

VACK - Value Acknowledger

The future of the workforce



Whitepaper V1.0

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Disclaimer

- The User understands and accepts that the VACK platform will be run entirely or partly on **Binance blockchain**.
- VACK will follow all **international anti-money laundering** guidelines set forth. VACK does not support money laundering through our platform or any other illegal use of our services.
- The user acknowledges and agrees that there are numerous risks associated with purchasing tokens. Those risks can be related to factors such as security or technical issues.
- If our minimum(*) soft cap target is not reached, we are committed to refund entirely our investors. *(*) As described in this white paper*
- Our legal procedures are fully aligned with **AML and KYC protocols**



Industry background

Introduce cryptocurrency to the Labor Market

Cryptocurrencies have rapidly garnered popularity over the past few years as a form of digital currency and have been the top performing asset class over the last decade.

At the end of 2019, the US Congress introduced a bill for consideration called the “Crypto-Currency Act of 2020”. It reviewed the procedure for the recognition, licensing, and registration of digital currencies as a form of payment and established a list of state institutions responsible for the regulation and control of the new currency.

Labor Market is one of the markets claiming a need of assets digitalization inside the company

One of the most important assets, for most if not all companies, is its human resources. As an organization, you can enable real benefits to your workforce and your business by keeping your employees satisfied.

However, several companies are facing bonuses inequalities, lack of transparence in bonuses distribution which make the employees dissatisfied.

Our project is aiming to bridge the gap between Blockchain technology and the Market labor.

The purpose of this whitepaper is to explain you why and how.



Overview

VACK at a glance

VACK project is an open-source Blockchain built on the Binance blockchain that aims to reshape the labor market.

Its main purpose is to redesign rewards and incentives system in companies, by establishing a new way that allows companies, firms and organizations to use **cryptocurrency Tokens as a financial reward strategy.**

One of the most important assets, for most if not all companies, is its human resources. As an organization, you can enable real benefits to your workforce and your business by keeping your employees satisfied. According to experts, most business owners are looking for improvements in quality of life at work while keeping financial costs as optimized as possible. While existing solutions offer to pay employees based on their contracts, our team is up to build a secure, useful, & easy-to-use product to ease and encourage bonuses distribution within companies.

Bonuses distribution within companies are subject to taxes: firms see this as a mitigated risk, and in the other hand, employees should share a part of the reward.

The whole system discourages companies from rewarding their employees in the best way and leads to a consideration misunderstanding on the employee side. VACK came to serve this purpose and let companies easily and safely share benefits and gains with their employees.

VACK tokens are open to all sort of companies and organizations looking for extra options to provide an optimized incentive pay packages. Tokens will be distributed as additional bonuses to employees and can be used as a payment method or be exchanged with any third-party cryptocurrency, shop online ...

