

GENERAL ASSEMBLY

July 13-14, 2022

New York, NY



US Healthcare & EU Banking Clusters

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Velocity Ecosystem Development Strategy

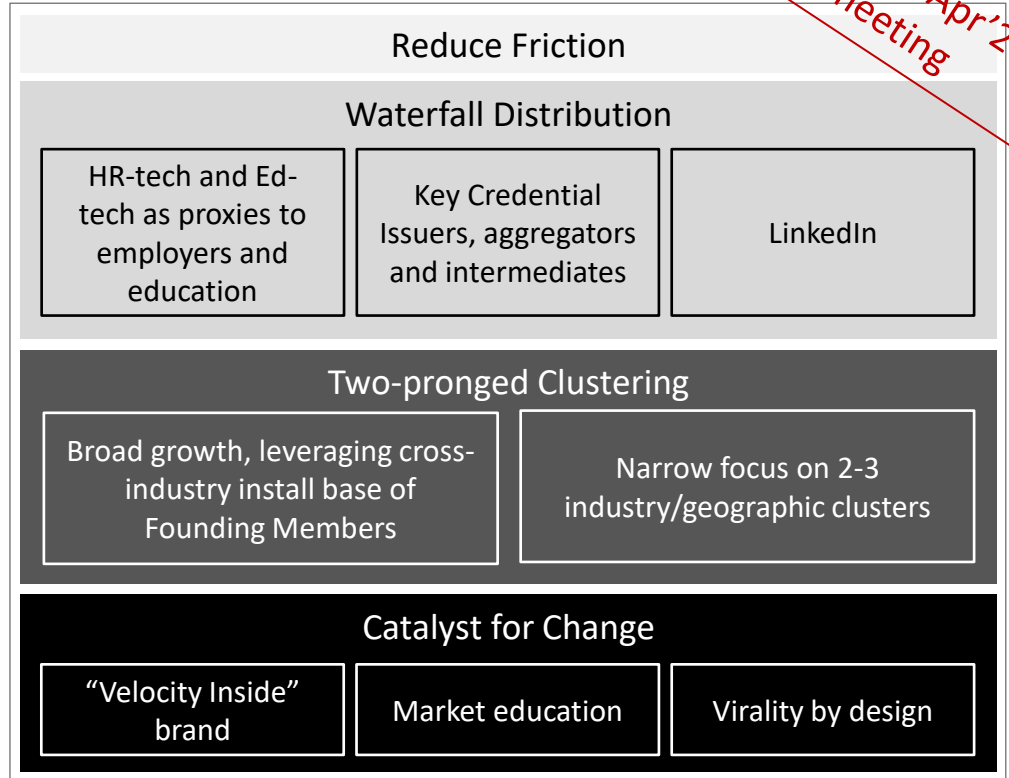
As approved in Apr'20
Board meeting

Reduce Friction | Aim to make it as easy and frictionless for participants in all roles to join the Velocity Network, within regulatory and technological limitations

Waterfall Distribution | Drive adoption of employers and individuals through industry-leading proxies, aggregators and intermediates

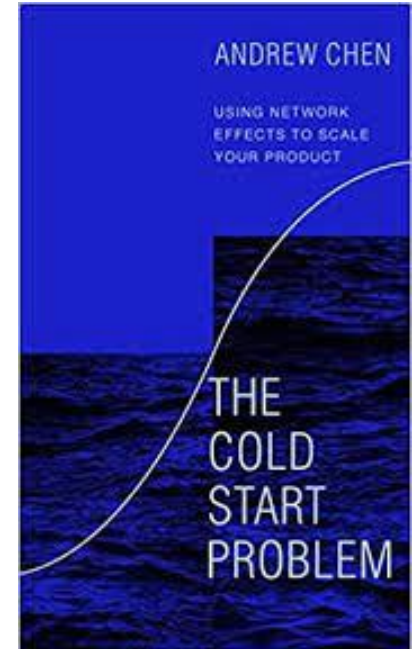
Two-pronged Clustering | Broad geographic cross-industry growth, in parallel with a handful of narrow industry/geography clusters

