

The Decentralized Talent Remuneration Network

Powering the future of work and financial inclusion

GETLINKS PTE. LTD.



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Abstract

To change how we earn money, we need to change the money we earn.

Yes – the way we define work, do work, evaluate work, and get rewarded for work is undergoing a massive transformation. The Asian traditional “one company – one career” no longer holds. Resumes are not holding the same value relative to tech innovation. Inefficient, overpriced middlemen are being replaced with big data, AI, and Machine Learning-powered marketplaces. We see the market shift happen as we’re driving this change every day at GetLinks.

However, no – using blockchain for authentication and verification of resumes would not solve all modern job market issues. Instead, if we were to find the most inefficient part of the talent business to fix, it would be the “money” itself. Money and the ecosystem it serves are not being optimized due to the webs of centralized middlemen and high transaction costs. The vast amount of talent/HR data we’ve gathered across Asia proves that the “money” paid and earned is often far from the blockchain-optimized, “fair” amount.

We work hard to earn money, but who really controls and optimizes the ‘purchasing power parity’ of these earnings for us? In this paper, we highlight the limitations of centralized, controlled fiat-currencies, and where exactly the power shift is possible. Emerging blockchain and crypto technologies enable decentralized data networking, therefore distributing more of the profits to the value creators. The wonderful decentralized network ledger properties of blockchain allow us to create a simple protocol solution that makes the currency work as hard as the talents. Increasing transparency and micro transactions ultimately bring costs down, blockchain enables this.

GetLinks.io is a **Decentralized Talent Remunerations Network** that complements fiat currency salaries with a borderless, interchangeable, neobanks-API enhanced one, creating an algorithmically controlled marketplace governed by the users. All network enablers are rewarded for their contribution to the network growth, making it their shared goal.

The network runs on the Binance Smart Chain with a native LINKS token. GetLinks users earn tokens by working, networking, and giving back to communities. Employers and partners use LINKS to hire, pay, service teams and sell their services back into the network. Talents use LINKS to find jobs, earn, invest, donate and spend with privileged discounts. Token holders also have the pro-rata ownership to participate in the governance of the network and optimize the “Bang for the LINKS-Buck” for all in this Fair Play Economy.

All of the development and maintenance of the network is done by its contributors. This new model can reduce investments required to build the network, thus helping talents earn faster and cutting clients' cost to build strong teams in adaptive environments. GetLinks network is built to empower new agile business models where funding can come last, where talents can become founders, where “money issue” is no longer an issue.

Human-centered, tech-enabled network

GetLinks.io is a live, self-governing global Decentralized Remuneration Network with millions of talents, thousands of enterprises, and governments processing billions of dollars in transactions annually.



Figure 1: LINKS startups metaverse ecosystem for all stakeholders

This paper:

- Outlines imbalances of the current 'Talent Remuneration Model' and Web 2.0 talent networks.
- Outlines the rise of Web 3.0 networks and the decentralized Fair Play Economy model.
- Introduces GetLinks network, its infrastructure, and the competitive advantages.
- Provides an overview of GetLinks' native LINKS token, its supply, allocations, and use cases.
- Explores the network's category expansion.



Figure 2: Samples of top industry ecosystem players as existing clients

1. The world has moved on. Will the labor market catch up?

Prospected Digital Transformation turned out to be a Digital Revolution that transformed the world faster than anyone thought it could. Millions of people were able to rapidly switch their work location, working age groups have shifted dramatically, thousands of occupations became obsolete. Leading a 100% remote team or making money through eSports at the age of 12 is now a reality. However, that's just one side of the coin.

While the Social Impact companies proved that the change in what "work" means is constant, the main players on the job market are still way behind. Too slow to adapt to the change, large corporations are now openly accused of...

- creating unfair pay structures, compensation discrimination;
- lack of effective employee assistance development programs;
- direct influence 'or lack of' to the rising income gap, extreme inequality¹.

We're witnessing the Big Quit – a desperate escape from an abusive relationship with work. This isn't just a fight about remote work and flexible hours. It is now about a burnt-out generation getting their lives back. Now that the workers had a taste of remote work, took control of their time, found freelance opportunities for better wages – they are not coming back².

The employers are now at risk of a talent crunch they won't recover from. The only way to survive is to fundamentally change the way they treat the workforce, from work conditions and re-skilling to the actual 'pay' system itself.

2. The Fair Play Economy, Enabled by Web 3.0 Networks

The “Hire and Pay” model is being challenged³ and will eventually get replaced by more transparent systems that embrace the Fair Play Economy. As the individual role of an employee in value creation increases, the next evolutionary step is a system that is not only built and operated but also co-owned by workers.

The digital shift calls for a transparent, fair, adaptive model – and the Web 3.0 Networks are here to make it a reality. Can the Fair Play Economy benefit both talents and enterprises? Enabled by blockchain, it's designed to provide transparency, incentives alignment, decentralized remuneration, and commerce via tokenization. Fair play in the work game is now possible.

2.1 The Evolution of Decentralized Web

Our experience with the internet is ever-changing, and thankfully we all need not understand the nuts and bolts of the technology. From the non-interactive, centrally sourced data Web 1.0, revolutionized the way we exchange information and introduced humanity to a new digital universe.

Come Web 2.0, the world experienced the rise of new business models enabled by network effects, crowdsourced platforms, and complex data flows. Increased mobile penetration, tech literacy and the rapid growth of social media enabled more users to engage and participate in content creation, and more businesses transformed digitally.

While its users are shifting from silent observers to creators and contributors, Web 2.0 still largely relies on centralized servers and protocols to operate, most of the internet activity consolidated around big tech companies.

