

**DTS GROUP**

Digital Transformation Solutions

# GLOBAL HUMAN TRUST



- (1) GHT Version 1.0: ERC-20 token
- (2) GHT Native: Blockchain

<https://ght.dtsgroup.co.nz>

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# I. Global Human Trust – GHT Token

- ❑ Global Human Trust (GHT) Version 1.0 is an ERC-20 token and an integral part of the DTS Corporate Group based in New Zealand.
- ❑ GHT is a **strictly utility token** for our NextgHRM (Next Generation HRM) and Trust verification platform. GHTs are used to **access** and settle the **fees** of the following platform services:
  - (1) *Self-Sovereign Digital IDs*
  - (2) *HR blockchain in certification*
  - (3) *HRIS-Trust Payroll Applications*
  - (4) *HR blockchain in digital process management*
  - (5) *GHT Verification: Verifying the Trust of people-people and people-systems*
- ❑ Following the surge of the Blockchain Technology in New Zealand and in accordance to FMA regulations, *GHT will also be used as **extra incentive, bonus and reward** for the DTS Corporate Group employees' within the context of the **NextgHRM project** at large.*



## I. Global Human Trust – GHT Token

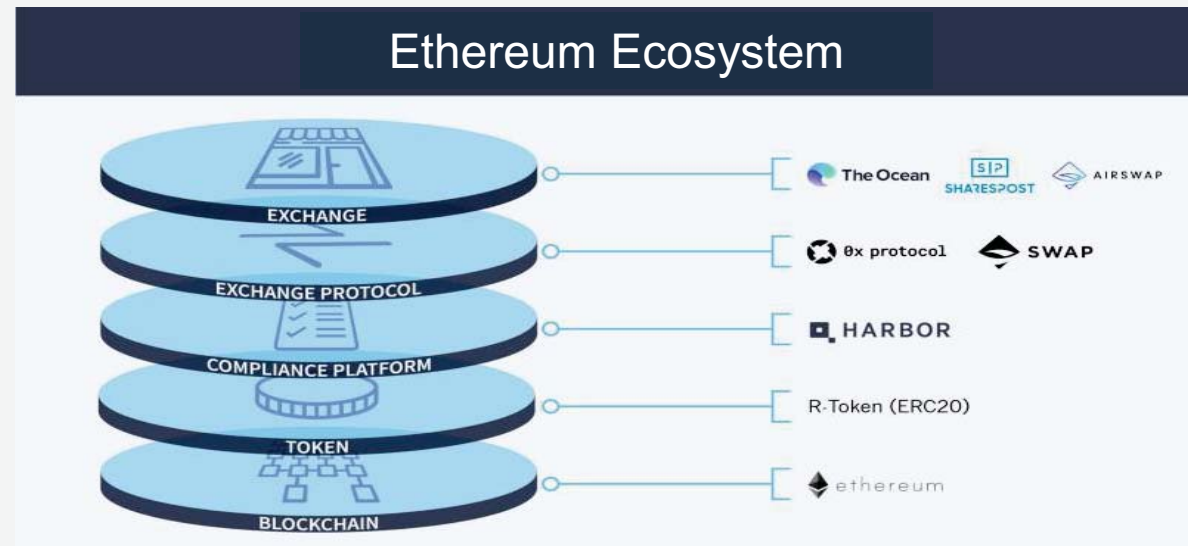
- ❑ The GHT Token is structured with multiple functions and will be freely traded on cryptocurrencies Exchanges;
- ❑ GHTs are built on the Ethereum blockchain platform, using Solidity as the Smart Contract development language.
- ❑ **Why GHT?**
  - Liquidity
  - Equilibrium
  - Stability
  - Transparency (through GitHub)
  - Guaranteed by the NextgHRM platform of the DTS Group as a tool for its customers, employees and partners (<https://nextghrm.com>)



# I. Global Human Trust – GHT Token

- **Appropriate Standard:** GHT Tokens will be issued using the ERC-20 standard on the Ethereum blockchain, enhanced with advanced functions like Burning, Minting, Locking, Pausing, etc.
- **Expandable:** the GHT Token can be integrated in any compatible ecosystems (including Exchanges platforms) in the future, allowing the project to expand the scope and use of the Token.

