Skyllz by Workkola

The Universal Proof-of-Skill Protocol

Whitepaper

v1.0 – Dec 23rd 2017

" There's no need even to have a college degree... at all, or even high school [...]. I'm looking just for evidences of exceptional ability and if there's a track record of exceptional achievements, then it's likely that it would continue for the future."

Elon Musk

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This Whitepaper is a v1 of the Skyllz by Workkola Project and can be updated and improved before the beginning of the Token Sale. Any update and new version will be notified to our Whitelist by email.

1. Abstract

The world is changing incredibly fast and no one knows how far it could get. The demand of new and specific skills from the labor market makes harder than ever the adoption of professional AND personal profiles to the requirements of the market.

In addition, new talent scouting and recruiting is focusing more and more on empirical evidences of your skills (the "what"), the way that you actually apply them (the "how"), and what really drives you as a professional and as an individual (the "why"). Tangibilizing intangible and human skills that are the basis of in-work or related-to-work behaviors such as problem-facing, solutions analysis, and team roles, is a key factor in order to meet the needs of and evolve in this fast-paced environment.

There are no limits to the skills you can showcase, and put into practice in any aspect of your life, including your professional life.

Skyllz by Workkola comes to fulfill this new idea of no limitation of possible skills you can develop, proof, share and use.

> "Skyllz by Workkola aims to build a **distributed, meritocratic, transparent and unified** platform to **assess, validate and empower human skills."**

Skyllz reinvents how talent gets access to work and work gets access to talent in an open ecosystem where meritocracy, transparency, immutability and decentralization play together to disrupt status quo in talent assessment, skills certification and allocation of talent and knowledge.

In order to nurture the vision of Skyllz by Workkola, a powerful ecosystem is born: the Skyllz Distributed Platform (SDP)-- the open-source, public, blockchain-based and distributed skills validation protocol from the Skyllz project.

> The mission of the **Skyllz Distributed Platform (SDP)** is to build a **universal and evolving Human Positive Skills Ecosystem** that replaces CVs and resumes.

The SDP ecosystem is fueled by two different but closely linked elements:

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- Proof-of-Skill, which is the reputation related to every specific skill on the SDP is non-tradeable and handles skills validations as traceable annotations on the Ethereum Blockchain.
- SKT, an exchangeable ERC-20 compliant token that fuels the SDP ecosystem and operations within and across Skill Touchpoint applications (STapps), enables users to participate, validate and certify skills acquisition, allocation, contextualization and boosting.

2. Talent discovery & recognition

The Challenges

In the last decade, the acceleration of technology in every industry has come with a lot of new jobs (data related jobs, new coding technologies, new marketing techniques…) and type of jobs (flexible jobs, freelancers, remote workforce…) that didn't exist before. Traditional education is several steps behind labor market's needs and the result is a new era of "easy and cheap" knowledge acquisition channels (e-learning, bootcamps, MOOCs, Wikipedia, how-to videos on Youtube …).

In addition to that, the "commoditization" of degrees (and masters and every certification of knowledge acquisition) and the hyper competition related, have shifted the requirements of the labor market, and a new era of skill allocation (show me what you're able to do) has started. This skill allocation era has also brought a new paradigm in skill contextualization (how you actually allocate the knowledge/skills you have earnt: soft skills) and skill boosting (how you multiply the effects of skill acquisition, allocation and contextualization: the attitude).

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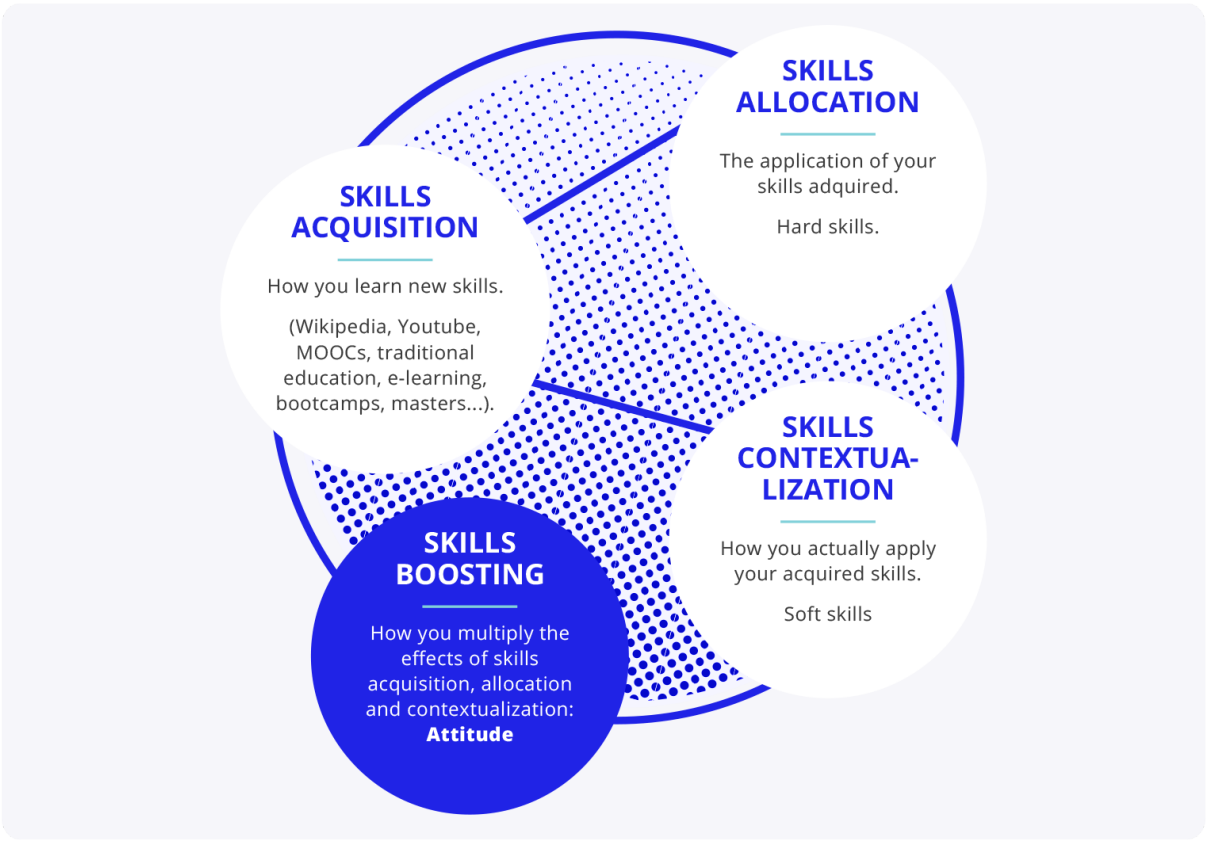

Figure 1: Human Skills Cycle

The Market Opportunity

In line with these challenges, the market for innovative, technology-based solutions for skill acquisition and sharing is huge and at increasing growth rates. As an example, the market for edtech solutions is forecasted as of $94b by 2020. And this is just the top of the iceberg. Edtech mainly makes reference to skill-acquisition-related platforms such as e-learning or Learning Management Systems (LMS), but there is still a huge opportunity for technology-based solutions for skills allocation (online portfolios), skills contextualization (soft skills related platforms) or even skills boosters (platforms that will empower values or will get attitudinal metrics or profiles from their users).

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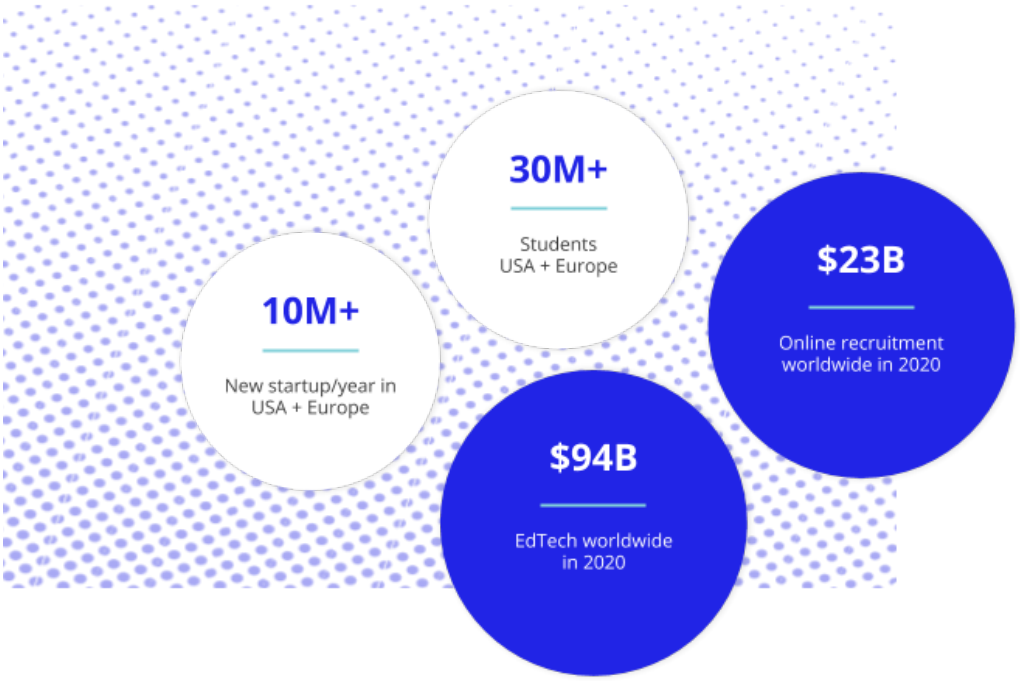

Figure2: Market opportunity. U.S Department of Education, Center for Venture Research, US small Business Administration, Angel Resource Institute, Angel Education Foundation

Workkola: A Proven Solution And The Team Behind Skyllz

Workkola (https://workkola.com), has been working for two years in a proven solution to empower, boost and measure what they call Talent Branding.

Talent Branding replaces resumes with a **human-centred system of metrics, validations and endorsements** based on **hard & soft skills, attitude, values, personalities, evidences of outstanding abilities** and track record of achievements through challenges posted by startups, scale-ups and innovative companies.

> "At Workkola, **we want to change the way talents get access to work and work gets access to talents." | *Commitment To Awesomeness*, Workkola, Inc**

Workkola helps **digitally-skilled students showcase their skills**, build their **Talent Brands** and find amazing **job opportunities,** and helps companies **assess and attract** vetted talent to work with.

