

STİJİT.



1 EXECUTIVE SUMMARY



CONNECTING PROFESSIONALS AND HIRING COMPANIES ON THE WORLDS MOST VERIFIED PLATFORM

The hiring process as we know it is ineffective. Every jobs platform is just another iteration of the same jobs-board model that perpetuates relentless hiring process.

Our software is re-engineering talent discovery by incentivizing all graduates and professionals - both active and passive job seekers - to participate.

We also eliminate traditional barriers to effective hiring, including unverified information, unconscious bias, and ineffective middlemen.

STiiNT-iT powers a global talent marketplace of real-time, anonymous, and fully verified professional profiles, which renders CVs and job applications obsolete. But unlike job boards, opportunities come to professionals who opt in to release their details.

The widespread adoption of STiiNT-iT means hiring companies can now instantly find candidates who 100% match their unique requirements. And professionals are discovered based on their skills only and paid to engage in the process.



INTRODUCTION

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ESTABLISHING THE MOST EXTENSIVELY VERIFIED NETWORK OF INDUSTRY EXPERTS GLOBALLY

- **KYC Verified Talent:** We facilitate seamless talent discovery, via our technology that services universities, professional associations and societies, globally.
- **Data Control & Monetization:** Professionals control their data (GDPR) and earn by sharing it with hiring companies. Associations profit when their members' profiles are unlocked.
- **A Tailored White Label Solution:** Universities, professional associations and societies can integrate our talent marketplace directly into their ecosystem, ensuring they maintain their brand identity.

...and now, we are ushering in our Web3 utility token.

The future of work. Verified

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VISION & MISSION

Our mission is to incentivize professionals, hiring companies, universities and professional associations to actively participate in the global talent marketplace.

Our vision is to establish the most extensively verified network of industry professionals globally, to bridge the global talent gap by eliminating barriers between supply and demand.

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PROBLEMS IN THE CURRENT LANDSCAPE



A. DISCONNECTION IN PROFESSIONAL NETWORKS

Traditional professional networks have fallen short in fostering genuine connections, leading to superficial "weak relational links." Furthermore, the control and monetization of user data are predominantly in the hands of major players.

Concurrently, professional associations struggle to connect with members, retain membership, and stay relevant. They need new ways to establish their brand, add membership value, and find innovative revenue-generating opportunities.



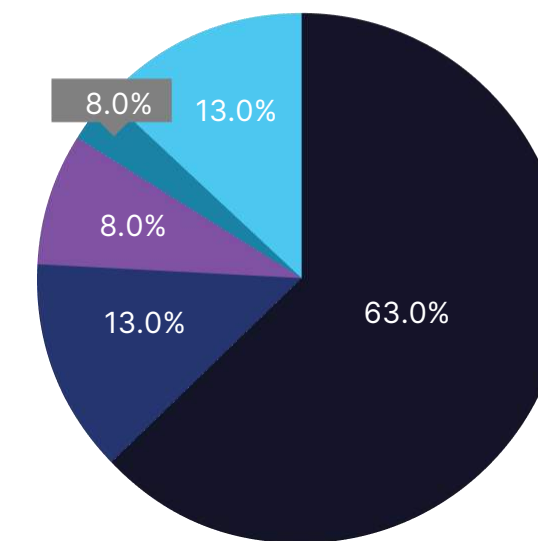
B. POSTING VACANCIES ON JOB BOARDS IS EXPENSIVE

The recruitment landscape is fraught with inefficiencies, particularly when it comes to job boards and recruiters.

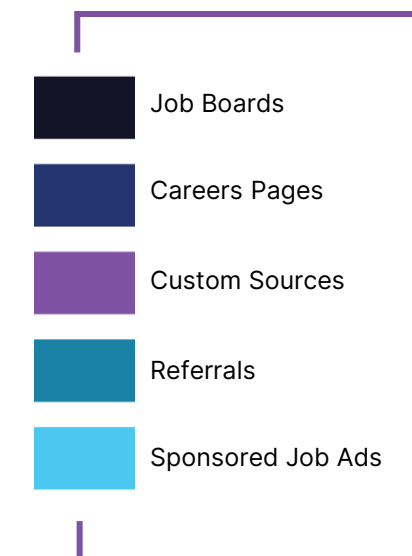
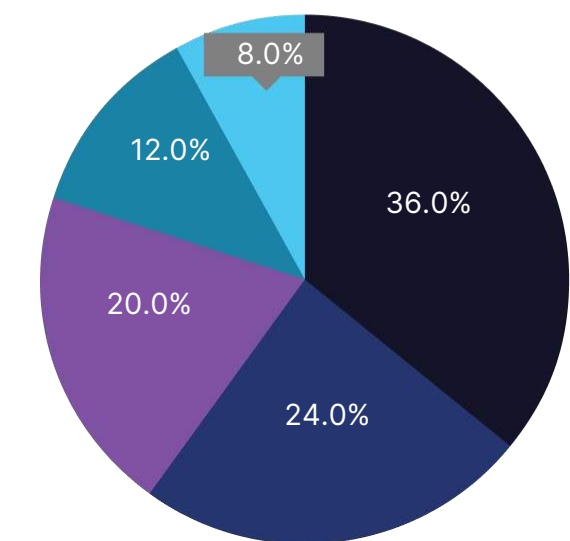
Posting job vacancies on leading recruitment platforms not only incurs significant costs but also presents challenges in managing the quantity and quality of applicants. For example, LinkedIn's Recruiter Corporate plan costs \$10,800 per user annually, with its Recruiter Lite option ranging from \$1,680 to \$2,670 per license. Similarly, Monster charges \$279 for a single 30-day job posting, and while Indeed offers free postings, its sponsored jobs can cost anywhere from \$0.10 to \$5 per click.

Despite the cost, the effectiveness of job boards is questionable. A 2024 report by CareerPlug indicates that job boards such as LinkedIn, Indeed, and Upwork are responsible for attracting 63% of job applications across various industries, however, only 36% of these applications lead to hires.

Applicants by source



Hires by source



CHALLENGES FOR RECRUITERS STATISTICS

Attracting quality candidates is the biggest challenge for 76% of recruiters.

76%

Entry-level positions are the hardest to fill, according to 41% of recruiters.

41%

Around 72% of recruiters struggle to find relevant candidates.

72.1%

86% of the most qualified candidates for a job opening already employed and not actively seeking new employment.

