

WHITE PAPER OF DELINK PROJECT

Based on The Blockchain Technology

Delink Project Team

www.delink.io

CONTENT

OBJECTIVE.....	- 1 -
ABSTRACT	- 2 -
1. INDUSTRY OBSERVATION	- 4 -
1.1 Size of Industry	- 4 -
1.2 Pain Point of the Centralized Platform.....	- 5 -
1.3 The Evolution of Resume	- 6 -
1.4 The Opportunity of Delink Blockchain	- 8 -
2. ECO-COMMUNITY CONSTRUCTION OF DELINK CHAIN	- 8 -
2.1 The Introduction of Delink Eco-Community.....	- 8 -
2.2 Eco-Community Membership Composition	- 9 -
2.3 Usage Scenario of Delink.....	- 11 -
2.4 Evaluation Measurement in Delink Eco-Community	- 11 -
2.5 Prevention Measurement of Falsification Information	- 12 -
3. DAPP&TECHNOLOGY SOLUTION	- 12 -
3.1 Safety Design of Software	- 13 -
3.2 Smart Contract	- 14 -
3.3 Feasibility Solution of the Main Chain	- 14 -
3.4 The breakthrough of Key Technology	- 16 -
4. PROJECT DEVELOPMENT PLAN.....	- 24 -
4.1 Product Development Plan	- 24 -
4.2 Eco-Community Extension Plan	- 25 -
4.3 Eco-Community Development Plan	- 26 -
4.4 Circuit Diagram.....	- 27 -
5. INTRODUCTION OF DELINK TEAM.....	- 28 -
5.1 Core Members.....	- 28 -
5.2 Cornerstone Investor	- 29 -
5.3 Consultants.....	- 29 -
5.4 Structure of Foundation/Organization.....	- 31 -

5.5	Introduction of Eco-Community Governance Groups	- 32 -
6.	COOPERATIVE PARTNERS	- 34 -
6.1	Domestic Partner	- 35 -
6.2	International Partner	- 37 -
7.	TOKEN	- 38 -
7.1	Token Issue	- 38 -
7.2	The Distribution Ratio of Token.....	- 38 -
7.3	Token Delivery	- 39 -
8.	LEGAL STRUCTURE & RISK ALARM	- 39 -
8.1	Legal Structure.....	- 40 -
8.2	Risk Alarms	- 40 -
	DISCLAIMER	- 42 -

OBJECTIVE

Delink is committed to creating a decentralized version of LinkedIn. We hope to break the interest distribution model of the existing Internet-centric talent information field based on blockchain technology. Delink is committed to creating a decentralized version of LinkedIn. We hope to break the interest distribution model of the existing Internet-centric talent information field based on blockchain technology. Inspired by token design, it was jointly initiated and maintained by 8 million headhunters around the world, and 1 billion people participated in the project, building a non-profit Delink chain covering global network information assets. Return the value of the personal information assets that were originally created by each user to themselves. The social connections on Delink chain will be worth hundreds of billions ultimately.

ABSTRACT

This paper will detail Delink as a decentralized network of employee interaction platforms, compared to the four different points of the traditional centralized talent information website, and the value that these different points can bring to users:

- 1. A user's personal information belongs to his or her own personal assets. After the asset is uploaded, it will be recorded on the chain and cannot be tampered with. All values derived from this network belong to the owner of the network, not to any platform;*
- 2. There is a natural overlap between the user and other user's network. Therefore, a personal information can be linked by multiple users. The condition is that the user updates the content of the personal information, making the personal information more realistic and complete. This will ensure that every contact information in the chain is maintained and updated by multiple people;*
- 3. Users can invite other users to confirm the identity of a person's own information, and confirm that "this person I know" is "this person", and the confirmation link requires real-name authentication. After confirming the rights, this personal information will also become the personal resume information of the confirmed user. It is possible to establish a connection between the users by means of an invitation;*
- 4. When a user pays a token to view a personal contact information, there is no third-party platform participates in the benefit distribution, and all maintainers of the personal information share the benefits.*

In the past, social connections was an asset attribute that could not be quantified. The emergence of LinkedIn allowed users to link to each other on a platform. However, due to the restriction of the interest distribution model, users did not have the motivation to update their information in time because all values coming of social connections are all owned by LinkedIn. Delink's profit distribution model is far different with the LinkedIn, it returns the value created by users' social connections back to users themselves, and people can easily evaluate one's social connection's value according to the quantity and quality of this user's social connections. Under this profit distribution model, the more social connections information a user sharing on the chain, the more profit this user can receiving from the chain.

The decoupling startup scenario is a recruitment scenario because the headhunting consultant is the group with shared attributes and have the most connections. They are naturally connected to countless connections, and every day they have a very rigid demand for finding and expanding their connections network.

Therefore, when Delink started, we reached a cooperation with the China Hunting Enterprise Alliance, which has 30,000+ headhunters and tens of millions of connections information as the originating resources. The Delink community will operate with headhunting consultant group as an initial core group , and motivating them to share their vast network of connections. At the same time, Delink have reached a cooperation intention with Bangongyi.com. There are 10 million+ workplace white-collar employees as the user base of workplace social scenes, which will bringing countless talent mobility and business opportunities.

In addition, Ruihr Consulting Service and Jv-Lie Human Resources Service Co., Ltd. have used Delink Eco-Certification DELC as a settlement tool to settle the headhunting service fee.

1. INDUSTRY OBSERVATION

1.1 Size of Industry

According to the annual HR industry data released by Staffing Industry Analysts, the global human resources service market in 2014 was 424 billion US dollars, 2015 was 508.8 billion US dollars, 2016 was 621 billion US dollars, and 2017 was 760 billion US dollars. Comprehensive calculation of its annual compound growth rate is up to 18%. With the continued prosperity of markets such as China, India and Southeast Asia, it is believed that the global human resources market will be in a state of rapid growth for a long time.

Taking the Chinese market as an example, according to the data provided by the Ministry of Human Resources and Social Security of the People's Republic of China, the total annual operating income of the human resources service industry in 2016 reached 1.18 trillion yuan, the year-on-year increase is 22.4%. It is estimated that by 2020, the scale of the human resources service industry will reach 2 trillion yuan.

REVENUE AND PROFIT RATIO IN INDUSTRIES



1.2 Pain Point of the Centralized Platform

The value of news websites comes from the editor's point of view, so the editor takes the salary to output content. From the media platform, the freelance writers produces the content, which has nothing to do with the platform, so freelance writers can pick up the advertising business by themselves. In video websites field, the company behind the website is in charge of attracting investment opportunities for podcasters' user-generated content(UGC), and the profit shared between company and podcasters. In those cases above, all output generators are involving in the profit distribution model.

Only human resource website, whether it is Zhilian.com or LinkedIn, all the information assets are provided by the user, but the user is not involved in the benefit distribution model at all. Instead, the information they provide is continuously sold to the centralization platform for profit.

1.3 The Evolution of Resume

1.3.1 The resume era of paper

The paper resume is the original way of recording talent information. The headhunting industry was born out of the shortage of talents after World War II and has developed to this day. In the era of paper resumes, the search, storage, and labeling of information are extremely difficult to achieve, and manual communication is the only way.

