



bitJob

Students' Jobs Marketplace

A decentralized P2P marketplace for online short-term jobs
for students, freelancers, and employers.

Powered by Ethereum.

Written by Bogdan Fiedur | Edited by Dror Medalion

Abstract

bitJob will deploy blockchain technology in the global student community. Blockchain technology has the potential to disrupt & overcome all boundaries, but we all understand that smart education of consumers is necessary in order for this to happen. Promoting the education needed to implement decentralization and freedom of choice begins today, through the next generation of the labor market.

www.bitJob.io | Info@bitjob.io

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1 | Introduction

Hybrid Platform of Two Architectural Paradigms

 **bitJob** is the first freelancing platform that will be a hybrid of two architectural paradigms:

- I First, there is the centralized client server architecture component, which is the framework used in the majority of online applications.
- II Second, there is the decentralized version of client server architecture, which uses blockchain technology.

The purpose of this hybrid model was to speed up and improve the adoption of the idea during the initial crowdfunding phase and serve as a catalyst for user acquisition during the platform development phase. Although a decentralized paradigm is the ultimate goal, slow adoption of the blockchain technology should be temporarily substituted by solutions that are familiar to the average internet user. Internet users today expect online services to be fast, with intuitive interfaces that are accessible via mobile devices. This dictates our approach, which provides these two technologies, simultaneously. With the adoption of the platform and new developments in blockchain technology users can seamlessly switch to decentralized solutions. Once users show familiarity with the platform by way of satisfactory adoption, they will be encouraged to interact through the blockchain component, which will allow them to pay for services with cryptocurrency and earn income through the usage of the crypto economy.

Contribution to the Project

 Funding the project will occur via two vehicles:

- A Regular crowdfunding which accepts fiat currencies.
- B Contributor campaigns, where tokens will be purchased with cryptocurrencies.

bitJob will facilitate the provision of freelancing services through an online platform. Participants who offer a service (most often one which can be delivered online) will register using the system (as 'service providers') and offer their availability to do work in a way which is categorized by the platform. Participants who seek certain services will register as 'service consumers' and will either contact 'service providers' through the search function or will enter a request for services. Bidding on services and setting requests for services will give participants the ability to interact and find mutual agreements regardless to what demand and supply are available.

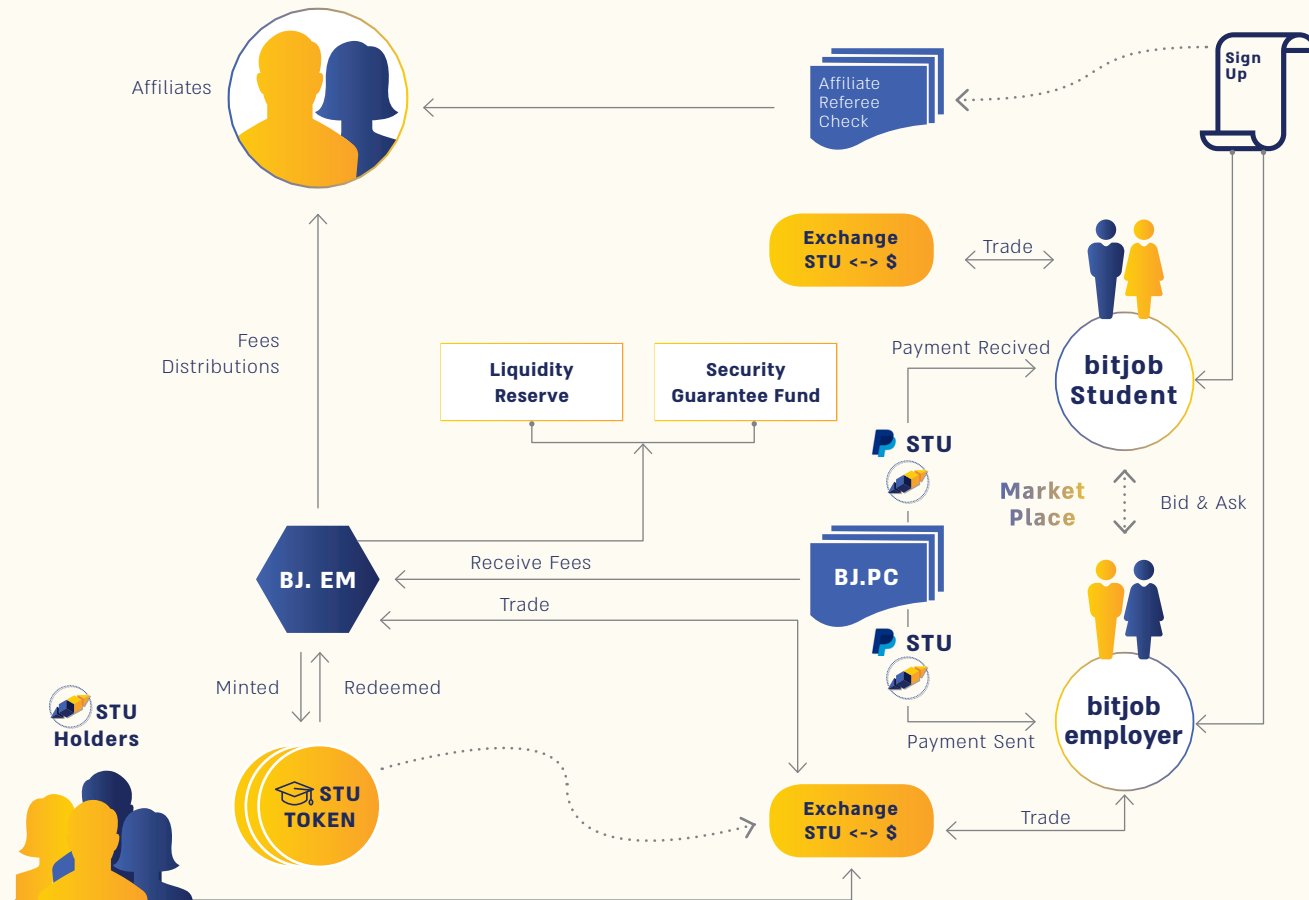
The platform will provide mechanisms to ensure that, upon agreement, sufficient money is kept in escrow, so that the service provider is always paid, unless, of course, there are issues with their provision of service, in which case the platform will offer conflict resolution methods. Users will be able to rate each other, so frivolous or unreasonable ratings will not have the ability to proliferate for any significant length of time. Users, on the 'service providers' end, who collect negative ratings, may be subjected to higher fees.