In contrast, Web 3.0 is being designed to revisit and improve today's internet ecosystem, removing the progress blockers. Blockchain technology and AI allow for transparent transactions that return value to the users, pressuring fee-collecting middlemen into bigger value contributors. Thus, Web 3.0 Networks⁴ represent a system shift towards a decentralized, user-focused, fair digital ecosystem for users and corporations alike.

2.2 Talent 3.0 – Decentralized Talent Network

The future of work is decentralized, and the choice is to witness it or to participate. Blockchain opens the door to the platforms that power modern employment with a new level of decentralization, built to serve the interests of all stakeholders. Decentralization creates new possibilities to include more stakeholders, remunerate work and effort, save cost, reduce middlemen dependence, and be more flexible and agile.

GetLinks network is turning traditional digital/ESG value creation upside down. It's designed to backward-engineer more positive impact by involving all the stakeholders in the open Fair Play Economy by achieving beneficial collective results more efficiently. Here are the major aspects the decentralized talent remuneration network can enable.

Sales	Help partners achieve immediate sales by plugging into the LINKS international network thus reducing long product and marketing development conversion cycles.
Products	Synergize and bundle with readily available adjacent products, services, and partners that complement the partners' core offerings, and fast testing across mass networks.
Talents	Access to Asia's largest talent bank of unbiased digital expertise and skill sets, which fuels the learnings from achieved product-market fits. Unbiased expertise and skills evaluation.
Decentralization	Remote-ready from the start, the system allows partners' validated product-market fit success to grow globally naturally. Talents benefit from decentralized teamwork solutions.
Flexibility	Balancing, tapping and adhering to the needs of the best-in-class talents around the world with an "on-demand" remote workforce model, at the win-win price.
Pay	Transparent zero-cost cross-border payroll remittance banking ecosystem with blockchain technologies that enhance authenticity and cost reduction.
Innovation	Fostering an ecosystem that co-creates more fintech solutions in serving the growing needs of digital talents and contributors to earn, learn and live better.
Funding	Investment optimization with better-visualized paths. Seeing results achieved first, investors can dive straight into the value chain, gain better access to selecting, training, and incentivizing their talents and leaders in a fair way.

By fixing the imperfections of the current online job market, decentralized talent networks will offer users the freedom to work with more companies, communicate transparently, compare wages and grow professionally as well as make businesses more cost-efficient. However, this liberating change does not come by itself - the leading tech players have just begun their journey to the novel model.

3. GetLinks: The Decentralized Remuneration Network

Welcome to GetLinks.io – the world’s first decentralized talent remuneration network for digital talents catered to also include Remote and Freelance workers. It’s a blockchain-powered ecosystem that is owned, supervised, and perfected by the users.

In a microtransactions world of global remote, freelance and metaverses, having a transparent, fair pay system is a major roadblock⁵ in the way of attracting and retaining high-quality talents. GetLinks tech solves just that: an engaged talent pool is balanced with enough work from global clients to ensure an efficient way to determine payment methods and market prices in real-time.

3.1 Unbiased Connective Network, Powered by Blockchain

The world of digital employment has been a tough case to crack until the very recent crypto advancements. GetLinks matches talents and clients on a new, unbiased level. Blockchain technology ensures transparent records of verification, ownership, and transactions, thus eliminating the major blockers in the supply-demand system of the job market.

It is now possible for smaller businesses and startups from developing countries to access a pool of top-quality international talents willing to work remotely, supplying market liquidity. There’s a swift solution to a Talent Crunch issue: crypto-based matching erases the privilege borders between skilled freelancers, remote workers, and businesses in need of quality labor. Users from across the world can access the network, get matched with the most suitable offers, or become a contributor and earn LINKS tokens by referring talents. (For more information, refer to Figure 4.)

3.2 Market Price Setting in a Decentralized Ecosystem

What differs GetLinks from other talent networks is the efficient price discovery through transparency of the transactions. In a decentralized network, users are able to track the real value work and evaluate the projects against the skills required.

Technology can resolve the job market imbalance: there’s plenty of exciting projects for skilled talents from all over the world, they just need to be matched with each other on fair grounds. GetLinks’ open market model aims to provide the conditions for the fair global price setting: precedent transaction analysis creates an estimate adjusted by the real-time charge rate data. This way, technology helps establish a fair charge rate for talents and employers based on blockchain-validated skills and completed transactions within the network.

3.3 Talent Remuneration Made Easy

It's not enough to match talents and clients at a certain price. To ensure network growth, GetLinks takes into account what really matters to a project's success for both sides.

Employment terms have changed as more talents went remote. More employers and workers are no longer location-dependent or based in the same region, thus the commitment of work delivery and honoring remuneration terms is crucial to fruitful collaborations.⁶ Blockchain-verified contracts ensure the accuracy, honor commitments, and payment validation to increase the creditworthiness of the network users.

Moreover, GetLinks streamlines complicated financial processes for network users. Blockchain secures payment methods from escrow payment services and overseas remittances, to activities such as Earned Wage Access, Advanced Pay, and 'buy now - pay later' programs. Having a wide range of financial tools at hand allows smaller companies to reduce recruitment and payroll costs and invest in the business. Scaling up faster means enabling more talents to work and get paid easily, contributing to network growth.

There's no bureaucracy in a world of interchangeable currency. LINKS tokens make it easy for talents to earn, save and make cross-border payments within the network with full visibility on their digital wallets. Decentralized skills verification and enablers' effort keep the level of the talent high, therefore ensuring that the pay rates are compatible. More and more talents can earn better wages than working full-time, and they can receive payments faster, too.

