"The 4th Pillar project for me is more than just another project. It is one of my life’s biggest challenges. To find solutions in the complicated HR world and to simplify the HR industry is really the main goal. The development of the 4th Pillar project demanded every atom of my energy and I could not have done it without an amazing team. I strive to achieve these solutions not for myself, but for the people. I wish for all of us to have new professional possibilities."

Tali Rezun DBA – CEO and Co-Founder of The 4th Pillar
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WHAT IS 4th PILLAR

4th Pillar is a human resources (HR) and finance connecting HUB for individuals and organizations built with over 22 years of experience. Based on the Ethereum blockchain and teleportation service, the platform utilizes smart contracts, wallets and IPFS protocol to solve day-to-day problems experienced by individuals and their employers. Our solutions drastically reduce the use of paper as well as help reduce the carbon and ecological footprint.

The 4th Pillar offers innovative blockchain solutions:

1. Wallet system capable of sending multiple payments from an organization to the individual
2. Blockchain & IPFS based sensitive document distribution and new registered mail postal service
3. Possibility of recruitment based on verified work history

THE DISRUPTION

The 4th Pillar is embarking on a mission to improve and revolutionize the current recruiting system and employment process by saving precious resources, cutting unnecessary costs, solving day-to-day inefficiencies and overall empowering individuals, employers and organizations with a vast array of digital solutions!

WE WILL DISRUPT THE WAY RECRUITMENT HAS BEEN MANAGED FOR THE LAST 70 YEARS BY:
• Disrupting the obsolete CV form.
• Recruiting based on verified work data (not relying only on endorsements, references and word of mouth).
• Accessing an extensive database of individual evaluations to find suitable workforce.

THE BLOCKCHAIN

Blockchain provides a decentralized and secure shared digital ledger, which gives participating parties a way of validating information related to a transaction. In doing so, it speeds up the process and cuts out intermediaries and costs. Blockchain is made out of a trail of validated facts. These facts can be anything from money to information.

As part of this digital system of record keeping, each transaction and its details are validated and then recorded across a network of computers. Everyone who has access to the distributed ledger receives this information and the parties agree on the accuracy before the block is replicated, shared and synchronized among the entities. A blockchain is virtually impossible to tamper with since each block of information references the block before it. In an age when trust is both elusive and held at a high premium, blockchain presents a way to confirm, validate and authenticate both values and events.

Smart contracts are basically a code or rules written into a digital program, which determine what happens when digital assets come in or when certain conditions are met.
THE 4th PILLAR
BLOCKCHAIN TECHNOLOGY
BUSINESS & TOKEN
MODEL
MAJOR PROBLEMS AND SOLUTIONS

PROBLEM No.1
- Lack of financial security due to centralized banking.
- No decentralized savings option.
- No cryptocurrency wallet system capable of managing multiple transfers.
- Extremely expensive and time-consuming cross-border payments.

4TH PILLAR SOLUTION
- Financial security.
- Decentralized savings.
- Unique wallet system.
- Instant multiple cross-border payments with lower costs.

PROBLEM No.2
- No mainstream blockchain service for B-to-B and B-to-C work related sensitive document distribution, storage and control.

4TH PILLAR SOLUTION
- One of a kind innovative blockchain & IPFS based postal service for sensitive registered document distribution.
- Environmentally friendly P-to-P communication.

PROBLEM No.3
- No online recruitment platform based on verified data.

4TH PILLAR SOLUTION
- Digital employee professional identity database with automated evaluation system.
- Possibility to recruit based on verified work history.

WHAT MAKES US UNIQUE

What makes us unique is the way our product is conceptualized, developed and integrated into the business. Our product the 4th Pillar platform is blockchain-based and combines several solutions that solve many of well-known HR pains. Three of four founders are HR experts, working in the human resources industry for several years as executives and leaders. Their experiences and understanding of the HR field are the base for our platform supported solutions. To go even further. The 4th Pillar platform has great possibilities for the future as it has the potential to expand and target the wider market due to the fact that it will offer multi-field solutions. The important difference that separates us from the rest is the fact that our platform is not just an idea. We have already developed a working BETA for the first function – Multi wallet value transfer. Our platform will combine functions that (in this form) are not offered by anyone on the market today. We have funded the development and ICO process ourselves. Because we are used to transparent business and finance, we have a clear forecast budgeting for the next 4 years.

CHALLENGES, USER CASES AND TECHNICAL DESCRIPTIONS

Most, if not all competitive businesses run, more or less, the same HR processes and most of them agree that manual effort is one of today’s biggest challenges. Teams can easily spend hundreds of hours just combing through the data stored in out of dated systems. And the data they acquire lacks validity and consistency. Even if various disparate tools that affect human capital are aligned, there is no guarantee that the data contained within them is easily accessible, shareable and visible to all relevant stakeholders. 4th Pillar will disrupt the old and out of date HR processes that have not changed for the past 70 years. We are facing three main challenges, which we will have to overcome. We already have the solutions for the problems.

CHALLENGE 1: Wallet system capable of sending multiple payments from organizations to individuals.

CHALLENGE 2: Blockchain & IPFS based postal service for sensitive registered document distribution.

CHALLENGE 3: Possibility of recruitment on the basis of verified work history.

CHALLENGE 1: Wallet system capable of sending multiple payments from organizations to individuals.

There are different financial security pillars in the world with similar shortcomings. The first issue is centralization. Our money is held by centralized organizations for a substantial fee, while we don’t know what will happen with this organization in the future. The second issue is control. We trust these same institutions that control our information and financial savings on their terms. Thirdly, all of our savings are held in FIAT currency, which is losing value over time due to unstoppable inflation. Therefore, our solution to the aforementioned issues is the 4th Pillar decentralized blockchain system, where every holder is in control over his or her own crypto savings, rewards and earnings. We are proposing a system, which will enable employers to reward or transfer FOUR tokens directly to their employees without any intermediaries (e.g. banks). The system will also give employees the possibility to save any amount of their salary, yearly bonus or other income in their own personal savings fund wallet. Thus, the aim is to build a self-managed 4th Pillar decentralized personal savings wallet, which is funded by the individual’s work organization and managed by the individual. The system will greatly save time and cost.
The bitcoin supercar - the Formula One of finance - is riding along on the muddy roads of 1970s mainframe based banking, and it’s a bumpy road. «

Andreas M. Antonopoulos: “The Internet of Money.”

USER CASE 1
John, Owner of a Paper Company

John has a paper production company headquartered in Germany. His company has small factories in different countries. Every month John wants to reward his employees from the headquartered company by equal treatment standards. Due to the fact that John’s factories are in different countries, cross-border payments are a problem, especially when transferring funds to non-European countries. Such transfers result in high costs and long process time. In other words, processing non EU payments is expensive and can take several days. John hears of the 4th Pillar platform, a platform designed to resolve the aforementioned issues.

Now John can reward his employees with just one click – all of his employees will receive crypto funds at the same time no matter where they are. Not to mention the significant cost savings!

For each transaction via regular bank payment, John would have to pay (depending on the bank, location and the amount) either a % fee of the amount transferred or a certain fixed fee (usually from 1 to 15 EUR per transaction). The 4th Pillar platform reduces that cost to approximately 0.1 EUR per transaction no matter where in the world the transaction goes. Considering the fact that John employs over 3000 people, the 4th Pillar platform can save him thousands of euros each month.

HOW DOES IT WORK?

The 4th Pillar platform is built on the Laravel (PHP) framework. To log into the platform and create a digital wallet, a user needs a browser with a web3 provider (currently MetaMask, later our own Add-On). The log-in process is done by first clicking on the login button. MetaMask opens a popup that requires a text signature with a private key. Once the private key is entered, this signature is sent via the AJAX request to the server-side platform (Laravel) to validate the signature. Once the signature is validated, the user is logged into the platform and he/she has the option to fill in the KYC form for organizations. The digital wallet is made with Vue JS, which allows for reactivity of the application. To achieve that we use Vuex. In other words, it works by starting up the web3, a token smart contract at the Vuex store and simultaneously runs a script monitor overseeing blockchain-related changes. Therefore, as the amount is transferred, the account is automatically updated and all changes to the network are registered. When a user wants to transfer XY token to another account, one must enter the ETH address or choose employees. The platform (system) then checks the correctness of entered data. In the event of an error, the system displays an error message. Otherwise, step 2 is displayed or the transaction confirmation step. A transaction confirmation subsequently triggers a MetaMask popup, where the user signs the transaction. Once the transaction is signed, the 4th Pillar platform will sign a transaction with a feeTaker account. The received parameters are then sent to the smart contract, which transfers the tokens from the transmitted transactions. A transaction fee is then paid by the feeTaker account, which pays the transaction to ETH, and in turn, receives a commission in the FOUR token. Once the method is successfully executed, the user will also see a link to the transaction on https://etherscan.io. We are aware of potential volatility issues and we are working on a system that will provide a TETHER based exchange of FOUR tokens during sensitive value operations.

"I would like to give my personal recommendation to the 4th Pillar concept. Based on all my experiences, I can say that the 4th Pillar concept is really unique and can make a difference in the HR industry going forward."

Wojciech Mora, Work Service, 4th Pillar ambassador
The 4th Pillar Ltd. - www.the4thpillar.io

CHALLENGE 2: Blockchain & IPFS based sensitive document distribution and new registered mail postal service

Small, medium and large organizations are all experiencing similar issues regarding private documentation distribution, such as employment contracts, payroll slips, work annexes, CVs, medical reports, performance reports and work history reports. Some of the aforementioned documents are usually delivered to employees once a week or once a month in a closed envelope. We plan to use Blockchain and IPFS (Interplanetary file system), which offers a more efficient and elegant possibility to securely send valuable documents, such as payroll slips, through its network directly from employer to employee. This way, the individual gradually gains control of his or hers professional documentation. We are currently in the fast-moving development of P-to-P document distribution delivery system and working closely with ZZI, a Slovenian leading company specializing in electronic sensitive document distribution for the B-to-B segment. Our 4th Pillar team has two ZZI representatives on-board as advisors: Andrej and Igor Zorko. ZZI will fully adopt our technology for B-to-C. We are already working on the BETA for this function, which can be expected in September 2018. We are developing a new 4th Pillar Add-On with a new and improved code, backed with supporting smart contracts allowing for document transfer.