The Company business model is based on generating revenue through fees applied to both service providers and service consumers (not including students).

bitJob HYBRID MarketPlace Flowchart

The following flowchart represents our vision for the bitJob HYBRID architecture for our marketplace, which will be handled both by centralized servers (using fiat traditional currency payment method) and decentralized infrastructure (infrastructure (registration & identity, fees, distribution for affiliates, etc').

The Chart below shows bitJob's formal Token (**STU**), and the allocation methods for the token holders & affiliates. More explanation about the STU token and its utility can be found in **Section 3 (STU)**.



B.J. EM - Bot Job Entity management | B.J. EM - Bot Job Process Control | © STU - Bit Job Token (Official)

bitJob User Signup & Authenticity Process

bitJob as a Hybrid platform holds several blockchain based features.

Using the Ethereum protocol allowed us to build this great application, and to remove the need to "blindly trust" server administrators. Thanks to its transparent properties, we now have a strong authentication, identification, better verifiability and micro-transactions for our payments and affiliates fees distribution.

In the sketch below, we have decided to clarify the user sign-up process which has different aspects of authentications.

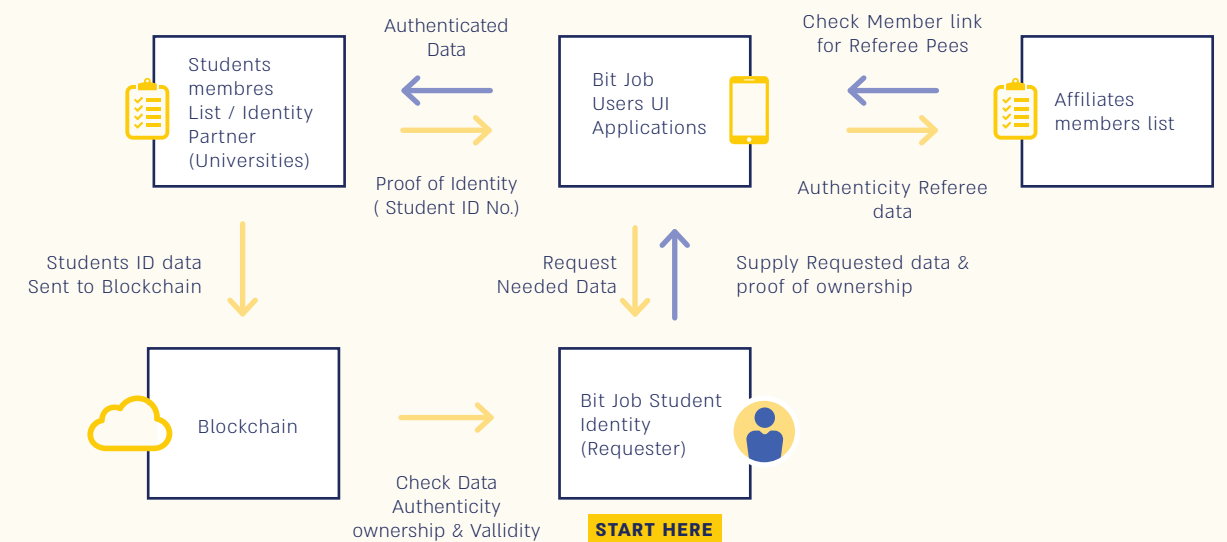
I bitJob Student (Identify Requester) - At this stage, the requester (student) will fill in the needed data at the bitJob UI application. The UI application will make sure the Student is a legitimate entity by analyzing the supplied data as a proof of ownership.

II bitJob User UI Application - a proof of identify will be sent from the UI Application to the student members list storage (this will be the student ID number). The storage will then return the UI Application an approval for the authenticated data.

III Students Members List / Identify Partner (Universities) - The ID's Storage will be held on the Blockchain. And each new update from the universities will be stored and sent there as text keys.

IV Blockchain Data Check - This stage will authenticate the ownership and validity of the students' IDs, and comparing the data to the Blockchain ledger will give the user a 100% verifiability for his ID.

V Affiliate Members List and Referral Validation - This will be conducted upon registration. Each affiliate member that would like to participate in our affiliate plan, will get a special reference link. Upon sharing that link with another member for registration, a reference reward will be allocated for him based on his referral activities.



bitJob Mission




We fell in love with blockchain in 2011, after our initial investment in Bitcoin. Then, the advent of the Ethereum network came into the ecosphere, when we realized that this was the technology for which we had been waiting. The idea of bitJob emerged from our experience as students as we juggled recreation, academics, and our delicate finances. After we graduated and officially entered the labor market, we were faced with a common yet unaddressed issue: students finish their degrees and begin their careers without significant relevant experience, after having no other option than to spend their time in jobs that do not contribute to their professional résumés.

As executives, we have encountered another obvious need: employers find it difficult to hire quality temporary workers that fit their budgets –and most of them (80%) fail in recruiting students. Our customized solution is to connect students with employers for small jobs online, so they can continue to specialize in their relevant profession. For us, as entrepreneurs who want to influence the world, helping students and promoting blockchain technology is the realization of our dream.

bitJob Flow

The process is very simple: a student looking to provide services online, connects to the marketplace, chooses from the list of jobs for relevant work, provides quality delivery, and receives immediate payment of his choice, in cryptocurrency or fiat money. The student will build a reputation and be able to present his work in a Dynamic Portfolio Resume (DPR) connected to his/her own 'name' site! The DPR website will revolutionize the way human resources recruits students and graduates by relying on evidence of their demonstrated abilities, rather than on their LinkedIn profile or the ancient (and current) version of résumé, from previous decades.