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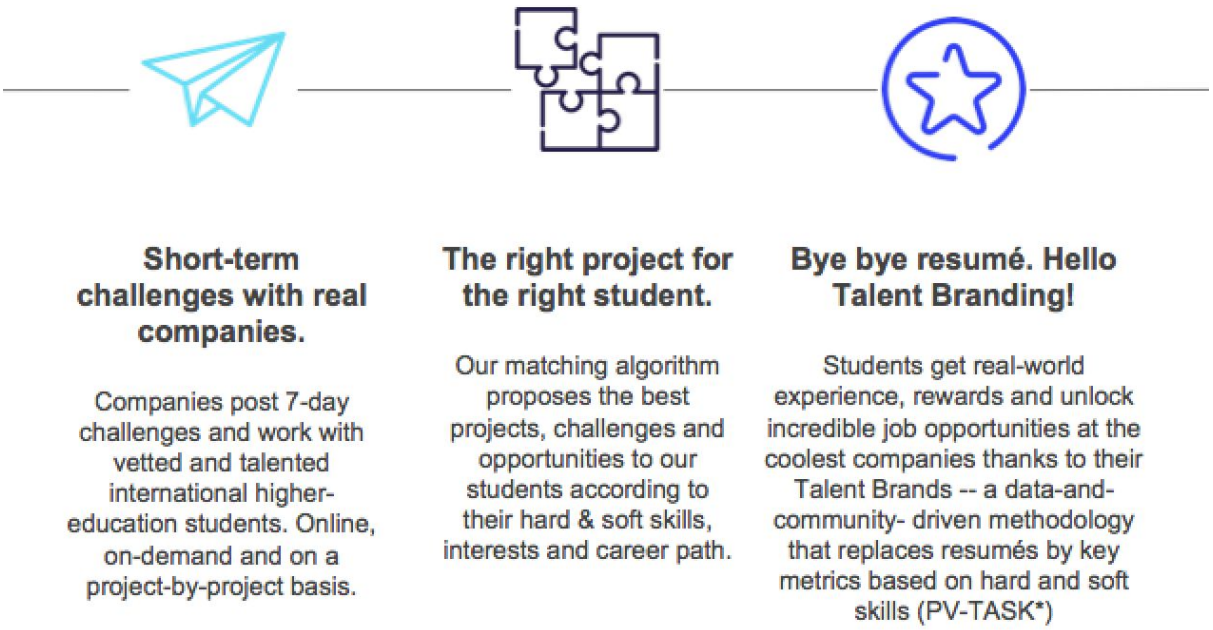

Figure 3: How Workkola works.

With more than **17K users** and more than **1,500 companies** on board, Workkola's current platform is already working hard on changing **talent assessment and talent placement.**

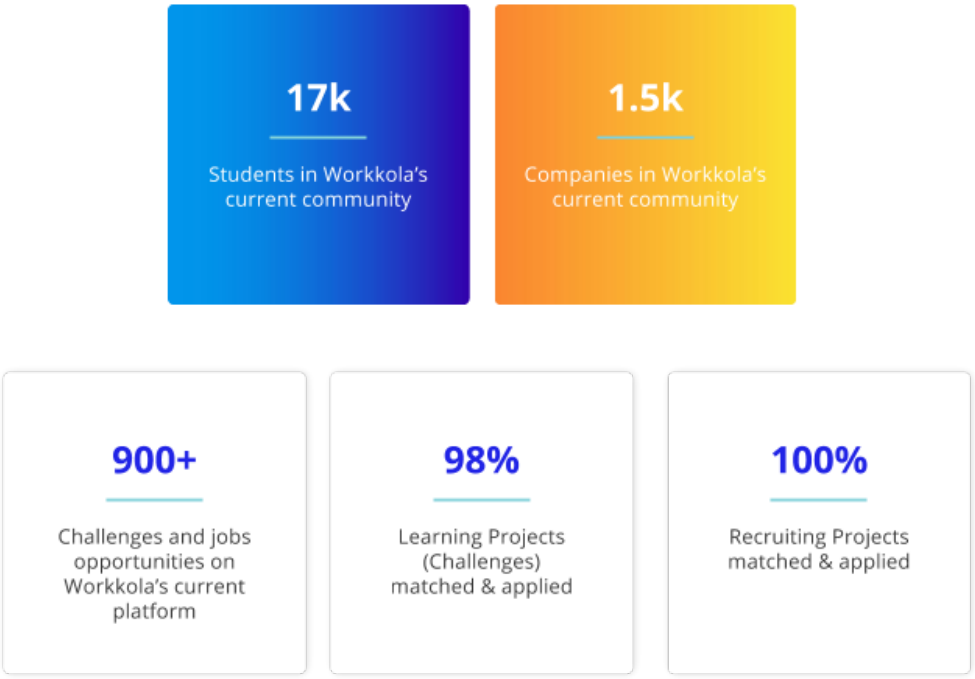

Figure 4: Workkola´s key metrics

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A gamified **system of points rewards users** when some actions are completed (depending on quality of challenges completed, when users finish the Personality Selfie Quiz, when users are referred...), and helps curated talents within the platform.

As part of their main mission and in order to create a meaningful and game-changing solution, Workkola's team takes a step further on embracing all the possibilities of the **blockchain technology** to scale and impact the globe with the first **meritocratic, unified, transparent, and decentralized open-source development environment and protocol** that will change the way we **proof, allocate, contextualize and boost** our skills and knowledge: **the Skyllz Distributed Platform.**

2. The Skyllz Distributed Platform (SDP)

SDP: The Universal Protocol For Proof-of- Skill

After Workkola´s model having been proven and validated by the market, it's time to take a step ahead with the deployment of the **Skyllz Distributed Platform (SDP)**: a distributed, open-source, skill validation protocol that will allow anyone to validate and empower skills acquisition, allocation, contextualization and boosting in a standardized and meritocratic way.

> **"Skyllz Distributed Platform (SDP)** is an open-source, public, blockchain-based distributed skills validation platform proposed by Workkola, that aims to build an universal and evolving **Human Positive Skills Ecosystem** that will change the way we showcase and boost our talents. Forever."

What Problem Does The SDP Solve?

Even if technology is booming, the qualification of knowledge/skills is still mostly focusing on the knowledge acquisition layer not even touching the rest of the layers (allocation, contextualization and boosting). In addition, solutions are in most cases centralized and atomized (like current Workkola) providing with exceptional power to qualifiers. A good example is the traditional education system (1 professor to many students, 1 institution to many students) or most of e-learning platform such as Udemy, Coursera or Udacity (1 professor to many students). The atomization of solutions and platforms is also a big problem in order to unify all knowledge/skills interactions because of the trust problem and the small-players problem. Skyllz Distributed

Platform aims to **unify, scale and connect the whole ecosystem of platforms** that put one or more layers of Knowledge/Skill in value (**Skills Touchpoints Applications or STapps**) with a single, positive, transparent, standardized and distributed protocol that works with Proof-of-Skill and automated portfolio of human skills (hard, soft, present and future) that will be accessible and integrated every it needs to.

The SDP Architecture

The following graph synthesizes the different layers comprised within the Skyllz ecosystem:

- An **application layer**, where every external partner in the field of knowledge, learning and talent management can benefit from the Skyllz universal protocol through individual stapps
- A **service layer,** providing the necessary technology, through Application Programming Interfaces (APIs) to support the application layer
- A **token layer** (see below chapter for further details)
- A **blockchain layer**: the Ethereum protocol has been chosen as the technological platform for the tokens and related smart contracts.

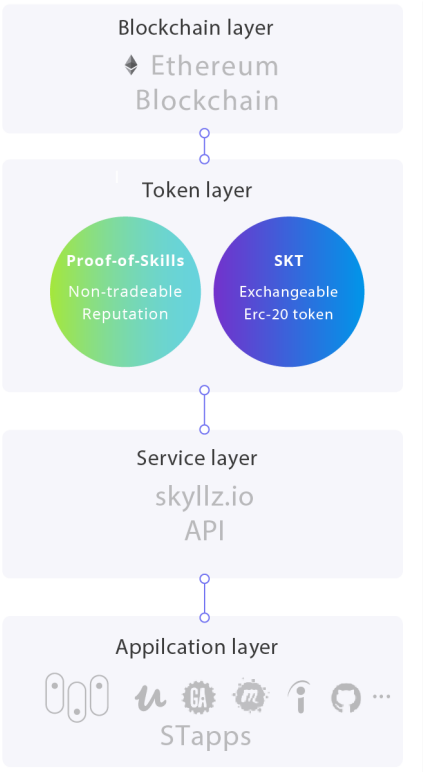

Figure 4: The SDP Architecture

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The SDP Protocol

Skyllz Distributed Platform sets the standards to create a **cross-platform ecosystem** where:

- Any user that acquires, applies or improves a skill on any application from the SDP (as a reminder: open source and free), with a resolved rating greater than the minimum specified for this action, will automatically see its Proof-of-Skill of this specific skill updated with the resulting reputation on the Ethereum Blockchain.
- The Proof-of-Skill of every skill stored by any user will be publicly visible and hereunder shareable (via its Ethereum address) to keep transparency, cross-platform value and create a real unified alternative to resumes and centralized portfolios.
- Any Skill Touchpoint Application (STapp), centralized or decentralized (Dapp), present or future, can participate on the SDP if it follows the 7 Principles of the SDP, meets the technical requirements to connect with the APIs (skyllz.io), and is accepted by the Skyllz community (proof-of-skilland SKT holders' vote), to open the ecosystem to any solution that could bring real and perceived value to the community at anytime, in a decentralized way.
- Any STapp on top of the SDP, will be able to add any new positive skill to the Blockchain, if accepted by the Skyllz community (proof-of-skill holders' vote), in order to ensure the evolution and adaptability of the SDP over time (new jobs, new relevant skills, new priorities...).
- A community of Raters -- experienced (with a minimum amount of Proof-of-Skill) users from a specific area or skill-- will act as oracles between the *off-blockchain triggers* (defined and provided specifically by every STapp) and the *on-blockchain resulting processes* (Skyllz Smart Contracts, Proof-of-Skill actualizations and Skyllz Tokens allocations when needed). They will decide whether a skill has been acquired, applied or improved successfully or not, and whether Skyllz Tokens should be transferred to the user or not, in an anonymized way and using a Proof-of-Skill betting system. This will ensure quality of the ratings, avoid biases (maintaining anonymity during the rating period) and will keep bad actors out of the game.
- Raters will get Skyllz Tokens (SKT) in exchange for their ratings.
- Skyllz Tokens (SKT) will allow stakeholders (users, raters, etc) and agents (institutions, public or private companies, etc) to access to the services of any STapp on top the SDP.

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The 7 Principles Of The SDP

1. **The Meritocracy Rule:** Skyllz is designed to exclusively empower people based on their exceptional abilities and talents. It aims to allow any human being, no matter its gender, race, country of residence, or social, economic and education background, to access, improve and develop its inner potential without external limitations. The Meritocracy Rule directly affects the Decision-making Power (part of the Distribution of Power Rule) as a multiplier of voting power depending on the cumulative Proof-of-Skill (non-tradeable reputation) of the stakeholder.
2. **The Distribution of Power Rule:**

   Qualifier Power: 3+ anonymized ratings from different Raters (excluding the same user looking to earn Proof-of-Skill) are needed to resolve the overall rating that triggers the Smart Contract(s) that allocates Proof-of-Skill to a pre-specified skill or skillset and, if appropriate, transfers SKT to the user.