Token Stack Ecosystem of Ethereum

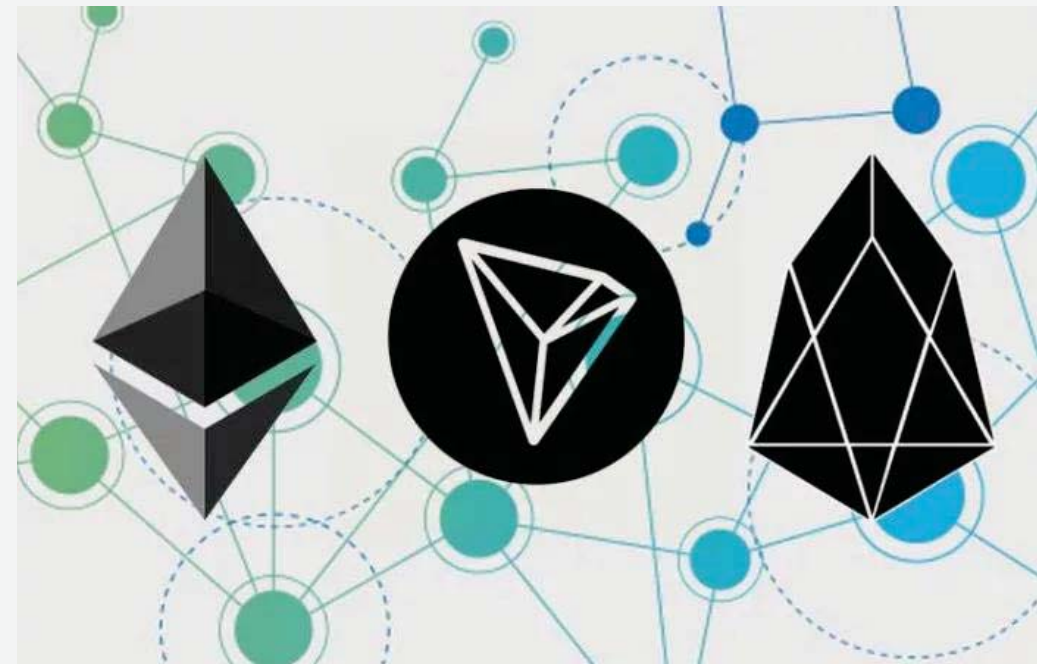




# I. Global Human Trust – GHT Token

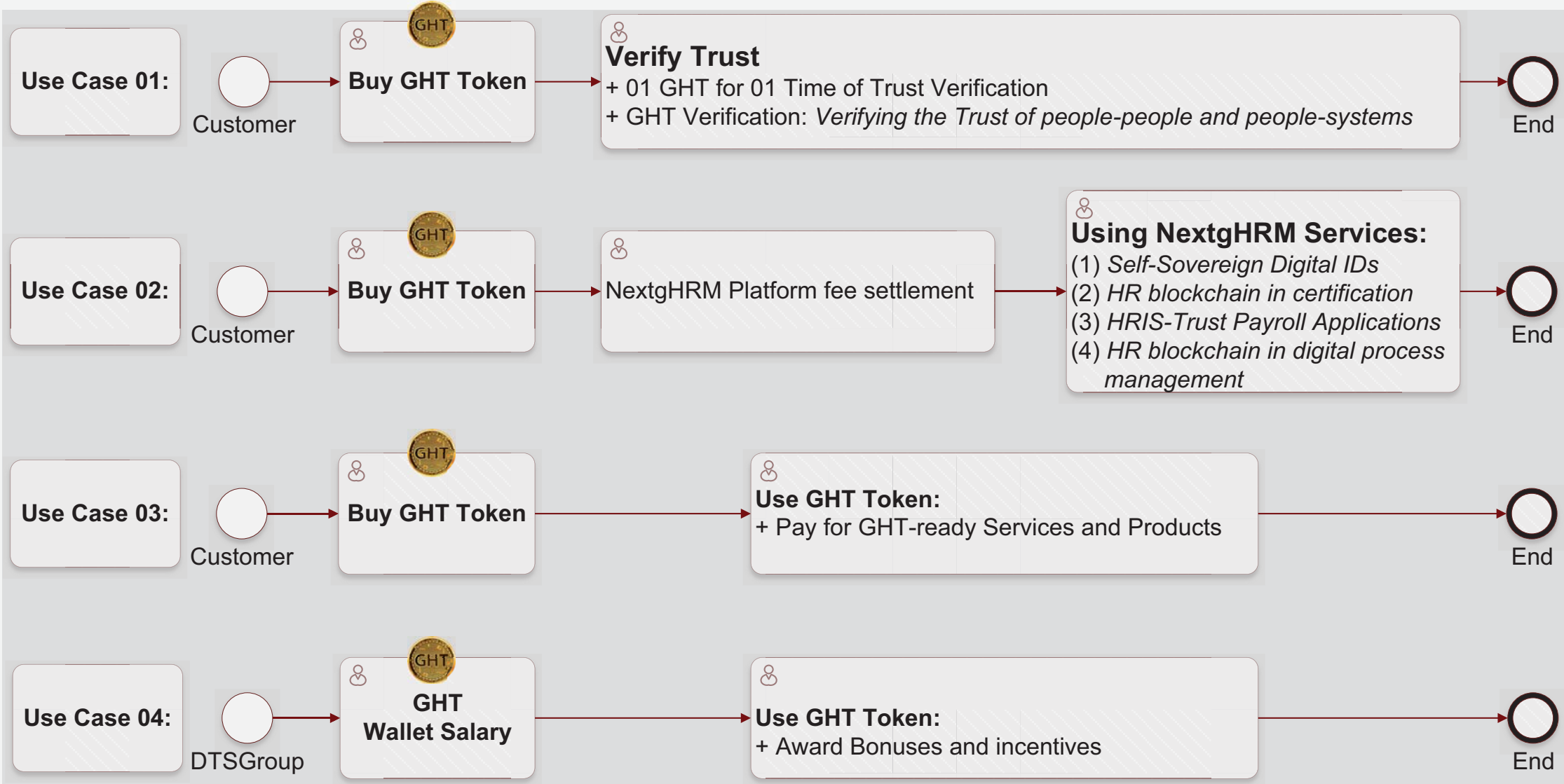
**Long-term Migration:** GHTs will eventually aim to be the native token on their own separate blockchain, in a similar way as Ethereum, Tron and EOS.