Students & Employers Recruitment

 We built a fantastic affiliate program that will strengthen the relationship between bitJob and the students: students' unions will receive a commission from each transaction their students engage in. We have launched pilot agreements with leading student associations in Israel, in addition to a number of employers who were more than happy to participate. We are also negotiating with several leading job search engines to ensure a continuous flow of quality jobs.

Product Marketing

Student unions around the world constantly engage in programs for professional internships with leading employers. In order to get as many students as possible to our marketplace, we created the ultimate incentive with our affiliate program. It's a win-win setup that will play a critical part in bitJob's success. Our focus on small online student jobs will attract players in the field of employee recruitment who are in pursuit of the next generation.

2 | Why blockchain?

In initial phase of this project, we were asked why we want to use blockchain technology for something that doesn't obviously benefit from using the technology. Although the benefits are not instantly visible, they are quite convincing when they are spelled out.



When money is moved between accounts using traditional methods, it can cost anywhere between 2% to 10% of the transaction amount. The cost of moving money on the blockchain can be in the vicinity of 0.01%.



If someone could capture the difference between the current cost of settling transactions and the blockchain cost, the transfer of \$1 million in revenue would produce between \$20,000 and \$100,000 in savings just by switching to blockchain. In certain countries, those transaction fees might be even higher, and it can take several days to process them due to restrictions and local limitations—e.g., PayPal is not offered everywhere, and in some areas, transactions are held for many days before they appear in the recipient account.



In the very near future, blockchain technologies will be replacing existing client server architectures. By having already incorporated blockchain into our platform, we can take advantage of new ideas and trends rapidly, while other providers will just be starting to look into solutions in that space.



A cryptocurrency crowdfunding campaign is possible when building a decentralized system. Additional funding can be obtained through communities associated with cryptocurrencies.



Although it's not implemented in the STU Token model, the concept of mining is strictly related to the blockchain. Through the mining process, with either proof of stake or proof of work, new coins can be created and distributed to the contributing community. As mentioned, this is not part of the current STU token model but will be considered in the future and can be deployed upon additional token symbol creation.



There is no need to create a legal entity if someone wants to reach markets in other countries. The platform can function in any country without a legal presence, as cryptocurrencies have no such regulations or requirements.



There is no need for bitJob to spend money on hardware, infrastructure, or tech staff. Platforms such as Ethereum offer said infrastructure, which has minimal cost only when used. Any new technological advances within the Ethereum community will be available to the platform as soon as they are created. It would be impossible for a business that facilitates freelance

jobs to simultaneously invent systems that can be competitive in the global market. Due to the competitive nature of technology in global markets, it is very likely that a new platform similar to Ethereum will someday appear - offering new abilities, gaining market share, and offering competitive pricing - thus creating an environment conducive to experimentation and inexpensive operation.



Considering that this platform can operate in countries with much lower living standards than Western countries, transactions can have very low values. Most payment processing services charge minimum fees per transaction (e.g., \$0.20). In places where the provided service might be worth \$1, the charges would cost a disproportionate amount of the service value. Blockchain transactions are a fraction of this cost.

3 | bitJob Primary Token (STU) & crowdfunding campaign emission

Why Should bitJob Have a Unique Token?

Theoretically, bitJob can manage all the transactions on the platform in Ether, Bitcoin or other cryptocurrencies. So why did we decide to create our own, brand new application-coin (appcoin)? An important question indeed! Today there is already a wide variety of cryptocurrencies traded on exchanges and we expect a significant flow of ventures issuing app coins themselves.

Our main reasons for issuing bitJob coin:

- It is important to maintain unified standards and to inspire confidence in our users, including affiliates like the respectable National Students' Unions.
- Creating an incentive for the new users to sign in is a win-win scenario, and we cannot do this using Ether. Large corporations such as PayPal used the same strategy in their first years, and we hope to mirror that success. Market studies support our business model, and as such, we expect massive demand by the student community and need to reserve our compensation options for a well-designed global expansion.
- Subscription payments and bitJob Entity Management (BJE.M) facilitation. A successful funding will speed up bitJob full product development.
- Adequate funding is essential for ventures to get the chance to make a global impact. Using the Ethereum blockchain, the unique CrowdFund / Cryptocurrency Contributors Campaigns structure exposes startups like bitJob to exciting new revenue streams woven into the hybrid marketplace, for the benefit of student unions and blockchain communities.
- We dearly value our contributors and understand that funding bitJob means believing in bitJob's concept and bitJob's product delivery by its team.

The bitJob Network Primary Token

The bitJob primary token is a core element of the bitJob network, and it is designed with consideration of future network growth. The STU token was initially created during the crowdfunding phase of the project and it will be attributed various functions within project. bitJob envisions the following ways STU can be utilized:

- Payments from service consumers to service providers will be implemented through these tokens in addition to standard fiat payments via platforms like PayPal.
- Developers, founders, and crypto-growth contributors will also be receiving their compensation/Salaries and remuneration in these tokens.

- bitJob will partner up with certain external service providers to enable users to purchase their services with STU tokens.
- Affiliates sending referrals will be offered commission in STU tokens.
- Users will be able to form groups on the platform for collaboration and collective engagement.
- Evangelists: Receive fees for introducing bitJob to new educational organizations. This is part of the Global ambassadors program the company will build for its first-year expansion.
- A registration STU gift will be given to every new registrant on the platform, as a promotional registration bonus.
- Developers: will be able to form groups on the platform for collaboration and collective engagement.