   Decision-making Power: working in tandem with the Meritocracy Rule, all crucial decisions that directly impact the Skyllz ecosystem such as, but not limited to, its partners, its Raters and its next milestones and governance will be decided by Proof-of-Skill holders along with SKT holders in a decentralized weighted voting system.

   Data Ownership Power: Disrupting centralization and monopolization of data ownership, all the data related to Proof-of-Skill and Skyllz Tokens transactions are publicly accessible. STapps are welcome to design profitable business models around the data but cannot lock or restringe the public information to themselves.
3. **The Unbiased Rule:** Users and Raters need to remain anonymous during the Rating Period to avoid biases and possible corruption of the validation system.
4. **The Inter-connected Impact Rule:** The whole ecosystem is intended to create and extract value from the collaboration between all agents. Only solutions that also have a positive impact for the ecosystem as a whole will be accepted.
5. **The Transparency Rule:** Every new skill or skillset created, and any annotation or update of Proof-of-Skill and SKT transaction is recorded and publicly accessible by anyone (STapps and users from the ecosystem but also third-party agents and users that don't belong to the ecosystem), avoiding data ownership by centralized institutions or companies.
6. **The Positive Achievement Rule:** Skyllz wants to create a universal and evolving Human Positive Skills Ecosystem that replaces CVs and resumes. Based on individuals' capabilities and potential, and the fact that shareability is a key factor for the success of

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the protocol and to really impact globally, Skyllz only tracks positive achievements of their users and will never store under qualifying performance.

7. **The Game-changing Rule:** Every solution, feature or improvement on the SDP or the Skyllz ecosystem as a whole, should focus on innovation and adaptability to the market and the society needs.

From A Competitive Landscape To A Co-operating Landscape

Bearing in mind that blockchain and smart contracts are extremely recent technological developments, competition in the field of tokenization of talent and knowledge is scarce and existing players – first movers – find themselves in the earliest stages of technology deployment and product/market fit tests.

Nevertheless, the following graph maps a broad array of established "old school" and top-notch tech-based players in the learning-recruiting-talent management industries, with the aim of showing a broad scope of direct and indirect competition.

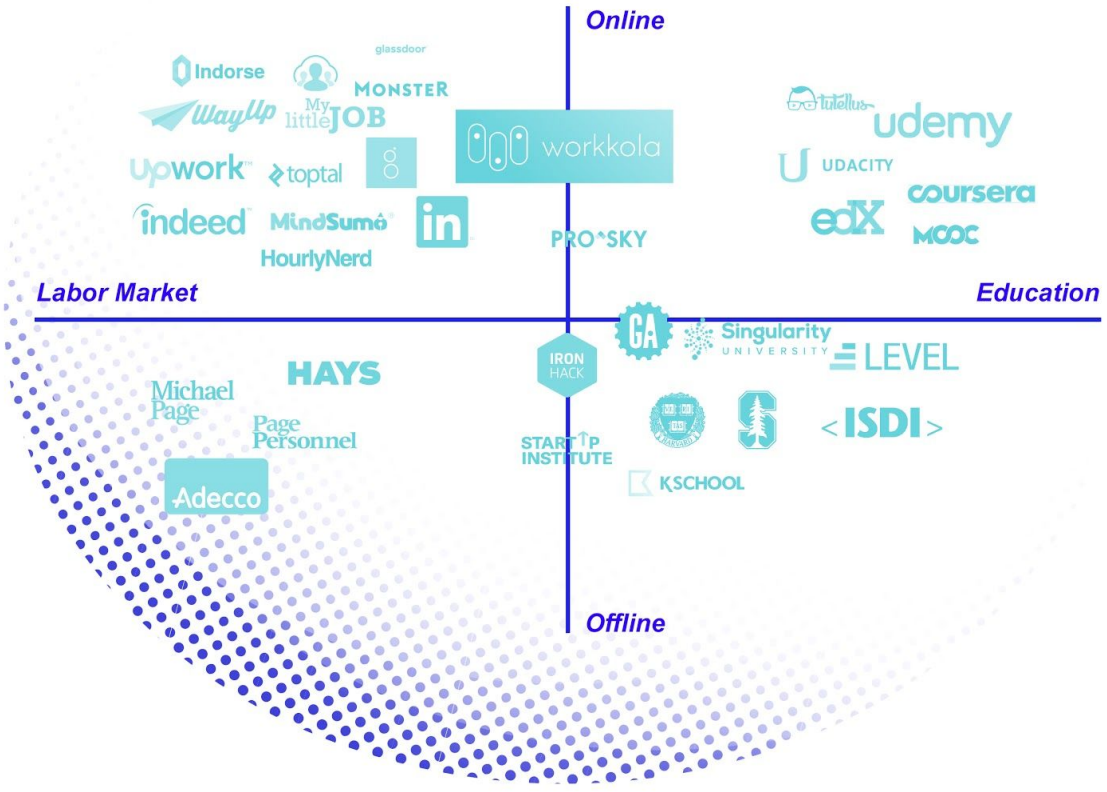

Figure 5: Current competitors landscape in Talent Industry

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The competitors landscape is composed by a wide variety of different solutions (Workkola among them) that try to “fight alone” to find and propose to the world the perfect solution.

Skyllz moves forward and see all this competition as a big opportunity for potential partners towards the Skyllz vision of universalization and distributed management of talent acquisition and recognition (“One *protocol* to rule them all” -- adapted from the Lord Of The Rings Prologue).

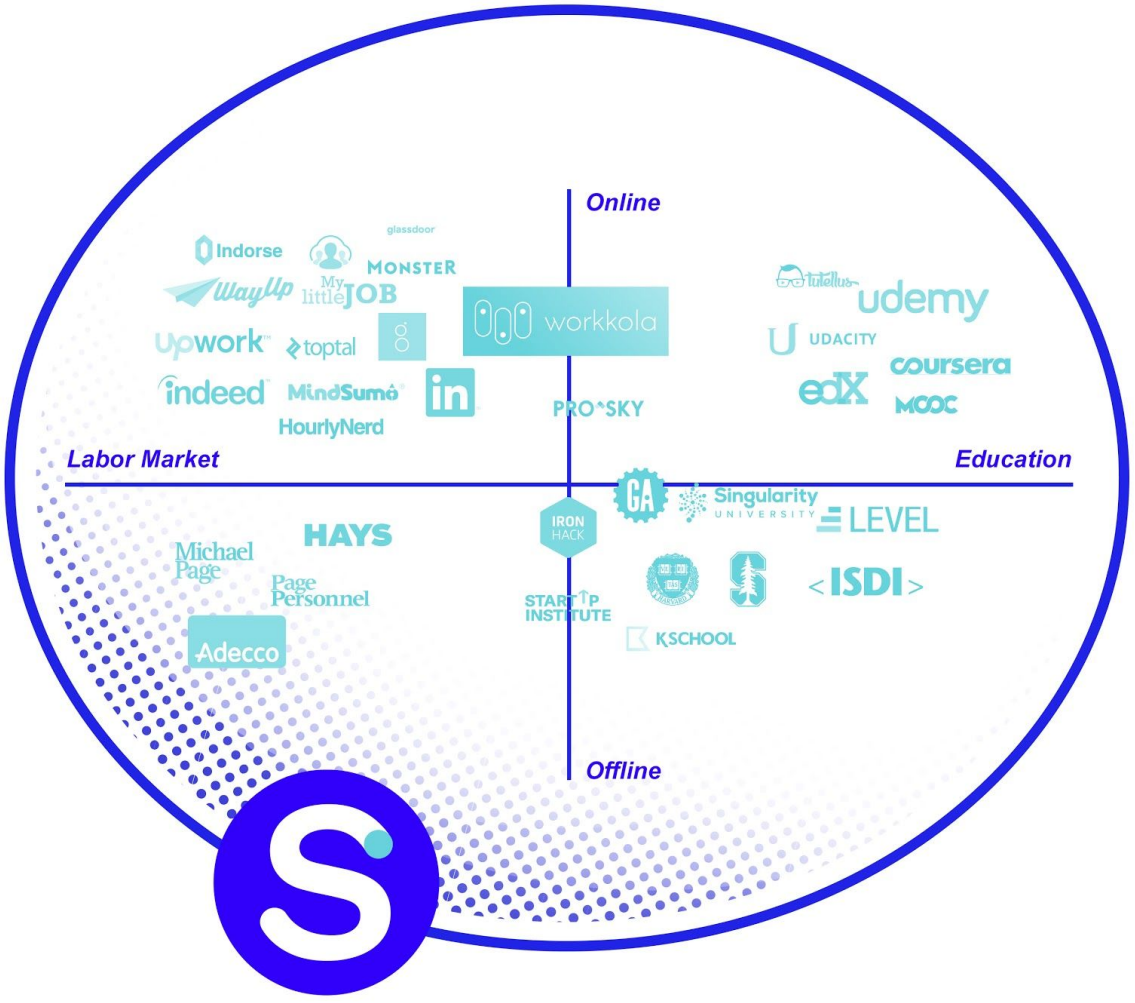

Figure 6: “Co-ompetitors” landscape within Skyllz

4. Proof-of-Skill (Skyllz reputation)

The **Skyllz reputation**, called **Proof-of-Skill,** is the backbone of the Skyllz Distributed Platform and the Skyllz ecosystem. It is **non-tradeable and traceable**, and handles the attribution of reputation to specific skills and skillsets that a user possesses directly on the **Ethereum Blockchain.**

Once the requirements of the smart contract(s) are met on a STapp on top of the SDP, a variable amount of Proof-of-Skill (depending on the overall resolved rating by the Raters) is **attributed to the specified skill or skillset** put in value during the process.

This amount of Proof-of-Skill is **updated** by the smart contract(s) on the associated skill of the user's **Ethereum address** (annotation on its address).

Proof-of-Skill works as reputation and, as a result, is **cumulative without any predefined cap**.

A talented individual will perennially have the evidence of his/her skill proofs through annotations on the Ethereum blockchain covering a broad palette of skills (acquired, applied, contextualized or boosted), e.g.: business development, coding (languages x, y, z,...), community management, leadership, conceptual thinking, etc. Those proven evidences of skills automatically earnt through positive interactions/achievements across STapps, replace or adapt current methodologies of talent assessment, qualification, and showcasing (such as traditional education, e-learning certificates, portfolios, online or offline resumes, etc.). .

