



DAYS
Empowering people

Blockchain in HR: from Hype to Reality

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CIO, Tolar.io

Blockchain, Explained

Picture a spreadsheet that is duplicated millions of times on the Internet and is continuously updated.

On this spreadsheet:

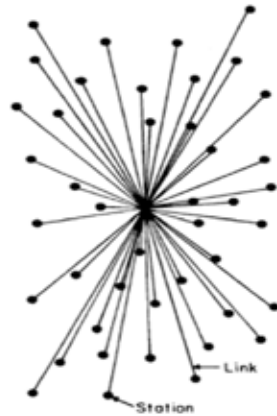
- You can add new rows, but
- You can never modify a row



How Does it Work?

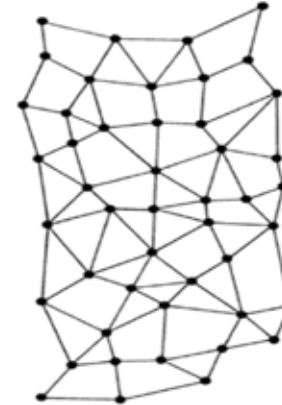
Blockchain is a decentralized peer to peer network.
Where each NODE has a copy of the ledger.

Legacy Network
Centralized DB



CENTRALIZED

Blockchain Network
Distributed Ledgers



DISTRIBUTED

Core Benefits of The Blockchain



- Distributed
- Lower transaction costs
- Faster transaction times
- Transparency & accountability & integrity
- Usage information and traceability
- Data security through encryption

How it All Started?

It Started with Bitcoin



- Decentralized digital currency
- Not backed by any government or organization
- No need for trusted third party
- Instantaneous peer-to-peer transactions
- Cryptographic security
- Synergic economic incentives
- Efficient low-cost banking for everybody everywhere

The Information Economy



- Data is transferred with zero marginal cost
- Why pay a fee to move bytes representing wealth?
- Why only 9-5, Monday-Friday, two days settlement?
- Transforming to the Internet of Value

Why Do We Trust Cash?

The security features of the \$10 note are the same as all the notes.

