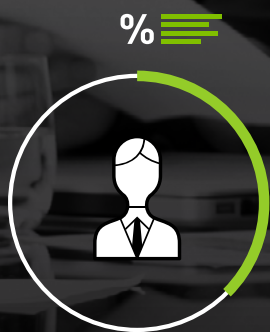


GORECRUIT

**ARTIFICIAL INTELLIGENCE
FOR HR BASED ON BLOCKCHAIN**

**BRAND-NEW APPROACH
FOR CANDIDATE EVALUATION**



GORECRUIT WHITEPAPER

WWW.GORECRUIT.IT

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INTRODUCTION

The success of any organization largely depends on the people that work there and an extent to which every employee is effective at their workplace. In the course of a recruitment process, an employer faces numerous challenges, one of them being candidate evaluation. What are the methods to evaluate candidates during the selection process? Small and medium-sized businesses do not usually have a clear understanding of what requirements a candidate should meet, and how to evaluate candidates. For small business owners and executives, the major headache is a lack of time. They are concerned about having a full complement of staff and saving time when hiring employees. In large companies, on the contrary, there are special human resource departments that are engaged in searching, evaluating, and interviewing future employees. But as a company grows, the cost of hiring each employee increases, and the quality of hiring practice deteriorates due to delegation of decision-making to the field.

GoRecruit is an artificial intelligence (AI) system for helping small enterprise executives and employees of personnel services to make HR decisions. The system analyzes data from social media and publicly available sources and uses a blockchain-based architecture for data storage.

Recent research in the field of social media data analysis showed the correlation between the way people represent themselves online and personality assessment results. Donald Kluemper, a professor of management at Northern Illinois University's College of Business and a pioneer in this area, conducted a study in 2012, according to which data obtained from social networks can be used to assess the likelihood of hiring a person, as well as their future performance. The author and his colleagues state that many personal characteristics are reflected in a social network profile. As a result of his research, significant correlations were discovered between personality traits learned from social media profiles and performance indicators received from company managers.

Decision-making on hiring a candidate depends on a subjective opinion of an employee from an HR department, which, at times, puts their interests above the interests of an organization. Our project is aimed at building objective criteria for selection of candidates for general positions (up to a level of a head of the department), which do not require assessment of highly-specialized professional skills. When making HR decisions and predicting possible outcomes, a decision maker usually faces a complex system of interdependent components (education, experience, psychological profile, social adequacy, etc.) that are to be analyzed. The solution can be found in building an AI system, which will model a natural process of human thinking, aimed at making an objective decision based on the set of available parameters (characteristics).

SUMMARY

GoRecruit is an AI recruitment system based on blockchain technology. AI rates job candidates for various positions by analyzing data from publicly available sources and social networks.

GoRecruit helps companies to deal with such issues as:

- Difficulty and labor intensity of evaluating candidates.
- Lack of trust in candidate's professional skills and job experience.
- Unconscious bias in candidate assessment process.
- Employment inequality on the basis of sex, national origin, religious creed, disability, etc.
- High costs of hiring decisions for employers.

The efficiency of the system has been tested in companies with a staff of more than 1000 people. GoRecruit is used by more than 470 companies.

GoRecruit is an online platform that employs SaaS distribution model. The system is based on blockchain, which ensures that candidates' data are secure and reliable, and moreover, it is the main technology behind our own payment system.

The funds raised as a result of an IEO will be spent on the product development, as well as covering expenses of entering international markets.

Emission of the GRT token based on the ERC-20 standard of the Ethereum blockchain platform is limited to the initial release. No future emissions are planned. Total supply of tokens is 2 450 000 000 GRT. Initial cost of one GRT is \$0,01.

During the IEO, it is expected to distribute 52% (1 274 000 000 GRT) of total supply: at the first round of IEO – 144 000 000 GRT, at the stage of public IEO — 1 130 000 000 GRT. Partners will receive 15% of tokens, team — 12%, stabilization fund — 20%, bounty — 1%.

GRT tokens can be used to pay for all services, as well as for transfers between GoRecruit users.

Depending on the amount of funds raised as a result of the IEO, it is expected to distribute them as follows:

Product development — from 31% to 33%

Administrative costs — from 4% to 9%

Legal expenses — from 2,4% to 12%

Consultants — from 4,8% to 10%

Marketing — from 37,5% to 55%

Funds raised during the first IEO round will be used for marketing at the public IEO stage.

A further increase in GRT token demand is due to the following factors:

- GRT is a utility token with a property of inherent liquidity.
- IEO will allow GoRecruit to enter the global market, which will inevitably lead to an increase in demand for GRT tokens due to the constant influx of new customers.
- The average cost of the traditional evaluation of one candidate ranges between \$102 and \$136, which provides a great potential for growth of GoRecruit's user base. It stimulates steady demand for tokens.

WHAT IS GORECRUIT?

We offer a new way of evaluating job applicants. The GoRecruit artificial intelligence system, being a convenient online service, enables making HR decisions based on the analysis of data from social networks and publicly available sources. To select applicants for an interview, you do not need to spend several hours for processing and analyzing the data: you will acquire detailed information with recommendations immediately after the authorization of a candidate in the GoRecruit system. This approach will make access to your vacancies more open, eliminate human error in hiring, as well as reduce the cost of HR service by optimizing routine work.

PROBLEM

In the course of a recruitment process, an employer faces a number of problems, including candidate assessment. What methods to use in order to evaluate a stranger? Small and medium-sized businesses do not usually have a clear understanding of the requirements a candidate should meet. In large companies, there are special HR services that become costlier to maintain as a company grows, whereas the quality of selection deteriorates due to delegation of authority to the field.

Usually, the problems of personnel selection are solved in companies in the manual mode, by assessing a candidate's CV by an HR employee followed by a personal interview. This method is time- and money-consuming. Sometimes it gets rather subjective due to personal preferences of an employee who decides about inviting a candidate to an interview or makes a final judgement on employment. Frequently, access to vacancies is limited based on gender, nationality, religion, health restrictions, etc.

SOLUTION

GoRecruit, an online service with a simple and intuitive user interface, is capable to solve these problems providing a recruiter with support in making HR decisions. GoRecruit can quickly assess a candidate for a specific position, using the data from social media and public sources, and give a detailed report about the compliance of a candidate. Along with this, a user is provided with an opportunity to compare ratings of candidates in order to select the most suitable one. With our product it is possible to decide which candidate to hire in just three simple steps. To do this, one has to invite, evaluate and compare.

Safety and consistency of data about candidates' employment history is ensured by a decentralized data register, which securely stores the data with the use of blockchain technology that guarantees their reliability.

The main advantages of GoRecruit compared to traditional methods of HR decision-making:

- hiring people predisposed to certain professions, thus improving the efficiency of team work;
- objectivity (creating uniform transparent rules of employment for all branches of a company);
- reducing HR service costs by optimizing its performance;
- acceleration of the process of hiring new employees (no need to wait several weeks since a decision can be made after remote authorization of a candidate);
- decrease in staff turnover by making more informed decisions;
- reducing the number of force majeure situations caused by new employees, due to better initial assessment;
- improving company's manageability by creating a universal database of employees, as well as a personnel pool of all candidates who responded to an invitation;
- providing more open access to new vacancies and eliminating the human error in an employment process.