5. The Skyllz token (SKT): Fueling the Skyllz Distributed Platform

The Skyllz Token (SKT), an **ERC-20** compliant **utility token**, enables users to **access and transact** on the SDP. They serve as a unit of account that enable users to **participate and get validations** of their skills on or **across any application of the ecosystem** included Workkola and all other applications on the SDP (STapps) such as e-learning platforms, networking platforms, portfolio platforms, offline education platforms or any other platform that wants to benefit from the value of the Skyllz ecosystem.

SKT is a utility token of **fixed supply** that can be integrated into applications as the **transactional layer of value.**

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Figure 7: Skyllz Token main features

Why SKT Needs To Exist To Fuel The SDP?

The SKT aims to fuel the economy and operations of the ecosystem maintaining its decentralized and cross-platform core functionalities. It allows the SDP to **include and reward the community of Raters** (they get SKTs in exchange of their ratings) to comply with the Distribution of Power Rule and the Unbiased Rule, and to support the Inter-connected Impact Rule and the Positive Achievement Rule.

To have a **supra-platform token** is necessary to open the doors to current and future applications but also to allow Inter-connected Impact Rule among the ecosystem.

Users can also gain SKTs as a reward of **exceptional quality or performance** in any STapp on top of the SDP, empowering and boosting self-development and complying with the Meritocracy Rule.

SKTs can be exchanged for the STapps main services (e.g. accessing to online courses on Udemy, sponsored challenges on Workkola, or premium features on Linkedin) and also can be exchanged for crypto-assets or fiat on third-party exchanges.

Strategically, a percentage of total issued Skyllz Token will be allocated to early ignition of the first STapps on top of the SDP and to reward early-adopter users.

> The Skyllz Token (SKT) is mainly a utility token that will be exchanged between STapps, Users and Raters within and across STapps on top of the SDP that will be provided with inherent liquidity on external Exchanges.

SKT: Usage And Value

The Skyllz Token (SKT) is a multi-purpose tool for the SDP needed to create and maintain the SDP structure, its business model itself and help maximize all STapps' business models within and across the ecosystem.

As William Mougayar points out, there are three tenets to token utility and they are:

- Role
- Features
- Purpose

Mougayar designed a table that helps classify and summarize token roles with they own set of features and purpose.

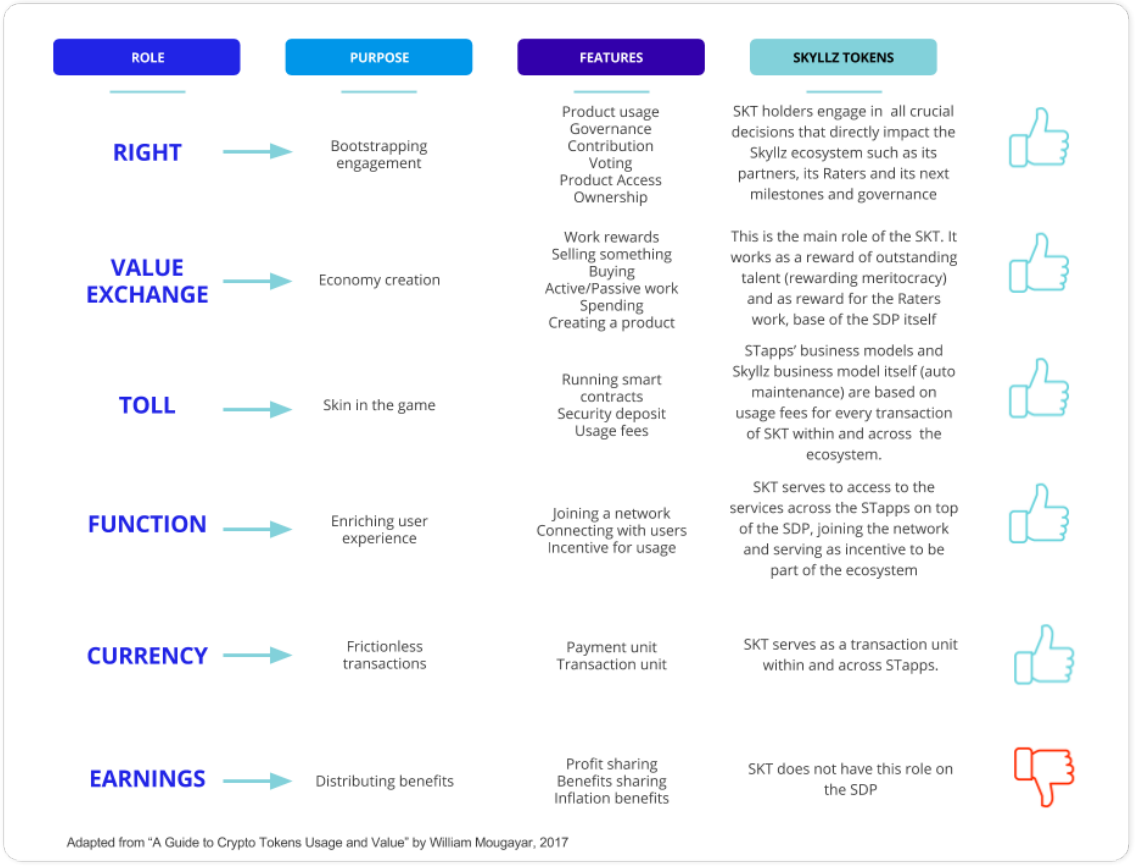

Figure 8: SKT Usage and Value.

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SKT: Token Velocity Projection

Token velocity defines how quick the tokens are going to be sold after the Token Sale (pure speculation on an external Exchange) or, instead, how long are they going to be retained for long-term gain or to exchange for their real utility (the essence of a utility token).

Token velocity and token value are inversely proportional in most cases.

This is the formula of token velocity (TV):

TV = Total Trading Volume (TTV) / Average Network Value (ANV)

So,

Average Network Value (ANV) = TTV / TV

Keeping the Token Velocity as minimum as possible while growing the Total Trading Volume over time will multiply the Average Network Value in the mid and long-term.

Total Trading Volume needs to be considered as the **total usage of the tokens** and not simple speculation on external Exchanges.

To keep Token Velocity under control, only 50% (max.) of the total issued SKT will be sold during the Token Sale, allocating the rest of the tokens to early ignition and first STapps' early ignition (35%) which will be spreaded over the next 2 years. The remaining 15% of tokens issued (team and bounties) will be under **cliff and vesting schedules to avoid over-speculation.**

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6. Workkola: The first STapp on the SDP

Workkola, as a proven ecosystem already working to disrupt talent assessment (through Talent Branding), offers the best opportunity to take the lead to be **the first STapp on the SDP**; while helping to **test, debug and secure** the SDP features.

How Skyllz Adds Value To Workkola And Workkola Adds Value On Top Of Skyllz

Workkola's current application focuses on a very specific niche: digitally-skilled students from higher education that want to gain relevant experience, put into practice and validate the skills acquired, and build their Talents Brands. After working during the last two years in changing the way talents get access to work and work gets access to talents (*Commitment to Awesomeness,* Workkola Inc), and after hundreds of experiments to measure talent and marketing it, its growing community and its agility make Workkola the perfect scenario to test, debug and consolidate the standards of the SDP and the SKT.

Tokenization of Workkola operations through the Skyllz ecosystem will scale up and fuel the current platform as well as the whole Knowledge/Skill Ecosystem.

- It will help redefine talent assessment, skills certification and distribution of talent, adding an immutable layer of certification.
- The Raters community will help transform Workkola to a more scalable, fair, trustworthy and transparent platform where meritocracy and decentralization govern.
- The basis of the SDP will help Workkola becomes a part of the natural replacement of old CVs and resumes in the layers of skill allocation, skill contextualization and skill boosting thanks to the Proof-of-Skill, the track record of exceptional achievements and the metrics about users.
- It will help users' hidden talents get out the noise and be part of their unique value proposition as a Talent Brand, no matter who you are, your gender, your economic situation or your place of birth.

Operations and SKT and Proof-of-Skill dynamics within the Workkola STapp are summarized in the following diagram:

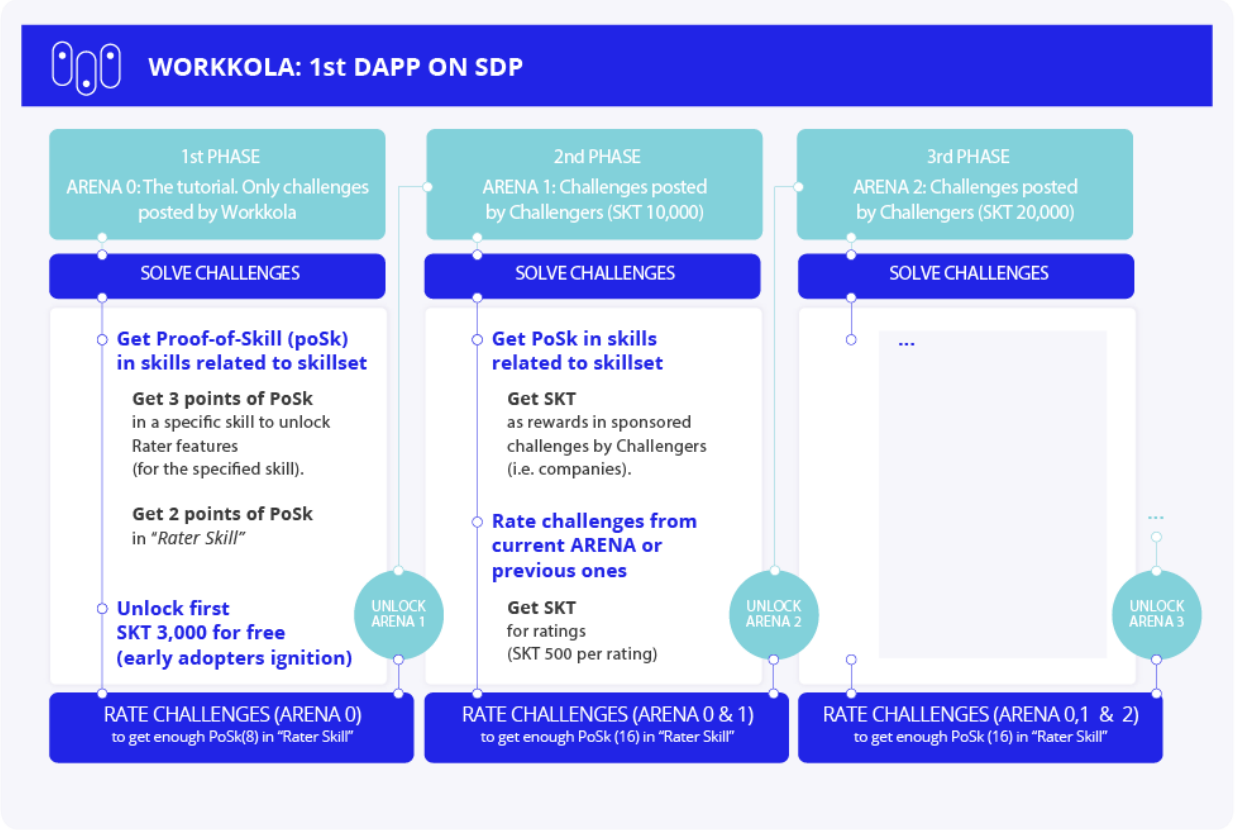

Figure 9: Workkola, the first STapp on top of the SDP. Customer journey diagram

Main elements and stakeholders:

Talents: Talents are the users on the Workkola STapp that want to validate and empower specific skillsets.