USER CASE 2

Alice, Assistant Accountant

Alice has worked as an assistant accountant for the past 14 years. Her employer has chosen the 4th Pillar platform and now Alice receives her pay-slips and other work-related documentation in her personal digital wallet. Her employer reduced time and cost of sensitive document distribution, while Alice gets to keep her work-related documentation safely in one place. Suddenly, Alice decides to change jobs. During her job interview, the new employer asks her some work history related questions. Alice unlocks her phone and, with just a few gestures on the screen, is able to share her work history with the new employer. The 4th Pillar platform enabled a quick and easy way of providing all of the necessary information, while Alice did not even have to bother preparing a CV. More importantly, all of the information provided by Alice was verified and confirmed by her current or past employer. Therefore, she was able to show her proven work performance to the new employer. This would not be possible if Alice brought her CV for an interview. Due to her proven work performance, the interview went smoothly and without any doubt for both sides. Alice got her job as her new employer was sure the information she presented was correct and true.

HOW DOES IT WORK?

When a user (an individual or an organization) wants to send documentation, he or she must first select the document and let the 4th Pillar platform encrypt it with the user’s public key stored in a database of registered users. Once this step is done, the document is sent/stored to IPFS through INFURA, which allows for secure, reliable and scalable access to the IPFS gateway. The InterPlanetary File System then provides the user with the “hash” of the saved location that serves as an admittance to the sent document. This hash is then, through a smart contract, saved on the blockchain and accessible by the recipient. The user then receives the previously mentioned hash and downloads it from IPFS. Once downloaded, the hash can be decrypted with the user’s private key saved in the browser’s Add-On or later using a mobile app.

Our Blockchain & IPFS based sensitive document distribution service also represents a new, digital registered mail postal service. Registered Mail gives you the added security of proof of posting and confirmation of delivery. This way you can be sure that delivery has been completed. Documents are encrypted with public-private key combination and sent to IPFS. A receipt is issued to the sender of documents and the document’s destination address/wallet is recorded in a register. Upon its delivery, the recipient’s private key is applied as proof of delivery to the specified addressee. In case the addressee is not found, then this information is sent back to the sender.

“I see amazing possibilities in The 4th Pillar platform. The platform serves as a system for sensitive document distribution between organizations and individuals and is based on blockchain technology. A truly innovative and amazing solution.”

Igor Zorko, ZZI, 4th Pillar IT specialist and Early Adopter

CHALLENGE 3: Possibility of recruitment on the basis of verified work history

We are living in a digital world. Most of us are increasingly using online platforms that are becoming an integral part of our lives. The problem is that we are sharing our digital identity daily and do not have control over it. The 4th Pillar project is, therefore, making one of the first steps towards control of one’s own professional digital identity. More specifically, the 4th Pillar platform will enable the first blockchain professional individual identity database with an automated and validated non-discriminatory evaluation system. With this database, HR recruiters will easily access quality workforce and decide on suitable candidates. The heart of the project lies in the database of individuals with secure digital blockchain IDs, which is a long-term solution equivalent to a current passport. It enables individuals to store their work history securely for long periods of time and serve them in the future (i.e. employment/career changes). External users of the 4th Pillar platform will also have the possibility to browse through the 4th Pillar ecosystem and anonymously discover individuals based on their location, work expertise, years of experience and current employment.
status. The system will provide an automated and verified non-discriminatory professional identity evaluation based on imported measurable data. Overall, the system will make the recruiting process easier and more transparent. As the validated automatic evaluation is not based on any discriminatory characteristics (e.g. gender, age, race, religion, sick leaves, parental leave information or other parental care rights), it will enable employers and recruiters to act with respect to terms and conditions of employment on a non-discriminatory basis, such as education, additional professional knowledge, linguistic knowledge, years of service, work commitment and work performance. Individuals will have the possibility to choose and regulate their platform exposure.

**USER CASE 3**

*Ann, the Recruiter*

Ann is a freelance recruiter. Her main tools are online recruitment platforms. Despite her recruitment expertise, tests, and psychology knowledge she has a problem with selecting the right candidates. She realizes that CVs are not a trustworthy source of information. After researching the internet, Ann finds a new recruitment tool - The 4th Pillar, a platform which is based on an objective and non-discriminatory database with mathematically calculated individual evaluations vs. recommendations. She started using the platform and quickly realized it made her life much easier. She can quickly find candidates (who are willing to be found) by their geolocation. She can subsequently check their evaluation and instantly decide whether the person is an appropriate candidate given the information she receives from the database. The trustworthy database contains only proven work history with no space for manipulation. Therefore, she can provide more custom-made services to her clients without losing time interviewing unsuitable candidates.

**HOW IT WORKS**

The automatic non-discriminatory professional identity evaluation consists of two parts:

- verified professional identity generation tool, which generates the evaluation for individuals.
- search tool, which enables employers and recruiters to search the individual (job seeker) database.

MySQL database will collect data and parameters for every employee. This dossier will be retrieved from employers and will be imported into our data system and updated regularly. Our platform will queue the parameters and restore them promptly. The non-discriminatory digital evaluation will be based on special algorithms which will, through Cron operating systems, execute the employee assessment. New and regularly renewed data will upgrade the evaluation, making it reliable. Everything will be stored in our MySQL base. The recruitment process will be simplified by Elasticsearch search engine which will allow faster and more efficient employee hiring. Both functions will be available through the 4th Pillar platform and will be a part of the recruiting module. More details will follow in the development process.

**ECOLOGICAL BENEFITS**

We have created a futuristic blockchain-based hub that will serve and change the HR and finance industries forever, and at the same time have a positive effect on the environment! According to the FAO’s State of the World’s Forests Report in 2011, the amount of sawn logs removed and used for paper products was 853 million m3. The demand for wood and paper products is expected to increase as developing countries industrialize, which will only put more pressure on forest ecosystems. The 4th Pillar will strongly reduce the use of paper as it is based on blockchain transactions and digital communication. With this technology, we will revolutionize the HR industry not only by implementing a cost-effective digital system, but also by thinking green and reducing the carbon footprint in businesses around the world.

**USER CASE 4**

*George, Company Employee*

George works in a company with 950 employees and receives his payslips in a closed envelope every month in addition to other documentation. Times 950? That’s a lot of trees despite paper being the most recycled product in the world. Let’s be exact. The company with 950 employees uses more than 1,300 envelopes and 3,000 sheets of paper per month, just for transaction purposes. According to Paper Usage Calculator at https://www.treeproject.org.au/, that adds up to 120 trees per year and more than 9 tons of CO2 emissions. The 4th Pillar platform will change that. Using blockchain transactions and peer-to-peer transfers, companies won’t need to use paper anymore. George will receive his payslips and work documentation digitally, which is not only cost-effective, but also great for the environment.

(All the data was calculated using Naton’s supply report)

*“Based on my past experience I can say that The 4th Pillar platform is genuinely unique. It is the place that enables individuals to build verified professional identity and allows them to connect with current and potential future employers. I have no hesitation in recommending it highly.”*

Anton Rop – Former Prime Minister of Slovenia
TOKEN, PUBLIC SALE, TGE, FEE & VAULT

FOUR TOKEN = 100 % UTILITY

The FOUR token has been created as a utility token from the very beginning. With an embedded token teleportation service and multiple transfer option, the FOUR token serves as an atomic unit and main technical component of the 4th Pillar ecosystem. The FOUR token provides access to one’s professional identity and verification-related services. It overall serves as the main value and “gas” in a decentralized, token-based ecosystem. It also represents a unit of the network. The bigger the network grows, the more utility in the token. Designed and embedded in the blockchain infrastructure, it can serve as a very important part of the blockchain and be a valuable addition to the blockchain ecosystem. The number of tokens fixed, thus, there cannot be any inflation effect. As the adoption of the 4th Pillar network and FOUR token transaction volume within the network grow, the demand for the FOUR token increases.

“As the adoption of the 4th Pillar network and FOUR token transaction volume within the network grow, the demand for the FOUR token increases.”

Tali Rezun, DBA,
4th Pillar CEO

The FOUR token usage on the 4th Pillar platform:

1. AS A MAIN COMPONENT OF THE 4TH PILLAR ECONOMY:
The platform will use Ethereum blockchain and token teleportation service (TTS). The 4th Pillar complete token economy will use FOUR token as its main value and gas. TTS interface provides Ethereum accounts with the ability to transfer the ERC20 tokens without having to pay for the Ethereum network transaction fees in ethers (ETH). Instead, the account pays for token transfer fees in the native FOUR token.

2. FOR PLATFORM USAGE:
To use the 4th Pillar platform, the FOUR token is needed in order to fuel transactions, access the database, send digital value and sensitive document. The gas fees in FOUR tokens for using the 4th Pillar blockchain will be minimal.

3. FOR COMMUNITY INCENTIVES AND REWARDS:
The platform will enable individuals to receive FOUR tokens for positive incentives and reward first early adopter organizations (1 million EUR in FOUR tokens will be assigned for this).

4. A B-TO-B PAYMENT METHOD AND SUBSCRIPTION:
The 4th Pillar organization will be able to directly sell FOUR tokens to organizations in EUROS based on daily market price. The latter will eliminate the complicated FIAT/CRYPTO exchange process. All subscriptions will be possible only in FOUR tokens. We will prepare special packages for recruiters and organizations.

5. AS A MAIN REVENUE MECHANISM:
The FOUR token will be the main revenue mechanism in the 4th Pillar’s internal economy. The 4th Pillar organization will earn gas fees from FOUR token transactions (operational September 1st, 2018). The 4th Pillar organization sells FOUR tokens in EUROS to organizations at market price (operational in September 1st, 2018). In addition, the 4th Pillar organization will sell platform subscriptions in FOUR tokens to recruiters and HR agencies (operational in Q3 2019).

TOKEN DETAILS

- TGE event: CROWDSALE start day
- Token name: FOURTH PILLAR UTILITY TOKEN
- Token symbol: FOUR
- Blockchain: Ethereum
- Maximum number of FOUR tokens issued: 400,000,000 (100%)
- FOUR tokens distributed in public sale: 152,000,000 (38%)
- Decimals: 18
- Initial value: €0.10
- Token standard: ERC-20

PUBLIC SALE DETAILS

We strongly believe that the project should raise only what’s needed to accomplish our goal. Therefore, this is a capped TGE (i.e. token generation event) with a SOFT CAP of €2 million (i.e. if the SOFT CAP is reached, the complete plan will be executed on the SE European market) and a maximum cap of €12 million (i.e. if the HARD CAP is reached, the complete plan will be executed on the European market). The development of this project is fully funded and supported by the founders, while publicly contributed capital will be budgeted and spent for project scaling and global business integration. Every contributor is welcome to participate in any phase of the public sale. The contributors must pass the KYC based on current market standards and in accordance with applicable laws to participate in the WHITELISTING process.