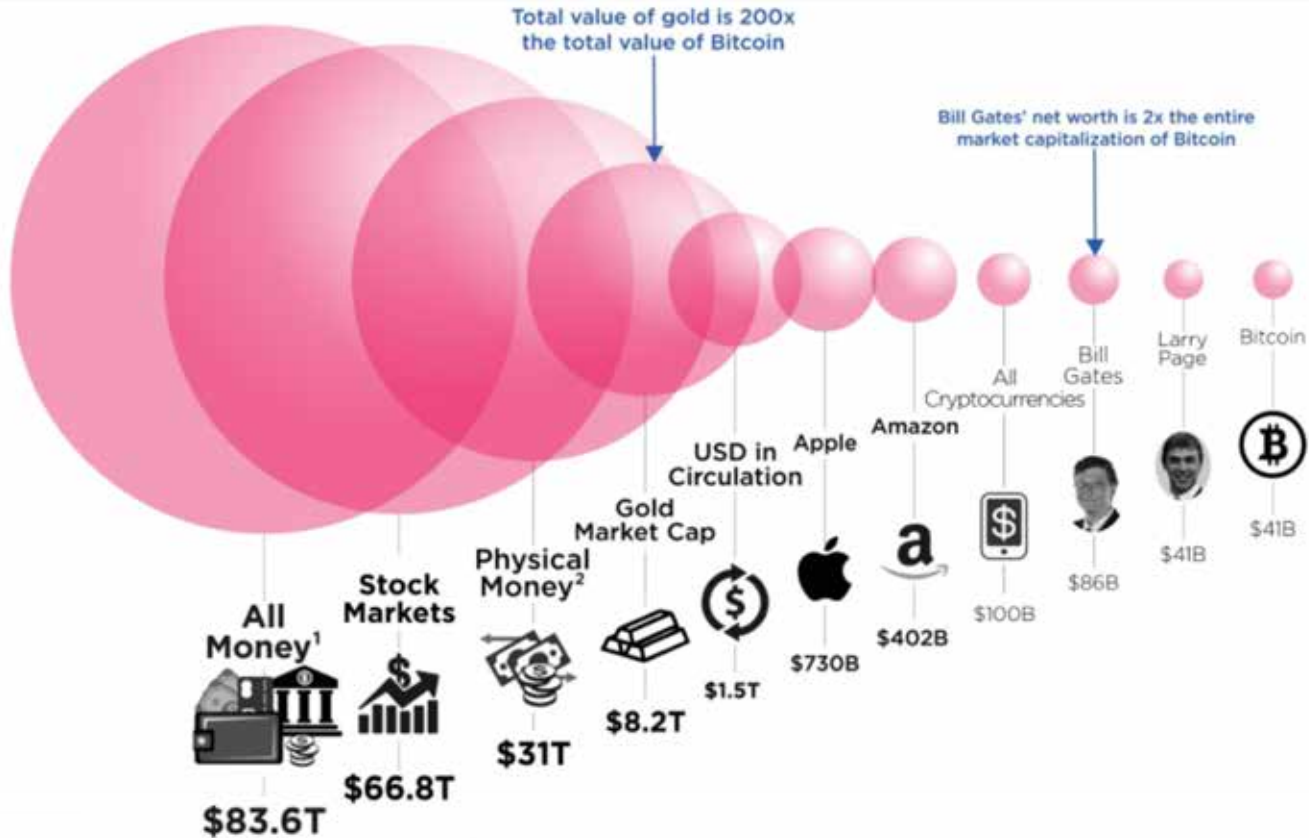


What Makes Bitcoin Special?

- Digital and scriptural: it only exists as validated transaction
- Asset, not liability
- It can be transferred but not duplicated
(i.e. it can be spent, but not double-spent)
- Scarce in digital realm, as nothing else before
- Mimicking gold monetary policy

Bitcoin is digital gold

Putting the Bitcoin Value into Perspective



*“Blockchain – not
Bitcoin –
will prove
revolutionary in any
Industry”*



Evolution of Technology

Blockchain 1.0 - Bitcoin

- Digital currency and simple transactions

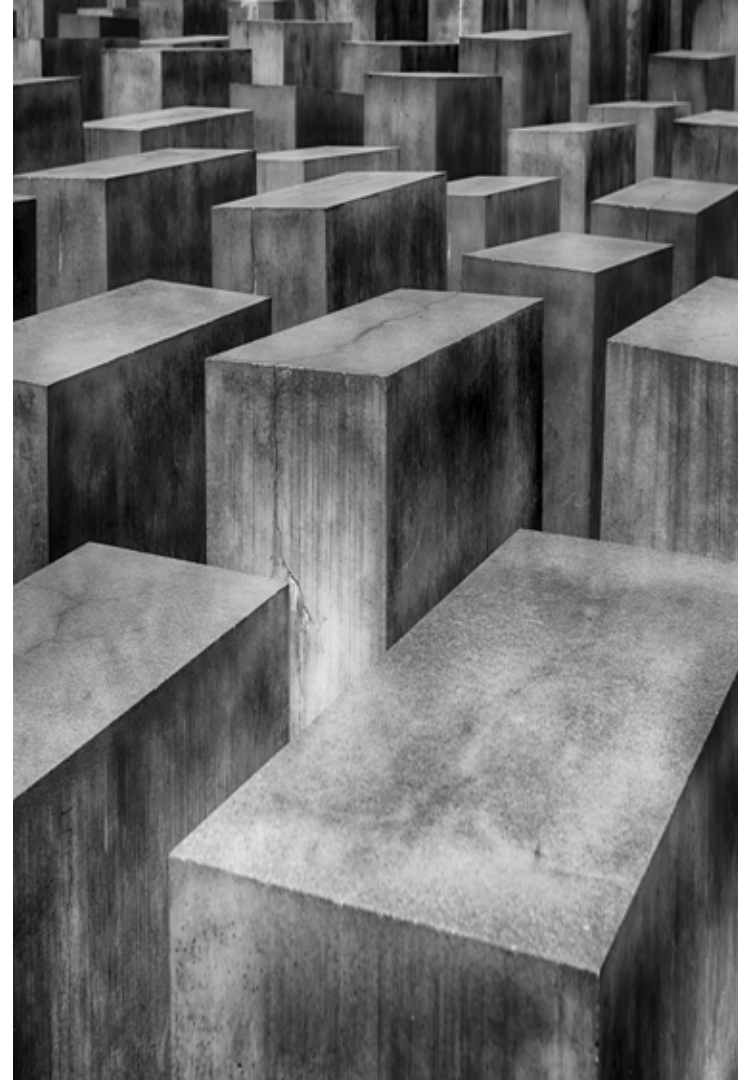
Blockchain 2.0

- Smart contracts – Ethereum
- Financial applications, utility tokens

Blockchain 3.0

- Digital applications other than FinTech in vertical markets – government, health, science and other industries

Blockchain 4.0



I THINK WE SHOULD
BUILD A BLOCKCHAIN

UH-OH

S. Adams E-mail: SCOTTADAMS@AOL.COM

DOES HE UNDERSTAND
WHAT HE SAID OR
IS IT SOMETHING
HE SAW IN A TRADE
MAGAZINE AD?

