instead?**

Avatar Network Ecosystem

Avatar Network is a smart-contract blockchain-based value ecosystem, which runs in a decentralized mode, driven by smart contract. In Avatar Network all the professionals and companies can meet, recruit and interact safely, easily, trustfully and efficiently.

Avatar Network Value Ecosystem (ANVE) is based on MSP (multi-sided platform)⁵, which aims to create value through the network effect for the following three main constituents:

³ <https://github.com/ethereum/wiki/wiki/White-Paper#decentralized-autonomous-organizations>

⁴ <https://bitcoinmagazine.com/articles/bootstrapping-a-decentralized-autonomous-corporation>

⁵ Hagiu, Andrei, Multi-Sided Platforms: From Microfoundations to Design and Expansion Strategies (April 3, 2009). Harvard Business School Strategy Unit Working Paper No. 09-115 .

Role	The Value & Need
Job Seeker	<ul style="list-style-type: none"> ● Search for a matching company to serve, and meanwhile reducing the cost of searching ● Professional socialization ● Protect personal privacy
Recruit Company	<ul style="list-style-type: none"> ● Search for the best candidate, lower the risk of resume fraud ● Reduce the staffing cost
3rd Party Data Provider	<ul style="list-style-type: none"> ● Provide 3rd party data service for the ecosystem ● Operation under the support provided by the Avatar Foundation

ATT Token

ATT Token is the value measure of Avatar Value Ecosystem, the main internal crypto-fuel of the Network, every participant of the ecosystem can deliver values with the help of ATT, and help the ecosystem developing. The value base of ATT is the data within the ecosystem, the market cap of ATT also represents the value of the overall data of the ecosystem.

Before Avatar launched on EOS mainnet, the ATT token will first be issued in AChain⁶, and use kCash⁷ as the wallet application. The ATT token will be mapped to EOS mainnet token when Avatar launches. We will discuss the launch of ATT and token sale in details in the following chapters.

⁶ <https://www.achain.com>

⁷ <https://www.kcash.com/>

IV. Solution proposed by Avatar Network

Facing existing problems of the current online staffing model proposed above, the value ecosystem built by Avatar Network will be based on the following points to reshape the professional social ecology:

- Retrieve data on demand, proper value flow within ecosystem and lower the cost of staffing
- The dual authentication based on smart contract, immutable career data.
- Data exposure under control, better privacy protection



Low Cost

By replacing the recruitment platform with intrinsic reward mechanism, Avatar Network will enormously reduce the staffing cost of the company



Immutability

As a distributed ledger technology, the consistency check and consensus is based on the entire network, no one changes once it's accepted by all nodes.



Privacy

All the data are encrypted. Because of the decentralized system, no one can steal all of the user data by hacking a single node.



On Demand

No more package deal for staffing, the Avatar Network provide the possibilities of get any information on demand by paying ATT



Dual Authenticate

Resume fraud become almost impossible based on the dual authentication mechanism in Avatar Network



Value Flow

As a decentralized network, Avatar will not intercept any value at all. The value will flow exactly with the data.

V. ATT Token

ATT Token, is the token issued on EOS mainnet, is a key element of the Avatar Network value ecosystem. Avatar Network smart contract will not only distribute data but also deliver value by transferring ATT tokens. So to say, ATT is the catalyst of Avatar Network ecosystem, the participant get ATT by give value to the ecosystem, and pay ATT to consume value.

The price of ATT Token will directly show the value of the entire Avatar Network ecosystem, so with the participants glowing in the network, the data volume will also glow with it, which lead to the appreciation of tokens.

ATT Token in ANVE		
Role	YES / NO	Features
Value Exchange	YES	It enables to exchange value real-time, globally and in a cost-effective way, The core value of Avatar Network comes from the data provided by the participant of ANEV, and ATT is the reward for the data providing
Currency	YES	Be used as a payment currency and transaction unit within Avatar Network
Toll	YES	Be used for charging usage fees for third parties' solution built within Avatar Network
Rights / Earnings	NO	ATT give no rights in the company and do not represent participation (equity or otherwise) in the company.