4. Introduction to GetLinks Tokenomics

LINKS, GetLinks' very own token powers the whole decentralized ecosystem and incentivizes all stakeholders to grow the network. LINKS tokens are used to govern and develop each aspect of the new Web 3.0 GetLinks model while keeping the process transparent for all parties involved.

4.1 Hiring, Referral & Payment

GetLinks Remuneration Network governs the rewarding and exchanges of LINKS tokens based on the transactional activities generated by employers, talents, and investors/partners inside the Job Board and Payroll Engines.

"GetLinks Enablers" are any network participants that add to the GetLinks hiring-to-payroll-to-benefits process from onboarding and matching to signing contracts and salary payments. Anyone with a GetLinks.io user account qualifies as an Enabler and can be rewarded or make payments with LINKS tokens for network contributions and verified transactions.

Enablers can also refer employers, talents, and investors to the network. Every successful referral is rewarded with LINKS tokens. LINKS tokens earned by enablers will be issued by the GetLinks Group. The referral tokens amount is adjusted based on the Group's marketing and business development referral payments.

4.2 Smart Benefits & Rewards

"Kudos" is GetLinks' Employability Benefits Platform powered by a performance-based algorithmic rewards mechanism. The algorithm defines and allocates performance-based 'Kudos' – rewards that can be exchanged for LINKS tokens and other benefits from the Platform.

Both the employers and employees can benefit from Kudos. Talents receive LINKS for their outstanding work performance or as bonuses. They can choose to either hold the rewarded LINKS tokens or exchange them for goods and services on the platform.

On the other hand, employers or merchants in our network can offer their services or products for redemption on the Kudos eCommerce Platform. That way, employees can pick from extra earnings and non-monetary benefits while businesses have a chance to leverage and promote their assets.

4.3 Plug-In Fintech Solutions

Fintech Solutions by GetLinks provide talents with banking services to increase their savings and spending power. LINKS tokens in the talents' digital wallets are exchangeable with the neobank and insurtech partners. This interchangeable ability is made possible with GetLinks' blockchain-based 'eKYC' and 'eCerts' programs, which will complement the network with user-friendly financial products for talents, making their payment and savings experiences seamless.

4.4 Transparent Digital Profiling

While making a positive impact on the remuneration of digital talents is key, skillset evaluation and transparent profiling are just as important.

The power of decentralized distributed ledger technology allows talents to easily authenticate parts of their profiles and share access to that selected information with potential employers or other enablers.

Governments and universities are now providing open access to information such as degree types or GPA scores, so GetLinks network users can easily showcase that blockchain-verified data on their profile to their approved audiences. Using LINKS tokens as payment, talents can get their resume validated and employers can get access to shortlisted top talents all within the network ecosystem.

4.5 LINKS Tokens Use Cases

All the utility purpose given or received from the exchange of the LINKS token is quoted in USD/BUSD fraction of the LINKS token, and while the token value varies, the underlying value rate of the service or products stays constant. Certain items can only be transacted with LINKS tokens.

The rationale for stakeholders in buying, holding, and spending the LINKS tokens are as follows. The ecosystem structure below illustrates how key stakeholders buy and use the LINKS tokens.

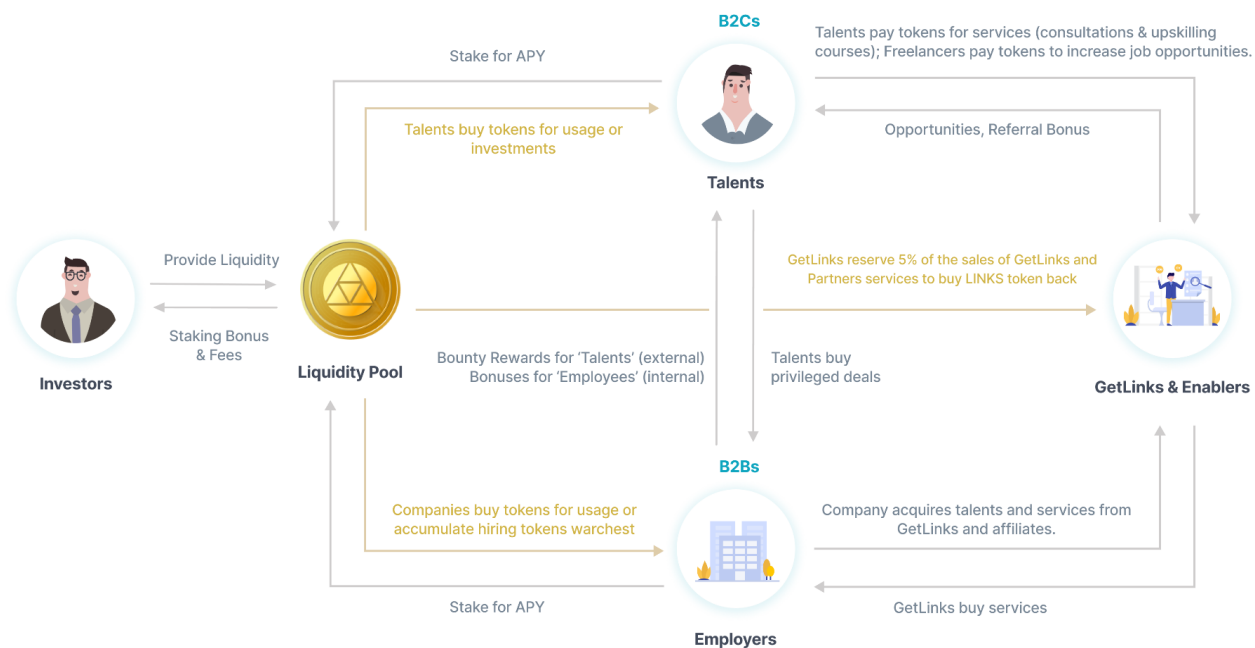


Figure 3: GetLinks Talent Remuneration Network Earnings Structure

B2B represents the clients (employers, merchants) in our network, where they are paying GetLinks for talents sourcing to management work. B2C represents both the 'Internal' B2C (existing staffs) and 'External' B2C (potential hirings). Each stakeholder may want to accumulate and hold more LINKS tokens to reach higher tiers where they benefit from exclusive offers, view top talents first and enjoy more privileges.