86%

46% of recruiters see themselves more as recruitment marketing specialists.

46%

Furthermore, the process of managing applications can be cumbersome and can lead to two problematic extremes: job posts may attract too few applicants, making it difficult to find suitable candidates, or they could attract hundreds of applications, creating an administrative burden to review them all. It is also logical to note that the applicants who do apply are not always the ideal candidates; often, they are simply those who happened to apply to the job post. This inefficiency is reflected in the average time it takes companies to fill a vacancy, which is still a lengthy 5 months.

Recruiters are also an expensive option, charging between 15%-25% of a cost-to-company salary. Again, despite their fees, recruiters report struggling to source the talent.

The sourcing and discovery component of the recruitment value chain causes the most frustration. This highlights the need for a more effective and efficient approach to talent discovery and recruitment in the modern job market.

C. THE BURDEN OF JOB HUNTING

For job seekers, finding the right position is a heavily administrative task involving multiple platforms, repetitive information entry, and navigating through a maze of job boards, hyperlinks, company websites, and ATS systems.

“The U.S. Bureau of Labor Statistics reveals that jobseekers who apply for 21 to 80 jobs have about a 30% chance of receiving a job offer”, as cited in a Forbes article. The article continues, “Paradoxically, it was found that candidates who apply for more than 81 jobs reduce their prospects, with a 20% chance of receiving an offer...due to a breakdown in mental health”.

The same article purports that “Recent estimates also show that 70% of jobs are not posted on widely used job sites” and that “Deloitte reveals that “individuals will need to find others who can help them get better faster—small workgroups, organizations, and broader and more diverse social networks.”

D. A POWER SHIFT: FROM EMPLOYER TO EMPLOYEE



The global talent shortage has reached a 16-year high, with an estimated 85-million-person shortfall expected by 2030. This translates to an \$8.5 trillion loss in revenue (\$1 million of unrealized revenue per unfilled position), indicating a shift in power from employers to employees. This underscores the need for employers to be able to actively search for skilled talent, rather than relying on talent applying for roles via job boards.

E. THE CRUCIAL NEED FOR DATA VERIFICATION

Verifiability of qualifications remains a critical issue in recruitment. Reports have highlighted cases of high-profile individuals, including CEOs of companies like Yahoo, Samsonite, and Herbalife, falsely claiming unearned qualifications.

In 2023, a Malaysian study revealed that 5% to 7% of job applicants in 2019 used fake degrees. In the USA, thousands of counterfeit nursing qualifications were discovered in Florida. In 2024, in South Africa, fraudulent findings included a CFO managing a \$85 million fund, the South African Minister of Post, Telecommunications, and Broadcasting, and the Minister of Environmental Affairs and Tourism

who also fraudulently claimed to have a degree, and the Head of Engineering for the Passenger Rail Agency of South Africa (PRASA) who falsely claimed to have an engineering degree.

Social media giant, LinkedIn, has been fast growing, but slow to actively implement verification measures. According to a CNBC report, between January 1, 2022, and June 30, 2022, LinkedIn detected and removed over 21 million fake accounts, which accounted for 2.4% of its user base. Additionally, LinkedIn lacks the capability to verify employment details such as job titles, responsibilities, and employment duration.

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MARKET SIZING



- **Total Addressable Market:** The recruitment industry is valued at \$683 billion with a CAGR expected at 12.7% between 2022-2030.

- **Serviceable Addressable Market:** The professional market comprises approx. 15% of the recruitment market, making the serviceable market \$102 billion.

- **Serviceable Obtainable Market at 10%:** \$10 billion

The Global Workforce:

- 3.3 billion people employed, globally
- 133 million placements p/a
- 75 million placements through agencies
- 42% of job seekers find jobs through jobs boards

LinkedIn Stats:

- 950 million users
- 49 million users use LinkedIn to look for work
- 58 million companies onboard
- +/- 200-750 CVs per application
- 4-6 interviews
- 77 applications per second
- 3 placements per minute
- 4 320 placements per day
- 129 600 placements per month



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MARKET TREND ANALYSIS

WEB 2.0 FOCUS

Increasing Demand for Data Privacy and Control: In the wake of global data privacy regulations like GDPR and growing public awareness, there is a significant shift towards platforms that offer users control over their personal information. Professionals are increasingly cautious about where and how their personal data is shared.

Emergence of Community-Centric Models: There is an emerging focus on community-centric platforms designed to foster belonging and provide real value.

Integration of AI in Recruitment: AI is transforming recruitment, making it more effective. AI-driven platforms can better match candidates with job opportunities based on skills and past experiences. This trend is shifting the industry from a quantity-focused approach to a quality-driven one.

Growth of the Gig Economy and Freelance Work: The rise of freelance work and the gig economy is changing how professionals view employment. This shift is creating a demand for platforms that can accommodate short-term, flexible job opportunities, as well as full-time careers.

WEB 3.0 FOCUS

The Shift Toward Data Autonomy: Inherent in the concept of web 3.0 is the notion of control and monetization over personal data. STiiNT-iT's focus on data autonomy aligns with this trend, appealing to privacy-conscious professionals and organizations.

Increasing Demand for Verified Credentials: Blockchain technology is gaining traction for its ability to provide immutable and transparent verification of credentials, experience and skill, reducing fraud, and enhancing trust.

Growth of Digital Wallets and Decentralized Finance (DeFi): The rise of digital wallets and DeFi platforms is a significant trend, with more professionals seeking flexibility in how they manage and receive payments.

Smart Contracts for Transparency: Blockchain-based smart contracts are a revolutionary technology that can automate revenue-share and ensure transparency.

