

NixWhistle

World's 1st Employee #SpeakUP Blockchain



r3.c.rda

The Journey of Hotline SpeakUP to Employee #SpeakUP



Whistle blower

**A person working in an organization reports
the organization's misconduct!**



Hotline SpeakUP #Silencing



How Boeing Lost Its Way

Shareholder value eclipsed safety as a top priority, with catastrophic consequences. The release of a devastating batch of internal Boeing emails late last week — showing engineers rushing to get a plane to market despite knowing it had serious problems — only reinforced the notion that Boeing's culture had been compromised — Jan 2020

Uber

Uber Founder forced out to resign after a whistleblower **revealed** Uber's toxic company culture of bullying and sexual harassment claims from employees, which went unchecked for years. -June 2017

wework

The WeWork whistleblower complaint, **filed** with the **SEC**, makes clear the complainant doesn't know why the deal may have been rubber-stamped -Oct 2019

Infosys

Infosys loses \$6.6 billion in market cap after **whistleblower** complaints -Oct 2019



Watkins, an **executive** with company **wrote** Enron CEO Kenneth Lay warning of improper accounting that could "implode in a wave of accounting scandals." -Aug 2001

theranos

Shulz **emailed** Theranos founder Elizabeth Holmes, complaining that the health-tech company had doctored research. -2014



Hotline Speak**UP** #Issues



**Inefficient
reporting
channels
not ensuring
anonymity**



**No separate
hotline for
Board &
Committees**



**Non
motivating
rewards**



**Increasing
Retaliation**

Employee #SpeakUP Blockchain



NixWhistle

Nixing the Whistleblower, Employee Engagement, Innovation Management **issues**
Building more **Trust** assuring anonymity and incentivized **Rewards** for right **SpeakUP**

Landscape, Use Cases

Whistleblower/Hotline

20 players
Enterprise, Mid markets



Employee Engagement

100+ players
Small business, Mid Markets

Innovation Management

30 players
Small business, Mid Markets

Anonymity*

Rewards*

Integrity*

SaaS

***Powered by Blockchain**



Functionalities

Streamline case management and reporting

Simplify the entire case management process and reporting with the Federal Reporting Engine

Create workflows

Automatically route cases based on the type of case, idea, the employees involved, or any other information.