Challengers: A Challenger is a user (mainly companies, professionals or educators) that posts a problem to be solved by the community of Talents. A Challenger has 2 main reasons to post a challenge:

-They need help or support in a specific area (Open Innovation channel)

-They want to open an Inbound Scouting channel to get in touch with the members of the community in order to discover and recruit or sponsor the most talented ones.

Challenges: They are the backbone of the Workkola application. Problems to be solved to validate specific skills allocation, contextualization and boosting. Resolving a Challenge, once the rating is resolved in the Skyllz Smart Contract(s) related, triggers the actualization of a certain amount of Proof-of-Skill to the associated skills and, if appropriate, the transfer of a certain

amount of SKT from the wallet of the Challenger to the Talent. There are 2 different types of Challenges:

-Free Challenges: posted by Workkola on the Arena 0 (the tutorial Arena) to educate users. They don't trigger SKT transfers. They trigger Proof-of-Skill.

-Sponsored Challenges: posted by Challengers on Arena 1 or greater. They trigger Proof-of-Skill and SKT transfers (depending on the Arena level posted)

Arenas: Based on gamification principles, Workkola as a STapp on the SDP will be composed by Arenas. Arenas are internal in-app scenarios where users can access to Challenges posted by Workkola or Challengers.

-Arena 0 (tutorial Arena): This arena works as a tutorial of the dynamics of the STapp and the SDP. It is designed to make Talents learn how the application and the token exchanges work, and how the Raters system and the Proof-of-Skill benefit their automatic track record of exceptional performance empowering their Talent Brands. No SKT are transferred in this Arena.

-Arena 1 or greater: Similar to Arena 0 but with Sponsored Challenges posted by Challengers. The level of the Arena is related to the difficulty of the Challenge and the rewards in SKT associated to the resolution of the Challenges.Proof-of-Skill and SKT are transacted in these Arenas.

Raters: A Rater is an experienced user in a certain skill or skillset that validates other users' skills assigning ratings to them that help to resolve the Smart Contracts that assign Proof-of-Skill and SKT. Any user could become a Rater for a specific skill or skillset after earning enough Proof-of-Skill in them. Raters are cross-platform (check chapter Raters). The first Raters on Skyllz for the Phase I & II (SDP beta limited to Workkola) will be current users with enough Proof-of-Skill on a specific skill or skillset.

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Business Model

Skyllz Distributed Platform (SDP) allows itself and the centralized and decentralized Skills Touchpoints Applications (stapps) on top of it (such as Workkola) to create value-- **impactful and economic value.**

The exchangeable utility ERC-20 token SKT (Skyllz Token) **allows exchange of value across the SDP (Skyllz Distributed Platform) and within each Application** on it. SKT is thought to help each application build its own internal business model around it and also between all applications to assure **value distribution and connection all over the ecosystem**.

As the first Dapp on top of the SDP, Workkola's business model is a **transaction fee revenue model** in SKT when a sponsored challenge is posted (by a Challenger), a solution is submitted (by a Talent), and a professional opportunity is matched between a Talent and an employer.

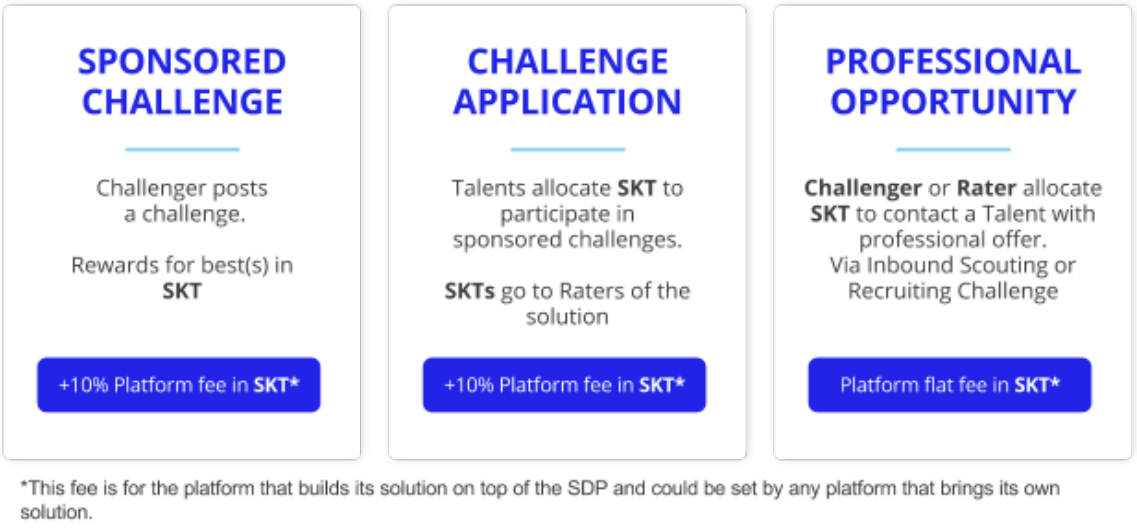

Figure 10: Workkola's business model on top of the SDP

Early Ignition: Go-to-market Strategy

During Phase I of the Skyllz project (see Roadmap), Workkola's adoption to the beta version of the SDP will help test the standards, rules and flows as well as to debug and fix possible problems that could appear and are still unknown, before open the SDP to the World.

Using its already working community and solution is a plus in order to quickly get ignition.

A **1-to-100 conversion from current Workkola points to SKT** will be done during Phase I (around 25,000 points have already been assigned on current Workkola platform, SKT 2,500,000 will be allocated to them).

30% of total Skyllz Tokens issued (SKT 480,000,000) will be reserved for early ignition of the Skyllz Ecosystem with the idea of reaching critical mass (500,000 users).

In Phase I and II, the Go-to-Market Strategy will depend on current Workkola's Growing channels:
-Social Media Ads (Mainly Instagram and Facebook Ads → Average combined Talents CAC in Q4 2017: $0.93)
-Community management

In Phase III, once the SDP is open to the World, the main Go-to-Market strategies for Skyllz will be:
-Attracting the firsts big STapps to the SDP -- 7.5% of SKT issued are reserved to "invest" in ignition of early-adopter STapps.

- **e-learning platforms** such as Udemy, Cousera, EdX, MOOCs or Udacity
- **online portfolios** such as Github, Dribbble or Behance
- **networking platforms** such Linkedin or Meetup
- **job platforms** such as Indeed, Monster or Glassdoor
- **Offline learning** such as General Assembly, Singularity University, Harvard or Stanford

-Targeting developers and entrepreneurs communities and platforms

- **Entrepreneurs and startups** from platforms such as F6S, Angel List and Gust, accelerators such as TechStars, StartupBootcamp, 500 Startups and Y Combinator, and communities such as Online Geniuses and BAMF
- **Developers** from platforms such as Github and Bitbucket

-**Community network effect**: In Phase III, the SDP will be completely open-source and public attracting more contributors and game-changers to the protocol.

7. Use cases

Use Case 1: Non-sponsored Challenges On Workkola (Arena 0)

New user account creation & submission (Talent)

Jane is a digital marketing student from South Africa that wants to launch her career and needs some valuable experience and validations on her digital marketing skills to be ready for the labor market.

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She creates an account (her Ethereum Address) on Skyllz via Workkola. During this account creation she connects her wallet (if she already has one) via integration with external applications such as Metamask or creates a new one with the support of Skyllz. This Ethereum Address acts as Skyllz ID and wallet among all STapps on top of the SDP.

During the account creation/connection, some identity information is annotated on her Address.

After consulting on Skyllz API the user's account, Workkola lists on Jane's Dashboard a couple dozens challenges from Arena 0 available for her.

Once a Challenge has been submitted, the data is saved to Skyllz API endpoint where it is analyzed and hashed to be stored, if approved by the Smart Contract, on the blockchain.

Raters qualify submissions

Marc, a London-based online marketer and level 1 Digital Marketing Rater from Skyllz, needs to gain extra Proof-of-Skill on his "Rater Skill" before being able to get rewarded with SKT every time he does a rating. Marc sees Skyllz as an incredible opportunity to bring value back to the community, get some prestige before making his next professional move and, during the meanwhile, get some extra incomes.

As everyday, Marc checks his Rater Dashboard on Skyllz.

Skyllz API connects all data saved on his timeline and all the available-for-rating opportunities in every STapp that meet his level are shown in real time.

He sees that a challenge has just been submitted by an anonymous Talent on Workkola (you got it, it's Jane!) and it still requires 1 more rating to be resolved (it already has been rated by 2 different Raters which ratings remain hidden until the Rating Period ends). To be able to rate level 0 submissions, Marc needs to allocate 2 points of Proof-of-Skill of his "Rater Skill" to his rating. This means that, if he rates the submission as "not qualified" and the other 2 Raters rate the same submission as "qualified", he will lose the 2 points of Proof-of-Skill on escrow in the Smart Contract. However, Raters that coincide on their rating get their reputation points back and earn 50% more Proof-of-Skill on their "Rater Skill". This helps the ecosystem prevent from long-term bad actors or random ratings.

He clicks on "Rate this" and the Challenge is automatically assigned to him as the third Rater.

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After reviewing it, he decides to rate the Challenge with a “qualified”, and decides to assign 1 point of Proof-of-Skill to Jane’s Digital Marketing skill (Jane is still in stealth mode). In addition, he writes some feedback to improve quality and gives a special recommendation to the Challenger.

Raters act as oracles between STapps and the Smart Contracts. With the third rating, the Rating Period ends, and the Resolution Period starts where Skyllz resolves this action as a result of 3 Raters’ ratings.

The Challenge is resolved as “qualified” and Jane receives the assigned-by-the-Raters amount of Proof-of-Skill in each of the skills related the Challenge complete.

Resolution of submission & blockchain storage

For both Jane and Marc, the hashed keys (Challenge hashed key for both) along with the user’s wallet and the acquired Proof-of-Skill amount are stored on the blockchain, via Skyllz Smart Contract that will update the resulting Proof-of-Skill amount in each of the user’s skills (Digital Marketing Skill for Jane and Rater Skill for Marc), directly on his address.