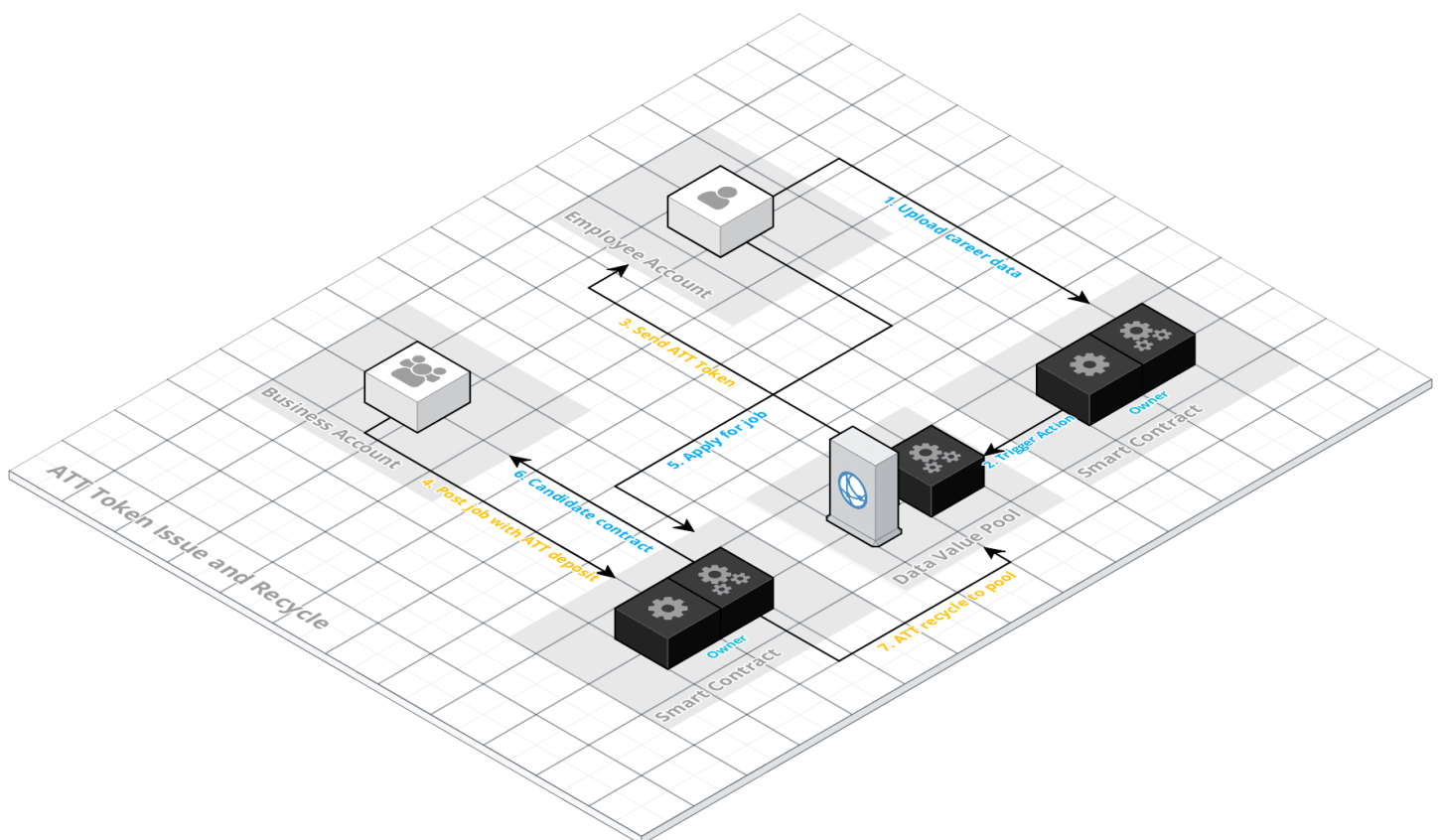
Data Value Pool

40% of ATT tokens will be locked into the data value pool when Avatar launches. As a dynamic value storage, based on the smart contract, the pool will purchase data from

all the participants of the ecosystem and recycle the token consumed in the matching process.

The typical scenarios include:

1. Account uploads career information, the pool sends him ATT tokens
2. Account recommends someone else into Avatar, the pool sends him ATT tokens
3. Business account authenticates someone's career experience, the pool sends the authenticator account ATT tokens
4. Business account tries to post a job and deposits 100 ATT tokens to launch the staffing; a job seeker sends apply message to the smart contract and the business account consumes 1 ATT to view the message, the token is recycled by the pool.