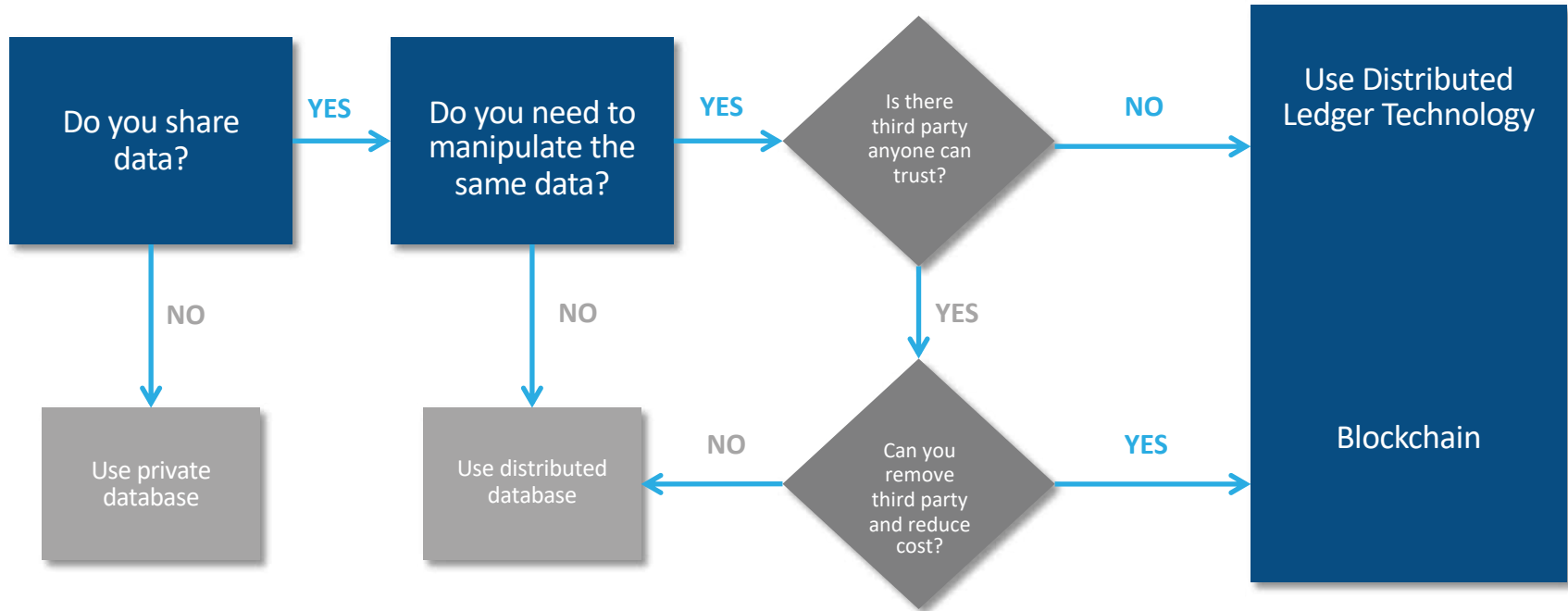
11/17 © 1995 United Feature Syndicate, Inc. (NYC)

WHAT COLOR DO YOU WANT
THAT BLOCKCHAIN?

I THINK
MAUVE HAS
THE MOST
RAM.

Blockchain and Human Resources

When is Blockchain Useful?