HOW GORECRUIT WORKS

GoRecruit uses two fundamentally different approaches for working with data since small and large enterprises make personnel decisions in different ways, both at the human level and at the level of mathematical models.

In the case of a small enterprise, personnel decisions are usually made by the manager on an intuitive level. From the point of mathematical modeling of this situation, the problem is the lack of statistical data on the movement of personnel and, as a consequence, the difficulty of collecting such data. The solution is to use the expert system model, which relies on a balanced expert opinion within the framework of the constructed decision tree.

Large enterprises, by contrast, have accumulated a vast array of data on personnel, but these data are often not used adequately and sometimes are unstructured. At different enterprises, they are stored in various forms and contain a different set of parameters about applicants and employees, which creates difficulties when working with them.

GoRecruit offers a complete solution for large enterprises. The system implementation cycle starts from structuring data on the movement of personnel to fill them with new data from social networks and other open sources. In the course of working with data, GoRecruit uses different methods, taking into account the specifics of the enterprise, but the main process can be described as follows: the collected data is cleared of “noise”, pre-processed, and then sent to a mathematical model.

The built neural network of the GoRecruit system can be fully used to predict the success of a candidate for a chosen vacancy, taking into account the peculiarities of the enterprise.

FOR WHOM IS GORECRUIT INTENDED?

The product is focused primarily on the B2B market, however it can be used by any organization that employs workers. Target audience is individual entrepreneurs, small business owners, HR departments of medium and large companies, employees of recruitment agencies.

GORECRUIT AND BLOCKCHAIN

We started investigating the field of social media data analysis 8 years ago, and discovered the correlation between the way a person presents themselves in social media and their real psychological profile. Later on, we were able to prove our hypothesis by building a mathematical model and developing an initial interface of the system. We tested the product in a company with more than 1000 employees.

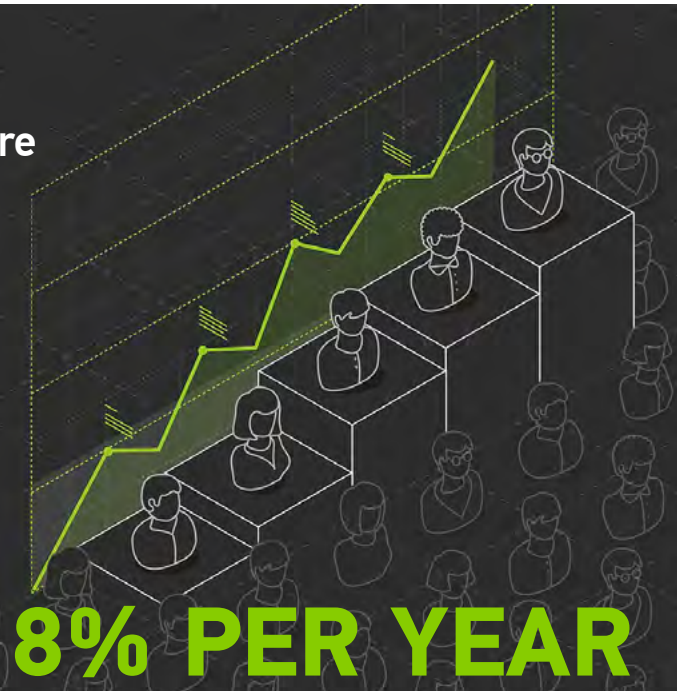
Having undertaken the research and confirmed the hypothesis, we see an opportunity for replicating our product on the global market. There are now over 3 billion social media users in the world, and the number continues to grow. Headhunters have long used social networks to find and hire employees. As a matter of fact, social media are an essential tool in HR.

The next stage in the GoRecruit project development is the application of blockchain for making sure that every person's employment records are valid and secure. It will open up new prospects for blockchain in the field of HR.

In addition to candidates' profiles, GoRecruit will analyze information about previous employers and achievements, whereas blockchain will ensure that provided information is reliable. These features will be especially valuable for HR-specialists. GoRecruit will provide users with new potential applications of cryptocurrency in recruitment, and create transparent, liquid and safe token economy operating at a corporate level.

MARKET OVERVIEW

\$14 BILLION
global market for HR-software



8% PER YEAR
growth of the global software market for HRM

The global market of systems automating human resources management (HR Management, HRM) continues to grow rapidly. Its average annual growth is about 8%, and the rate is only rising, reaching about \$14 billion. In addition, one of the main trends defining this growth is the increase in the number of SaaS solutions, which occupy a large market share nowadays.

The main driver of the HRM market is the global task of improving the efficiency of employees, which concerns most of the world's companies these days. The second important driver is the professional development of HR-services themselves, for which the HRM-system becomes a tool for solving more complex and uncommon tasks.