Data flow and value flow

Comparing to the centralized online staffing platform and professional social network, the information flow within Avatar Network is exactly the same with them:

- In case of obtaining a resume of a job seeker, data flow from the job seeker node to the company node.
- In case of doing professional social, data flow from the inviter node to the invited node

The difference is that in case of centralized online platform, value does not flow along with the same direction of data, on the contrary, the platform will intercept most of the value, for example:

- In case of obtaining a resume of a job seeker, the recruiting company need to pay the platform to gain access to the resumes.
- In case of doing professional social, the inviter need to pay the platform to get the contact information of the invited.

The different direction of data and value flow will affect the development of the entire ecosystem. In Avatar Network ecosystem, we always try to grantee that data and value flow with the same direction.

VI. Avatar Smart Contract Platform

Based on the ANVE, account system and ATT Token, Avatar Network implemented its own smart contract platform. The core value of the platform is to regularize various scenarios of professional social interaction, form the correct value flow, and convert it into smart contracts within Avatar Network.

Through the interfaces provided by smart contract platform, the contract code can read and write to its own data storage, distribute ATTs between accounts and even make usage fees.

An ideal professional social ecosystem

As mentioned above, under the current internet infrastructure, the centralized staffing agent intercept most of value by monopolize the right of transferring information, to which is undoubtedly not conducive to the development of the ecosystem. We believe that an ideal professional social ecosystem should make most of the value flow along with the same direction of information.

This chapter will discuss in detail how online staffing model works, as a typical professional social scenario, based on the smart contract platform of Avatar Network.

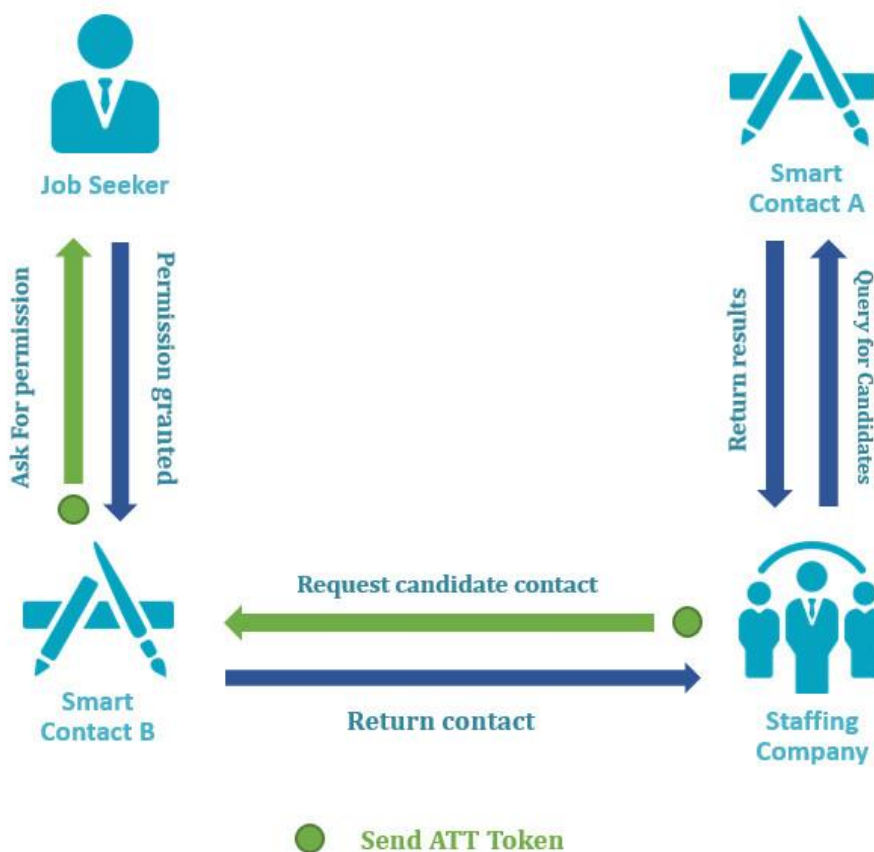
Online staffing

The core stage of online staffing is resume delivery, collection and screening. Two staffing modes are most common, which are active delivery and passive collection. The difference is, active delivery is a mode for companies to post the job, and candidates to send resumes according to job descriptions. In passive collection mode, the company will search in resume database and screen out the resumes of the candidates they are interested in.

But either way, companies need to pay online platforms and there is only information flow between companies and candidates. In Avatar Network, with the help of smart contract, information and value can flow in the same direction.

In case of passive collection, the recruitment will proceed as follows:

- Company account create the “search resumes” transaction and send to A
- Smart contract account A received and executed the transaction, return the search results to company account, whom in the meantime paid usage fee to account A
- Company screen out the interested candidates, create “request contact” transaction and send
- Smart contract account B received and executed the transaction, request contract information from candidate account.
- Candidate granted the request and smart contract B send contract information to company, company transfer ATT to candidate account.