Use Case 2: Sponsored Challenges on Workkola (Arena 1+)

Challenger (a company) posting and Talent application

A sponsored Challenge is a Challenge that a Challenger such as a company, an institution/educator or another user posts. These Challenges associate Proof-of-Skill and Skyllz Token, if approved, once resolved.

When a Challenger posts a new Challenge, a new Smart Contract is created. The Smart Contract, via oracles (Raters), governs the qualification, attribution and allocation of Proof-of-Skill (always) and SKT (in the case of sponsored Challenges only).

The Challenger decides:

- How many SKT are going to be associated as rewards for the Talents
- The rules of distribution of those SKT (i.e. the best Talent earns 100% of SKT; or 50% of the SKT for the best, 35% for the 2nd, 15% for the 3rd)
- How long is the Challenge going to be available for new submissions (i.e. during 1 month, unlimited Talents can submit a new solution)
- How many Raters per submission they want to work with (3 by default)

A small startup team needs help with its online marketing to launch a special campaign to promote their platform. None of them is an expert in digital marketing and they need help. They

post their Sponsored Challenge on Workkola that will be available for the next 15 days. They decide to reward the best solution with SKT 9,000 (Arena 1: SKT 10,000 - 10% platform fee).

Sponsored Challenges serve as well as Inbound Scouting channels for companies that want to discover and attract young and vetted talents. They will be able to discover hidden talents attracting them with their proposed challenges and rewards.

Talents submit their submissions

The experience and the technology is very similar to how Talents submit their solutions for the non-sponsored Challenges.

The biggest difference is that Talents need to spend a certain amount of SKT (depending on the Arena) to complete Sponsored Challenges. This gives them the possibility to get the rewards proposed by the Challenger and guarantees that at least 3 Raters will rate their submissions and will validate and assign Proof-of-Skill, if appropriate, to the skills associated.

Once a Sponsored Challenge has been submitted, the data is saved to Skyllz API endpoint where it is analyzed and hashed to be stored, if approved by the Smart Contract, on the blockchain.

Raters qualify submissions

Like in the non-sponsored Challenges, Raters rate the submissions of Sponsored Challenges.

A Sponsored Challenge is associated to a level (depending on its Arena) and can be rated just by Raters from the same level or higher, if they possess the necessary amount of Proof-of-Skill in their “Rater Skill” and in the skill or skillset related to the Challenge to rate.

Raters get SKT, as well as Proof-of-Skill in their “Rater Skill”, in exchange for their ratings on Sponsored Challenges. The amount of Proof-of-Skill and SKT earnt by rating depends on the level of the Challenge.

Technologically, the Rating Period for a Sponsored Challenge works exactly the same than the Rating Period of a non-sponsored Challenge.

Resolution of submission & blockchain storage

Like non-sponsored Challenges, the hashed keys along with the user’s wallet and the acquired Proof-of-Skill and the reward amount in SKT are stored on the blockchain, via Skyllz Smart Contract for Sponsored Challenges as well. The Smart Contract will update the resulting amount

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of Proof-of-Skill in each of the user's skills (for Talents and Raters) and transfer the resulting amount of SKT between users (Talents, Raters and Challenger), directly to their addresses.

Use case 3: Partner STapp on top of the SDP: E-learning platform

An e-learning platform has been accepted to Skyllz and has embraced the SDP.
An existing user from the e-learning, Rose, connects her account to Skyllz via OAUTH and adds her Ethereum address through third-party applications such as Metamask.

This connects current users from the STapp (the e-learning platform) and new users to the Skyllz ecosystem and technology.

Rose wants to shift her career. She has already completed some other actions on other STapps and has Skyllz tokens (SKT) in her wallet. She decides to take a new course about PHP development on the e-learning platform. She "pays" for the course with the SKT she already has, empowering meritocracy across applications and a supercharging the whole user experience in the ecosystem.

This course is a beginner course (level 0 on Skyllz), has 10 modules and each of them has a final project as exercise proposed by the course.

To complete the course, Rose needs to solve each of the projects proposed. Each exercise is associated to a Skyllz Smart Contract and can assign Proof-of-Skill to the skills associated. Once submitted, the data is saved to Skyllz API endpoint where it is analyzed and hashed to be stored, if resolved as qualified by the Smart Contract, on the blockchain.

To be qualified to assign Proof-of-Skill, the exercise has to be rated by 3 Raters in an anonymized way, similarly to the use case 1.

Once resolved, the hashed key of each exercise along with Rose's wallet and the acquired Proof-of-Skill are stored on the blockchain, via Skyllz Smart Contract. The Smart Contract will update the resulting amount of Proof-of-Skill in each of Rose's and Rater's skills, directly on their addresses.

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8. Technology Overview

Decentralized Proof-of-skill: Why Blockchain

Blockchain is a type of distributed ledger or decentralized database that keeps records of digital transactions. Rather than having a central administrator like a traditional database, a distributed ledger has a network of replicated databases, synchronized via the Internet and visible to anyone within the network. Blockchain networks can be private with restricted membership similar to an intranet, or public, like the Internet, accessible to any person in the world. When a digital transaction is carried out, it is grouped together in a cryptographically protected block with other transactions that have occurred in the last period and sent out to the entire network. Miners (members in the network with high levels of computing power) then compete to validate the transactions by solving complex coded problems. The first miner to solve the problems and validate the block receives a reward. The validated block of transactions is then time stamped and added to a chain in a linear, chronological order. New blocks of validated transactions are linked to older blocks, making a chain of blocks that show every transaction made in the history of that blockchain. The entire chain is continually updated so that every ledger in the network is the same, giving each member the ability to prove who owns what at any given time." *(How does the Blockchain Work? |Collin Thompson*).

Proof-of-Skill as a concept only makes sense if it is publicly accessible by anyone who needs it, reaching its maximum potential when **trustworthiness and immutability** play together to ensure that you are **capable to track and share your skills**. Those characteristics are inherent to Blockchain technology and becomes a fundamental part of the Skyllz ecosystem, values and mission.

But, would it make sense to track negative experience on the Blockchain as well to penalize "bad" users?

No. All individuals are **unique** and have something that makes them **valuable to someone**, to something. In addition, sharing is part of the human being. **Social recognition, status and esteem** is received as a consequence of displaying certain characteristics, reaching certain achievements or engaging in certain activities.

To really become a global solution, Proof-of-Skill should be **shareable**. Every person has something to be proud of and that's the only thing that should be tracked forever, in an

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immutable way. That's why Skyllz believes in **Positive Human Skills** and only records exceptional achievements on the blockchain.

The Skyllz Distributed Platform: Why Ethereum Protocol And Smart Contracts

Ethereum is an open blockchain that works as a decentralized computer. It allows the execution of smart contracts. **Smart contracts** help you exchange anything of value in a transparent, conflict-free way while avoiding the services of a middleman. Smart contracts not only define the 10 rules and penalties around an agreement in the same way that a traditional contract does, but also automatically enforce those obligations.

The SDP's main value is provided by the standardization and unification of human skills' assessment, validation and empowerment. To provide the ecosystem with a distributed and automatic enabler of the 7 principles, and to become the **easiest and the most attractive global solution to unify skills validations**, the Ethereum Blockchain and the smart contracts are the perfect scenario to build Skyllz.

SKT as an ERC-20 Compliant Token

One of the most significant token standards of all for Ethereum is called ERC-20.
ERC-20 defines six different functions for the benefit of other tokens within the Ethereum system. These are generally basic functionality issues, including how tokens are transferred and how users can access data about a token. ERC-20 also prescribes two different signals that each token takes on and which other tokens are attuned to.
Put together, this set of functions and signals ensures that Ethereum tokens of different types will typically work the same in any place within the Ethereum system.

As part of the Ethereum Network, Skyllz will issue a fixed amount of Skyllz Tokens (SKT) to fuel the ecosystem, and allow meritocracy (the Meritocracy Rule) across its applications.

The SKT, an ERC-20 compliant token, will be supported by most wallets that also support ethers.

Security

Skyllz, the Skyllz Distributed Platform along with Proof-of-Skill, Skyllz Tokens and the Skyllz APIs will incorporate all the necessary security mechanisms that guarantee the protection of its users. All connections, both web and mobile, will be encrypted using the HTTPS protocol with a TLS

certificate. The architecture of the system will prevent any application, both internal and from third parties, from attacking critical elements, such as the database (which is directly stored on the Ethereum Blockchain), or processing critical actions. The communication API between STapps and the Skyllz Smart Contracts, critical elements in the SDP, will be designed so that all internal calls are secured by secret dynamic keys that limit operations only to verified systems. Additionally; communications between the other components will be similarly secured with hashed keys.

Open-source Application Programming Interface (API)

Skyllz APIs (skyllz.io), the service layer of the SDP, connects STapps with the token and blockchain layers.

The SDP's end state aims to be a universal, standardized software development framework for creating, adapting or connecting STapps that can bring and get value from the ecosystem. Skyllz.io adds an abstraction layer to the SDP to make it more developer-friendly and accessible to more entrepreneurs and game-changers, even if they are not totally familiarized with blockchain technology but see the potential of the Skyllz ecosystem.

Some examples of API endpoints for /api/v1 are:

endpoints	POST	GET
/contract	The STapp requests the creation of a new smart contract associated to a specific submission (i.e. new Challenge on Workkola) with the necessary requirements of data structure from the SDP	The STapp retrieves the list of smart contracts with a valid blockchain query
/submission	-	The oracle requests the matching submissions from all STapps available for him
/submission/{id}	-	The oracle requests a specific submission to access to and actually rate it

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Raters: The Oracles

An oracle, in the context of blockchains and smart contracts, is an agent that finds and verifies real-world occurrences and submits this information to a blockchain to be used by smart contracts.
Smart contracts contain value and only unlock that value if certain predefined conditions are met. When a particular value is reached, the smart contract changes its state and executes the programmatically predefined algorithms, automatically triggering an event on the blockchain. The primary task of oracles is to provide these values to the smart contract in a secure and trusted manner.
Blockchains cannot access data outside their network. An oracle is a data feed – provided by third party service – designed for use in smart contracts on the blockchain. Oracles provide external data and trigger smart contract executions when predefined conditions are met. Such condition could be any data like weather temperature, successful payment, price fluctuations, or **overall "qualified" rating** in the Skyllz ecosystem.
Raters are the oracles for the SDP and are part of multi-signature contracts where some amount of Proof-of-Skill is assigned to a user for a specific skill, or a predefined amount of SKT is transferred from users if some conditions are met. Before any Proof-of-Skill or SKT get released a Rater has to sign the smart contract as well.