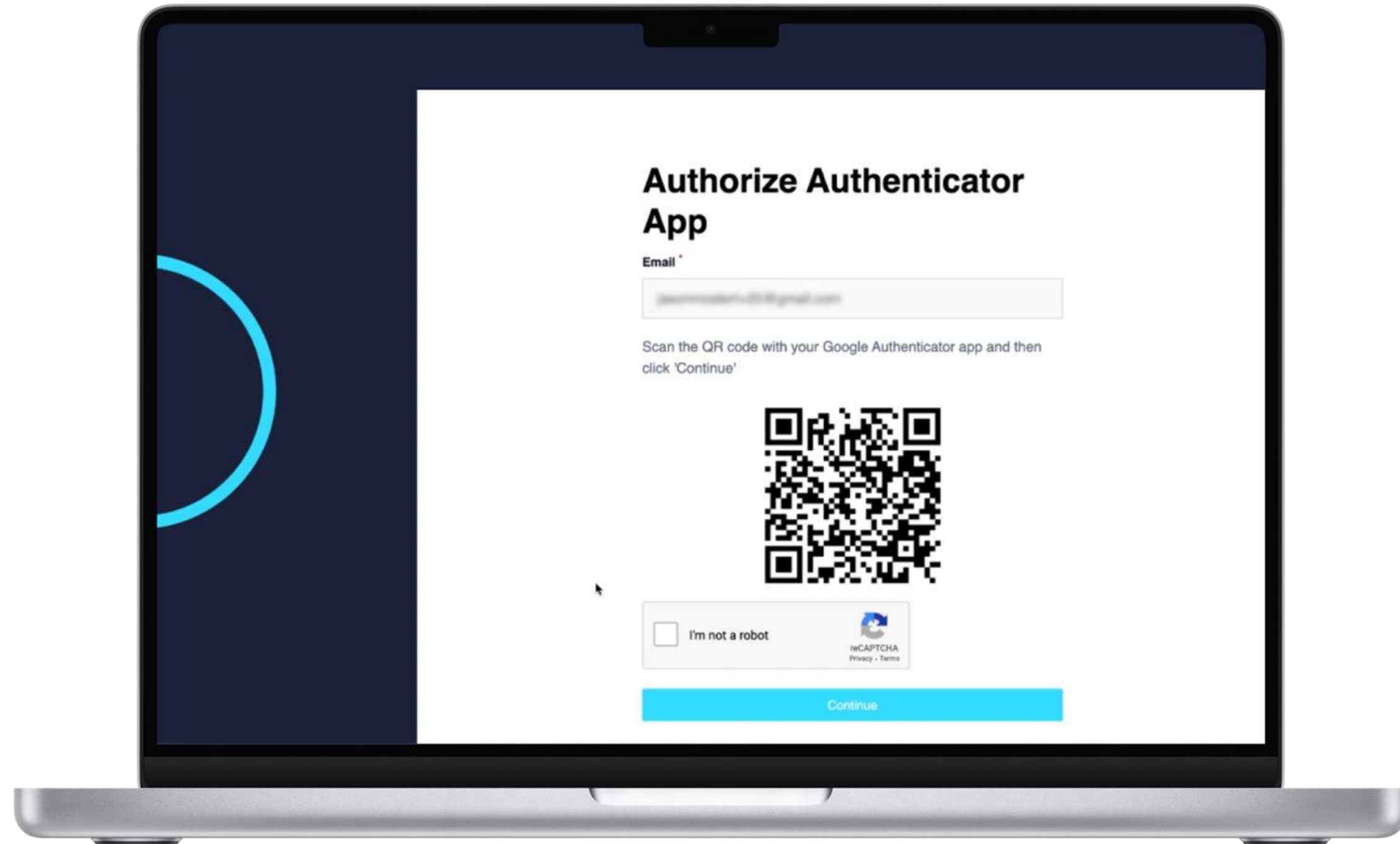
Tokenization and Proof of Stake (PoS): Tokenization is emerging as a powerful tool for incentivizing and rewarding participation, while PoS principles can act as penalty collateral for false information.