Reward the right idea, reports

Enable the employees enjoy the right rewards given by regulator, employer

Conduct anonymous survey

Know the leadership & employee culture

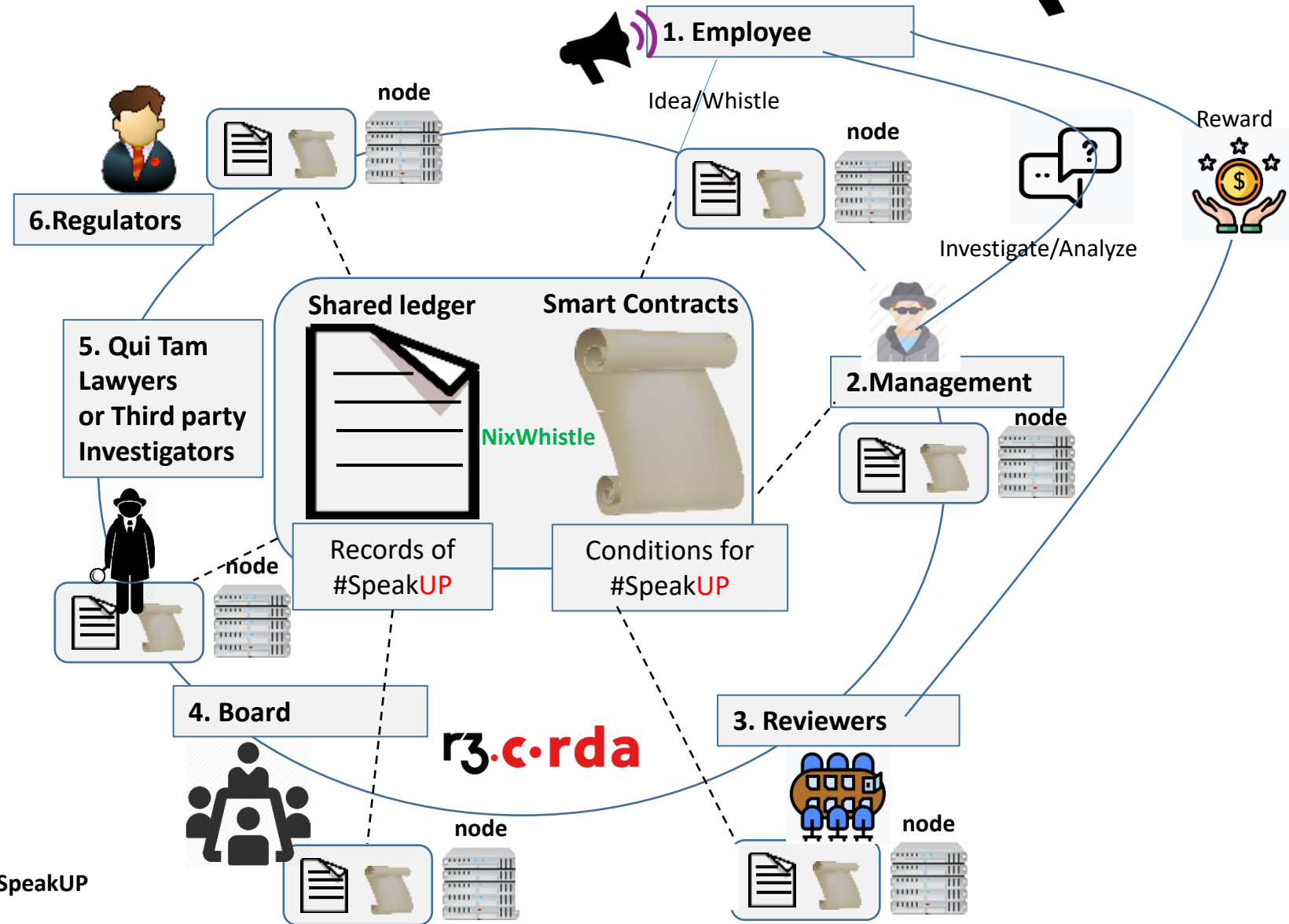
Harness important data

Effectively collect and share key data in real-time to guide important decision-making.

Be proactive

Detect and address Employees of concern before an incident occurs.

Workflow



3rd Party and Regulators being part of SpeakUP blockchain network is optional



Blow Whistle

[View Whistle](#)

Silicon Valley

\$0 to \$100,000

once

☐ Not Aware ☒ Aware

Department:

Ray

Software Eng.

Π

☒ Keen to be Anonymous ☐ Keen to disclose

☐ No ☒ Yes

Phone no:

Kevin

kevin@gmail.com

448845666566

Please take action ASAP

Artifacts



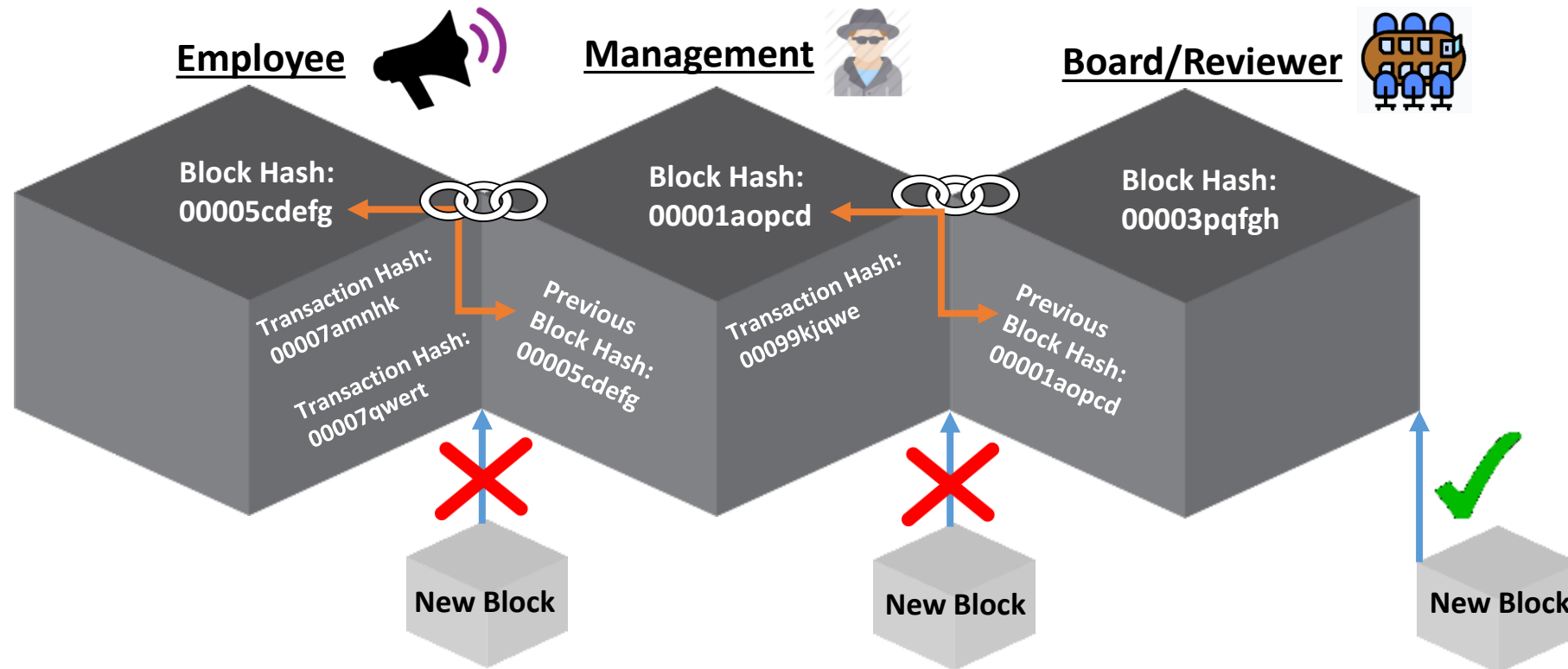
☐ Self ☒ Donate

Sand

Non-Profitable

IFSC Code

Integrity, Anonymity



Pricing*

800: Y1

Startup

Ideal for 50-200 employees

- All the essentials your organization needs to start collecting feedback and promote anonymous surveys with rewards.

\$500/month

200: Y1

Mid Market

Ideal for 200-2000 employees

- Advanced benefits for your growing organization to get started on ESG index.

\$2,000/month

40: Y1

Enterprise

Ideal for 2000+ employees

- Bespoke ESG transformation coaching and features for scaling enterprises.

\$10,000/month

Platform Fees

 **Reward Commitment**

\$1,250/year

\$45,000/year

\$1,000,000/year

Integration with HRIS, Slack, SSO/SAML/MFA

Engagement

- Anonymous + Rewards, Powered by Blockchain
 - Engagement surveys
 - Experience surveys
 - Candidate, onboarding & exit
 - Diversity & Inclusion survey
 - Wellbeing survey
- Comprehensive benchmarks
 - by industry, company size & region
- Manager, Executive, Board dashboards
- Turnover prediction (Founder's earlier FixNix has proprietary IP tested with Barclays, SocGen on this, NixPredict)
- Text analytics (topic & sentiment)
- Heatmaps

Performance

- Goals tracking
- Employee self reflections
- Performance evaluations
- Manager requested feedback
- Continuous feedback
- 360 degree feedback
- Individual, Manager & Team
- In-product calibrations
- Developmental resources

Culture Transformation

Coaching

- Survey design review
- Project working sessions
- Demographic mapping & configuration review
- Feedback strategy review
- Briefing & project planning
- Results & report sharing follow-up
- Weekly project status meeting with a Success coach
- Employee data guidance
- Preparing for action guidance
- Manager & executive trainings
- Advanced insights working with a Ethics Anthropologist

Education

- NixWhistle academy
- Unlimited group trainings
- Masterclasses & workshops
- Account set-up & user management training
- Performance evaluation training
- Continuous feedback training
- Development resources training



Global banks: Social Employee #SpeakUP process ← ancient Hotline SpeakUP

Partnership with R3 Corda

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R3 introduced us to 13 of their investor Global banks



Banking



Canada regulator

3 Banks , one found fraud worth of \$500,000

HR/Ethics industry events, Gartner CEB engagement



IBM Hyperledger.



Public Sector



Manufacturing



Healthcare



Insurance



Retail



Telecom

Advisors



[Nitin Gaur](#)
Blockchain



[Marylou Garcia](#)*
Finance



[Rich Gupta](#)*
Banking



[Gaurav Pahuja](#) +
Cyber Security



[Vinoth Gunasekaran](#) +
Web, Architecture

* Investment/advisor, Open for fulltime roles immediately

+ Advisory/Investment, Scope for fulltime post Ser A



[Shan](#)
Founder



[Seetha](#)
Architect



[Jeevitha](#)
Engineer



[Prasanna](#)
Analyst

Core

Those Employees who are the ones who **SpeakUP**,
are the ones who think differently.
And they have the power to change the status quo.
Only thing you need to do is **ignore** them.
Because they are doing different things.
They push their organizations forward.
Because the people who are **crazy enough** to think
they can **change** their companies, are the ones who

Enable
your
Employee
#**SpeakUP**
for a
Great

