

OPOLIS

# WORK Tokens: A Simple Guide to Opolis Rewards



## What is the Opolis WORK token?

The Opolis WORK token is a digital rewards token received by Employment Commons' Members for engaging in activities that are valuable to the cooperative and the community. Opolis is different from other payroll and benefits providers as we are a *cooperative*. A notable example of a cooperative is REI, the outdoor goods and services retailer. As an REI member, when you purchase goods and services you will receive an annual cash reward from REI for your patronage. Opolis works in a similar way. As an Opolis Employee Member, when you run payroll, refer a friend or save your existing WORK tokens, you earn tokens as part of your patronage distribution.

## What are the official ways I can earn WORK Tokens?

Opolis Members can earn WORK tokens by:

1. **Running payroll.** Employee Members with their own business entity use the Employment Commons (Opolis) to obtain personalized, automated payroll. They receive dependable semi-monthly paychecks and an annual W2.
2. **Referring members.** Coalition and Employee Members can refer members to Opolis through our Frens Farming program. They receive WORK tokens as well as up to \$300 for each qualifying referral.
3. **Staking tokens.** 'Staking' is the concept of locking your WORK tokens in a vault and not using them. Much like depositing money into a savings account. When you stake tokens, you'll earn rewards in the form of more WORK tokens as a thank you.



## Is the WORK Token like US dollars? Can I buy something with my WORK tokens?

Not exactly. Once the Employment Commons (Opolis) makes a profit, the Board will declare how that profit is to be distributed. The number of WORK tokens you hold will determine how much patronage (i.e. share of the profits) you'll receive as a Member. Using the example of REI, REI runs a profit every year and that profit is 'shared' or 'distributed' to the REI members and stakeholders in direct proportion to the amount they spent at REI that calendar year. Right now, we use the WORK token to track what share of future profits you will receive. So when you run payroll, the equivalent of purchasing goods and services at REI, you earn tokens.

## Is Opolis running a profit right now?

The Board of the Employment Commons (Opolis) has not declared a profit distribution profit to date. We encourage Members to refer others to Opolis to not only accumulate more WORK tokens but to help the community get to profitability more quickly and also potentially reduce group healthcare costs along the way.

## So my WORK tokens aren't worth anything right now?

Your WORK tokens do not have any secondary market value established by the Employment Commons (Opolis). Their only value is as they relate to your patronage of the cooperative. It is recommended to hold onto your WORK tokens, as they are a unit of account used to track your patronage activity and any patronage distributions declared by the Board of Stewards of the Employment Commons (Opolis) in accordance with the Bylaws.



## I just ran payroll, how do you calculate how many tokens I get? Do they just appear in my wallet?

No, the Employment Commons (Opolis) only does token distributions based on the achievement of growth milestones (we call these epochs), which are tied to your patronage activity in the cooperative. Every time Opolis grows by 10%, a growth milestone is achieved. At that time, we distribute 5,000,000 tokens to everyone who has run payroll, referred new members, and staked tokens. The number of WORK tokens you get is determined by the relative amount of payroll you've run, friends you've referred, or tokens staked compared to other Members during the period since the last growth milestone, or epoch.

## Where do I go to view my WORK tokens?

1. Log into your dashboard at [commons.opolis.co](https://commons.opolis.co)
2. Click on 'Rewards and Governance'
3. You will see a box that shows your WORK distribution and how you earned it.

## I received an email about a new Epoch and that I'm getting tokens! What do I need to do?

When we hit a growth milestone (epoch), you will be sent an email asking you to claim your tokens. 'Claiming tokens' is the process of moving the WORK you've earned to a personal digital token-supported wallet.

1. Log into your dashboard at [commons.opolis.co](https://commons.opolis.co)
2. Click on 'Rewards and Governance'
3. Click on 'Claim \$WORK & Stats'
4. Transfer your WORK

## Where can I learn more about WORK and get some support?

Please visit <https://opolis.co/work-support/> to obtain more technical information on WORK or directly email us at [support@opolis.co](mailto:support@opolis.co) if needed.