Creation of the STU and Initial Account Functionalities

The bitJob (STU) Token is a token on the Ethereum platform. Its design follows widely adopted token implementation standards. This makes the token easy to manage using existing solutions, including the Ethereum Wallet.

- Maximum number of tokens created during crowdfunding campaign: 200,000,000 (100%)
- Sending 1 Ether to the bitJob account will create Approx. 888 STU. (Based on Ether price during the preparation of this document).
- Tokens will be transferable once the crowdfunding is successfully completed.
- The amount of STU coins per 1 Ether might vary due to movement in Ether price. The final values will be determined at the beginning of Emission day and can also be modified during the sale. According to the Terms & Agreements that will be published on our CrowdFund page.

bitJob Token (STU) Emission

- The bitJob token (STU) crowdfunding campaign emission will be distributed in the following way:
- Some of the reserved marketing tokens will be used for bounties paid for the following marketing campaigns: translation and forum, moderators, newsletter subscriptions, Bitcoin Talk signatures, Twitter campaigns, Facebook likes, and blog posts.
- More details about our bounty campaign will be given on our social media or through our blog posts on Medium.
- Our Presale & ICO Terms & Conditions will be published prior to the events through our channels.

Destination	%		STU amount
Public STU - PreSale	4.6%	12.1%	9,232,452.50
Public STU - AirDrop Planned (+160%)	7.5%		14,967,547.50
Public STU - Affiliate Plan Future Rewards	50.0%		100,000,000.00
Supervisory Bpard + Escrow	2.0%		4,000,000.00
Bounty Program	1.5%		3,000,000.00
Marketing & Media Budget	5.4%		10,800,000.00
Founding Team	10.0%		20,000,000.00
Ambassadors	2.0%		4,000,000.00
Dev' Team Members & Bonuses / Service Providers	2.0%		4,000,000.00
Consultants & Board Members	8.0%		16,000,000.00
Thecnicha Tokens for Stabilization of distributed network at early stage	6.0%		12,000,000.00
Testing & bug Bounties	1.0%		2,000,000.00
Total Supply	100.0%		200,000,000.00
Circulation Supply	24.0%		48,000,000.00
ICO contributors Supply	12.1%		24,200,000.00

4 | bitJob Platform - Token Usage Flow



When a user downloads the bitJob application, they will first be prompted to confirm their details and ensure that they have provided a valid and current student number that is associated or registered with an educational organization, college or university. Upon successfully registering, a unique deposit address will be generated for the user within the Ethereum network. This unique address will be used for receiving tokens on the bitJob platform. In the case of new users who would like to use services via the platform, those users would need to acquire/earn some tokens.



This can be accomplished through direct depositing of Ether into the newly generated address or through other activities as mentioned below. The employers will not be able to hire any of the available service providers and/or communicate with other members until they have a sufficient number of tokens in their account to be able to purchase a minimum quantity of service set by the service provider. Although if the user has chosen to pay with Paypal/Fiat, they will need to fill in their credentials upfront and before the actual transaction is set (hiring).



The service provider will be able to review feedback provided by other service providers in regard to the member seeking services, and vice versa.



Members can engage service providers through a direct hiring or bidding process. The platform will handle bidding and determine the bidding party through rules set by both the platform and the participating parties.



Service providers will be offered a system of reverse auction to bid to offer the lowest price for service seekers.



In addition to the PayPal payment solution, the platform will use tokens to measure the value of services rendered, and the platform will run on the public Ethereum network. Fees for token transaction will be minimal, as no currency exchange will take place and no fiat money or banking will be involved. Regarding PayPal or other fiat solutions, regular fees rendered by those networks will be in force. Users can choose to keep their jobs earnings within the platform and purchase different commercial services.



The system will create commercial incentives for members who choose to keep their earnings in the platform. For example: **bitJob** will partner up with an Airline company that will allow the STU holders to purchase airline tickets/student trip packages in discounted prices (With a built in API directly from the Airline company). bitJob vision is to create a global new student purchasing segment that will incentivize merchants to accept the STU tokens for their products/services.

5 | Contribution to the Platform

This section outlines the ideas behind bitJob and its rewards for people who provide meaningful and measurable contributions to the community.

Distributing Currency

There are two ways people can get involved with a cryptocurrency community: they can buy in, or they can work in it. In both cases, users are adding value to the currency; however, the vast majority of people have more free time than they do spare cash.

Tokens fees through Affiliate Activity

Any activity within the startup that would create new value in the market could be rewarded with some bounties.

One of the ideas involving contributing activity is to reward actions of larger contributors to the growth of the network. It is possible that student unions at each university or educational organization would be interested in receiving referral rewards for promoting bitJob within their community. The student union could receive payments in the form of STU for each new member who joins the platform and engages in some activity considered creative effort for the platform. As the system grows and the student community becomes aware of this platform, the role of the student union would become less influential. Thus, it is reasonable to assume that rewards to the student union would be smaller at this point, but growth of the organization would be impacted by referring of new members by other students, and those students would need to be rewarded increasingly now for their efforts.

So, student unions could be initially offered a larger incentive to promote the platform but with reduced levels of earnings as time progresses—e.g., during the first year, commission could be 5% of the financial activity, then the next year could be 4%, then 3%, until the point that the student unions would receive rewards equal to those received by individual referrers.

Initial Directions of Expansion & Justification

For the system to be successful and get momentum going, efforts need to be started where the chances for success are the greatest.

Most mining activity happens in the United States due to the distribution of Bitcoin interest and other cryptocurrency, which represents a microcosm of the distribution of wealth throughout the entire cryptocurrency blockchain.

