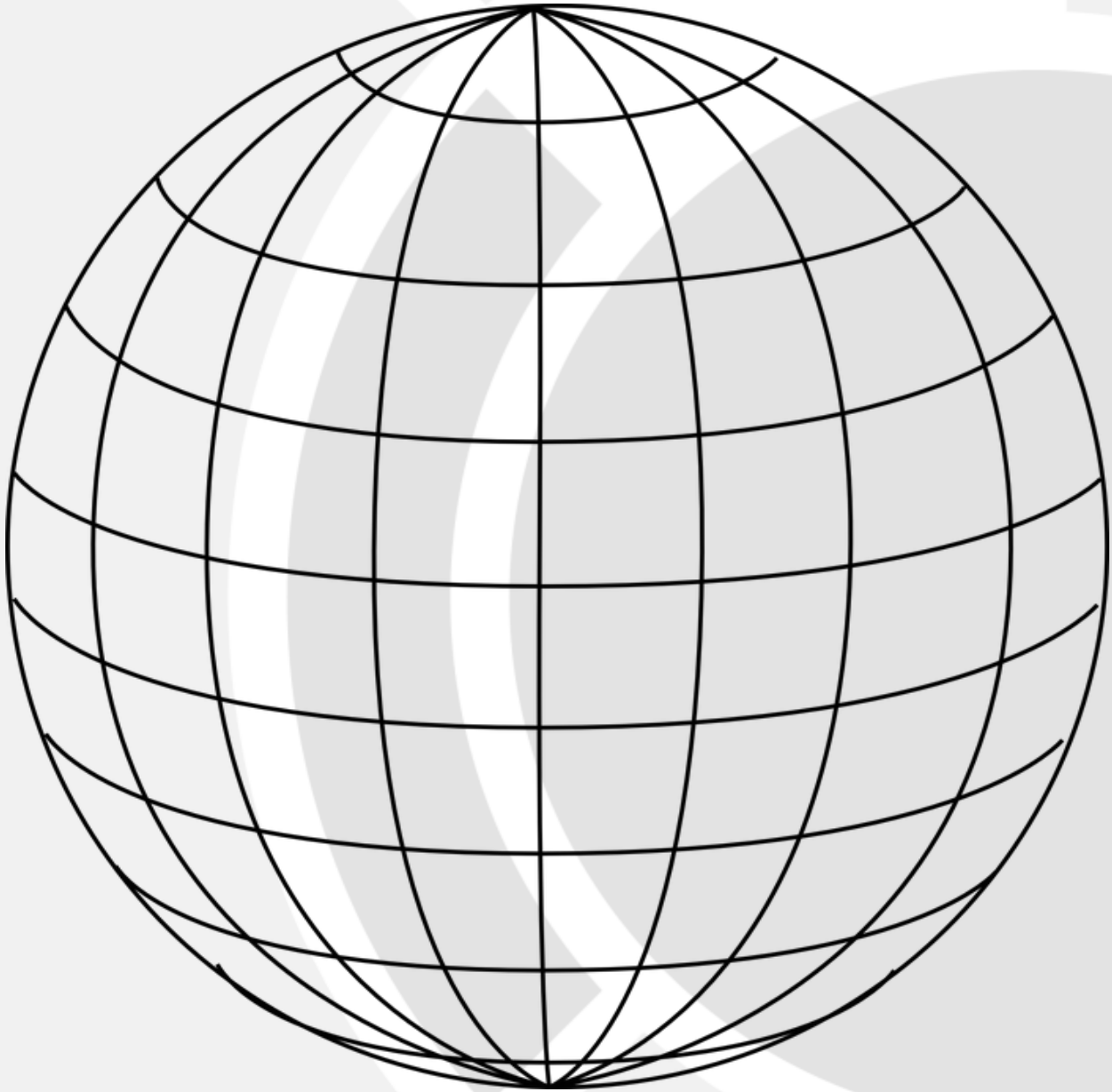# Krow Network

A Global Platform Intending to Redesign the Job Market

V1.1

"Coming together is a beginning; keeping together is progress; working together is success."

-Henry Ford

Note: This document is a working draft of the Krow whitepaper. There might be continuous changes in this document until the crowdsale start date. This document is Version 1, 23.1.18

Table of Contents

1. Abstract

The internet has been accessed by 3.2 billion people in the past 15 years, with a total of 1.7 trillion dollars spent online. New technologies are being developed every day that are altering the way people live now and how they will live in the near future. Specifically, the usage of smart contracts accompanied by the Ethereum blockchain platform is changing.

While most users spend a substantial amount of time online, there is no safe system that allows people to securely work for companies internationally without leaving their home.

