WHITE PAPER

INBOX TOKEN

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Abstract

Freelance workforce growth is accelerating and has outpaced overall U.S. workforce growth by three times since 2014. Work is changing rapidly due to the impacts of automation, and freelanc-ers are better equipped for the future due to more frequent reskilling, and as per the research by freelanceunion.com, 57%2 of the American workforce would be freelance based by 2027. Despite significant growth recorded by this marketplace and mass adoption by skilled professionals from all around the world, freelancers and employers are still facing issues which is making freelancing a difficult working environment. Freelancers are facing issues such as a quarter of their earning being deducted in commission while they still have to wait for around two weeks once their orders have been accepted. Chargebacks, Unjust Account Suspension, Outdated and ineffective Review, and Rating models are some of the issues faced by freelancers.

Inbox is a modern age freelance marketplace created with the aim to resolve all such issues faced by traditional freelance industry and enable seamless, risk-free connectivity between freelancers and buyers at minimal costs. It serves as a state-of-the-art peer-to-peer marketplace for offering and hiring services without involving a middleman and allow them to create potential long-term collaborations with freelancers getting a fair share for their efforts while buyer getting quality work at optimal rates.

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The aim of the Inbox Ecosystem is to facilitate people from all walks of life, whether an individual needing assistance in his normal day work; a startup looking for cost effective but quality solutions; or an established business aiming to source out some of their workload. Being an existing crypto-currency, Inbox Coin is striving to fully harness the innovation offered by revolutionary blockchain technology and will serve as a true replacement for the traditional freelance platforms. The added features of blockchain i.e. transparency, immutability, scalability accessibility would not only allow automated organization of the platform, but also allows to add trust among the parties.

This white paper gives a detailed description of how we aim to facilitate freelancers and employers, Inbox platform associated products and solutions, and introduces the payment gateway i.e. Inbox Coin within Inbox ecosystem. It strives to inform our readers how we are using our teams' expertise to provide blockchain based and smart contracts secured freelance services at minimal costs.

1. Research by Payoneer.com
2. Freelancing report by Freelance Union

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Introduction to the Inbox Ecosystem

Inbox Ecosystem is a modern age freelance marketplace created with the aim to resolve issues faced by traditional freelance industry and enable seamless, risk-free connectivity between free-lancers and buyers at minimal costs. The Inbox Ecosystem serves as a state-of-the-art peer-to-peer marketplace for offering and hiring services without involving a middleman who normally deducts around the quarter of an order amount i.e. 20% from the seller/freelancer and 5% from the buyer. Us-ing Inbox platform, buyers and companies can develop potential collaborations with freelancers and acquire services at far better rates which previously would be impossible. The aim of Inbox Ecosystem is to facilitate people from all walks of life, whether an individual need-ing assistance in his normal day work; a startup looking for cost-effective but quality solutions;or an established business aiming to source out some of their workload. Being an existing cryptocurrency, Inbox is striving to fully harness the innovation offered by revolutionary blockchain technology and will serve as a true replacement for traditional freelance platforms. The added features of blockchain i.e. transparency, immutability, scalability accessibility would not only allow the automated organiza-tion of the platform but also allows to add trust among the parties.The Inbox platform—the blockchain network on which Inbox Coin is deployed on— is more than a common digital currency. It is a currency backed by an entire community of freelancers, buyers, startups, companies and virtually any individual from the community having the potential of deliv-ering or receiving a task. Our goal is to create a community of individuals whom all share the same philosophy of change with regards to the global freelance market.

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Our Vision

We envision an ecosystem which facilitates people from all walks of life, whether an individual needing assistance in his normal day work; a startup looking for cost-effective but quality solutions; or an established business aiming to source out some of their workload. Moreover, our vision is to provide a currency that not only relies on market demand and supply hype for driving its value but has a real-world utility in the form of being accepted as the payment method in the Inbox Platform and across the network of Inbox associated merchants worldwide.

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Our Mission

Our mission is to become the leading freelance marketplace by providing a solution to issues faced by both buyers and sellers in modern-day gig economy and provide a real-world utility to the Inbox Coin by building a complete ecosystem. The Inbox project has a strong focus on providing actual utility and low barriers for new adopters. Inbox will push its adoption primarily through its namesake Inbox platform, which will essentially be a digital economy where you can earn or spend the Inbox cryptocurrency.

