

**WORK QUEST<sup>®</sup>**

MAKING MONEY IS FAST,  
WHEN YOUR WORK IS QUEST

# WORK QUEST ICO WHITEPAPER

# ABSTRACT



The Work Quest Team has recognized the fact that there is a huge market opportunity in the differences that exists in the labor market. The problem for employers to find the right employees with the right mix of skills has necessitated them to often fall for low quality level of services. On the other hand, employees with skills find it hard to find employees. On the other hand, there is a huge difference in the distribution of skills in different parts of the world. Work Quest is creating a platform that will seek to solve this by providing a bridge of connecting both parties to each other through the use of blockchain's smart contract technology. The Work Quest Ecosystem will consist of a payment system with own blockchain. The Blockchain will have a cryptocurrency called Work Coin that will be used by participants of the system in conducting their payments of services.

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# LEGAL DISCLAIMER



The purpose of this White Paper is to present the WorkQuest 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 WORKQUEST 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 involve 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 WORKQUEST 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.

# BACKGROUND



The idea behind this project started about a year ago, when we realized the problem of recruitment of employees.

We realized this because in our other various companies and business projects we frequently have to recruit workers with varied skills and we frequently encounter problems in finding the employees and workers with the right skills and competencies. After conducting some research we realized many other potential employers had the same problem in terms of rapid recruitment of competent and trustworthy employees. We therefore came up with the idea of creating Work Quest as a Global project that would work as a tool for search and communication of workers and employees.

The plan is for Work Quest to have its own blockchain, payment system with cryptocurrency where they will all be integrated into a robust service for employees and employers. The data for the whole system will be securely integrated by the blockchain platform. Our major idea and goal in adopting blockchain technology in this project is to maximize the number of transactions per second and to ensure security of data. After full development, adoption and increase in the number of users of the Work Quest Platform, Work Coin has a chance to become the most adopted and used cryptocurrency in the world.

# INTRODUCTION



The world faces a huge challenge of creating productive jobs for its ever expanding labor force. This challenge is global in three various ways. First, the inadequate availability of productive jobs is currently a global phenomenon affecting both North and South. Secondly, global forces such as cross border flows of trade, capital and labor currently have crucial consequences for employment in individual countries.

Creating more and better jobs is frequently identified today as a top priority in global development.

For instance, the third of global work force is in the Asia pacific region whereas there no enough jobs in this region to satisfy the demand for jobs. Work Quest in this case would be in a position to solve these problems by creating a system that will connect employers and people looking for jobs from all corners of the globe. To better understand the global labor market and challenges affecting it, it is crucial to understand that the global labor market is a system of relations arising from the reconciliations of demand and supply of world labor r resource. The conditions for the formation of labor, wages and social protection that arise due to the unevenness of the quantitative and qualitative placement of labor in countries of the world and the differences in the approaches taken by those countries in solving problems in their labor market.

The main divers of development of the global labor market are its globalization, migration factors, the expansion and usage of international labor standards, labor policies in various countries among other factors. The labor market today has been shaped by the globalization of the world economy. Therefore, the labor market needs a single mechanism for the coordination of demand and supply regardless of the country of residence of a person. This is the reason many platforms such as Work Quest need to be created since there is a huge demand for such a platform of connecting employers and employees on a global scale.

# REASONS FOR GLOBALIZATION OF THE LABOR MARKET



The labor market has become increasingly globalized as a result of these factors.

- International migration of the population
- Rapid growth of global trade and foreign direct investment flows
- Technological changes
- Development of global infrastructure

Globalization is clearly contributing to increased integration of labor markets and closing the wage gap between workers in advanced and developing economies, especially through the spread of technology.

Work Quest will be very instrumental in solving the problem of unemployment where it simplifies the search for a reliable employees and honest employers with the use of a single interface of a mobile phone application. The project is designed to spread and globalize the use of cryptocurrency in solving problems . The blockchain technology will ensure the truthfulness of reviews and comments of all parties. Our application will have a system of reviewing ratings of employees and employers where a smart contract system will enable workers and employers can have a trustworthy agreement.

# MARKET ANALYSIS



The beneficiaries or losers from globalization are no longer based on the sector in which one works or the skill group one belongs to. The rapid technological changes in the 21st century have led to greater competition for number of jobs and also for credible employers. The key challenge for individuals and policy makers is how to respond to this issue.

Since the 1970s, technological advancement like the emergence of container ships or the standardization of production have made it far much easier to outsource industrial work to lower cost developing countries around the globe. South East Asia countries such as South Korea, Taiwan, and Hong Kong and later on Indonesia largely benefited from this outsourcing and relocating of industrial work. The garment industry was regarded to be the forefront of this globalization of labor. Through mainly relying on low cost female labor, this sector has always sought new lower cost locations for production. Many other industries where production could be highly standardized and only required semi-skilled labor such as the electronics assembly also followed this system. On the other hand, western core capitalist countries functioned as centers of industrial research innovations, and management while the rest of the world would majorly serve as specialized reserve of low to semi-skilled workers, also referred to as blue collar labor.

In the period since the educational levels and technological capabilities of citizens in many developing countries have drastically improved. Through combination of new technological development such as digitization of work where and how work is conducted, and by whom has become more complex than in the original dichotomy. Knowledge work, as the original savior of the West, is increasingly relocated to lower-cost countries, which affects middle-class (white-collar) employees in those Western countries of origin. In sum, an increasing number of workers have become exposed to global competition for their jobs.

At the same time in the West, there is a revival in manufacturing. Higher labor costs in the emerging economies of Asia, higher international transportation costs, and concerns about relying on faraway places for the delivery of goods have resulted in the return of factory production to Europe, but particularly back to the United States. More individual workers around the world are directly affected by globalization, to an extent never experienced before in history.

A critical issue with increasing global competition in both industrial activities and services is whether the competition leads to global convergence in remuneration. According to the 2013 ILO Global Wage Report, in the last decade real wages doubled in Asia, almost tripled in Eastern Europe and Central Asia and increased by 15% in Latin America. That compares with a rise of just 5% in developed economies.

The wage gap between developed and developing countries (especially the emerging economies), is getting smaller due to the new international division of labor. For a long time economic development for many countries was centered on strengthening the industrial or agricultural sectors. The service sector was not regarded as a driver of economic development. The location based nature of the service sector meant that services were produced and consumed in close proximity to each other. Service work traditionally requires direct interaction between the producer and consumer which makes it harder to standardize or produce from afar.