In the era of paper resumes, countless headhunting companies represented by the world's top five headhunting companies have been born. After decades of operation, some of them have been successfully listed, such as:

Name	Founding Time	Turnover in 2017	Current Market Value
Korn / Ferry	1969	1.62bn USD	150Mn AUD
Heidrick&Struggles	1953	640Mn USD	736Mn USD

1.3.2 The resume era of the Internet

The first half of the Internet resume era:

The Internet era has brought about changes in information storage and search. The efficiency of headhunting and corporate HR has been improved. Users can actively upload resumes to the

Internet platform to find jobs. Enterprises can post jobs on the Internet platform to attract talents. However, users do not have the motivation to maintain their resume status, and high-end talents have no incentive to share their career information on the website.

In the first half of the Internet era, Internet talent information platforms such as Monster, 51Job, and Seek were born. The platform is realized by attracting users to upload information and selling packaged talent information to sell to headhunters and businesses.

The second half of the Internet resume era:

In 2002, LinkedIn went online. With the gradual development, LinkedIn has evolved from a simple talent information record to a centralized platform for recording talent information and relationship chains through Six Degrees of Separation. It has changed the traditional human resource service platform's one-way information communication between the nodes and platform and provided a platform for users to freely link to each other.

However, LinkedIn still can't solve: professional file fraud, professional title fraud, employment time fraud, degree fraud. In addition, users will abuse the user community with spam and self-promotion posts in the community. ——quote: Eric Ly, co-founder of LinkedIn.

Name	Founding Time	Turnover in 2017	Current Market Value
Seek	1997	1Bn USD	5.77 AUD
LinkedIn	2003	4Bn USD	26.26Bn USD(Acquired)
Monster	1997	600Mn USD	429Mn USD(Acquired)

51job	1999	44Mn USD	6.43Bn USD
--------------	------	----------	------------

It can be seen that the history of resume evolution is the development of information digitization until now, but the new opportunity brought by the blockchain: the digitization of ownership.

1.4 The Opportunity of Delink Blockchain

Blockchain technology gives users the opportunity to connect equally, and the flow of value stems from the supply and demand relationship between users. Each social connections is connected and maintained by multiple users, so that the degree of stereoscopic information of each social connections is far beyond the resume mode of the traditional online recruitment platform. The benefit distribution model shared by the owner is a continually motivated user to maintain and update a personal information, which makes the users that LinkedIn can't motivate can be fully satisfied on Delink.

At the same time, the way of distributed accounting storage technology makes the ownership of each person and the content of recorded personal information can not be tampered with. Coupled with the supervision of the community, the difficulty of making a fraud resume is much higher than any existing centralized network platform.

The social connections information on Delink chain will be worth trillions of dollars ultimately.

2. ECO-COMMUNITY CONSTRUCTION OF DELINK CHAIN

2.1 The Introduction of Delink Eco-Community

In the real world, the relationship between people is universally centralized. There is no absolute center to control all connections, and all connections are networked. Some people are good at socializing, have more contacts in a certain field, like a super node, when we need to find the resources of the field, we will find him. However, because no one in the existing centralized network platform can allow users to profit by sharing their personal connections, no one is willing to contribute their own network assets.

On the Delink chain, we use blockchain technology to create a direct communication platform between users. The user obtains the token by sharing the valuable contact information, and other users find the required social network resources by paying the token. The circulation of tokens is based on the supply and demand relationship between users. At the same time, the number of tokens, to a certain extent, represents the ability of a user to connect to the network, so in the Delink ecosystem, users with a certain number of tokens can campaign for super nodes. The SuperNode has the right to further build user communities on the Delink chain to provide more value-added services to community users.

2.2 Eco-Community Membership Composition

Logic node:

Every individual in the world who has a social connections.

Candidate node:

a. Top headhunter

Headhunters are controlling massive numbers of social connections, a top headhunter should be a natural social connections node in the industry, they controlled thousands of social connections information, and have a rigid demand for searching and expansion of social connections. Based on headhunters' advantages and demands, Delink will help them to achieve their purpose more effectively.

b. Large enterprises HR

Recruitment HR will be exposed to a large number of talent information in the industry, and at the same time will establish a huge personal network of contacts. This phenomenon is easier to be observed in larger size enterprises, and it turns out that recruitment HR have the same craving as headhunters.

c. MBA education institution

An MBA education institution that graduates thousands of MBAs each year, the Alumni association is an important node that these people connect with. Delink's link mode makes it easy for these people to form a network of connections between their peers, and sharing the benefits by sharing and maintaining these networks.

d. Industry association

Industry associations hold the network of subordinate companies. Through the DeLink chain, these connections can be networked to help members of the association gain more business opportunities. At the same time, members of the association will find more business opportunities through the continuous expansion of the network boundary.

Ecological supernode:

In the early stages of the DeLink ecosystem, the DeLink team will initially focus on screening resume scams and malicious uploads. However, in one area, such as China's Internet industry, headhunting consultants, recruiting HR or Internet industry associations will have more information about talents in the industry. They will take on more review and screening work of users updated information in the form of communities. At the same time, in the future, super nodes can form industry communities and engage in business activities within the community.

2.3 Usage Scenario of DeLink

a. Recruitment

The DeLink chain, which records the most global contacts in the world, is an excellent talent search platform. When a headhunter or hr wants to search for a candidate, he or she only needs to enter the search criteria on DeLink to easily link to the candidate information, then download candidates' resume after pay token.

b. Business cooperation

When a user wants to find a business cooperation opportunity in a certain field, he can search the relevant nodes of the industry through the DeLink chain to further find super nodes (social stars) in the field, and then complete the business purpose by obtaining the valid information provided by the super node voluntarily by paying the token.

2.4 Evaluation Measurement in DeLink Eco-Community

Delc circulates on DeLink, following the transfer of personal assets. Paying Delc to get a review and update of the contact information. When the personal information is viewed, the co-owners of the

contacts share the benefits. All valuable behaviors such as updating and maintaining a personal information are motivated after being verified.

2.5 Prevention Measurement of Falsification Information

Every contact information in the DeLink chain does not exist in isolation. It will be linked by many users who have this connection information. When the owner of the information updates the content, other proprietary personnel will verify the existing content, and the entire verification process is recorded on the blockchain, through the smart contract.

In the early days of Delink, the centralized team will be used to assist in the handling of malicious information updates. When the late community is formed, the delink centralization team will hand over all power to the community through the DAC Smart Contract.

3. DAPP&TECHNOLOGY SOLUTION

Delink technically implements high-throughput blockchain applications that enable second-level transaction validation; attaches full importance to security and reliability, and high-availability security control policies and privacy protection schemes. The Delink main chain stores Hash for important behavioral data and data deposits. Resume data information is stored in IPFS and backup fast storage clusters. All resumes are verified by cryptographic hashes to ensure correctness and completeness.

Delink Ecology will be built on smart contracts, including registration, review, confirmation, asset management and other capabilities, we will achieve the maximum decentralization of the entire

ecological process. Delink adopts a standard identity authentication mechanism to ensure the authenticity and deduplication of data and strive to achieve KYC. Delink will provide a BAAS platform to quickly complete smart contract customization and expand business scenarios.