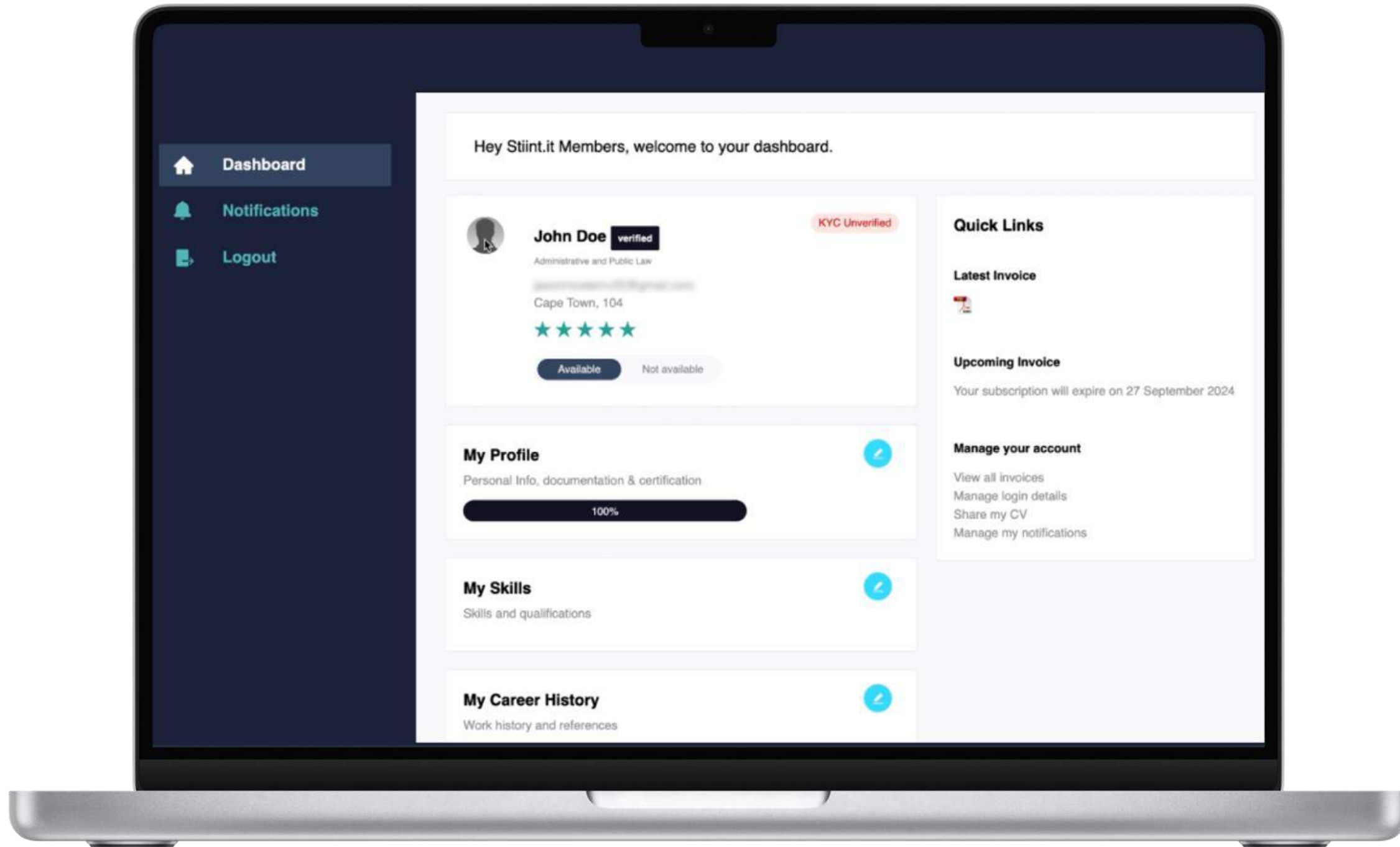


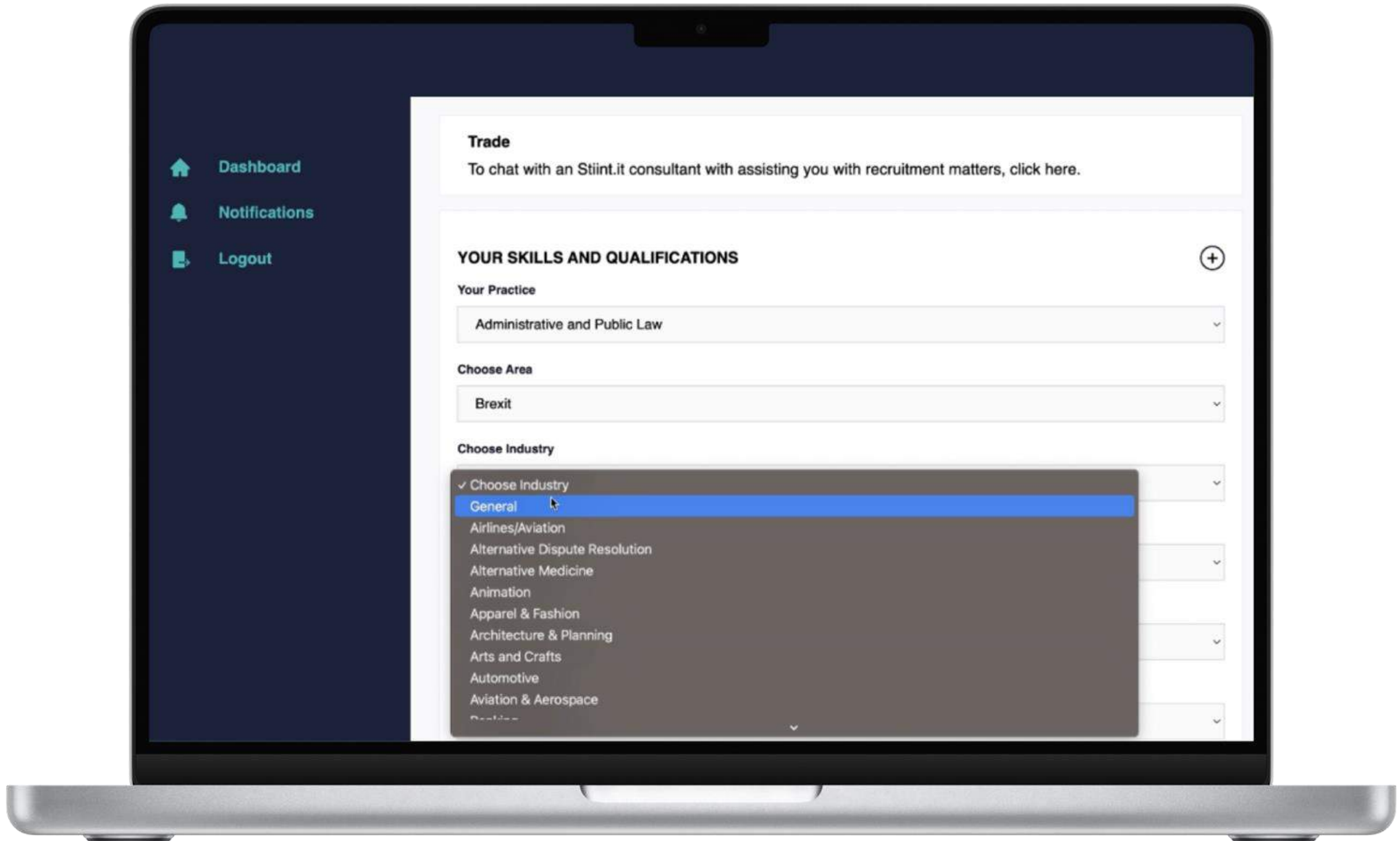
INTRODUCING STiiNT-iT