GetLinks will also commit to allocating a portion of the group's operating income to burn a significant amount of the LINKS tokens that come back into the network to ensure the balance within the ecosystem.

Why employers and partners want to buy and own LINKS tokens war chest early:

1. Attract skilled top talents and the best advisors. Employers may put a certain "reward bounty" in BUSD equivalent of LINKS tokens (ie. \$5,000) in GetLinks escrow as they activate their JobPosts

on “exclusive job post walls”. GetLinks will take 20% of the bounty reward as fees before passing the rest to the enablers that facilitated the successful hiring or the successful candidates themselves. The Bounty will then be listed as a \$4,000-worth reward to attract the top talents to apply and interview.

In order to reach some of the off-market skilled talents, employers must have sufficient LINKS tokens to pay for the bounty as well as GetLinks transaction fees in tokens only. Early bounty offers mean access to the top talent pool before competitors get there. No tokens, no top talents.

2. All loyalty-building perks and benefits in one place. Employers buy LINKS tokens to reward existing and potential employees using Employee Benefits Platform to incentivize performance, mental health wellness, and other team-building activities. Users can only use LINKS tokens to purchase these limited, heavily subsidized “privileged offers” on the GetLinks eCommerce site. No tokens, no purchase.

3. Strengthen positioning and exposure. Employers may hold for capital gain while saving for the time when hiring demand increases to use the tokens. With more tokens saved, they can get discounts to cash rates, and also a priority in accessing certain groups of talents or advisors. Employers are the clients or merchants themselves. The more tokens they hold, the more premium shelf space they have to reach talents and get featured in marketing communications including EDM and social media.

Why enablers earn, spend, and hold LINKS tokens:

Enablers are the users that either invite more qualified talents or employers to the network or facilitate projects and job matching. As enablers acquire more tokens, they may become higher-tiered partners. GetLinks will provide more premium JobPosts within the network so they can increase their earnings. The higher bracket of tokens they reach, the more they can earn. Moreover, holding more tokens unlocks access to more discounted exclusive items. Enablers that acquired a certain number of LINKS will be invited to special community and partner events.

How talents can benefit from acquiring LINKS tokens:

Talents enjoy both primary and secondary LINKS benefits. Seamless transactions, secure cross-border payments, and suitable benefits picks are now accessible with the tokens system. The more earned LINK talents hold, the higher they may be ranked when offering their freelance services. Talents are motivated to earn tokens – the top 10 LINKS holders will have a chance to win prizes weekly.

The gamification of the network encourages talents to upskill, pick useful courses and charge more for their work, therefore, earn more LINKS. Capital gain long-term is another key factor – as the token supply reduces over time, the token value increases due to the network effect. Talents with the most tokens will have even more chances to earn more.

Why Investors want to buy and own LINKS tokens early:

Investors hold to benefit from the long-term capital gain potential. Each deal GetLinks may invest in, they will get ROFRs to invest alongside based on their holding level class. This includes investing in sought-after freelancers and top-tier scholars that investors may not have access to. There's also an opportunity to buy directly into a fund that holds a pool of diversified freelancers' income streams. Top investors get to bring in deals and become General Partners that deal and enjoy top-level rewards.

Here is how LINKS tokens are incorporated into the talent matching platform assisted by enablers.