The bitJob platform will initially contact student unions of universities in North America for affiliate engagement. The main reasons for this decision are the following facts:

- Students in North America are already well connected through social media channels.
- They have easy access to Internet.
- The majority of development in the crypto-world already happens in North America, thus awareness of crypto-concepts should be the largest in intellectual circles there.
- Most related publications are already in the English language, which makes accessibility to this knowledge more likely to be available to someone living in North America than it is elsewhere.
- Entry into crypto markets is also easier for residents of North America than residents of India and China, for example where there are large university centers, but the average income of residents in those countries is tens of times less than that in North America.
- In order to enter the cryptocurrency market, a person needs to have access to a banking system. Today, these services are available at a more favorable level to residents of the Western world than they are in countries such as China or India.
- Investment concepts and crowdfunding are also very well understood in North America and tactics to gain significant investors in the initial stages will be much more effective there.
- Cultural understanding and language from the perspective of someone living in and understanding Western culture will also be of importance to get this platform going initially.

Future Steps of Expansion

- Once the bitJob system is up and running and has received a certain level of adoption in North America, Israel & Western Europe, efforts should be made to start the application of the same affiliate concepts to university communities in China.
- This could be done one year from the initial start.
- Business expansion efforts will be made through out the crypto community and outside of it, to engage with as many potential employers as possible. This will allow a massive supply of global student/freelancers online jobs.
- Creation of the largest Student-freelancers pool in the world by unifying Students all around the globe into one studential ecosystem.

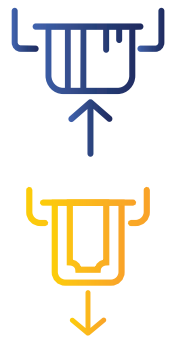
6 | Identity



Generally, users, upon establishing connection through the **bitJob** platform, will be able to connect in the physical world or through some common communication application such as Skype, Hangouts, or Whatsapp. To ensure that services are provided in accordance with **bitJob** standards and users receiving those services are satisfied and safe, the system will rely on a reputation mechanism. Each service provider and service seeker will have the opportunity to provide feedback about the other party. Results of this feedback will be displayed on the member profile of each service provider and service seeker and will be publicly visible to members.

This setup also provides an opportunity to add insurance options to the platform, where members can give an option to purchase insurance that would guarantee them the recovery of tokens on spent services which prove to be poorly rendered or not provided according to an agreement.

7 | Deposits and Withdrawals



The **bitJob** entity will not be responsible directly for engaging in receiving or disbursement of fiat currency. Instead, local partners will be recommended where users can acquire cryptocurrencies like Ether or Bitcoin, and tokens can be exchanged to STU once this cryptocurrency has been sent to a special address on an Ethereum blockchain.

bitJob will give the option to perform conversions on the platform in the future as we will integrate the 3rd party exchanges application.

bitJob entity is planning on reimbursing the fees of exchanging fiat money into STU as we are willing to supply incentive for users to insert funds into the ecosystem and purchase STU tokens. This decision must be based on the amount of available funds **bitJob** entity will store and raised upon the Crowdfund, this incentive cannot be promised at this early stage, but it is important to publish it so the users will know how determined we are to implement STU usage worldwide.

This incentive will obviously not be supplied for the opposite side of converting STU back into fiat. The address will be that of a smart contract that will understand how to allocate certain number of tokens in exchange for cryptocurrency sent to it.

8 | User Interface

The **bitJob** product will have two interface points: the web portal and the iOS/Android-native application.

The website will have similar features to the mobile apps and will be accessible over any web browser. Upon accessing the website or mobile app, the user will be presented with the following options:



Join **bitJob** as
service provider



Join **bitJob** as
service seeker



Manage my account. Within the account, the user will be able to extend their options - able to become a service provider if they joined originally as a service seeker, or vice versa.



Create service offer
(if service provider)



Create service request
(if service seeker)



Search for Service
Requests.
(if service provider)



Search for Service Providers
(if service seeker, based on
categories and keywords)



Bid on service request
(if service provider)



Bid on service
(if service seeker)



Provide feedback and rate
service seeker
(if service provider)



Provide feedback and rate
service provider
(if service seeker)



Create conversation
with other party



View wallet and
promotional rewards

9 | Credit Reputation

An individual "Credit Scoring" mechanism will be created to incorporate elements of service providers, service seekers, and service applicability to the platform (e.g., how service relates to addressing student problems and needs).

10 | Fee Structure

bitJob fees will be inversely proportional to the number of users on the platform. Fees can increase to dedicate funds and reward members contributing to the growth of the platform. A tiered bonus system will be designed and employed to reward early adopters and evangelists.

11 | STU Token Rewards fees & Promotional Activities

Platform users will be able to earn tokens through activities benefiting the platform.

- Helping to register new members who provide services or use the services of another member will result in the depositing of STU tokens into the wallet of the contributing member.
- Providing a reputation score for another member will result in the depositing of STU tokens into the wallet of the participant giving feedback.
- Offering support to other members by guiding them through the system and helping them establish their presence on the platform.
- Offering help to the community by supporting the creation of new options and by participating in the future enhancements of the platform.
- Running community forums and giving answers to general questions.
- Reviewing the activity of a member's platform and analyzing the validity/legality of their services.
- Participating in conflict resolution/Dispute center, by gathering facts and helping establish whether or not a rule violation has occurred.

12 | Technical Description

bitJob is characterized by two key operational pillars: autonomy and decentralization.

Autonomy: The Ethereum platform allows for the creation of smart contracts that run business logic autonomously, and we will utilize these features for fast, secure, and reliable processing of the bitJob process. This will reduce operational costs compared to those currently found on existing online freelancing platforms.

Unlike existing centralized platforms and services, bitJob transactions will be publicly verifiable, viewable, self-operated, and not the subject to the risk of institutional processing. Our system is an infinite machine, and manual transactions are essentially unneeded.

Distributing Currency

Traditional online businesses with centralized structures are subject to hacking, strict financial regulations, and high overhead costs. The decentralization of bitJob—particularly for its transaction processing, auctions, contribution tracking, and distribution of funds—allows the elimination of payment processors, reduces the operational burden of regulation compliance, and reduces costs associated with inefficient accounting and duplication of functionality. In addition, it protects against organizational corruption such as fraud and embezzlement.