3.1 Safety Design of Software

3.1.1 Storage safety design

The Delink main chain stores the necessary behavioral data, smart contracts, and token-related information. The main chain will use a variety of options to improve throughput. We have adopted the Ethereum solution in the early stage, but as the technology matures, we will adopt a better solution.

User privacy data such as resumes are stored using IPFS. Each resume's HASH summary will be mapped to the main chain through a hierarchical storage solution. Of course, in terms of speed and storage security, the entire ecosystem does not preclude the existence of centralized storage nodes, as long as your important process data can be recognized.

3.1.2 Security & Privacy protection

Private key is the only way to identify user, security will be designed for reference to existing mature solutions. We will binding private key with user's essential identity information(ID, permanent residence booklet) in actual scenarios through smart contract to prevent the loss from user lost private key.

Delink provides multiple privacy protection for users. At first, all the user data are encrypted stored, the data could be read by the owner or stakeholders only. We will introduce encrypt on-the-fly technology to help the scenarios of multiparty involvement development in next generations of our products. At the same time, Zero-Knowledge Proof technology will be introduced in the appropriate scenarios while users review and summarize relevant information.

3.1.3 Identity verification

There are two ID verify levels, The bottom level is on the basis of the name+social ID number+mobile number verification, which is also called “the three elements verification”. The top level is bio-verification, which is confirming users’ physical body through the mobile device camera, then match with high definition photograph and social security database.

After the above verification is completed,the user will make a second verification through the social connections. User’s credit rating will higher after social connections verification, it helps to prevent Sybil Attack in normal processes by setting up credit rating and black-and-white lists.

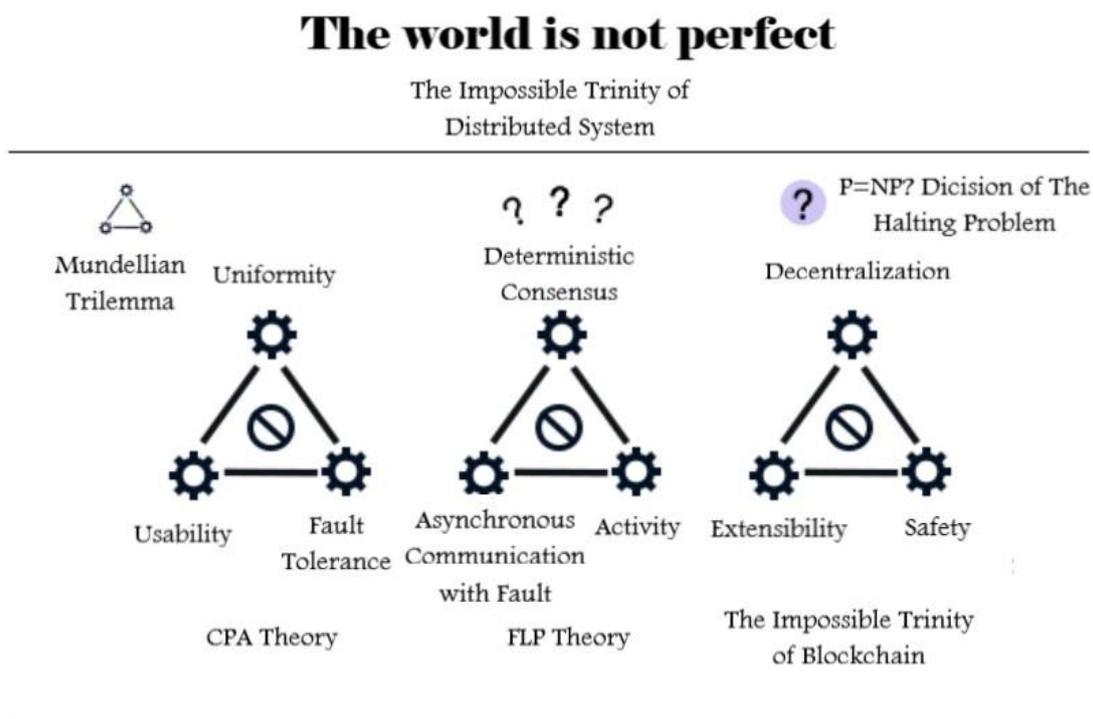
3.2 Smart Contract

Delink actualized the unique intelligent real-time pricing mechanism through the smart contract, it can set the resume access price intelligently according to different circumstances. Thus, users can customize set their resume access price or set it rapidly through the smart contract after user identity is confirmed.

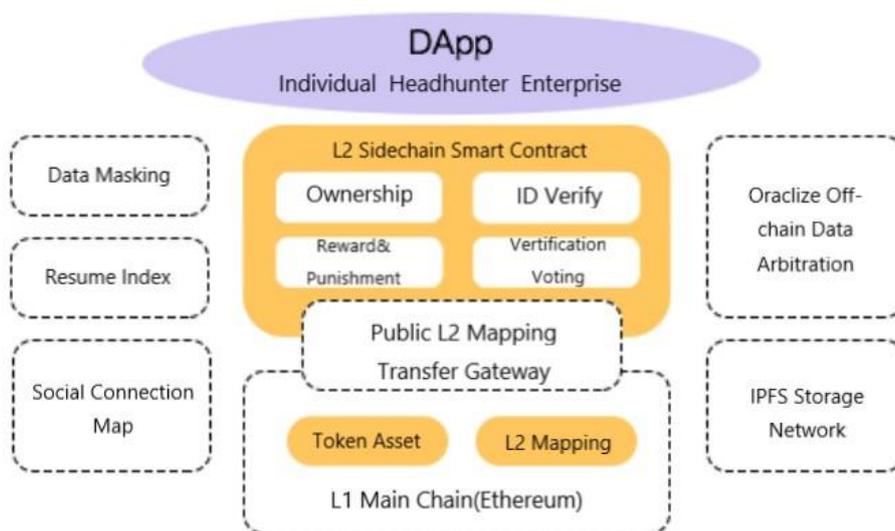
3.3 Feasibility Solution of the Main Chain

3.3.1 The Mundellian Trilemma of the main chain

The more secure main chain faces a conflict between performance and cost, as shown in the bottom right:



Delink faces high-frequency access problems, so Delink's solution: Ethereum main chain + Bumo side chain, the overall structure is shown in the orange frame, the specific technology is described in the next two sections.



Because it is an industry application scenario, the core option is a side chain. That is to say, in the mature but slow public chain, the second layer side chain expansion is carried out, and the side chain generally does not need the trusted node identity to ensure the consensus security, and the security and the efficiency are relatively balanced. Moreover, in the side chain scenario, there are many technical means that can be adopted, along with the development of the entire public chain technology. Such as DAG, VRF, HashGraph and other technologies mature. In the first phase, we will first complete the construction of the side chain on the basis of Bumo, and later introduce the above new technology with the development of technology.

3.4 The breakthrough of Key Technology

We will introduce the Oraclize challenge model and TLSNotary verification mechanism.

Delink's entire application scenario and its social critical value relying on the following three technical pain points to solve:

1. The information outside the chain can be verified at low cost through the Token Game Contract, including user identity, behavior contribution, and personal resume quality.
2. The on-chain Game Contract through the main chain witness mechanism achieves high-frequency low-cost execution, that is, contract performance and cost can not become the daily operation and maintenance bottleneck;
3. After the game is verified, the data of social connections is generated by aggregation, which can reduce the cost of verification and matching, and drive the headhunting community to improve the ability to become at least one order of magnitude.

