



## Disclaimer

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1.1. You accept and acknowledge that there are risks associated with utilizing an Internet-based Virtual Currency wallet service including, but not limited to, the risk of failure of hardware, software and Internet connections, the risk of malicious software introduction, and the risk that third parties may obtain unauthorized access to information stored in your personal account, including, but not limited to your Account and Password Or 2FA, You accept and acknowledge that Blockcfreelancer will not be responsible for any communication failures, disruptions, errors, distortions or delays you may experience when using the Services, however, caused.

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1.5. We make no warranty that the Website or the server that makes it available, are free of viruses or errors, that its content is accurate, that it will be uninterrupted, or that defects will be corrected. We will not be responsible or liable to you for any loss of any kind, from action taken, or taken in reliance on material, or information, contained on the Website.

1.6. We will not be liable, in contract, or tort (including, without limitation, negligence), other than where we have been fraudulent or made negligent misrepresentations.

1.7. Nothing in these Terms excludes or limits liability for death or personal injury caused by negligence, fraudulent misrepresentation, or any other liability which may not otherwise be limited or excluded.

• **Age agreement** This Site is offered and available to users who are 13 years of age or older. If you are under 13 you may not use this Site or the Blockfreelancer services. By using this Site, you represent and warrant that you are of legal age to form a binding contract and meet all of the foregoing eligibility requirements. If you do not meet all of these requirements, you must not access or use the Site.

• **Purchase disclaimer** Any investors or entity seeking to purchase BFC tokens should not rely only on the information set forth on the website as complete. In addition, the analyses contained herein do not claim to be a financial advisor for Huge RIO from participating in BFC token or other assets or the valuation of any entity. The Blockfreelancer teams make no guarantees regarding any benefits received from the purchase of BFC tokens. By continuing with the Blockfreelancer platform, you fully agree with all the terms and conditions.

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# 1. Summary

Blockfreelancer is decentralized Marketplace for freelancers, companies, and employees, using BFC tokens and Ethereum blockchain

## • PROBLEMS FACED BY FREELANCERS

There are three main problems freelancers encounters

**1. Currency Barrier:** When a freelancer is hired for a job after the job is accomplished there's always a cross-border currency problem, like most freelancer platform such as freelancer, and fiverr, only made provisions for paying freelancers using credit card and PayPal, of which most third-world countries are restricted by PayPal and some freelancers may not have access to banks.

**2. Lack of access to get the Regular flow of jobs:** Most freelancers are willing to work but has been hindered because of a reputable platform where there can get jobs steadily.

**3. Location and language barrier:** Most of the common problem freelancers face is language barrier where a Chinese can't communicate with Vietnamese or vice versa

## • PROBLEMS FACED BY JOB GIVERS

- Delays in job delivery
- job contract-breaching
- Inability to distinguish between professional freelancers for a job and quacks

## • PROBLEM FACED BY EMPLOYERS AND COMPANIES

- Issues of credentials authenticity: Employers often encounter the problem of evaluating the authenticity of employee credentials, because most employees may submit fake personal information which may be risky for companies

## • BLOCKFREELANCER SOLUTIONS TO PROBLEMS

Blockfreelancer is created to aid:

**1.** Freelancers and Employees get the job fast, with total transparency offered using blockchain technology.

**2.** Employers/Companies get to evaluate millions of applicants using our Reputation system to decide which applicant is best for the job

**3.** Reduce cost per hire using BFC tokens Blockfreelancer uses blockchain technology to execute:

- Reputation system: This system is used to verify the authenticity of employee credentials
- Peer to peer system for recruiters and freelancers
- Makes jobs accessible globally to anyone of any class either as full-time employee or freelancer
- BFC TOKENS Is the crypto tokens for freelancers and employees, it'll serve as the currency for transactions within the Blockfreelancer ecosystem but not limited to where the tokens can be used in real life. The company will pay using BFC tokens to hire an employee or freelancers, They will be a maximum supply of 100,000,000 BFC tokens, and any unsold tokens will be burned.
- Freelancers can search millions of job from Blockfreelancers and make offers to companies giving employers total charge to open bargain and selections of best offer from all bids.
- Smart contracts create an avenue for transparency and verification of employee to confirm their skills, Numbers job done successfully, and endorsement.

## 2. INTRODUCTIONS

Blockfreelancer is the platform for the global labor Market built on blockchain technology, to change the way employees and employers meet. Blockfreelancer will create an ecosystem where job seekers can decide to be a full-time employee or a freelancer.

### • U.S. Employment - Statistics & Facts

The most regularly referenced economic indicator for the state of employment in the United States is the unemployment rate. The unemployment rate is the share of the labor force currently without a job but seeking employment. In 2016, the civilian labor force of the United States numbered 159.19 million. In economic terms, a distinction is made between the labor force and the general population. The employment rate evaluates the share of the total population (excluding institutionalized persons) current engaged in employment.

There is a multitude of reasons why members of the general population are outside of the civilian labor force. Some such reasons are desirable, such as early retirement, while others are unavoidable, such as long-term illness or caring for others. However of great concern for policymakers is the proportion of the population who are unemployed so long they lose hope or the desire to continue searching for a job. This phenomenon has prompted economists and concerned members of the public to raise awareness that the long-term unemployment rate in the United States is actually higher than government statistics suggest.

Like many countries around the world, the United States is struggling with youth unemployment rates higher than the national unemployment rate. In March 2017, the unemployment rate for those aged 16 to 24 was 9.1 percent. In contrast, the national figure at the time was 4.5 percent. These rates can partially explain why 35 percent of Millennials considered the economy and employment the most important issue for the next president prior to the 2016 U.S. elections.

Looking to the future, young people may look towards training in industries where job numbers are projected to increase.

• **Reference to existing freelancer platform:** freelancer.com: on the 20th June 2018 this platform has recorded an ever-growing Total Users: 28,810,810 Projects Posted 14,145,040. fiverr.com has tripled the total volumes of **freelancer.com** even with all the obstacles surrounding the labor market which only BLOCKFREELANCER can solve with it blockchain uniqueness, this shows that the freelancer and recruiters industry has great potential growth and will be more lucrative using Blockchain technology.

### 2.1. The staffing industry in the U.S.

#### The staffing industry in the U.S. - Statistics & Facts

Staffing firms operate within the business services industry, finding workers for client companies. Unlike recruitment companies, staffing firms primarily deal with temporary and contract job positions, although not necessarily exclusively. Staffing firms find temporary employees to fill job positions for client companies which require staff for short-term work assignments. These positions, which are usually for lower-skilled jobs, have vacancies available for a variety of reasons, such as, maternity leave, short-term projects or periods of high demand in the company. Despite the candidate working within a client company, they often remain an employee of the staffing agency. This is not the case in all positions, as the employee may go on to be hired permanently by the client company.

The global staffing industry generated 428 billion U.S. dollars in 2016. In that same year, the United States' staffing and recruiting industry sales reached 150 billion U.S. dollars, 85 percent of which was generated in the temporary and contract employment sector. In the United States, temporary and contract employment totaled 14.5 million in 2016, down from 15.6 million in 2015, the highest employment figure recorded since the year 2000. While employment figures have been sporadic between 2000 and 2016, the average length of temporary and contract assignments have generally risen over the period from 9.7 weeks in 2000 to 11.5 weeks in 2016.

Despite the U.S. holding a large share of the global staffing industry, the largest staffing firm in the world is not American, it is the Swiss company Adecco. In 2016, the company's revenue amounted to 22.5 billion U.S. dollars, with the largest share of its business generated in the industrial sector. The largest U.S. company in the ranking is Manpower which generated over 19.6 billion U.S. dollars in revenue in 2016. Manpower placed approximately three million people into permanent, temporary and contract positions worldwide during the same year.

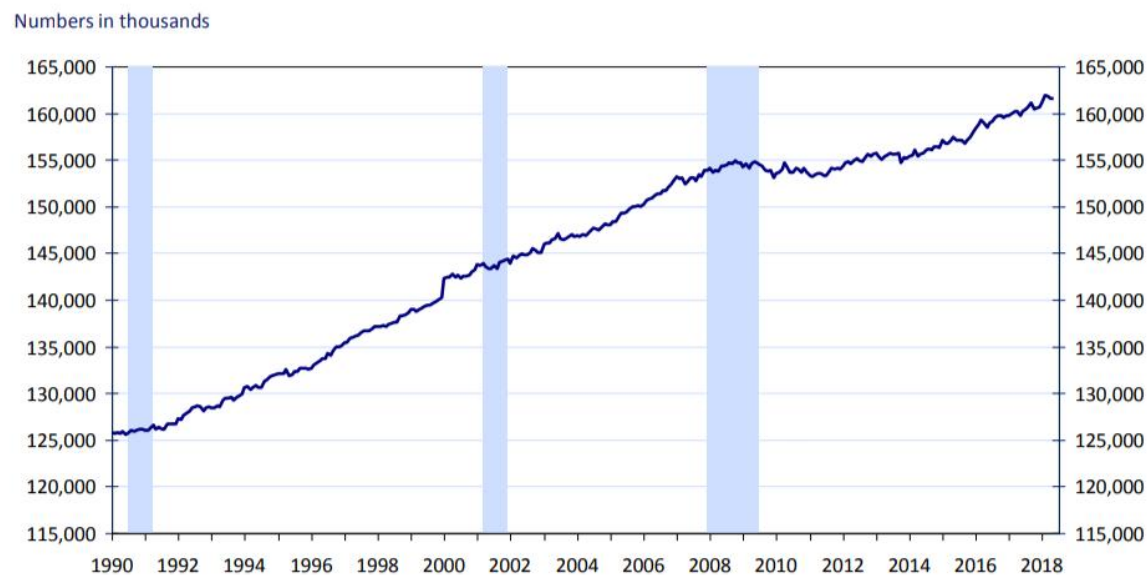


## 2.2. Charting the labor market, Data from the current population survey (CPS) :

**2.2.1. Civilian Labor Force is the sum of civilian employment and civilian unemployment.** These individuals are civilians (not members of the Armed Services) who are age 16 years or older and are not in institutions such as prisons, mental hospitals, or nursing homes.