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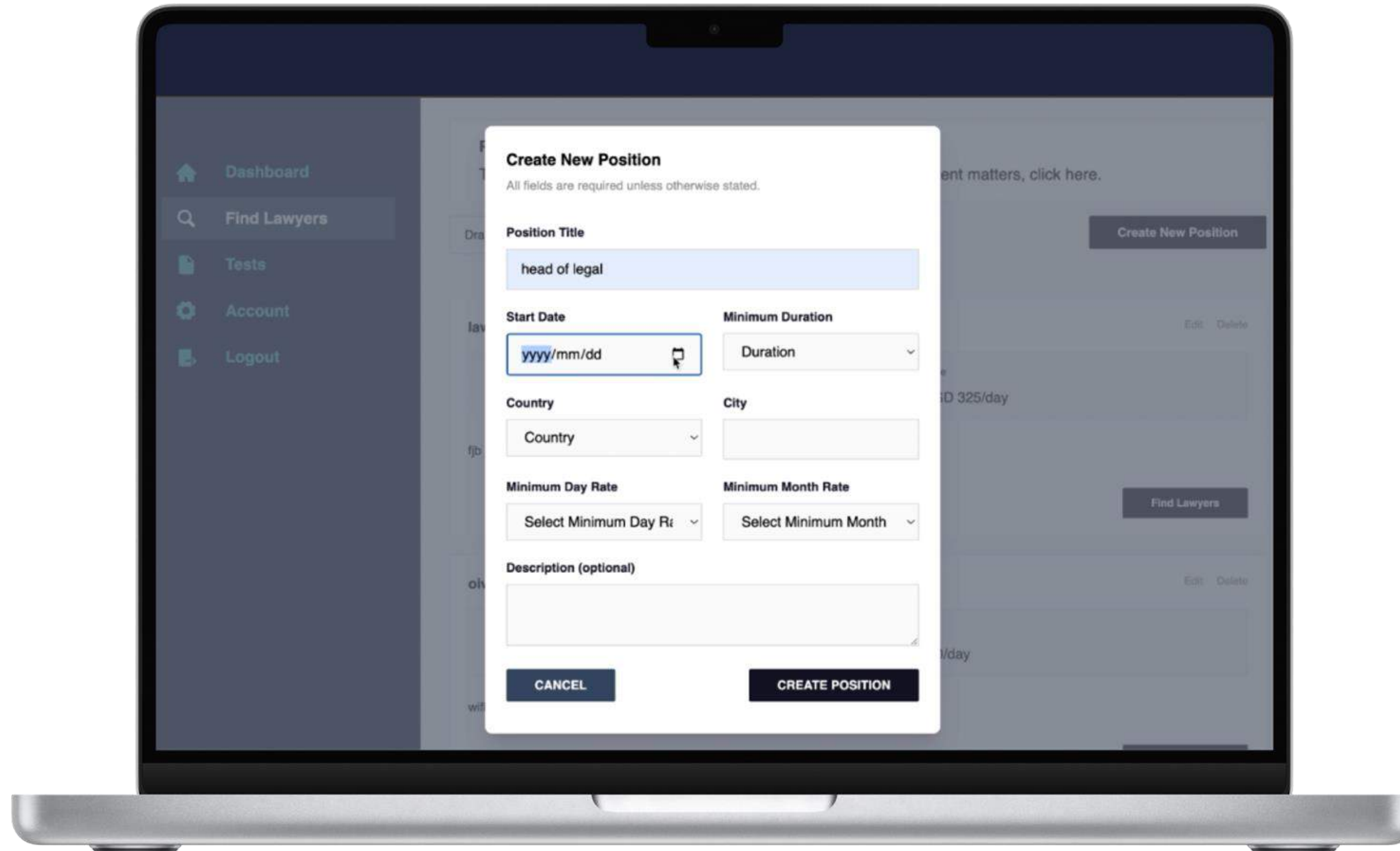
Candidate Profile

