

# ThEmployer

Distributed Hiring Power

Onepager v1.3

## Our Mission

ThEmployer is set to revolutionize the hiring mechanism by giving each qualified candidate a chance to act as a recruiter. We believe that passive candidates are far more effective in determining the suitability of a potential applicant as they have access to the valuable information locked away offline in memory & experience than the keyword-matching recruiters.

We are determined change the face of hiring by leveraging the power of blockchain & AI technology, empowering potential candidates through collaborative hiring: users can contribute to the community as a Candidate, an Evaluator or a Referrer. Every existing job on our platform forges a transparent hiring chain, awarding each contributor via a smart contract thus giving everyone the power to hire.

## Industry Problems

### Lack of understanding

Entry level recruiters are inefficient at matching a candidate to a job as they are unable to understand every critical factor involved in a person's ability to prove successful in a role, long term. As such, keyword matching processes kill a talented candidate's chance to get a face-to-face interview, let alone the job - despite being the perfect match. The quality of candidates that get themselves in front of the hiring manager, more often than not, don't match up to expected competency levels and as a result, waste valuable time, money and resources.

### Non-Transparent Hiring Experiences

Most of the referral systems available today simply award the one referrer, neglecting to consider the full chain of referrals that resulted in a candidate being hired for a job. At present, candidates are reluctant to provide sensitive data to centralized services, despite this level data proving crucial to the AI algorithms that match a candidate to a job. It's a real quandary.

## Our Solution

### Transparent Hiring process

ThEmployer streamlines the entire hiring process using blockchain technology in addition to smart contracts to eliminate the traditional recruiter, making it possible for everyone to become an employer who participates in the process & as a result, gets duly rewarded. Users can participate by either stepping into the shoes of a candidate, a referrer or an evaluator.

This revolutionary approach makes ThEmployer the only global scale decentralized hiring solution on the planet.

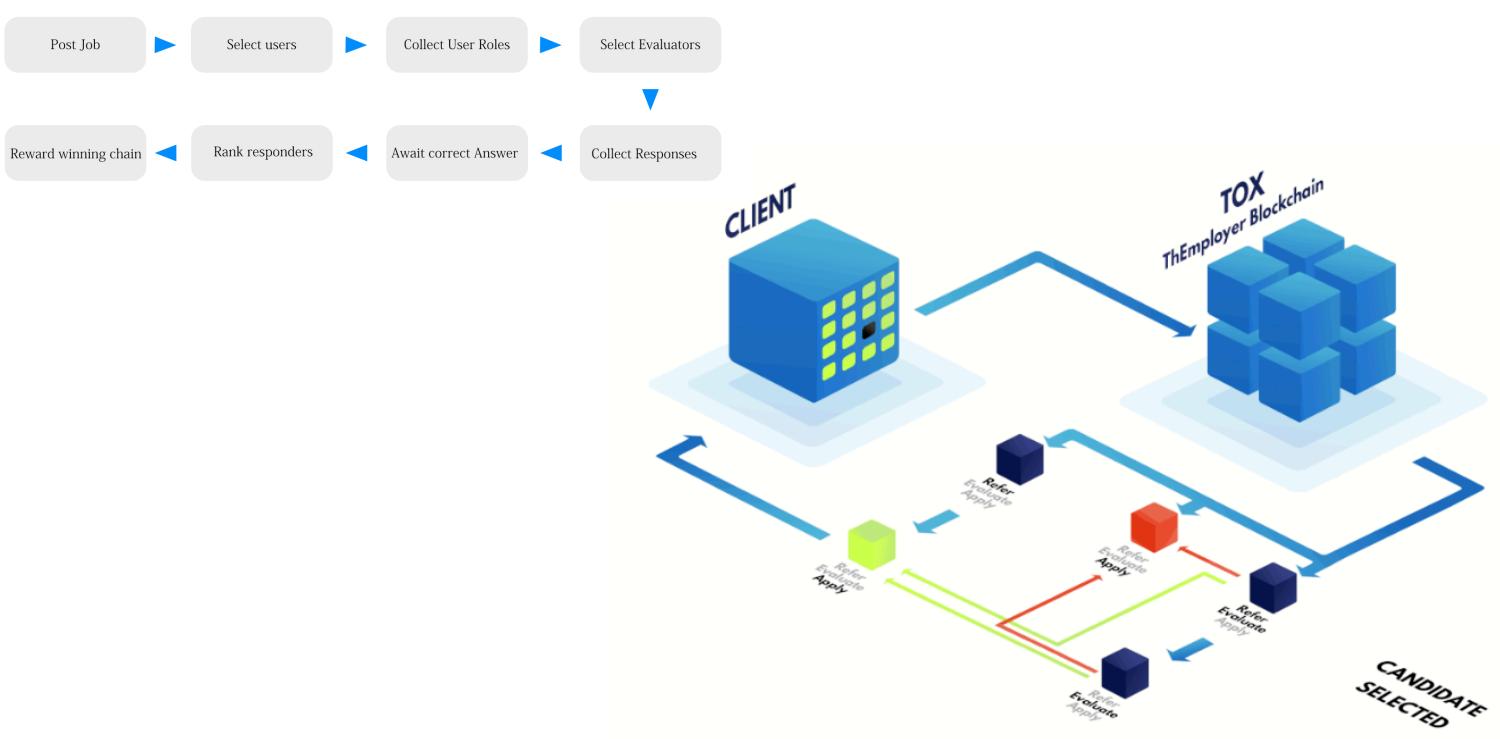
### Decentralized Hiring Power

ThEmployer's goal is to give the user genuine control over resume data and open it up to AI, thereby distributing the overall power to hire the best candidates for a multitude of valuable professional roles. This liberation will be driven by a tokenization asset, propelled by blockchain-based hiring.