- EARLY CONTRIBUTION start date is January 20th, 2018 (minimum contribution per KYC is 20 ETH, maximum contribution per KYC is 100 ETH) – KYC approach with 50% bonus
- PRE-SALE contribution exact date TBA – (minimum contribution 0.1 ETH, maximum contribution TBA) – KYC approach with 30% bonus
- CROWDSALE event – Q2 2018 – exact date TBA – KYC approach – (minimum contribution 0.1 ETH, maximum contribution TBA)
- Token distribution: start on CROWDSALE – exact date TBA – 2018 and ongoing during CROWDSALE phase
- ETH/EUR exchange rate will be locked as per 2-3 days before crowdsale start day at 14:00 (UTC+1)
- Preferred wallet and ETH address: My Ether Wallet
- Currencies accepted: ETH as main currency, ERC-20 tokens are also accepted by approval and only in early contribution phase
- SOFT CAP: €2,000,000 (if SOFT or higher CAP is reached, complete plan will be executed on the SE European market)
- HARD CAP: €12,000,000 (if HARD CAP is reached, complete plan will be executed on the European market)
FOUR TOKEN DISTRIBUTION

- **PUBLIC SALE**: 152,000,000 (38%) FOUR tokens
- **THE 4TH PILLAR VAULT**: 152,000,000 (38%) FOUR tokens. The 4th Pillar vault will play a valuable part in the 4th Pillar ecosystem and an essential part in system operations. In addition, the vault will serve as a source for B-to-B FOUR token sales. For an easier and quicker platform adoption, the 4th Pillar vault will sell FOUR tokens to organizations in EUROS (never below market price).
- **FOUNDERS**: 50,000,000 (12.5%) FOUR tokens are held by the founders and the team, but VESTED for a period of 12 months and gradually released monthly according to the 12-month cliff plan.
- **ADVISORS**: 29,000,000 (7.25%) FOUR tokens go to the contributors, who helped with the project.
- **CONTRIBUTORS**: 10,000,000 (2.5%) FOUR tokens go to the contributors, who helped with the project.
- **BOUNTY**: 7,000,000 (1.75%) FOUR tokens. Bounty tokens will be distributed for community building and sales incentives for pre-sale contributors.

FOUR TOKEN COLLECTING FEE

The 4th Pillar allows its users to transact with native FOUR tokens without ever holding Ethereum or even knowing about it. The FOUR token is designed in a way that allows the users to send FOUR tokens and pay the transaction costs - known as the gas fee, in native FOUR token as well. This provides Ethereum accounts the ability to transfer ERC20 tokens without having to pay Ethereum network transaction fees in ETH.

HOW DOES IT WORK?

The 4th Pillar platform and wallet will provide the users to send native FOUR tokens by simply signing the transaction with their private key. The signed transaction is then transferred to the 4th Pillar Settlement Service, which bundles multiple transactions together and settles them on the blockchain – once the transaction has been settled, the receiver can operate with his/her funds. The bundling of transactions enables our platform to scale as the overall number of transactions generated on the Ethereum blockchain is kept at minimum.

The native token settlement is scalable and cost-effective. The cost of settlement per transaction drops significantly with the number of transactions reaching around 20 - Graph 1. This means that users can transact and benefit from lower fees that we are able to provide. Our cost of settling multiple transactions (that we batch from multiple users) is also significantly lower than it would be in the case of settling a single transaction.

TREASURY: THE 4TH PILLAR VAULT

The 4th Pillar vault will receive 152,000,000 FOUR tokens (38% of the total supply) in the process of TGE. The vault will be a vital component of the 4th Pillar ecosystem and essential for system operations. One factor we must account for is the possibility that not all organizations/companies are crypto savvy. Therefore, we are providing the option to convert the FOUR tokens into FIAT (namely EUROS). The vault will simplify and enable operational execution of the system by selling FOUR tokens into fiat currencies directly to the companies and 4th Pillar clients. An ETH address containing FOUR tokens will be used for this direct token to fiat sale at market price. This function is strategically important and gives us the competitor’s advantage over other cryptocurrency-based companies. The proposed model can also be fully adaptable to...
The vault will have a decentralized governance in the form of a Supervisory Board, which will have three members:

• Sandi Nemet, President of the Supervisory Board. Currently, Sandi is the CEO of Alfa Bank in Luxembourg and has a Luxembourg banking and financial licence.
• Roman Dobrina, 4th Pillar CFO, with a Slovenian Bank Association licence for currency exchange operations.
• Third candidate will be selected after the TGE event.

The Supervisory Board will connect the experience from three worlds: fiat banking (Mr. Nemet), B-to-B operations (Mr. Dobrina) and blockchain (third candidate).

VAULT TRANSACTION CONFIRMATION

Each transaction will go through a digital authentication process to be approved by two out of the three Supervisory Board members. The process can be compared to the »two pairs of eyes« principle from the regular business practice in large companies. Technically, every board member will have his/her own private key and the combination of the two will confirm the transaction. One member of the employee community, ambassadors and advisors will be selected each month to be present, provide additional control and to advise during decision-making process.

REVENUE

The 4th Pillar business concept is founded on the following revenue channels:

• The 4th Pillar organization earns gas fees from the FOUR token blockchain transactions.
• The 4th Pillar organization sells FOUR tokens to organizations for their employee rewards and gas money for FIAT at market price.
• The 4th Pillar organization sells platform subscriptions in FOUR tokens to recruiters and human resources agencies.

Our experiences enable solutions.

Dusan Lazar, COO,
4th Pillar

Three out of four 4th Pillar founders Tali Rezun, Roman Dobrina and Dusan Lazar are longtime business partners. Together they own The Lighthouse Group Ltd. – a holding company, 70% owner of the 4th Pillar Ltd. and also 49% owner of HR Agency – Naton HR. Tali, Roman and Dusan are fully engaged in the 4th Pillar project and are currently holding passive roles in Naton & Work Service (WS) as members of the Supervisory Board. Naton & WS – HR is completely managed by its two CEOs Tanja Milic and Brane Parazajda, who is also a 4th Pillar advisor. Naton & WS – HR is also a 4th Pillar early adopter. Work Service is a 51% owner of Naton & WS – HR. It is also an early adopter and advisor of the 4th Pillar together with its group companies: Prohuman and Enloyd and Antal.
FINANCIAL FORECASTS AND BUDGET

We have created 3 financial forecasts depending on our fundraising ability. All financial forecasts are prepared for a 4-year period and are based on organizational development in terms of headcount (Full-Time Equivalent). All forecasts are sales driven, mainly by selling services and tokens of the HR blockchain platform.

**HARD CAP** - €12M capital will be raised through the TGE process. Most realistic forecast.

**MID CAP** - €5M capital will be raised through the TGE process. Modest forecast.

**SOFT CAP** - €2M capital will be raised through the TGE process. Pessimistic and conservative forecast.

Full financial forecast and budget is located in the Appendix section on page 26.

SOLVING HR MARKET ISSUES

Using 4th Pillar’s decentralized model, we want to dramatically disrupt the workforce employment recruitment industry and achieve considerable market share quickly before cryptocurrency and blockchain technology become mainstream in the next few years. In a nascent space, far more must be done than white paper creation followed by social media blasts. A good mix of thought leadership, credibility, community, channel creation and research are making the 4th Pillar project stable and delivered on its promise and goals. That is why we focus our marketing efforts on the absolute quickest 4 pillars.

The global employment and recruitment industry continues to show solid growth, increasing both the depth and scope of its HR solutions and supporting around 72 million people worldwide to access work each year. According to Ciett’s 2016 economic Report, global annual sales revenue reached 450.4€ billion with an annual increase of %8.6. The global recruitment process outsourcing market is forecasted to grow at a compound annual growth rate of %17.66 from 2017 to 2021, according to recent reports (Technavio – Infiniti Research Ltd. (2016), Global Recruitment Process Outsourcing Market 2021-2017). The growth potential is enormous due to approximately 3.3 billion employees in 2017 according to ILO modelled estimates. One of the key trends in the HR industry will be the process of digitization. 38% of companies are thinking about digital HR and only 9% of them believe they are fully ready for it. 72% of organizations believe digital HR is an “important” priority, while 32% claim it is “very important” (Source: Deloitte University Press).

GROWTH EXPECTATION & MARKET OVERVIEW

Over the years, we have experienced a substantial lack of workforce in Europe. It is time to change and upgrade the HR industry. To list a few facts in the human resource industry:

- Finding an adequate amount of qualified candidates is becoming harder every day.
- Dealing with high employee acquisition costs and non-transparent employee history (including data in the existing CV) is becoming a nightmare.
- There is great difficulty in defining incentive schemes for employees to change jobs.
- It is almost impossible to acquire reliable work history when recruiting cross border.
- 38% of companies are thinking about digitizing their HR operations and are in dire need for a suitable affordable technological solution.
- A significant amount of manual labor (216 million working individuals in Europe alone).

"Regulations must come and allow the real projects to stand out. These projects will offer the contributors a high amount of transparency, safety and confidence that the tasks set in the roadmap will be achieved. The 4th pillar is such a project."

Dusko Pavasovic, Chess Grandmaster, 4th Pillar Crypto analytics Advisor
COMPETITION COMPARISON TABLE

<table>
<thead>
<tr>
<th>PROFESSIONAL IDENTITY</th>
<th>DOCUMENTS DISTRIBUTION</th>
<th>VALUE TRANSFER</th>
<th>MULTIPLE WALLET TRANSFER</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="http://www.the4thpillar.io">www.the4thpillar.io</a> HARD-FACT BASED, VERIFIED</td>
<td>BLOCKCHAIN and IPFS BASED, PUBLIC-PRIVATE KEY PROTECTED</td>
<td>YES, ERC-20 BASED BASIC FUNCTION</td>
<td>YES, BASIC FUNCTION FOUR TOKEN BASED</td>
</tr>
<tr>
<td><a href="http://www.staffico.com">www.staffico.com</a> UNCLAR EVALUATION PROCESS</td>
<td>SUBJECTIVE</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td><a href="https://rblock.co">https://rblock.co</a> VERIFIED CLAIMS, SUBJECTIVE FUNDAMENTALY</td>
<td>SUBJECTIVE</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td><a href="https://ouna.io">https://ouna.io</a> PERSONAL AND BEHAVIORAL EVALUATION</td>
<td>SUBJECTIVE</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td><a href="https://grain.io">https://grain.io</a> SKILLS PROOVING BY REFEREES</td>
<td>SUBJECTIVE</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td><a href="https://springrole.com">https://springrole.com</a> CROWDSOURCED AND ENDORSED SKILLS</td>
<td>SUBJECTIVE</td>
<td>NO</td>
<td>NO</td>
</tr>
</tbody>
</table>

POTENTIAL RISKS & LEGAL

CROSSING THE CHASM

Our platform is a high-tech product. The technology adoption life cycle for high-tech products always includes risks in the beginning. It is basically a sociological phenomenon where people first need to get to know the product. The first two groups of users are the innovators and early adopters or people willing to try new things. They are the first ones to start accepting and using the product. Before the early majority and late majority groups start to accept and use the product, there is a gap called «CHASM». The growth of the company and product usage is stalled at the chasm moment. The company needs to be ready for this kind of situation by knowing the targeted user group and knowing its biggest challenges by trying to solve them with product implementation. The product needs to be redefined at this point and the company has to offer «the whole product». The whole product does not only include the technology behind it, but the complete experience around its use. That is what we at The 4th Pillar are thinking about every day. We have our product in full development phase, we understand the risks and we are ready. We know who we are targeting, we know the targeted HR industry’s biggest challenges and we have the right cure to be developed fully in the time needed for mass adoption.