Ethereum – Tron – EOS



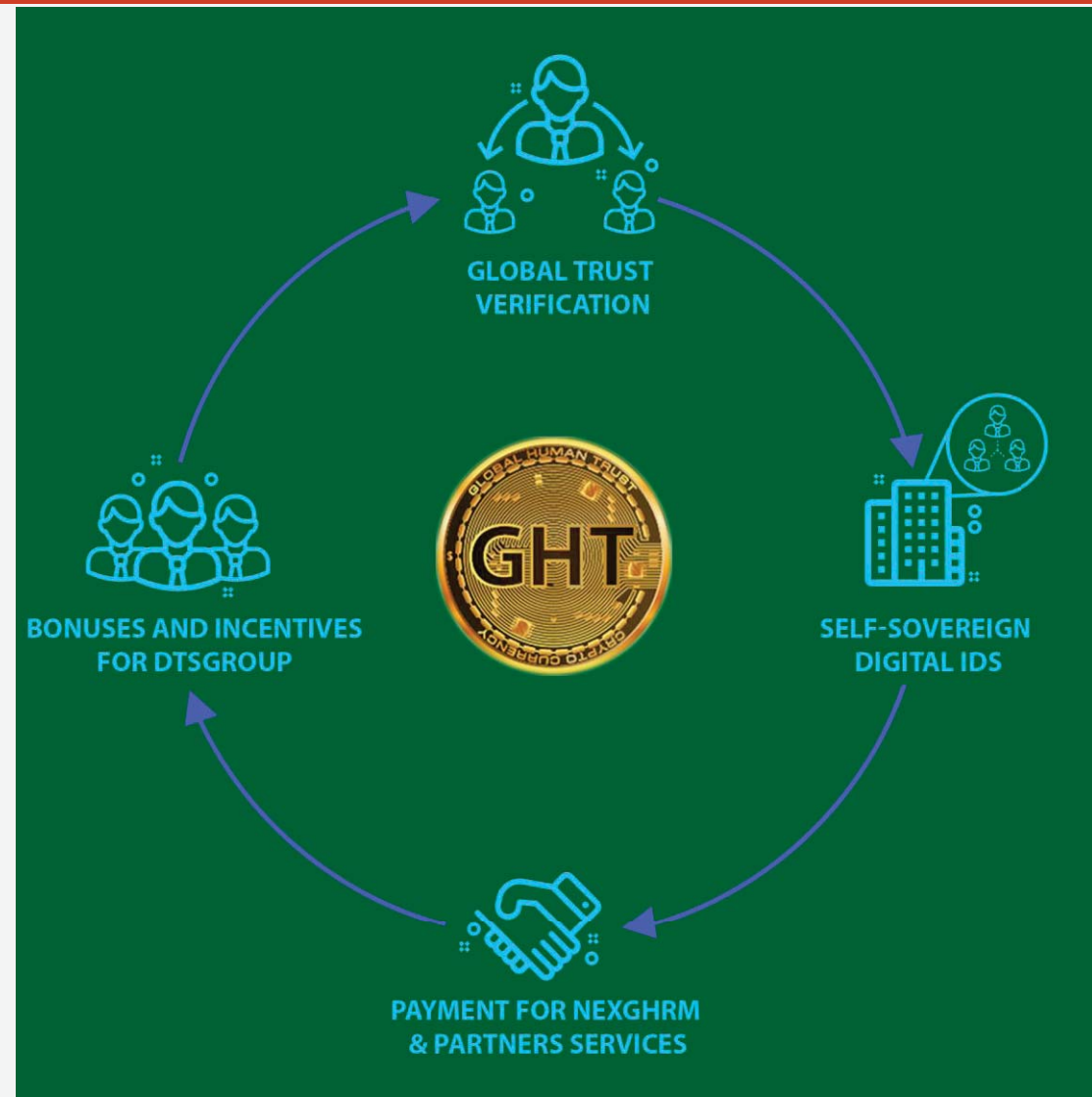


## II. GHT Token's Use Cases





## II. GHT Token's Use Cases





### III. DTSGroup: Next Generation HRM (NextgHRM)

Next  HRM



#### Elements on HR Technologies in the mid-term future

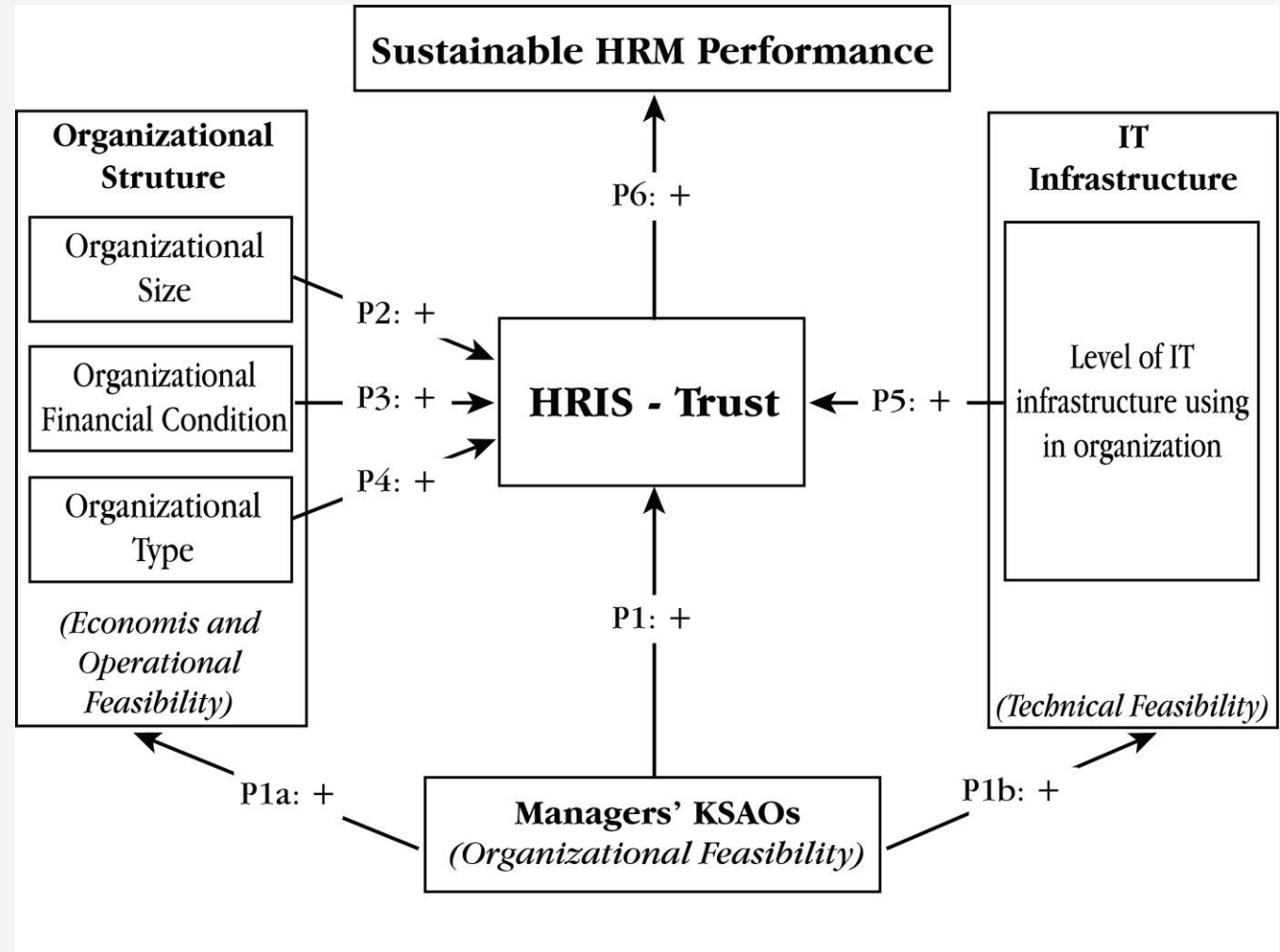
- Core HR platform: the consumerization or workplace-applications;
- “Making Work Better”: HR Tech Service providers are coming up with modern tools that help understand, diagnose, design, and improve the way work gets done.
- HR Technology is no longer an option, but a necessity
- Artificial Intelligence(AI) and Human Intelligence co-performance applied to Human Resources Management
- Virtual Reality and Augmented Reality to simulate Real-world employment experiences that can help job-seekers make informed career choices and also help millennial employees seek the desired digital experiences.
- Cloud HRIS: remote and full-time office employees co-working and co-performing.

### III. DTSGroup: Next Generation HRM (NextgHRM)

Our **HRIS-Trust model** helps to increase trust at the **organization level**. It helps enterprises to achieve more appropriate, legal and sustainable HR Management.

Furthermore GHT can eventually be used as an official payment method for both the employee salaries and bonus and the fees incurred by Users.

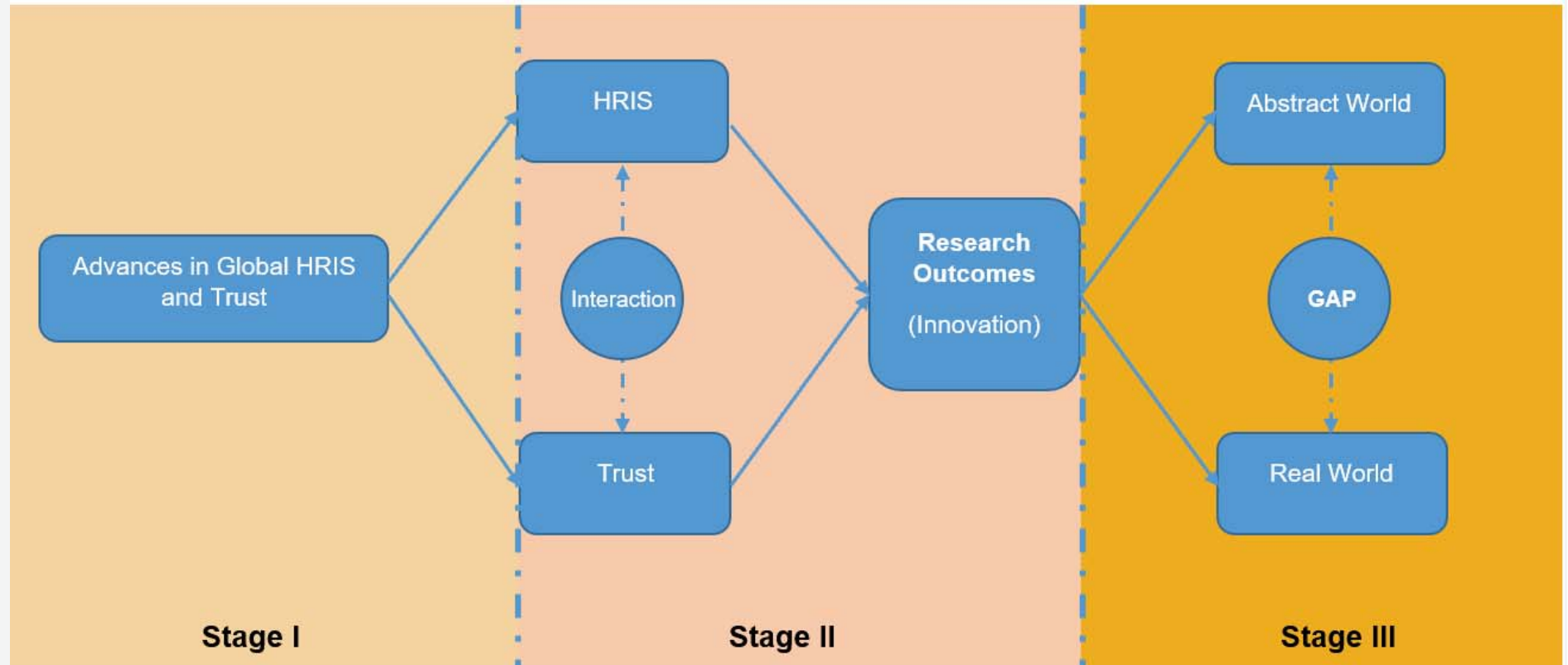
*(Duc N. Nguyen, Sununta Siengthai, Steve Page, 2013)*



### III. DTSGroup: Next Generation HRM (NextgHRM)

The **Global HRIS-Trust model** outsources the assessment of its Users (as “trustors”) on the HRIS, based on User expectation, confidence, predictability, and motivation and the platform’s ability, integrity, benevolence, and reliability.