Catalyst for Change | Create a brand that is synonymous with “Internet of Careers” and “self-sovereign career identity”, collaborate with industry leaders and NGOs on market education, and build viral distribution aspects into everything we do



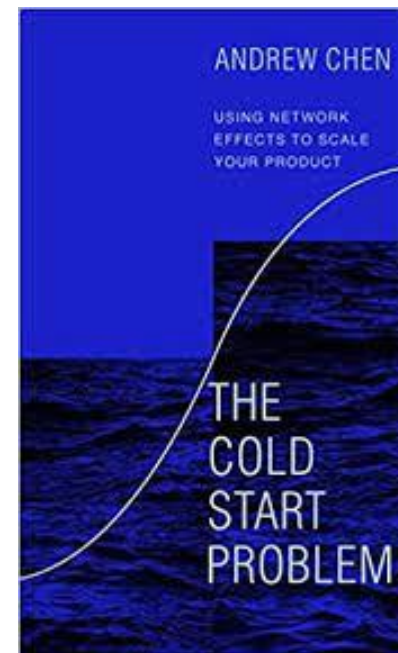
The Atomic Network

“Whether for credit cards, multiplayer games, or business collaboration software, the **“atomic network”** is the **smallest network needed that can stand on its own**. It needs to have enough density and stability to break through early anti-network effects, and ultimately grow on its own. I liken it to an atom because it is the unit upon which larger networks are ultimately built. If you can build one, and then another, you can build the rest of the network—this is the base unit to build everything else.”



Picking Your Atomic Network

“The first step to launching an atomic network is to have a hypothesis about what it might look like. **My advice: Your product’s first atomic network is probably smaller and more specific than you think.** Not a massive segment of users, or a particular customer segment, or a city, but instead **something tiny, maybe on the order of hundreds of people, at a specific moment in time.** It was similar for Uber, whose networks we tend to talk about as “San Francisco” or “New York,” but in the earliest days, the focus was on narrow, ephemeral moments—more like “5pm at the Caltrain station at 5th and King St.”



Why US Healthcare Cluster

- Significant access to leading Health Systems by VNF members. A number of members have dedicated businesses focused on this industry with significant relationships and influence.
- Strong interest in addressing this cluster by many of the members.
- Highly regulated industry.
- High adoption of digital solutions by both the organization and the individuals.
- The large hospital networks employ 6-7 million individuals (out of a total 18M in Healthcare workers in the US) with 60-65% of the total headcount being licensed staff.
- VNF has identified the US Healthcare segment as a highly relevant and we have built the three initial storyboards of the Velocity Experience Center (VEC) around personas and use-cases in this industry.

51 Acute Care Hospital Networks based on # of hospitals, annual revenue and # of employees

AdventHealth	Mass General Brigham
Advocate Aurora Health	Mayo Clinic Health System
Ardent Health Services	Memorial Hermann
Ascension Health	Mercy
Atrium Health	MercyOne
Avera Health	NewYork-Presbyterian Healthcare System
Ballad Health	Northwell Health
Banner Health	Prime Healthcare
Baptist	Providence St. Joseph Health
Baylor Scott & White Health	Quorum Health Corp.
Bon Secours Mercy Health	Sanford Health
Christus Health	SSM Health
Cleveland Clinic Health System	Stanford Medical
CommonSpirit Health	Steward Health Care
Community Health Systems	Sutter Health
Community Hospital Corp.	Tenet Healthcare
Dignity Health	Texas Health Resources
Great Plains Health Alliance	Trinity Health
HCA Healthcare	UnityPoint Health
Hospital Sisters Health System	Universal Health Services
Houston Methodist	University of California Health
Indian Health Service	UPMC - University of Pittsburgh Medical Center
Intermountain Healthcare	UT Health Alliance
Kaiser Permanente	Vibra Healthcare
LifePoint Health	WellStar Health