“"All revolutionary solutions face many challenges, whereas regulatory limitations undoubtedly represent key challenges, especially in the labour market and in the field of personal data processing."”

Aljaz Jadek, Mitja Podpecan, Jadek&Pensa, 4th Pillar Legal

REGULATORY AND RISK MITIGATION SECTION

We and the law firm Jadek & Pensa firmly believe that current legal framework enables development of solutions, which will simplify the relationships between the parties and at the same time comply with legislation. All revolutionary solutions face many challenges, whereas regulatory limitations undoubtedly represent key challenges, especially in the labour market and in the field of personal data processing. Law firm Jadek & Pensa will help us regarding the finalization and realization of applicable solutions within our goals and intentions. In addition, they will help us understand the regulatory requirements and to enable us to finalize and realize the project in a legally compliant way. Due to the fact that the blockchain field is extremely dynamic and that there are many regulatory challenges, we strive to mitigate all regulatory risks. The sale of the FOUR tokens is not a public offering of equity or debt and, consequently, does not fall under securities or any prospectus regulation. The FOUR tokens are not securities as defined...
under applicable laws of Slovenia. Therefore, the FOUR tokens have not been registered with any competent regulator. The sale of the FOUR tokens is unregulated. We are closely following changes to legislation in the most relevant jurisdictions in the world and undertake to act accordingly, if regulatory changes impact the FOUR token sale and operations of the 4th Pillar platform. We are not a financial institution and are currently not under supervision of any financial supervisory authority. We do not provide any licensed financial services, such as investment or brokerage services, capital raising, fund management or investment advice.

We guarantee that best efforts will be made to comply with applicable Slovenian consumer protection regulation for the sale of the FOUR tokens. The sale of the FOUR tokens is in respect of distance contracts excluded from the right of withdrawal since it concerns the supply of goods for which the price is dependent on fluctuations in the market which cannot be controlled by us and which may occur within the withdrawal period and since it concerns the supply of digital content on a non-tangible medium. This means that the contributors will not have the right to a cooling off period. We guarantee that best efforts will be made to comply with all our tax obligations, which are applicable in Slovenia. The contributors shall determine what, if any, taxes apply to their participation in the sale of the FOUR token (i.e. sale, use, value added, and similar taxes). The contributors shall withhold, collect, report and remit the correct taxes to the appropriate tax authority, while all of their factual and potential tax obligations are of their concern and responsibility. We are aware that labor law standards vary in different jurisdictions. Thus, we will develop the 4th Pillar platform in a way that some functions will be enabled only in certain jurisdictions in order to abide by international ILO labor standards and sufficiently respect worker/employee rights.

PERSONAL DATA PROTECTION

We are firmly committed to protect collected and processed personal data and designing our platform in compliance with the individual’s personal data privacy, which will be protected at the highest level. We have already carried out legal analysis of the 4th Pillar habitat for personal data protection issues with the help of external legal service providers to ensure that what we pursue is feasible. We will make sure that all processes of individual’s personal data will be audited and acquire certifications of our conduct, processes and security measures regarding personal data by respective certification authorities under the EU General Data Protection Regulation. The individuals will be able to choose a level of privacy according to their needs and desires on the 4th Pillar platform. They will also be able to unpublish their personal data.

KYC POLICY

KYC (Know Your Customer) is the process of a business identification and client’s identity verification. KYC includes procedures of primary identification of customers from financial institutions and companies acting as cryptocurrency exchanges. Strict compliance with the KYC policy protects the customers and us from criminal elements such as money laundering or terrorism financing. As security transaction is our main priority, we keep a high standard of customer identification and provided information verification. If we have a reasonable assumption, that our customer might be involved in any kind of criminal activity, we reserve the right to refuse cooperation and reject their funds without any additional explanation. Only contributors, which have successfully identified themselves in the KYC procedure, will be eligible to participate in the 4th Pillar token public sale. The carried-out KYC will be based on current market standards and will comply with applicable laws. We guarantee that best efforts will be made in order to keep information and transferred personal details confidential.

“The project intents to be fully transparent and fully tax domiciled in Slovenia and therefore a pioneer in that area. All that brings in certain issues but drags away important risks. Being truly transparent is never easy (nor cheap) but is to my believe the only way for being successful on a long term.”

Mitja Cerne, BDO, 4th Pillar Tax Advisor
The 4th Pillar Ltd. recognizes the importance of preventing money laundering and terrorism financing, and commits to the highest standards of Anti-Money Laundering and Combating Terrorist Financing (‘AML/CTF’). The 4th Pillar Ltd., headquartered in Slovenia, is subject to applicable legislation designed to prevent AML/CTF.

To fulfill this commitment, the 4th Pillar Ltd. establishes internal policies and procedures as well as conducts an anti-money laundering risk analysis. The latter defines risk associated with different types of contributors and transactions.

**ANTI–MONEY LAUNDERING POLICY**

The 4th Pillar Ltd. will implement processes and procedures to conduct appropriate customer due diligence, customer identification and customer’s identity verification on the basis of the following “Know Your Customer” principles:

- Customer provided documentation (Verification Checking).
- Customer information obtained from reliable and independent sources (Ownership Checking).

Unusual activity during the customer due diligence process or customer engagement should be immediately reported to the designated Money Laundering Reporting Officer (‘MLRO’) or the Deputy Money Laundering Reporting Officer (‘Deputy MLRO’).

**CUSTOMER DUE DILIGENCE**

To prevent AML/CTF, the 4th Pillar Ltd. will implement processes and procedures to conduct appropriate customer due diligence, customer identification and customer’s identity verification on the basis of the following “Know Your Customer” principles:

- Customer provided documentation (Verification Checking).
- Customer information obtained from reliable and independent sources (Ownership Checking).

Unusual activity during the customer due diligence process or customer engagement should be immediately reported to the designated Money Laundering Reporting Officer (‘MLRO’) or the Deputy Money Laundering Reporting Officer (‘Deputy MLRO’).

**RISK–BASED APPROACH**

The threat for the 4th Pillar Ltd. to be involved in money laundering and terrorist financing activities depends directly on the type of customer business or the country they are located in.

During the business processes and procedures, the 4th Pillar Ltd. will classify its customers based on a level of risk. Identifying the potential risk will help to effectively manage these risks and implement controls to mitigate the identified risk, if any.

**HIGH RISK CUSTOMERS**

The 4th Pillar Ltd. will not conduct business with the following risky customers:

- Individuals included in any official lists of sanctions.
- Individuals indicating possible involvement in criminal activities based on available information.
- Individuals with businesses where activity or source of fund legitimacy cannot be reasonably verified.
- Individuals refusing to provide required information or documentation.
- Entities whose shareholder/control structure cannot be determined.

**RECORD KEEPING**

Customer documentation can either be submitted in physical or electronic form. An appropriate record of received documentation, copies or reference to the customer’s documentation will be kept in accordance with the data protection regulation. Records will be kept for as long as the relationship endures with the customer or is needed for fulfilment of the relationship and for at least five years after the relationship ends. In countries where this period exceeds the established period of time, the legally established time period will be considered to comply with local law.

**TRADEMARK**

4th Pillar trademark is listed to be registered under number 017683285 with the EUIPO – European Union Intellectual Property Office.

Trademark application is available in the Appendix section on page 39.
<table>
<thead>
<tr>
<th>Period</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q2 2017</td>
<td>THE 4TH PILLAR concept</td>
</tr>
<tr>
<td>Q3 2017</td>
<td>Legal, tax &amp; Legislation</td>
</tr>
<tr>
<td>Q4 2017</td>
<td>ICO &amp; BETA preparation</td>
</tr>
<tr>
<td>Q1 2018</td>
<td>BETA development: PHP Laravel DAPP platform, FOUR token &amp; Smart contracts and Wallet for individuals and organisations</td>
</tr>
</tbody>
</table>
| 2.4.2018    | THE 4TH PILLAR BETA release:  
• Wallets for individuals and organisations  
• Unique multiple wallet value transfer option  
• Admin system for organisation  
• FOUR token economy with gas fee possibility |
| Q2 2018     | TGE & Public sale                                                                                                                                                                                              |
| Q3 2018     | FOUR token exchange listings                                                                                                                                                                                   |
| Q3 2018     | • Platform testing  
• Development of blockchain and ipfs based postal service for sensitive registered document distribution                                                                                     |
| Q4 2018     | • Start of B-to-B sales (SE Europe)  
• Launch of blockchain&ipfs based postal service for sensitive registered document distribution                                                                 |
| Q1 2019     | Mobile wallet app launch (ANDROID APP)                                                                                                                                                                         |
| Q2 2019     | THE 4TH PILLAR organisation financial audit 2018                                                                                                                                                              |
| Q3 2019     | • Mobile wallet app launch (IOS APP)  
• Development of digital employee professional identity database with automated evaluation system                                                                                           |
| Q4 2019     | Development of digital employee professional identity database with automated evaluation system                                                                                                               |
| Q1 2020     | Development of SYNCHRO module for organisations                                                                                                                                                              |
| Q2 2020     | THE 4TH PILLAR organisation financial audit 2019                                                                                                                                                              |
| Q3 2020     | Organisational SYNCHRO module launch                                                                                                                                                                           |
| Q1 2021     | Digital employee professional identity database with automated evaluation system launch                                                                                                                       |
| Q2 2021     | THE 4TH PILLAR organization financial audit 2020                                                                                                                                                              |
| Q3 2021     | Fully functional platform & global integration                                                                                                                                                                |
THE TEAM, AMBASSADORS & ADVISORS

TALI REZUN, co-founder, CEO
Doctor of Business Administration, DBA
Master of Business Administration, MBA.

Tali started his entrepreneurial career in 1998, specializing in various fields ranging from investment, human resources, online marketing, etc. He managed the original human resources company Naton HR with over 1,200 employees from 2011 - 2017. Mind blown by blockchain technology, his idea for the 4th Pillar came to light. In the 4th Pillar project, he is the Chief Executive Officer (CEO) and is responsible for managing and representing the entire project.