Handling of Bad Actors

Because it is built on top of the Ethereum platform, bitJob is inherently decentralized. Smart contracts guarantee that no external parties can influence the transparent process for an extended period of time, for all transactions are verifiable. Any fault in the system will quickly become evident, and measures can be taken to eliminate bad actors from such influence, such as implementing security within the system that can disable accounts that abuse bitJob and freeze all associated funds. The system will be equipped with authentication and authorization logic as well as permission management.

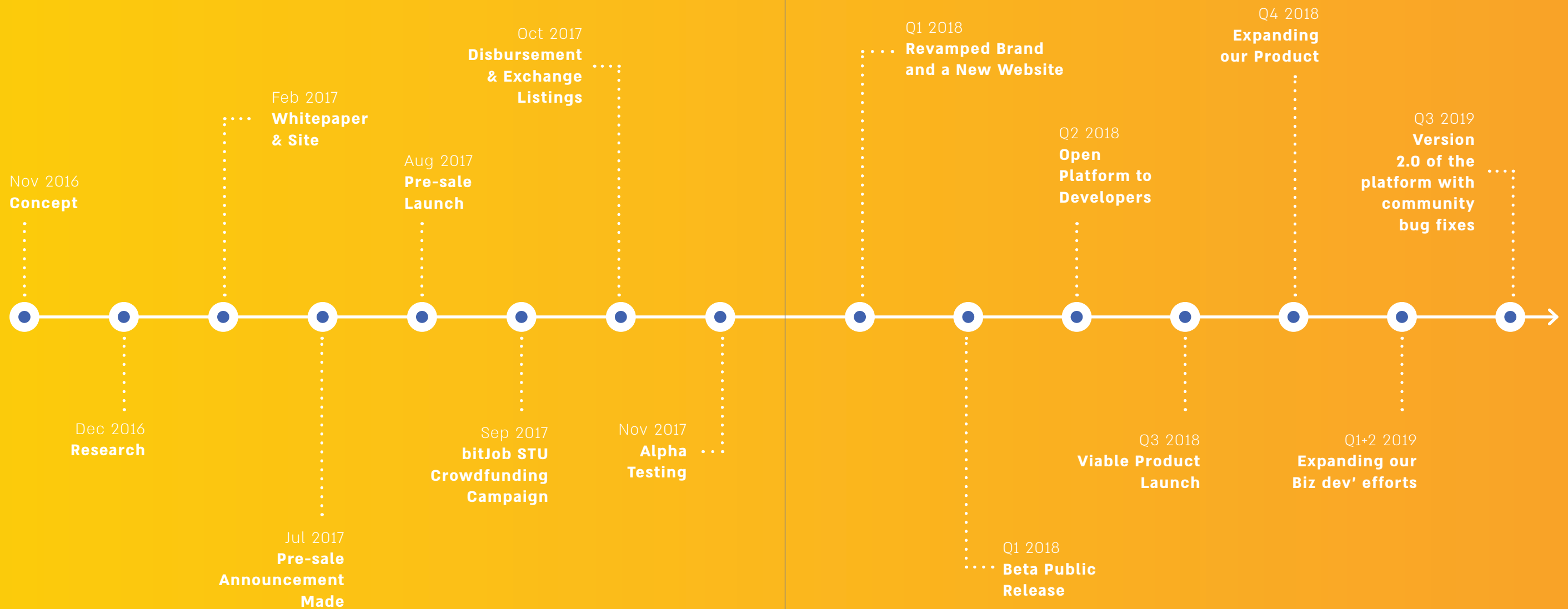
Security

Security is given the highest priority. Smart contracts are responsible for handling the transfer of money, and the reputation system will be subjected to a comprehensive security audit prior to launching the platform on the testnet. We will hire experienced security experts to validate our system's fraud-prevention measures and to evaluate system defenses from malicious attackers. In addition, we are planning to build protection mechanisms in the system to monitor all transactions and freeze suspicious activity and user accounts, to determine the weight of the exploit, attack, or suspicious activity.

Sybil Attack Prevention

Because bitJob is a community-based application and trust in it depends on a user reputation system, it is important that users who register are sufficiently verified before they are able to conduct any activity within the network. So-called Sybil attacks, characterized by the creation of multiple anonymous accounts, should be largely mitigated by the requirement for verification of student credentials. In addition, the system will be able to verify accounts by making checks against popular social networking sites or systems known for providing user verification or cell phone numbers, requiring two-way verification. In addition, all accounts should be funded with Ether before any activity is allowed on the network.

RELEASE TIME & ROADMAP



14 | Risks, Challenges and Opportunities

Fiat-to-Crypto Fees

In order to use our platform, users must have cryptocurrencies prior to its use. Fees associated with buying and selling cryptocurrencies, as well as the limited options to exchange fiat money into cryptocurrency and back, can limit success of our business model. Only users who have an understanding of the crypto world can be early adopters of our system.

The cost savings of using our network might be in question if you take into account the exchange fees one has to incur to enter and exit our platform. As mentioned previously in this document, the bitJob concept is to incentivize all the players in the ecosystem, so that they would prefer to use STU rather than Fiat money. We will address it by offering several Win-Win solutions. For example, a new user that would like to exchange Fiat money into STU for use in the marketplace, would not pay the Fiat-to-Crypto Fee; bitJob will absorb this cost. If the user would like to take money out of the STU ecosystem and exchange it into Fiat money, the user itself will pay the cost.

Low Levels of Cryptocurrency Ownership

Because few people today receive cryptocurrencies on a regular basis, initial growth of the network might be slow. Despite this, those who already have access to cryptocurrencies will create a loyal group of customers and will help establish a small but active community.

Mainstream blockchain adoption is still far away. The most important thing is to register as many new users in the marketplace as possible, then educate those users with hands-on experience. Following deep market analysis and advice from top academic and blockchain figures, we came to the conclusion that friendly faces like PayPal would help by attracting users who might initially be intimidated by cryptocurrency.