The Krow Network is a global labor platform that intends to redesign the way the labor market works.

Using an ethereum platform, the Krow Network connects businesses and employees through an autonomous algorithm with methods that are regulated and proven to work with online cryptocurrencies. For the first time ever, people will have the ability to bring their job skills to the web and migrate onto the Krow Network. People will apply for a job that attracts their working style, accept that job that is granted to them by any company(s),

complete the selected job, have their assignment verified and put onto a ledger, and be paid through the Krow token.

The Krow Network utilizes smart contracts onto it's platform in order to safely organize and track data. People who work on the Krow Network have the ability to work for whatever company they desire, which frees them from the binding labor force that currently exists.

2. Addressed Issues

The job market is never what it is expected to be no matter how hard a governing system might try to make it. The supply and demand of the labor market is forever changing and the world's economy has yet to see some sort of stability for more than a decade. Because of this, many Americans have simply stopped looking for work. The Krow Network sees a struggling infrastructure that needs to be rethought and simply redone.

The current job realm is relatively weak, where a growing dissatisfaction for the typical 9-5 job is occurring. In 2017, only 16 percent of employees said they felt connected or engaged by employers (New Study Reveals...). A youthful labor force is fearful towards their futures, as the norm for a typical desk job is shifting to looking for a job that they can sit on their couch and perform. Corporations in all fields are paying attention to this change in societal norm, knowing that with the current functionality of the

labor force, they lack pleasurable workers and see a growth in the inefficiency of their workers. According to Mental Health America, disengaged workers caused between $450 and $500 billion of revenue to be lost in 2017 alone (Eye Opening New Report...)

Not only are these statistics considerably alarming, but it shows that Krow can deploy their concept to help people find what they do best in life and to make them happy instead of watching many people slave away at jobs they despise.

Taking all of these ideas into account, many people can start to see how Krow will fix these issues. Using blockchain technology, the Krow Network can easily perform its daily functions which can be checked and verified at any point in time.

Blockchain technology is a ledger-based system where all aspects of its ecosystem are able to be tracked and seen in real time, which completely eradicates the possibility of hacker fraud on it's stored information. Currently, the majority of people send their funds from point A to point B using a trusted middleman such as a financial clearinghouse, but blockchain tech allows for this third-party to be eliminated and allows for funds to be sent from one place to another instantly.

Blockchain technology is decentralized and also implements the use of cryptology, which means that each database is ran by a set of computers that

must verify and check each transaction before it is sent through.

Cryptocurrency is a decentralized asset that is strictly online and can be traded instantly or kept in a personal wallet. The most recognized features include the ability to bypass intermediaries and to be sent from one address to another in seconds. A main reason why people do not support cryptocurrency is because of the belief that each coin has a high volatility rate and that they could be hacked inevitably at any time. While both are possibilities, they are very rare situations to encounter.

3.The Krow Network is the Answer

The Krow Network's distinct platform intends to change the labor market forever and will succeed in doing so. This project is always focused on making its users astonished with seamless and easy to use tech that can be picked up by people of all ages, while at the same time getting rid of the need of any prior knowledge needed to operate it's system. Through every click and job completed, it's users will have their breath taken away.

This is a continuing project that the Krow Network team is working day in and day out to bring the world something unique, as it has never been seen before. The team at the Krow Network knows without a doubt that this platform has the potential to create a change in the wealth distribution of the world. The Krow Network will have an enthusiastic and

affirmative change in everyday people's lives, which in turn makes them more contented and satisfied every time they work with the Krow Network.

Knowing this, The Krow Network values that people within its community become fully engaged in its deep-rooted ideas and pragmatics. We endure a vision that a day will come that any person will be able to relax whenever they want and be able to work whenever they want to earn their own paycheck.

4. Scale of Krow

The Krow Network is a dependable company that is authentic to its roots in providing the most trusted and secure platform for investment opportunities. The Krow Network hopes for investors to believe in it's team and ideas along with the true value that this project poses. The integration of knowledgeable investors and reliable company technology will bring everyone involved in this project profound opportunities and bring the Krow Network to a new and never before seen level. More or less, the Krow Network is massively focused on its future and the way it helps our ecosystem. The team at Krow assures that the platform in which people work on will be a compelling experience which will ensure that the majority of internet users will utilize this system on a regular basis.

Our demographic has no boundaries. We are a global company that interacts with everyone in the labor

market ranging from the smallest kickstart ideas all the way up to the biggest and most well known companies in every industry. The connection between a business and employee will be pure and essential to the Krow Network's main goals. The Krow Network is very involved at every level of a job no matter what the size of that job is. This company aims for an equality in the labor world. Every employee and employer will feel the support of Krow and will be rewarded for the time and money they invest into working on Krow.