The international expansion of the service outsourcing sector enhanced by the greater opportunities for digitization of work and opportunities to deliver service work from longer distances has expanded greatly since the mid-1990s. The international outsourcing of services started happening when technological innovations (e.g. telecommunications) made it possible for provision of services from afar without a loss in quality or delay in the speed of delivery. ICT advances have enabled a great leap forward. Richard Baldwin of Graduate Institute of International studies in Geneva refers to this process as unbundling. Due to this great unbundling, individual tasks can now be produced from longer distances which have led to increased competition for these jobs given the global expansion of the labor market. This process means that competition is no longer just felt at the level of nation or firm since its effects trickling down to the level of its labor force. Potential workers are now directly susceptible to increased competition from both their domestic and international peers. This has therefore exposed new group of workers especially in the Western labor markets to increasing international competition. Originally, it was mainly low end and routinized service work eg. Call centers and data entry that was being relocated to lower cost countries, but in recent year's greater competition has affected the white collar middle class in western countries .

# THE PROBLEM



## BY 2021, ONLY 180 MILLION NEW JOBS ARE PROJECTED TO BE CREATED

THE WORLD EMPLOYMENT RATE HAS BEEN FALLING STEADILY FOR A NUMBER OF YEARS. TO RETURN TO THE 2005 EMPLOYMENT RATE OF 60.7%, 293 MILLION NEW JOBS NEED TO BE CREATED OVER THE NEXT FIVE YEARS. HOWEVER, BY 2021, THE INTERNATIONAL LABOUR ORGANIZATION PROJECTS ONLY 180 MILLION NEW JOBS WILL BE CREATED. UNLESS JOB CREATION EFFORTS SCALE UP BY 1.7 TIMES, THE WORLD WILL FALL SHORT OF THIS TARGET BY 40%. IT WILL LOSE THE MOMENTUM NEEDED TO DELIVER THE SUSTAINABLE DEVELOPMENT GOALS BY 2030.

EFFORTS NEED TO BE SCALED UP BY 1.7 TIMES...

180 MILLION NEW JOBS WILL BE CREATED BY 2021 - BUT TO RETURN TO THE 2005 EMPLOYMENT RATE...

CREATING AT LEAST 293 MILLION NEW JOBS BY 2021

The main problem in the global labor market is how to distribute jobs equally and matching of skills between potential employees. You may find that there are jobs and opportunities in Western developed countries, but employers there find it difficult to get workers to fill those needs. On the other hand, in developing and emerging economies such as India have huge populations with skilled workers yet there no enough employers to employ all those people. You find that global economical imbalances in institutions find it difficult to address the pace of globalization which has brought those distributional problems in the global labor market.

In the labor market, and in the wake of growth of technology and digital platforms, there have emerged many job boards that try to match recruiters, employers and employees. These job boards and platform lack an efficient and trustworthy mechanism of matching employees and workers around the world. They lack an elaborate method of verifying experiences, competencies, and skills which makes it difficult for employers to find trustable employees and employees to connect with employers.

Another problem with these platforms is that they are centralized where finance and data are accumulated and managed by a single entity which therefore means that platform regulations such as amount of fees, commissions and system technical parameters may be amended without the consent of the users.

Also there is a problem of timely payment and proper work performance. Some of the platforms that have come up over the past 10 years have shown that they charge high commission fees. For instance, the platform fees on the freelancing market range between 2.5% and 20 % which is abnormally high and non-consistent. In addition, there is an emergence of disputed situations that cannot be solved between two parties hence necessitating the need for the third party involvement in the dispute settlement.

There is a lack of integration of workers with the professional community. Some workers face the information gap. For instance, there is abundant information that is difficult to digest such as it is difficult to put a finger on adequate market prices or professional tendencies and trends.

# WORK QUEST SOLUTION

Work Quest will solve these problems by providing a single interface platform that will be able to connect employers and employees. It will service the problem of a quick job search or employee by providing for a feature where all suggestions for both parties will be displayed on real time logging which allows for one to place an employment smart contract between the employee and the employer in real time. The smart contract allows for implementation of agreement agreed upon by both parties. Also, the platform will solve the problem of trust between parties since it will be implemented through blockchain.

Work Quest will have its own blockchain where all data on transactions, ratings and key user data are stored on the blockchain. The blockchain will also ensure fast transactions and inexpensive smart contracts based on a DPOS consensus mechanism.

The platform will also provide for a trusted ratings and reviews system whereby all parties are rated with respect to those ratings. This will allow for competent employees and credible employers. This will make it easier for employers to find the right staff.

# THE PRODUCT



Work Quest is a social project based on the blockchain project for enable finding of work and solving any tasks from the employer's side. For instance, when you are looking for a job, a work quest will help you to find a quest next to your location. The service assumes the warranty obligations for performing of work, receives a deposit of funds on his account. The Work Quest platform has a system of ratings and reviews and a list of completed quests which assist members to easily find honest people and the best specialist.

The main goal for Work Quest is to simplify the communication between the employer and the employee to help employ millions of people to improve their financial situation and standard of living. This will ultimately lead to solving the problem of finding reliable professionals in all the sectors and thus create a progressive digital economy built on the principles of trust, mutual respect and the wellbeing of all its participants.

Work Quest will operate on its own blockchain which will enable the system to have a smart contract system which will allow for binding agreements between two parties.

# THE PRODUCT SPECIFICATION



The Work Quest product will allow users to create any necessary Quest Task, from walking a dog to nanny services to finding a temporary or permanent job. In a real time situation, a smart contract is concluded between the worker and the employer with details of work. After two parties have signed a contract, the service Work Quest takes money from the employer on both sides. The platform has a system of ratings and comments for reviewing both employees and employers where all gigs that have been completed are visible on the user interface. This will help all the parties involved to choose fair parties to actively develop and provide their services. The project in this case guarantees the implementation of cryptocurrencies in all existing industries. It also increases the value of the technology and cryptocurrency industry.

# WORK QUEST BLOCKCHAIN



Work Quest will be based on its own blockchain coupled with its own smart contract system. The blockchain will work on a consensus Algorithm known as Proof of Work. Proof of Work is one of the most popular consensus algorithms used in the blockchain industry. One of the main issues of POW is its performance and the need for a lot of computing power. The proof of stake (PoS) is the better alternative to PoW since it has a better performance. Work Quest blockchain will be based on the PoS algorithm. The Delegated Proof of Stake is based on the PoS and introduces elements of participatory democracy. This will allow for a system of reviews and ratings by all users of Work Quest.

The Work Quest Blockchain will allow for trustworthy transactions that are immutable. Also transaction and user data will be safely secured by the blockchain which will ensure that members can have trust in the process of their communication and dealings.