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Background

The global freelance economy has been growing by leaps and bounds in the recent years, enabling the world to be a global marketplace where employers and resources both get an equal chance of success. Employers avail the opportunity to tap the right pool of human resource from anywhere in the world, while the freelancers have the liberty to get hired with the help of technology-driven tools irrespective of their location. Organizations tap into the competitive global market and select a competent resource from many fields including marketing and communication, design, business consulting, or programming and software development. The biggest advantage for employers is in terms of the cost-effectiveness of remote working and the affordability of resource options from a foreign market. Freelancers cost businesses less to retain than hiring a full-time employee, and, in most cases, freelancers do not get benefits such as insurance and paid leave. They can be hired on a job-by-job basis and let go without the risk of being hit with a wrongful termination lawsuit. And, because freelancers are usually hired for a very specific task, they are already specialists in their fields and do not require training to complete the job.

In the section below we discuss the current industry overview, forecast for coming years and the current competition:

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Industry overview

Payoneer—a leading payment processor for freelancers all across the world— set out to capture the state of affairs for freelancers worldwide in regards to demographics and income. With the goal of helping freelancers navigate the rapidly evolving professional landscape, we surveyed over 21,000 freelancers from 170 countries to determine how they operate and what rates they charge. This survey will be of interest to freelance marketplaces, industry analysts and many others, but most of all for the freelancers who make this economy thrive. We utilized this survey to compare average hourly rates, better understand what drives competition, and find new ways to increase income. Some of the key findings of this report are:

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The worldwide average hourly rate charged by freelancers is $19, well above the average hourly salary inmost of the countries where the freelancers we surveyed are based.

The freelance scene is young – over 50% of the respondents are under the age of 30.

• At the same time, older freelancers earn more than their younger counterparts. Freelancers with advanced degrees earn more than those with high school
and bachelor's degrees.

• Regardless of their own location, more than two-thirds of freelancers work for clients based in North America, and half of them
work for clients based in Europe. Over 80% of the
professionals survey
ed focus on 1 to 3 jobs at a time

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Almost half of the freelancers have an average work week of 30-50 hours.Freelanc
ers providing Finance, Management & HR services work the most hours a week. KeyFindings

•   Freelancers providing Legal services charge more than any other service ($28 per hour) but work the fewest hours per week. Freelancers who work in the field of IT & Programming have the highest levels of job satisfaction.

•Nearly three-quarters of freelancers find projects via online marketplaces.

•The preferred social media channel to promote the freelancers' work is Facebook, utilizedby 54% of the r espondents.

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On global scale because of its huge population and a very promising and emerging IT Industry, India ranks as the leading number of freelancers as 24% of global online workers reside in this country. In addition, the Indian workforce is considered highly competitive due to their better education levels and higher technical knowledge.Bangladesh is the second most popular freelancing destination comprising of 16% chunk of the total pie. The major focus of freelancers in Bangladesh is towards sales, marketing support, creative and multimedia, software development and technology. The USA stands third by contributing to over 8% of the global gig economy. According to a report published by Upwork and Freelancers Union called "Freelancing in America: 2017" (FIA), over one-third of the workforce is currently comprised of self-employed individual while India's workforce has a reported 15 million freelancers. The report further suggests these numbers are expected to grow rapidly in the coming years. The study report estimates 57.3 million Americans are freelancing (36 percent of the U.S. workforce) and contribute approximately $1.4 trillion annually to the economy, an increase of almost 30% since last year (2016). And by 2020, it is predicted more than 40% of the US workforce will become independent workers, while the same report also reveals by 2027, majority of the workers will freelance by 2027. The U.S. freelance workforce is growing faster than the overall U.S. workforce, outpacing overall U.S. work-force growth at a rate 3x faster since 2014. It numbered 53 million in 2014 and grew to 57.3 million this year (8.1 percent growth since 2014) while the U.S. workforce grew from 156 million to 160 million in the same timeframe (2.6 percent growth). [Freelancer in America, upwork.com]

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Pakistan stands at 4th position due to a rising numbers of qualified graduates who are working by freelancing their expertise. Higher education institutes produce a humongous count of 600 thousand graduates annually from varying fields of business, computer science, and software engineer-

ing. Philippines follows Pakistan in the freelancing rankings contributing 6% in the global outsourcing market.