Regulatory Compliance

In order to avoid regulatory risk, our platform will not initially offer fiat-to-crypto and crypto-to-fiat conversion. This would require establishing the platform as a legal currency exchange, which will be costly, time consuming, and subject to various regulatory changes. bitJob's main purpose it to leverage the availability of students worldwide. Therefore, the best legal and accounting professionals are on board, in order to protect the bitJob foundation: its workers and users.

Malicious Users Might Undermine the System

There would be no legal recourse if malicious users had an intention to undermine the system by flooding it with illegitimate service offers or service use methods. The system needs to have such checkpoints in place that will deactivate malicious members at the earliest possible moment and prevent significant damages.

bitJob will publish its fraud prevention policy. The policy will set forth actions and recommendations for the users to follow.

Some morally deficient people exploit freelancers' interests with fraudulent job offers, which ultimately lead to frustration for the victim. However, if a freelancer takes some precautionary steps before starting to work, they can avoid losing money.

bitJob Fraud Prevention Tools

Data Collection
bitJob will collect the data of their service providers. This data will be used to detect fraud attempts at an early stage.
bitJob will collect information while the service provider will access, browse, view or otherwise use the site. In other words, when the service provider accesses the site, bitJob will be made aware of their usage of the site, and may gather, collect and record the information relating to such usage, including geo-location information, IP address, device and connection information, browser information, web-log information, and all communications of users through the site. That information will be used to enhance user experience and personalize browsing preferences, as well as monitor the site for fraud and inappropriate content or behavior.

All the data collection of the **bitJob** platform will be monitored and managed strictly under the compliance rules of the GDPR regulations.

Reputation & Dispute Center
bitJob.io participants will have reputation scores assigned to them, to enable them to access remuneration appropriate to their skill level. The better the individual's reputation, based on previous job completed via bitJob, the higher the price they will be able to command for an hour's work. bitJob will use the reputation and dispute mechanisms to analyze each user's ratings. User ratings will be used to detect fraud attempts or unprofessional participants in the platform. This will reduce the possibility of attempting fraud dramatically as the reputation assigned to users represent their service quality.

bitJob User Recommendations

Read the Project Description Attentively
Some new freelancers may be tempted to apply for jobs without understanding the project description. This is a mistake, as user's reputations rely on their quality of service. Legitimate employers, on the other hand, should take care to always make their requirements clear in the job description. This includes clear statements of the desired units of deliverables, work-hours, budgets and the payment structure.

Check the Client's Profile
Not all of the clients with blank profiles are necessarily bad. Still, experts suggest being careful in dealing with them. A reliable client should have a payment method verified with the marketplace. Check the client's ratings and their feedback from the contractors. A good client should receive mostly great reviews and ratings.

Avoid Free Samples
Many times, fraudulent employers will request free samples of work from the applicants. Some big freelancing marketplaces prohibit such demands, however reviewing work samples can be a crucial part of the recruitment process, as it

helps the client to evaluate the candidates. While this is an acceptable method of valuation, employers must always be willing to compensate accordingly for any work product provided.

Payment Security

bitJob marketplace will take a certain percentage from the employer payment, in order to get a secured payment mechanism. For newer clients, up-front payments or escrow protections for fixed priced jobs will be needed. bitJob marketplace will provide escrow systems to prevent payment disputes. Contracts will be set forth in order to log job related activities and be paid automatically.

Report Scams

Users can detect a fraudulent job post just by reading its description, checking the client details and finally conversing with the prospective employer. If a post seems suspicious, users will be able to use the reporting feature to report against the particular post and/or the client. This action will help to protect other freelancers from falling into a potential trap.

Future Opportunities

Awareness of cryptocurrencies is growing in the world in general, and our target audience is young people who are the earliest adopters of blockchain technologies and are savvy internet users. This demographic will be a prime group that is advanced, sophisticated, and fluent with the usage of cryptocurrencies in the world. In addition, we are also targeting those who are already members of organized communities, and because of budgetary constraints, are looking for ways of saving money. Grass roots marketing focused on students and word of mouth will become the main forces driving our network, as low-cost marketing. These students will gain familiarity with our platform and drive user adoption even after the platform evolves to suit more types of work.

Moreover, P2P and decentralized technologies hold many out-of-the-box concepts, which are yet to be discovered. One good example of this is P2P scholarships: a top bitJob student provider engaged with the same employer, delivering every time and satisfying the employer. This particular employer will have the opportunity to positively affect the student life even further, by offering him a scholarship or a student loan. This win-win concept is the basis of our business model. Blockchain technology removes barriers and gives us the freedom to provide creative solutions for the benefit of everyone involved.

THE TEAM

Founders

Dror Medalion | Co-founder & CEO

A blockchain entrepreneur, an industrial engineer and enterprise strategic consultant. specializing in implementation of ERP & BI systems and product design.

Bogdan Fiedur | Co-founder

A blockchain technology enthusiast from Canada. A full-stack, smart contracts developer with over 20 years' experience as entrepreneur specializing in affiliate programs.

Aviad Gindi | Co-founder & CFO

A mutual funds manager at Halman-Aldobi Investment House in Israel. Entrepreneurship instructor & mentor. Aviad ignites the flame of our initiatives.

Elad Kofman | Co-founder & CMO

A crypto investor and a director of marketing & sales at AG Properties from Israel. Expert in marketing, media & consumer relationships. No one can spread the words like Elad!

Team
Members

Yarden Hiltch | Product Manager

A business woman through and through, Yarden's experience in government and real estate gives her a unique perspective on any project that she works on.

Gabrielle Daniels | Head of Academic Engagement

Gabrielle comes from an eclectic background of startups, including adtech and biotech. Her experience in growing businesses and working directly with large accounts makes her the perfect person to grow the student and academic partnerships at BitJob!