# WORK NET SMART CONTRACT



The system will have a smart contract that will serve on the principles of an interactive approach to product creation and development. The blockchain will create a new generation smart contract that allows for two parties to enter into a contract. The smart contract will allow for dividing a transaction into any number of milestones and iterations as well as for splitting them into any three parameters.



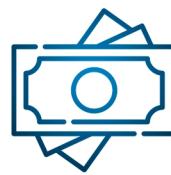
## TIME

When is the deadline



## WORK

What needs to be done



## BUDGET

What remuneration

The smart contract allows for the agreement of the three sides. The smart Contract will remain as a guarantor of a safe transaction because the third party may not amend an implemented contract. The whole contract history is stored on the blockchain and accessible to all parties.

# RATING SYSTEM



Work Quest will use a rating system that is fair and transparent which ensures that there is no rating and reviewing fraud or falsified feedbacks. Scores based on a scale of one to five are awarded by the parties following the completion of transaction. Employees and employers feedback are accessible to all the registered users. This transparent rating system ensures the parties to have an opportunity of a thorough review of each other's track record before entering into a contract.

## PAYMENT

All transactions in the network with the platform are done via the WRC wallet using the Work Net smart contract assets. So as to start working with the platform users have to register and create a personal wallet then recharge it.

## WRC WALLET

Work Quest platform will have its own wallet. The WRC wallet is a desktop application (MacOs, Windows, and Linux) for working with Work Coin. Users of the platform will use this as a payment system for fast and cheap transfers. WRC Wallet Mobile is a mobile application for iOS and Android Gadgets.

# WORK COIN (WRC)

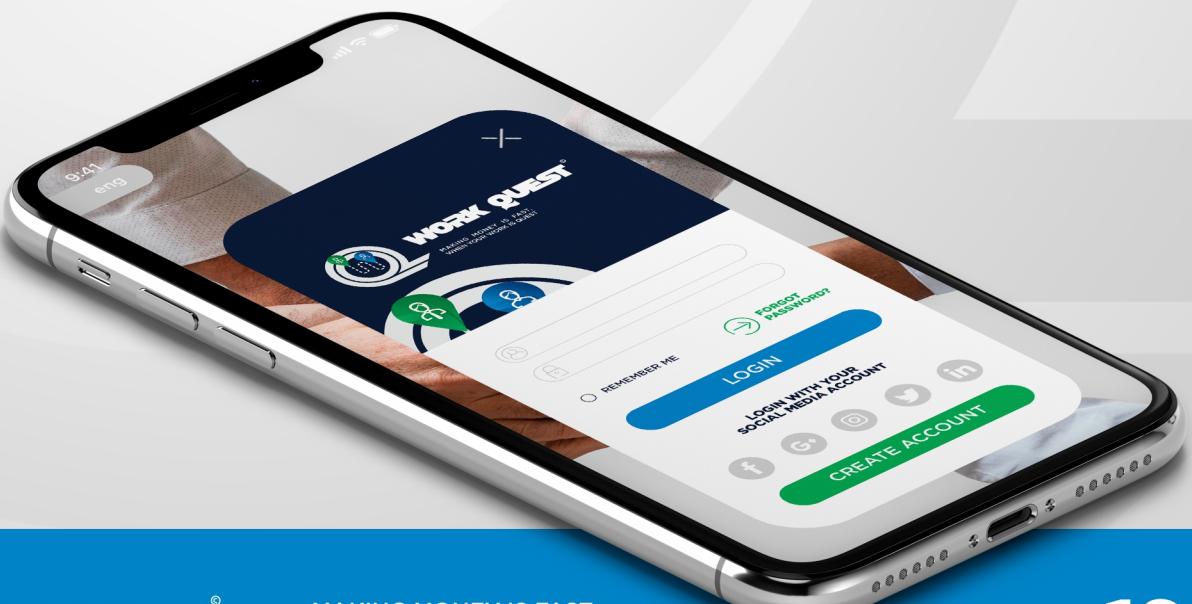


Work Quest Blockchain will have its own cryptocurrency known as Work Coin (WRC) on the Work Net network used for calculating the remuneration between an employee and the employer when concluding a smart contract. The Work Coin will be used to facilitate payment for any type of transaction. It is used in the Work Quest to calculate the amount of payment between an employer and employee.



## WORK QUEST MOBILE APP

The platform will also have a mobile app for iOS and Android gadgets. It will serve as a tool for finding and creating job offers using a smart contract system.