These stats are encouraging and shows the future of Freelance and Online services industry has a great potential for continued growth. Taking into consideration the ever-growing number of populations worldwide and the resources/work they would be needing; the online services and freelance industry is expected to grow further and deploying such industry on blockchain is bound to yield significant results.

Another study by Freelancers Union reveals overall freelancers have contributed $21 billion to the

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UK economy with more than 1.4 million active British freelancers working across all sectors. This has grown 14% in the past decade. The report further states 78% of the UK public think freelancing and flexible working help promote a good work/life balance while 72% think freelancing has a positive effect on family life. The survey further gives details of the leading industries and terming marketing as the most leading service.

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KEY STATISTICS THAT EXPLAIN THE GIG ECONOMY

1.86 percent of professional freelancers choose freelancing. – The 2016 Field Nation Freelancer Study

2.36 percent of US population i.e. 57.3 million freelanced according to a 2017 survey

3.By 2027, more than half of American workers — 58 percent — will have had some experienc e as independent contractors. – MBO Partners Looking Forward: What Will theIndependen t Workforce Look Like In 2027?4.Not only are executives looking to hire experienced contractors. 63 percent of full-time executives would switch to become a contractor, given the opportunity. – The White CollarGig Economy: Four On-Demand Workforce Trends According to Today's Business Leaders,Mavenlink

5.20 percent of organizations globally with more than 1,000 employees have a workforcethat is made up of 30 percent or more contingent workers. – Global Contingent WorkforceStudy, EY

6.26 percent of U.S. employees say they are somewhat likely or likely to become a freelancer or independent contractor. – Happy in the Home Office, Freelancers Embrace the Gig Economy,ReportLinker

7.One-third of professionals globally say that work-life balance is be coming more difficult.Ex cessive overtime and a lack of flexibility are among the top reasons people leave jobs. 24per cent say they would take a 10 percent pay cut to be able to telecommute. – Work-lifeChallenges Across the Generations, EY

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8.81 percent of working parents say work-life balance is more important than pay when looking for a new job. 70 percent have thought about leaving a job because it doesn't offer flexibility. – Working Parents in 2017: What They Want at Work, Flexjobs

9.50 percent of U.S. jobs are compatible with remote work arrangements, and 80 percent of the workforce says they would like to work remotely at least part time. Yet only 7 percent of employers make flexible work available to most employees. – GlobalWorkplaceAnalytics.com

10.94 percent of workers are open to non-traditional forms of work. – Gig Responsibly: The Rise of NextGen Work, Manpower Group

11.44 percent of business leaders say the top socio-economic driver of changes in industry is the " changing nature of work, flexible work." – The Future of Jobs Report, World Economic Forum

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Inbox competitors and their profit distribution models

The current centralized freelance platforms have a simple pay structure. The platform takes a cut of all payments. Some charge a flat rate on all transactions, while others charge variable rates depend-ing on the type of work. Here's a quick breakdown of the fees of the major platforms:

- **Upwork:20% up to $500, 10% up to $10,000, 5% over $10,000 per client**
- **Codeable:15%**
- **Fiverr: 20% from seller ($1 for a $5 gig) 5% from a buyer**
- **Freelancer.com:13% (3% to employers, 10% to freelancers)**
- **TopTal:Undisclosed. High hourly rates of $65–200**

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Inbox competitors and their profit distribution models

These fees can quickly add up. For a small $500 freelance project on Upwork, the fees will already be at $100 before the PayPal fees are added. For large $100,000 project on Codeable, the fee would be $15,000 for just a single gig.

The payment options are pretty similar for all the platforms, with most accepting credit cards, Pay
-
Pal, or bank transfers, and paying freelancers via PayPal, Payoneer, and bank transfers. None of the major platforms accept or payout in cryptocurrency yet. There are some smaller startups that accept cryptocurrency payments such as XBTFreelancer, a 100% Bitcoin-based freelancer platform. But these projects haven't really taken off, with only a few projects posted a day in all categories.