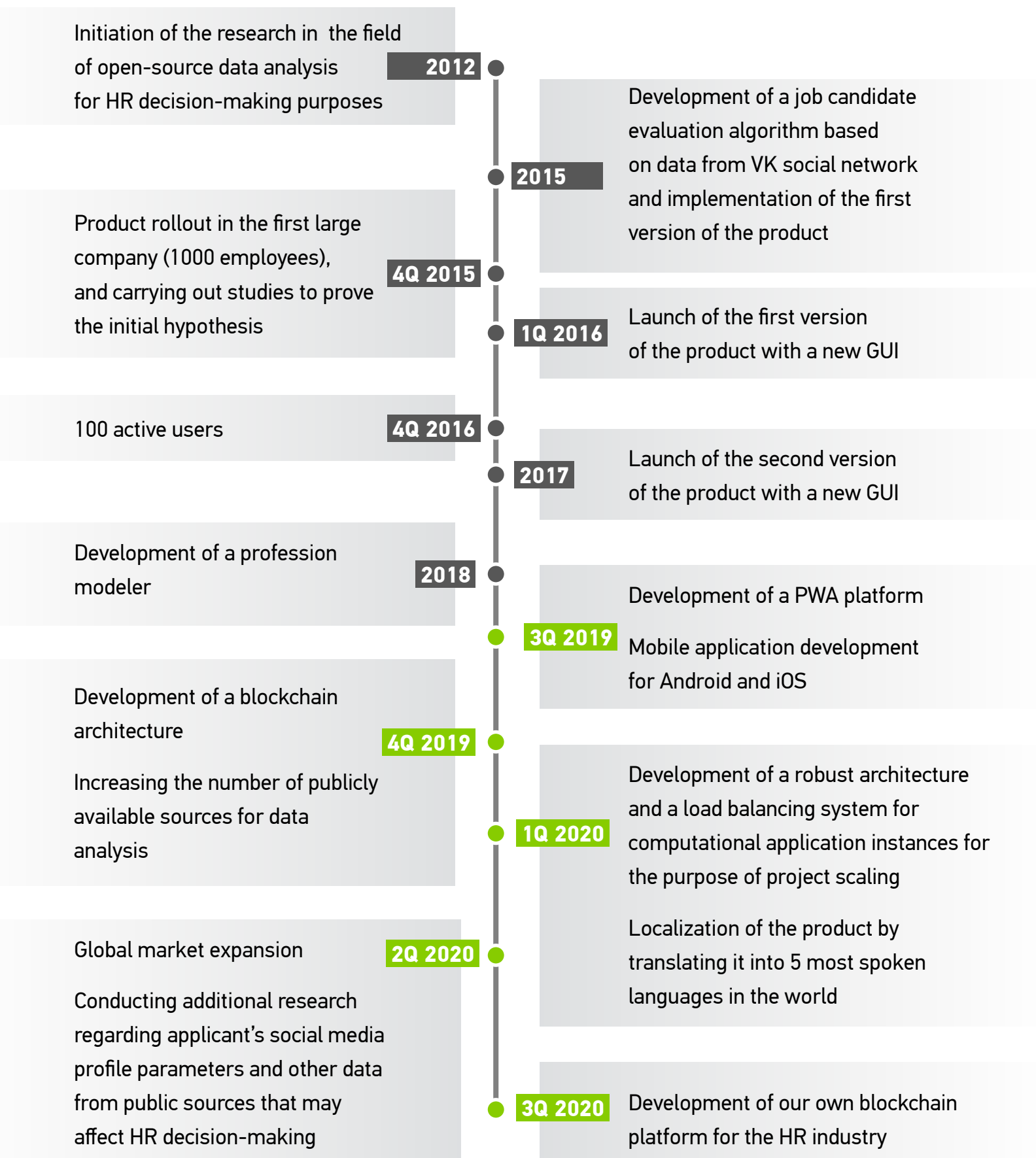
HRM market experts believe that cloud solutions will take a large share of the market in the coming years. They also expect to see an increase in the number of Big Data systems and extensive development of predictive models based on this technology. The key advantages of truly effective recruitment are the involvement of motivated employees who are able to achieve high productivity and ensure stable growth of human capital assets. First and foremost, software for recruitment can reduce the time and the costs associated with the process of hiring new employees. In addition, such systems reduce the workload of HR departments, organize the recruitment process, increase the chances of hiring a right employee. Staff turnover is one of the risks for business that can be significantly minimized with the help of modern HR automation tools. It is important to note that staff turnover is also directly related to hidden, invisible costs, which can reach 250% or more of the total annual salary of one employee.

COMPARISON OF GORECRUIT WITH COMPETITORS

Parameter for comparison	GoRecruit	HR employee	Amazing Hiring	Expert system "Etalon"	Expert system Resource-K
Costs per month	One rating \$3	\$5 500 + taxes	\$500	from \$994 to \$18 935	\$2 217
Outcome	Rating, psychological profile, enforcement proceedings	CV-based evaluation	Experience and skills based rating	Rating	Personal resources and competencies
Objective evaluation	yes	not always	yes	yes	yes
Operating speed	5 sec	> 60 min (candidates comparison included)	5 sec	30 min	30-60 min
Reduction of risks	yes	no	yes	yes	yes
Data sources	Social media, public online sources, CV	CV, interview	Public online sources	Manually from the questionnaire	Tests + questionnaire (processed manually)
Evaluation	automatically	manually	automatically	automatically	automatically
List of professions	any*	any	Software developers	List is formed	List is formed

* adaptation to customer requirements is possible

ROADMAP



CURRENT PROJECT STATUS

GoRecruit today is a functioning product with complete architecture and a system of collecting and processing data from the VK.com social network and publicly available sources.

WHO USES GORECRUIT TODAY?

Go Recruit is a rapidly developing product. The number of users exceeds 470 and continues to grow. Main users of the product are companies employing modern methods in HR. Over the course of active system usage, GoRecruit has evaluated over 49 000 people.

GENERAL TOKEN INFORMATION

GRT token, or RecruitCoin, is a token of the GoRecruit project on the basis of the grt-token smart contract.

The GoRecruit token economy relies on the use of GRT as a means of payment. GRT tokens can be used to pay for all services, as well as for transfers between GoRecruit users. This approach makes the token equally convenient and useful both for experienced users and for an audience not familiar with cryptocurrencies.

GRT TOKEN TECHNICAL DESCRIPTION

The GRT token is based on the ERC-20 standard of the Ethereum blockchain platform. Currently, the possibility of using other blockchain platforms (for example, Disciplina.io) is being studied. This would provide additional technical capabilities and greater transparency of data usage (social network profiles, employment history and achievements).

GRT TOKEN CAPITALIZATION

- GRT is a utility token with a property of inherent liquidity
- IEO will allow GoRecruit to enter the global market, which will inevitably lead to an increase in demand for GRT tokens due to the constant influx of new customers
- An average cost of the traditional evaluation of one candidate ranges between \$102 and \$136, which provides a great potential for growth of GoRecruit's user base. It stimulates steady demand for tokens.

GRT TOKEN ASSUMPTIONS

In the course of the project implementation we will rely on the following rules and assumptions:

- Funds raised during the IEO will primarily be spent for entering the markets of 5 countries within 3 months after the release of the Beta-version;
- SAAS model allows GoRecruit to enter the global market without intermediaries;
- Funds raised during the first IEO round will be used for marketing at the public IEO stage.
- Operating expenses are covered by the company's revenues and the team tokens share.

WHY IS IEO CARRIED OUT?

Although GoRecruit is already a working product that is used by companies, we are not going to stop there. Our plans include localization of the service into other world's languages and introduction of new sources for analysis. We believe that IEO will help us pass the stages of development faster, and, most importantly, enter the markets of other countries.

GENERAL INFORMATION ABOUT IEO

TICKER:

GRT

TOKEN RATE THROUGHOUT
THE CAMPAIGN:

1 GRT = \$0,01

FIRST IEO ROUND:

\$1 200 000

IEO SOFTCAP:

\$2 000 000

IEO HARDCAP:

\$12 500 000

ACCEPTED CRYPTOCURRENCIES:

BTC, ETH

ACCEPTED FIAT CURRENCIES:

US DOLLAR, EURO

EMISSION: INITIAL RELEASE

2 450 000 000 GRT

no future emissions are planned

ECOSYSTEM



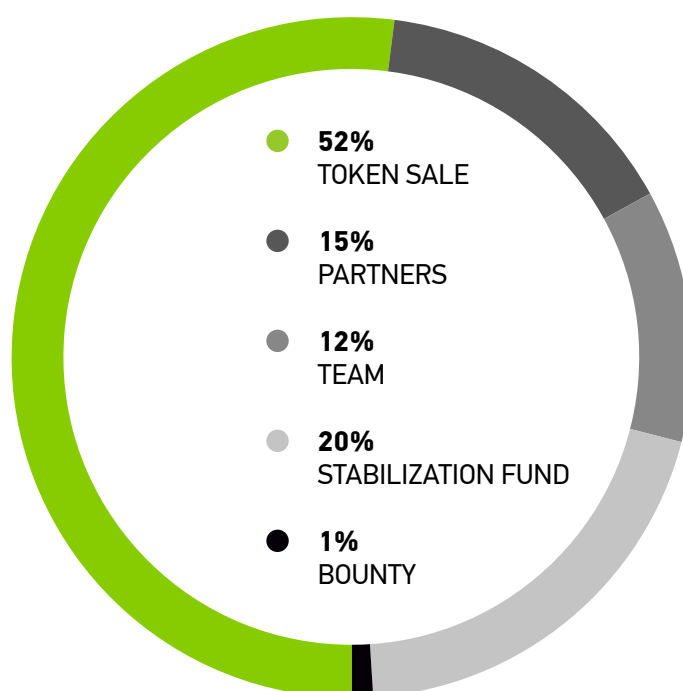
IEO PHASES

During the token sale, it is expected to distribute 52% (1 274 000 000 GRT) of total supply:

- First IEO round — 144 000 000 GRT;
- Public IEO — 1 130 000 000 GRT;

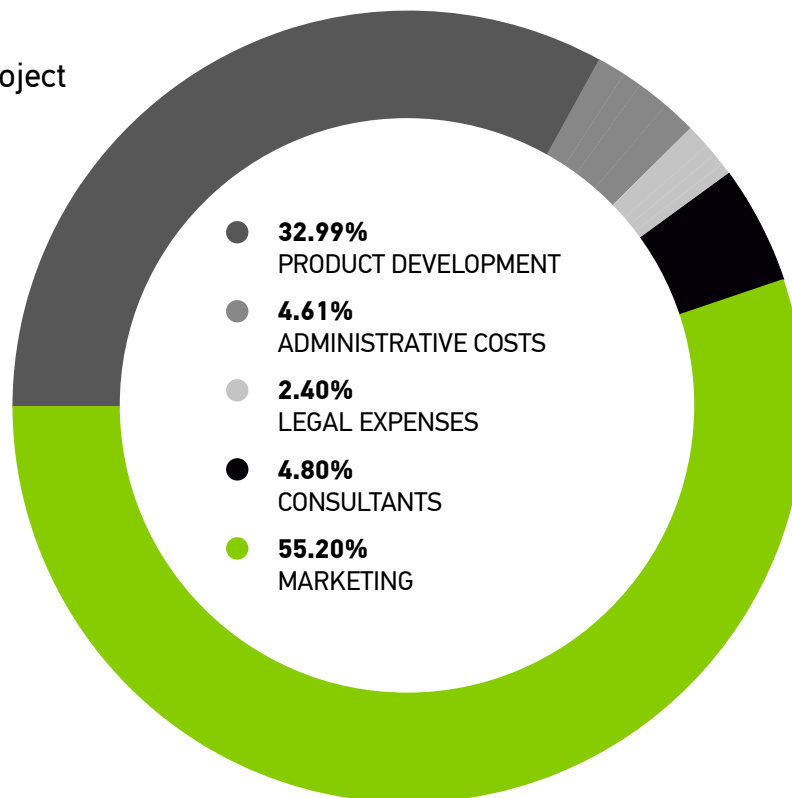
Phase	Bonus	Token Price	Token Amount
First IEO round	20%	\$0,0083	144 000 000
Public IEO	0%	\$0,01	1 130 000 000
Total			1 274 000 000

TOKEN DISTRIBUTION



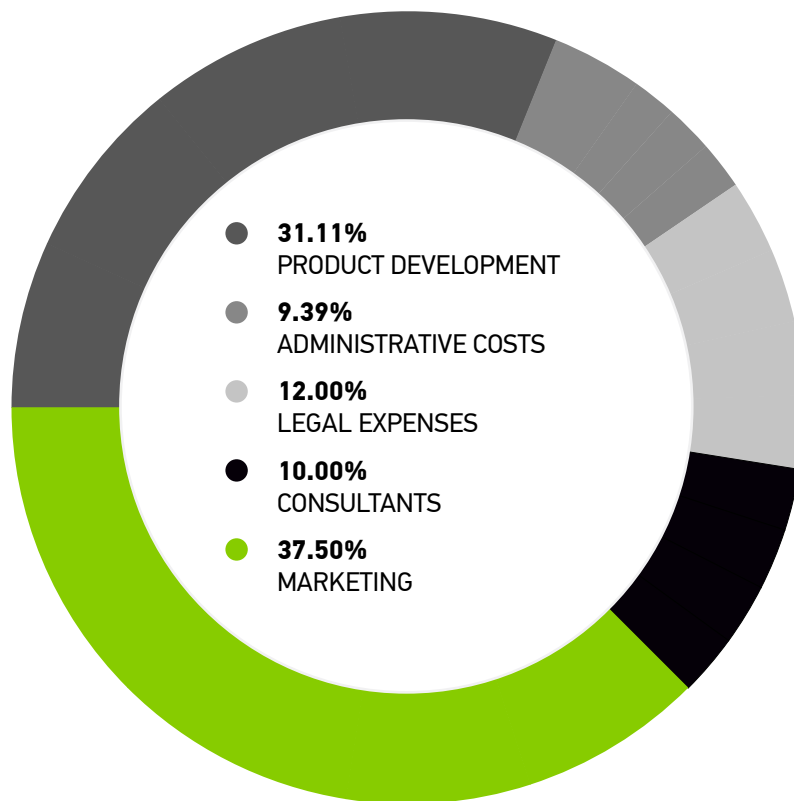
DISTRIBUTION OF ATTRACTED FUNDS

The presented financial model implies fast realization of the project and achievement of maximum goals.



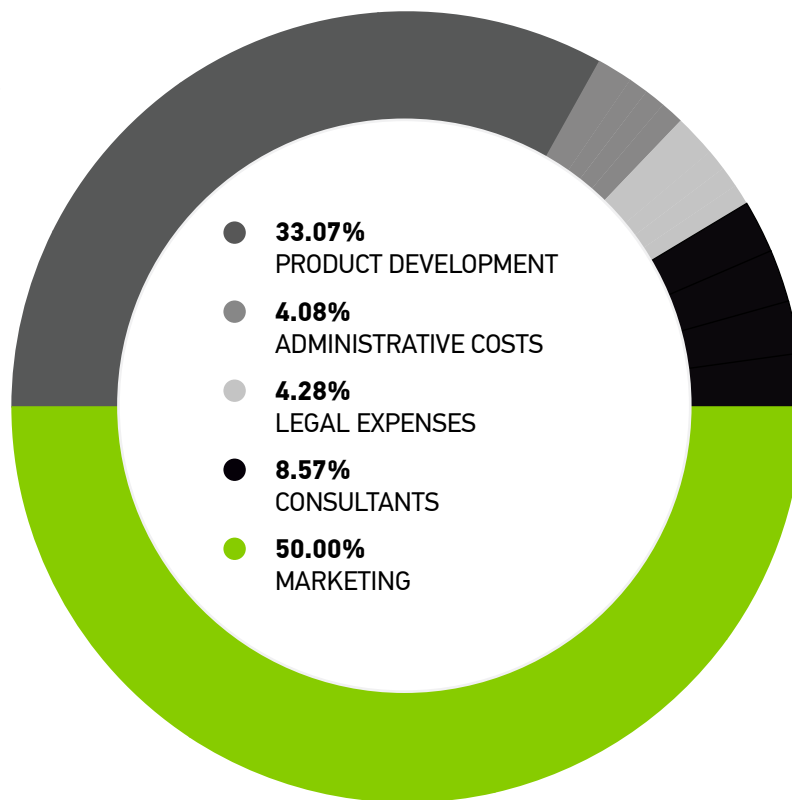
	3Q 2019	4Q 2019	1Q 2020	2Q 2020
Product development, \$	554 824,00	629 627,00	1 299 311,00	1 639 958,00
Administrative costs, \$	144 980,00	97 870,00	164 300,00	169 130,00
Legal expenses, \$	120 000,00	60 000,00	60 000,00	60 000,00
Consultants, \$	150 000,00	150 000,00	150 000,00	150 000,00
Marketing, \$	1 400 000,00	1 600 000,00	1 900 000,00	2 000 000,00
Total	\$2 369 804,00	\$2 537 497,00	\$3 573 611,00	\$4 019 088,00

The model contains a forecast of project development under limited funding conditions.