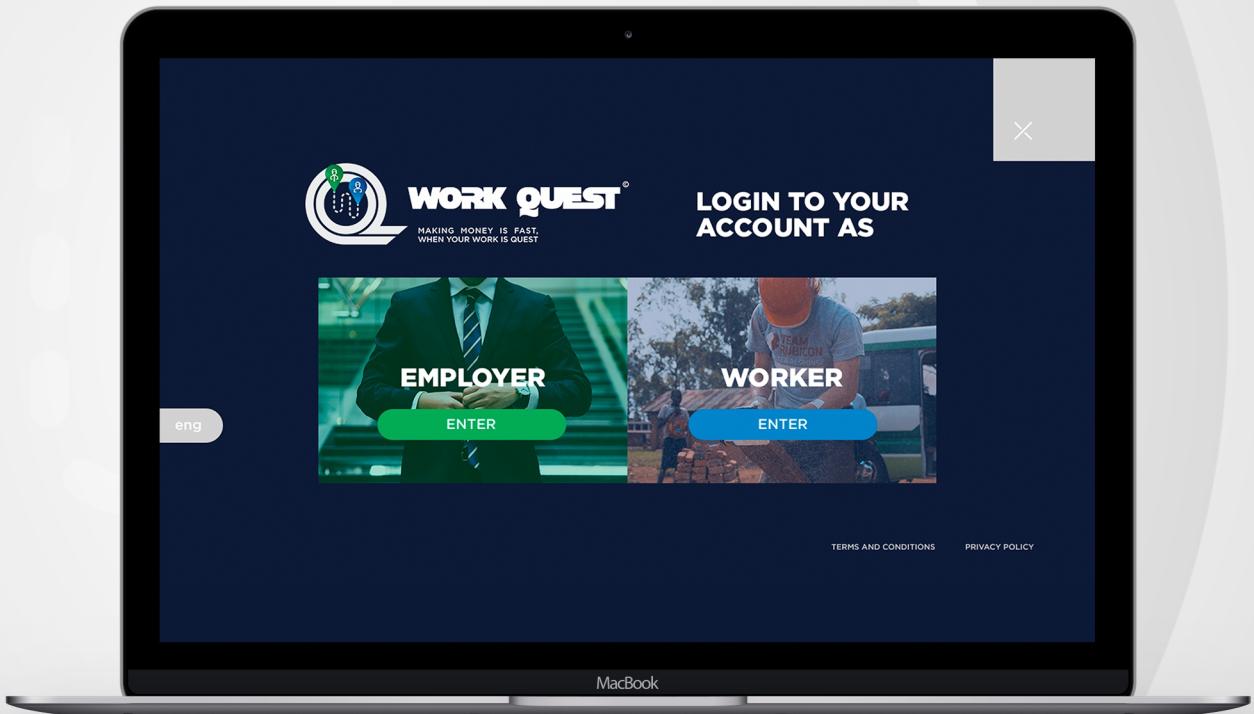


# WORK QUEST PLATFORM. USE CASES(HOW THE SYSTEM WILL WORK)



## User registration

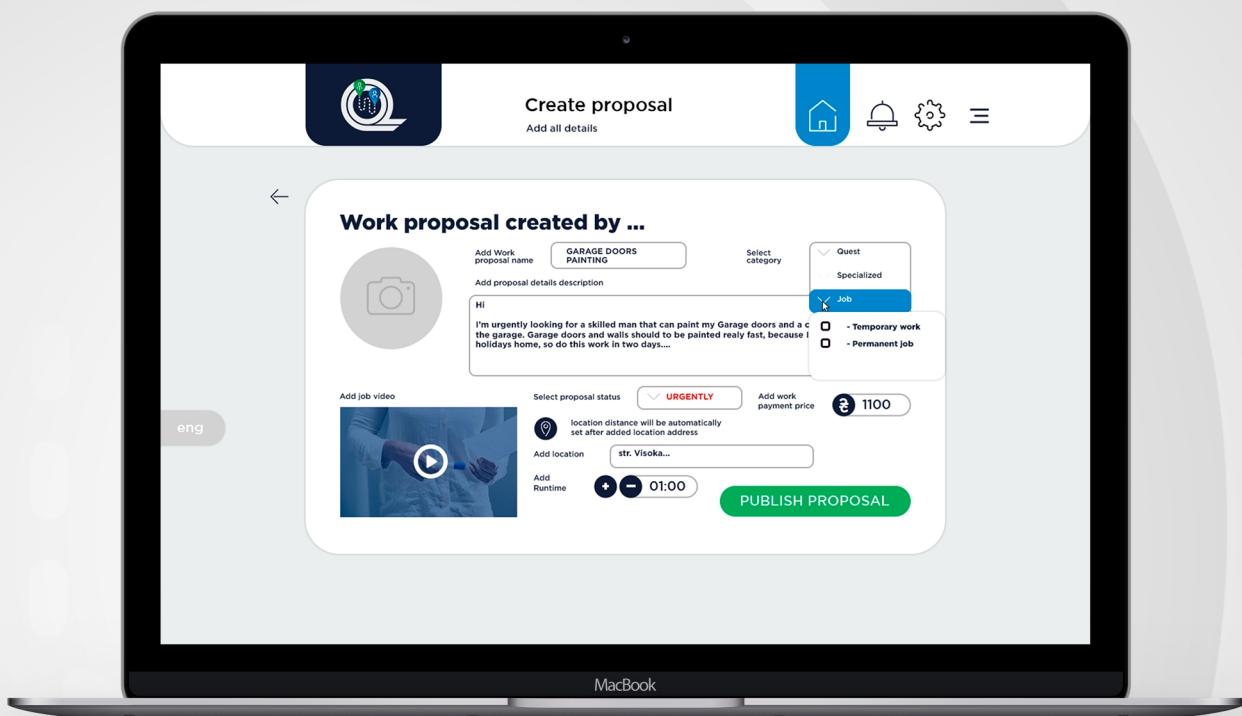
The user of the service has the opportunity to register in the platform as an employer or an employee. Once the user has registered he/she can create their respective profiles which are also easy to change based on need.



# QUEST CREATION



The user fills in all the necessary information when creating a quest about the conditions of execution, the urgency of execution, the announced costs, geolocation and downloads a short video of the described task.



# EMPLOYEE SEARCHING



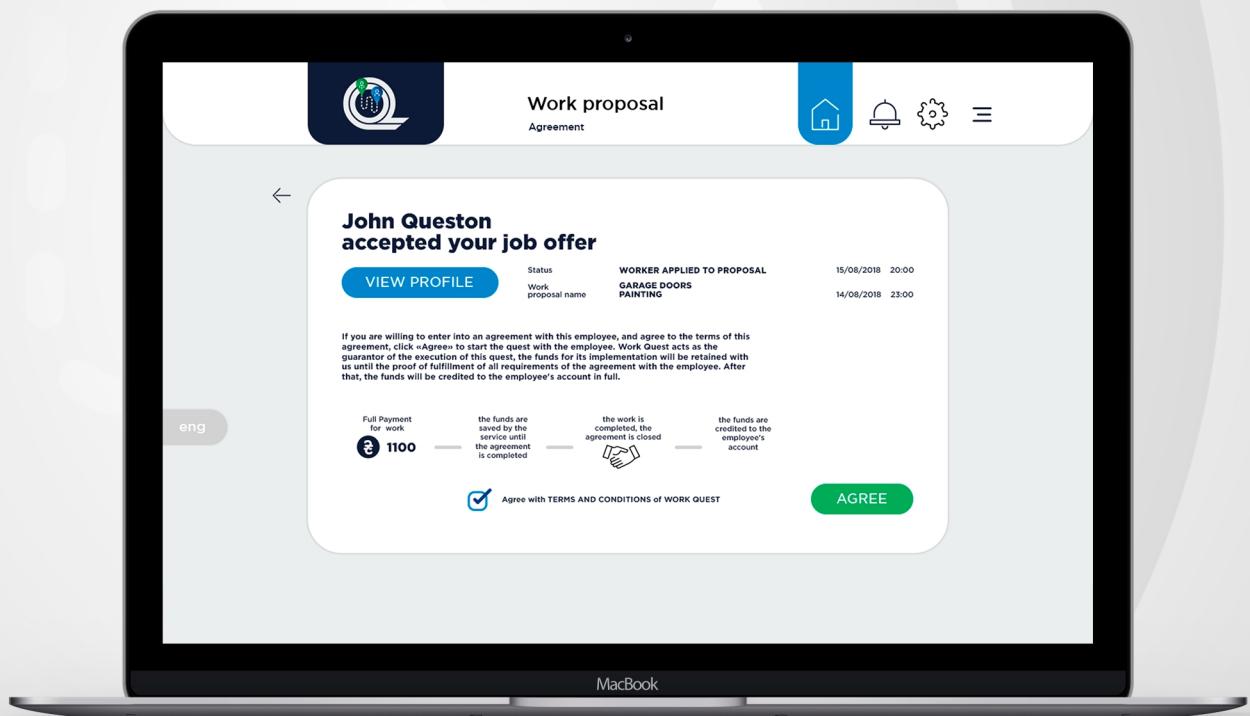
An employer may review employees according to their location, view profile, rating, list of completed works then send an invitation to complete the quest.