**Chart 1. Civilian labor force**

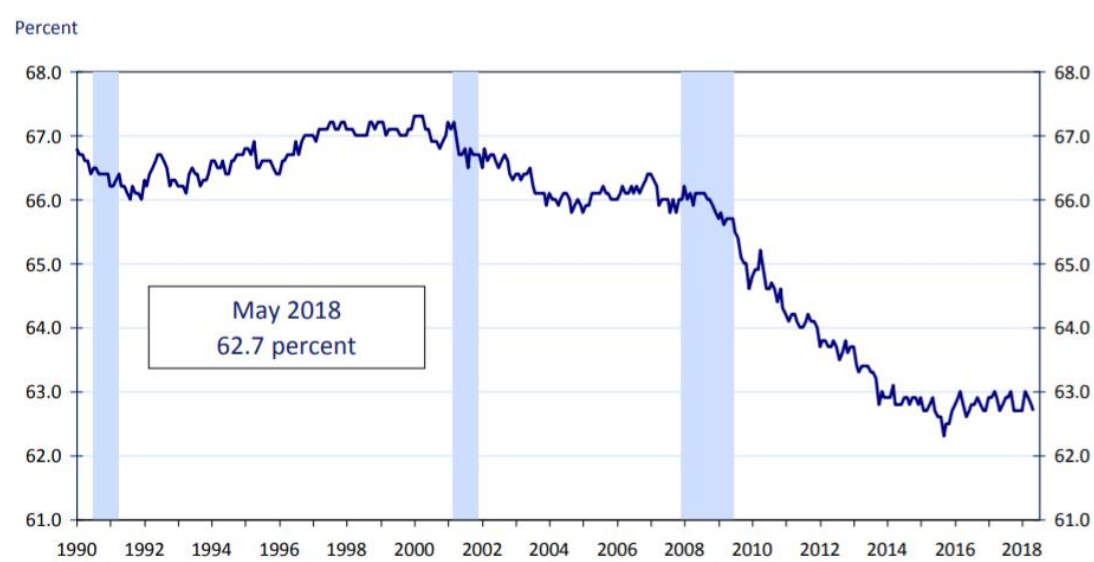
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

**2.2.2. Civilian Labor Force Participation Rate:** The participation rate is a measure of the active portion of an economy's labor force. It refers to the number of people who are either employed or are actively looking for work.

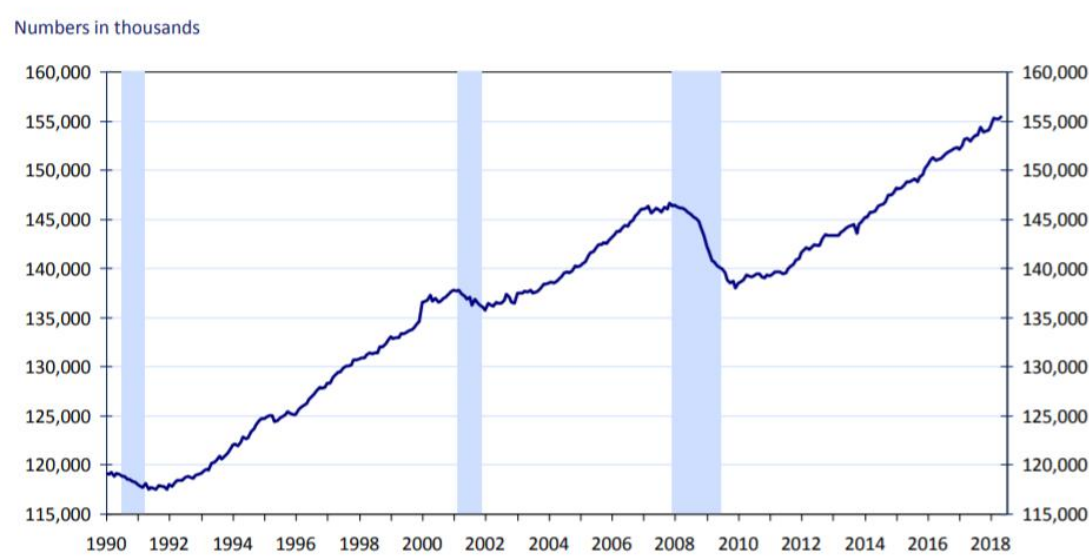
**Chart 2. Civilian labor force participation rate**  
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

**2.2.3. Civilian Employment:** Civilian employment is total employment with the exception of the armed forces.

**Chart 3. Civilian employment**  
Seasonally adjusted, 1990–2018

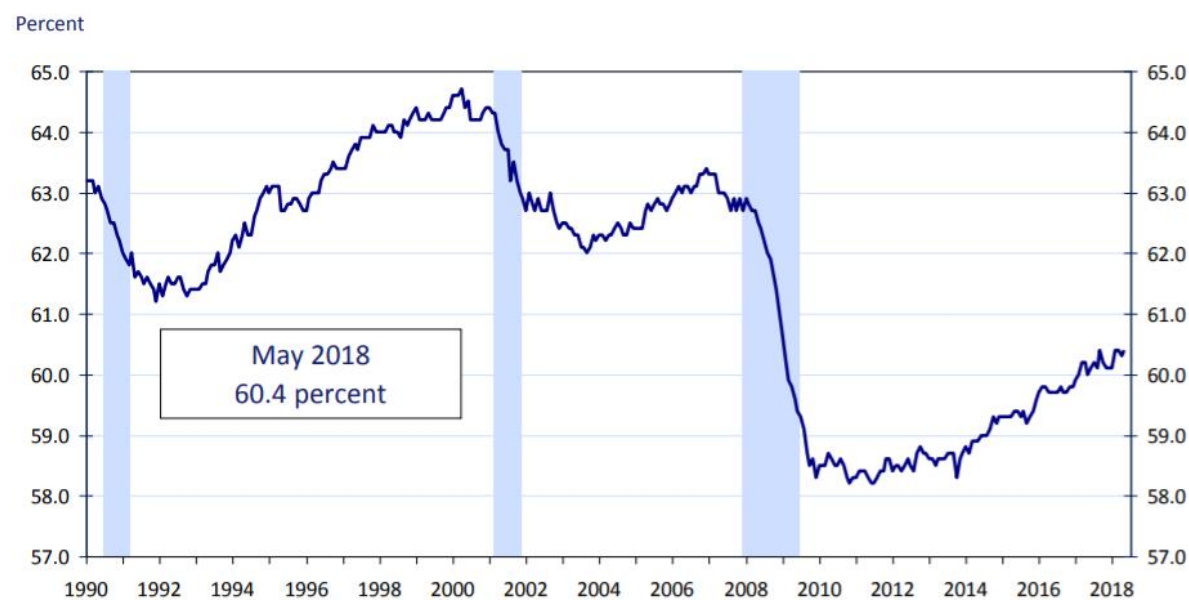


**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

**2.2.4. Employment-Population Ratio:** is a macroeconomic statistic that indicates the ratio of the labor force currently employed to the total working-age population of a region, municipality or country. It is calculated by dividing the number of people employed by the total number of people of working age. For example, if 50 million people are employed in an area with 75 million people of working age, the employment-to-population ratio is 66.7%.