	3Q 2019	4Q 2019	1Q 2020	2Q 2020
Product development, \$	135 815,00	148 409,00	160 890,00	177 056,00
Administrative costs, \$	73 610,00	36 090,00	38 960,00	39 170,00
Legal expenses, \$	60 000,00	60 000,00	60 000,00	60 000,00
Consultants, \$	50 000,00	50 000,00	50 000,00	50 000,00
Marketing, \$	150 000,00	150 000,00	200 000,00	250 000,00
Total	\$469 425,00	\$444 499,00	\$509 850,00	\$576 226,00

The model provides
an intermediate
version.



	3Q 2019	4Q 2019	1Q 2020	2Q 2020
Product development, \$	513 215,00	555 809,00	599 240,00	646 416,00
Administrative costs, \$	101 800,00	56 720,00	59 590,00	67 210,00
Legal expenses, \$	120 000,00	60 000,00	60 000,00	60 000,00
Consultants, \$	150 000,00	150 000,00	150 000,00	150 000,00
Marketing, \$	700 000,00	800 000,00	900 000,00	1 100 000,00
Total	\$1 585 015,00	\$1 622 529,00	\$1 768 830,00	\$2 023 626,00

HOW TO PARTICIPATE IN IEO?

To participate in the campaign you can register an account by clicking the “Buy tokens” button on <https://grt.gorecru.it/>. Being in whitelist is not necessary.

Afterwards, to purchase GRT tokens you’ll need to do the following:

- Enter your account and set up the number of tokens you need by sending Bitcoin or Ethereum to the wallets created for you in the system. The base currency of the system is Ethereum; therefore, for Bitcoin payments, the system recalculates the exchange rate by current rates.
- Then click the “Buy Now” button in the Dashboard or find your personal wallets on the “Buy” page. You can pay from the exchange account, Coinbase or Jaxx. GoRecruit uses hierarchical deterministic wallets (HD), so every transfer will be identified. You can use funds from a smart contract to purchase a token. All you need is an Ethereum wallet address where your tokens will be transferred.
- And finally, get the tokens. GRT on your balance will appear no later than 15 minutes after confirming

REFERRAL PROGRAM

We support campaign participants who help us form GRT community. A unique referral link can be obtained in a user account after GRT purchase is complete. If a participant who followed the link buys GRT, both he/she and a link owner will receive additional tokens in the amount of 3% of the tokens purchased by each of them.

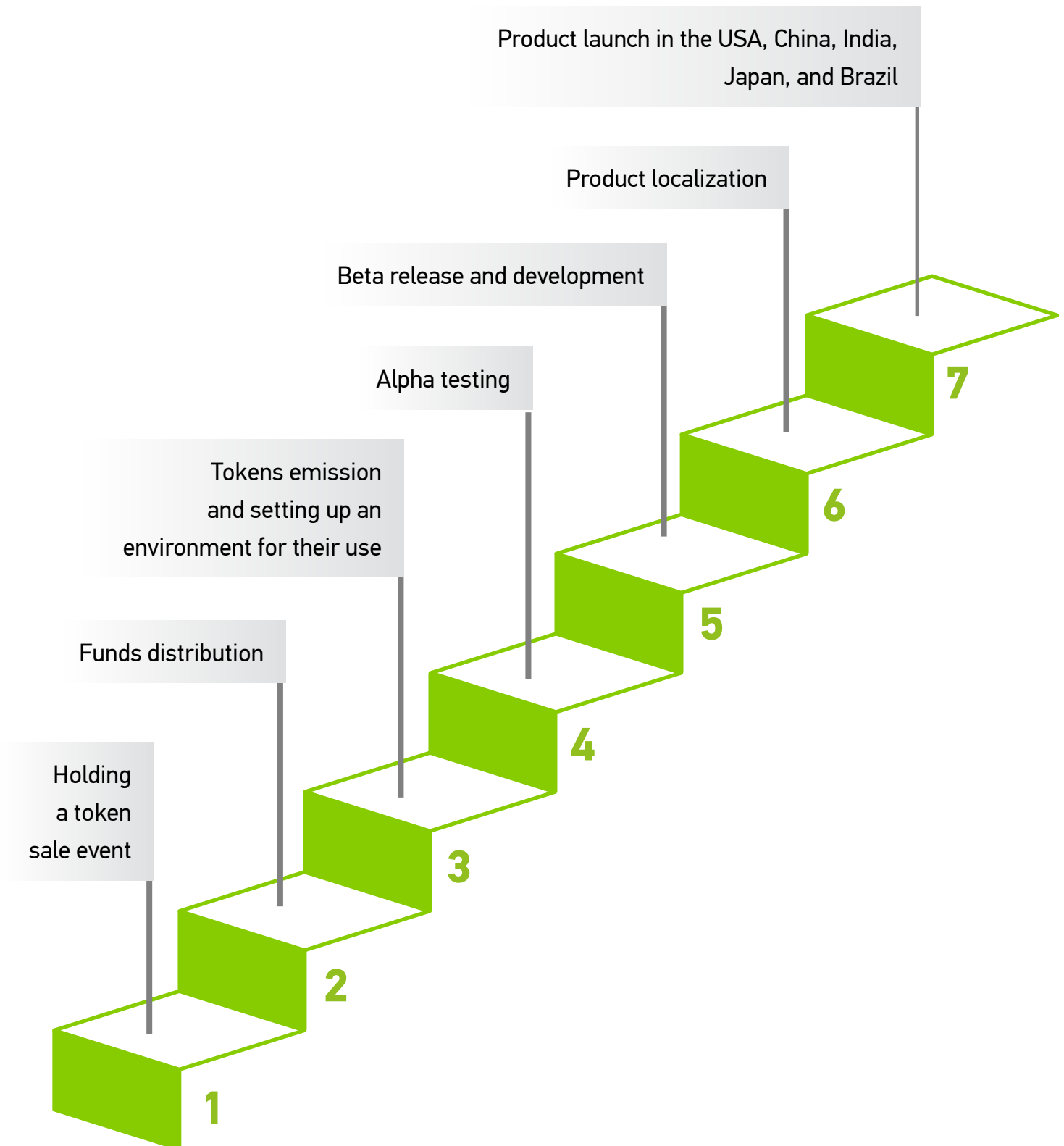
PLANS FOR THE FUTURE

The world is changing very quickly, and organizations can no longer ignore a multitude of changes. Technology now plays an important role in the functioning of HR departments. Their usual operations are significantly altered with the emergence of an increasing number of online services. Many HR processes are already automated, for example, accounting and staff training, bonuses accrual, bonuses and compensation payments, some companies even have programs that independently conduct interviews and provide analytics on completion.