This platform focuses on making the partnership between a company and the people who are employed through it a special one. By having the support of our quality community, people will be able to for the first time, be able to work at their own pace in peace. Since you have the freedom to choose to work alone or to complete a task with other individuals, the employee will feel comfortable to work wherever they choose. Working from an office building or from your living room has no difference with being employed on the Krow Network. Starting with us, the choice is yours to be free.

5. How It Works - Krow as a Store of Value

The team at Krow works day in and day out to bring perfection to its community. By doing so, our strategic planning and community involvement are the keys to driving our project to success and functionality.
The summary of how Krow actually operates is simple in nature. Bringing the workplace to you, our

platform allows for people to be able to work for as many companies as they choose, and will be hired by companies through the Ethereum blockchain network. After a neutral agreement is determined by both parties, a certain job is issued to the employee by the employer and is completed upon a due date. This interaction is stored twice (before and after the interaction) onto a smart contract using a double verification along with storing a performance review onto every individual's smart resume after an interaction occurs.

Since we are one of the forefathers of the implementation of blockchain technology onto a platform, we intend to utilize essential tools that can drive our project such as unique smart contracts and autonomous algorithms to help employees easily discover new opportunities that match their interest on our platform. Our main goal of this project is to create a strictly online based work space that can give people the option to keep their decentralized Krow tokens without having to ever touch FIAT. We feel that blockchain technology and the realm of cryptocurrencies will never find success unless there is a way for people to directly earn cryptocurrencies, and at Krow we intend to do so.

5.1 How Krow Will Work Daily

A startup software company has been conducting business successfully for a little over a year now and decide they want to become a serious player in the

market. They have only one problem. They need an accountant to file their taxes for this year.

Joe is a new accountant fresh out of college but cannot seem to locate a job since the market is scarce right now. He plans to move out soon and needs a reliable job to cover all of his school and living expenses he needs to pay off. Joe also enjoys website design and practices on his own in his free time.

Both of these entities have made accounts on Krow and include what they need or what they are looking for. Through algorithms and similarities in smart resumes, they easily are matched on the Krow Network with one another. Joe then applies for his job to file taxes and the start-up decides to read his resume. After close examination, the software company verifies that Joe is fit to file their taxes. This transaction is then stored onto the blockchain which can be seen at any time. The taxes for this year are filed by Joe and he submits his work on Krow to the company. After ensuring that the work is satisfactory, he is then paid by the software company in Krow tokens.