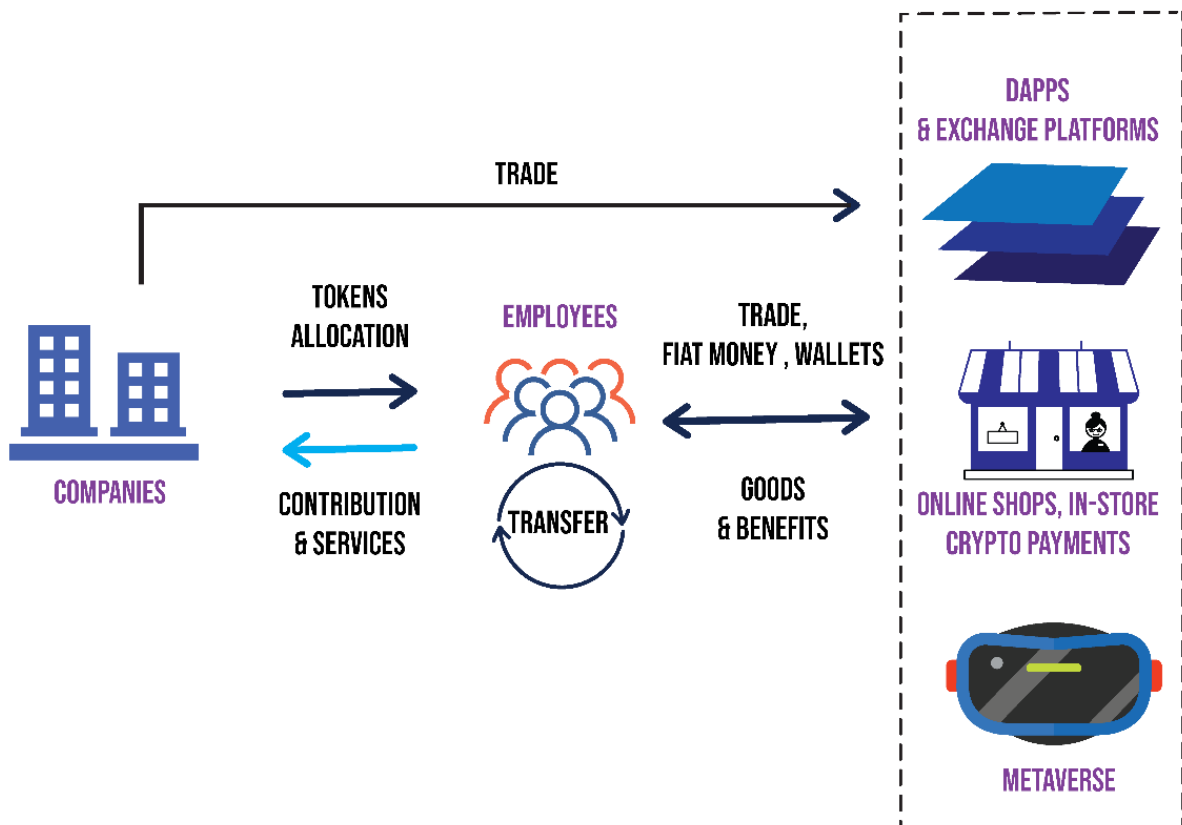


VACK ecosystem

Inside a company

All-in one coin to reward employees inside the company using a tokenization system to help companies to reduce their cashflow problems using valuable tokens that employees can: Trade, exchange, pay with...

- Employees use the reward tokens to pay inside their shop-floor organization.
- Employees use their tokens to pay mutual services.
- Employees trade their tokens via a dedicated platform.
- Owners may pay in all Shops, Stores and Metaverse shopping malls.



Problems & Solutions

Problems faced by companies:

- Companies are always looking for valuable proposals to enhance and strengthen the sense of belonging of the employers to their company
- Weak reward systems due to high costs for employers to distribute annual and extra bonuses.
- Companies are looking for new cost-effective alternatives to gratify more and reduce their cash flow problems at the same time.
- Employees choice may be limited to unneeded or unnecessary gifts.

Alternatives based on blockchain technology:

- Newly introduced reward system taking advantage of blockchain technology revolution.
- Rewards equally and fairly distributed as token bonuses for employees
- Unify employers and employees under the same roof, each of them benefiting from VACK.
- Valuable tokens that employees can shop with in physical/ online stores and metaverse shopping malls.
- Reduce the administrative costs associated with the company's current reward systems management by enabling automatic distribution of token through smart contracts.
- An Hyperconnected trustful and transparent marketplace where companies and employees can exchange and trade with other third-parties or external vendors.



VACK Ecosystem

Overview

VACK provides the next generation of rewards and incentives system. By combining ERP features and the revolutionary blockchain technology, It can provide an incredible product set that offers very high value at a very low cost.

The backbone of VACK, is a modular system, powered by smart contracts, that can be easily integrated into any company's ERP or HR system, and which features offer multiple configurations.

Its flexibility and ease of set-up makes a great solution for all companies, including those that cannot afford the high implementation and maintenance costs associated with most rewards programs.

The module will be accessible through the company ERP interface or linked to any other tool user in the market (like Jira, Service Now, Xpath...) .It is necessary to implement a workflow process that includes, as a first step, a precise achievement review, and then sets the accounting and distribution of crypto tokens to employees' wallets.

Tokens can be allocated by managers based on KPIs and/or particular achievements. A good way to reward is to give tokens for coming up with brilliant ideas (which we all know are the result of hard work). In services, they can be offered for excellent customer service. In production, high throughput can be rewarded. The idea is that you reward actions with defined amounts of tokens. Accordingly, significant achievements will be highly rewarded.



Case of use 1 :

Link VACK reward system to Xpath ERP

With the help of blockchain utilities, VACK system will create a bridge between companies and employees based on appreciation and transparency that encourage the stakeholders to thrive in the workplace.

VACK could be easily connected to a specific endpoint of your ERP in order to gather employee's activity.

Tokens distribution can be done on a daily, weekly, monthly or annual basis, but can also be triggered either manually or automatically by an event (Ex. at the end of a project lifecycle, the achievement of technical milestones).

Businesses could define an allocation for each project, and so employees get rewarded based on their participations. A participation could be in amount of time, effort or value: these indicators are defined by the business owner.

In the other hand, partners could be rewarded based on the invoice amount they generate for the business owner.

Here's what we can do to integrate VACK to Xpath ERP :

- Write a plugin that connects the Xpath issue management tool with the Binance blockchain;
- Link it with VACK smart contracts that will control and distribute with precision the tokens;
- Embed the module in Xpath dashboard so that it's easy for staff members to use it;
- Set up a workflow process through Xpath. For every ticket created, weigh the estimated efforts and action then put the matching amount of tokens;
- Review the achievements and proceed to crypto distribution;



Results

- An elaborate way that connect ERP tools and Binance blockchain.
- Smart contracts that provide the necessary accesses, authorize the process of issuance and distribute automatically tokens to employees' wallets.
- A Binance-based reward system that, take advantage of the blockchain network to help companies overcome inherent challenges of the conventional employee loyalty systems, cut or reduce administrative costs, and better increase job satisfaction and productivity.