Why European Banking Cluster

- Significant access to leading banks by VNF members: many members operate in this segment and a vast majority of the largest European banks are served by one or more of the VNF members.
- Strong interest in addressing this cluster by many of the members.
- Highly regulated industry.
- High adoption of digital solutions by both the organization and the individuals.
- Blockchain already being adopted by financial services.
- ING, Rabobank & ABN Amro already engaged in “career wallet” project

40 Largest European Banks based on Revenue

BNP Paribas	DZ Bank AG
HSBC Holdings PLC	Nordea Bank Abp
Credit Agricole Group	European Investment Bank
Banco Santander S.A.	Commerzbank AG
Barclays PLC	Danske Bank A/S
Societe Generale S.A.	KfW Group
Groupe BPCE	Cassa Depositi e. Presiti (CDP Group)
Deutsche Bank AG	CaixaBank S.A..
ING Group N.V.	ABN AMRO Group N.V.
Lloyds Banking Group	Sberbank of Russia
UBS Group AG	Svenska Handelsbanken AB
Credit Mutuel	KBC Group NV
UniCredit S.p.A.	Skandinaviska Enskilda Banken (SEB)
NatWest Group	Landesbank Baden-Wuerttemberg
Intesa Sanpaolo S.p.A.	DNB Group
Credit Suisse Group AG	Nationwide Building Society
BBVA	Erste Group Bank AG
La Banque Postale	Swedbank AB
Standard Chartered plc	BayernLB
Robabank Group	Raiffeisen Schiweiz

NOTE: With the cluster team we may want to consider narrowing the counties and expanding the list in selected countries.

Case Study: HCA Healthcare ecosystem taskforce recently completed

Objective was to explore the opportunities in deploying verifiable credentials at HCA, with a coordinated group of HCA's vendors and partners.

4
month
process

9
working
sessions

8
members
engaged

Deep dive into prioritized use cases

Tailor-made storyboard

Bring to life on the Velocity Experience Center

Commitment to launch roadmap

External Hire & Onboarding

HCA Challenges, pain points and goals

- Speed up time to onboard - get them in on-board faster!
 - Background check cycle time
 - Reduce administrative effort
- Reduce re-work
 - Reduce incomplete data (e.g. past employment not including specific hospital such as HMA 7)

How are these may be addressed

Candidates share (partial) verifiable credentials with ATS in structured schemas. Provides more knowledge about another information?

ATS perform verification of candidate verifiable credentials upon hiring process.

Improving candidate experience. Bringing credential structure and consistency of data. Trusted and robust infrastructure of the person.

Eliminating irrelevant credentials and missing scope of background screening at the end of the process

Internal Mobility

HCA Challenges, pain points and goals

- Shorten and simplify internal movement and transfers
 - Across states
 - Between entities in the same state
 - Between jobs within the same entity
- Need to re-check/re-verify information

How are these may be addressed

All initial onboard each new employee with a verifiable credential for information that was already done verified during the background screening process

Each HCA employee will have a wallet with verifiable credentials

Individuals encouraged to continue to ensure their credential that wallet

Individual wallet updated and complete

Verifiable credentials are continuously their wallet (credential) with HCA

More complete information on the employees supports mobility and other

License Renewal

HCA Challenges, pain points and goals

- Simplify the process
- The employees get this information in real-time, but HCA does not.

How are these may be addressed

Individuals connect their CE and Certifications on an ongoing basis

All continuing education credentials, regardless of source, are stored verifiably in one place, in an immutable and verifiable format

Individuals share their CE credentials with the licensing bodies

Single event digital over experience for the individual

Licensee's background information is stored verifiably in one place, in an immutable and verifiable format

HCA Healthcare **velocity**

The future of recruiting and onboarding, license renewal & internal mobility at HCA Healthcare

The story of Vanessa Lin

Vanessa Lin is a registered nurse, living in Austin Texas. She is 32 years old, a BSN graduate of Texas Woman's University College of Nursing, she has been working for 3 years as a RN.

Vanessa has a Velocity wallet with her identity and her BSN degree as verifiable credentials and the rest of her cv as self-reported credentials.