The software company does indeed get what they want, but Joe still needs more money to support himself. Thankfully, Joe creates websites as a hobby and is immediately hired for a website design job through another company on Krow. Because of the Krow Network, everyone in these relationships are pleased with completed work or compensation and each job is completed easily and efficiently.
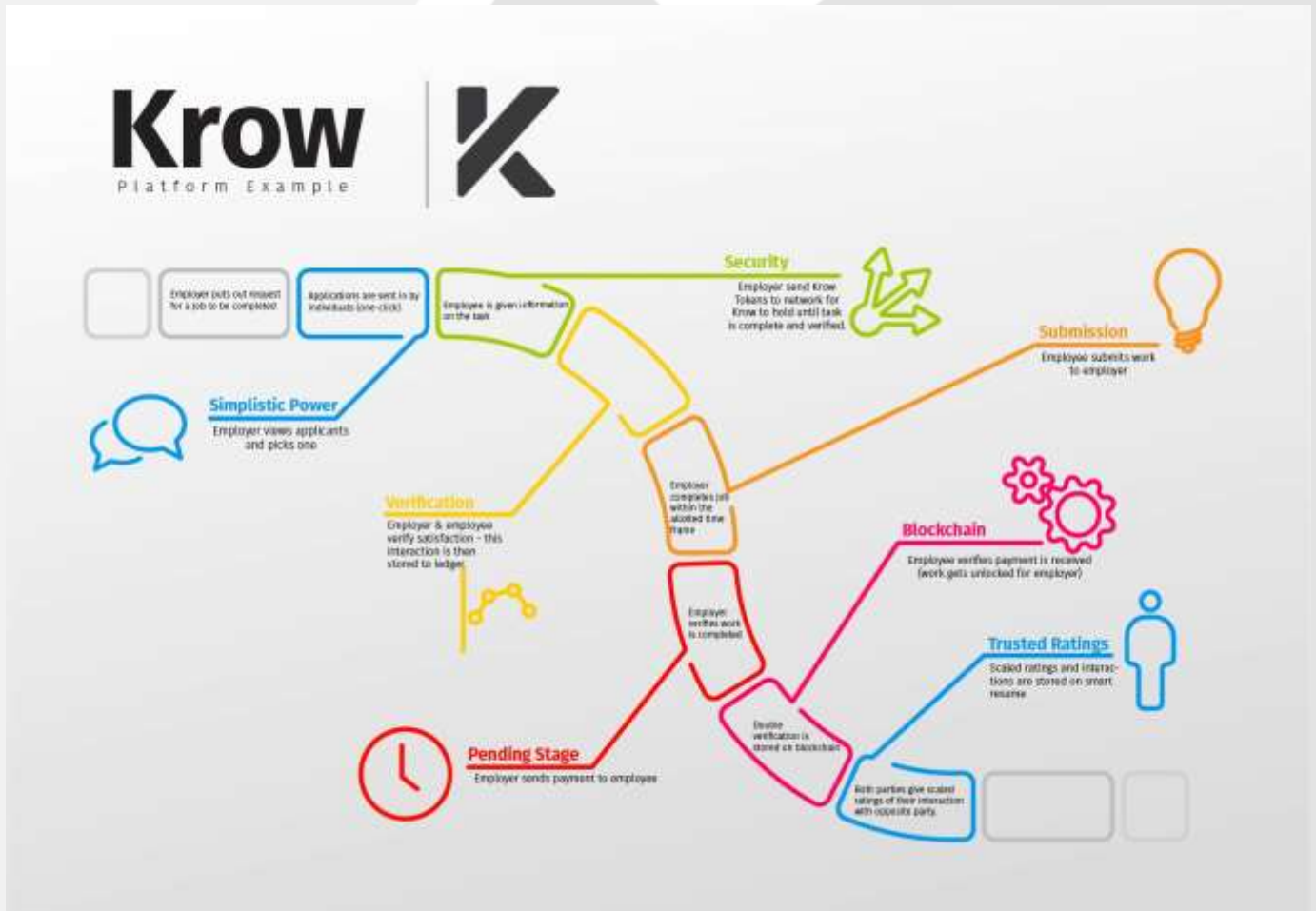
6. Technology/Architecture

Krow is a unique project in the way that it implements some of the world's most advanced technology and programs to date. The team has

been closely working on implementing smart contracts and resumes on the Ethereum platform. Choosing to do so really allows us to bring the workplace to you no matter where in the world you operate from, through our safe and secure platform that ensures equal compensation for work done at all time and for all members.

6.1 Smart Contracts

Smart Contracts are a new technology that allows for information to be recorded on to a ledger very efficiently. By using cryptographic code, smart contracts allow for the terms and conditions of a certain relationship to be listed easily within itself.

The team at Krow knows that smart contracts are the right tech to use because it allows for any user to program a single contract to execute any given function given to it by its creator. Now, the information usually backed by legal support, can now

all be placed onto a single smart contract for authentication to all parties.

The Ethereum platform is designed in a way that it precisely supports the construction of smart contracts onto its blockchain while at the same time act as elementary units for "DAPP's" , which are decentralized applications that are open source, and follow a specific protocol that is accompanied by a cryptographic algorithm that shows a proof of value.

The way that smart contracts will be implemented through Krow is unique in its own nature. When an agreement is met between an employer and their employee on Krow, the details of so will be recorded and logged onto a ledger. Every aspect of this contract covers all points of the relationship and can be accessed at any given time.

By integrating smart contracts into this project, it will provide all parties involved in a job/transaction on Krow with a safe and backed experience that is immutable against corruption and tamper.

6.2 Smart Resumes

Another integral part of Krow Network's ecosystem is the creation of smart resumes and the role they play in ensuring complete transparency to both parties. The team at Krow is currently developing smart resumes to add to its wide variety of tech in order to make the use of our platform seamless and quick to learn for anybody.

Smart resumes are a tool that allow for an employee and employer to have a unique address where information is stored about them. Through their Krow Security Number, the individual is identified under their smart resume and carry this resume throughout all of the work they complete on the platform. Starting on the resume is easy, as you can put a source of education and a previous employment (both are verified by us before entering contract), but your resume will strengthen with the more tasks you complete.

Before any task is assigned to an employer, the interaction is stored onto a smart resume after both parties are able to verify their satisfaction with the upcoming task. This prevents any legalities and secures both parties in ensuring that the work is completed fairly.

Once the task is completed and both parties show their satisfaction through double verification, they will each be asked to give a scaled (1.0-10.0) rating on the other party which will permanently be shown on their smart resume, as well as the job they have completed. A smart resume will store ALL of the interactions an individual or institution have ever made on the platform. If any fraudulent activity occurs during any of this process, the Krow Network will find what should be done to resolve the conflict.