This model helps to increase the trust between people-people and people-systems.



The influence of advances in Global HRIS and Trust on innovation

(John Lawler and Duc N. Nguyen, 2018)

# III. DTSGroup: Next Generation HRM (NextgHRM)



DTSGroup chose **the HRIS-Trust model** (*Duc N. Nguyen, Sununta Siengthai, Steve Page, 2013*) and **the research results of the Global HRIS-Trust project**, UIUC, USA (*John Lawler and Duc N. Nguyen, 2018*) as key models and factors to create an AI-HR software to improve and enhance its already deployed **NextgHRM** platform, conjoining **AI and Blockchain techs** in the HR process.

<https://NextgHRM.com>

- Effective human resources management plays a crucial role in the success of any organization. At NextgHRM, we believe it takes a group of people who have been and are HR professionals to develop, sell, implement and support software that successfully addresses the needs of HR and business management.
- If an organization's greatest asset is its people, then the NextgHRM can be its greatest competitive advantage.

## Automation lets you save Time and Money:

- Go paperless and instantly automate custom forms, tasks, and compliance verifications. Our HR Cloud software increases employee engagement and retention, allowing to refocus each target company's resources on what it does best.

## Stress-free Software:

- We've kept our system stress-free and intuitive so there's no learning curve and no time-consuming software updates.
- As the company scales, so does our software solution. Our application can handle 5 or 10,000 employees while maintaining all functionalities, including compliance, and generating reports in one single click. Just sit back, relax and leave all the heavy-lifting to us.

### III. DTSGroup: Next Generation HRM (NextgHRM)

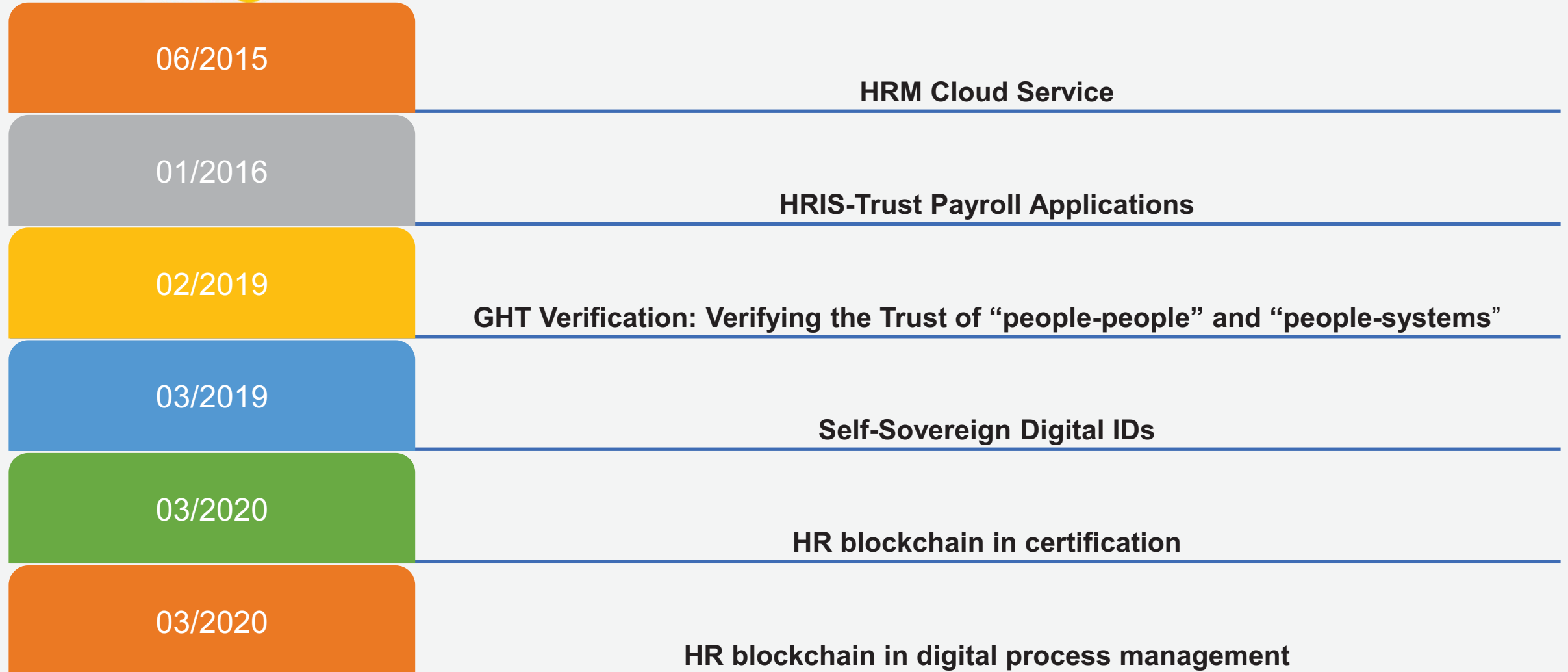


#### Core NextgHRM Services:

- (1) Self-Sovereign Digital IDs
- (2) HR blockchain in certification
- (3) HRIS-Trust Bonus Applications
- (4) HR blockchain in digital process management
- (5) **GHT Verification**: Verifying the **Trust** of *“people-people”* and *“people-systems”*



## IV. ROADMAP: NextgHRM Platform





## V. ROADMAP: GHT Token for NextgHRM



09/2019	The establishment of DTSGroup New Zealand.
11/2019	GHT models planned
02/2020	Partners accepted GHT as payment for products and services
03/2020	GHT Token announcement *
04/2020	GHT is also used to pay for DTSGroup employees' bonuses and incentives in NextgHRM project
06/2020	IEO (Initial Exchange Offering)
09/2020	GHT native blockchain project starting
03/2021	GHT native blockchain testnet
07/2021	GHT native blockchain mainnet



## VI. Press Conference: **GHT Token for NextgHRM**



**Wednesday, March 25<sup>th</sup>, 2020**

**\*First Launching**

**Location**

**Hamilton, New Zealand**

**Volume**

**50,000,000 GHT ~ 300,000,000 USD  
[GHT token issuance: 50M tokens]**

**Issuing Purpose**

**Financing for 05-year development and enhancement for functionalities of NextgHRM**

**After 18 months from first  
launching**

**Convert 1-1 GHT Version 1.0 to GHT native**





# VII. ROADMAP: NextgHRM Product & GHT Token

- June 2015** ◻  
HRM Cloud Service
- January 2016** ◻  
HRIS-Trust Payroll Applications.
- February 2016** ◻  
GHT Verification: Verifying the Trust of "people-people" and "people-systems".
- March 2016** ◻  
Self-Sovereign Digital IDs, HR blockchain in certification.
- September 2019** ◻  
The establishment of DTSGroup New Zealand.
- November 2019** ◻  
GHT models planned
- February 2020** ◻  
Partners accepted GHT as payment for products and services
- March 2020** ●  
GHT Token announcement
- April 2020** ●  
GHT is also used to pay for DTSGroup employees' bonuses and incentives in NextgHRM project



- June 2020** ●  
IEO
- September 2020** ●  
GHT native blockchain project starting
- March 2021** ●  
GHT native blockchain testnet
- July 2021** ●  
GHT native blockchain mainnet



## VIII. TOKEN SUPPLY ALLOCATION

### The 50M GHT Token issued will be distributed with the following allocation:

- Wallet Foundation: 20% (10M GHT)
- Wallet Incentives: 25% (12.5M GHT)
- Wallet Reserve: 30% (15M GHT)
- Wallet Salary of DTSGroup: 20% (10M GHT)
- Wallet for the IEO: 5% (2.5M GHT)

**Foundation Wallet** is the wallet of the GHT Foundation – a non-profit organization with the main purpose of developing the GHT native blockchain and to promote the GHT blockchain system worldwide.