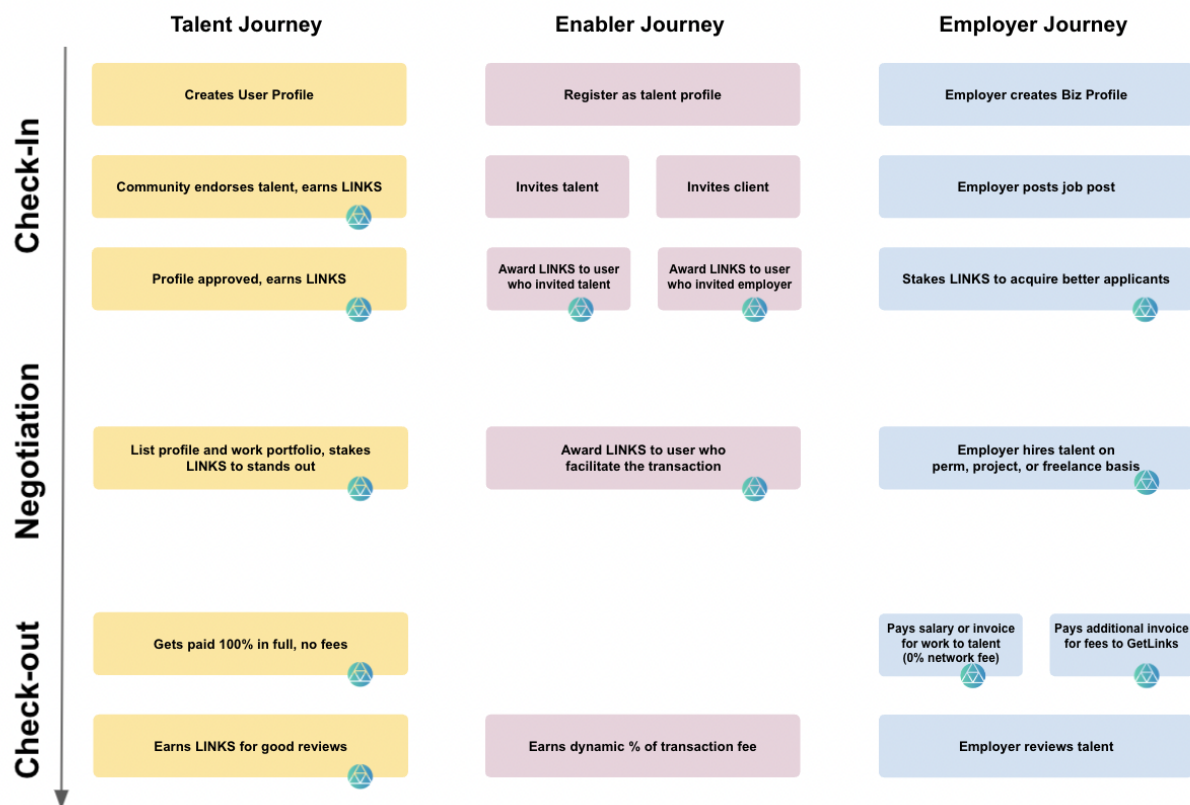


Figure 4: Employers to Talents Discovery Journey

The journey of each network user is automatically powered and promoted with the LINKS tokens. While verified talents and clients cut straight to discussions with no additional time or money lost, enablers contribute both talents and employers to the network and facilitate transactions.

The decentralized nature of remuneration coupled with big data nurtures an ecosystem that matches the supply and demand instantly – reduced human errors mean faster hiring.

5. The DAO

Participants of the Decentralized Autonomous Organization are the owners and managers of the entire ecosystem of the LINKS Network. Decision-making will be prorated based on a participant's ownership in the overall DAO through a LINKS token ownership. Tokens will represent participants' voting rights in the DAO.

5.1 LINKS Token Issuance

There will be 250,000,000 LINKS tokens minted in aggregate. Distribution of supply will be released in several phases scheduled at different dates and for specific purposes. Allocation of tokens is set up as follows:

250M Governance Token Supply

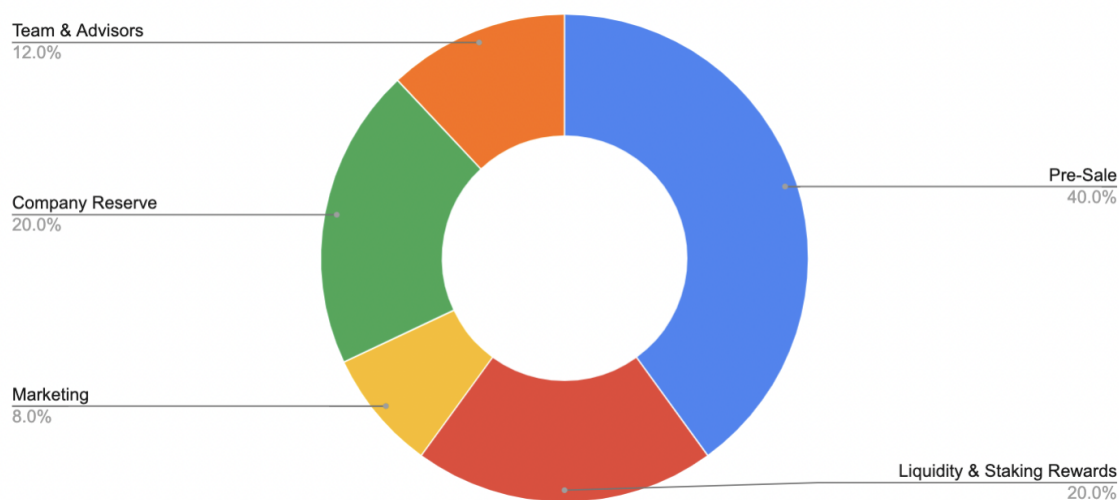


Figure 5: LINKS Token Supply Breakdown

5.2 Token Allocation Breakdown

Investors (Pre-sale event)

100,000,000 LINKS (40.0% of the total token allocation)

The pre-sale launch date is the first time any private investors may buy the LINKS token. Pre-sale investors will be purchasing LINKS at a non-discounted rate of ONE US CENT (US\$0.010) per token as per the over-allotment method to ensure fair allocation. There is no lock-up period, therefore LINKS token holders can buy more or sell immediately.

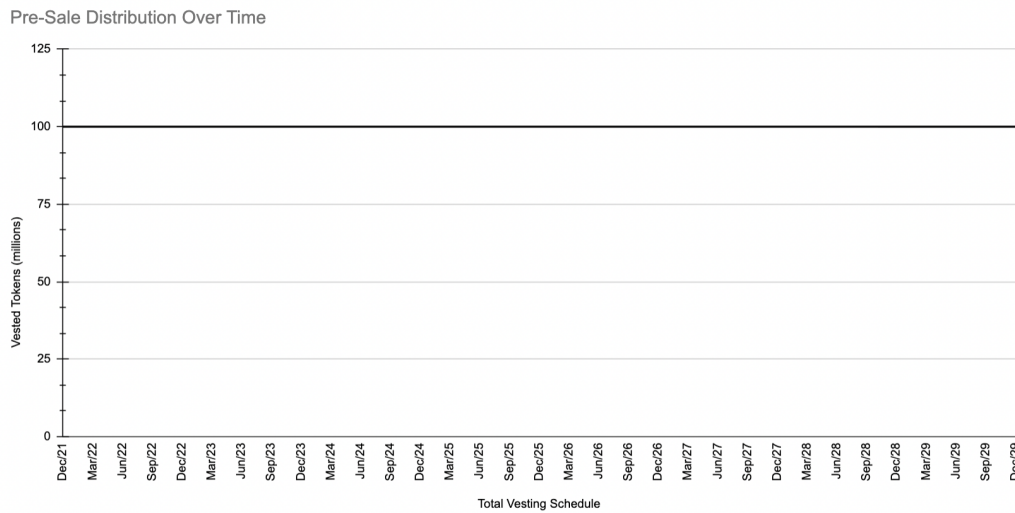


Figure 6: Pre-Sale Tokens Distribution Schedule

Liquidity & Staking Rewards

50,000,000 LINKS (20.0% of the total token allocation)

This amount is allocated to the creation of the trading pool and distributed to the DAO staking members. The distribution will be enabled through GetLinks various staking programs and launched at later dates.