ABOUT US **CONTACT US** **JOB APPS** **MY ACCOUNT**

Search for a job: [   ]   Pending Review(s):

News feed:

Bitcoin Price Crash Is a 'Blip,' Not a Bubble Bursting
Bitcoin's upper limit may still be 100-times higher than what the price is today.

Recommended Jobs	Job Categories	New Jobs
(intel) Antenna Engineer - $8,000	Graphic Design	Hardware Designer - $20,000
Systems Engineer - $4,500	Engineering	SONY Data Architect - $35,000
Financial Analyst - $2,250	$ Banking/Finance	Web Developer - $5,000
verizon Antenna Engineer - $10,000	Biotech	a Database Admin. - $17,500
Graphics Designer - $3,000	Marketing	G IT Manager - $95,500

Image: Krow Homepage; Smart resumes allow for recommended jobs to be given to you based off your skills and experience.

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6.3 ICO Contracts

ICO contracts are a innovative solution that are found on the Ethereum platform that Krow is utilizing. We are confident that by using ICO contracts it will allow for a user to send ethereum to a contract address and in return they are sent back KROWs directly into their eth wallet during our ICO phase.

These contracts allow for developers to modify their already created value adding feature instead of reconstructing a whole new logic to for crowdfunding. At Krow, our team makes it urgent to maintain a clean code base to benefit our community.

6.4 Rating System

After a job is finished on Krow and double verification is completed, both parties that are involved in a transaction have the ability to leave a rating upon one another. Once a rating is left on a certain user it autonomously gets added to their smart resume which could affect them later on depending on if they receive the lowest score (1.0) or the highest score (10.0). The rating system also is safe to trust because "tickets" are issued if one party reports a rating that is inaccurate or suspected to be fraudulent, which could then be sent to Krow Support that deals with these issues. This process not only promises the highest grade of work in the market but helps both parties to know the type of interaction they will be dealing with before it even occurs.

7. Main Recipient Focus

Krow Network's intended platform is strictly based off of a 100% cryptocurrency payment system. All of the users who have accounts on Krow will need to gain knowledge on how to store and use crypto in the right way. Although Krow has designed to make this an easy process, we advise all token holders to read and understand how this tech works thoroughly.

7.1 The Future of Cryptocurrency Assets

Starting in 2013, the world was introduced to Bitcoin at only cents on the dollar, but over time the coin matured and in 2017 it was valued at just north of twenty-thousand dollars per coin. Knowing this, many people from every corner of the world saw that this coin had potential, and this brought many new investors to flood the market.

Bitcoin is known as the whale of the cryptocurrency market, but there are hundreds of new and upcoming coins that have increasingly better technology associated with themselves. Both long-term investors and daily traders see the true benefits that cryptocurrencies pose, and have experienced very respectable returns for those who immerse themselves in the market at the right time.

Investors have a total of two ways to acquire cryptocurrency and that is either to purchase it "raw" from a cryptocurrency exchange, or to simply purchase a proxy through traditional financial markets.

It is easy to see by many, that as of 2017, cryptocurrency as a whole is not a fad that will blow over in months to come, but instead it is a technology that will be staying in people's lives for many years to come as it is exciting and new.

Although the cryptocurrency market is very promising, there requires a profound amount of

analytical tactics and judgement skills to make the most out of each and every asset as it is highly volatile. This is an issue until The Krow Network introduces it's low volatile and reliable token.

8. ICO Details

Supported by industry professionals, The Krow Network is on a clear-cut route to have a successful ICO trial and the most prosperous ICO to be brought onto the market. From a vast plethora of education on market depth, every aspect of investing into The Krow Network is beneficial to the people who believe in it. People involved in The Krow Network will always have access to a user-friendly interface and 24/7 customer support/Live chat at their disposal.

Aiming to expand this project, the team at Krow is working relentlessly to being a smooth and clean product to its future users.

This being said, the Krow Network simply does not have enough funding to conduct a full and completed launch product at the moment, but this will not stop us. This is the main reason as to why we are issuing an ICO is to obtain enough support to bring the best product to the market.

Since this ICO will be offered at a heavily discounted rate at first, this poses a key opportunity for knowledgeable investors to become the trailblazers of the Krow Network starting on January 23, 2018

Starting on this date, there will be a sale of about 33 percent of of our total supply [30,000,000,000], which will give not only investors a head start, but will empower our team to progress further on the project.

