

## Capstone Letter of Intent (LOI)

### I. Project Overview

- **Capstone Project Name/Idea:** FairFlow - Decentralized Feedback Payroll
- **Brief Project Description:** FairFlow is a decentralized, feedback-driven payroll management system built on Solana. It transforms traditional corporate compensation models by introducing transparent, on-chain salary distribution based on peer feedback. Instead of relying solely on managerial reviews, FairFlow allows teammates and higher management to give performance feedback. The average feedback score determines whether the employee receives a pay raise or a deduction. Salaries are held in escrow via Program Derived Addresses (PDAs) and released automatically to the employee's wallet based on the on-chain voting results.
- **Reason for Choosing this Project:** I'm passionate about using blockchain technology to bring transparency and fairness to legacy systems, and payroll is one of the most rigid and opaque. In most enterprises, salary hikes are subjective and influenced by biased reviews. With FairFlow, performance-based compensation is democratized and publicly verifiable. This not only encourages accountability but also motivates teams to work collaboratively and reward actual contributions.

### II. Go-to-Market Strategy

- **Target Audience:**
  - **Enterprises and Startups:** All Companies with any scale and any number of Employees who are looking for modern, trustless payroll systems can incorporate this.
  - **HR & Payroll Managers:** Wanting fairer, data-backed performance evaluation tools.
  - **Employees & Teams:** Seeking transparency and fairness in salary decisions.
- **Value Proposition:**
  - Fair compensation based on peer-reviewed performance
  - Transparency in how salary changes are decided
  - Funds are securely held in escrow until payout logic is executed
- **Marketing and Distribution:**
  - Partner with Web3 HR tools, DAO frameworks, and Solana-native platforms
  - Early onboarding incentives for small teams and DAOs.
  - Technical blogs and demo videos explaining use cases
  - Participation in industry events and conferences
- **Competitive Landscape:** While several payroll platforms exist in Web2 and Web3, FairFlow stands out through the following:
  - **Peer-Based Feedback Model:** Democratizing performance evaluation
  - **On-Chain Voting + Escrow:** Immutable, transparent, and fair
  - **Solana's Low-Cost Infra:** Enables frequent, micro-adjusted payouts

### III. Technical Details

- **Tech Stack:**
  - Blockchain Platform: Solana
  - Smart Contract Language: Rust
  - Frontend: Nextjs
  - Backend: Anchor and Nextjs Server actions
  - Authentication: Solana wallet login
- **Smart Contract Development:**
  - All instructions will be written in Rust and deployed via Anchor
  - Testing: Comprehensive testing for all instructions will be done using Ts via the built IDL by Anchor

### IV. Conclusion

- **Project Timeline:**
  - a. Week 1- Smart Contract Completion
  - b. Week 2- Testing
  - c. Week 3- Frontend and Web2 stuff
  - d. Week 4- Deployment
- **Commitment:** I am committed to completing this project and thereby creating a full-fledged product.
- **Initials:** Rushikesh Ghotekar