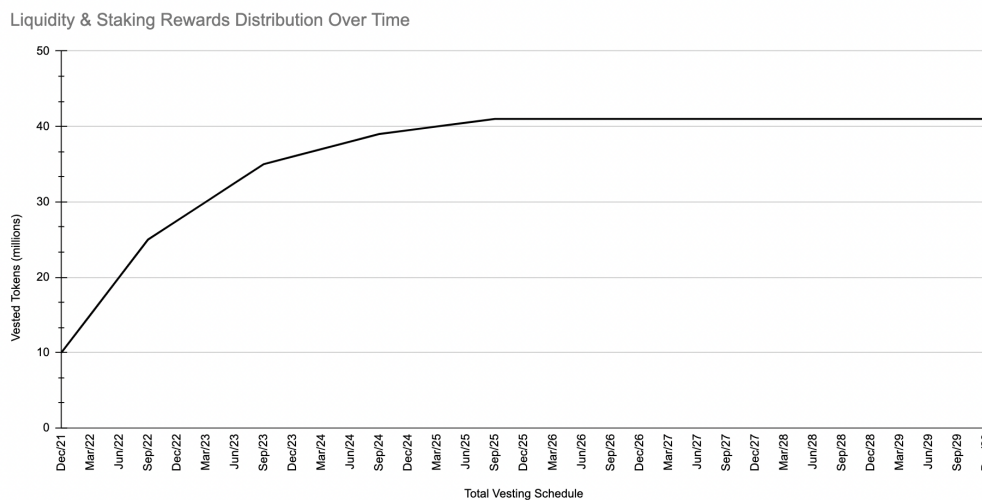


Figure 7: Liquidity & Staking Tokens Distribution Schedule

Marketing Allocation

20,000,000 (8.0% of the total token allocation)

Allocated to building the DAO community through the network's community programs and other ongoing campaigns. The marketing purpose and mission is to drive awareness to all stakeholders, acquire more enablers, increase traffic and the number of transactions across the whole network.

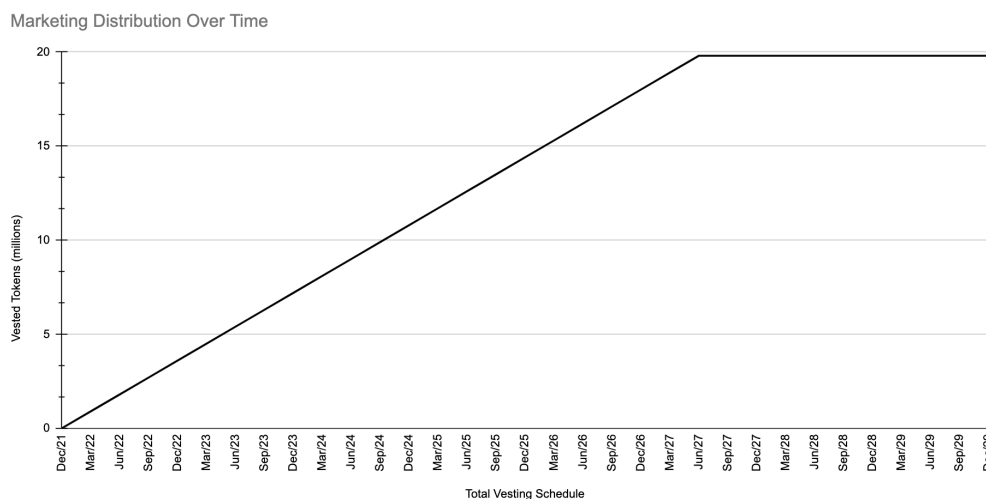


Figure 8: Marketing Tokens Distribution Schedule

Team & Advisors

30,000,000 (12.0% of the total token allocation)

LINKS team members and advisors will have a 1-year lock-up period. After which, tokens vest linearly for a further 3 years.

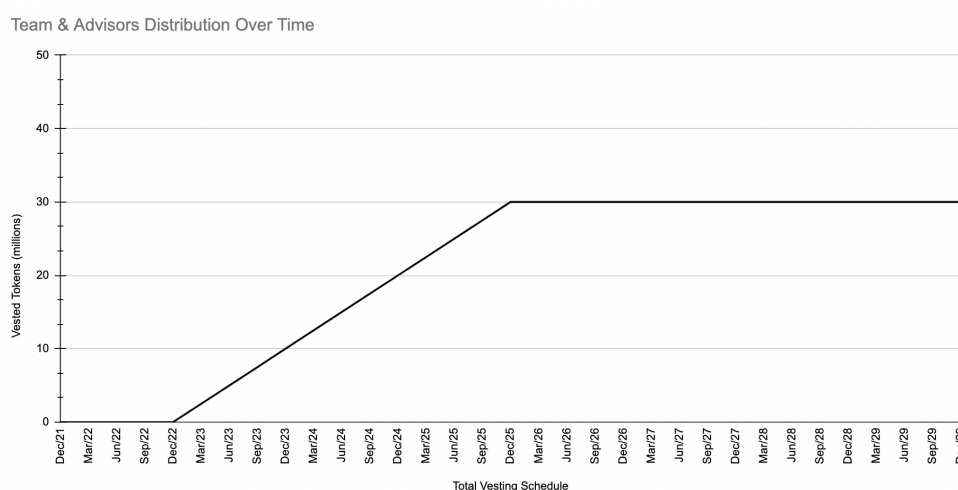


Figure 9: Team & Advisors Tokens Distribution Schedule

Company Reserve

50,000,000 (20.0% of the total token allocation)

The company reserve will hold 20.0% of the total token allocation with a 2 years lock-up period and a straight-line vesting schedule over the subsequent 36 months.