9. Token Model

Krow Network will be creating a token that will eventually be used as a payment for all of our users. Krow tokens will be the only source of payment on this platform

9.1 Core properties

1. Name: Krow (KROWs)
2. Max Supply: 30,000,000,000 Krow
3. ICO: 10,000,000,000 Krow
4. Public Sale: 10,000,000,000 Krow
5. Network Supply: 10,000,000,000 Krow
6. Standard ERC20 Token
7. ICO Begins: January 23rd , 2018 12:00 pm EST

With our ICO, we will be claiming ~3 billion tokens with our total distributions diluting as so;
(Team:26.67%)
(Project Funding:(33.33%)
(Management:(16.67%)
(Marketing:10%)
(Bounties:13.33%)

9.2 Token Distribution

All Krow Network token holders will have full access and the full ability to monitor their assets to any point. Any Ethereum-compatible wallet that admits all ERC-20 Tokens will be able to be used with Krow tokens. Eventually, the Krow Network will have its own wallet where users will still have all of the benefits of regular digital asset wallets but with some additional benefits such as seamless peer-to-peer interactions accompanied with the quickest exchange rates and a clear, crisp design. Right now, our tokens can be used with the Eidoo wallet which is readily available on iPhone and Android devices. These tokens will be distributed on the Ethereum blockchain connected with ERC-20 smart contracts. All Krow tokens can be sold to any business or individual looking into supporting The Krow Network's project.

Bonuses are as followed:

1 ETH: 50% Bonus - Sale: 2,000,000,000 + Bonus: 1,000,000,000
4 ETH: 25% Bonus -Sale: 2,000,000,000 + Bonus: 500,000,000
1 ETH: 10% Bonus - Sale: 1,363,636,363 + Bonus: 136,363,636

9.3 Role of tokens during ICO

During the ICO period, our token will be offered at a considerably discounted rate which will reward early investors and can increase their margins exponentially. Having early support during the ICO duration will help The Krow Network and it's team be sure to deliver the best product for its users upon launch.

10. Your Account on Krow

On the Krow Network, we put a great effort into making your profile on Krow one that best represents you. Your account is made so that you can find all of your resources in one uncomplicated and straightforward section.

When you are logged in you will find your account summary, where you will find:

1. Krow balance
2. Banking/Accounts transfer history
3. Lega "Contracts" pertaining to other interactions
4. Paychecks
5. Accessibility to your smart resume

All of these resources are at the user's disposal in real time in order to give proper assistance to the community, no matter the situation. Another priority the Krow team is working towards perfecting is personal user wallets. Your wallet on Krow will have a sender and receiver address along with a QR code which will allow for a smooth interface to keep track of all funds. All accounts consist of a unique Krow Security Number to further strengthen our security for all users.

We hope to expand the number of people who enjoy our simplified accounts by not only having a desktop wallet but also having a mobile wallet as well. By having these options, P2P interactions will be consistently carried out and documented onto the blockchain.

Account Summary:

Krow wallet...K9,628

USD Wallet...$1,389

Krow:

Krow to USD exhange rate ....$1 = K0.144267

Buy/Sell Krow...Click here

Bank Accounts/Transfer History:

B.O.A...x1234

TD Bank..x4321

Legal Documents:

IRS 1040 Form...$3,455

W-2 Form..$1,285

Payments:

QR Code..Reveal

Send Krow...Click here
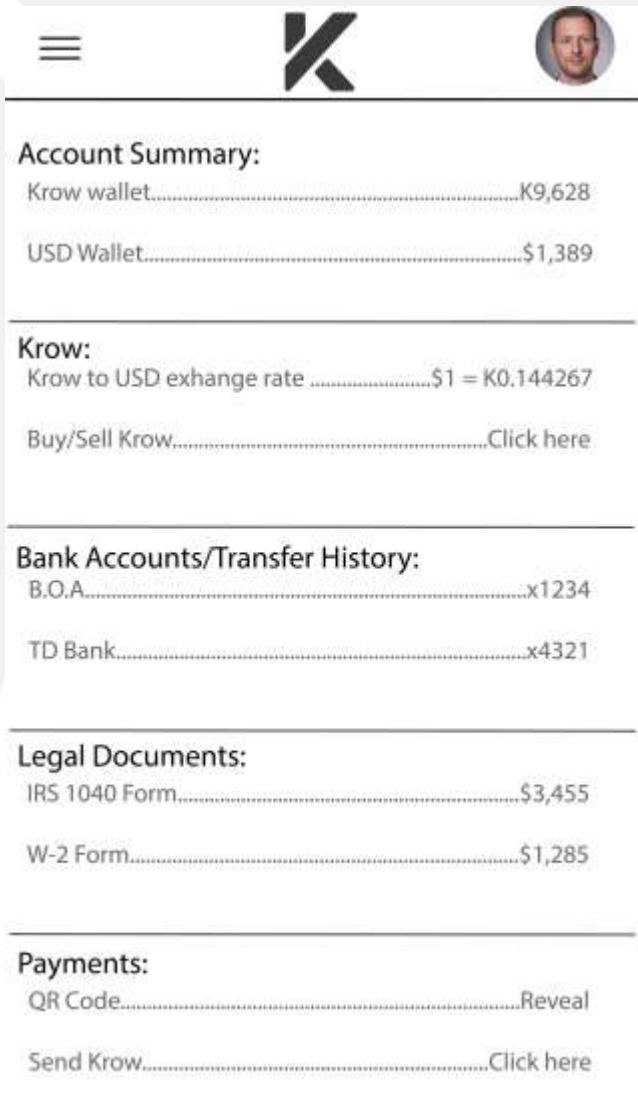
Image: The Krow Mobile Wallet Design