The image shows a MacBook displaying the Work Quest mobile application. The screen displays a map with several worker icons and a radius indicator of 3 km. A callout box highlights "Available 11 active workers in your radius". Below the map, a worker profile for "Markus Ziman" is shown, indicating he is open for proposals and located 100 M away. There is a "VIEW PROFILE" button and an "INVITE QUESTOR" button. To the right of the main screen, a sidebar titled "All Questors filter (Choose simple or specialized category)" includes options for "QUESTORS", "SPECIALIZED QUESTORS", and "FIND WORKERS". At the bottom of the screen, there is a "Create work proposal" button with a "CREATE" button. The MacBook is positioned on a light-colored surface with a subtle shadow.

# SMART CONTRACT



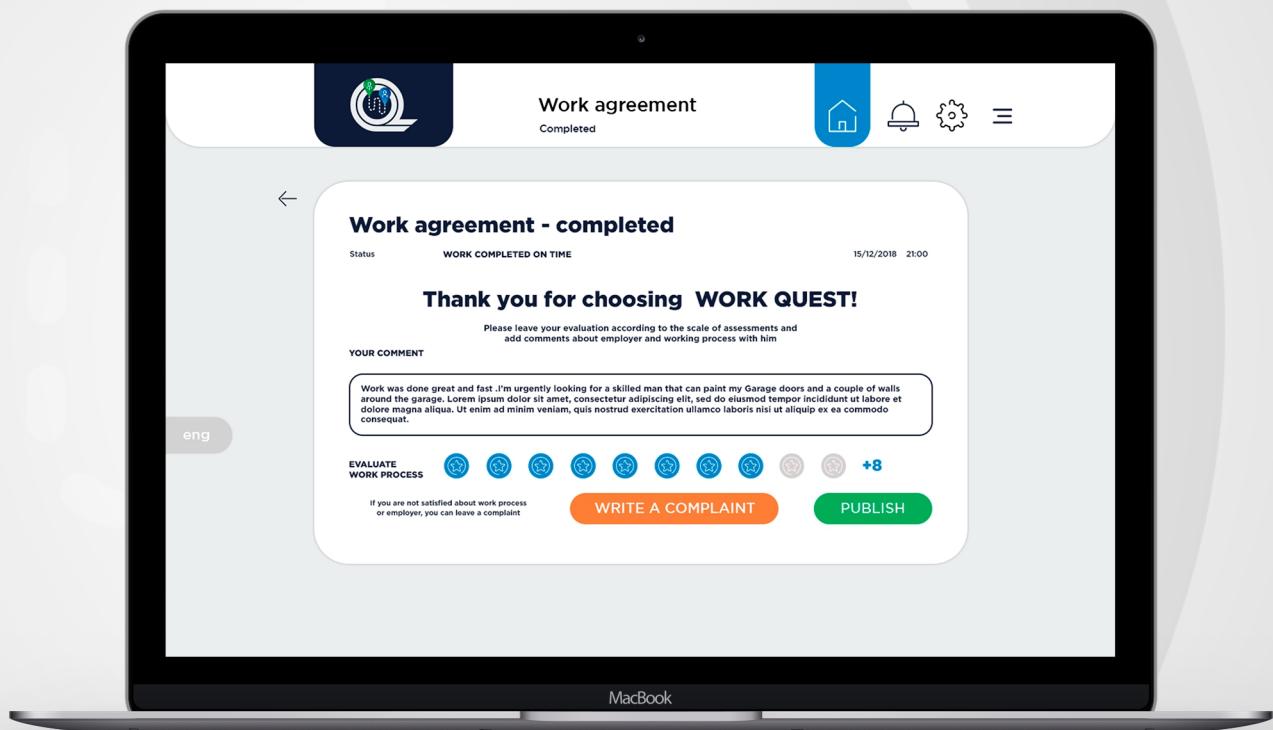
After the employee has chosen a suitable quest, and the employer has confirmed his readiness, between them a smart contract is concluded with all the details and conditions for the implementation of the agreement. The Work Quest service acts as a guarantor in this transaction, holding of funds for the execution of the agreement until its conditions are fulfilled and confirmed for the two parties. After completion of the transaction, the funds are fully credited to the employee's account which eliminated any fraud and manipulations. In case that the terms of the agreement are violated, or the transaction is executed in bad faith, the employer has the opportunity to write a complaint to consider the situation by this service.