**Chart 4. Employment-population ratio**

Seasonally adjusted, 1990–2018

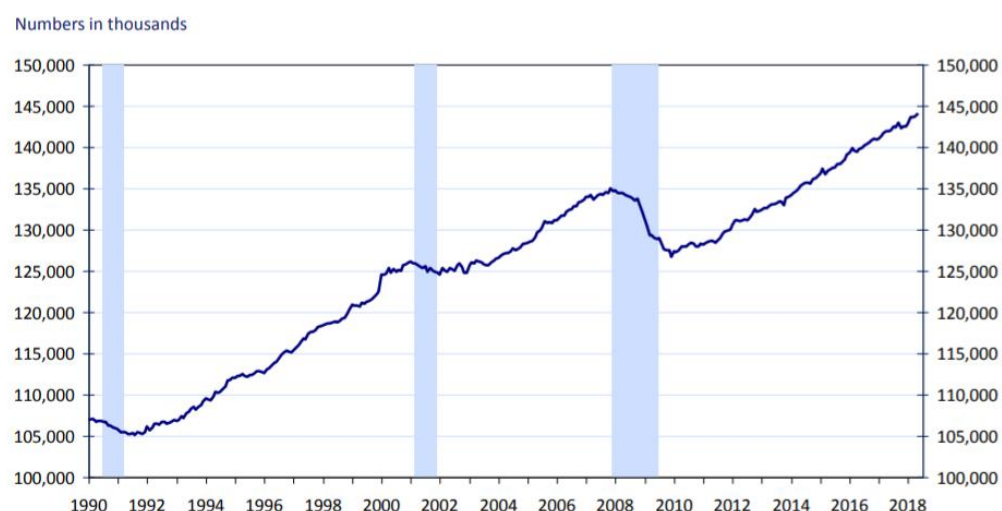


**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

### 2.2.5. Non-agricultural wage and salary employment:

**Chart 5. Nonagricultural wage and salary employment**

Seasonally adjusted, 1990–2018

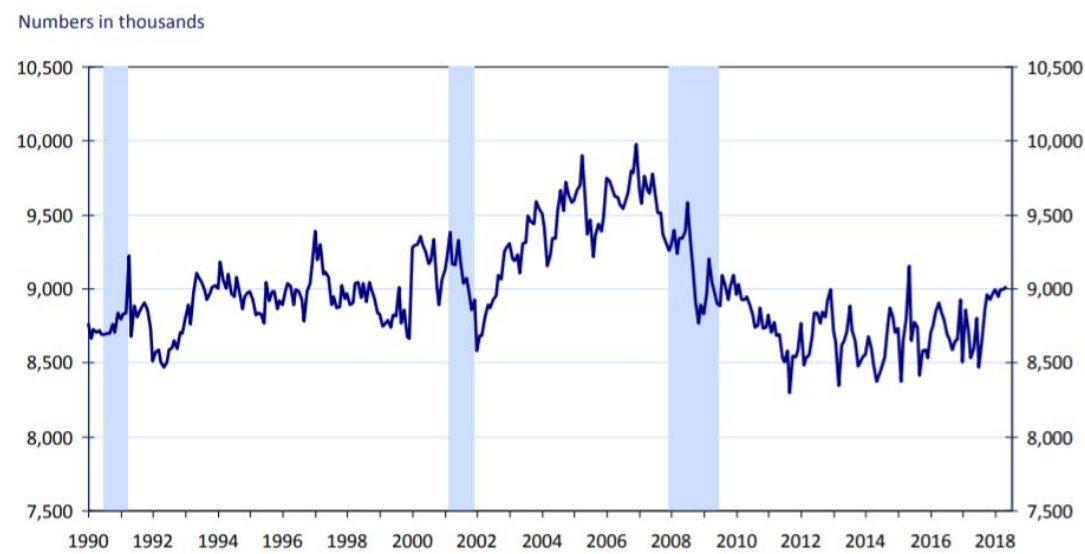


**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).



2.2.6. Non-agricultural Self-employed, unincorporated.

**Chart 6. Nonagricultural self-employed, unincorporated**  
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

2.2.7. Part-time Worker as a Percent of total employed.

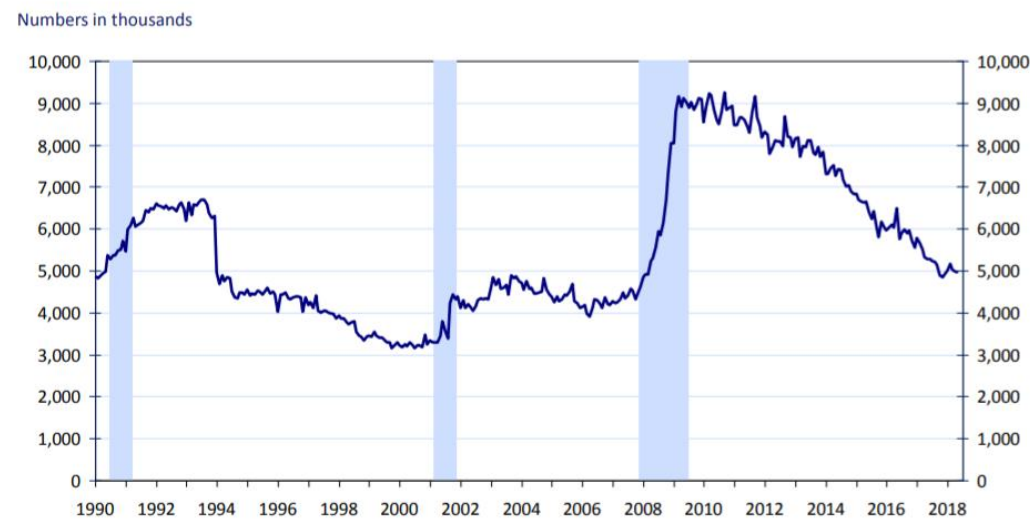
**Chart 7. Part-time workers as a percent of total employed**  
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

2.2.8. Employed Part-time for Economic reasons.

**Chart 8. Employed part time for economic reasons**  
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

## 2.2.9. Civilian unemployment.

**Chart 9. Civilian unemployment**

Seasonally adjusted, 1990–2018

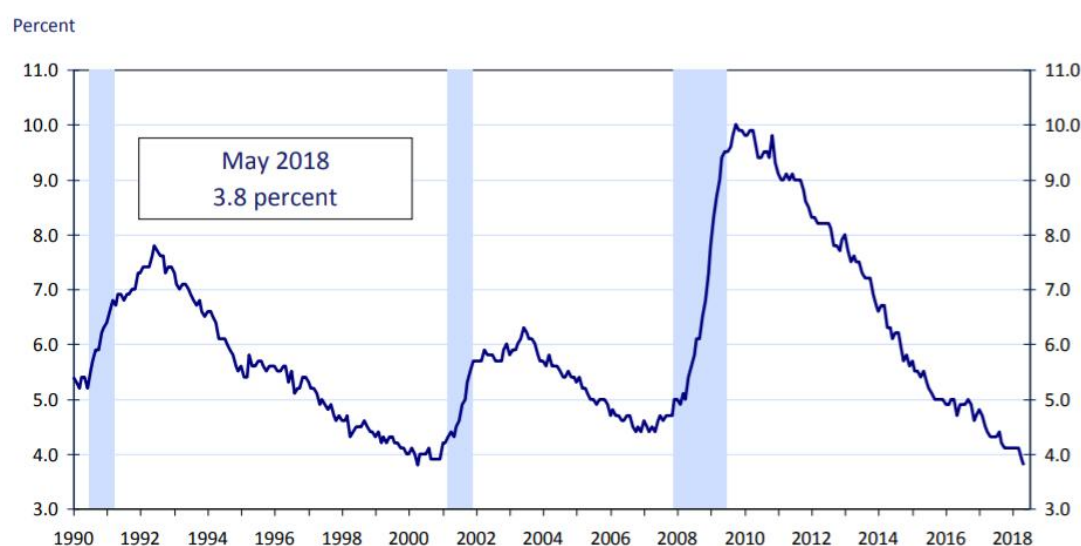


**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

**2.2.10. Civilian Unemployment Rate:** The Civilian unemployment rate is calculated by the number of unemployed people divided by the total size of the labor force and is expressed as a percentage. People who are jobless, looking for jobs, and available for work are considered unemployed. The labor force is defined as people who are either employed or unemployed.

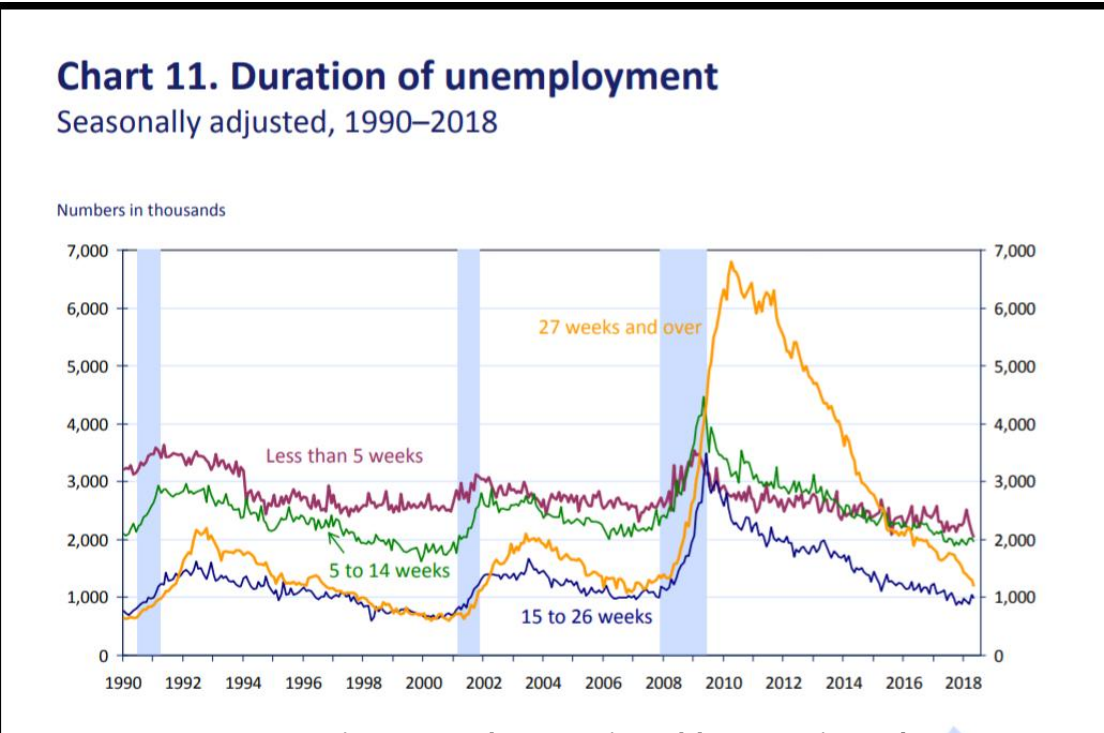
**Chart 10. Civilian unemployment rate**