**Incentives Wallet** is the wallet meant to distribute incentives to the team members and advisors of the GHT project, with a minimum lock-in period of 18 months.

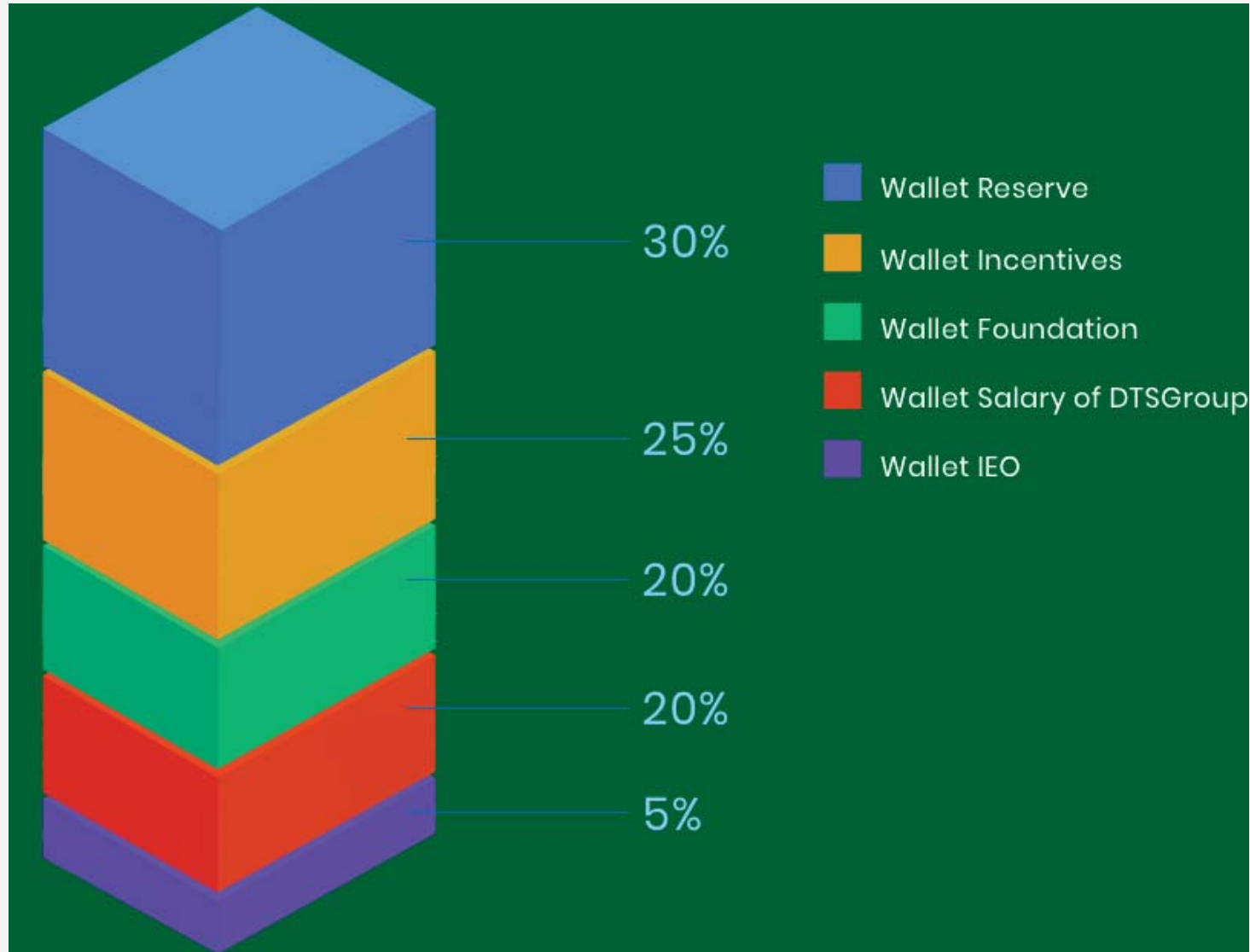
**Reserve Wallet** is the central governance wallet that will work as a compensation chamber for the GHT Token.

**Salary of DTSGroup is the wallet that the DTSGroup will eventually use** to pay employees bonuses and incentives.

**IEO Wallet** is the wallet that represents the amount of tokens that GHT will offer in one or more crowd sale event on a crypto exchange.



## VIII. TOKEN SUPPLY ALLOCATION





## IX. FUND USAGE

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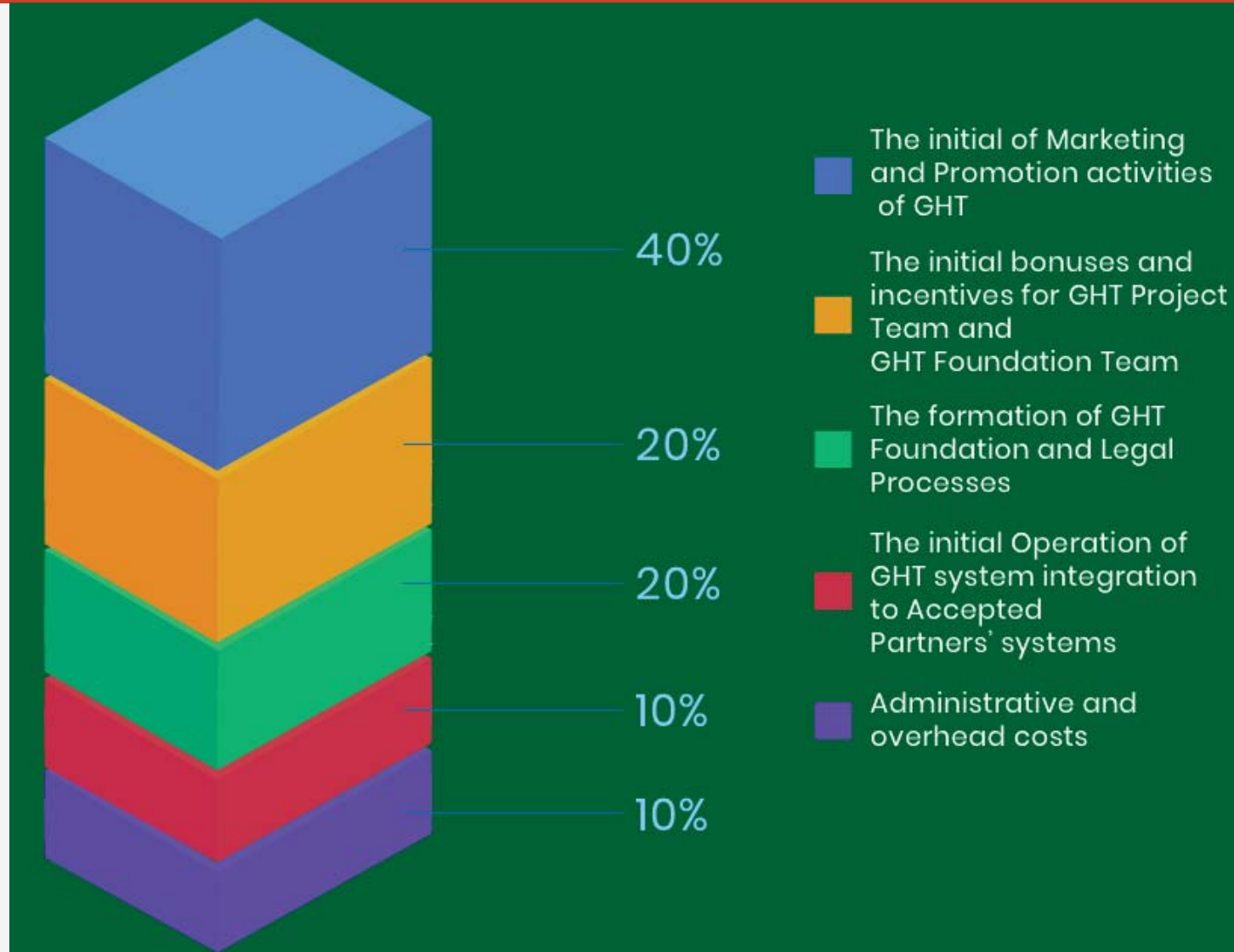
**The planned IEO will approximately start in the 2<sup>nd</sup> Quarter 2020 and end on the 3<sup>rd</sup> Quarter 2020**