# EVALUATION OF COMPLETED WORK



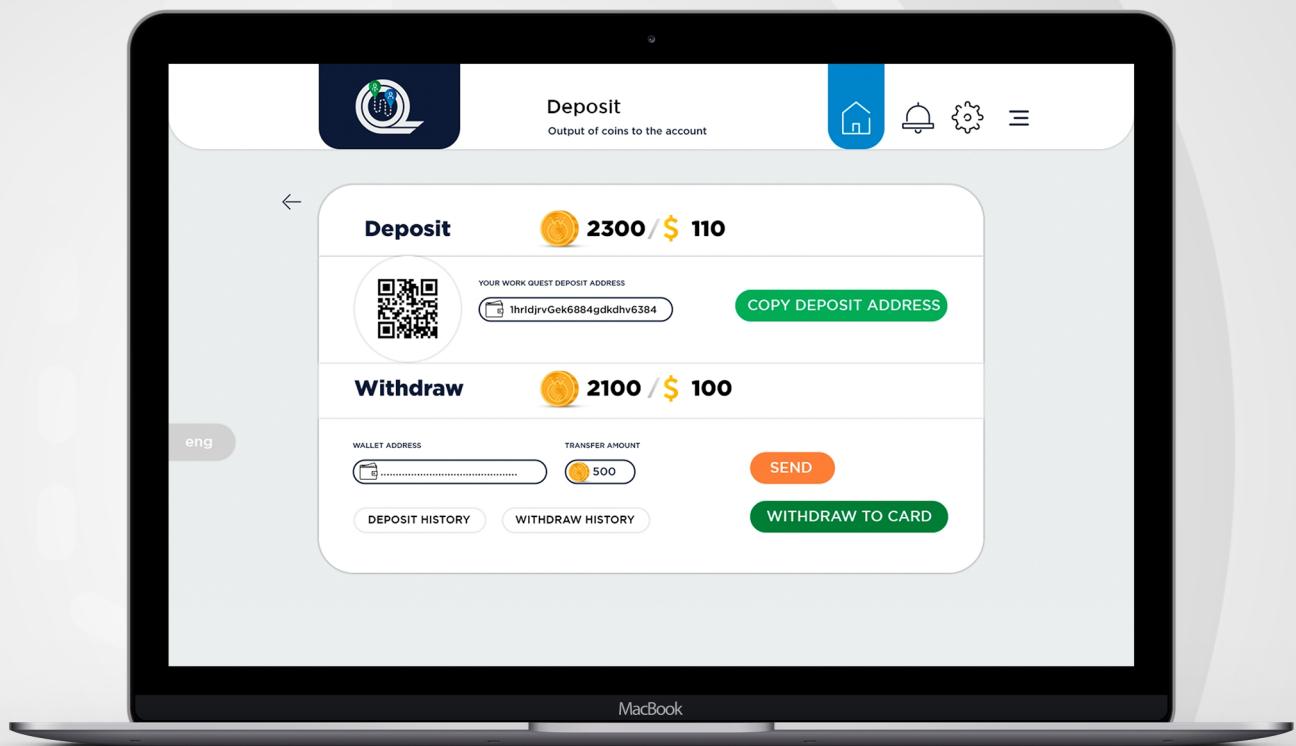
After completing the work, the employee and the employer have the opportunity to leave a feedback and evaluate the performance of the work and thus fulfill the work and fulfill the obligations of both parties. These way workers increase their trustworthiness rating and do not give a chance to those who are trying to build a non-honest relationship. With the use of the blockchain technology, the platform ensures the safety of true ratings and comments which eliminated the possibility of their removal or editing.



# FUNDS WITHDRAWAL



With the use of the Work Coin cryptocurrency, users can easily transfer funds to each other quickly, reliably and with a minimum commission. If necessary, it is possible to convert and withdrawal the funds to a credit card. As the project develops, and the cryptocurrency is popularized around the world, it will be possible to pay directly for all the necessary work products and services.



# EMPLOYEE CABINET AND MAPPING QUESTS



The platform will have as feature for employee cabinet and mapping of quests.

The screenshots demonstrate the platform's features for employees:

**Employee Cabinet (Top Screenshot):**

- User Profile:** John Question, Last seen 23 min ago.
- Map View:** Shows active proposals within a 1 km radius. One proposal from Samanta Sparks is highlighted: "Urgent proposal from Samanta Sparks located in 23 m near you, Slovenska nba, 2".
- Proposal Details:** Work proposal from Samanta Sparks. Description: "Hi! I'm urgently looking for a skilled man that can paint my Garage doors and a couple of walls around the garage...". Status: URGENTLY.
- Filter Options:** All Quests filter (Choose simple or specialized category). Categories: QUESTS, SPECIALIZED QUESTS, FIND A JOB.

**Mapping Quests (Bottom Screenshot):**

- User Profile:** John Question, Last seen 23 min ago.
- Map View:** Shows active workers within a 3 km radius. One worker, Markus Ziman, is highlighted: "Worker Markus Ziman located in 100 m near you, feofanska pl. 5".
- Worker Details:** Markus Ziman, worker, open for proposals. Status: 100 M.
- Filter Options:** All Questors filter (Choose simple or specialized category). Categories: SPECIALIZED QUESTORS, FIND WORKERS.
- Create Work Proposal:** A button to "Create work proposal" with a sub-instruction: "Add all the information and publication time to find the right employee for the job".

# TOKEN ISSUE AND ALLOCATION



The Work Coin will be issued as an independent blockchain Work Net will issue 2 billion tokens.

## Token particulars

TOKEN NAME	WORK COIN
TICKER	WRC
TOTAL SUPPLY	2 BILLION
HARD CAP	\$10.000.000
SOFT CAP	\$7.000.000
PRE ICO TOKENS	5%
ICO TOKENS	25%
ACCEPTED CURRENCIES	Ethereum[ETH], Bitcoin[BTC], FIAT, Litecoin[LTC]
ICO START DATE	1st of SEPTEMBER 2019
ICO END DATE	1st of OCTOBER 2019
MINIMUM INVESTMENT	\$50
PRICE TOCKEN	\$0,2

## FUNDRAISING PROCESS

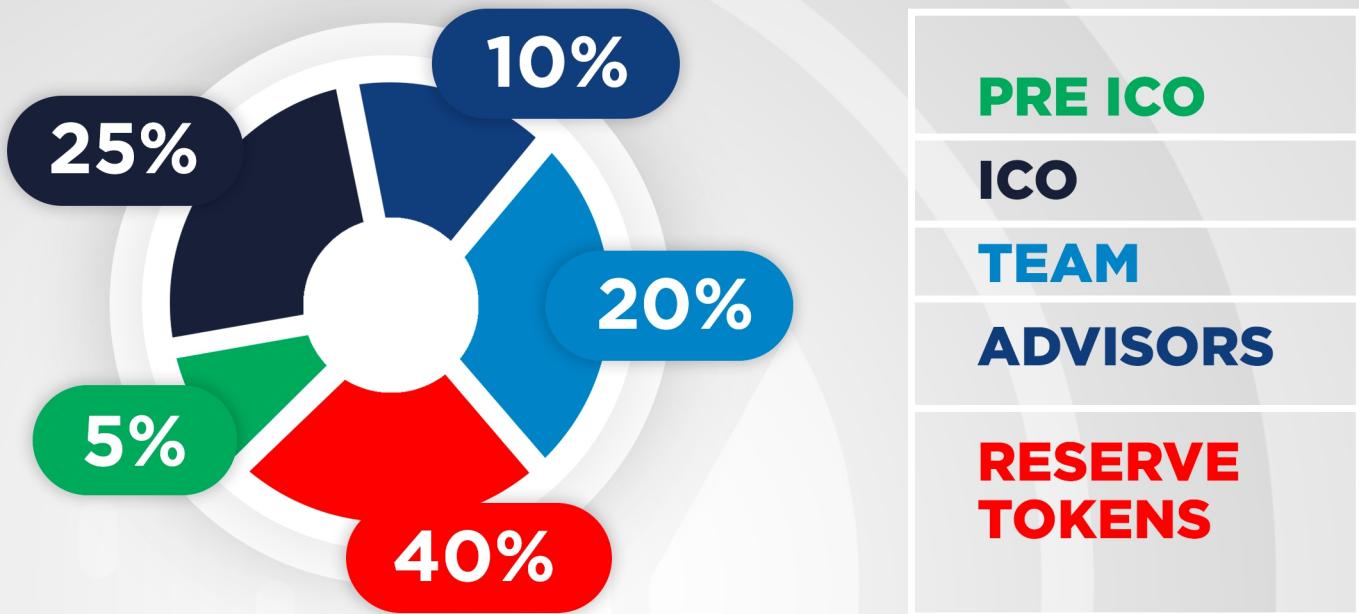
**5 % - pre ICO (\$100 minimum)** the funds raised during the pre ICO would be used for broadening our horizons such as adding more engagements, rewarding our advisors, expanding our marketing campaign for the main ICO. **Investors will receive 40 % discount.**