- 2017 – present Crypto & Blockchain Lecturer at Cotrugli Business School
- 2011 – 2017 Executive Manager at Naton HR
- 2000 – 2011 Senior HR recruiter and advisor at NATON HR
- 2000 – 2011 Founder and Executive Manager of TDS Group

DUSAN LAZAR, co-founder, COO
Master of Business Administration, MBA

Dusan has over 25 years of experience in various industry businesses as a CFO, CEO and HR recruiter. He has successfully created, helped, consulted and led many start-ups as well as corporations. He is the co-founder of Naton HR and Work Service, one of the largest HR agencies in Europe. In the 4th Pillar project, he is the Chief Operating Officer (COO) and is responsible for daily project management and international implementation of the 4th Pillar platform.

- 2011 – 2017 Executive Manager at Naton & Work Service, HR
- 2000 – 2011 Senior HR recruiter and advisor at NATON HR
- 2000 – 2011 CEO, Arenda Real Estate, Slovenia
- 1995 – 2000 CEO, Kresto International, Austria

Licenses & Accomplishments
- 2017 Currency Exchange Operations (The Bank Association of Slovenia)
- 2013 Management & Representation of HR Agencies – licence (Slovenian Ministry of Labor)
- 2013 Government license – Tax advisor: License D 0052
- 2005 Real Estate Agency license (Slovenian Ministry of Environment and Spacial Planning): License 00347
- 2002 Insurance Agency License (Slovenian Insurance Association): License 1184
- 1997 – 2001 Member of the Supervisory Board of the Slovenian Chamber of Commerce – GZS UO LJ
- 1998 Cochran Fellowship Program – Certificate of Achievement: United States Department of Agriculture
- 2015 – 2020 finishing Doctor of Business Administration – Cotrugli Business School, Croatia

ROMAN DOBRINA, co-founder, CFO
Bachelor of Arts, BA

Roman started his professional career as a Finance Manager in GlaxoSmithKline and continued as General Manager for the Adriatic region and Marketing Director for Aquafresh Central Eastern Europe. Since then, he has been working in the pharmaceutical industry with a broad experience in sales, marketing, finance, and general management. Currently, he is a shareholder in a healthcare company and owns an HR agency. In the 4th Pillar project, he is the Chief Financial Officer (CFO) and is responsible for budgeting, forecasting, reporting and other financial matters regarding the project.

- 2014 – 2017 CFO at Naton HR
- 2009 – 2014 Adriatic BST Group
- 1997 – 2009 GlaxoSmithKline

Licenses & Accomplishments
- 2017 Currency Exchange Operations (The Bank Association of Slovenia)
- Rewarded “Top 20” Young Executives title in Europe
- Member of GSK President Exchange Days for talented leaders
- Member of Super Brands Slovenia Board

JAKA GORNIK, co-founder, CMO

Jaka began his professional career in marketing 25 years ago. He was responsible for out-of-the-box solutions for many international corporations active in the Adriatic region. His passion has brought him to crossroads where he can merge his marketing skills with blockchain solutions. In the 4th Pillar project, he is the Chief Marketing Officer (CMO) and is responsible for the marketing strategy and managing marketing activities and business development of the project.
DENIS JAZBEC, CITO

Denis is a web developer with more than 10 years of experience and a computer science degree. He is highly proficient in PHP, JS and MySQL. His focus remains set on quality and secure, fast final products. In the 4th Pillar project, he is the Chief Information and Technology Officer (CITO) and is responsible for the 4th Pillar platform creation and development. Denis manages the IT & Blockchain Team.

Licenses & Accomplishments
- 2016 Engineering Degree from Faculty of Electrical Engineering and Computer Science, Ljubljana, Slovenia
- Silver award at the ACM Competition in Computer Science (national level)
- Made several connections for Magento with payment & accounting systems
- Worked on projects for larger online shops on the German-speaking market

BORIS SAVIC, Blockchain Developer

Boris has a Masters degree in computer science and has spent most of his career building software for business applications, which gives him unique experience when it comes to development of “smart contracts”. In the 4th Pillar project, he is the main Blockchain Developer and is responsible for creating the smart contracts for the FOUR token, token teleportation service and the 4th Pillar crowdsale.

POLONA REMIC, Blockchain Developer

Polona has a computer science and mathematics degree and is enrolled in a postgraduate program in Information and Communication Technologies, specializing in Artificial Intelligence. She is the co-founder and back-end developer at Olaii. She has experience in designing and building software in different program languages, including Solidity. In the 4th Pillar project, she is a Blockchain Developer responsible for co-creating the FOUR token smart contracts, token teleportation service and the 4th Pillar crowdsale.

IGOR ZORKO, IT & Legislation Specialist

Igor has over 20 years of experience in ICT sales, consulting and management. He is the CEO of ZZI company and the 4th Pillar’s first early adopter, integrating business-to-customer document distribution. He is a well-respected visionary and lecturer on the topic of digital change and future industry transformation. In the 4th Pillar project, he is the IT & Blockchain Legislation Specialist.

Licenses & Accomplishments
- Chairman of the Slovenian National ICT association
- Vice President of the Slovenian Chamber of Commerce
- Chairman of the Slovenian National Digital Coalition – Digitalna.si
- Representative for digitalization in EU associations (EFAA, Euro chambers)

GREGOR IRT, Senior IT Specialist

Gregor is an experienced solution architect, lecturer and senior Java developer with more than 15 years of experience and a computer science degree. He is a certified Java, ESB and WEB engineer. He was a team project leader on national and EU big mission critical development tax, customs and B2B projects. In the 4th Pillar project, he is the Senior IT Specialist and is responsible for development audits.

ANDREJ ZORKO, Senior IT

Andrej is a well-recognized software architect, consultant and senior Java developer with more than 15 years of experience. He is a certified engineer specialized in Big Data, messaging, ESB and Java development. He is/was the chief architect and Head of Development for national mission critical systems, cloud B2B platforms and solutions (bizBox.eu). In the 4th Pillar project, he is the Senior IT Specialist and is responsible for the 4th Pillar document distribution integration with ZZI IT Systems.

ANDREJ GORENJAK, IT Developer

Andrej holds computer science degree and specializes in web development. He is a full-stack developer with high knowledge of PHP, JS, MySQL and Apache. With over 10 years of experience, Andrej is a highly valuable member of 4th Pillar platform development team. In the 4th Pillar project, he is an IT Developer and is responsible for programming the kyc and kyc form for the 4th Pillar platform, as well as general supervision of platform construction.
MARTA PILCH, Project Coordinator

Marta holds a double MA degree in law and international relations and has international experience in the fields of finance and HR. She is a former management board assistant and has a well-rounded skill set, including speaking 4 languages, which is why she is coordinating the 4th Pillar project and responsible for legal and administration support.

Licenses & Accomplishments
• Participated in corporate transition of activities at Heineken, Edinburgh
• Completed intensive trainings in work organization (including Kaizen), Customer Service & Order to Cash Management

MIHA BOZIC, CSO

Miha is an economics graduate, who started his crypto involvement by allowing people to use cryptocurrencies as a payment method in his furniture business 5 years ago. Since then, he is keen on finding out everything possible with respect to crypto developments and is one of the pioneers of blockchain investments in the Adriatic region. In the 4th Pillar project, he is the Chief Security Officer (CSO) and is responsible for mitigation and reduction of compliance as well as operational, strategic, financial and reputational security risk strategies.

JANEZ SKOBE, Creative Director

Janez is a multimedia art director and photographer. With a full range of skills he leads photography, video and sound media production as well as design. In the 4th Pillar project, he is the Creative Director and makes sure that everything we do also looks good.

ALES JAZBEC, IT & Web Developer

Ales is a photography, video, editing and web specialist with a developed feeling for aesthetics. He is a valuable asset when creative processes transfer into reality. In the 4th Pillar project, he is an IT and Web developer and responsible for the 4th Pillar webpage and other IT support.

Licenses & Accomplishments
• Ales created and sold his first successful website at the age of 14
• He completed over 200 successful projects over the last three years

JAN JORDAN FRANGES, Head of Content Creation

Jan worked as a video producer, journalist and content creator at the largest Slovenian commercial television station. He has experience in photography, music and event organization, where he gained the skills needed to work under pressure. With his experience in media and communications, he holds a role of the Content Creator in the 4th Pillar project and makes sure that our content makes sense.

ALJAZ JADEK, JADEK & PENSA – Legal

Aljaz is the head of the blockchain legal expert team at the Jadek & Pensa law firm, which is an innovative and forward-looking, top-tier law firm. As a dedicated blockchain legal expert, Aljaž cooperates with other law firms’ experts specializing in other legal fields in order to provide modern and business-oriented legal advice. Comprehensive and straightforward legal advice is essential for a field as dynamic as blockchain. In the 4th Pillar project, he is responsible for legal advisory services as well as regulatory and legal risk mitigation.

MITJA PODPECAN, JADEK & PENSA – Legal

Mitja is an attorney-at-law with over 12 years of experience in advising within the IT industry and a recognized expert on data protection compliance. Privately active in the field of computer and internet technology, he practices law with respect to blockchain as well. His multidisciplinary approach allows him to provide in-depth legal analyses and find suitable solutions to any legal issues. In the 4th Pillar project, he is responsible for legal advisory services, especially with respect to personal data protection.

DAMJAN KOSEC, Media & PR

Damjan has worked as a journalist, managing news editor and producer at the largest Slovenian commercial television station for more than 20 years. He is very well-acquainted with media organizations in Slovenia and abroad. Working in media, he has gained a vast array of skills in public relations, human resource management, team organization and coordination. In the 4th Pillar project, he helps the project gain visibility in mass media, especially in TV and press.
NATASA KUTLACA, Blockchain Copywriter  
Nataša is a marketing enthusiast. Her career started in market research and transitioned into creative marketing. She is the founder of Boutique Story, a marketing agency solving tourism issues. She has recently combined her marketing expertise with blockchain and is a copywriter for innovative ICO projects, such as the 4th Pillar. Nataša is the author of various articles about our project shared in the media.

SILVO FORTUNA, Team Support  
Silvo has a history in media and the music industry. He is using his influence and passion for blockchain to make promising projects come alive. His regional popularity as a musician has led to a strong social media presence that will fully be utilized in the 4th Pillar ICO marketing process. He is supporting the 4th Pillar team on many levels, mostly with social media administration, such as on our Telegram channel.

licenses & accomplishments  
One of the main forces behind the big explosion of Slovenian electronic dance scene in the 90s  
• Mixed and released over 50 compilation albums  
• Collaborated with prominent music stars in the region  
• House music producer with over 30 released songs on respected music labels

JERNEJ BELAJ, Community Manager  
With years of experience in managing customer support centers, utilizing various social media campaigns and always looking for the next “big thing”, Jernej represents a valuable asset in the 4th Pillar project. His main responsibilities include managing the community on Telegram and bounty programs.