Seasonally adjusted, 1990–2018



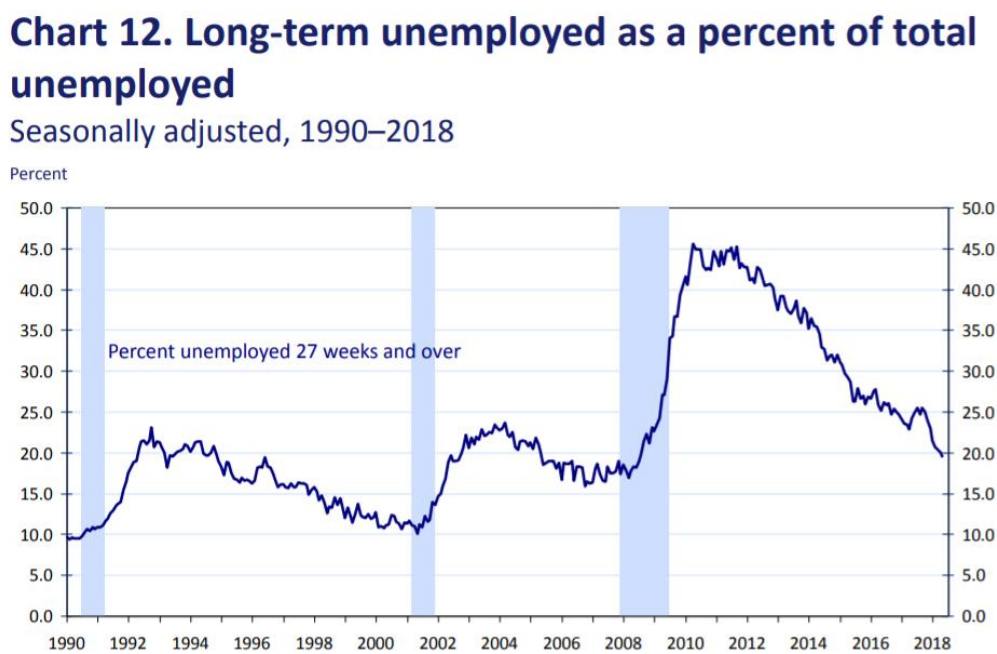
**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

2.2.11. Duration of unemployment.



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

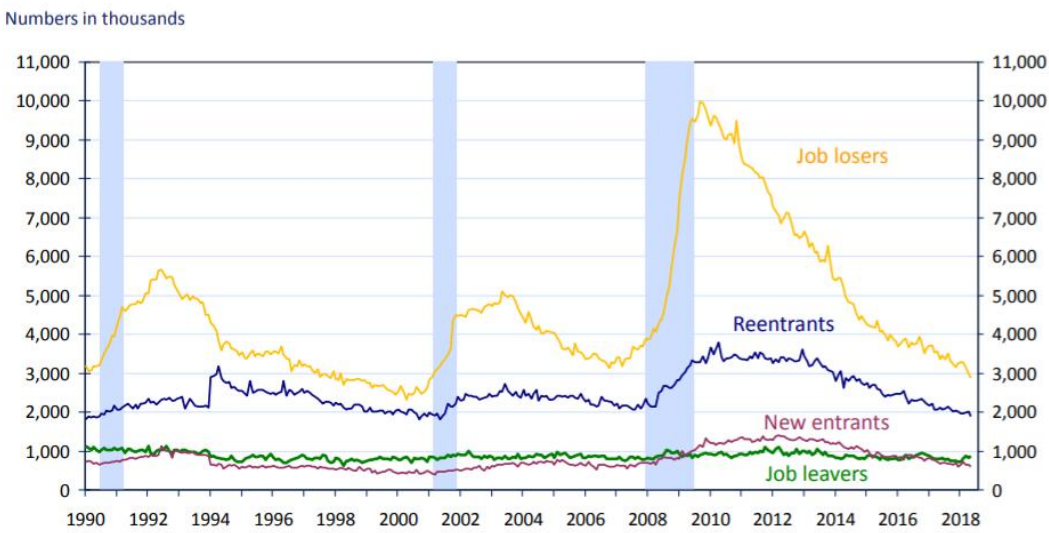
2.2.12. Long-term unemployment as a percent of total unemployed.



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

2.2.13. Reasons for Unemployment

**Chart 13. Reasons for unemployment**  
Seasonally adjusted, 1990–2018

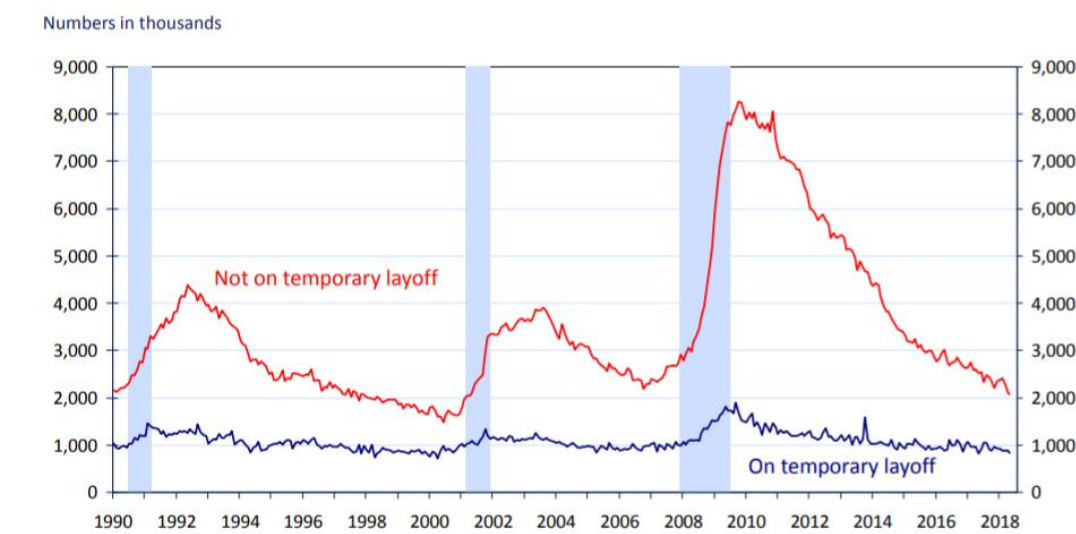


**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).



2.2.14. Job losers by Layout status.

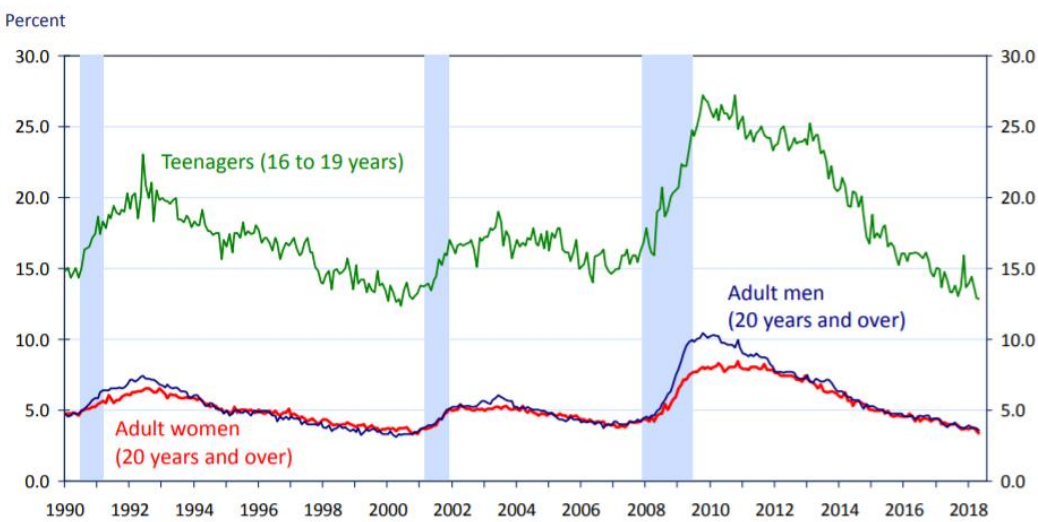
**Chart 14. Job losers by layoff status**  
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