Principal changes in the HR industry are related to the use of artificial intelligence in HR processes. Currently, AI-based algorithms can select CVs, find desirable internal candidates and profiles of high-performing employees, even decode video interviews and give information about how successful a candidate will be at their work. In the next 5 years, artificial intelligence will completely change traditional industries such as HR. In the future, an HR decision will likely to be made by AI instead of an HR employee.

GoRecruit uses breakthrough artificial intelligence technologies and is a pioneer in this field for digital-HR. We aim to create a product that will be able to replace an HR employee in the future.

KEY STAGES OF GORECRUIT DEVELOPMENT (IEO INCLUDED)

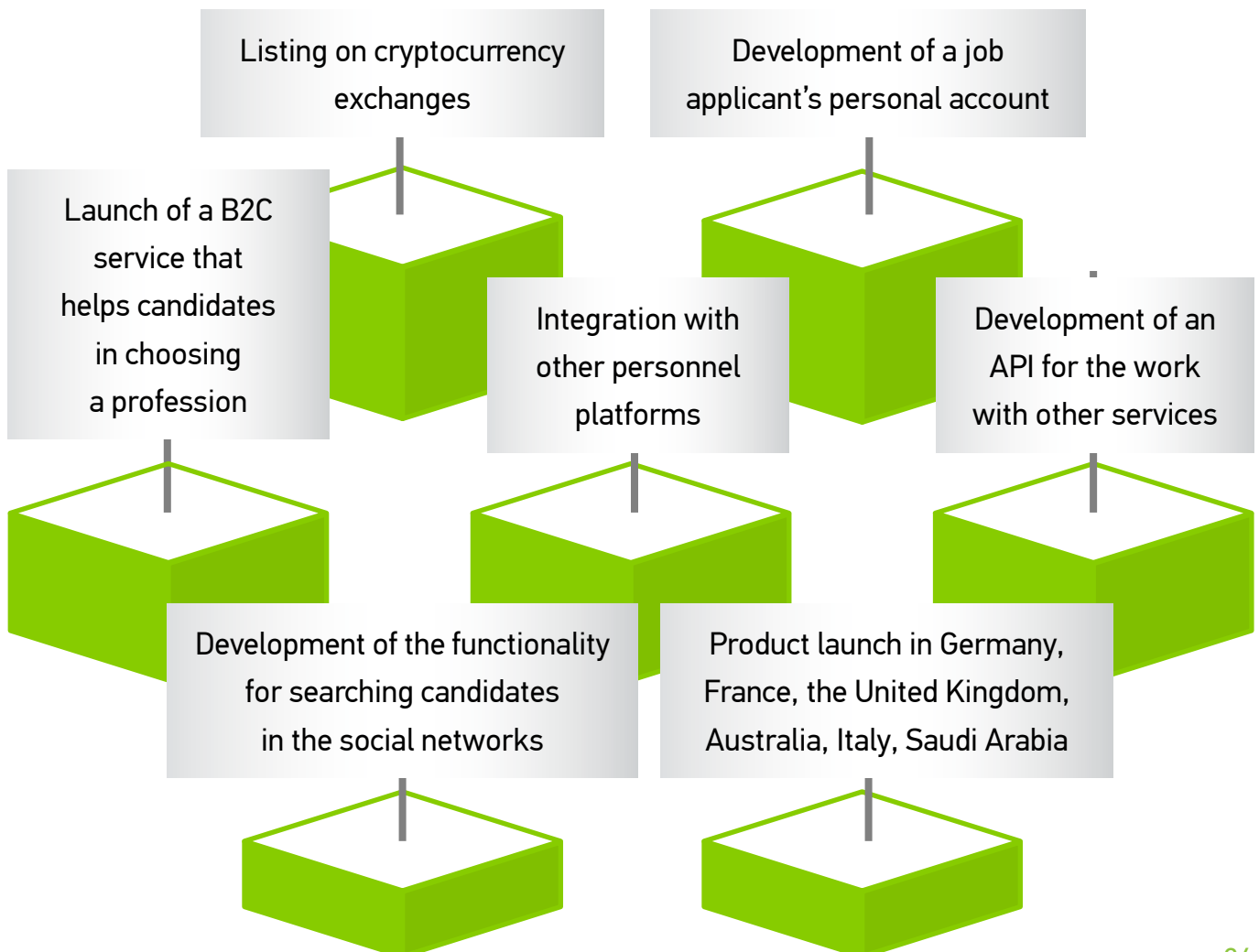


GORECRUIT DEVELOPMENT AFTER IEO

IEO will enable us to move on quickly with the project. We have identified some of the GoRecruit development priorities.

An important task for us is the GRT tokens listing on cryptocurrency exchanges. We plan to be listed on an exchange right after the IEO, as well as seek a listing on a large crypto exchange in 2019. We will officially inform about this. Exchange listing will increase the transparency of the GRT Token price, its liquidity and demand among the holders. Besides, listing on exchanges will allow the purchase of GRT for everyone who have not participated in IEO and wants to use GoRecruit.

After entering the USA, China, India, Japan and Brazil markets, we intend to launch GoRecruit in Germany, France, the United Kingdom, Australia, Italy and Saudi Arabia. Thus, GoRecruit will be available on the biggest labor markets, which will lead to an increased number of users in the system. This will have a positive effect on the project development and the demand of GRT.



REGULATORY RISKS

1. **Risk of regulatory ambiguity.** The regulatory status of cryptographic tokens, digital assets, and blockchain technology is unclear or unsettled in many jurisdictions. It cannot be excluded that named technologies, and GRT in particular, may be subject to one or more adopted or revised existing laws (or other regulations), court decisions, or actions by various regulatory authorities around the world, including but not limited to restrictions on the use or possession of digital tokens, such as GRT. Such changes could negatively impact the GRT tokens in various ways, including, for example, through a determination that the tokens are regulated financial instruments that require registration or compliance with other legal requirements and procedures. GoRecruit may cease the distribution of the GRT tokens or cease operations in a jurisdiction in the event that actions of regulatory authorities of the relevant jurisdiction make it unlawful or commercially undesirable to continue to do so.
2. **Risk of a failure to obtain, maintain or renew licenses and permits.** As of date of starting the GRT token sale, there are no statutory requirements obliging GoRecruit to receive any licenses and permits necessary for conducting GRT sale, however, there is the risk that such statutory requirements may be adopted in the future. In this case, the matter of sale and further use of GRT will depend on the procedure of issuing such licenses and permits and compliance with their terms. It cannot be excluded that the legal requirements may be technically or economically impossible for GoRecruit. In this case, GoRecruit may terminate the distribution of GRT, or terminate operations in a particular jurisdiction in the event of economic, technological or other inability to obtain legally required licenses or permits in such jurisdiction.
3. **Risk of government action.** The industry of blockchain and token circulation is new, and may be subject to heightened oversight and scrutiny, including investigations or enforcement actions. There can be no assurance that governmental authorities will not examine the operations of parties. All of this may be investigated, which in turn can have a significant negative impact on GRT.