**5% of the total supply (2.5M GHT) will be placed for sale on one or more crypto exchanges. The GHT project expects this way to achieve funding for a successive IEO campaign. The funds will then be allocated into the following activities:**

- Marketing and Promotion: 40%
- GHT Project Team and GHT Foundation Team incentives: 20%
- GHT Foundation Setup and Legal Advice: 20%
- Start of operation with selected Partners: 10%
- Administrative and overhead costs: 10%



## IX. FUND USAGE



# X. WHO WE ARE



**Duc Nguyen**  
CEO & Founder

Dr Duc Nguyen is one of the co-founders of DTSGroup, New Zealand. He has established numerous business ventures in Vietnam and internationally, the most recent being the establishment of the financial data-analytics company YouTrade.

Dr. Duc is currently a professor at Ho Chi Minh City University of Technology (HUTECH) in Vietnam, where he is Dean of the faculty of Management Information System; and Research Scholar at The University of Texas in Dallas (UTDallas), USA. He has an extensive record of academic accomplishments, the most notable of which are:

Best thesis award in relation to building and deploying the Vietnam Securities Information System (2002);

Strong research professional with a B.Sc. in Banking and Finance; Software Engineering; Master in HRM/HRIS; PhD in Management/MIS (HRIS-Trust) from Asian Institute of Technology (AIT), Thailand;

Post-Doc and Research Scholar at University of Illinois at Urbana-Champaign, (Project: Global HRIS-Trust);

Experience in collaboration projects with research groups from: University of Fribourg, Switzerland, University of Northwestern, Switzerland, University of Bolton, UK, University of Marburg, Germany, University of Illinois, USA, Asian Institute of Technology, Thailand;

Founder and Vice Director of Center for Interdisciplinary Research in Technology (CIRTECH), HUTECH;

**LinkedIn:** <https://www.linkedin.com/in/duc-nguyen-4a132719/>



## X. WHO WE ARE

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**James Nguyen**  
COO & Co-founder

James is one of the co-founders of the DTSGroup, New Zealand. He has a firm experience in the IT industry, with almost 20 years of proven history working in Vietnam and New Zealand. He is skilled in Negotiation, Business Planning, Analytics.

He achieved a Professional Degree in Software Engineering with the HCMC University of Technology and MBA from Solvay Brussels School (Belgium). He was the Chairman/CEO/CTO of E-Solution, GBS Media JSC, and now in New Zealand he currently acts as Chairman/CEO of VNZI group, VNZ Holding Group, KOS group.

**LinkedIn:** <https://www.linkedin.com/in/james-nguyen-30a0b5192/>



## X. WHO WE ARE

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**Aaron Enright**  
CMO

With over 20 years experience, Aaron likes getting stuck into website promotion. He's the guy to talk to about SEO, SEM, CTR and other acronyms that probably mean nothing to you now, but are crucial to your success online.

He's also known to enjoy more fun acronyms such as APA (American Pale Ale) and SMS (Single Malt Scotch), and would love to talk about these too if you're interested. Aaron is CEO HyperCube and COO of Kiwi Online Solution in New Zealand.

**LinkedIn:** <https://www.linkedin.com/in/aaron-enright-66136518>





## X. WHO WE ARE

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**Theodore Nguyen**  
CTO

Mr. Theodore has a firm background in Computer Science. As soon as he earned a Master degree from The University of Texas at Dallas (UTDallas) 2013, he joined the team to establish DMT Technology, USA, with strong experience as a software engineer in ELCA, Switzerland.

**Facebook:** <https://www.facebook.com/thuan.nguyen>

## X. WHO WE ARE



**Prof. Hung Nguyen-Xuan**  
Director of Simulation Technology Lab

Prof. Hung Nguyen-Xuan is the Director of CIRTech Institute, Ho Chi Minh City University of Technology (Hutech), Vietnam. He is currently an adjunct professor at The University of Southern Queensland (Australia) and China Medical University (Taiwan), and a visiting professor at Sejong University (South Korea). He is also the President of Vietnam Association of Computational Mechanics. He serves as editorial board member of Composite Structures (ISI, Q1), Underground Space (Elsevier) and Biomedicine (CMU), CMC: Computers, Materials & Continua (ISI, Q3), and associate editor of CMES: Computer Modeling in Engineering & Sciences (ISI, Q2).

Dr. Nguyen-Xuan received his Ph.D. in Computational Mechanics from The University of Liège (Belgium) in 2008. His researches focus on computational science and engineering (CSE) for advanced development of robust computational methods with high performance computing in combination with machine learning, material and structural modeling and 3D-printing.

Dr. Nguyen-Xuan has carried out significant research collaboration with leading research institutions and universities around the world such as National University of Singapore, Bauhaus-University Weimar, the University of Cincinnati, Cardiff University, Ghent University, the University of Melbourne, Ruhr University Bochum, RMIT,... The national and international cooperation in research has been providing Dr. Nguyen-Xuan widespread recognition in the field of computational mechanics. He has published more than 200 peer-reviewed papers (more than 170 papers indexed in WoS-ISI). These papers remarkable made him well-known as a Highly Cited Researcher (rank in the top 1% by citations) in four continuous years from 2014 to 2019 in Computer Science.

Dr. Nguyen-Xuan was the winner of Georg Forster Research – Alexander von Humboldt award in 2016, excellent Vietnam National University HCMC researchers award in six continuous years from 2008 to 2013, and Nguyen Van Dao's award from association of Mechanics of Vietnam in 2011.

**Website:** <https://sites.google.com/site/nguyenxuanhungsite/>

# X. WHO WE ARE



**John Servaes**  
Head of R&D  
Human-Technology Interaction Lab

Mr. John earned his Bachelor in IT, Communication, Human-Computer Interaction from Hogeschool van Arnhem en Nijmegen; and M.Sc. degree in Human-Technology Interaction from Eindhoven University of Technology, the Netherlands; as well as intensive and specialized courses in Human-Technology Interaction at University of California, Berkeley, USA (UC Berkeley).

## WORK EXPERIENCE

CEO & Founder, DJ-Technology Solutions, the Netherlands  
Technical Consultant, Hewlett Packard  
Project Manager, Cegedigm

His passion for technology and cheerful personality helps him to approach new projects and challenges with sheer motivation and enthusiasm to achieve optimum results. His technical background and work experience as a Project Manager places him in the ideal position to act as a bridge between technology, policy makers and the management.

**LinkedIn:** <https://www.linkedin.com/in/johnservaes/>



## X. WHO WE ARE



**Mike Manley**  
R&D Manager in Behavioral Analysis

Mr. Mike is the COO and co-founder of GoAmazing.org, as well as Chief Amazing Officer (CAO) at Amazing English.