Image: The Krow Desktop Wallet Design

11. Vision of the Community

The Krow Network fully supports and encourages its one of a kind community that will grow to an unprecedented scale, which is a vital part to The Krow Network. Our community is on all platforms of social media i.e.:
1. Twitter - @krownetwork
2. Reddit - /r/krow
3. Instagram - @krownetwork
4. Facebook - Krow Network
5. Telegram - krownetwork

On all of these platforms our community will have a say and have the ability to give feedback will interacting with The Krow Network. With such a strong online community that is unique with its own values, being a part of the movement will be not be something to have missed out on.

Since our company is acutely broad, anyone in the world at any time will have their voices heard and questions reached as we expect to have a immensely fair, balanced, and open outlook.

The Krow Network appreciates each and every single person involved in our one of a kind community and is very excited to give power to the people. Your insights are always valued and will improve The Krow Network's platform.

12. Opportunities

As our community is fully aware, when you choose to work with Krow you have an endless amount of diversity in the job(s) you agree to work for. The reason to choose Krow over any other office job or labor platform is because we provide the tools to bring these workplaces to you, wherever you might be. The Krow Network will be the center for people who are not comfortable in their workplace or need to work on their own. This platform fits to the hard worker who is aspiring to better themselves and can help anyone who puts in the effort. Krow offers an infinite number of jobs that are better to accept online than in the current labor market such as:

Coding
Engineering Design
Graphics Design
Website Design
Writing
Live Chat Rep.
Architecture
System Prototypes
Moderating
Teaching
Marketing
Photography
Film/Videography