Some other use cases

Besides some typical scenario like online staffing, anyone can create smart contract to implement specific business model, based on the platform Avatar Network provided.

The only rule to follow is that you can get some ATT if you provide data for the ecosystem, and you need to give some ATT for consume the data provided by other participants. Avatar Network provide all the possibilities to implement the business model in professional ecosystem, for example:

- **Company Review Application**, like the service Glassdoor⁸ provide, the review post on decentralized block chain network cannot be altered once created, no one need to worry about the authentication of the review content.
- **Professional Social Networking**, like the service LinkedIn⁹、MaiMai¹⁰ provide, focus on the socialization of professionals。By price themselves with ATT Token, one can avoid the harassment of mass sales information in the workplace, and salesmen can also choose sales objects more accurately.
- **Career Statistics Application**, in Avatar Network, one can easily get some survey done by distributing ATT tokens to get data from participants.
- **Dating application focus on the professionals**

⁸ <https://www.glassdoor.com/Reviews>

⁹ <https://linkedin.com>

¹⁰ <https://maimai.cn>

VII. Technical description

Avatar Network Account

Avatar is a cluster of dApps on EOS mainnet, so you don't need to create a specific account to use Avatar, anyone who owns an EOS mainnet account can login into Avatar. EOS uses a 12 letters meaningful word as account name, so if you already sign up in some other dApp built on EOS mainnet, you can just login into Avatar directly.

In Avatar Network, there are three types of accounts :

- Personal Account, account controlled by a single professional member
- Business Account, account controlled by an employer company, which is audited and issued by the Avatar Network foundation.
- Smart Contract Account, account controlled by their contract code and can be activated by the message sent from the above two types of accounts.

Note that in Avatar Network, smart contract account can be seen as some self-driven “autonomous agents” live inside of the execution environment. Personal account and business account can trigger the executing of a specific piece of code by sending message to the smart contract account, the entire process is called a transaction, including create a transaction, store the data accordingly and sign the data package.

The contract code will be activated and executed once the account received the message. The contract account has direct control over their own ATT balance and their own key/value storage to keep track of the persistent states variables, and they may also send message to other smart contract account to trigger execution of another piece of contract code.

Every account owns their ATT balance, which is the value measurement of the Avatar Network. Every transaction requires a certain amount of ATT as transaction fee.

A complete transaction data package contains:

- The recipient of the message
- A signature identifying the message sender account
- The amount of ATT to transfer from the sender to the recipient
- The other data fields (optional)

Account State

Avatar account state comprises two parts of data: structured and unstructured.

The structured part is customized according to the specific application areas of the chain, and the unstructured part is a key-value mapping data structure, which can be serialized and hashed any time.

An Avatar Network account state comprises the following fields:

- **ATT Balance:** a scalar value represents the number of ATT owned by this address. For account of address p in state σ , this would formally denoted $\sigma[p]_b$
- **Meta :** a data structure stores the meta information of the account owner, for example, in case of a personal account, the date of birth of the owner, the gender, the nationality and so on. Meta does not exist in smart contract account and is completely stored on chain. For account of address p in state σ , this would formally denoted $\sigma[p]_m$
- **Timeline:** an ordered list data structure stores the career information of the account owner, each node of the list represents a career experience of the owner. **This field only exists in personal account, each node is immutable once attached to the list.** Only the hash of the node will be stored on chain, the payload of the node will be stored off chain, in some distributed file system like IPFS. For account of address p in state σ , this would formally denoted $\sigma[p]_t$
- **Storage Root (Unstructured) :** except the above four fields, all the other account state data are stored in a key-value mapping data structure, which can be serialized and stored in a Merkle Patricia Trie¹¹, this field represents a 256-bit

¹¹ Kniesburgs, S., & Scheideler, C. (2011). Hashed patricia trie: efficient longest prefix matching in peer-to-peer systems.

hash of the root node of the Merkle Patricia tree that encodes the storage contents of the account. For account of address p in state σ , this hash would formally denoted $\sigma[p]_s$

- **Code Hash (Optional)** : this field only exists in the smart contract account, the hash of the smart contract code, this is the code that gets executed when this account received a message call. it is immutable and thus, unlike all other fields, can't be changed after construction. For account of address p in state σ , this hash would formally denoted $\sigma[p]_c$

Permission Management

EOS introduces the “**Role Based Permission Management**” to determine whether or not an **Action** is properly authorized, which make it possible to standardize the authentication and permission management and separate it from the business logic of the application. This enables application to be developed to manage permissions in a general-purpose manner and also provide significant opportunities for performance optimization.