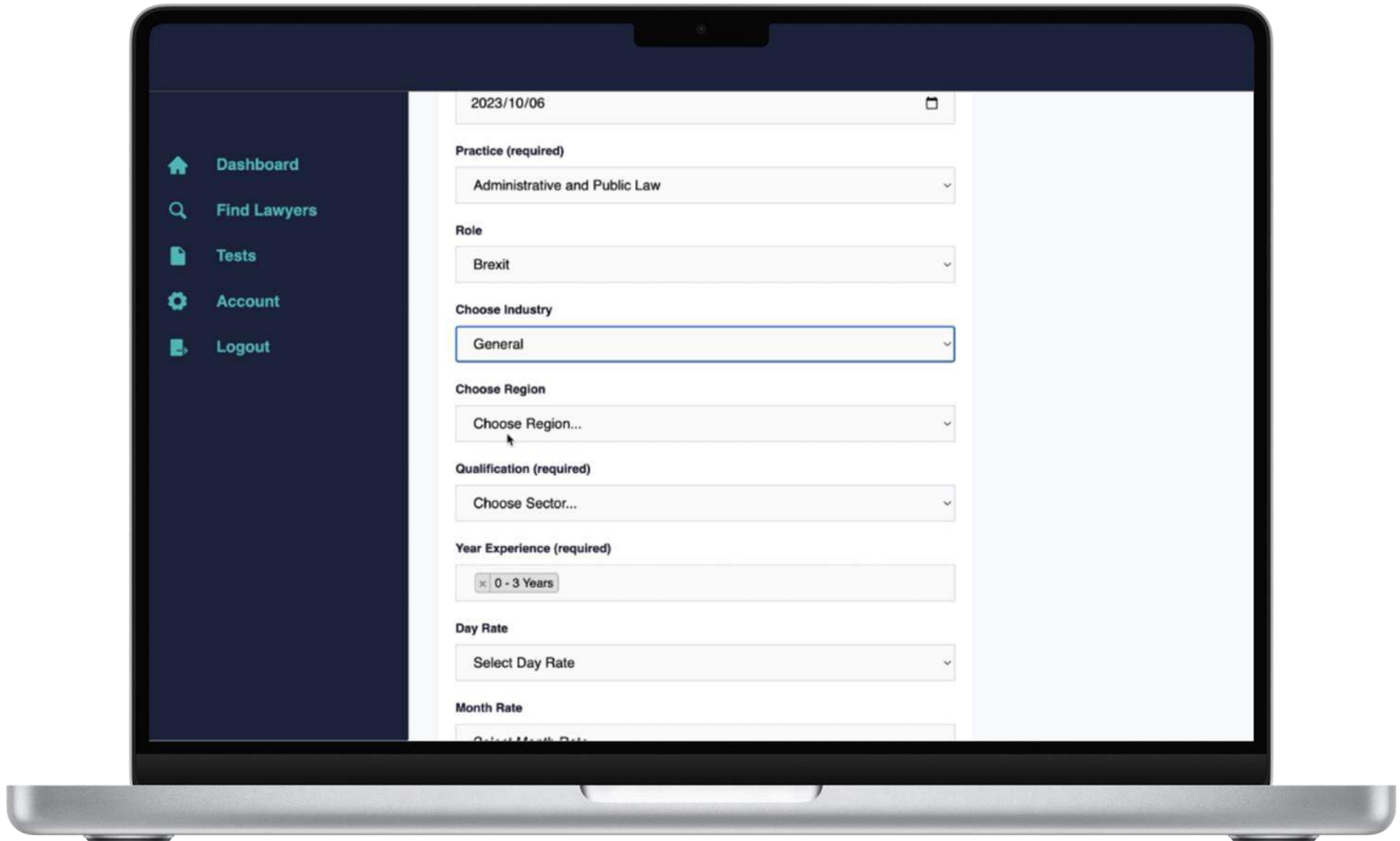


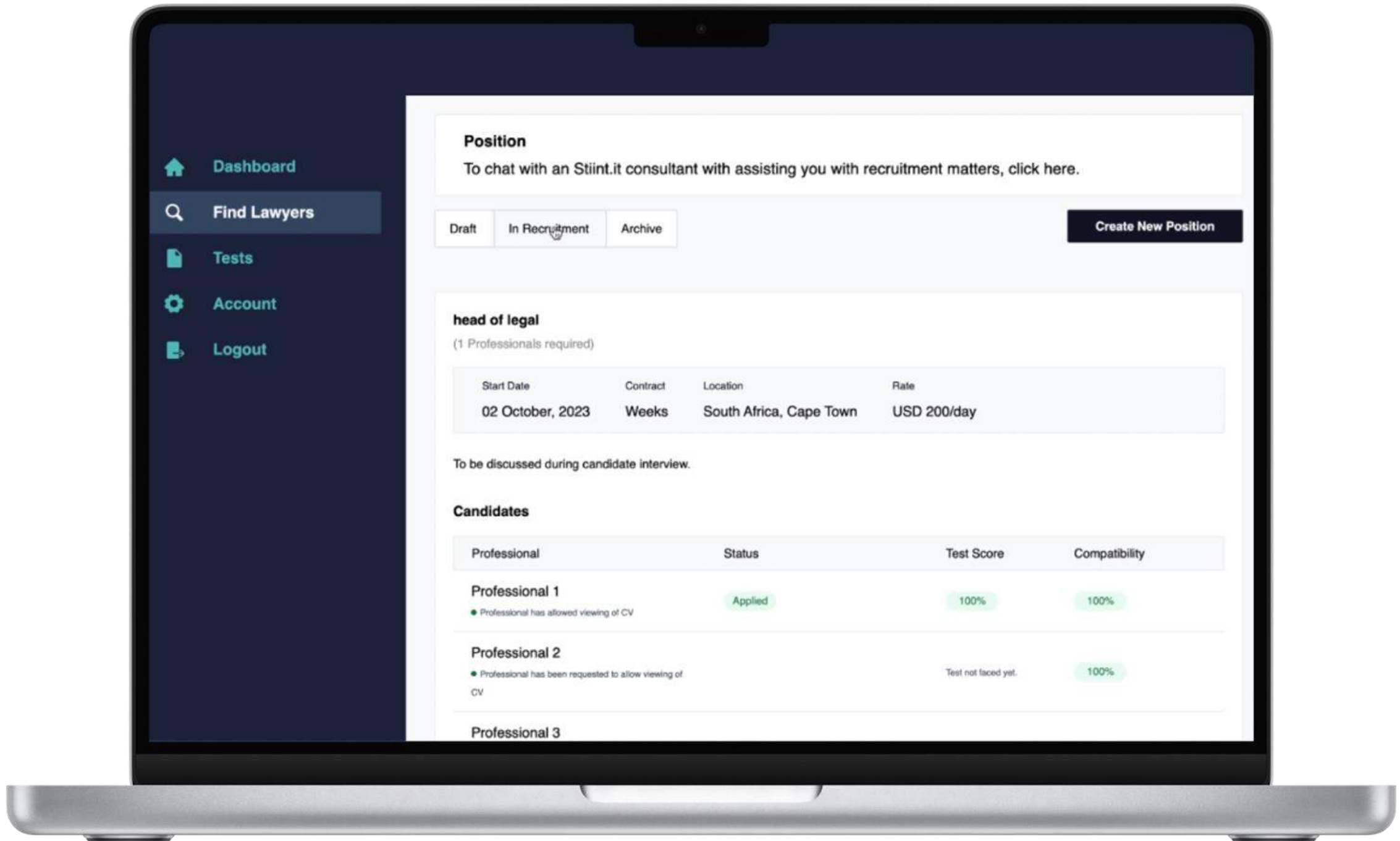




Hiring Company Search







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INTRODUCING THE FUTURE

THE FUTURE OF COMMUNITY

In the future, as the sharing economy, gig work economy and portfolio career economy become increasingly prevalent, genuine global communities will emerge as the backbone of this new era. These communities will transcend geographic boundaries and traditional employment structures, bringing together individuals with shared interests, skills, and goals. They will serve as hubs of collaboration, where talent can seamlessly connect with projects; and businesses can tap into a vast pool of skilled professionals from around the world.

In the current landscape, it is nearly impossible for professional communities to fully harness and monetize their collective talent and data, while also allowing the individual professionals to maintain privacy and control over their own data. In the future, success will be defined not only by individual accomplishments but also by the strength of one's network and the ability to collaborate effectively within these communities.

We are (re)defining community through:

Elevating Community Identity: STiiNT-iT's community-centric platform transforms professional associations, societies, alliances, networks, educational institutions into dynamic hubs of opportunity and connection. Our white-labelled solution not only boosts the value that is brought to members but also strengthens the sense of community and belonging.

Community Value Creation: Our platform offers a unique shared-revenue model that motivates professional associations and societies to attract hiring companies to search for talent. Each search conducted retrieves a list of perfectly matched candidates from across any white-label platform connected to our platform network, creating a global ecosystem.



THE FUTURE OF WORK

Traditional platforms focus primarily on serving either employers or job seekers, but rarely empower the community as a whole. Social networks and recruitment platforms also fail to address the growing demand for data privacy and equitable revenue sharing.

Precision Talent Discovery for Hiring Companies: STiiNT-iT has revolutionized the talent discovery process by leveraging advanced intelligence to provide instant and highly accurate job-candidate matches. Companies no longer need to post on job boards and sift through endless resumes. Companies are instantly connected to the most suitable candidates, streamlining recruitment time, and elevating the caliber of hires.

Free Masked Searches: Candidate searches are free, but masked. Upon initial search, the personal particulars of candidates such as name, age, race, gender, physical appearance and contact

details are hidden. If a company would like to unlock this information, they are required to pay an unlock fee, per candidate.

Revenue Sharing Ecosystem: We facilitate a unique revenue-sharing model whereby both the private-labeled professional association and their member (the candidate) benefit financially from candidate profile unlocks.

Data Empowerment and Privacy: Individuals fully control their personal data, a significant shift from the current market where data is often controlled by platforms. This control includes deciding who gets access to their information and when.

Enhanced Trust: We focus on constantly enhancing and prioritizing truthful information and verification through blockchain.