PETER KECEK, SE Europe Business Developer  
Peter has always been interested in new things and new knowledge. His professional journey led him through many business processes. The companies he founded and led brought him a lot of business knowledge and international business contacts. In recent years, he started to work on a new blockchain technology, because he believes that blockchain could change the way we do business. In the 4th Pillar project, he is searching for business opportunities for our project in the SE Europe region and connecting the project with early adopters.

ANTON DOBRINA, Legislation Specialist  
Anton has over 15 years of experience in the field of both national and international pension insurance law. He also has exceptional experience and practical skills in media communication and various forms of communication with various audiences. He actively works on resolving European legislation issues with respect to the 4th Pillar project.  
• 2000 – present Head of Research and Development Department at the Slovenian Pension Fund (SPIZ)  
• 2010 – present EESSI Team Member at Electronic Exchange of Social Security Information

licenses & accomplishments  
• 2002 EU Social Security Labor Training Academy, Netherlands

AMBASSADORS & EARLY ADOPTERS

WOJCIECH MORA, HR Advisor  
Wojciech Mora is an Executive Manager in the HR giant Work Service Group with experience in growing business within diverse market conditions and bridging experience of mature markets with great insights of the Central European environment. He transitioned from local roles in Poland to international management roles in Nordic Countries and South and Central Europe. His serves as an ambassador of the 4th Pillar project with extremely valuable advice. He also represents one of our biggest early adopters, the Work Service Group.

CSONGOR JUHÁSZ, HR Expert  
With more than 15 years of experience in the Hungarian HR market, Csongor Juhász is one of the founders of Hungary's first HR agency PROHUMAN. He represents Prohuman, one of our early platform adopters. He also advises the 4th Pillar in the HR field and is a 4th Pillar ambassador in Hungary.
KLEMEN PRIMOZ, HR Expert

Klemen Primoy is a co-founder of Profil d.o.o., a HR consulting and headhunting agency. He founded it in 1989 and built it into one of the leading HR agencies in Slovenia and South-East Europe, specializing in top management recruitment. He consulted more than 70 companies in 6 countries in various industries. With his extensive and broad ranging senior HR experience, he offers expertise in human resources, management, leadership and coaching. His past experience in the HR field brings the 4th Pillar project valuable insight and knowledge with respect to recruitment processes.

ERNI CURK, HR Expert

Erni Curk is a Managing Director at Profil d.o.o., a HR consulting and headhunting agency, where he is currently responsible for the Slovenian and Croatian market. He is in the HR business since 2004 with a strong HRM background at senior and board levels, covering executive recruitment and selection, business and organizational advice, performance and appraisal management, cultural development and strategic HR planning. He represents the company Profil, one of our early platform adopters. He also advises the 4th Pillar in the HR field.

JANI ZUPAN, HR Expert

Jani Zupan is a Partner at Profil d.o.o., a HR consulting and headhunting agency. He is working at Profil since 2001 with many small, medium-sized and leading companies in a variety of fields. He has provided highly personalized solutions and valuable HR advice and support to many organizations in the SE Europe region. He represents the company Profil, one of our early platform adopters. He also advises the 4th Pillar in the HR field.

DUSKO M DUSWAMI, Ambassador

Dusko M DuSwami is the CEO of OverlandDreaming.com, a boutique and fundamentally unique travel agency taking clients from Mauritania to Tajikistan, from Guinea to Pakistan and beyond. No real crypto territory indeed! Then he discovered his cryptoworld in The 4th Pillar: speculation-free crypto galaxy, founders with in-depth crypto-knowledge, and a pillar based on great ideas and a real economy behind it.

ANA GOLOBOCANIN, HR Expert

Ana has a degree in human resources management and services and has years of experience in developing and executing recruiting plans within both the agency and organization. Currently, she is a Recruitment Specialist in Grundfos Manufacturing Company in Serbia, delivering recruitment solutions within the Global Recruitment and Attraction Team. She advises the 4th Pillar from the recruiter’s point of view and she represents our project in Serbia.

ADVISORS

DAVID DRAKE, ICO Advisor & Finance expert

David Drake is the founder and Chairman at LDJ Capital, a London based multi- family office managing investments throughout various industries and accessing over several trillion in assets. LDJ Capital maintains over 50+ global directors and family office partners. Recently, Drake is also seen as a leader in cryptocurrency. He saw value in digital assets when everyone was avoiding it. He is connecting the 4th Pillar with international clients and business partners.

ALEMSAH OZTURK, Marketing & ICO Assessment Advisor

Alemsah Ozturk is a co-founder and CEO of the most successful and awarded digital marketing agency in Turkey, 4129Grey. He is a social media influencer with over 327,000 followers on Twitter. He is a comprehensively talented person. He has worked as a jury in Cannes Lions, Golden Drum and New York Festivals. He was a speaker at many conferences and for many organizations, such as TEDx. He was acknowledged as the entrepreneurial example of Turkey by the former U.S. Vice President Joe Biden. As an angel investor, he invested into more than 15 startups and is mentoring young entrepreneurs. In the 4th Pillar project, he works on marketing activities and the ICO process evaluation.
JONATHAN MILLET, ICO Advisor & Founder and CEO of NewsBTC

Jonathan is a professional freelance content writer that is always looking to provide his writing services to leading global companies. He gains satisfaction when his services lead to success for his clients. One of his main specialties is writing fundamental and technical analysis for leading financial websites. Jonathan is currently the CEO and owner of NewsBTC.com – one of the leading Bitcoin News outlets. He takes care of the 4th Pillar’s PR crypto news and media.

SANDI NEMET, EU Investment Advisor & Finance Expert

Sandi Nemet is the CEO and board member of Alfa Asset Management (Europe) SA, a member of the Alfa group. Engaged in the financial sector for over 18 years, he held leading positions in private banking and asset management across Western, Central and Eastern Europe. Sandi works on contribution and business deals and also holds a function as a Supervisory Board Member in the 4th Pillar vault.

NIKOLA BUBANJ, Marketing & Communications Advisor

Nikola is an entrepreneurial and result-driven executive with a proven track record of accelerated growth in an integrated range of communication services to national and multinational clients across CEE. He has 20+ years of experience working in various countries for the largest global communications company – WPP Plc. He works on global marketing & communication strategies for the 4th Pillar project.

DRAZEN KAPUSTA, EMBA, Blockchain & Business Advisor

Drazen is the Principal of COTRUGLI Business School and specializes in strategy, entrepreneurship, leadership and blockchain. He is also the founder of the biggest blockchain conference in the region called Blockchain Adria, covering Slovenia, Croatia, Serbia and Bulgaria. Dražen is successfully guiding the 4th Pillar team through the quickly changing crypto & blockchain world.

DEJAN TURK, Digital Leadership Advisor

Dejan has 20 years of experience in various executive leadership positions in the quick service restaurant business, advertising, marketing and telecommunications. Currently, he is the CEO of two Telco Operators in Slovenia and Serbia. He is an early adopter and passionate about change through digitalization bringing together the best of people and technology. He successfully supports the 4th Pillar project with his extensive leadership experience.

ANTON HORVATIC, Business Advisor

Anton has 15 years of experience in executive leadership positions in the sales, marketing, digital transformation, telecommunications and financial industry. Anton is currently the CEO of Sales for Erste Card. He is helping to implement the 4th Pillar platform on the market.

MITJA CERNE, Fiat & Crypto Tax Advisor

Mitja joined the world of taxes in 2004. For the last 8 years, he has been a Partner and Head of the Tax at BDO Slovenia. He is leading a team of 9 fully-fledged tax advisors specialized in different tax areas. Mitja’s area of expertise is corporate income tax, international tax and transfer pricing. Recently, due to his clients’ needs, Mitja expanded his tax knowledge by adopting the specifics of blockchain and is now a blockchain tax expert. He is a tax advisor for the 4th Pillar project, making sure that our project and platform is fully tax compliant.

DUSKO PAVASOVIC, Crypto Analytics Advisor

Dusko is a renowned chess Grandmaster and was among the top 100 players in the world. Pursuing new challenges, he was a Localization Manager for Slovenia at PokerStars and later a Localization Team Leader for Eastern Europe. His transition from a chess professional to a high-stakes poker pro was seamless. He is currently fully engaged in crypto and analyzing, investing and advising in several ICOs. His Grandmaster strategic skills are guiding the 4th Pillar project into the right direction.

Licenses & Accomplishments

• Chess Grandmaster since 1999
• Qualified twice for the Chess World Cup
• President of the Ljubljana Chess Club
• High Stakes poker player, poker coach, cofounder of Chess Raiders d.o.o.
• Co-author of Chess – From Beginner To Grandmaster
BRANKO PARAZAJDA, Human Resources Advisor & HR Expert

Branko started his professional journey in banking. He was subsequently named the CEO of the human resource agency Naton HR – Work Service. Today, he is managing his team in Slovenia, Croatia and Serbia with 1,500 employees. As agency work is gaining more and more recognition and is expanding throughout all markets, Brane is convinced that a blockchain solution is the next step in terms of bringing better solutions to employers and employees. Branko represents the project’s early adopter Naton HR and helps to develop integrational modules between the 4th Pillar and Naton HR.

- 2014 – present CEO, Naton HR
- 2008 – 2010 Senior Account Manager, Printec S.I.
- 2007 – 2008 Head of Retail Banking, Sparkasse
- 2002 – 2008 Senior Project Manager, SKB
- 2000 – 2011 Senior HR Recruiter and Advisor at Natom HR

DEJAN RUGEL, Business Development Advisor

Dejan is a business entrepreneur with over 20 years of experience in the optical market. He has successfully conducted innovative marketing campaigns for his optician store, real estate company and other business investments. With his extensive and valuable business knowledge Dejan is attaining future clients for the 4th Pillar project.

TADEJ MAJHEN, Finance Expert

Tadej has worked in the finance sector and HR sector since 2000. He specializes in mediation between financial institutions and private companies, often dealing with crisis management and team restructuring. Tadej used to work on different projects with our CFO and currently he is his right hand in the 4th Pillar project.

- 2000 – present CEO, Tehnika Temp International, Slovenia, Bosnia & Herzegovina, Macedonia
- 2014 CEO, Eurotek, International Transport Licences & Accomplishments
- 2013 – present Chairman of the Slovenian Corporate Treasurers Association

JAKA MEDEN, Crypto Analytics Advisor

A tech guy supporting different marketing activities throughout the region, Jaka began to pursue his blockchain analytics passion 4 years ago, when he started mining different cryptocurrencies. This fast moving industry led him to understand crypto market movements and predicting future trends. With his daily crypto market and ICO analysis, Jaka is one of the biggest strategic project’s assets.