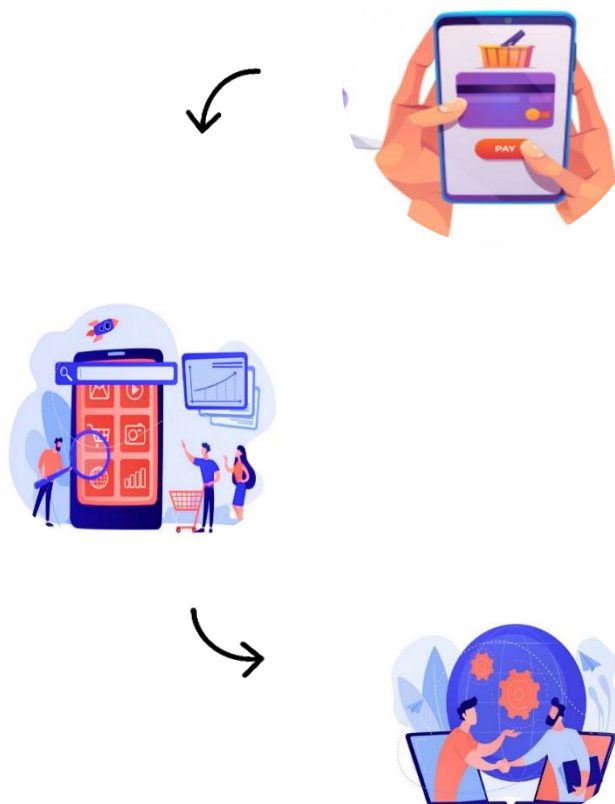


Case of use 2 :

Vack to bridge the gap between companies

- As already known, a company has a limited choice of rewards (gifts & bonus) to offer to its employees. Thus, it is almost impossible to satisfy all employees' preferences and needs.
- Therefore, our objective is to connect employees of different companies to one application that allows exchanging their unwanted gifts and rewards for VACK cryptocurrency.
- In other words, employees can use VACK to buy digital assets of their choice from the whole list of the unwanted gifts, using our Binance Smart contract platform.
- Third parties will also have the possibility to invest in VACK to afford future digital assets

Third parties will also have the possibility to invest in VACK to afford future digital assets.



VACK Tokenomics

The purpose of private and public sales is to raise funds to develop the network and innovations.

It is important to keep in mind that Vack Tokenomics are built with the idea of creating **long-term value**.

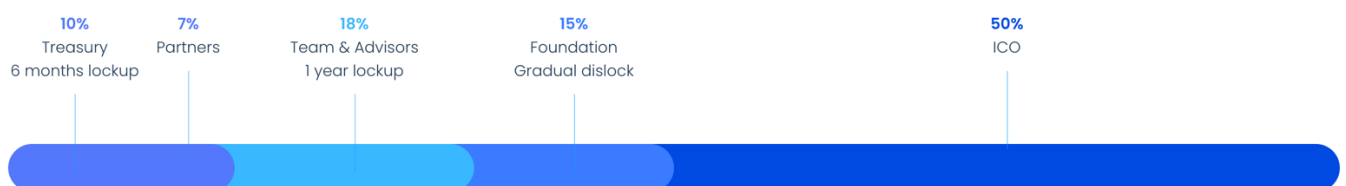
Great things take time to develop properly, and long-term commitment from the team is required for success.

The Total supply of VACK tokens will be set at **600 000 000 tokens**.

Token offering:

- Name: Value Acknowledger
- Symbol: VACK
- Token initial price (pre-sale): 0.0002 BNB
- Token Presale date: 3rd January 2022
- Token ICO Launch date : 1st June 2022

Token allocation:



Foundation allocation:



Token sales:

- Pre-sale: **5%**
- Sale on ICO: **10%**
- Private sale: **10% (whitelist)**
- Public Sale: **25%**
- SoftCap: **2 500 000 VACK**
- Unsold/Unused token: **Burn**

If the softcap is not reached, investors will be refunded.



Roadmap



Executive team



Hassan NAZIH

CEO



Mustapha ICHAHANE

Operation Manager



Yassine MARMAR

Sales Director



Rim BENCHEKROUN

Marketing Lead



Yassine BARDALLOU

Data Chief



Rim LAHLOU

Business Analyst



Zakaria EZZAIRI

Blockchain developer



Ismail ABEDDAA

Blockchain Developer



Find out more

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