Smart contracts support full automation of bureaucratic and non-transparent hiring processes, while decentralization makes it possible to change ownership, reward structures & enable game logic, therefore, making the hiring process work while establishing new recruitment standards that benefit everyone who participates in process.

## ThEmployer Ecosystem

JOB LIFECYCLE SYSTEM OVERVIEW



When a client submits a Job to ThEmployer, the protocol identifies qualified candidates giving them a choice to take on any of the following roles: Candidate, Referrer or Evaluator. Once a predefined number of responses are met or a set time has lapsed, the protocol closes the Evaluation pool and approves a random subset for screening the matched candidates.

Evaluators can upvote/downvote candidate profiles against the job, but must escrow providing a financial stake (measured in ThEmployer Tokens, abbreviated TEO) with each vote.

The client then responds to the top candidates submitted, determining the objective 'correctness' of the votes, and uses this correctness metric to compute rewards and penalties to the Evaluators. Incorrect Evaluators lose expertise as well as their initial TEO token stake; correct responders accrue expertise and receive TEO token rewards greater than their initial stake.

## Advantages

### Off-chain storage of user data

The user resume, evaluator & refer data, is stored off-chain on IPFS.

### On-chain storage of user hash

Hash of the off-chain user data is stored on-chain.

### Open-Source Platform

ThEmployer is an open-source platform. Every Client & Candidate will have access.

### Market Awareness

By being evaluators Passive candidates now have a chance to be aware of the job market without being on a look out.

### Top Quality

Since candidates are vetted by other candidates with similar skills, the quality of the candidates is Top notch. Making it possible for the clients to focus on interviewing rather than sourcing.

### Collaborative Hiring

Since everyone will be incentivised for their efforts to fill the jobs, the participation will increase with time resulting in higher closures of long open Jobs.

### Transparency

Each referral, evaluation & submission is recorded on ThEmployer blockchain, users can check the job progress. This increases confidence to use such systems & be open to new opportunities.

### Use of Offline experience

With ThEmployer, users with experience in different jobs will be able to use their years of work experience to evaluate the candidates against jobs. As a result ThEmployer brings offline work experience online.

## Roadmap

2013	Birth of ThEmployer
2016	Seed Funding
2017	Blockchain the answer
2018	Pre-Sale, Tox release
2019	Tox Services, ThEmployer Chain

## Token Details

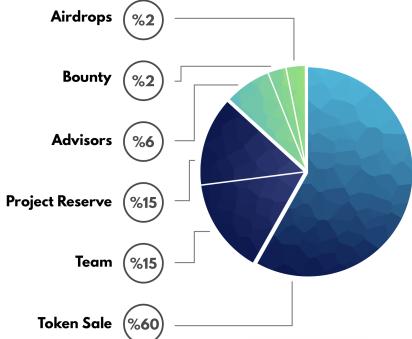


★ TEO tokens are based on the ERC20 standard

★ TEO will be distributed during the crowdsale & will later be converted to native tokens after the launch of the ThEmployer MainNet.

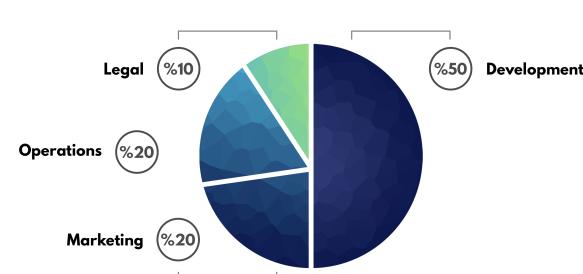
★ TEO tokens will be used as an internal economy on TOX platform starting Q4 2018.

## Token Distribution



### Token Info

Token Name	TEO
Private Sale	10 JUNE
1 ETH	20000 TEO
Pre-Sale	TBA
Main Sale	TBA
Tokens created	1,00,00,00,000
Tokens for Sale	60,00,00,000



## Team



**Anant Singh**  
CEO



**Aditya Singh**  
Operations



**Sanket Jain**  
Marketing



**Ania Pieniek**  
Design



**Tomasz Gorvin-Gajkowski**  
Tech

10+ years in hiring Industry.  
Dedicated to build a better & open hiring mechanism.  
Skilled in Blockchain Fundamentals,  
smart contracts & Use Cases.  
Co-Founder CryptoGooa

6+ Years Executive recruitment  
experience. Well versed with the  
crypto-market & Co-Founder of one of  
the biggest Crypto related youtube  
channels in India.

Technology sales leader.  
Active Blockchain Berkeley Member  
8+ years of new business  
development experience in US &  
Europe.

Artist, writer, and UX Designer.  
Responsible for Visual Design,  
Content Strategy & Design.

DLT/Blockchain, Smart Contracts.  
Blockchain Team Lead at KodakOne.  
"Blockchain/DLT" workgroup Member.  
Co-founder of Crypto@Cracow