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Challenges

While the demand for freelance work is growing worldwide, so is the competition. Setting and ne-
gotiating rates can often be challenging.
struggled to solve a number of ongoing
Despite their popularity, these freelance marketplaces have
problems. Making prompt and efficient payments to millions
of freelancers in hundreds of different countries is proving to be a real challenge. Ensuring the qual
10 Challenges ity of work delivered to clients is another major headache, as is helping new freelancers get
started on a platform.Having a middleman to execute this duty comes at prices:

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Inbox Solutions

Inbox Ecosystem will incorporate freelance based services to its platform and allow its users to avail quality
services directly at their home or office—without the need of hiring an employee physically or
biding a contract through third party. The platform will protect interests of its users through deploy-ment
of the transactional activities on *blockchain and trustless *smart contracts. It will provide a us-er-friendly
marketplace where buyers interested looking for a respective service can hire freelancers from any part of
the world at minimal costs. Accordingly, freelancers will have the opportunity to add their profession and
special skills they possess and can use their abilities to help create an income.

11.1 Minimal Fee As in traditional platform a freelancer has to pay 20% as commission fee and another
2-4% as pay-ment processor fee vs, order activities happening at Inbox Freelance marketplace are charged
at 9% only for the seller. Our platform will start with payment in Inbox only. At a later stage when other
coins are added as payment partners, the percentages change. We will then charge 12% fees for
whatever currency and 6% fees if they offer the assignments with Inbox. It is noted, unlike traditional
platforms where a buyer also has to pay up to 5% fee for placing an order, Inbox Platform for buyer
is absolute-ly free.

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INBOX TOKEN' FEATURES

INBOX TOKEN is a feature rich Cryptocurrency that can function on its own, even without the support and infrastructure of the INBOX TOKEN App. 2.1- Security Security has been a hot topic of discussion when it comes to Cryptocurrencies for a long time. The security of many Cryptocurrencies is being called into question due to the inherent dangers of the online world such as hacking attacks and data breaches. The INBOX TOKEN team has put our minds together and formed a security policy to prevent, deter, and eliminate the threat of external malicious attacks on our system. Weâ€™re all about dynamic security, thereâ€™s no such thing as a 100% impenetrable system however weâ€™re doing our best to come awfully close with planned regular security updates and enhanced security measures. Cryptocurrencies as a whole are on the forefront of online security and encryption.

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Cryptography

is quite literally the study of secure communication and encryption. When it comes to the safety and security of our users we take no short cuts, keeping our userâ€™s private information private is one of our top priorities, and weâ€™ve got the technology to make this possible. 2.2- FEASIBILITY One of the core elements incorporated in designing INBOX TOKEN was feasibility and overall practical use. We want INBOX TOKEN to be a beacon of success in the Cryptocurrency world and weâ€™re of the belief that all our users, big and small, are entitled to a share in the prosperity. The INBOX TOKEN App is a cornucopia of feasible features and usage for INBOX TOKEN and as such will create a steady userbase that will guarantee the value of INBOX TOKEN To make this possible weâ€™ve made sure that using INBOX TOKEN makes not only practical sense, but Financial sense as well. Itâ€™s well known that Mining is the most profitable Cryptocurrency activity, however for many pseudo-annoymous coins this is fast becoming untrue. However mining INBOX TOKEN is not only easy, affordable, and fair due to our egalitarian proof of work algorithm. But itâ€™s also private, when you mine INBOX TOKEN you are truly mining a Cryptocurrency in every sense of the word, your identity and how much you mine are kept totally enigmatic from start to finish.

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SUSTAINABILITY

â€œSlow and steady wins the raceâ€¢ The tortoise said to the hare. INBOX TOKEN hasnâ€™t strayed far from this ancient proverb.

While INBOX TOKEN are all about profit we also keep the concept of sustainability close to heart. There can be no shortcuts to getting INBOX TOKEN to the level we ultimately desire.