For #1, we propose an out-of-chain data challenge verification mechanism based on multiple oracles.

For #2, we chose a solution based on Bumo as a side chain.

For #3, we propose a verification challenge recommendation and matching tips based on the relationship of the personal social connection map.

Since the section 3.3 has explained our #2 solution, and #3 will be fully implemented after Delink 2.0 introduces the confirmation mechanism, so the following is only for the #1 solution to do the Delink 1.0 stage technical supplement.

3.4.1 Behavioral verification: anti-brushing control of personal information operation

The behavior of uploading, downloading, updating and evaluating the personal information is motivated by obtain Token through smart contracts. However, as the value of Token increases, the profit of various malicious attacks is expected to rise, and a tunable parameter model that can be upgraded at any time and can withstand public review is needed to increase the attacker's transaction costs.

At present, most of the behavior incentives for the Token system are double Token system what is adding another set of tokens that can be centralized to control the parameter rules but not available for trading to redeem the incentive token, which maintains the maximum control flexibility, but increases the community cost of trust in centralized nodes, especially the cost of trust that cannot be publicly monitored.

The Delink Foundation will eventually move to DAO based on currency voting rights, and since 2016, the mobile Internet service industry's behavioral risk-control service provider ecology has matured, and various out-of-chain data portraits and risk control model service providers are increasingly more, and we choose low-cost and high-performance main chain solutions, so we will strictly strike the expected benefits of the information trade cheater based on the open-chain on-the-fly service access mechanism, the predictor (oraclize), challenge-verify-winner TakeAll contract system.

Details as follows:

1. The risk control service provider votes to enter/exit the list of suppliers of the foundation account through the DAO contract on the foundation chain. The default foundation maintains a

built-in risk control service provider, the latter account is blacklisted in the contract and will not receive token rewards;

2. The user triggers the personal information event and the behavior event through the DApp, and carries the personal information and the user equipment behavior information respectively. The common dimensions include the user identification hash and the personal information identification hash.

The personal information event triggers the witness contract, generates a temporary lock token to trigger the user, the token is in a frozen state, and returns the transaction identifier.

The behavioral event carries the personal information transaction identifier, triggers the challenge contract, selects the skilled risk control service provider from the candidate list according to the semi-random algorithm, and generates a limited authorization signature for the behavior event;

3. The out-of-chain risk control service provider monitoring obtains the user behavior log and the partially authorized personal information field from the out-of-chain storage according to the user identification, the behavior event parameter and the chain authorization, and the content-aware hash (PHash) is mainly combined with portraits and models that send their own judgment results to the arbitration contract in the shortest possible time, that is, the result of the challenge;
4. The arbitration contract is selected to judge malicious according to the voting mechanism within the specified time window. If the malicious judgment is established, the reward token is

given to the risk control service provider who made the earliest malicious judgment, but this part of the reward will be frozen during the complaint period;

5. In the above process, the public reward and punishment mechanism of the Oraclize oracle is used to optimize the mortgage and reward parameters; while the Oraclize parameters are changed by the Foundation DAO contract and recorded in the IPFS log storage area.

3.4.2 Information quality measurement in eco-community

Similar to 3.4.1 personal information malicious transaction, the quality of personal information is an objective industry pain point. Before the introduction of employer feedback in Delink 3.0, it is necessary to generate a scoring mechanism for the credibility of each field of the personal information. The quality of the personal information in the Delink ecosystem is more positively converging, and Delink's value in reducing the social cost of employment matching will become a real bright spot.

The convergence of personal information quality is a comprehensive problem. At present, there are not only the use of machine learning algorithms to compare cross-personal information, but also the use of external background data comparison, but they can not avoid the cognitive bias of the manual entry process.

The community incentive program we adopt, from the technical point of view, the core is to regard the social connections information evaluator as the node of the blockchain oracle on the basis of the real name system, and directly participate in the quality scorer as a node of the class Oraclize on the DApp to carry out the constraints and rewards of smart contracts, temporarily adjust the

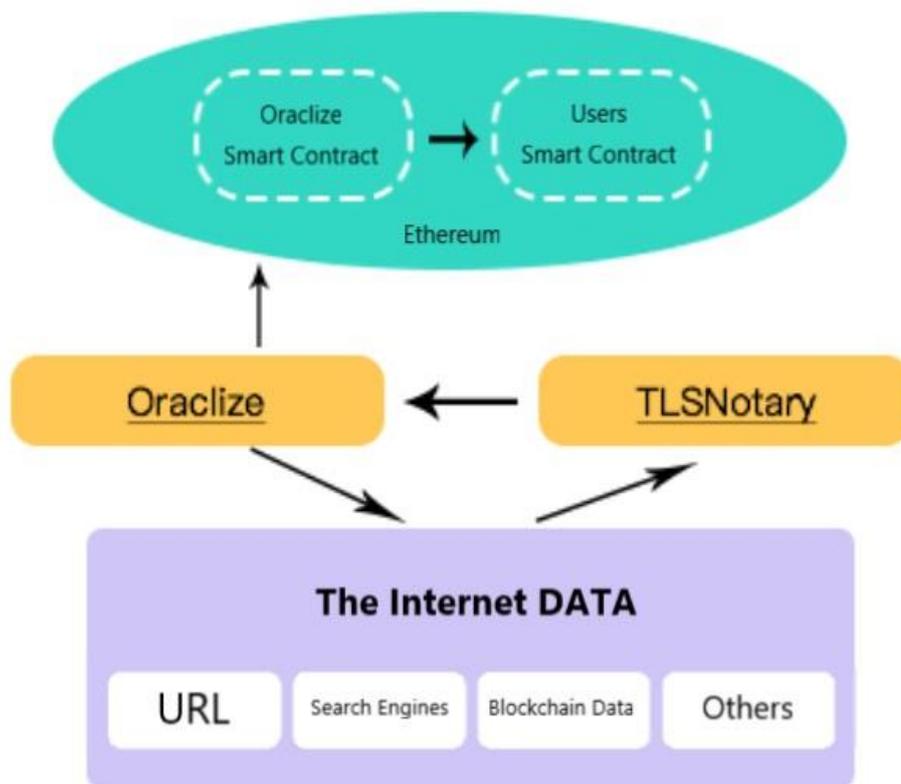
model through the centralized server node in the 1.0 phase, and then pass the Foundation DAO contract + DApp contract mode after the public challenge verification in the 2.0 phase.