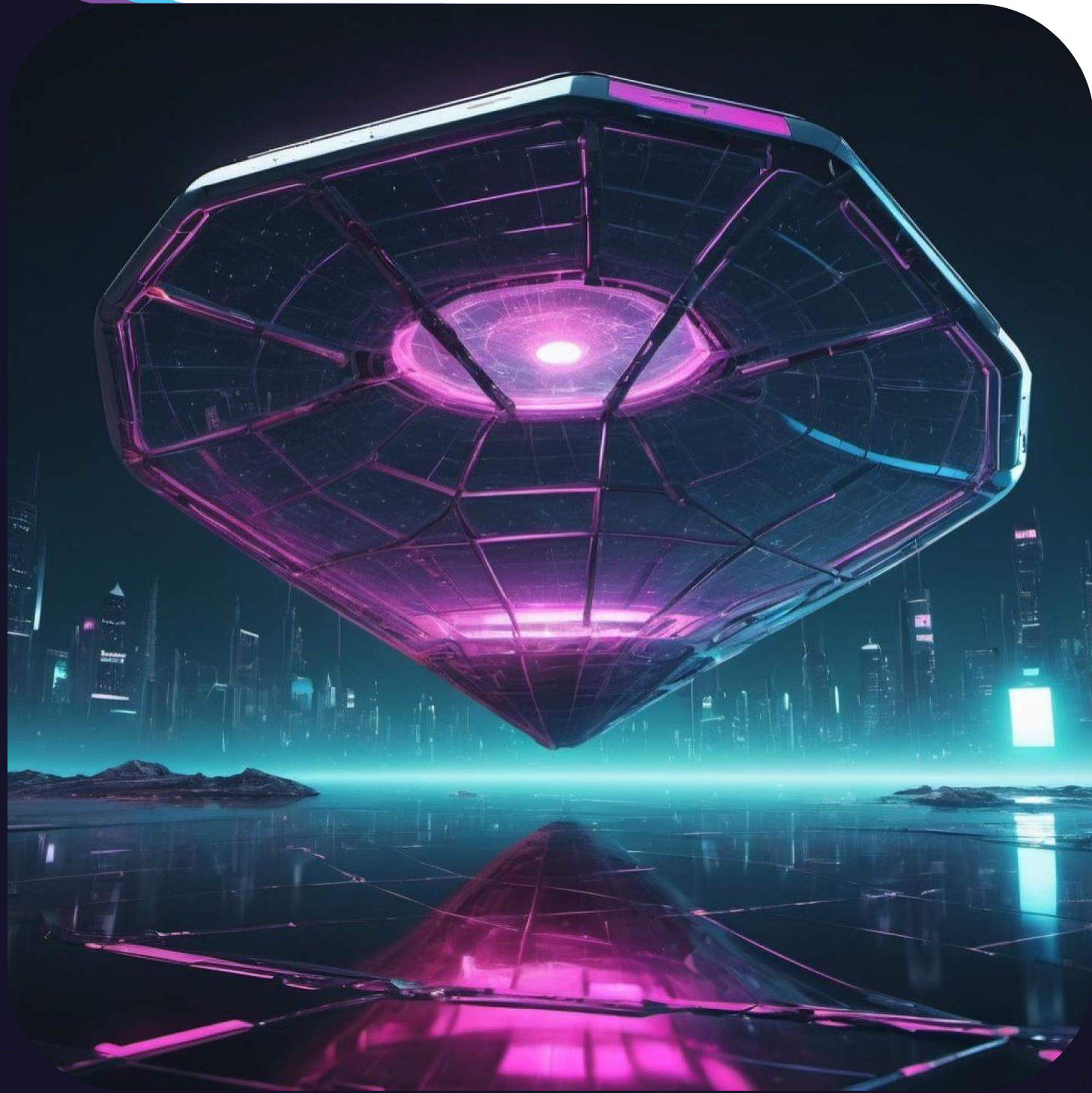
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THE FUTURE
IS NOW

Our vision to create the world's most extensively verified network of business professionals is underpinned by the innovative use of blockchain technology, with a utility token at its core.

A utility token has been designed to be the lifeblood of our ecosystem, facilitating a range of transactions and interactions that drive value for all stakeholders. There are two primary intended purposes of the token, which may vary based on customer feedback, behavioral response, and business expansion:

Members of our network will be rewarded with a utility token for contributing to the ecosystem, be it through sharing expertise, verifying credentials, or as a reward for crowdsourced solutions to challenges, or competitions within the network, encouraging creativity and problem-solving among professionals. This also extends to exclusive opportunities such as access to a premium network, advanced tools, and specialized content.














The token will facilitate a crypto onramp, whereby the profile unlock fees (currently paid in fiat) can be paid to professional associations, as well as to candidates, if they choose.

Our 'Proof of Stake' model allows candidates to stake their tokens as a further guarantee of the truthfulness of their information. When candidates submit their professional credentials, they can stake a certain number of tokens, which acts as a guarantee of authenticity. This feature rewards candidates for their honesty and drive value of our utility token.

GO-TO-MARKET STRATEGY

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Milestones:

-  Professional associations, societies, educational institutions, tech communities, and other organized professional groups as the primary market ('supply' via B2B).
-  Secondary targets ('demand' B2B2B and B2B2C) include companies looking for innovative talent identification solutions.
-  White-label platform and database design
-  B2B Customer success support to drive product traction.
-  Invest in marketing, incl. social media, professional networking, sponsorships to increase brand visibility and current ecosystem activity and sales.
-  Token Launch
-  Enhance matching algorithms and blockchain verification mechanisms.
-  Performance Metrics and Analysis
-  Customer Satisfaction Study
-  Strategic Partnerships and tech-stack expansion
-  Scaling and Expansion