**25 % - ICO (\$50 minimum)** the token sale at this stage will involve several sales rounds, each with its own bonus discount rates and payment methods. Work Quest management preserves the right to have special negotiated deals and discounts for large investors. **Investors will receive 10 % discount.**

# TOKEN DISTRIBUTION



Pre-ICO 5 %, ICO 25 %, team 20%, advisors 10% and reserve tokens 40%

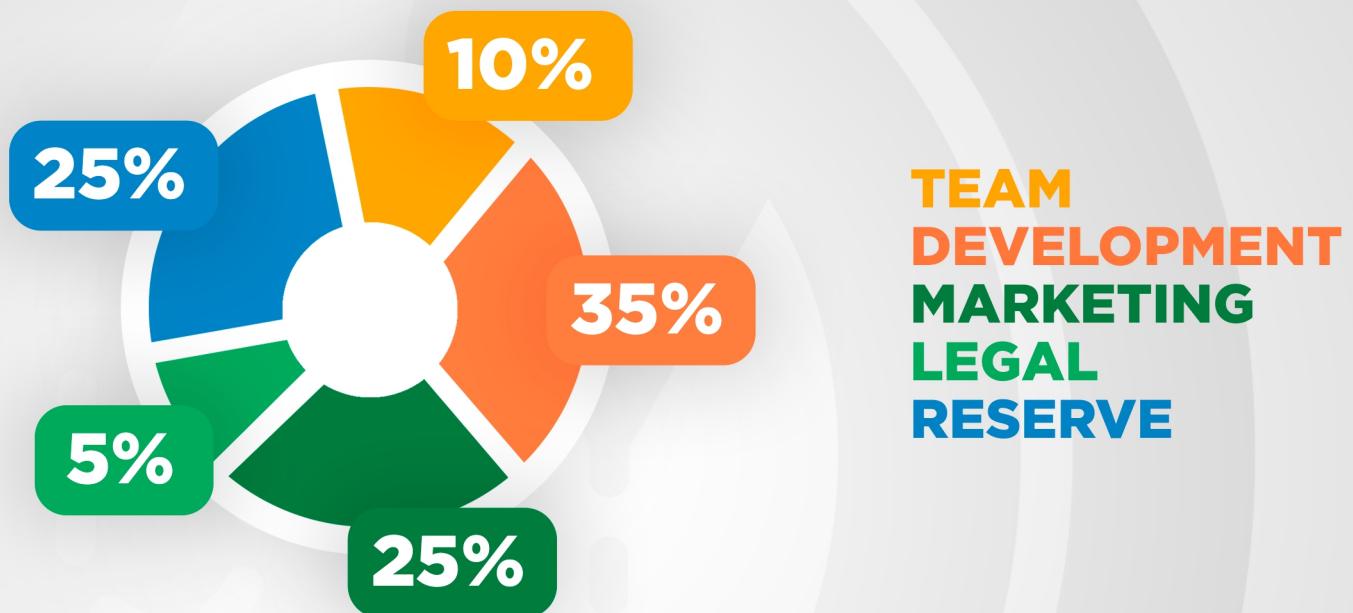


# ICO FUNDS DISTRIBUTION



Funds that will be raised through the ICO will be allocated as follows.

**10%** of the funds will be shared among the team members, **35%** will be used for development and maintenance of the Work Quest platform, **5%** will be used for legal purposes, while **25%** of the funds will be used as reserve funds, **25%** of the funds will be used for marketing purposes.



## WHY YOU SHOULD INVEST IN WORK QUEST

*Work Quest is a platform that shows a lot of promise with its numerous advantages compared to other similar projects and given the fact that it solves some of the persistent problems always facing humanity. The problems in the labor market supply and demand show a huge market opportunity.*

Some of the advantages of the Work Quest platform include.

-Solution to the problem of urgent search for employees and work.

-Enabling millions to gain access to jobs and opportunities all over the world.

- The platform ensures transparency and fair relations between employers and employees. The platform has a rating and feedback system which do not give a chance to unscrupulous labor market participants.
- The minimum cost, speed and reliability in the calculations between the employee and the employer using the Work Coin cryptocurrency.
- Reliable protection of data and user tools by utilizing the blockchain technology. Simplicity and clearness in using the service, coupled with a stylish design.
- With just a laptop or any device that as android or iOS one can access Work Quest; it gives one an opportunity to find a job, solve necessary tasks and have instant access to your money anywhere in the world.
- The relevance of the service is quite huge and the rapid popularization of cryptocurrencies and blockchain technologies, one will be able to easily develop the project and provide users with all the benefits. The job search process will be easy and fast anywhere in the world without any bureaucratic obstacles.
- Work Coin has a chance to become the first common cryptocurrency that is backed up by the labor of people. And thus become one of the most popular and the cheapest payment methods in exchanges.
- The wide adoption of Work Coin gives investors a chance to make money by appreciation of the coin over the next months.

## PARTNERS

Work Quest is looking for partners with popular exchange Globiance where at the end of April they will be listed on the exchange and investors will be able to activate trade Work Coin.



[www.eucc.eu](http://www.eucc.eu)



[www.globiance.com](http://www.globiance.com)



[www.attis-group.com](http://www.attis-group.com)



[www.kcolbchain.com](http://www.kcolbchain.com)

# ROAD DEVELOPMENT PLAN



August 2019  
company registration  
in Malta



September 2019 Token  
Pre-sale / Sale  
Work Coin (WRC)



October 2019 Start  
development of  
Work Net -  
Blockchain on the  
basis of its own  
technology used by  
the Work Quest  
service.



November 2019 -  
Wireframe  
development of the  
Work Quest platform  
begins.