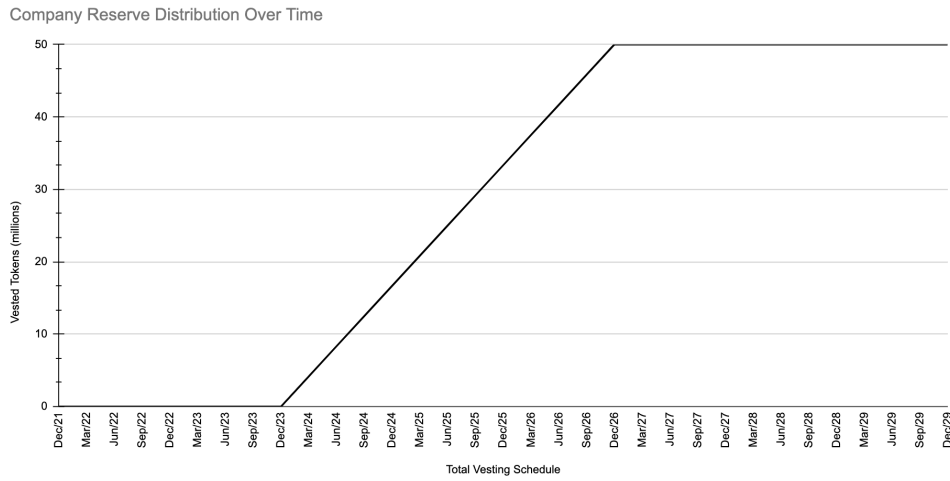


Figure 10: Company Reserve Tokens Distribution Schedule

The total amount of tokens available to the market will be released according to the graph below, should the network release the token as per the programs.

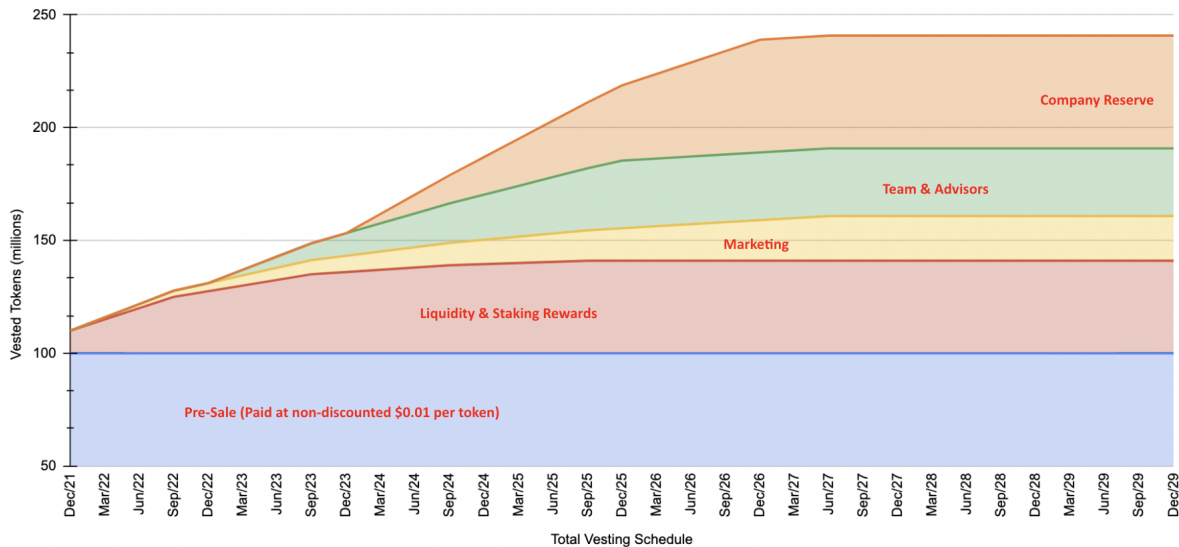


Figure 11: Total Tokens Distribution Schedule

The LINKS token is launched on the Binance Smart Chain mainnet in December 2021 using the BEP-20 standard. LINKS token enables the decentralized network's administration, incentivizing the users to grow the network through referring new enablers, skills verification, or other transactions that add value to the system.

6. The Way Forward: Disrupting Talent Markets

As an ecosystem, GetLinks is designed to grow and adjust to technological changes. Since the users govern the network with LINKS tokens*, they will vest in the ecosystem and contribute to its growth as enablers.

GetLinks will not stop at bringing the Fair Play Model into the world of digital and ESG transformation. The network aims for the market shift where talents become founders or major stakeholders of the project. Whether it's in marketing, art, law or agriculture – there's a place for agile projects, startups, and smart solutions that require quality talents no longer limited to geographics or social class. The goal is to bring equal opportunities and eliminate social, financial, and educational borders between projects worth doing and capable workers.