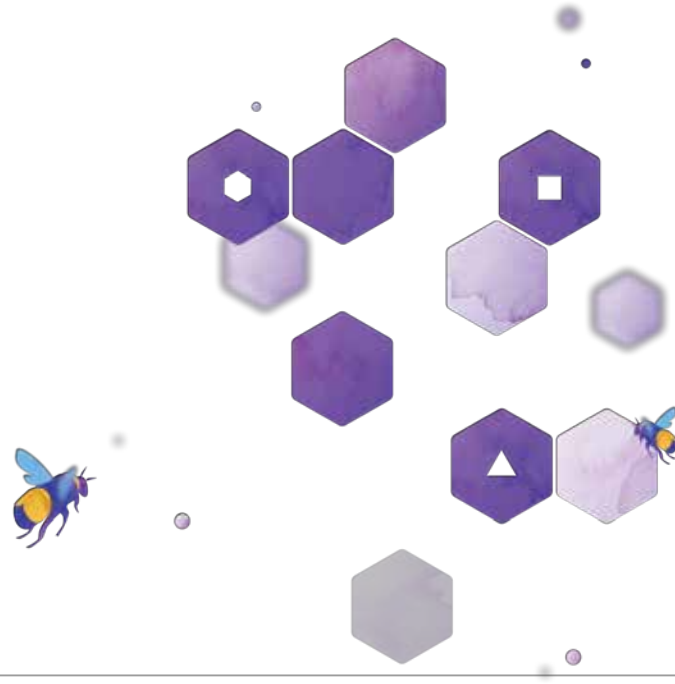


Use Cases in HR

- Transparent work and education history
- Securing HR data
- International payroll
- Enforcing compliance
- Transparent audits
- Automation of taxation

Example - Bounties Network

The Bounties Network empowers humans to incentivize and self-organize, from freelancing to grassroots social action, and anything in between.



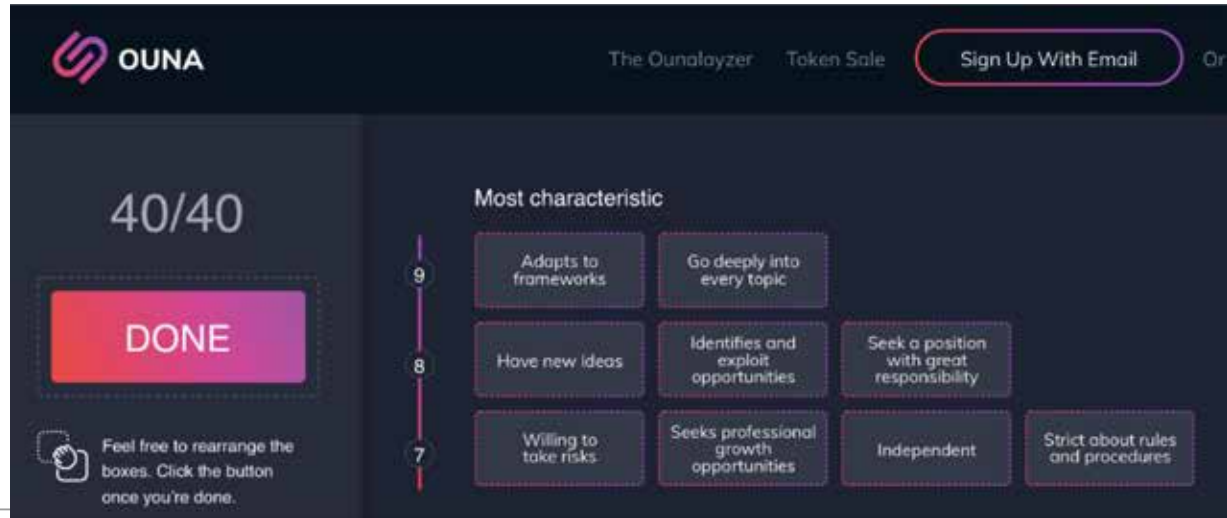
Example – PeopleWave

Revolutionise
recruitment, background
checks and people
management with
Wavebase.



Example – Ouna

Ouna is an industry-changing tool that optimally matches the talents and characteristics of an applicant to the best fitting position, while maintaining full anonymity



Tolar HashNET - Beyond Blockchain Technology powered by COTRUGLI Business School

What can we do to make the most of
blockchain technology with the resources
we have at our disposal?

Can we resolve all the shortcoming with
the current blockchain solutions such as:

- Scalability
- Transaction Speed
- Data Storage
- Energy Consumption



Tolar HashNET

- *Scalable, fast, secure, and fair* Distributed Ledger Technology (DLT) which keeps all positive characteristics of a blockchain technology while increasing throughput to more than *200,000 transactions per second*.
- It is innovative blockchain based infrastructure and horizontal enabler for new business models, products and services, not only blockchain based but also conventional businesses and public services on their way to digital transformation.

Thank You!