For example, for the dual-authentication mechanism of Avatar Network, if a employee account successfully pass the authentication of the business account, it will be set with the EMPLOYEE permission level and gain the authorization to authenticate others' career experience of the same company, so the contract does not need to check the permission again in the business logic.

VIII. Roadmap

Aug 2017	Avatar Network idea proposed
Dec 2017	Avatar Network concept development Sep 2017 – Dec 2017
Jan 2018	Project team set up
Apr 2018	Avatar Network White Paper launch
May 2018	Avatar Keystone Round
Jun 2018	Avatar Global Community launch
Jul 2018	ATT Token Private Sale
Aug 2018	ATT Token Listed in Exchange
	Avatar Network launch testnet
Feb 2019	1st batch of personal test accounts (20000) issued 1st batch of business test accounts (200) issued
Aug 2019	Avatar Network main net launch
Oct 2019	Avatar Network Asian market
Dec 2019	Global users of Avatar reach 10 million Number of business account reach 500 thousand

IX. Team



Wenjun Guo

Founder & CEO of Avatar Network

Mr. Guo owns a master's degree in computer science and a bachelor's degree in software engineering. He founded KISSBABY a supply chain corporation in Hongkong in 2014 and invested by multiple famous capital like Ceyuan, Haitong Security (SSE 600837), DW Fund, The sales of KISSBABY reached 500 million Hong Kong dollars in 2017.



Shutuan Zhao

CTO of Avatar Network

Mr. Zhao owns a master's degree in computer science, has 15 years' experience of system development and technology management in insurance and human resources industry, He joined FESCO Technology as CTO in 2012. Mr. Zhao is also an early researcher of block chain technology, he has unique insights and understanding of the industry.



Zheng Fang

COO of Avatar Network

Mr. Fang is a MBA from Hong Kong Polytechnic University. He has 15 years' experience in Internet and human resource industry, he worked in Insignia Group (SSE 600797) as general manager of IIA. He joined FESCO Technology as COO in 2013 and the core application HELO he in charge of now provide services to 2 million professionals.



Chenyuan Jiang

Founding Partner of Juxiu Capital

Mr. Jiang is the founding partner of Juxiu Capital, the founder of Chain Media. He has 8 years' experience in venture capital and media industry. He is also an early researcher in block chain industry.



Bennie Pieneman

Global Community Director

Mr. Pieneman owns a bachelor's degree in marketing, he lives in Amsterdam and Beijing. He is an early participant of blockchain industry and has rich experience in community operation within the industry. He founded Airdrop Magic, which is currently the biggest airdrop company in Telegram.



Jiayin Shao

China Community Director

Ms. Shao has rich experience in media operation and community operation, she is currently in charge of the Chinese community of Avatar Network