Additional optimization processing on the product plan:

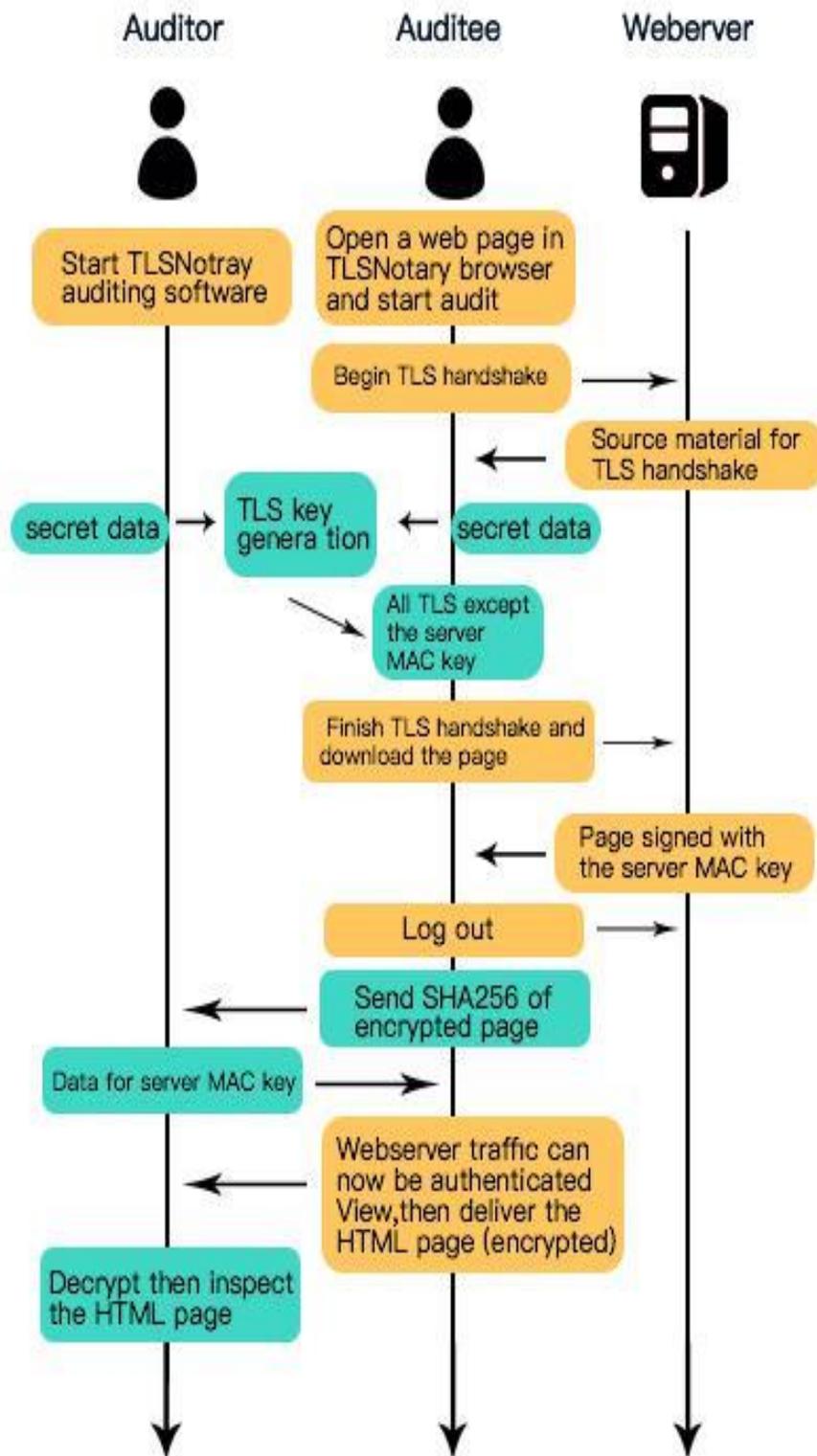
1. The closer the personal information is uploaded, the higher the reward weight is;
2. The reward thawing cycle is extended to the week, and the penalty retroactive period is extended to the year through the liability record;
3. The structured analysis of personal information, de-duplication of comprehensive elements, and out-of-chain data inspection services provide cold start support through a system controlled by the Delink Foundation. After 2.0, the interface and sdk will be gradually opened up, so that the respective AI and big data service providers can access Delink to provide better services;
4. Relevant user on the DApp who have close proximity to the social connections information map will actively push the scoring task to activate the daily quality scoring behavior habit in a gamified manner.

3.4.3 Out-of-chain authentication

At present, the ecosystem of third-party services such as real-name authentication and live authentication has matured. The only problem is how to prove that the calling process is not fraudulent. The current solution is to use a scheme based on TLS to access the digital signature witness and port it to the existing trial run chain solution, which is, the proof-of-identity.



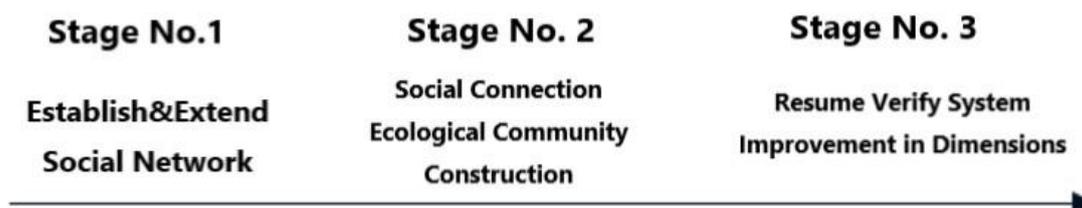
In the review process initiated by DApp, the auditor witnesses the external access and returns to the chain. The witness review process is as follows:



4. PROJECT DEVELOPMENT PLAN

4.1 Product Development Plan

There are three stages in Delink developing process.



- The first stage: the construction of the basic network. At this stage, the initial user node is laid, the functional interaction of the main application scenarios is realized, and the basic network construction and expansion is completed. The user is mainly based on Android and iOS. The corresponding users can use the personal connection function on the app, and can search and view the related contacts of others, and obtain the read rights and use the token to exchange the read rights, maintain rights and empower rights, then forming the smallest closed loop of the connection and acquisition of the network.
- The second stage: The confirmation of social connections. Encouraging more users to confirm their own personal connections and promote real-world ecological co-construction. A large number of users create their own connections on Delink, and can invite their connections login platform to confirm the rights. At this stage, a large number of contacts were finally confirmed, and Delink obtained a large number of real users' connections.
- The third stage: The establishment of a community evaluation mechanism. Helping the resume to seek truth through the behavior of community building. All users who have obtained the

maintenance rights of the network can evaluate the content of the personal information, and assist the users who subsequently obtain the contacts to judge the authenticity of the resume. All of Delink's network of contacts will receive a large number of reviews, enriching the network of contacts from different dimensions.

4.2 Eco-Community Extension Plan

Delink's ecological construction will be mainly divided into three steps:



- The primary step of Delink community ecological construction is implementing in Mainland, China, Hong Kong, China and Southeast Asia markets. In these areas, Delink already has loyal partner customers. Based on the user resources owned by these experienced customers, a large-scale ecological expansion can be carried out.
- The second step is implementing in the United States, Japan, South Korea and India. Delink is gradually transforming some intent customers in the United States, Japan, Korea, India and other places into true cooperative user base. They will further build regional ecological networks in these areas.

- The third step is implementing in Europe and Australia. The final stage of ecological expansion will be Europe and Australia, especially the European market, which was originally an economic hotspot, and its degree of professionalism and demand is stronger.