And Many Others...
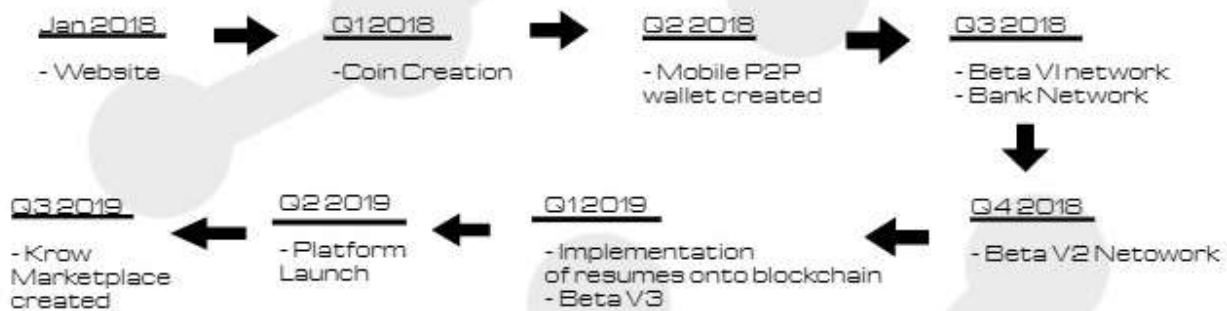
13. Roadmaps

Technological Development

Feb 2018
- 2 Working/ audited smart contracts

→

April 2018
- Perfected (final) algorithims

→

August 2018
- Continuation of smart resume development

↓

Q3 2019
- Full implantation onto platform

←

Q2 2019
- Audit and test smart resumes

←

Q1 2019
- All smart contracts audited and tested

Product Development

Jan 2018
- Website

→

Q1 2018
- Coin Creation

→

Q2 2018
- Mobile P2P wallet created

→

Q3 2018
- Beta V1 network
- Bank Network

↓

Q3 2019
- Krow Marketplace created

←

Q2 2019
- Platform Launch

←

Q1 2019
- Implementation of resumes onto blockchain
- Beta V3

←

Q4 2018
- Beta V2 Netowork

Company Growth

Q1 2018
- Reputable low partnership

→

Q2 2018
- 1st partnership w/ reputable corporation

→

Q4 2018
- Partenership w/ Fortune 500 company

→

Q1 2019
- Smart contract audit partnership

↓

Q1 2020
- 10 partnerships formed

←

Q4 2019
- Continuation of developmental partnerships for platform

←

Q3 2019
- Potential for market partnership

Roadmaps Are Always Subject to Change

14. The Krow Team

- ## Milad Mirg

  - Milad, founder of the Krow Network, has been involved in many social media pushes as well as previous successful projects while attending school and having a full time job at the age of 18. He currently attends the New Jersey Institute of Technology pursuing his Bachelor of Applied Science in Computer Engineering, maintaining a 4.0 GPA and has recently quit a managerial job at Subway to pursue his vision for Krow. Milad attributes his idea for the Krow Network to seeing different characters while working, and seeing the need for a platform that allows for everybody to work however and whenever they want.

- ## Mitchell Lanzl
  - Mitchell attends Kean University and is currently pursuing a business management degree and participates in numerous entrepreneurial programs to grow his knowledge in a very competitive corporate world. He sees an incredible value in Krow and uses his skills and mindset to help himself push this project to what it needs to be. Mitchell has had numerous years of experience as a manager at Fastsigns and knows what Krow requires in order to take it to the next level.

- ## Trevor Lombardi
    - Trevor is from New Jersey and attends The College of New Jersey as a public health major. He has changed people's outlooks on blockchain technology and has taught people to believe that the future job market and transactions will run on blockchains. He has also been doing extensive studies on how social media marketing is now the fundamental way for businesses to promote themselves due to the technological day of age the world is in now. Trevor's experience includes running social media platforms for various municipal guidance groups and volunteer organizations.

- ## Michael Centrella
    - Michael is from New Jersey and currently studies Finance at the University of Maryland, currently earning a cumulative 3.76 GPA, with academic honors. Michael's experience includes communications and marketing, business management, and community service. Michael is passionate about blockchain technology and has been busy informing others about the technology's potential and its applications.

15. Summary

Krow is changing how the labor force functions on a daily basis by bringing your workspace anywhere in the world while eliminating all issues that arise in your current labor setting. Krow utilizes the Ethereum blockchain to easily connect and document every transaction taken place on its platform. This company will give people the ability to work totally online and be compensated in cryptocurrency for doing quality work for the first time in history. Krow has an upscale community that will reach every corner of the world in order to provide an efficient and easy to use interface. The team at Krow is made up of very experienced and knowledgeable people who are passionate about this project and the technology the goes into perfecting so. The goal of the Krow Network is to connect everyone who is looking for work no matter where they live and no matter their circumstances. At Krow, you are part of one big family that is given the option to freely collaborate with other people as much as you'd like.

Krow Token ICO releases January 23, 2018, 12:00 PM EST. Go to krow.network for more information

Contact Us:
Head of Communications, Michael Centrella
Greater Metropolitan Area
networkkrow@gmail.com
krow.network

16. Resources

1. http://bigbreak101.com/2017/09/22/ico-whitepaper-smart-contract-bounty/

2. https://steemit.com/blockchain/@innmind/6wbzco-how-to-write-a-proper-white-paper-for-your-ico

3. http://www.avangate.com/avangate-resources/article/white-papers-software.htm

4. https://mikloskadar.com/knowledgebase/structure-ico-white-paper/

5. https://cointelegraph.com/news/how-to-develop-white-paper-for-ico-dos-and-donts

6. http://sixpl.com/ico-white-paper/

7. https://decentralize.today/is-there-a-right-way-or-a-wrong-way-to-write-ico-whitepapers-12abcead8764

8. https://www.quora.com/What-should-I-be-looking-for-when-reading-ICO-white-papers

9. https://www.linkedin.com/pulse/ico-whitepaper-stephen-palley/

10. https://iwriteicowhitepapers.com/

11. https://icobuffer.com/how-to-write-an-ico-white-paper/

12. https://venturebeat.com/2017/11/05/how-to-write-a-cryptocurrency-white-paper/

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15. https://blog.icofunding.com/nine-points-every-ico-white-paper-should-cover-9ca028c71ba

16. https://lightrains.com/blogs/guide-launching-successful-ico

17. https://zengineeringpodcast.com/ruling-out-the-scams-smart-contracts-whitepapers-and-evaluating-an-ico-43821502a9ae