January 2020 -  
Work Net  
complete, network  
testing



February 2020 -  
WRC Wallet is a  
desktop  
application  
(macOS,  
Windows, Linux).



May 2020 - WRC  
Wallet Mobile is a  
mobile application  
for iOS and Android  
gadgets.



September 2020 -  
Working version of  
the Work Quest  
platform complete.  
Testing begins.



December 2020 -  
Work Quest  
mobile app for  
iOS and Android  
gadgets.



Q1 - Q2 2021 -  
European expansion



Q2 - Q4 2021 -  
USA expansion



Q1 - Q4 2022 -  
Asia expansion

# KEY TEAM MEMBERS AND ADVISORS



## **Andrii Kotsur (CEO)**

Andrii expertise and experience includes knowledge of digital currency, how to manage a highly skilled team, building relationships and driving the company forward. Founder and main ideologue of the project concept.



## **Amin Baradaran**

President of "Attis group", who incorporates the company CJSC "A algorithms and Systems" (Belarus) and also such companies as Attis Capital (Russia, Moscow), Stars Factor (Kazakhstan), One Small Planet (China), Kontinentas (Lithuania), Sabre Invest (Latvia), Monolit (Russia, Krasnodar), Monolit - Yug (Russia, Krasnodar), SK ATIIS (Russia, Krasnodar). He promotes the Company's initiatives and projects on the international arena, cooperates with large international investment structures and with business community, huge oil and gas market players, providing complex worldwide oil products trade transactions with high efficiency and reliability. His long term and successful experience in implementation of the most ambitious projects with multi-million investment allows the Company to implement its strategic objectives.



## **Sergei Nikolayev**

The projects leader at ATTIS Group. After graduating the Belarusian State University of Radio Electronics and Information Technology in 1988, he participated in the development of automated data processing systems at state institutes and customs organizations.

He successfully passed the international course of automation of the US Customs Academy In 1994 and made a decision that it is impossible to implement ambitious and complex

projects within state structures. In 1996, the National Bank of Kazakhstan invited him as an IT consultant. So, he started developing two nation-wide projects - the interbank settlement system (Kazakhstan Interbank Settlement Center) and the State Pension System (Kazakhstan State Pension Center and Kazakhstan State Pension Fund). He was the inspiration and the expert for all this time of the company's history in different countries where all projects were implemented, being directly on the hot front, wherever projects are being implemented (Kazakhstan, Russia, the USA, Lithuania, Belarus, China, etc.)



### **Edward H C Bowen**

Edward Bowen began his career in the British Army as an infantry officer having been a Royal Military Academy student in the early 1990s. In 1992, Edward came to Latvia as an advisor to the Latvian Ministry of Defense. Thereafter Edward was a development director of Kolonna Group and setup Celcius Limited – a logistics company specializing in food products. Celcius serviced sea and land operations on behalf of clients from the Americas with principal markets in Russia, Kazakhstan and Uzbekistan. In 1997, Edward became Managing Director of Furness Terminals, a joint venture with Furness Group from Holland. Furness Terminals serviced ship cargo through Riga port for clients, including Tyson Foods, the largest protein company in the world. Subsequently the company was sold to Maersk Group from Denmark in 2001. In 2004, Edward became co-founder of SABRE Invest. Edward has also founded the British Chamber of Commerce in Latvia and established the first Latvian professional cycling team, currently ranked in the top ten of the European Tour.



### **Oliver Marco La Rosa (Advisor)**

Co-Founder Globiance  
Board Member Maltese Italian Chamber of Commerce  
President at Government Blockchain Association Malta



**Lovska Myroslav (Chief project designer)**  
Experience in graphic design, UI/UX, Branding and Social Media advertising.

Portfolio on behance ^  
[www.behance.net/massivedesigngroup](http://www.behance.net/massivedesigngroup)



**Morris Gitonga (Advisor and consultant of marketing)**  
Morris has been within the blockchain and crypto space for the last 2 years, with excellent online research skills. He has 5 years of exceptional writing and research skills.



**Wilson Ngary**  
Wilson has a lot of experience in developing Decentralized applications and has been active in several Blockchain projects as a developer and copywriter.



**Abhishek Krishna**  
Abhishek is a Tech Entrepreneur and started his first venture 6 years ago. Since then, he has built several products and has consulted and advised a few startups and corporations. He started coding in school and has a keen sense of product design too. He specializes in building product and technology teams. He currently runs Kcolbchain and Ojam.



**Abhishek Kishor**  
Blockchain developer and Network engineer. He is certified in CCNA R&S and CCNA security. He has worked on Ethereum and Hyperledger on the various project including Government project. He is also passionate about Hacking & Security.

# PAST PROJECTS OF OUR TEAM



- 2007 - 2008: Preliminary information processing system of vehicles and goods at the Lithuanian- Belarusian customs border
- 2007 - 2008: e-Document exchange system for National Bank of Republic of Belarus, Ministry of Finance and the Interbank Currency Exchange
- 2009 - Present: Self-service payment info kiosks network for receiving payments from the population of Republic of Belarus
- 1997-2003: Kazakhstan Interbank Settlement Center at National Bank of Kazakhstan
- 1997 - 2006: CJSC "State Accumulative Pension Fund of Kazakhstan"
- 1997 - 2001: State Payment Pensions and Benefits Center at the Ministry of Labor and Social Protection of Population of Kazakhstan
- 1998 - 2001: Large taxpayer's e-register at Ministry of State Revenues of Kazakhstan
- 2004 TACIS project at the Kazakh-Kyrgyz customs border
- 2002: Customs Control Agency of Kazakhstan
- 2003 - 2006 e-Document management system at Financial Police Agency of Kazakhstan
- 2012 - 2015 e-Reports delivery system at Financial Control Committee of Ministry of Finance of Kazakhstan
- 2014 - 2015: mPOS transaction processing system
- 2014 - 2015: Factoring operations system
- 2018 - Present e-Attorney system for Kazakhstan National Attorney Association
- 2003 - 2005: Automated Information System for Customs Control of the Union State of Russia and Belarus
- 2008 - 2009: Federal Service for Repayment of Bank Loans in Retail Trade Networks, Russia
- 1999 - 2002: Distributed database administration system for Sybase Inc.
- 2005 - 2006: The transaction management system for the stock exchange of FIX Flyers LLC
- 2013 - Present: Self-service payments network for receiving payments from the population in Ukraine
- 2016 - Present: On-line platform for technology exchange Sino-Europe Innovation Center
- 2017-present - "Financial Harbor" project (China)
- 2016- Present - Special Economic Zone Rezekne (Latvia) - IT infrastructure development for international logistics system implementation based on T-Office.