Thatâ€™s why INBOX TOKEN and the INBOX TOKEN App were designed for the long run, incorporating measures to make sure that both can withstand the test of time, and build a large user base with a dynamic network thatâ€™s always adapting along with itâ€™s users

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SPEED Speed

is an often touched on point by many Cryptocurrencies,

and rightfully so, having a fast network works wonders, especially in the complex world of Cryptocurrency. Our team has devoted a good portion of our time to make sure that our Network is as fast as possible. From transaction speed to Wallet syncing we've optimized every angle to get it running as fast as it should, and it's an ongoing process! The inclusion of External miners into the INBOX TOKEN Network will provide a massive boost in speed and functionality for both INBOX TOKEN and INBOX TOKEN. We're constantly devising new ways to save our users even more time and add to the convenience factor of our currency. Nothing is more frustrating than waiting hours for a Transaction to be processed or a function to work. To us, speed isn't a luxury, it's a necessity. After all, Time is money

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INBOX TOKEN' TECHNOLOGY

As the next generation IoT network technical architecture based on Internet of Value, INBOX TOKEN applies a unique INBOX TOKEN algorithm to meet the requirements of the blossoming IoT industry. The inspiration for the INBOX TOKEN algorithm comes from the formation of ions. In inorganic chemistry, when salt is ionized, it produces anions and cations, which can be combined again to produce new substances. Similarly, the INBOX TOKEN algorithm separates two core functions of value creation and value transfer on the blockchain.

New business models will occur after combing through and separating the value creation layer, value transfer layer and other IoT relevant eatures. Under the current blockchain technical architecture,

value creation and transfer are combined, which has great practical value in certain instances and this value will increase in time.

The success of Bitcoin and Ethereum is the best evidence for this kind of algorithm. However, these algorithms are no longer suitable for the future requirements in the IoT industry

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BLOCKCHAIN LAYER

The blockchain layer is the core of INBOX TOKEN, and consensus algorithm is the most important part of the blockchain layer. According to the features of IoT network, INBOX TOKEN applies fundamental components of graphene technology and makes depth optimization. Based on DPoS algorithm, the graphene technology provides serials of general blockchain components, including network, block, link, wallet, and of course DPoS algorithm. 3.1.6- DATA STORAGE LAYER INBOX TOKEN provides two ways to store data on the blockchain, which are based on IPFS and BigChainDB. IPFS is an emerging standard for storing content addressable files. Content-addressable storage is a mechanism for storing information that can be retrieved based on its content rather than its location. Stated another way, all files stored using IPFS are given names derived from the hash of their content. What this means is that the same file will have the same name on every computer, and the contents of that file can never change without also changing the name of the file. It also means that when you download a file from a server you can verify that it is the exact file you requested by recalculating the name based on the content provided by the server. IPFS also provides a peer to peer (P2P) network layer that allows computers to discover and share files based on their deterministic names. However, this P2P network layer does not provide or guarantee storage, hosting, or bandwidth. As it is currently structured, the IPFS network expects users to provide their own servers and related infrastructure. 3.2- ADAPTIVE PARAMETERS The INBOX TOKEN team believes that for a currency to be viable, it must not depend on a single person, or a small group of peoples' decision (Someone tell the fiat currencies!). Bulky Hard-coded constants and magic numbers present in the code of most Cryptocurrencies act as an inhibiting factor for their growth, stability, and overall functionality. Our solution is to incorporate dynamic, autorecalculating variables in place of these constants to provide a platform fo www.inboxtoken.com info@inboxtoken.com

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OUR MISSION:

To create easy payment solution and build premium design for seller to get high commission with low cost fee. Seller can also advertise their store using our system Conclusion: While many Cryptocurrencies exist on the market today, INBOX TOKEN will stand out as a unique blend of feature and framework incorporating advanced Edge computing technology and being anchored by the expansive and dynamic INBOX TOKEN App. Looking over INBOX TOKEN as a whole itâ€™s plain to see that weâ€™re equipped for success. Weâ€™ve got the technology, human resources, and motive to mould the INBOX TOKEN into a Cryptocurrency to rival all others. â€¢ Weâ€™ve taken a brief look into INBOX TOKENâ€™ usability, how INBOX TOKEN can and will be used across a multitude of platforms and for a plethora of different reasons. â€¢ Weâ€™ve explored the base features of INBOX TOKEN and the beliefs that hold it together at itâ€™s core and sets INBOX TOKEN apart from the rest of the pack. â€¢ And weâ€™ve had an overview of the Technology that allows INBOX TOKEN to deliver on all its features and functionalities. By now Iâ€™m sure you agree that INBOX TOKEN and INBOX TOKEN together make a genuine recipe for success, in fact weâ€™ve already started Cooking! Special thanks to the team for making their technology open-source and adaptable to our INBOX TOKENâ€™ needs. We hope that you continue to grow and prosper.

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