2.2.15. Unemployment Rates for Adults Men, Adults women, and teenagers.

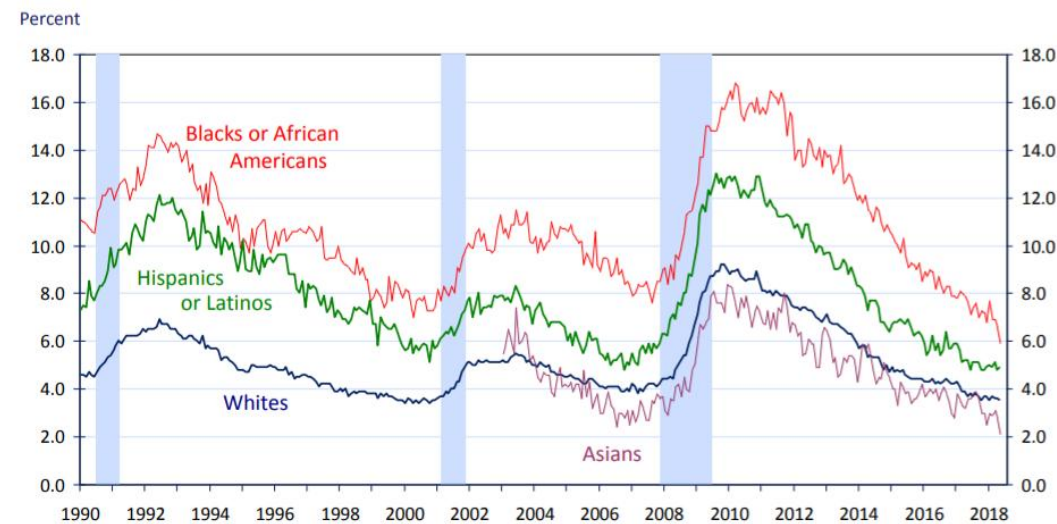
**Chart 15. Unemployment rates for adult men, adult women, and teenagers**  
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

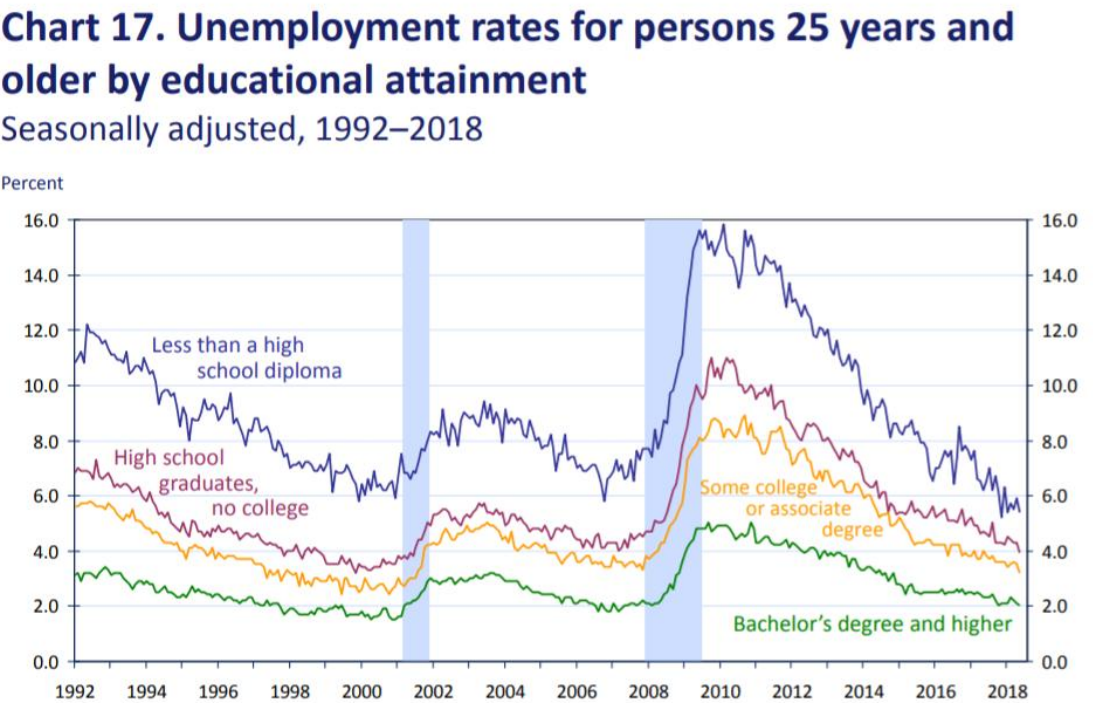
2.2.16. Unemployment Rates by race and Hispanic or Latino ethnicity.

**Chart 16. Unemployment rates by race and Hispanic or Latino ethnicity**  
Seasonally adjusted, 1990–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

2.2.17. Unemployment rates for persons 25 years and older by educational attainment.



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

2.2.18. Persons not in the labor force who wants the job.



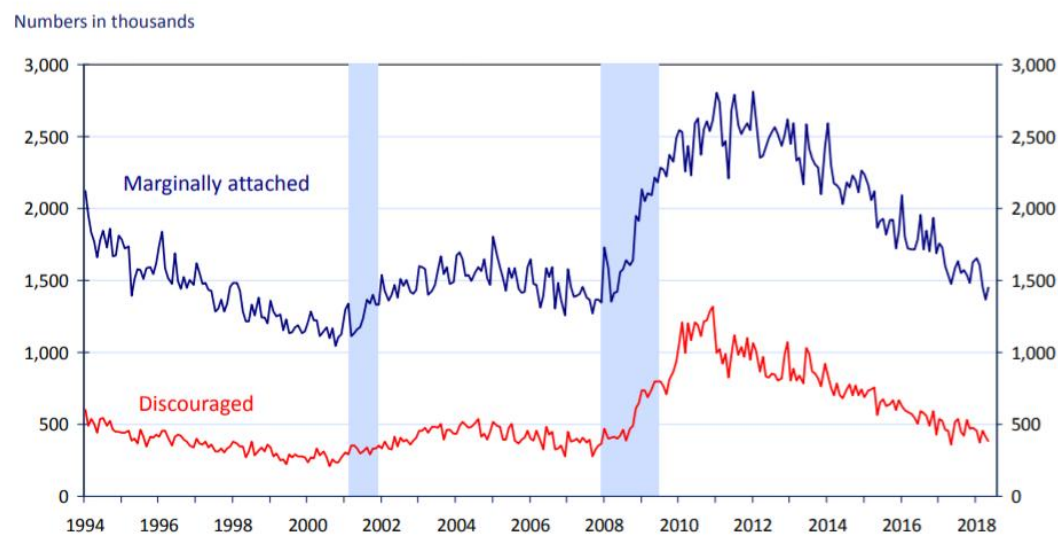
**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).



### 2.2.19. Persons not in the labor force, Selected indicator.

**Chart 19. Persons not in the labor force, selected indicators**

Not seasonally adjusted, 1994–2018

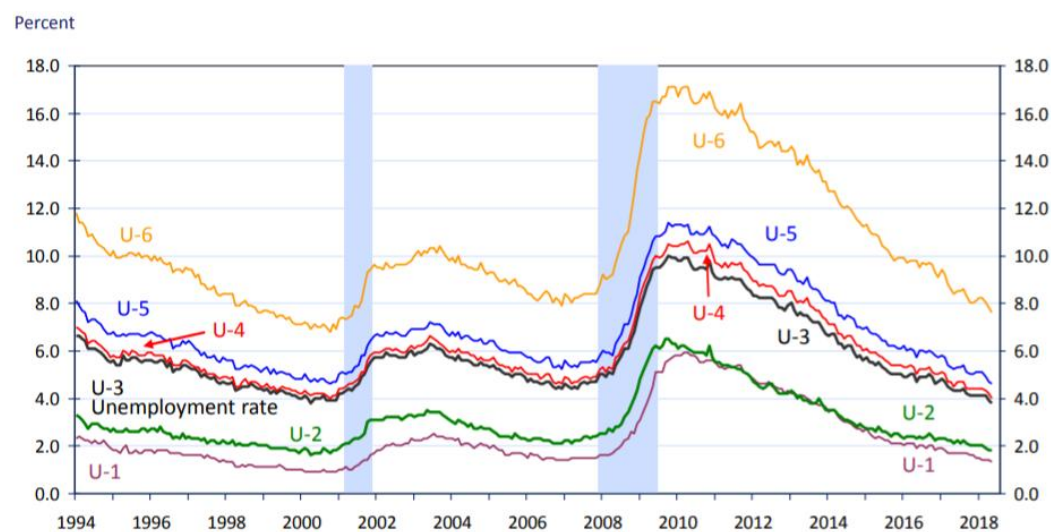


**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

**2.2.20. Alternative measures of labor underutilization.** The unemployment rate; which refers to the percentage of individuals in the labor force without a job who are available for and actively seeking work; is the primary measurement of changes in labor underutilization. Unemployment rates are derived each month from the Current Population Survey (CPS).

**Chart 20. Alternative measures of labor underutilization**

Seasonally adjusted, 1994–2018



**Note:** Shaded areas represents recessions as determined by National Bureau of Economic Research (NBER).

### 3. CORE ISSUES OF THE LABOR MARKET

**3.1. ACCESSIBILITY:** The labor Market has been a professional term in economics with mini branches set up by job recruiting agents, which sometimes are not accessible to people in undeveloped areas.

**3.2. CURRENCY BARRIERS** when either an employer or employee have a deal, there's always a cross-border currency problem, like fiverr.com and freelancer.com only accepts credit card and PayPal, This hinders global transactions because the only payments methods are PayPal and credit card. And PayPal has the strict restriction of so many third-world countries from using their service. Credit cards are also not available to many persons that stay in areas without banks, hereby creating total inconveniences for both employees and employers.



