



LIGHTPAPER 1.0

HireVibes

01

About HireVibes

WHAT IS HIREVIBES?

We're helping people find great jobs, helping companies build great teams and giving back to the global community. HireVibes connects jobseekers, employers and recruiters on a new job search platform (Dapp) based on the EOS blockchain. We aim to disrupt the hiring process by leveraging peer referrals to fill open positions, creating a fair incentive model with reasonable recruiter fees, and giving to a worthy cause everytime a role is filled through HireVibes.

HOW IS HIREVIBES DIFFERENT THAN OTHER JOB SEARCH PLATFORMS?

HireVibes is empowering a world that values people over profits. We are the antithesis of the current, pervasive model of wealth accumulating at the top. We believe that all people are equal and have a right to the pursuit of happiness. That is why the HireVibes platform is built to help you find the right job or hire the right person, but also to help each other. Help friends and colleagues in their job search with a peer referral and giveback to the global community - a donation is made to a great cause everytime someone is hired through the HireVibes platform.

WHAT IS THE MARKET OPPORTUNITY / GROWTH POTENTIAL?

HireVibes is disrupting the global staffing industry (\$428B USD, 2016) with blockchain technology. Our initial focus is on jobseekers and hirers in the blockchain/crypto space as early adopters need less onboarding. Our vision is to be the platform for all industries and segments of people to connect any type of talent with any type of project.

02

Token Supply and Distribution

WHAT IS THE TOTAL TOKEN SUPPLY?

The total token supply is 350 million HVT (HireVibes Tokens)

HOW ARE TOKENS ALLOCATED?

- 250 million HVT (71.43% of the supply) will be airdropped to the EOS community
- 50 million HVT (14.29% of the supply) will be distributed to the HireVibes launch team
- 40 million HVT (11.43% of the supply) will be allocated to the HireVibes partnership fund which will be managed by the HireVibes Foundation; the partnership fund exists to secure partners that will support the Dapp and build the HireVibes ecosystem
- 10 million HVT (2.86% of the supply) will be used to setup the HireVibes Foundation

HOW ARE HIREVIBES TOKENS (HVT) USED?

Employers pay a 7.5% fee when they hire someone through the HireVibes Dapp; this fee is then allocated per the below:

- 4% is a token reward and goes directly to the successful job candidate; if the candidate was referred to the role, this reward will be split - 2% goes to the successful job candidate and 2% goes to the referrer
- 1% is a donation reward; the successful job candidate can choose which charity to donate to through the HireVibes Dapp
- 1.25% is allocated to the treasury fund; after operating costs (i.e. RAM), the usage of this allocation is determined by the DAC as outlined by the HireVibes Constitution (to be released in 2019)
- 1.25% is allocated to the daily token distribution fund and will be automatically distributed daily to token holders once a daily threshold is reached

WHEN IS THE HIREVIBES AIRDROP HAPPENING? HOW ARE TOKENS DISTRIBUTED?

EOS token holders will be able to claim HVT during two claim windows, starting in November and ending in early January. HVT will be distributed in a 1:4 ratio. This means, for example, as a holder of 100 EOS you will be able to claim 25 HVT. Large account holders (accounts with over 1 million EOS) will be airdropped a maximum 250K HVT.

03

Benefits to Employers, Jobseekers, Recruiters

EMPLOYERS

- Post jobs for free
- Pay 7.5% only when a position is filled
- Find qualified candidates based on peer referrals
- Opt to hire an industry-specific recruiter for a reasonable 10% fee
- Pay in cryptocurrency or fiat

JOBSEEKERS

- Earn a 4% token reward when hired through the platform; if referred to the role, the reward is split with the referrer
- Earn a 1% donation reward when hired to contribute to the charity of your choice
- Get paid in cryptocurrency or fiat

RECRUITERS

- Create or expand your business on a new platform with a cryptocurrency focus
- Earn a 2.5% fee for every candidate who is successfully hired

04

Governance

WHAT IS A DAC?

A Decentralized Autonomous Community (DAC), sometimes referred to as a Decentralized Autonomous Organization (DAO), is a community or organization that operates based on a set of rules agreed on by its community of token holders; these rules are coded into smart contracts and operate automatically, or autonomously. Each DAC determines its own set of rules to follow. HireVibes utilizes smart contracts in the EOS Blockchain, which is a secure digital ledger that offers a host of functionality and programmability options to Dapp developers.

WHERE IS THE HIREVIBES DAC CONSTITUTION? WHAT IS THE ROLE OF THE HIREVIBES DAC?

The first version of the HireVibes DAC Constitution will be released early in 2019, at which time the community will be able to provide feedback and amendment proposals. The HireVibes DAC will be governed collectively by its token holders to manage the resources of the community via periodic votes. Any changes that community members would like to see made to HireVibes can be proposed and voted on by the entire HireVibes community - this makes HireVibes a true decentralized and community-owned platform.

WHAT IS THE DIFFERENCE BETWEEN THE HIREVIBES DAC AND THE HIREVIBES FOUNDATION?

The HireVibes DAC is the community of HVT token holders who stake their tokens and participate in voting, details to be provided in the HireVibes DAC Constitution. The HireVibes Foundation is a non-profit that serves to grow the HireVibes ecosystem and operates in accordance to the direction provided by the HireVibes DAC. The Foundation is responsible for providing transparent reporting of activity back to the DAC.

05

Product Roadmap

WHAT IS THE PRODUCT ROADMAP? WHEN WILL HIREVIBES BE AVAILABLE?

The HireVibes roadmap can be found at: hirevibes.io. The first HireVibes prototype was released on Nov 5th 2018; we anticipate launching a second prototype in December 2018. The Dapp is scheduled to be released in 2019.

06

Giving Back

WHAT CHARITIES DOES HIREVIBES PARTNER WITH? HOW ARE NEW CHARITIES SELECTED?

Wells for Zoë is our first charity partner; it is an Irish volunteer organization working in Northern Malawi since 2005. New charities will be reviewed by The HireVibes Foundation and then voted on by the DAC.



EMAIL

hello@hirevibes.io



TWITTER

twitter.com/hirevibes



TELEGRAM

t.me/hirevibes_dapp



DISCORD

discord.gg/SnyuFuw