4.3 Eco-Community Development Plan

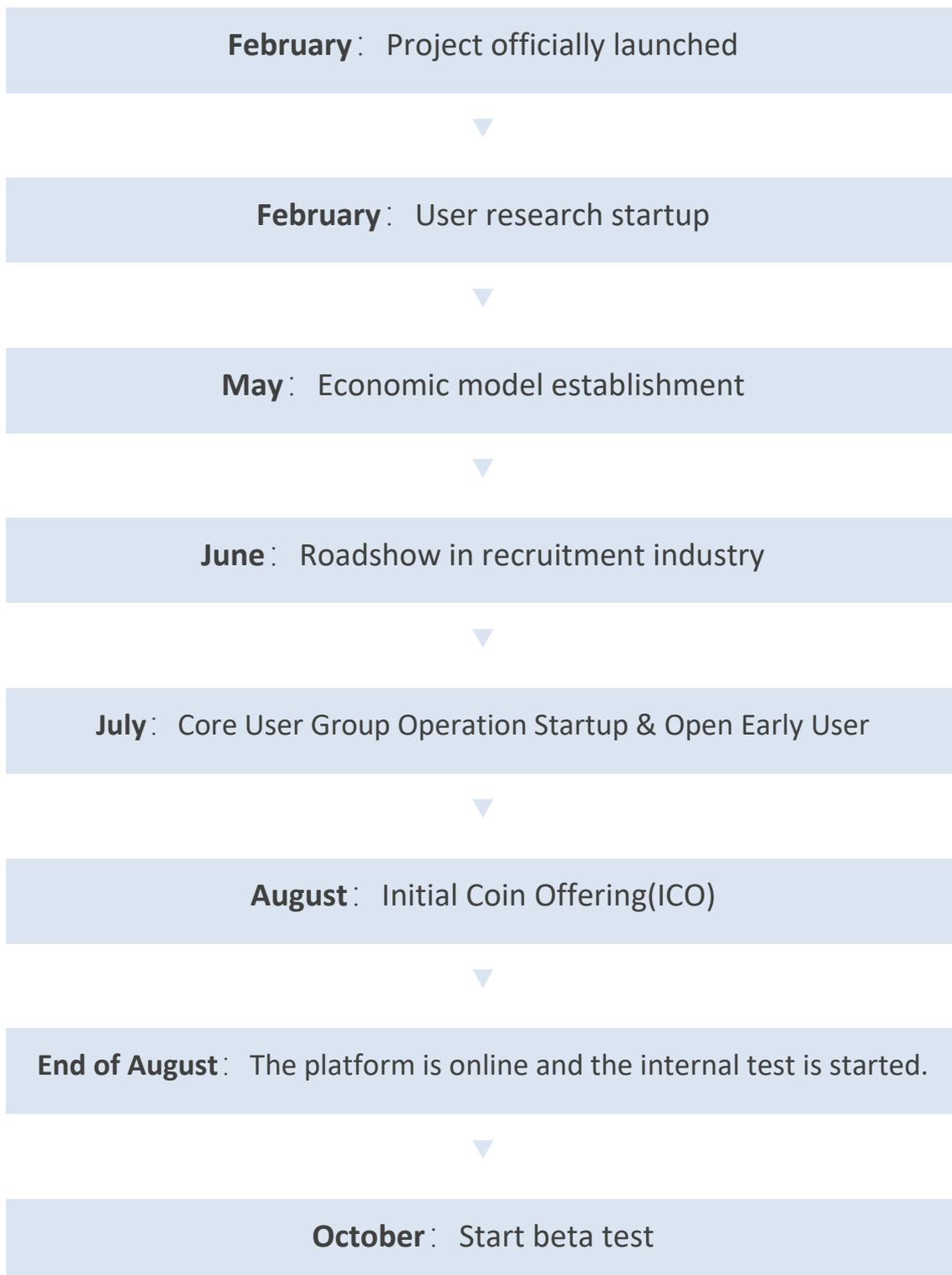
Delink will start the eco-community construction synchronously. Seed users will be the main users in the early stage, and then the general users will be the main users.

Seed users are the key to the development of Delink. In the initial stage, efforts were made to expand the 2,000 headhunting consultants as seed users. Mainly through face-to-face exchanges, sharing and creating consensus through face-to-face interviews, training, forums, etc., making them become loyal users of Delink, and even the absolute faith of resumes on Delink.

Then, Delink will select and optimize the super nodes with beliefs. Ecology gives community building and governance to these super nodes to give full play to their enthusiasm and creativity.

4.4 Circuit Diagram

The Year of 2018



5. INTRODUCTION OF DELINK TEAM

5.1 Core Members

Andy Zhao: Delink promoter. Founder of Yanboon Human Capital Investment Group, which is the well-known headhunting company in mainland China, the founder of Smart Employee Care, which is the largest service platform for freelancer in China, has served as a senior management consultant in more than 300 companies, co-founded karma capital focusing on investment in the blockchain field with Mr. Cai Dongqing in 2018.

Yinuo Li: Delink co-founder. Graduated from Beijing University of Posts and Telecommunications, used to be General Manager of Sohu National Channel, Senior Director of Sohu Mobile Commercial Products, and WeMedia New Media Group Business vp, Good at Internet business model design, marketing management, etc.

Yu Zhang: Delink Vice President of Operations. The original ofo operations vp, responsible for the city expansion and overall operations of ofo, has co-founded the headhunting human resources platform Juxian.com, and has operated the number of users from 2000 to 300,000.

Yibin Guo: Delink blockchain chief scientist. Former dean/general architect of Pratt & Whitney Research Institute, chief architect of Grow Force, senior engineer of Baidu and Tencent. Experts in the field of blockchain have led the development of a public chain and several dapps. More than 15 years of development experience.

Eric Dong: Delink CMO. The karma capital GP, has served many brands such as Tsingtao Brewery, Angus Dundee, LVMH, Starbucks, etc., and has served as a marketing director in several companies has many successful entrepreneurial experiences.

Jianli Zhang: Head of Delink Technology. Long-term service to Zhilianzhaopin.com and Beisen, with deep experience in search and matching technology architecture, technical development and team management experience.

5.2 Cornerstone Investor

Andy Zhao: The founder of Smart Employee Care. EMBA of Tsinghua University.

Smart Employee Care is the largest service platform for a freelancer in China.

Founder of Yanboon Human Capital Investment Group, which is the earliest and most famous headhunting company in China, has served thousands of companies and has served as a senior management consultant for more than 300 companies. Well-known investors in the human resources field have successfully invested in more than 20 projects.

5.3 Consultants

Charlie Xue: The well-known investor.

Chong Xu: Founder of the Principle capital, has 10 years of working experience in the investment field. He has worked in the institutions of Manzi Fund, Bohai Securities, Huaxia Happiness, Wuzhong Venture Capital, etc., and has participated in investment decision-making and

post-investment management of nearly 120 venture capital projects, with particular attention to internet finance and blockchain, big data, consumer upgrades, artificial intelligence and more.

Dongqing Cai: Well-known investor. Chairman of Aofei Entertainment Co., Ltd., ACfun.com, Douyu TV investor. Invested in more than 200 companies, co-founded the karmic capital focused on blockchain investment with Andy Chiu.

Qiang Guo: Bumo public chain promoter. The earliest batch of blockchain business researchers in China, worked for Century Internet as the head of strategic innovation and vice president. As a partner, he participated in the creation of the first batch of strategic emerging industry fund of the NDRC-Yizhuang Internet Cloud Computing Industry Fund as partner. The investment projects include: Baicells Tech, Bubi Technology.