**3.3. ISSUE OF CREDENTIALS AUTHENTICITY** It's nearly impossible to fully evaluate the authenticity of an employee because there can give false information about themselves, especially when it is an online employment process.

**3.4. SENTIMENTS** is one of the biggest predicaments job seekers face because most recruiters may be selfish and may not give the job to the appropriate and qualified applicants, regardless of the applicant's qualifications.

### 4. Blockfreelancer solutions to problems :

We aim at creating a decentralized transparent, trusted, a reliable, lucrative and convenient system for freelancers, employees, and companies, using the Ethereum blockchain and smart contract. Our solutions include freelancers and job marketplace, skills and reputation verification system in a totally decentralized and transparent platform. Now freelancers, full-time employee and companies can meet without boundaries, Anyone can make money from Blockfreelancer regardless of your age status, whether you're a stay-at-home mommy, student, disabled, or need ways to make extra money. Now companies will save cost and the hustle of hiring with our one leap decentralized ratings and skills verification system.



- Below are the Core aims of blockfreelancer:
- To create a reliable tool to verify reputation.
- To bring transparency in the labor market.
- To make job sourcing hustle free.
- To create the massive awareness of blockchain technology and its advantage in the real world.
- To enable people to monetize their skills without hindrances
- To create a global decentralized assessment of the employee.
- To enable companies to pick professional employees in the diverse field of disciplines. Our main goal is to make job accessible to anyone anywhere and give companies unlimited opportunities to pick from the best and help anyone makes money out of their skills.

- Blockfreelancer's utilizers:

**There are four major utilizers of Blockfreelancer**

- Freelancers
- Full-time employees
- Employers or companies
- Affiliates



● **FREELANCERS**

A freelancer or freelance worker is a term commonly used for a person who is self-employed and is not necessarily committed to a particular employer long-term. Freelance workers are sometimes represented by a company or a temporary agency that resells freelance labor to clients; others work independently or use professional associations or websites to get work.

While the term "independent contractor" would be used in a higher register of English to designate the tax and employment classes of this type of worker, the term freelancing is most common in culture and creative industries and this term specifically motions to participation therein.

Fields, professions, and industries where freelancing is predominant include: music, writing, acting, computer programming, web design, translating and illustrating, film and video production, and other forms of piece work which some cultural theorists consider as central to the cognitive-cultural economy.

**Benefits of freelancers:**

Freelancers have a variety of reasons for freelancing, the perceived benefits differ by gender, industry, and lifestyle. For instance, the 2012 Freelance Industry Report,reported that men and women freelance for different reasons. Female survey respondents indicated that they prefer the scheduling freedom and flexibility that freelancing offers, while male survey respondents indicated they freelance to follow or pursue personal passions. Freelancing also enables people to obtain higher levels of employment in isolated communities.

Freelancing is also taken up by workers who have been laid-off, who cannot find full-time employment,or for those industries such as journalism which are relying increasingly on contingent labor rather than full-time staff. Freelancers also consist of students trying to make ends meet during the semester. In interviews and on blogs about freelancing, freelancers list choice and flexibility as a benefit.

**The freelancers will be able to get paid BFC tokens for:**

- Completing jobs
- getting rewards for endorsements
- Get better job offers base on his reputation All freelancers knows that relationships between people and companies will be the most transparent in the long-term ,and reputation stands to speak for them ,therefore he is willing to show his past jobs which will grant him more ratings



**4.1 How it works:** Blockfreelancer is the decentralized platform that will be primarily used by freelancers who wants to offer services to customers on a global scale. Before we continue we're going to list a few glossary terms used by Blockfreelancer so you will be able to understand better.

**BFC:** A service offered on Blockfreelancer website. For example, a BFC can be “I will write your quality essay for 100BFC tokens”.

**Seller:** A registered user who offers BFC on Blockfreelancer. The Freelancer (people doing the work)

**Buyer:** A registered user who is able to purchase BFC on Blockfreelancer. The Employer (the person hiring the Freelancer

**Order:** When a buyer purchases a BFC, it’s called an order.

**Post a Request:** The option for a registered buyer to submit a request for services (BFCs). For example, a buyer can post a request for a video script by writing “Create a video script”.

**STEP 1** After creating profile be sure you complete profile with 100%

**STEP 2** After completing profile go to Work --> Browse Categories --> There are many categories available select any category you as per your knowledge.

**STEP 3** In category page you will find many projects select any project and read it's brief, If project match with your skill and you can do it so select on Bid button.

**STEP 4** Bid on project and write good and related description.

**STEP 5** Wait for chance any customer reply on your bid if your bid is real.

**STEP 6** If customer is happy with your bid he will award you project and be sure before accept project customer need to create milestone without milestone don't accept project.

**STEP 7** After milestone is created you accept project and start your work and show customer good result.

**STEP 8** After project is created request milestone to release if customer is happy with your result of work.

**STEP 9** After funds is released customer will leave ratings and feedback to your account and you also leave feedback to his account.

**STEP 10** After completing project funds show on your Blockfreelancer account ,you can make withdrawals anytime

● **FULL-TIME EMPLOYEES** Full- time employee has employed in which a person works a minimum number of hours defined as such by his/her employer. Full-time employment often comes with benefits that are not typically offered to part-time, temporary, or flexible workers, such as annual leave, sick leave, and health insurance. Part-time jobs are mistakenly thought by some to not be careers. However, legislation exists to stop employers from discriminating against part-time workers so this should not be a factor when making decisions on career advancement. They generally pay more than part-time jobs per hour, and this is similarly discriminatory if the pay decision is based on part-time status as a primary factor. The Fair Labor Standards Act (FLSA) does not define full-time employment or part-time employment. This is a matter generally to be determined by the employer (US Department of Labor). The definition by the employer can vary and is generally published in a company's Employee Handbook. Companies commonly require from 32 to 40 hours per week to be defined as full-time and therefore eligible for benefits.

Full-Time status varies between the company and is often based on the shift the employee must work during each work week. The "standard" work week consists of five eight-hour days, commonly served between 9:00 AM to 5:00 PM or 10:00 AM to 6:00 PM totaling 40 hours. While a four-day week generally consists of four ten-hour days; it may also consist of as little as nine hours for a total of a 36-hour work week. Twelve-hour shifts are often three days per week unless the company has the intention of paying out the employee overtime. Overtime is legally paid out anytime an employee works more than 40 hours per week. The legal minimum for overtime starts at Base Pay + One-Half. The increased payout is considered to compensate slightly for the increased fatigue which a person experiences on such long shifts. Shifts can also be very irregular, as in retail, but are still full-time if the required number of hours is reached. There are some situations where a person who needs full-time work is dropped to part-time, which is sometimes a form of constructive dismissal to avoid paying unemployment benefits to a laid-off worker.

An employee can decide to still combine freelancing and his full-time job by engaging in project execution in Blockfreelancer decentralized marketplace.



● **Employers or companies** An employer is a person or institution that hires employees. Employers offer wages or a salary to the workers in exchange for the worker's work or labor. One speaks of wages if the employee is paid by the hour and of salary if he is paid a set rate per pay period. Wages are paid for all hours worked, including overtime, but a salary is typically not paid more for more hours worked than the minimum. Employers include everything from individuals hiring a babysitter to governments and businesses which may hire many thousands of employees. In most western societies governments are the largest single employers, but most of the work force is employed in small and medium businesses in the private sector. This set of Blockfreelancer utilizes BFC tokens by placing vacancies and our job pool were employees/freelancers may apply and each vacancy placements has a price tag which can only be paid for using BFC tokens.



● **AFFILIATES** Affiliate marketing is a type of performance-based marketing in which a business rewards one or more affiliates for each visitor or customer brought by the affiliate's own marketing efforts. Affiliate marketing is also called "performance marketing", in reference to how sales employees are typically being compensated. Such employees are typically paid a commission for each sale they close, and sometimes are paid or services they promote, but the compensation models applied to affiliate marketing are very similar to the ones used for people in the advertisers' internal sales department. The phrase, "Affiliates are an extended sales force for your business", which is often used to explain affiliate marketing, is not completely accurate. The primary difference between the two is that affiliate marketers provide little if any influence on a possible prospect in the conversion process once that prospect is directed to the advertiser's website. The sales team of the advertiser, however, does have the control and influence up to the point where the prospect either (a) signs the contract, or (b) completes the purchase. Blockfreelancer makes this aspect an unlimited lucrative features in the system, were commissions are paid to any member of the community that brings new users to the community, there's no limit to how much you can make from this system, the more your referred users works or utilize the service in Blockfreelancer ecosystem the more you get commissions from their works.



## 5. SPECIAL FEATURES

With a high reputations (more than 30 points)will have access to the individual conditions of work with companies a Blockfreelancer user with high reputations can assist companies or organization hire employeesThe more frequent a user operates on Blockfreelancer the higher his ratings and reputation grows.