Thanks to the decentralized nature of the GetLinks network, all the strategic network developments will be co-created and co-owned by the users. Thus, new revenue-sharing business models are expected to emerge, new types of smart contracts developed to serve both industry and market needs. Employees all around the world will have more control over their data, their earnings, and more visibility on global opportunities.

The mission of GetLinks is to drive the job market shift, solve the talent crunch with technology, and create an adaptive decentralized remuneration model for digital talents and beyond.

*The LINKS Token is an BEP-20 token issued by GetLinks on the Binance Smart Chain mainnet network. LINKS is not a share of stock or a financial instrument. LINKS may be used by the GetLinks network users for eligible activities within the network only.

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- you agree, accept, and acknowledge that the Tokens do not constitute shares or equities or securities or financial instruments or investments in any form in any jurisdiction for any purpose;
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- you agree and acknowledge that no regulatory authority has examined or approved of the Current Information, and presently there is no plan for the Current Information to be so reviewed;
- the distribution or dissemination of the Current Information any part thereof or any copy thereof, or acceptance of the same by you, is not prohibited or restricted by the applicable laws, regulations or rules in your jurisdiction, and where any restrictions in relation to possession are applicable, you have observed and complied with all such restrictions at your own expense and without liability to LINKS/GetLinks;
- you will not make any representation to any person regarding the Tokens that conflict with these Legal Notices;
- you agree and acknowledge that in the case where you wish to purchase any Tokens, the Tokens are not to be construed, interpreted, classified or treated as:
 - debentures, stocks or shares issued by any person or entity (whether LINKS/GetLinks or otherwise);
 - rights, options or derivatives in respect of such debentures, stocks or shares;

- rights under a contract for differences or under any other contract the purpose or pretended purpose of which is to secure a profit or avoid a loss;
- units in a collective investment scheme;
- units in a business trust;
- derivatives of units in a business trust;
- any other security or class of securities; or
- any type of investment
- you are fully aware of and understand that you are not eligible to purchase any Tokens or access the Current Information if you are a citizen, national, resident (tax or otherwise) of an internationally sanctioned country.
- you have a basic degree of understanding of the operation, functionality, usage, storage, transmission mechanisms and other material characteristics of cryptocurrencies, blockchain-based software systems, cryptocurrency wallets or other related token storage mechanisms, blockchain technology and smart contract technology;
- you are fully aware and understand, there are risks associated with: (A) LINKS/GetLinks and its business and operations; (B) the Tokens; (C) the Token Purchase; (D) storage of the Tokens, and (E) relying or acting on all or any part of the Current Information;
- you agree and acknowledge that LINKS is not liable for any direct, indirect, special, incidental, consequential, or other losses of any kind in tort contract or otherwise (including but not limited to loss of revenue income or profits or loss of use or data or loss of reputation or loss of any economic or other opportunity of whatsoever nature or howsoever arising) arising out of or in connection with any acceptance of or reliance on the Current Information, Token Purchase, or any part thereof by you; and
- all of the above representations and warranties are true, complete, accurate and not misleading from the time of your last access to and/or possession of (as the case may be) the Current Information.

CAUTIONARY NOTE ON FORWARD-LOOKING STATEMENTS

All statements contained in the Current Information, statements made in any press releases or in any place accessible by the public and oral statements that may be made by LINKS/GetLinks or LINKS/GetLinks representatives (as the case may be), that are not statements of historical fact, constitute "forward looking statements". Some of these statements can be identified by forward-looking terms such as "aim", "target", "anticipate", "believe", "could", "estimate", "expect", "if", "intend", "may", "plan", "possible", "probable", "project", "should", "would", "will" or other similar terms.

However, these terms are not the exclusive means of identifying forward-looking statements. All statements regarding LINKS/GetLinks's financial position, business strategies, plans and prospects and the future prospects of the industry which LINKS/GetLinks is in are forward-looking statements. These forward-looking statements, including but not limited to statements as to LINKS/GetLinks' revenue profitability and growth, expected revenue profitability and growth, prospects, future plans, network plans, other expected industry trends and other matters discussed in the Current Information regarding LINKS/GetLinks are matters that are not historic facts, but only estimations and predictions.

LINKS/GetLinks makes no representation or warranty on having made any predictions or estimates or expectations on the basis of any formula, any mathematical or scientific modelling or forecast, or having made any due and proper enquiries or having undertaken any independent research or studies or otherwise. These forward-looking statements involve known and unknown risks, uncertainties and other

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- changes in legal, political, social, economic, and stock or cryptocurrency market conditions and the regulatory environment in the countries in which LINKS/GetLinks conducts its business and/or its operations or where you engage in a Token Purchase;
- the risk that LINKS/GetLinks may be unable to execute or implement its business strategies and future plans;
- changes in interest rates and exchange rates of fiat currencies and cryptocurrencies;
- changes in the anticipated growth strategies and expected internal growth of LINKS/GetLinks;
- changes in the availability and fees payable to LINKS/GetLinks in connection with its business and operations;
- changes in the availability and salaries of employees who are required by LINKS/GetLinks to operate its business and operations;
- changes in preferences of customers of LINKS/GetLinks;
- changes in competitive conditions under which LINKS/GetLinks operates, and the ability of LINKS/GetLinks to compete under such conditions;
- changes in the future capital needs of LINKS/GetLinks and the availability of financing and capital to fund such needs;
- war or acts of international or domestic terrorism;
- occurrences of catastrophic events, natural disasters and acts of God that affect the businesses and/or operations of LINKS/GetLinks;
- other factors beyond the control of LINKS/GetLinks; and
- any risk and uncertainties associated with LINKS/GetLinks and its business and operations, the Tokens, the Token Purchase and reliance on all or any part of the Current Information.

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