Kai Gu: QF Capital Partner. Mainly layout of the Internet industry, has invested in many famous projects which including genshuixue.com, Tiandihui, Health 160, Yangguma, etc, is the earliest known investor in the blockchain+ field.

Zheng Zeng: QF Capital Partner. Has more than 20 years of experience in financial investment and industrial management, investment cases including Smart Employee Care, Koalac, Kuaizi Tech, Bubi Tech, Letsdraw video, Baturu etc.

Yueyu Wen: Quyou Partner and CEO, 3AM community CEO, Renmin University of China MBA and Ph.D. in Finance(dropped out for entrepreneurship), good at data analysis, business forecasting and financial models, former Huajiao Live CFO, 15 years experience in online games and the Internet

community operation, especially in the design and operation of community economic systems such as games and live broadcast.

Raymond Wong: Famous investor, the founder of “Tony Keith” and “Partner One”, served as general manager of “Hudson” China, the pioneer of China’s headhunting industry, 20 years of experience in headhunting industry with insightful investment perspective in the human resource field.

5.4 Structure of Foundation/Organization

In order to meet the international positioning and standard governance, a non-profit organization --HODA FOUNDATION LIMITED (hereinafter referred to as "the Foundation") was established. The Foundation will implement democratic and transparent governance principles, promote the development, construction, and development of the Delink network by establishing a good governance structure, manage related matters of open source community projects, and promote the harmonious development of the open source community.

The organization structure of the foundation will be composed of two parts: the board of directors and the working group. It will be responsible for administrative, technical, operational, management and other functions. It will handle daily work and special matters, jointly maintain the daily operation rhythm and ensure the pace of development.

The board of directors is the highest management decision-making body of the foundation. The board of directors consists of three or more directors, and one chairman of the board of directors is elected by the board of directors. The Board of Directors is responsible for managing the affairs of

the Leadership Foundation. Its functions include hiring or dismissing the CEO, implementing important decisions, and holding emergency meetings. The following matters shall be voted by the board of directors by a registered ballot, and the members of the board of directors shall have one vote. The resolution of the board of directors must be approved by a majority of all members of the board of directors. The Council exercises the following duties:

1. Modify the foundation governance structure;
2. Decide to appoint or dismiss the CEO;
3. Develop important technical paths, business models, market directions and other decisions;
4. Emergency events, such as events affecting the entire community, software security, system upgrades, etc.;
5. Other major decision-making matters.

The Foundation has a Chief Executive Officer who is responsible for the day-to-day management of the Delink project. The CEO is responsible to the Board of Directors and performs the following duties:

1. Preside over the daily operation and management work, organize and implement the resolutions of the board of directors;
2. Develop a basic management system;
3. Decide to appoint or dismiss the heads of the working groups;
4. Develop a plan for open source code and capital use.

5.5 Introduction of Eco-Community Governance Groups

The Foundation sets up multiple working groups according to actual needs, which are responsible for different transaction management. The descriptions of the technical, operational, management, project, and capital working groups are as follows.

5.5.1 Technical working group

The Technical Working Group consists of core developers in the BUMO and Delink development teams responsible for determining R&D direction, technology development and auditing. In addition, technical working group members should have a deep understanding of business, community and industry dynamics, hotspots, communicate with community participants in the community, and hold technical exchanges from time to time.

5.5.2 Operation working group

The goal of the Operations Working Group is to serve the community and to be responsible for the concept of Delink, the promotion of the community. The Operational Working Group is responsible for the press conference, and publicizes important issues and answers to inquiries. In the event of an incident affecting the reputation of the Foundation, the Operations Working Group will act as the sole channel to issue an authorized response.

5.5.3 Management working group

The Management Working Group is responsible for the personnel management, compensation and other administrative matters of the Foundation. The Foundation will recruit outstanding management talents as a full-time staff member of the Foundation. The Foundation will also

employ a number of industry celebrities as consultants. All appointment and remuneration payment decisions are subject to approval by the Management Working Group and more than two members of the Board of Directors and ultimately signed by the Chairman of the Foundation.

5.5.4 Project working group

The project working group is responsible for designing the project plan, realizing the network operation and application landing, and optimizing and adjusting the relevant functions of the community according to the application of the project to ensure the health of the network. In the areas of community construction, application of ecology and other projects, the project team is responsible for the establishment and promotion of the project.

5.5.5 Funds working group

The Foundation uses multiple signatures or other technical means to ensure the safety and accuracy of funds. In the principle of openness and transparency, the use of digital assets will be supervised by the Funds Working Group.

6. COOPERATIVE PARTNERS

At the beginning launch of Delink, the China Hunting Enterprise Alliance was used as the originating resource to find partners in the Chinese and global headhunting industry. More than 30,000 headhunters and tens of millions of connections information provided a strong foundation for the

initial recruitment scenario; At the same time, Delink have reached an intentional cooperation with the Bangongyi.com which owns more than 10 million white-collar employees users.

In addition, Ruihr Consulting Service and Jv-Lie Human Resources Service Co., Ltd. have used Delink Eco-Certification DELC as a settlement tool to settle the headhunting service fee.

6.1 Domestic Partner

6.1.1 Ruihr

Ruihr was established in August 2008. It is a management advisory institution derived from the Training College of Zhaopin Recruitment. After years of development, it has provided strategic management consulting for more than 50 large and medium-sized enterprises. In March 2015, Ruihr was set up to start a mega-merger expansion route and merged 25 headhunter companies with more than 300 employees in consumption, finance, Internet, real estate, biomedicine and other industries to optimize the reallocation of resources by May, 2018. With an annual growth of more than 400%, it is determined to be the first high-level talent headhunting company. At present, Ruihr has branches in Beijing, Shanghai, Shenzhen, Tianjin, Guangzhou, Nanjing, Wuhan, Xi'an, Changsha, Suzhou, Chengdu, Hefei and other places in China.

6.1.2 Seeker Consulting

Seeker Consulting(www.seekerhr.com) was founded in 2000, is one of the earliest founded headhunting company to obtain the talent intermediary service license(license number: 143), and is a founding member of the talent intermediary industry association and a member of the Shanghai municipal Entrepreneurs Association.

Seeker Team: The management team of Seeker has more than ten years of experience in the industry and more than five years of experience in headhunting service. Since its establishment, the company has branches in Shanghai, Shenzhen, Beijing, Guangzhou, Suzhou, Chengdu, Chongqing, Hefei, Qingdao and Shenyang.

Seeker Specialty: Since it's founded, Seeker has already formed professional teams in the fields of industrial manufacturing, automobile, mobile interconnection, medical equipment, real estate, finance, consumer goods and so on.

6.1.3 Freewise

Freewise: the company is focusing on the Internet headhunting service. The headquarters is located in Shenzhen and established branches in Shanghai, Chengdu, Taipei and other regions. Freewise can serve every customer with different needs from technical talent to high-level talent hunting, from a single service to the human resource overall solution, it strives to focus on subdivision industry first.

Fields of service: Internet+, IT, High-tech.

Service products: High-level talent hunting/RPO project

Freewise is the earliest one to list in the New-Three-board company list in China.