### 5.1. Comparison of Blockfreelancer and other freelancing platform:

- Fiverr.com and freelancer.com :

#### DISADVANTAGES

1. Currency barriers .
2. Lack of transparency.
3. No reputation verification system.
4. No options for full-time vacancy .
5. Delays in withdrawals due to usage of third-party payments systems.
6. Expensive fees

#### • Blockfreelancer

#### ADVANTAGES:

1. NO currencies barriers because we use only one currency which is the the Blockfreelancer BFC oriented tokens.
2. Total transparency offered because of the use of Blockchain and Ethereum smart contract
3. Reputations verification system to access and review all employees before further employment.
4. Blockfreelancer does not offer just a system for freelancing rather recruiters and job seekers can meets too.
5. No delays of withdrawals because there's no third-party involved, only you and the blockchain
6. All charges including withdrawal fees and projects completions commissions are less because we're using BFC not PayPal, or Credit card.

**5.2. DECENTRALIZED SKILLS VERIFICATION SYSTEM:** Using the decentralized skills verification system employees can:• Use the decentralized reputation verification system which can confirm the real skill of an employee

- Step-up their competencies above competitors.
- Be rewarded for their proven skills. Blockfreelancer will create a decentralized skills verification system which will be transparent, void of sentiments, and create traceable credibility of employee in the eyes of employers.

#### 5.2.1. How it works

Each time employee's skills is verified, his credentials will be saved on the blockchain, An employee will begin to get notified each time there's an advertisement relating to his field,were he can as well be rewarded from the advert placements.

#### 5.2.2. Examples of what can be verified :

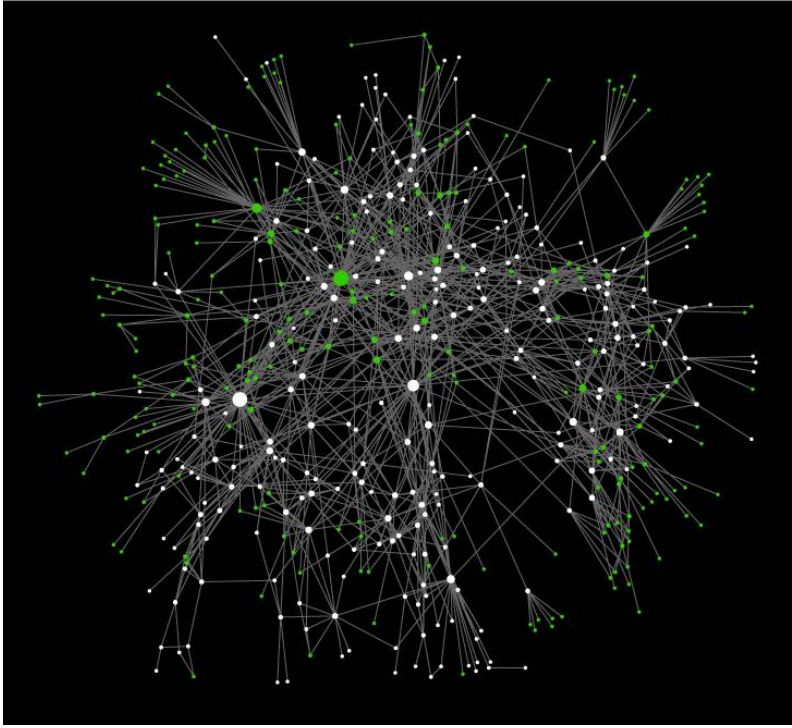
- **Identity** Our system verifies if you're who you claim to be, this is one of our anti-fraud strategies,this doesn't mean the primary aim of blockchain which is to ( decentralized )won't be effective anymore. Everything is decentralized which means you still have the sole right of what information you can make public or private.

- **Skills and experiences :** This proves an employee outstanding among the rest, so if you're experiences and skills are versatile this will be a plus for you in the presence of recruiters. Especially when you have worked with a well known brands in the past.

- **Education** This is very necessary if you're aspiring for a professional post like :banking and finance, Engineering, Healthcare etc. Your level of Education determines your salary or wages.

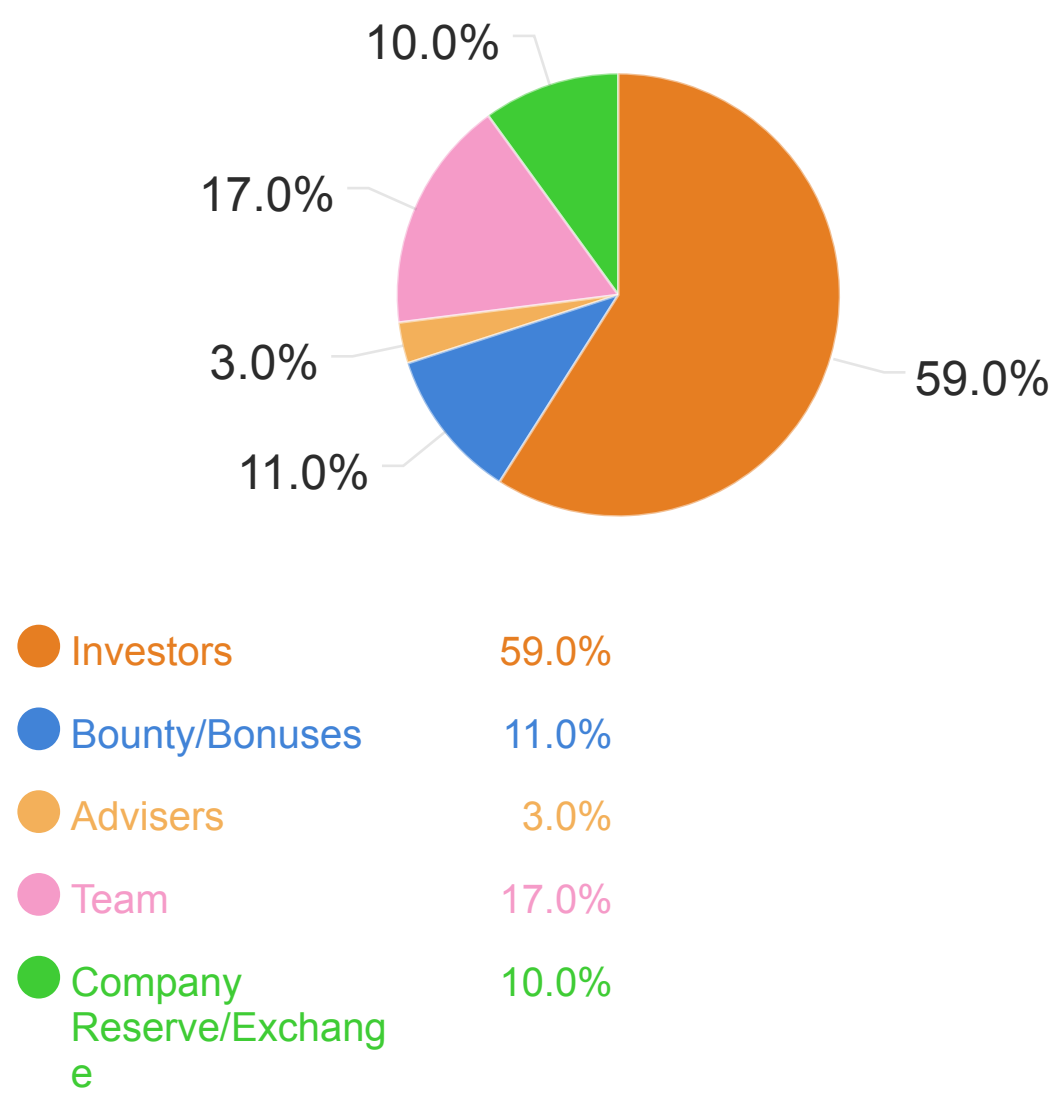
- HINTS:** When an employee wants to submit his CVs, he goes to the application sections, fill all the necessary questionnaire , upload requested documents he finally submit the information spending some fees of BFC tokens, Now other experts reviews the informations and either gives a thumbs up meaning verified or thumbs down meaning not verified The majority votes from those experts is the final results for the verification of an employee, each expert are entitled to a fraction of BFC tokens spent by the applicants during applications as fees.

**5.3 DECENTRALIZED JOB MARKETPLACE:** This will be Blockfreelancer job pool were anyone from anywhere can post job vacancies, Job requests,and employers can meet with qualified candidates for the job. This section has various ratings for employees and employers, the more credibility and reputations you had during verification will shows your capabilities in your self claimed skills.



## 6. BFC tokens Concepts:

### 6.1. Token Distributions



### SALES DISTRIBUTION

TYPE	TOKENS FOR SALE	PRICE	INVESTORS BONUS	REFERRAL COMMISSIONS
Private sale	4,000,000 BFC	\$0.009	40%	0
Pre-sale	10,000,000 BFC	\$0.1	20%	10%
Phase 1	15,000,000 BFC	\$0.2	15%	5%
Phase 2	15,000,000 BFC	\$0.4	10%	4%
Phase 3	15,000,000 BFC	\$0.5	5%	1%



GENERAL TOKEN INFORMATION	
Token for Sale	59,000,000 BFC
Bounty/Airdrops	500000 BFC
Bonuses	10,500,000 BFC
Maximum Supply	100,000,000 BFC
Blockchain	Ethereum
Soft cap	\$1,360,000
Hard cap	\$17,860,000
Unsold Tokens	Unsold token will be burned

### 6.2. Strategies to aid demands:

BFC is the only payments method that'll be available in the entire Blockfreelancer ecosystem. Our job marketplace has the potential of a minimum of 10,000,000 BFC usage daily, with ever-growing demands of tokens because of each service, whether freelancing, Job seeking, Recruiting, and verification can all be done using BFC tokens only. BFC has a daily use case unlike most other tokens, our Decentralized Marketplace is the number one product that'll create regular demands for BFC tokens.