BUSINESS RISKS

1. Risk of financial losses of participants at the initial stage of business formation.

Solution: Risk reduction measures are aimed at building a clearer business model of the project with a detailed description of responsibilities of each participant, as well as planning the activities of an enterprise.

2. Marketing risks associated with choosing the wrong direction of service promotion.

Solution: Conducting market research, identifying a committed and financially reliable audience. Formation of a professional sales team.

3. Risk of absence of demand for the product.

Solution: Conducting active campaigns online and in mass media, aimed at promoting the product and proving its effectiveness. To do this, it is necessary to get endorsements from industry celebrities and make the product a buzzword. If one manages to create a referral system and engage celebrities from an HR segment, it will not be needed. Engaging partners, increasing demand, entering new market segments, strengthening channels of engaging, and creating demand. Access to the international market, as the risk of non-demand is much less.

4. Risk of lack of trust for the product.

Solution: Receiving recommendations from HR experts, professional psychologists, business experts, public persons with an established reputation in the field of HR. Conducting an active advertising campaign involving opinion leaders from the HR segment.

5. Price risk is the risk associated with a market price of the service.

Solution: Market analysis for comparison of price characteristics of alternative solutions in the recruiting field at enterprises.

6. Risk of incorrect positioning of the service on the Internet.

Solution: A/B testing of the website and identification of the best conversion rates for the project website.

SWOT ANALYSIS

STRENGTHS

- Unique mathematical algorithm
- Ability to adapt the algorithm to any profession
- Automatic assessment without passing tests
- Provided as a service
- Vacant niche
- The team has experience in the development of Internet projects
- The team has experience in creating a business
- There is already a functioning version of the product

WEAKNESSES

- Provided as a service (which can be a problem for corporations)
- Brand credibility is not formed
- Evaluates candidates based exclusively on data from the VK.com social network
- Participation of freelancers in the project team

SOLUTIONS FOR WEAKNESSES:

- Provided as a service (for corporations): ratings are calculated in the cloud, data is stored within a company.
- Brand credibility is not formed: publications in the media, participation in startup events, publications in social networks, a freemium business model to attract an audience.
- Employment of freelancers: to form the core of a team localized in one city and implement a system of management of remote employees.

OPPORTUNITIES

- High social media infiltration
- The market is moving towards algorithmic recruitment
- Ability to work with different languages and the global market
- Ability to create an environment to work with mobile devices
- Ability to expand the functionality for personnel management

THREATS

- Competitors
- Unstable economic situation
- The legal framework for cryptocurrencies is still at the stage of formation

SOLUTION FOR THREATS:

- Competitors: they work in a similar niche, but only with particular types of professions. Thus, to suggest breaking into niches or offer added value to competitors (integration).
- Unstable economic situation: to use as a way to increase sales: a possibility of reducing the size of an HR department, staff evaluation for the dismissal of employees with low ratings, and selection of the best specialists for a job.
- The legal framework for cryptocurrencies is still at the stage of formation: to choose the jurisdiction most favorable to cryptocurrencies.

DISCLAIMER

The purpose of this document is to present GoRecruit's advertising approach to GRT token holders. The document conveys the central concept of the GoRecruit project to assess whether the company should conduct a thorough analysis in order to purchase GRT tokens. Nothing in this document should be deemed to be any kind of project or a solicitation for investment, nor should any part of the document be construed as an offer or solicitation of an offer to purchase any securities in any jurisdiction. This document has not been drafted in accordance with, and is not subject to, any laws that are intended to protect investors. The GRT token is a utility token. This product is not a digital (electronic) currency, a security, a commodity or any other financial instrument and is not registered in accordance with the US Law on securities of 1933 (Securities Act of 1933), it does not fall under the securities laws of any state of the United States or the securities laws of any other country or other jurisdiction in which a potential token holder is a resident. The GRT token must not be used for any purpose other than the purposes set forth in this White Paper, in particular, for investment, speculation or other financial purposes. The GRT token is not intended for sale or use in jurisdictions where the sale or use of digital tokens may be prohibited. The GRT token does not confer any other rights in any form, including, a right of possession, distribution (including but not limited to profits), redemption, liquidation, ownership (including all forms of intellectual property) and other financial or legal rights, except as specifically described in this White Paper. Some statements, estimates and financial information contained herein are forward-looking statements or information. Such forward-looking statements and information involve known and unknown risks and uncertainties that may cause actual events or results to differ substantially from estimates or results implied or set out in the forward-looking statements. White paper may be modified to provide more detailed information. The main source of official information about the GRT token is this document in the English language. The information contained in the document in English may from time to time be translated into other languages or used in written or oral communications to existing and potential customers, partners, etc. Some information contained in this document may be lost, misrepresented, or misrepresented during the translation and transmission of messages. The accuracy of such alternative messages cannot be guaranteed. In the case of conflicts or inconsistencies between the translations, messages and the official document in English, the provisions of the original document in English shall prevail. This document does not contain and does not constitute an offer to sell shares or securities of GoRecruit or any related company. Buyer should understand that GoRecruit will not provide refunds under any circumstances.

You don't have the right and shouldn't buy GRT tokens if you are (I) a green card holder of the United States of America, or (II) a citizen or a resident (tax or otherwise) of the United States of America, Puerto Rico, the Virgin Islands of United States, or any other possessions of the United States of America, Singapore, People's Republic of China or South Korea, or person of that states, or (III) a citizen or resident (tax or otherwise) of any country or territory where transactions with digital tokens and/or digital currencies are prohibited or in any other manner restricted by applicable laws. («Person» is generally defined as a natural person residing in the relevant state or any entity organized or incorporated under the laws of the relevant state). Purchased tokens cannot be offered or distributed as well as cannot be resold or otherwise alienated by their holders to mentioned persons. It is your sole responsibility to establish, by consulting (if necessary) your legal, tax, accounting or other professional advisors, what requirements and limitations, if any, apply to your particular jurisdiction, and ensure that you have observed and complied with all restrictions, at your own expense and without liability to GoRecruit.

LEGAL

The IEO is conducted in accordance with the applicable legislation of the British Virgin Islands in the field of regulation of cryptocurrency issue and turnover. In order to comply with the requirements of the applicable legislation, a detailed legal assessment of the platform was carried out and the documents necessary for conducting activities in accordance with the highest international standards were developed. The platform's activities and interaction with customers are governed by the company's anti-money laundering (AML) policy, and the personal data of customers are protected by the provisions of our personal data Protection policy. Thus, persons wishing to purchase GRT tokens can be fully confident in the legal stability of the platform.