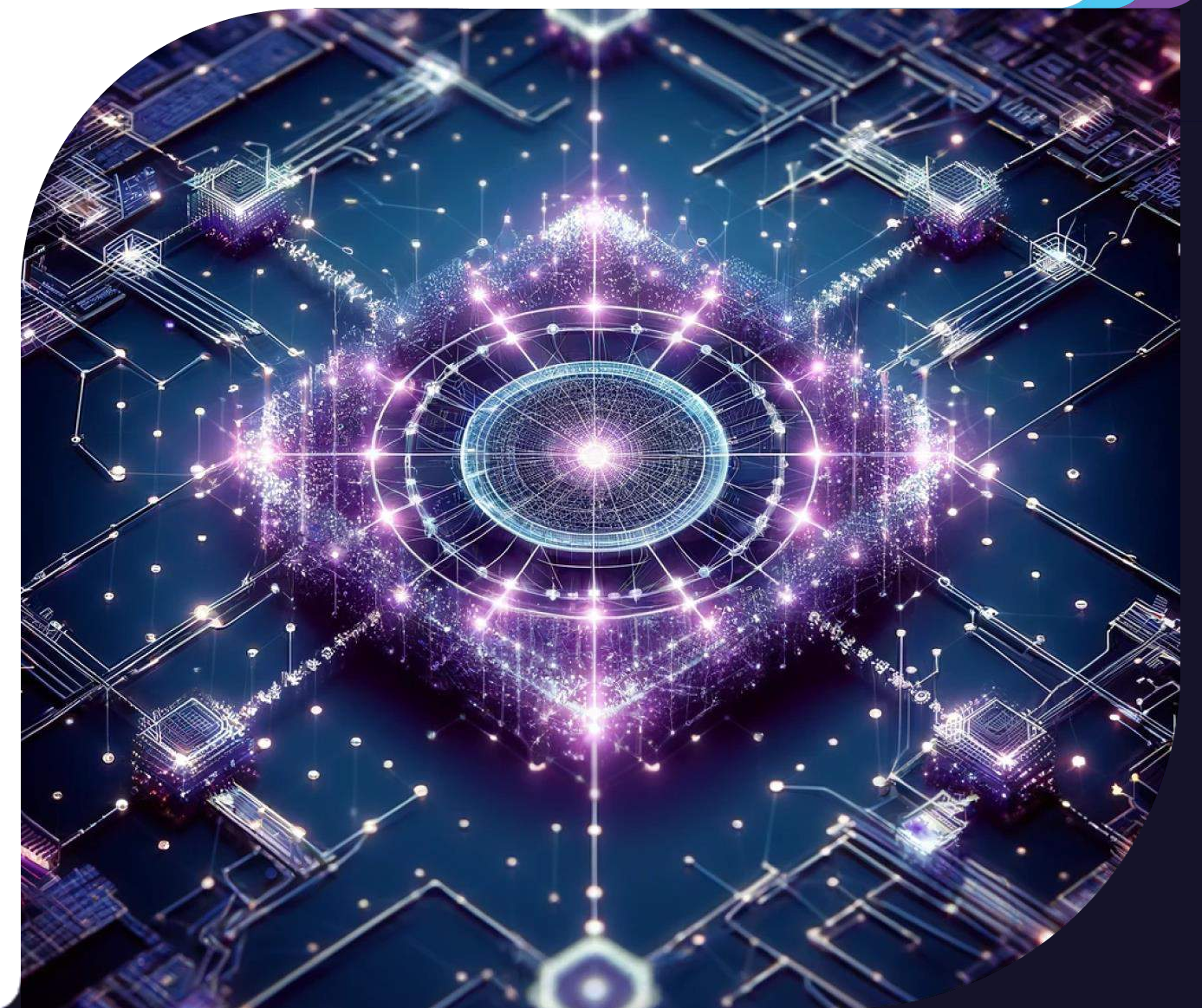
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TOKENOMICS



NETWORK DEPLOYMENT

- The main token has been deployed on the Ethereum mainnet, which allows for access to all Ethereum L2s.
 - The token will initially be bridged to the Base L2. The Base L2 is driven by Coinbase and is currently one of the fastest-growing networks globally. Additionally, Base has access to all Ethereum L1 assets via the more reliable L2 bridging systems.
 - Base should provide very robust liquidity and a very broad user base.
 - The fees on Base are expected to remain stable and affordable to retail investors.
- Later, as market trends and bridging strategies become clear, the token can be bridged to Solana and other L1s.



LIQUIDITY POOLS

- Note: STiiNT-iT's tokenomics emphasizes the safety of investors, such that the permanently locked pool will provide guaranteed exit liquidity for token holders as long as the token price remains above \$0.008
- The token will have two identical Uniswap v3 liquidity pools. The first is owned by STiiNT-iT, and the second is permanently locked.
- Both pools will have a fee of 1%.
- Both pools will match the token to \$LUSD.
 - \$LUSD has been selected as it is entirely programmatically controlled and cannot be revoked centrally like backed stable coins. This makes it a superior decision for permanently locked liquidity.
 - The pool owned by STiiNT-iT can be liquidated at the discretion of the Board.

TOKEN SUPPLY

- 100 million tokens will be minted, and no further minting will be possible.
 - 30 million tokens will be sent to the STiiNT-iT multisig address:
 - These tokens will be used at the discretion of STiiNT-iT and represent all the token funds they have available to operate the business. This will include management allocations, marketing, KOL, Ops, Web 2 and Web 3 development, employee incentives (ESOP), salaries, geographic expansion, etc.
 - 70 million tokens will be allocated to Uniswap v3 liquidity pools to facilitate fundraising and trading for STiiNT-iT:
 - 35 million tokens will be added to a liquidity pool with a starting price of US \$0.008 per token, with no upper price limit. This liquidity pool serves as a fundraising mechanism for STiiNT-iT, allowing tokens to be withdrawn after the target raise of \$360 000 is achieved.
 - Another 35 million tokens will be added to a separate liquidity pool, starting at US \$0.008 per token with no upper price limit, to ensure ample liquidity for trading.

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CONCLUSION

STiINT-iT is poised to revolutionize the professional talent landscape, transforming how communities connect and talent is discovered. Our innovative platform is not just a solution; it's a catalyst for change, redefining recruitment by empowering individuals and professional associations alike.

As we look toward a future where genuine connections and community-centric values drive success, STiINT-iT stands out as a hugely differentiated platform that delivers true disruption.

We are not just navigating the new era of talent discovery but leading it.



Please note that the information provided in this white paper is for informational purposes only and is not intended as a solicitation or offer to buy or sell any securities or tokens. This white paper may contain forward-looking statements that involve risks and uncertainties. Participation in the token purchase is strictly prohibited for residents of countries where such participation is deemed illegal or is subject to any form of regulatory restriction. It is the sole responsibility of the purchaser to ensure compliance with their local laws and regulations before participating in any token launch.

Prospective purchasers are strongly advised to conduct their own research and due diligence before participating in token launches. The market is known for its volatility, and token values can fluctuate significantly. By participating in the token launch, purchasers acknowledge and agree to these terms and conditions and accept the inherent risks associated with such investments.

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