



The Foreground Network

Abstract

The Foreground Network revolutionizes background checks through a blockchain-powered platform that enhances transparency, protects privacy, reduces fraud, and streamlines verification. Candidates control access to their data, while employers and researchers benefit from efficient and automated processes.

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*“In twenty years, not one piece of ingenuity has been
applied to the researcher side. Not one.”*

- Mark Lingo, Brango Software Solutions

Introduction

Traditional background checks are inefficient, insecure, and prone to fraud. The Foreground Network addresses these issues with a decentralized system that uses permissioned blockchain, AI, and smart contracts to provide secure, transparent, and efficient background checks.

Key Features

Blockchain Architecture

Operates on a Proof-of-Authority (PoA) permissioned blockchain for secure and fast validation.

Hashing and encryption protect personal information, ensuring compliance with regulations like GDPR.

Node System

Requester Nodes: Employers initiate background checks.

Candidate Nodes: Candidates manage data access and responses.

Researcher Nodes: Handle background checks for non-responsive candidates.

Smart Contracts

Automate key processes, including:

- Data access permissions.
- Tokenized incentives and penalties.
- Dispute resolution.

Streamlined Process

1. Request: Employers hash candidate details and submit them.
2. Notification: Candidates are alerted via blockchain or off-chain channels.
3. Response: Candidates grant temporary data access.
4. Fallback: Researchers compile reports if candidates don't respond.
5. Delivery: Reports are securely shared with both employers and candidates.
6. Contestation: A system for disputing inaccuracies ensures fairness.

Token Ecosystem

FGN Tokens power the network by rewarding timely and accurate candidate responses while penalizing fraud.

Tokens:

- Incentivize participation with decreasing rewards based on response time.
- Deduct penalties for fraudulent or inaccurate submissions.
- Candidate Empowerment
- Candidates broadcast their availability, improving communication: “Available,” “Not Expecting Checks,” “Verification in Progress,” “Do Not Disturb,” etc. This transparency reduces processing time and gives candidates full control of their engagement.

Benefits

Employers: Fast and reliable background checks.

Candidates: Full data control with rewards for honest participation.

Researchers: Clear guidelines and streamlined processes.

The Vision

Foreground Network sets a new standard for privacy, efficiency, and fairness in background checks. With blockchain, AI, and tokenization, it creates a seamless, trust-driven hiring process.