6.1.4 Jv-Lie

Jv-Lie human resource service, Guangzhou (formerly Yanboon Human Capital Investment Group, Hongkong) was founded in 2004 which focusing on providing talent recruitment services for domestic innovation companies and the world's top 500 enterprises. The headquarters is located in Guangzhou, with Branches in Hongkong, Beijing, Chongqing and Silicon Valley. The business is

covering the Internet, retail, finance, entertainment and others industries. In past 14 years of headhunting career, Jv-Lie focused on providing companies with more than 5000 high-quality jobs for thousands of companies and contributed to improve enterprise development speed to high-speed.

6.1.5 Bangongyi.com

Bangongyi is the leading intelligent human resource management company (AI HR SaaS), which is committed to integrating cutting-edge technology into human resource management, improving HR work efficiency and assisting enterprises to make better human resource decisions. Bangongyi has released five intelligent HR solutions, such as smart attendance machine, intelligent attendance system, intelligent personnel, intelligent compensation, and intelligent culture, which can greatly improve personnel management efficiency and improve employee satisfaction. Bangongyi is also striving to explore how to use artificial intelligence (AI), big data and robots to provide smarter solutions for enterprises in the fields of recruitment, interviewing, talent retention, etc., and to help companies recruit the right people and retain the right ones. There are more than 100,000 registered companies in Bangongyi and more than 10 million management employees, it's the first ranking in the Chinese business service SaaS.

6.2 International Partner

Delink has begun to lay out international markets, especially in the most dynamic market areas such as Hong Kong, India and the Americas. Up to now, it has reached cooperation intentions with INFOX in the Americas and Pacrim in Hong Kong. With the actual implementation of the project, Delink will also quickly spread to the world's major economic hotspots.

7. TOKEN

7.1 Token Issue

Delink's ecological construction will issue a certificate of equity, namely DELC.

DELC, as an equity certificate, can be used for investment, voting, etc. All participants in the Delink ecosystem can obtain DELC based on their contribution to the ecosystem. DELC can trade freely on the market and on exchanges, and its value depends on the ecological prosperity.

7.2 The Distribution Ratio of Token

The total amount of Delink token DELC: 10,000,000,000 (10 billion)



**15%(1.5Bn) for
incentivize
management team**



**15%(1.5Bn) for
fundation**



**10%(1Bn) for early
supporters**



**60%(6Bn) for Delink
ecological community**

Delink Economic Distribution Model

Distribution plan:

Holder	Proportion	Purpose	Description
Management team	15%	Management team incentive	For initial team that made early contribution.

Foundation	15%	Foundation operation	For product R&D, community construction and development.
Early Supporters	10%	Exchanging early support resources	For early stage of Delink network resource integration, business cooperation, etc.
Delink Community	60%	Community ecological construction	For long-term eco-community construction, behavioral incentives that contribute to the Delink ecology. Including mining and market operation costs.

7.3 Token Delivery

In order to better build and operate the headhunting community, Delink conducts a rewarding Token airdrop every six months under the leadership of the Board of Directors, which rewards active participants in community building during the corresponding time period.

The basis for the award will be based on the actual order data and rankings retained on the chain.

For the specific amount and distribution rules of the Token award, the Board makes reasonable decisions and publicizes according to the actual situation at the time.

8. LEGAL STRUCTURE & RISK ALARM

8.1 Legal Structure

The Delink Foundation will act as an independent legal body and will be responsible for organizing the team to develop, operate and promote the Delink project.

The Delink Foundation will accept donations or private placements in a proper manner in accordance with local laws and regulations and give the appropriate DELC. Due to legal restrictions, Delink will not conduct public offerings in any country or region that violates local laws and regulations. DELC is used as a virtual commodity with practical uses, not a security, nor a speculative investment tool.

The future benefits of the Delink Foundation will be used by the Foundation primarily for technology development, community building, marketing, operations, financial auditing and more.

Delink applications and BUMO are still likely to be questioned or regulated by authorities from different countries. In order to comply with local laws and regulations, the Delink application or main chain may only provide normal service in certain areas or at certain times.

8.2 Risk Alarms

8.2.1 Regulatory risk

Blockchain technology and related operational activities are still in the early stages. There are no clear laws and regulations in China countries and international countries for clear compliance with regulations, information disclosure, and transactions. Moreover, the relevant state departments are still in the wait-and-see stage, and there is no final clear conclusion. Changes in the international environment, as well as adjustments in national policies, may have an impact on the value and liquidity of DELC.

8.2.2 Competition risk

The blockchain field has become the hottest entrepreneurial venture. It is recognized as the second Internet revolution. The influx of many talents and abundant funds not only brings huge development opportunities in this field, but also will hardly avoid vicious competition. . The elite talents that Delink brings together are fully aware and coping with this determination, but it is difficult for us to ensure that the team, the ecological community, and the project will stand out as the ultimate winner. This unpredictable risk requires investors to consider carefully.

8.2.3 Risk of brain drain

The Delink project has been and is ready to attract more senior HR, skilled and market talents to join in creating a great ecosystem. They also have confidence and commitment, and they work hard and labor. However, in the future development, it is difficult to avoid having core management or technical personnel choose to leave. We respect their personal choices, but this will inevitably have adverse effects on the ecological community.

8.2.4 Project technical risk

The development of cryptography and the development of high-tech may bring about the password cracking of Delink and the technical loopholes that may exist in the Delink project itself, which may bring losses to investors' DELC. In the iterative update of the Delink project, we will fix the possible vulnerabilities in the quickest way, but we can't guarantee that we will not lose the investor's DELC.

8.2.5 Hacking risk

Delink will be subject to malicious attacks from hackers and competitors during its development and operation. The means, methods, and timing of their attacks are difficult to predict. It is possible to bring losses to investors.

8.2.6 Risk of uninsured loss

The account on the chain is different from the bank or financial institution account that investors have known before, and the account existing on Delink has no insurance. In the event of any risk that may arise, no institution or individual may insure or guarantee the loss of the investor.

8.2.7 Other undiscovered risks

In addition to the risks mentioned in the white paper, there are other risks that the founding team has not anticipated or mentioned. These risks may burst out and the combined risk outbreaks already mentioned. Therefore, we hope that the majority of participants can fully understand the project and the founding team in order to make rational investment decisions.

DISCLAIMER

This document is for informational purposes only. The contents of this document are for reference only and do not constitute any advice, instruction or solicitation for trading stocks and securities in DELC and related companies. This document is not intended to be an understanding or offer of any trading behavior, nor is it a contract or commitment of any kind.

In view of the unpredictable circumstances, the objectives listed in this white paper may change, and although the project team will try to achieve the project objectives, the DELC purchased by investors is at their own risk. Some of the documents in this white paper may be adjusted as the market environment and technology evolve. If this happens, the management team will publicize it through the new white paper.

DELC expressly stated that it does not bear the direct or indirect losses caused by the participants including:

1. Over relying on the content of the document;
2. The information in this document is incorrect, negligent or inaccurate;
3. Any behavior caused by this article.

The project team will work hard to achieve the project objectives outlined in the white paper, but based on the existence of force majeure, the team cannot and cannot make a full realization of the promise.

DELC is an incentive tool for Delink to achieve performance, not a statutory item or investment.

DELC is not a form of ownership or control. Controlling DELC does not represent control of ecology, systems or data. DELC does not grant any individual or team the power to control and influence decisions on ecology, community, systems, etc.