9. The relevance of UX

The Problem Of Blockchain Current Shitty UX

Blockchain technology is still in a very early stage. Some expert like William Mougayar talk about Blockchain 1.0 making reference to web 1.0.

The extremely demanded security required to run Blockchain applications along with the product-orientation and not customer-orientation of most of the emerging blockchain companies, are causing some big issues of User Experience.

The overhyped buzz around technology itself and the absence of track record in the space are also the main reason why solutions built on top of Blockchain have pretty much a shitty UX.

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Heading Up Mainstream

Even if the cryptocurrencies are getting mainstream due to gold rush, the technology behind them, Blockchain, will never be mainstream if they don't put the final user in the center of the project.

Skyllz was born from an existing platform, for an existing and proven problem, and after working very hard on understanding what people really need and what really move them. People don't care about how Blockchain works, at all. They don't want to know how oracles, protocols, cryptography, mining, etc. work. They only want to solve their problem in the simplest and more effective way. Blockchain is an incredible tool to build amazing solutions, but the really important thing is the solution itself. Nothing else.

Workkola's team, the team behind Skyllz, understands that Skyllz needs to put human in the very center of its solution, building from the problem to the product and not the opposite.

UX is extremely important to get mainstream, and mainstream is needed to build a global solution. Even if the technological complexity of the project is high, and the technology behind is critical, Skyllz' team will work very hard to make it invisible to the end users. To start building a Blockchain 2.0 solution, closer to the real need of disrupting traditional talent assessment.

10. Skyllz Roadmap

Skyllz roadmap is mainly divided in 3 main phases:

- **Phase I**: Skyllz protocol development and deployment: the SDP and SKT
- **Phase II:** Skyllz Beta in a controlled and closed ecosystem. Adoption of Workkola to the protocol as the first STapp on top of the SDP.
  Early ignition + model testing + debugging + use cases + security reinforcement
- **Phase III:** Skyllz v2 release. Opening the protocol to third parties.
  Allocation of a 7.5% of total issued SKT to finance further developments or adoptions os STapps to the SDP. Early ignition of the ecosystem.

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General Roadmap Workkola (Past) + Skyllz (Present And Future) Milestone

Figure 11: Workkola + Skyllz Roadmap

Previous steps (Workkola)

1. **Harvard Pilot | Summer 2015:** Without platform, we did a proof of concept in a class at Harvard and a group of international startups in Boston, USA.
2. **Alpha release | Dec. 2015**: First version of the Workkola's platform based on the Harvard results.
3. **Incorporation | Jan. 2016:** Workkola, Inc a Delaware C-Corp.
4. **Beta release | June 2016:** New release with a new and better focus after the feedback and results of the Alpha version. First paying customers: startups.

5. **Startup Bootcamp acceleration program | Nov. 2016:** Selected to be part of 2016-17 SBC's batch of startups in Barcelona. Inflexion point.
6. **Full version release | May 2017:** New and enhanced version of Workkola's platform. New UX, features and focus on Talent Branding of users.
7. **Seed Round | June 2017:** Closing of Workkola's seed financing round. EUR 250K with investors from Spain, UK, Hong Kong and Estonia.

Next Steps (On-going operations by Workkola + Launch of Skyllz by Workkola)

1. **Token pre-sale and main sale of Skyllz Tokens | Q1 2018:** To move forward and build a global and impactful solution: the Skyllz Distributed Platform (SDP).
2. **Skyllz Distributed platform and Skyllz Tokens beta release | Q4 2018:** The first version of SDP will be open source but limited to the 1st Dapp on top of it (Workkola) to test, iterate and debug the whole protocol. Launching a private and controlled beta will help solve technical but also security problems that we even don't know today. This version will content the v1.0 of the Human Positive Skills Ecosystem and will set the standards of the Skyllz rules of distribution, certification, decentralization, meritocracy and transparency as well as the standards of attribution and transactions of Skyllz Tokens (SKT).
3. **Workkola's adoption to SDP and SKT | Q4 2018:** Adoption of Workkola's platform to SDP and SKT. Workkola will be the 1st Dapp on top of the SDP, and current users will get converted current points to Skyllz Tokens (SKT). Having the first Dapp as a private beta will help us test the SDP in a controlled ecosystem. This period will be crucial to debug and secure the whole ecosystem.
4. **Full release of the SDP | Q1 2020:** After testing the SDP for a year in a private ecosystem, we will launch the full version of the SDP, totally decentralized, open-source and prepared to get the first STapps (centralized and decentralized Skills Touchpoints Applications) adopting SDP and SKT. To fuel early ignition of these first STapps, we will invest SKT on them on a token-holder-voting basis. All Skyllz and SKT holders will decide on a voting basis:
   - which STapps can build their solutions on the SDP
   - which skills can be added to the SDP
   - which STapps will get access to the partners' funds and how much SKT they will receive for early ignition

   To bring value to the whole ecosystem and maintaining its decentralization.

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11. The team

Workkola's team, the team behind Skyllz, started to design the future of talent empowerment back in February 2015 where, due to their personal struggle to access the labor market, they decided to change the game from the labs of the University of Málaga (Spain).

After closing the founding team, they get accepted in a **Boston incubator** (Dat Ventures) where they did a **pilot with a Harvard class** and a group of international startups during the summer 2015.

After the program, they came back to Spain and launched the **first alpha** of workkola.com in December 2015. They won several prizes from the University and an entrepreneurship program from the biggest bank in Spain and Latin America (Yuzz from Banco Santander).

After six months (June 2016), they **launched their beta** and in November 2016 they moved to Barcelona to be part of the Startup Bootcamp acceleration program. In June 2017, they closed their **Seed Financing Round** of $300k.

In 2017 Workkola has grown from the founding team to a team of 9 that combines the perfect skillset to have accomplished a **300% growth** of their community.

Founding Team

Antonio Negrillo Román | CMO & co-founder

Marketing and growth hacking background. More than 2.5 years working at Workkola with the rest of the founding team.

The Team

Alejandro Jurado | Full-stack developer

Background in Electrical and Electronics Engineering and master degree in Web development. Patent pending owner ;)

Giorgio Fidei | B2B Growth and Business Dev.

Background in Economics and Management, master degree in e-commerce. Self-taught growth marketer and B2B leads manager. Startups specialist.

Elsa Camí | UX/UI Designer

Background in UX and Bachelor in Arts. Previously working as UX designer at Techstars London, Startup Bootcamp Barcelona and headliner.io.

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Rebeca Canal | Communication & Content

Background in Communication and Media. Former experience as graphic designer at Bimba y Lola (Fashion Brand) and as an entrepreneur.

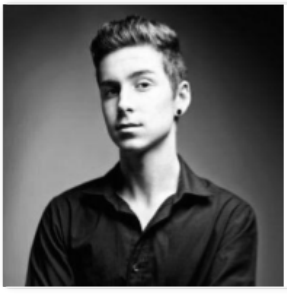
Hugo Immink |HR & org. psychologist

Background in Organizational Psychology, Coaching and Leadership. Former HR manager at HCC Global and other HR companies. Professor at EADA and professional coach.

Brice Chalopet | Senoir Lead Generation

Background in Marketing and Business development. Former Facebook account manager in Ireland (6 years)

Advisory Team



David Riudor | Blockchain Advisor

Background in Telecommunication engineering. Blockchain technical expert and entrepreneur. Formerly part of Real Markets (REAL) Team (blockchain-based real estate investing platform)

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Carlos Rodríguez | Blockchain Advisor

Background in Telecommunication engineering. Full-stack and blockchain developer. Entrepreneur. Formerly part of Real Markets (REAL) Team (blockchain-based real estate investing platform)

José Luis Minguez | Advisor

Business Angel (top 100 BA influencers in Spain). Blockchain enthusiast, geek and Investor. Mentor at different Startups accelerators and partner at different VC Funds.

Álvaro Villacorta | Advisor

Serial entrepreneur. Sold his company to Rocket Internet. Former Rocket Internet Managing Director (Foodora). Startup Investor and founder of a Tokenized VC Fund.

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12. Partners & Current Investors

Icofunding

Online platform to launch and promote crowdsales of tokens. Experts in ICO smart contracts, legal advisory and ICO governance

Cooley LLP

Lawyers and attorneys, experts in startups and blockchain regulation

Likido Fund

Cryptofund that tokenize and invest in startups' token sales.

Startup Bootcamp

Global acceleration program for disrupting companies with offices in more than 16 different countries.

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Avenida Capital

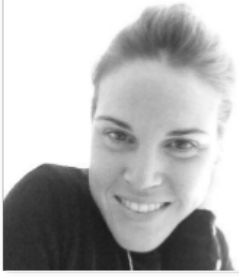
Family office based in Madrid, Spain

Contriber

Investment fund from Estonia.

Tom Horsey

Business Angel



María José Céspedes

Business Angel

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13. Conclusion

It is clear that we are facing a new revolution in the digital revolution. Moving from the Internet of the information to the Internet of value, opens an incredible set of opportunities to fix and improve inefficiencies in every industry.

It is also known that Talent, with capital “T”, is the most important asset that companies but also individuals possess. It is the number one factor in personal and professional success and it enriches every human being no matter where you were born, your race, gender, thoughts or background. Everybody has Talent (and not to go to the TV show ;)) and this makes us unique and incredibly valuable.

But the Talent industry, composed by every solution related to the Human Skill Cycle, is still underdeveloped, suffering of huge inefficiencies and inequalities and getting obsolete in this new world of fast-paced evolution.

The best companies in the world don’t care about degrees or old-fashioned diplomas anymore. They even don’t care about what you say you know. They only want to see what you are really able to do and accomplish.

Skyllz’s mission is to become the biggest unified Skills Ecosystem disrupting the current, outdated and inefficient talent assessment. Believing in technology as an enabler and booster of why, how and what your real Talent is, and focusing on meritocracy, transparency and positiveness. No matter your external conditions, Skyllz help you develop and empower your real Talent, making it traceable, valuable and shareable to get the most of it.

Because Skyllz is the limit.

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14. Legal considerations – disclaimer

Legal Disclaimer

The purpose of this White Paper is to present the **Skyllz by Workkola** project to potential token holders in connection with the proposed Token Launch. The information set forth below may not be exhaustive and does not imply any elements of a contractual relationship. Its sole purpose is to provide relevant and reasonable information to potential token holders in order for them to determine whether to undertake a thorough analysis of the company with the intent of acquiring SKT tokens. Nothing in this White Paper shall be deemed to constitute a prospectus of any sort or a solicitation for investment, nor does it in any way pertain to an offering or a solicitation of an offer to buy any securities in any jurisdiction.

This document is not composed in accordance with, and is not subject to, laws or regulations of any jurisdiction, which are designed to protect investors.