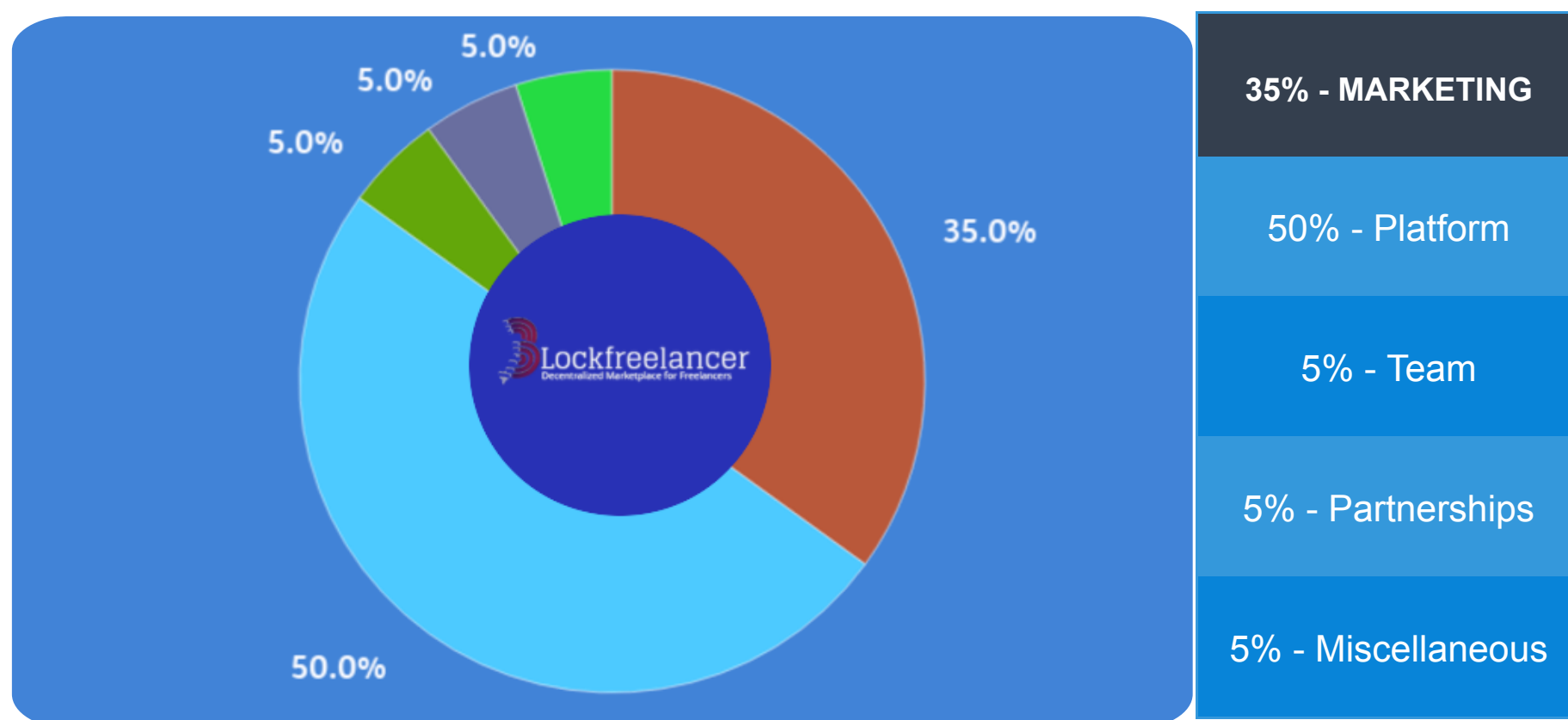
## 7. Expected users growth on Blockfreelancer

This table below shows the expected growths and demands for BFC tokens and the periodic increments of users in Blockfreelancer.

CONTINE NTS	2018	2019	2020	2021	2022	2023	2024	2025
Asia								
Daily usage.	150,000 BFC	500,000 BFC	1,500,00 0 BFC	3,000,00 0 BFC	6,000,00 0 BFC	8,000,00 0 BFC	12,000,0 00 BFC	15,000,0 00 BFC
Expected users	100,000	250,0000	500,000	1,500,00 0	2,300,00 0	3,000,00 0	4,500,00 0	5,000,00 0
Africa								
Daily usage	25,000 BFC	400,000 BFC	1,000,00 0 BFC	2,500,00 0 BFC	3,000,00 0 BFC	4,000,00 0 BFC	5,000,00 0 BFC	6,000,00 0 BFC
Expected users	10,000	30,000	45,000	75,000	100,000	120,000	150,000	250,0000
North America								
Daily usage	15,000 BFC	250,000 BFC	500,000 BFC	900,000 BFC	1,500,00 0 BFC	2,200,00 0 BFC	2,500,00 0 BFC	4,000,00 0 BFC
Expected users	5000	15,000	35,000	50,000	60,000	75,000	100,000	120,000
Europe								
Daily usage	9,000 BFC	25,000 BFC	55,000 BFC	150,000 BFC	200,000 BFC	350,000 BFC	500,000 BFC	2,500,00 0 BFC
Expected users	3000	6000	8000	12000	18000	25000	35000	50000
Australia								
Daily usage	6000 BFC	20,000 BFC	35,000 BFC	100,000 BFC	150,000 BFC	200,000 BFC	500,000 BFC	2,000,00 0 BFC
Expected users	2000	4000	6000	8000	10000	15000	25000	40000



## 8. Use of funds raised



## 9. KYC



Know your customer (alternatively know your client or 'KYC') is the process of a business verifying the identity of its clients and assessing potential risks of illegal intentions for the business relationship. All investors are advised to consider this aspect a very vital process, for safety and smooth running of this project Blockfreelancer must take all these measures. All KYC will be handled by renowned KYC company with strict Non disclosure agreement (NDA). KYC process will start immediately after the last phase of tokens sales, and the requirements for KYC will be made known to all investors prior to last sale phase.

# 10. Road Map



## 11. Future Plans

Blockfreelancer anticipate to partner with shapeshift.io and various payment processor to make it easier to convert between BFC tokens with fiat or other Cryptocurrencies directly using the platform internal exchange.

- Road show For the purpose of aggressive adoption of Blockfreelancer globally we'll embark on various Road show, and also have Offices in strategic places globally.

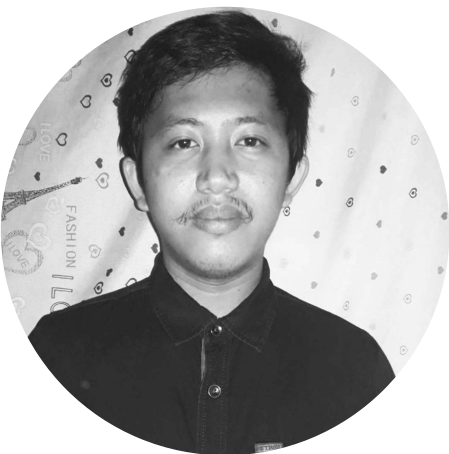
## 12. Team



ARVIN AREVALO

Regional co-founder

For a platform to be a global system it requires bunch of trust worthy people from diverse regions, Arvin is that one person that'll represent Blockfreelancer in Philippines, with his exposure and experience in the labor market he has nothing but the best to make this project success.



Shirwen Roy

PR

Shirwen is a good PR officer and professional information technologist, has good Support services skills and can relate with everyone, he's passionate about helping and resolving any community issues that may be faced by clients he has worked with various Establishments in India.



Abegail Arevalo

Customer service attendants



Anand Deva

Community manager

Anand is a good PR officer and professional information technologist, has good Support services skills and can relate with everyone, he's passionate about helping and resolving any community issues that may be faced by clients he has worked with various Establishments in India.



YACINE MERABET

CTO

He's a professional programmer skilled in CC++, HTML Visual Basic, a crypto player, a wizard in trading both Forex and Crypto .



Sara Mathew

Project manager /HR

Sara is a professional HR personal and has profound knowledge in community management, she's worked as project manager for various local and international institutions.



Oko Paul

Business developer / Director

Paul is a cryptocurrency enthusiast and trader, with verse knowledge in project management and execution, he has successfully turned many ideas to reality he's an idealist and strategist who has been investing in blockchain related projects for 5 years, he's calm and optimistic. He's a passionate freelancer and has a continental food exportation company.





## Akinyemi Alamu - CMO

Digital Marketing Experts and Blockchain Developing wizard ,he has profound knowledge in codings and a Google certified Marketer skilled in:SEO,Market research,Market Analysis,Market planning,Copywriting,Google Adwords, Digital Marketing,Marketing Strategies,Business Development,Responsive web Design, HTML.He's also the CEO of climaxbox



## Andrew Chung - Fundamental analyst and advisor

He's a professional entrepreneur with years of experience within the information technology, e-commerce, health and financial sectors.Studied computer science and psychology.