Aaron Schwartz | Lead Blockchain Developer

Director of engagement at the Blockchain Education Network. Aaron is a full stack developer with analytical perspective at Florida Blue.

Anton Livaja | Full Stack Web Developer & Lingual Expert

An expert in web development and emerging technologies with 6 years of experience varying across web applications, data mining, conversion optimization and blockchain.

Micha Roon | Ethereum Developer

Micha is gifted Blockchain developer and trainer. Working on the teams of SweetBridge protocol, SoarCoin and Validity Labs. Founder of Managination.

Alex Oberhouser | Blockchain Technologist

Alex is a gifted technologist, and Cambridge Blockchain LLC founder CTO & Tech Entrepreneur in the Blockchain & Identity space. Founder of Sigimera LTD.

Leonard Jackson | Global Operations Manager

Leonard is an Expert in Customer Engagement and bitJob's Global Communities Manager responsible for more than 8 social regions spread around 5 countries.

Suraj Tewani | South-Asia Region Manager

Handling Market Development for South-Asian Territory. Suraj is a true professional in Managing partner inclusion & partner related service.

Minho Kang | Korean Region Manager

Minho is an ICO's Community engagement & social services specialist. A true advocate of Blockchain technology, he's a world class marketer in the leisure and traveling business.

Khaya Maloney | Africa Region Manager

Khaya is a bitJob's African operations manager, a Blockchain entrepreneur, business owner, expert in networking and digital marketing.

Cyril Alvarez Adriaansen | Web Designer

Full Stack JavaScript developer & crypto trader. Cyril is an Exeptional IrocHack bootcamp student, specializing in jQuery, NodeJS, MongoDB, HTML, CSS, Angular & React.

Patrick Mockridge | Recruitment Strategist

Founder of ENGZIG.com and ECP24.Network. Patrick is a chartered chemical engineer, MIChemE, developer, entrepreneur, and lead business adviser.

Yoel Lapscher | bitJob Ambassador & Industrial Engineer

Yoel is a Business oriented engineer with a passion for connecting with people. Continuously leverages analytical and soft skills in order to successfully enable data-driven decisions.

David Mirynech | bitJob Ambassador & Blockchain Consultant

David is the regional head at Blockchain Education Network & a Consultant at MLG Blockchain Consulting.

Founders **Prof. Bhagwan Chowdhry** | Professor of Finance & Director, UCLA
Professor of Finance at Faculty Director at UCLA Anderson School of Managment.
Professor Bhagwan is also a Co-Founder at the Financial Access at Birth & an
active Mentor at TellmeProf.com

Dr. Theodosios Mourouzis | Cryptography Phd at UCL & CIIM Business School
Dr Theodosios Mourouzis is an Information security Expert, a Mathematics-
Cryptology & data analytics professional at the Center for Blockchain at UCL and
CIIM Business School, with strong interests in both academia and Blockchain
industry.

Anish Mohammed | Lead Security Architect, HSBC / Ripple Project
Anish is a Technologist with multidisciplinary background who Have worked as
researcher in Security & Cryptography both in industry and academia, Anish Was
also on the Advisory board of the glorious Ripple Project.

James Gonzalez | Public Relations & Marketing Adviser
Co-Founder & CEO Crypto Consultant. Expert in Business Development, Director
at the Blockchain Association of Canada (BAC) and a Executive Director and
Unsung.

Alejandro Gómez de la Cruz Alcañiz | Blockchain Legal Expert
Alejandro is a blockchain lawyer, Co-founder of ICOFunding.com. He also
coordinates a multidisciplinary team at Grant Thornton Blockchain Lab. Passionate
about regulation and governance in the decentralized space.

Jason Cassidy | Media & Community Engagement Adviser
Jason is a Media engagement expert, President at Crypto Consultant, Founder of
Helium Pay & Adviser to the Ontario Securities Commission (OSC).

Brennan Bennett | Blockchain System Informatics Mentor
Founder of the Blockchain Healthcare Review, Brennan is a world expert in Bio-
Medical Informatics & Clinical applications on the Blockchain. Currently the COO
at Qbrics, Inc.

Alena Vranova | Business Adviser, Wallets specialist
Business Developer, Adviser to startups, Founder of SatoshiLabs & Financial
advisory networks. Developer & Supporter of Bitcoin related projects like: TREZOR
– The Hardware bitcoin wallet.

Lior Shoham | Strategic storytelling. Charismatic people. Effective
presentationsBusiness Lior sole's purpose is to empower people and
organizations.He prepares TEDx speakers, senior executives, entrepreneurs, NPO
leaders, researchers, and technical staff towards roadshows, pitch competitions,
conferences, media appearances, TEDx events and more. He also consults, and
coaches selected ICO projects towards pre-sale and crowd-sale campaigns,

helping them with their strategic skills. In the past 8 years he worked with many
different customers in more than 20 countries such as Google, Facebook, Citi
Bank Innovation Labs etc. After completing his studies, he moved to NY. There, he
worked for the UN, as part of the media team of Ambassador, Ron Prosor.

Liron Rose | 2x entrepreneur, an early stage investor and a Cryptocurrency &
Blockchain enthusiast
Liron is a 2x entrepreneur, an early stage investor and a Cryptocurrency &
Blockchain enthusiast. He has over 15 years of online marketing experience and
has been investing at tech companies since 2006 (Kenshoo, Similarweb and
more).His latest company, AfterDownload, was acquired by Ironsource, and more
recently, he was a Managing Director at Barclays Techstars Fintech Accelerator.
Liron's passion is helping great teams to succeed fast. He worked as a mentor
and strategic advisor with numerous startups. Liron holds a MBA from Tel Aviv
University, and has certifications in coaching & leadership.

16 | Appendix

Will be completed in the next version of the Whitepaper.



bitJob
Students' Jobs Marketplace

www.bitjob.io | info@bitjob.io