MARIO KRTALIC, Media & Business Advisor

Mario started his entrepreneur career in 2002. He is a creator of many start-ups and founder of M1 FILM broadcast company, with great experience in telco, broadcast, media and ICT industries. As the owner of one of the biggest cable TV networks, he supports the 4th Pillar project in mainstream media.

DEJAN ROMIH, User Experience Expert

Dejan has over a decade of experience creating marketplaces in different industries. Connecting B2B with B2C over platforms is his passion. His large network and ability to quickly connect will help 4th Pillar with international expansion. He is the founder of Mountvacation.com, which enabled him to gain great experience in the platform user experience. This is why he is in charge of the 4th Pillar platform user’s experience.

Licenses & Accomplishments
- 2008 – Award for best business model in Slovenia
- 2009 – Award for best business idea of the year in Slovenia
- 2010 – Award for top 100 fast growing businesses in CE Europe
- 2017 EMBA Business School Cotrugli
REFERENCES


15. Employment by sector -- ILO modelled estimates, 2017


APPENDIX

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<td>ROMAN DOBRINA, AML LICENCE</td>
</tr>
<tr>
<td>39</td>
<td>4TH PILLAR TRADEMARK APPLICATION</td>
</tr>
</tbody>
</table>
4th Pillar Financial Forecasts and Budgets

We have created 3 financial forecasts depending on fund raising ability. All financial forecasts are prepared for 4 year period year and are based on organization development in terms of Headcount (Full Time Equivalent). In all forecasts 4th Pillar Organization is sales driven, selling services and tokens of the HR Blockchain Platform.

- **Hard Cap** - 12M capital will be raised through the TGE process. Most realistic forecast.
- **Mid Cap** - 5M capital will be raised through the TGE process. Modest forecast.
- **Soft Cap** - 2M capital will be raised through the TGE process. Pessimistic and conservative forecast.

## Hard Cap

In Hard Cap forecast 12M capital will be raised through the TGE process in 3 month period. Organizational structure will be built very fast and will reach:

- 16 people in 2018
- 21 people in 2019
- 23 people in 2020
- 24 people in 2021
### Hard Cap Income statement forecast in EUR for period 2018–2021

<table>
<thead>
<tr>
<th>Sales structure</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hard Cap capital raised</td>
<td>10,000,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TGE raised sales booked</td>
<td>3,000,000</td>
<td>3,000,000</td>
<td>3,000,000</td>
<td>3,000,000</td>
</tr>
<tr>
<td>Platform sales B2B</td>
<td>550,000</td>
<td>1,800,000</td>
<td>2,500,000</td>
<td>3,500,000</td>
</tr>
<tr>
<td>Additional Income (bank)</td>
<td>300,000</td>
<td>600,000</td>
<td>700,000</td>
<td>800,000</td>
</tr>
<tr>
<td><strong>Total Sales EUR</strong></td>
<td>3,850,000</td>
<td>5,400,000</td>
<td>6,200,000</td>
<td>7,300,000</td>
</tr>
<tr>
<td>Investment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT &amp; Block chain development</td>
<td>1,100,000</td>
<td>1,200,000</td>
<td>1,200,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Marketing</td>
<td>1,300,000</td>
<td>1,200,000</td>
<td>1,200,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>1,326,000</td>
<td>1,766,000</td>
<td>1,896,000</td>
<td>2,061,000</td>
</tr>
<tr>
<td><strong>Total Investment</strong></td>
<td>3,726,000</td>
<td>4,166,000</td>
<td>4,296,000</td>
<td>4,061,000</td>
</tr>
<tr>
<td><strong>EBIT</strong></td>
<td>124,000</td>
<td>1,234,000</td>
<td>1,904,000</td>
<td>3,239,000</td>
</tr>
<tr>
<td><strong>Headcount FTE</strong></td>
<td>16</td>
<td>21</td>
<td>24</td>
<td>24</td>
</tr>
</tbody>
</table>

Organization will be profitable from the beginning and break-even will be reached already in year 2018:

- TGE sales are booked through all 4 years period.
- Sales driven organization is reaching over 3M EUR platform services sales in the 4th year.
- High level of investment to IT and blockchain.
- High level of marketing investments.

---

**Mid Cap**

In Mid Cap forecast 5M EUR capital will be raised through the TGE process in 3 month period. Organizational structure will be built moderately and will reach:

- 12 people in 2018
- 15 people in 2019
- 17 people in 2020
- 24 people in 2021

Full headcount of 24 is engaged in the 4th year (2021).
Mid Cap Income statement forecast in EUR for period 2018-2021

<table>
<thead>
<tr>
<th>Sales structure</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid Cap capital raised</td>
<td>5,000,000</td>
<td>2,600,000</td>
<td>1,700,000</td>
<td>600,000</td>
</tr>
<tr>
<td>TGE raised sales booked</td>
<td></td>
<td>550,000</td>
<td>1,200,000</td>
<td>2,000,000</td>
</tr>
<tr>
<td>Platform sales B2B</td>
<td></td>
<td></td>
<td>2,000,000</td>
<td>3,000,000</td>
</tr>
<tr>
<td>Additional Income (bank)</td>
<td>300,000</td>
<td>400,000</td>
<td>500,000</td>
<td>600,000</td>
</tr>
<tr>
<td><strong>Total Sales EUR</strong></td>
<td>3,450,000</td>
<td>3,300,000</td>
<td>3,100,000</td>
<td>3,700,000</td>
</tr>
<tr>
<td>Investment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT &amp; Block chain development</td>
<td>1,100,000</td>
<td>900,000</td>
<td>500,000</td>
<td>500,000</td>
</tr>
<tr>
<td>Marketing</td>
<td>1,000,000</td>
<td>700,000</td>
<td>700,000</td>
<td>700,000</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>1,260,000</td>
<td>1,556,000</td>
<td>1,715,000</td>
<td>2,061,000</td>
</tr>
<tr>
<td><strong>Total Investment</strong></td>
<td>3,360,000</td>
<td>3,156,000</td>
<td>2,915,000</td>
<td>3,261,000</td>
</tr>
<tr>
<td><strong>EBIT</strong></td>
<td>90,000</td>
<td>144,000</td>
<td>185,000</td>
<td>439,000</td>
</tr>
<tr>
<td><strong>Headcount FTE</strong></td>
<td>12</td>
<td>15</td>
<td>17</td>
<td>24</td>
</tr>
</tbody>
</table>
Organization will be profitable from the beginning and break-even will be reached already in year 2018:

- TGE sales are booked through all 4 years period with 4,3M EUR booked in years 2018 and 2019.
- Sales driven organization is reaching 3M EUR platform services sales in the 4th year.
- High level of investment to IT and blockchain.
- High level of marketing investments.
- Organization is profitable with EBIT growing faster than sales already in the 4th year (2021).

**Soft Cap**

In Soft Cap forecast 2M EUR capital will be raised through the TGE process in a 3 month period. Organizational structure will be built very slowly and conservatively, it will reach:

- 5 people in 2018
- 9 people in 2019
- 15 people in 2020
- 24 people in 2021

Full headcount of 24 is engaged in the 4th year (2021).
### Soft Cap Income statement forecast in EUR for period 2018-2021

<table>
<thead>
<tr>
<th>Sales structure</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tr>
<td>Soft Cap capital raised</td>
<td>2,000,000</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>TGE raised sales booked</td>
<td>1,500,000</td>
<td>500,000</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Platform sales B2B</td>
<td>550,000</td>
<td>1,100,000</td>
<td>1,800,000</td>
<td>2,500,000</td>
</tr>
<tr>
<td>Additional Income (bank)</td>
<td>300,000</td>
<td>400,000</td>
<td>500,000</td>
<td>600,000</td>
</tr>
<tr>
<td><strong>Total Sales EUR</strong></td>
<td>2,350,000</td>
<td>2,000,000</td>
<td>2,300,000</td>
<td>3,100,000</td>
</tr>
<tr>
<td>Investment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT &amp; Block chain development</td>
<td>1,000,000</td>
<td>600,000</td>
<td>500,000</td>
<td>500,000</td>
</tr>
<tr>
<td>Marketing</td>
<td>700,000</td>
<td>550,000</td>
<td>500,000</td>
<td>500,000</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>826,000</td>
<td>1,133,000</td>
<td>1,275,000</td>
<td>1,797,000</td>
</tr>
<tr>
<td><strong>Total Investment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2,526,000</td>
<td>2,283,000</td>
<td>2,275,000</td>
<td>2,797,000</td>
</tr>
<tr>
<td>EBIT</td>
<td>-176,000</td>
<td>-283,000</td>
<td>25,000</td>
<td>303,000</td>
</tr>
<tr>
<td>Headcount FTE</td>
<td>5</td>
<td>9</td>
<td>15</td>
<td>24</td>
</tr>
</tbody>
</table>

Organization is profitable from the 4th year (2018) mainly due to high investments in IT and blockchain and marketing (linked with the listings on crypto exchange platforms):

- TGE sales are booked in 2 years period.
- Sales driven organization is reaching 2,5M EUR platform services sales in the 4th year.
- High level of investment to IT and blockchain.
- High level of marketing investments.
- Organization is profitable with EBIT reaching 10% of sales in year 2021.
APPENDIX No.2: JADEK & PENSA, ENGAGEMENT CONFIRMATION

JADEK & PENSA

The 4th pillar Ltd.
Cesta 24. Junija 25
1231 Ljubljana-Črnuče

Ljubljana, Wednesday, 21 February 2018

Re: Confirmation of Engagement in the 4th Pillar project

Dear The 4th pillar Ltd.,

we understand that the 4th Pillar’s goal is to implement modern solutions for the existing labour market and provide a new generation platform which will service people, organizations and recruiters by implementing and enabling employee history blockchain ledger with automatic evaluation system, inexpensive cross-border payment processes and bonus transfers and solutions for modern blockchain distribution of work-related documentation.

Our law firm has vast experience in many different legal areas and is providing services to all-sized domestic and multinational companies, financial institutions, governments and state-owned entities. Moreover our law firm pays great attention to the new technologies and business models in order to understand them and be able to provide our clients with a comprehensive advice regarding their legal compliance. As 4th Pillar uses the blockchain technology we believe we can provide you with the needed legal advice.

Further, we believe that current legal framework enables development of solutions which will simplify the relationships between the parties and at the same time comply with the legislation. All revolutionary solutions face many challenges, whereas regulatory limitations undoubtedly represent key challenges especially in the labour market and in the field of personal data processing.

Please kindly note that we hereby confirm our engagement in the 4th Pillar project and availability to advise you as our client regarding the finalisation and realisation of applicable solutions within your goals and intentions, as stated by you, to help you understand regulatory requirements and to enable you to finalise and realise the project in a legally compliant way.