X. Keystone Investors



AChain Capital



kCash Foundation



Vancoin Capital



JX Capital



DAOCIN Capital

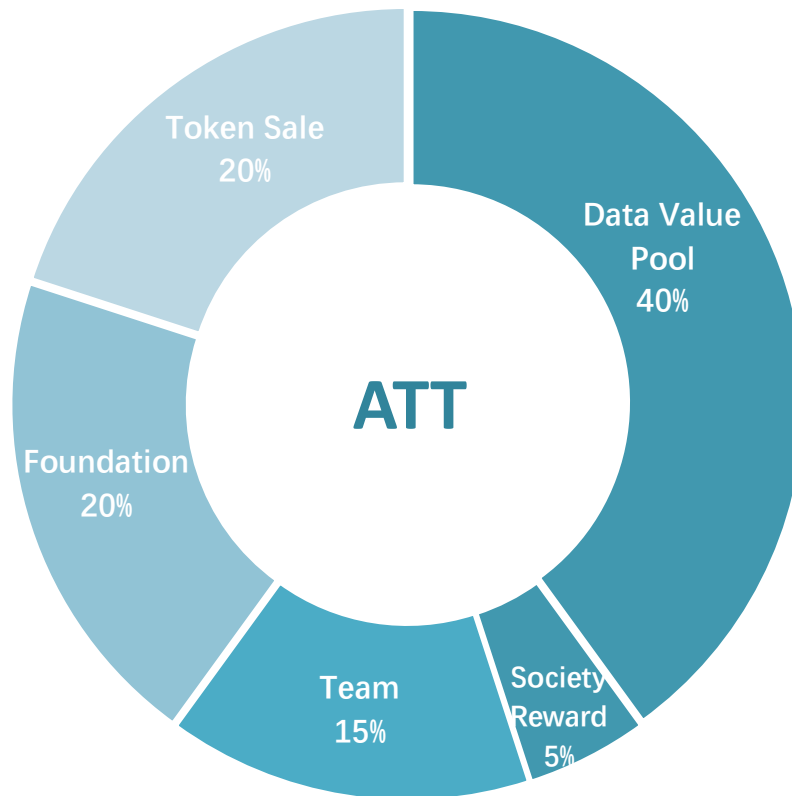


SQ Capital

XI. Partners



XII. Token launch



There will be a limited supply of 6 billion ATT in total, and no more tokens will be distributed after the token sale phase.

40% of tokens will be locked into data value pool to purchase data from Avatar users.

20% of tokens will be kept by foundation to support the project and all the 3rd party data providers.

20% of it will be distributed through the two phase of token sale. During the token sale phase, 8% of it will be distributed in the 1st phase and 12% of it will be distributed in the 2nd phase.

Team will keep 15% of ATT (5% will be distributed within 6 months after the Token Sale is finished, 5% will be released after the 1st year, 5% - after the 2nd year).

XIII. Risks and Disclaimer

Disclaimer

- This document serves only the purpose of conveying information. The contents of this document are for reference only, as a description of Avatar's business and development plan, and do not intend to create any suggestions or invitations to solicit interest in or purchase stock or securities. **The contents of this document shall not be interpreted as forced participation in an ICO. Any behavior associated with this white paper, including any requests for obtaining a copy of this others, will not be deemed as participation in an ICO.**
- All supporters of the Avatar Network project and the Foundation shall read this white paper and the official website carefully, understand the blockchain technology and the risks in the Avatar Network project. Any participants should have reached the age required by law, have full mental capacity to make the decision and understand that purchase of the ATT token is essentially a donation to the Foundation which cannot be refunded, cancelled or compensated.
- As the official token of Avatar Network, ATT is a crucial tool for the Avatar Network ecosystem to perform efficiently. However, ATT is not a security, and owning ATT does not mean that its owner has been afforded with the proprietary right, controlling right, and/or policy-making right regarding the Avatar Network platform. As an encrypted token used in Avatar Network, ATT does not belong to any of the following categories: (a) currency of any type; (b) securities; (c) stock rights of a legal entity; (d) stocks, bonds, bills, warrants, certificates, investment contract, or other instruments affording similar rights. Avatar Network does not offer any buy-back channels for ATT. Participants have the right to use ATT at their own will. This white paper is originally issued in English and translated to multiple languages. In case of any discrepancy or inconsistency the English version shall prevail.

Risk

- At present, governments of major countries in the world have not formulated explicit policies about blockchain projects funded by cryptocurrencies, so participants may suffer from losses caused by future policies. Other major systematic risks include, but not limited to, losses caused by natural disasters, large-scale breakdowns of global computer networks, and political unrest. Cryptocurrency transactions have extremely high uncertainty. Due to lack of forceful supervision in digital asset transactions, crypto assets are subject to high volatility.
- The blockchain industry is a highly competitive field in which Avatar Network team cannot guarantee success in the future.
- The Avatar Network project team will try our best to realize the goal set forth in the white paper and explore more sustainable growth space of the project. However, unpredictable internal and external factors may affect the route we have proposed, we retain the right to revise and adjust the white paper. We will publish the updated version on the official website and all participants must obtain the latest version and adjust their expectations accordingly.
- Avatar Network will be built with the blockchain technology and cryptographic algorithm. Blockchain technology is at its early stage and cryptology is still under rapid development. The Avatar Network team cannot fully guarantee technological fulfillment of the project. The Avatar Network technology infrastructure is also subject to the risk of hacking and code vulnerability, both of which will lead to losses.
- As the blockchain technology and the industry are under rapid development, Avatar Network and the Foundation are subject to some risks that cannot be predicted at this moment. Participants should fully understand the potential scale of loss and make decisions accordingly.

XIV. Contacts

Website : <https://avatar-network.io>

E-Mail: contact@avatar-network.io

Telegram(中文社区): https://t.me/avatar_cn

Telegram(Global Community): https://t.me/avatar_network

WeChat: avatar-network

 **AVATAR** Network