He studied Psychology and earned a Bachelor's Degree from California Coast University, Santa Ana, California.

He has been teaching English in Taiwan, China, and mostly Vietnam for more than 10 years. His passion is helping students perfect their pronunciation and has a personal goal to help every single person speak English more clearly.

He always creates exciting activities in class to engage the students well.

He said that: "Nothing is more precious than creating fascinating methods for the youngsters to be more confident in communication".

**LinkedIn:** <https://www.linkedin.com/in/mike-manley-7a65281a5/>

## X. WHO WE ARE

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**Anh Nguyen**  
**Blockchain Product Manager**

Mr. Anh earned his MBA from Leipzig University, Germany.

He has 8-year experience as an Entrepreneur with over 4 years in Blockchain industry.

He served as the key management role in the companies that he has been working for, such as:

- + CEO of Tesse Inc.
- + CTO of Nextwave Software Ltd.
- + CEO of Knowchain Pte.

**LinkedIn:** <https://www.linkedin.com/in/anhnguyen2311>



## X. WHO WE ARE

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**Tam Nguyen**  
Technical Manager

Mr. Tam earned his Bachelor degree in Computer Science at University of Information Technology, Vietnam.

He has 12-year experience as Technical Manager in Software industry.. He founded Vinaecom Ltd. in 2010 to do software development for EU and North America clients.

He served as the key architect role in the companies that he has been working for, such as:

- + CTO of Tesse Inc.
- + CIO of Nextwave Software Ltd.
- + CEO of Vinaecom Ltd.

**LinkedIn:** <https://www.linkedin.com/in/tamnguyentrung/>



## X. WHO WE ARE

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**Than Pham**  
**Tech Lead**

Mr. Than earned his Bachelor degree in Computer Science at University of Science, Vietnam National University, Vietnam.

He has 9-year experience as Tech Lead in the Software industry.

He served as the key technical role in the companies that he has been working for, such as:

- + CTO of Tesse JSC.
- + Tech Lead of Tesse Inc.

**LinkedIn:** <https://www.linkedin.com/in/than-pham-ngoc-67656913b/>



## X. WHO WE ARE

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**Tu Nguyen**  
Technical Manager

Mr. Tu earned his Talented Bachelor and Master degree in Computer Science at University of Information Technology, Vietnam.

Founder COVISOFT as group 5 members working for out-sourcing projects in Korean market.

Established COVISOFT as a company, management company as CEO;

Founded/CTO of DS SOFTWARE company (2019);

CTO of DJ-TechnologySolutions Company.

Programming Skills: C/C++, Objective-C, iOS SDK, 3rd library, IoTs, Navigation System, Blackbox, BLE

**LinkedIn:** <https://www.linkedin.com/in/nguyen-ngoc-tu-5b473537/>





## X. WHO WE ARE



**Khoa Vo**  
**Blockchain Lead**

Mr. Khoa earned his B.E. in Software Engineering and M.Sc. In Information Technology, University of Information Technology HCMC.

### WORK EXPERIENCE

Blockchain and Mobile, Desktop developer from 2013 – present;  
Lecturer at University of Information Technology from 2013 – present;  
Visiting lecturer at VTCA from 2017 – present;

### TECHNICAL SKILLS

Good Knowledge of Software Programming, Software Process and Quality Management, Software Project Management;  
Good Knowledge of Blockchain, Deep Learning, Mobile and Desktop application;  
Analysis smart-contract by solidity (ERC-721).

July 2018: Win 1st prize in NAMI Blockchain's Hackathon  
2017: VTCA's the most favorite lecturer trophy

**LinkedIn:** <https://www.linkedin.com/in/khoa-vo-3693b990/>

## X. WHO WE ARE



**Vu Nguyen**  
**Senior Data Analyst**

Mr. Vu Nguyen earned his Bachelor of Mathematics & Computer Science, Specialty: Mathematical Finance, from University of Science, Vietnam National University HCMC.

### WORK EXPERIENCE

05/2016 – 07/2017 : Data Analyst at Sentifi AG

07/2017 – Present : Senior Data Analyst at DMT Technology

Process and analyze Big Data (text social media data, quantitative financial data)

Process and analyze Big Data (text social media data, quantitative financial data)

Verify accuracy of machine learning models

### TECHNICAL SKILLS

Programming languages: Python, IPython, VBA, R, HTML, JavaScript, Apex, C Sharp

CRM: Salesforce, Veeva System.

Analytics software: SPSS, Excel

Database language: SQL Server, PSQL, PostgreSQL, ElasticSearch

OS: Windows, Linux

**LinkedIn:** <https://www.linkedin.com/in/anh-vu-nguyen-b637b2115/>



## X. WHO WE ARE



**Vu Mai**  
Dev Lead

Mr. Vu Mai earned his Bachelor of Mathematics & Computer Science. Specialty: Mathematical, Network System from University of Science, Vietnam National University HCMC. Blends university knowledge with practical experience in both web development, application, algorithm and system as well. Worked in a range of areas that cover open sources, database, web architecture

### WORK EXPERIENCE

Junior Developer at LeeRit & GiaSuToeic: Contributed to ideas and product development orientations.  
Senior Developer at DMT Technology: Planned and implemented new idea for the company website.

### TECHNICAL SKILLS

Programming languages: Python, C#.  
Web Framework: Django, ASP.Net, Angular.  
Web Scraping: scrapy, selenium, beautiful soup.  
Data Science: pandas, numpy, matplotlib, seaborn, scikit-learn, scipy.  
Managing SQL database: MS SQL Server, PostgreSQL, MySql, MongoDB.  
OpenSource: OpenEdx, OpenProject, Umbraco.  
Operating systems: Windows, Linux (Ubuntu, CentOS, Arch Linux, ...).  
Services: AWS, GCP, Docker.

**LinkedIn:** <https://www.linkedin.com/in/virgo-darth-5a6365166/>



## X. WHO WE ARE

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**Van Le**  
**Data Scientist**  
**Simulation Technology Lab**

Mr. Van Le earned his Bachelor of Science in Mathematics & Computer Science from University of Science, Vietnam National University HCMC. He also earned Master degree in Applied Mathematics, issued by University of Tours.

### WORK EXPERIENCE

Data Analyst and Database Management at YouTrade, a project of DMT Technology  
Teaching Assistant at Hochiminh University of Technology (HUTECH).

### TECHNICAL SKILLS

Programming languages: Python, T-SQL

**LinkedIn:** <https://www.linkedin.com/in/th%C3%A0nh-v%C4%83n-l%C3%AA-8387a1135/>

## XI. OUR ADVISORS

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**Prof. John Lawler**  
University of Illinois  
at Urbana-Champaign (UIUC), USA

### **Counselling in: SHRM , HRIS-Trust; Global HRIS-Trust**

Prof. Lawler's research activities over the past 20 years have focused primarily on strategic human resource management (SHRM) in East and Southeast Asia. He has worked with collaborators in Thailand, Vietnam, Korea, Japan, Taiwan, China, the Philippines, Indonesia, and Singapore. His current research principally deals with SHRM in China, Taiwan, India, and Pakistan. His collaborators and he are looking at SHRM configurations and the impact of SHRM on firm performance in indigenous firms in these areas.

<https://www.linkedin.com/in/john-j-lawler-9a0ab957/>

## XI. OUR ADVISORS



**Prof. Sununta Siengthai**  
Asian Institute of Technology, Thailand

### **Counselling in: HRM, HRIS-Trust**

**Expertise:** Labor and Industrial Relations, Human Resource Management, Wages and Productivity, Managing HR in MNCs, Organizational Behavior and Structure, Performance Management, Comparative Industrial Relations, Organization Development, Leadership and Organization Management, Intensive Micro-Management Economics, Principles of Management, Business and Society, Compensation Management.