Certain statements, estimates and financial information contained in this White Paper constitute forward-looking statements or information. Such forward-looking statements or information involves known and unknown risks and uncertainties which may cause actual events or results to differ materially from the estimates or the results implied or expressed in such forward-looking statements.

This English language White Paper is the primary official source of information about the SKT Token Launch. The information contained herein may from time to time be translated into other languages or used in the course of written or verbal communications with existing and prospective customers, partners etc. In the course of such translation or communication some of the information contained herein may be lost, corrupted, or misrepresented. The accuracy of such alternative communications cannot be guaranteed.

In the event of any conflicts or inconsistencies between such translations and communications and this official English language White Paper, the provisions of this English language original document shall prevail.

Important Note: As described elsewhere and in this White Paper, SKT Tokens are not being designed or sold as currency, securities or any other form of investment product.

Accordingly, none of the information presented in this White Paper is intended as a solicitation for investment, or to form the basis for any investment decision, and no specific recommendations are intended. Any interest in purchasing SKT Tokens should be solely for use in connection with the token's utility, as described in this White Paper, and not for any other purposes, including, but not limited to, any investment, speculative or other financial purposes.

15. Appendix

Mougayar Test

William Mougayar is an advisor to the Ethereum Foundation and to Consensus 2016, CoinDesk's flagship conference. He has proposed a set of questions to avoid obscurity around a Token and thus determine its functionality and prove its utility nature:

Every question answered as "YES" provides with 1 point out of 20.

1- Is the token tied to a product usage, i.e. does it give the user exclusive access to it, or provide interaction rights to the product?
YES. SKT is used in the SDP as a transaction unit to reward Raters, exceptional achievements and cross-platform economy.

2- Does the token grant a governance action, like voting on a consensus related or other decision-making factor?
YES. SKT along with Proof-of-Skill ponderates your voting rights for critical decisions making such as the entrance of a new STapp to the ecosystem or the creation of a new skill to be validated with Proof-of-Skill.

3- Does the token enable the user to contribute to a value-adding action for the network or market that is being built?
YES. SKT fuels the whole Skyllz ecosystem adding permanent value. The more it´s used the higher the network is valuable.

4- Does the token grant an ownership of sorts, whether it is real or a proxy to a value?
NO.

5- Does the token result in a monetizable reward based on an action by the user (active work)?
YES. SKTs are received as rewards by users that perform exceptionally and Raters of the ecosystem. They are convertible to economic monetization through cryptoassets exchanges.

6- Does the token grant the user a value based on sharing or disclosing some data about them (passive work)?
NO. User's data is publicly accessible and doesn't depend on SKT.

7- Is buying something part of the business model?

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NO

8- Is selling something part of the business model?

NO

9- Can users create a new product or service?

YES. New skills will be created and added by STapps on top of the SDP once validated by the token and Proof-of-Skill holders.

10- Is the token required to run a smart contract or to fund an oracle? (an oracle is a source of information or data that other a smart contract can use)

YES. Oracles (the Raters) are exclusively fund by SKTs. The main feature of the SKT is to reward Raters.

11- Is the token required as a security deposit to secure some aspect of the blockchain's operation?

NO

12- Is the token (or a derivative of it, like a stable coin or gas unit) used to pay for some usage?

YES. For instance, to reward ratings and to pay platform fees.

13- Is the token required to join a network or other related entity?

YES. Within and across STapps (the network), users need SKTs to get access to their services

14- Does the token enable a real connection between users?

YES. For example, on Workkola as a STapp on top of the SDP, Challengers, Talents and Raters are connected through SKT transactions (among other features).

15- Is the token given away or offered at a discount, as an incentive to encourage product trial or usage?

YES. Tokens are unlocked for free at end of the initial stage (Arena 0) in the Workkola STapp for example. 30% of SKts issued are reserved for early ignition of the ecosystem (to encourage STapps usage)

16- Is the token your principal payment unit, essentially functioning as an internal currency?

YES

17- Is the token (or derivative of it) the principal accounting unit for all internal transactions?

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YES

18- Does your blockchain autonomously distribute profits to token holders?

NO

19- Does your blockchain autonomously distribute other benefits to token holders?

NO

20- Is there a related benefit to your users, resulting from built-in currency inflation?

NO

Total points: 12 **/ 20**

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Glossary Of Terms

Proof-of-Skill (PoSk): Skyllz reputation. Annotations on the users' Ethereum Address associated to a specific skill that enable the user to get cumulative validations of it.
Skyllz Token (SKT): ERC-20 compliant token on the Ethereum Blockchain.
ERC-20: token standard that defines a common list of rules for all Ethereum tokens
Commoditization of degrees: Degrees' process of becoming a commodity with almost exclusive value.
Skill acquisition: learning of a new skill.
Skill allocation: application of a skill to a certain situation.
Skill contextualization: the process itself of applying a skill to a situation. It makes reference to how we use the skills acquired to solve or face a situation. Soft skills
Skill boosting: skill multiplier. It makes reference to the inner motivation to face or solve a situation using a specific skill or skillset. The why. The Attitude.
Edtech: Education Technology. Technology applied to the Education Industry in general.
e-learning: online learning platforms such as Udemy, Udacity, EdX, Coursera, etc.
Online portfolio: online platforms that allow users to showcase specific work done such as Github, Dribbble or Behance.
Networking platforms: online platforms where users connect. In this whitepaper, it makes reference to professional applications of networking such as LinkedIn or Meetup.
Job platforms: online job boards such as Indeed, Monster or LinkedIn as well.
Skills Touchpoint Application: Is an application or platform that puts some user's skill in value for acquisition, allocation, contextualization or boosting such as e-learnings, online portfolios, networking platforms, job platforms and offline platforms among others.
Talent Branding: methodology that consists in applying company-related and branding techniques to humans related to their talents.
Scale-ups: Companies in a growth-stage phase. The term is usually applied to tech companies.
Personality Quiz: Gamified test that Workkola does to its users to detect personality patterns.
Workkola Points: Points earnt as rewards on Workkola's platform when a user outstandingly performs or to incentivize some in-app actions.
Open-source: Open-source software (OSS) is computer software with its source code made available with a license in which the copyright holder provides the rights to study, change, and distribute the software to anyone and for any purpose.
API: Application Programming Interface, e.g. skyllz.io
skyllz.io: Skyllz API that brings an abstraction layer to connections between STapps and the Skyllz Distributed Platform (SDP).

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Skyllz Distributed Platform (SDP): Distributed and open-source skill validation protocol that allows users to validate and empower skills acquisition, allocation, contextualization and boosting in a standardized and meritocratic way.

Oracle: Agent that finds and verifies real-world occurrences and submits this information to a blockchain to be used by smart contracts. E.g. Raters on Skyllz.

Rater: Experienced user that acts as oracle in the SDP connecting in-stapp actions with smart contracts. They resolve actions that trigger or not the assignation and allocation of Proof-of-Skill and SKTs to users.

Token Velocity: defines how quick the tokens are going to be sold after the Token Sale.

Dapp: Decentralized application that works on the blockchain

User: user on the SDP

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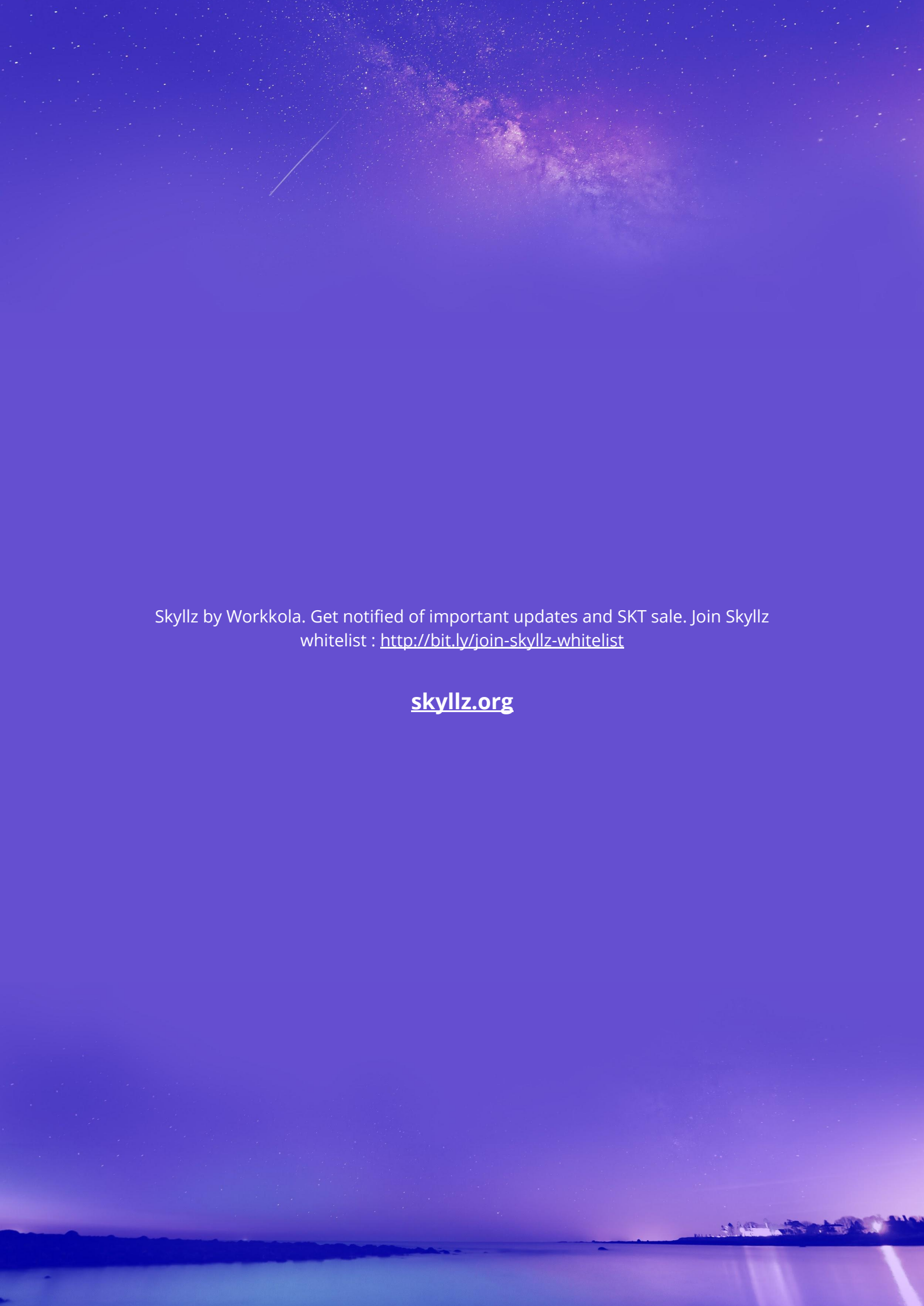
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