TEAM

Our team consists of people of different age and education. Perhaps this is our advantage for the implementation of such a large-scale project, located on the borderline with such sciences as psychology, system analysis, applied programming, and mathematical modeling. Currently, the team consists of 15 people who are working on the project on the regular basis. To perform one-off tasks, we involve freelancers and experts from different fields. The team has both technical experience in implementation of Internet services and experience of selling IT products and SaaS services. This makes it possible to build a successful business, reducing time and associated risks.

Above all, we look at our project as a business project that has great potential for entering the global market. We appreciate it for its innovation, lack of analogues, and social importance. It makes us incredibly dedicated to the idea and convinced that we will be able to create a good product demanded by people.

ALEXANDER BARABASH CEO. Co-Founder



- Serial entrepreneur. More than 15 years of business experience. Extensive experience in project management. His first business was built during the 3rd year of studying at university, which he was engaged in for 10 years, while participating in other business projects at the same time. Alexander has an experience of public service, anti-crisis management of a manufacturing enterprise, successful formation of his own companies. Previous position is the head of LLC “Technopark Promsvyaz”. The number of employees is 250 people.

SOUHEIL ZAKKAR Director of Sales. Co-Founder



- More than 20 years in the field of IT products sales. He has experience in sales of IT products and SaaS services. As a commercial director of “Megaplan” increased its sales by 3 times. With his participation, the company “B2B Centre” has reached \$50 million a year of sales volume.

VITALIY VOLNYANSKIY CPO. Co-Founder

- Technical director. He has experience in developing architecture of a server landscape. Previous experience: KGAU “Perm regional MFC”, a head of the IT department in LLC “LUKOIL-inform”, a category 1 engineer of system-wide infrastructure. He has created an IT infrastructure of all MFCs of the Perm region, introduced an automated system for MFC, and created a data analytics system.

MIKHAIL GRADOBOEV CTO. Co-Founder

- Head of the development team at company Faberlic. His department deals with development and support of a corporate information system. Among Mikhail’s responsibilities are technical analysis of tasks, work with application architecture and its services, interaction with related departments and business customers, quality control and timeliness of tasks completion. Prior to that, he worked in the retail sector. As the head of the procurement department, he interacted with suppliers. Being an assistant director, he launched new hypermarkets of the large retailer X5 Retail Group. In addition, he has entrepreneurial experience.

PAVEL RYABOV CMO

- Pavel was engaged in the development and promotion of hundreds of international projects, such as CRM Megaplan (included in the industry’s TOP 3), the CloudShop sales automation application, integrated solutions for satellite monitoring of transport “Standard Monitoring” (included in the industry’s TOP 10). Many years of experience in the development and successful implementation of marketing strategies.
- The winner of a competition of advertising ideas of the bank “Tinkoff”, a nominee of the national award in the field of financial journalism “Media Capital” and other international competitions. He has more than 50+ published articles.



EVGENIY BELOUSOV

Back-end/blockchain developer



LEONID STRUKOV

Web designer



VSEVOLOD NORIN

Front-end developer



MARIA KONYAEVA

Designer



ALEXANDER CHERTILIN

Lead Developer



VALERIY KONIN

Psychologist, personality assessment specialist



GRIGORIY BOTSCHKARYOV

AI specialist, mathematician



ALENA PAVLOVA

Psychologist, personality assessment specialist



DINARA GAGARINA

Mathematician, PhD, AI & Robotics specialist



ANNA LAPOCHKINA

HR-specialist

ADVISORS

GEORGE HAN



- George Han manages Leaping Bull Blockchain Ventures a business advisory that has the vision to empower companies who wish to leverage on blockchain technology and Initial Coin Offer (ICO) to build a new future.
- He has the good fortune to advise 20 businesses in their ICO campaigns and has worked closely with founders in navigating the difficult terrain of token economy, community management, marketing and investment strategy.
- As such he is highly skilled and experienced in the managing a successful ICO campaign.
- In the past six years he was managing an incubator at a top Singapore university and has facilitated the creation of over 80 technology startups. He has a strong interest in helping thriving startups develop their growth strategies and raise funds in realizing their vision.
- George graduated from the National University of Singapore, one of the top global institution and has a MBA from the University of Hull.

JASON HUNG



- Jason is a serial entrepreneur and inventor in mobile business, blockchain, digital marketing, AI and ERP related business. He is a co-founder of Keyman Technology Ltd and IDACB (International Decentralized Association of Cryptocurrency and Blockchain) advisor.
- He is the world top 5 expert ranked by ICOBench, has helped more than 40 projects including PlayGame, IOTW, NHCT, Buying.com, DEPO, CyClean, ICOMax, BitRewards, DateCoin, eCoinomic, USAT, EVENFOUND, and AllSporter.
- He has more than 20 years proven track record on managing RD, IT, sales and consulting services, holds 9 patents which are being used by more than 2000 apps.

ARTEM SHATILOV

- Co-Founder and Product Manager @ KickCity. Expert in UI/UX Design, Marketing and Product Strategy. Alumni of 'Y Combinator' Startup School.
- Master of International Business Development. Passionate about product vision, user experience and marketing strategy. Blockchain enthusiast and HODLer.

MIKAEL ASKEROV

- Entrepreneur, expert in digital marketing, advertising, public relations, business development and strategy creating.
- Ideologist and Co-Owner of the conference for startups StartUp Wars. Representative of Electrotechnical University for young IT professionals in St.Petersburg, Russia.
- Mikael has 18 years of experience in the field of digital marketing and 1,5 years in Blockchain and crypto-technologies. He created several crypto-startups, including ForICO, a resource about all aspects of the Blockchain-world.

PETR KRAVCHENKO

- Entrepreneur, expert in strategic public relations, advertising, business development with over 15 years of experience in a wide range of industries including digital startups.
- Member of Russian Association for PR (RASO) Executive Board.
- Petr has an expertise in building strong trust-based relationships with clients and employees. For this reason he often takes part in professional meetings as a speaker and an expert. In the last years Petr has been working with Blockchain startups helping them to set relations with core audience and community.

HAMZA KHAN

- Blockchain expert and ICO analyst with 5 years of experience in crypto world who has helped more than 40 projects in reaching a successful position in the market.
- He is a top 10 ICObench expert by ICO success score, has an expertise in Stellar Blockchain, assisted non-ICO projects such as BitcoinX, Stellar Gold to become widely known among the Stellar Platform's users.
- Also helps projects to get listed on cryptocurrency exchanges, is well-connected with LAToken, HitBTC, Dcoin and many other established platforms.

WHY IS GRT WORTH BUYING?

Potential benefits of using GoRecruit are explained by global trends in HR:

1. HR processes change. Project work and freelance take over traditional organizational structure and career practices. As a result, there is a demand for fast and frequently remote evaluation of job candidates.
2. The recruitment field encourages mobile platforms development and promotes information transparency.
3. Social media profiles replace CVs
4. Intuitive hiring decisions lose to decisions based on data analysis
5. Staff training and evaluation are increasingly based on specific and measurable indicators
6. More and more employees are constantly looking for new jobs. They actively send their CVs and applications to companies, overloading HR-departments.

CONTACTS

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