**Degrees:** PhD in Labor Economics, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign, USA (1984); MA in Labor and Industrial Relations, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign, USA (1979); BA, Chulalongkorn University, Bangkok, Thailand (1975).

**Award:** Best Professor of Human Resources Management, Asia Best B-School Awards, 2010

<https://www.linkedin.com/in/dr-sununta-siengthai-a619064/>

# XI. OUR ADVISORS



**Prof. Steve Page**  
University of Chester, Chester, UK

**Counselling in: MIS, HRIS-Trust**

**Research:**

- Business Strategy & Information Systems Strategy Alignment
- Impact of Information Technology on the Workforce
- Information & Performance Management
- Information Systems & Organizational Change
- Organizational Culture & Information Systems
- Soft Systems Development Methodologies
- Strategic Information & Knowledge Management

**Website:** <http://www.chester.ac.uk/bse/staff/page>

## XI. OUR ADVISORS

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**Dr. Hiep Chu**  
Software Engineer, Google  
Mountain View, California, USA

### **Counselling in: Technological perspectives**

Dr. Hiep is interested in building methodologies and tools to improve the security and reliability of software. He is particularly interested in the theory and practice of automated program reasoning, with emphasis on symbolic execution, abstract interpretation, constraint solving, and interpolation techniques.

**LinkedIn:** <https://www.linkedin.com/in/duc-hiep-chu-538422142/>



# XI. OUR ADVISORS



**Akhil Bhavirisetty**  
Software Engineer at Rahi Systems

## Counselling in: Cloud Technologies, HRIS-Trust Blockchain

Akhil earned his Master degree in Software Engineering at San Jose State University. His area of specialization is Software Development, Cloud Technologies and Full Stack Development. He completed his Bachelor degree in Computer Science and Engineering at K L University, India with Distinction in 2014.

Prior joining San Jose State University, he worked at Tata Consultancy Services for a couple of years as a Software Developer where he learned technical skills such as JavaScript, HTML5, CSS3, Perl, Shell Scripting, Oracle SQL and PL/SQL.

He received appreciations from his professors and managers in both academic and professional life for his diligent work. He is a self-motivated person and he can work both independently and as a team player.

He was one of key members of project: "Simplification of Employee Recruitment Process using Blockchain Technology" (2017)

### SKILLS:

Programming Languages: C, Java, Perl, Unix, Shell Scripting

- Databases: Oracle SQL, MySQL, MongoDB, Redis.
- Web Technologies & Frameworks: React-Redux, Node.js, Express.js, HTML5, CSS3, JavaScript, & Chart.js
- Cloud and Container Technologies: Docker, AWS EC2, AWS ELB, Kubernetes, Docker Cloud, Heroku, & GCP.
- Other Tools: Kafka, RabbitMQ, Git, Mocha, JMETER, Postman, Kong API, JIRA, Service Now, Git, Bitbucket.
- Software Development Methodologies: Agile, Scrum

**LinkedIn:** <https://www.linkedin.com/in/akhilbh/>

## XI. OUR ADVISORS



**Mr. Tai Bui**  
**First Vice Executive President**  
**Asia Commercial Bank - ACB, Vietnam**

**Counselling in: Banking and Financial perspectives as well as Operation Risk Management**

Mr. Tai has firm experience in Banking and Finance as executive level. At ACB, he is currently in charge of:

- Risk Division
- Operation Division
- Collateral Appraisal Division
- Debt Management Department
- International Payment Department
- Compliance Department
- Credit Approval Center
- Credit Appraisal Division

He also serves as Chairman in responsibility for: Credit Policy Committee, Operation Risk Committee, Debt Management Recovery, Data Governance Committee, Collateral Appraisal Committee.

**Website:** <https://www.acb.com.vn/en/about-en/investors/management-board/mr-bui-tan-tai-executive-vice-president>



## XII. Our Partners

1. Kiwi Solution, New Zealand: <http://kosgroup.nz/>
2. Icon Accounting, New Zealand: <http://www.companiesnz.com/company/2492542/icon-accounting-service-limited>
3. DMT Technology, USA: <https://dmttek.com>
4. DJ-Technology Solutions, the Netherlands: <https://dj-technologysolutions.com>
5. YouTrade: <https://Youtrade.vn>
6. GoAmazing: <https://GoAmazing.org>
7. Dsoftware: <https://dsoftware.io/>
8. YouLaw: <http://youlaw.vn>
9. NextgHRM: <https://nextghrm.com>
10. Marvelux Consulting (*external Legal counsel*): <https://www.marveluxconsulting.com>





## XIII. Typical Products and Services accepted GHT

- NextgHRM
- GoAmazing
- MyReward
- Youtrade
- YouLaw/GoADR
- Amazing English
- Vietis
- Lapis



## XIV. New Zealand Compliance

“New Zealand just became the first country to legalise salary payments in cryptocurrencies”

BEN WINCK

AUG 13, 2019, 11:44 PM

**New Zealand will legally allow companies to pay salaries in cryptocurrency starting September 1, becoming the first nation to do so, according to a Financial Times report.**

- The country requires the preferred cryptocurrency to be pegged to a standard currency and directly convertible into a normal form of payment. This stipulation allows bitcoin to replace the New Zealand dollar on workers' paychecks.
- Companies paying workers in cryptocurrency can deduct income tax through the country's pay-as-you-earn plan.



## XIV. New Zealand Compliance

BEN WINCK

AUG 13, 2019, 11:44 PM

The country's tax agency ruled salaries and wages may be paid in cryptocurrencies so long as the preferred digital coin is pegged to at least one standard, or fiat, currency. New Zealand also requires that the crypto of choice be directly convertible into a standard form of payment.

The decision was originally filed in an August 7, 2019 note, which also detailed New Zealand's plans to allow for bonuses to be paid in cryptocurrency. The salary option will still fall under the nation's income tax scheme, and the ruling excludes self-employed workers from switching their income to cryptocurrency.

(Business Insider; <https://www.businessinsider.com.au/new-zealand-legalizes-cryptocurrency-salaries-including-bitcoin-2019-8>)



## XIV. New Zealand Compliance

### Utility Token and FMA

In March 2020, the FMA issued new cryptocurrency guidelines and, as long as the tokens do not present any of the characteristics that the New Zealand's Financial Markets Conduct Act 2013 (FMC Act) sets out for its four types of financial products (*debt securities; equity securities; managed investment products and derivatives*), then they will be considered as “**utility**” and not be subjected to the full regulation.

### Fair Dealing and Transparency

However and regardless to who we will sell or place our GHT tokens we will still comply with the “**fair dealing requirements**” under Part 2 of the FMC Act, to show our transparency and values and respect.

### Compliance and KYC

**DTSGroup** also follows strictly all the specific **KYC, Compliance, AML, CFT regulations** for “**Virtual Assets**” as set out by the New Zealand's Department of Internal Affairs (“DIA”).



## **XV. Legal Disclaimer**

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Along with continuous development of technology and blockchain, DTSGroup will keep on improving the technological plan as necessary for the GHT and future characteristics of the project might differ from the content of this Whitepaper, that will still be updated with our best efforts.

All the contents of this Whitepaper are an integral part of the **GHT Token Sale, Usage and Website Terms and Conditions (“T&Cs”)**, accessible on our Website (<https://ght.dtsgroup.co.nz>), and are thereby ruled and regulated, together with their fruition by any reader.