Yours sincerely,

Aljaž Jadek
Associate

mag. Mitja Podpečan
Senior Associate

STATEMENT

The 4th pillar project is unique. It is unique from a perspective that most of the people might know even now is there. But it is. And knowing that before it is too late is truly important.

The project intents to be fully transparent and fully tax domiciled (resident) in Slovenia and therefore a pioneer in that area. All that brings in certain issues but drags away important risks. Being truly transparent is never easy (nor cheap) but is to my believe the only way for being successful on a long term.

The final product 4th pillar team is working on is unique also. It is something corporate world truly needs. Being able to know your existing or newly hired personnel well is worth... a lot. Getting that information from a reliable and up to date source is again, worth... a lot. And there is more thing that should not be neglected: design of the project gives it opportunity to spread on... things. A lot of them.

Looking forward to the project and its final outcome,

M. Sc. Mitja Černe
BDO Svetovanje d.o.o.
Partner, Tax
APPENDIX No.4: GREY GROUP, REFERENCE STATEMENT

February 14, 2018

STATEMENT

In our own business, future success depends on our ability to recruit and retain great people & talent in our organization. We are very fortunate because we invest significant part of our company budget in human resources and for that reason I think we’re a reasonable bellwether of what’s going on: people can see the growth. Our response to the current situation [in Europe to Brexit] is to increase talent investment in area of Central and Eastern Europe as well as France, Germany, Italy and Spain. EU market is the place we can’t afford to lose influence or position in and last but not least, the migration issue and the fluidity of people is really important to us! Be it geographical or where the changes are happening technologically.

As we look ahead to more innovations cropping up… one very unique platform where we see incredible potential in is the4thPillar. We strongly believe the4thPillar project comes at the right time. It is something our industry and corporate world truly needs now, since the recruitment and talent landscape has and will continue to change dramatically...

Companies will rely on traditional interviews less and less. Current processes are not fit for purpose in the connected world and traditional hiring is imperfect and costly, so it’s no surprise it’s being reimagined by the4thPillar blockchain platform.

Once the4thPillar platform goes live, a very few organizations will be hiring through a manual, arduous process that we’ve had in place for years. We will be hiring based on experience and potential, and the reality to assess candidates via the the4thPillar decentralized platform which will help us predict real life behavior of people more accurately. By revealing authentic ability, rather than practiced responses, by identifying exact location and employee score etc., it’s leading us to better hiring process, finding better and more suitable candidates and deliver better results. Empowering organizations like us, empowering recruiters and enabling employees -individuals to make smarter choices. The4thPillar is the answer.

We strongly support the project as we have stepped in as one of the early adopters and believers in the blockchain based HR platform... Therefore the4thPillar’s potential is not only enormous and provides more input rather than experience, but does it also quickly and at scale.

We are really looking forward to the project after the ICO and its final outcome.

Nikola Buban
CEO, Adriatic & Balkans
GREY Famously Effective Since 1917
APPENDIX No.5: WORK SERVICE, RECOMMENDATION LETTER

To Whom It may Concern

Subject: Letter of recommendation of the 4th Pillar platform

I would like to give the my personal recommendation to the 4th Pillar concept – great new idea to use innovative blockchain-based, decentralized technology for creating a non-discriminative candidates’ database with automated evaluation system, supported by additional tools for candidates, employees, recruiters and employers. On top of that 4th Pillar aims to provide tools for companies to reward or pay employees directly without any intermediaries. During over 20 years of my career in international companies, like Pepsi, Mars, BP or Castrol, in several countries I have been confronted with challenges related to the human resources and labour management. On every level of management – especially as a Board Member of BP Europe SE, a company employing many thousands of people in 6 countries, operating 4000 petrol stations and 2 refineries – I realized the complexity, costs and the workload involved with HR processes.

For the last 4 years I have been developing an HR business in South – Eastern Europe. As managing director or supervisory board member of various companies belonging to Work Service Group I have been acting in Hungary, Romania, Slovenia, Croatia, Serbia and Bulgaria, gaining additional experience in all aspects of staffing business. Work Service Group provides employment for app. 300,000 individuals on annual basis. It is the first HR company listed on Warsaw Stock Exchange, gaining several rewards and recognitions. In 2015 Work Service was listed among “Global 100 Largest Staffing and Recruitment Firms”. The list has been released by Staffing Industry Analysts, the global provider of business information about workforce solutions.

Based on all my experiences I can say that the 4th Pillar concept is really unique and can make a difference in HR going forward.

Wojciech Mora
Business Development Director
Work Service SA

APPENDIX No.6: PROHUMAN, RECOMMENDATION LETTER

Recommendation letter

On behalf of Prohuman Group - Hungarian origin biggest HR services provider in South-Eastern Europe - we strongly recommend 4th Pillar concept of solving existing HR industry challenges by the use of innovative solutions based on blockchain technology.

First of all it is important to underline that the 4th Pillar team very correctly identifies current labour market operational and strategic challenges:

- How to reduce tonnes of paper and millions of working hours related to employment documentation?
- How to make work related competencies and experiences available for recruiters and potential new employers in more objective and at the same time not discriminative manner?
- How to reward international teams the most convenient and transparent way?
- How to help recruiters and candidates reduce their time spent on finding right offers?

Eventually it is all about how to save time and money and make HR processes more efficient for employers, candidates and staffing agencies.

Prohuman Group employs every day on average 12000 people. These people work on temporary work contract basis for our customers representing various industries: world-class car manufacturers and their spare parts' suppliers, Business Service Centres of world class IT, pharma and FMCG companies, retail chains, the best brands of logistic sector and many others. There is no better place to realise the size of reward of the 4th Pillar concept for all participants of the HR processes: candidates, employees, recruiters and last but not least: employers. All of them will benefit from the new idea.

After talking to the 4th Pillar team and learning their business concept we are convinced that entrepreneurial spirit, strong backing by IT experts and experience in HR matters provide solid platform to make the 4th Pillar success which will give very positive impact to HR industry worldwide.

Wojciech Mora
Managing Director

Csongor Juhasz
Managing Director

Bela Ignacz
Managing Director
Recommendation letter

My name is Brane Parazajda, I am the regional director of the human resource agency Naton & Work Service. We currently employ more than 1,500 people in Slovenia, Serbia and Croatia.

I represent one of the oldest employment agencies on the market and in the Balkan area. When I heard about the 4th Pillar, I became very interested in this project, as I see a big opportunity for our agency to grow with the help of the 4th Pillar. This project will offer indispensable tools for recruiters all over the world. Now we can fully rely on factors, which are free from human mistakes, such as recruiters' personal skills, CV's and data provided by people, psychological tests and so on. They are seldom 100% accurate as there is always a chance for manipulation or human error.

The 4th Pillar is proposing a platform, which will make the recruitment process more transparent, easier, faster and more fair. A non-discriminatory evaluation system and database, where just one click separates us from finding a perfect employee. Seems like a dream come true. Moreover, they promise to develop a platform enabling fast and secure documentation transfer as well as digital professional identity account for each employee – making the work of HR recruiters and administration much easier. I truly believe, that the 4th Pillar project with its platform, is an incredible tool for all HR recruiters out there. I simply can't wait to start using it!

Brane Parazajda
Naton & Work Service CEO
Slovenia, Croatia, Serbia
Ljubljana, 18th February 2018

To Whom It May Concern

Subject: Letter of Recommendation of the 4th Pillar Platform

I would hereby like to give my recommendation to the 4th Pillar ICO project — first block chain-based, decentralized employee identity and financial database with automated evaluation system, available to both individuals as well as organizations. The platform enables companies to reward or pay employees directly without the need for intermediaries (e.g. banks), therefore saving time and costs.

I experienced the importance of human resource and labour management throughout my professional carrier — as Slovene Minister of Labour, Family and Social Affairs, Minister of Finance, as the Prime Minister of Slovenia and also as Vice-President of the European Investment Bank.

Based on my past experience I can say that the 4th Pillar platform is genuinely unique. It is the place that enables individuals to build verified professional identity and allows them to connect with current and potential future employers. I strongly believe that 4th Pillar platform will be effectively connecting people and organizations, and based on my knowledge of the platform as well as my past experience I have no hesitation in recommending it highly.

Sincerely Yours,

Anton Rop
APPENDIX No.9: ROMAN DOBRINA, AML LICENCE

Izobraževalni center
IZDAJA
POTRDILO
O DOPOLNILNEM IZOBRAŽEVANJU
št. 513/2017

Roman Dobrina
ime in priimek
20.9.1969
rojen/a
se je
4.12.2017

udelil/a in uspešno zaključil/a program

Prepoznavanje pristnosti in primernosti gotovine; delavnica

Ljubljana, 12.12.2017

Vodja izobraževalnega centra ZBS
Viljenka Marčič Simonetl

Direktorica Združenja bank Slovenije
mag. Stanislava Zadravec Capriolo

ZBS Združenje bank Slovenije
Prejem prijave za Blagovna znamka Evropske unije in obvestilo o določitvi začasnega datuma vložitve prijave, (člen 30(2), člen 32 in člen 41 Uredbe o blagovni znamki EU)

Številka zahteve: 017683285
Vaša referenca: 
Znamka: 4th PILLAR
Vrsta znamke: Figurativna znamka, ki vključuje besedne znake
Prijavitelj: Četrti Steber
Cesta 24. junija 25
SI-1231 Ljubljana-Črnuče
SLOVENIJA

Z veseljem vas obveščamo, da bo vaša prijava preskušana po hitrem postopku Fast Track. Trenutno veljavne standarde v zvezi s pogoji in roki za hitri postopek Fast Track najdete na http://euipo.europa.eu/fasttrack

Urad je prejel vašo elektonsko prijavo dne 15/01/2018 in ji dodelil gornjo številko. Pri vseh prihodnjih stikih ali dopisovanju z Uradom v zvezi s to prijavo mora biti ta številka navedena.

Če so zahteve iz člena 32 Uredbe o blagovni znamki EU izpolnjene, bo datum vložitve 15/01/2018.

Urad mora prejeti plačilo osnovne pristojbine v višini EUR 850 v roku enega meseca od datuma vložitve prijave. Če želite, da se vaša prijava obravnava po hitrem postopku Fast Track, morate plačilo izvesti takoj.

Če prijavljate več kot en razred blaga in storitev, morate plačati dodatno pristojbino za vsak razred. Pristojbina za prvi dodatni razred znaša 50 EUR in 150 EUR za vsak daljnji dodatni razred.

Če ste zahtevali nacionalna poročila o poizvedbi, boste morali plačati ustrezno pristojbino v višini EUR 72. Prijava ne bo objavljena dokler vam ne bodo posredovana vsa poročila o poizvedbi.