Vanessa visits HCA's career site and searches for the opportunities in Austin. She finds the Medical Surgical hours Registered Nurse opportunity at St. David's South Austin Medical Center.

Recruiter performs a digital verification of Vanessa's verifiable credentials. Recruiter receives immediate feedback from the velocity blockchain. Each credential is verified, not verifiable revoked.

Vanessa passes all recruiting steps, is made an offer, and is sent a background screening process with PreCheck. Vanessa shares her background from her wallet with PreCheck.

PreCheck verifies verifiable credentials digitally, and immediately on the velocity network, and continues to perform existing verification process of non-verifiable credentials.

Once completing the background screening process PreCheck offers Vanessa for **\$5.5K license and CE certification** issued from the American Nurses Association as verifiable credential. Vanessa accepts the offer, and these credentials are stored in her wallet.

Vanessa completes a 30-hour CE program in Spangher name (and upon completion HCA offers Vanessa for **\$5.5K license as a verifiable credential**). Vanessa accepts the offer, and these credentials are stored in her wallet.

Once the license renewal process is complete, the TX Board of Nursing offers Vanessa for **\$5.5K license as a verifiable credential**.

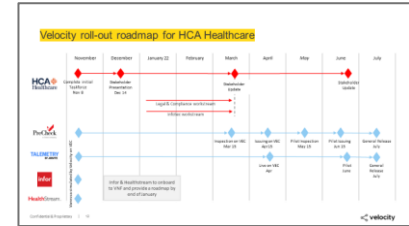
When Vanessa's license is about to expire, she searches for learning credential to the TX Nurse Portal as part of the renewal process.

9:41

Vanessa Lin

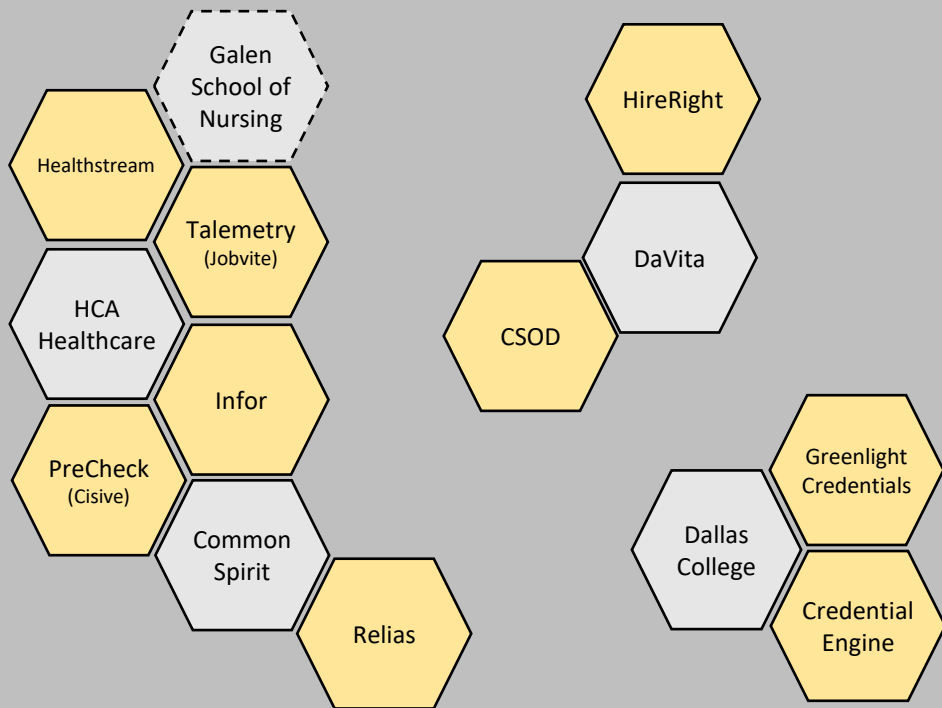
Scan QR code

Identity	2	Education	4
Employment History	10	Certifications & Licenses	0
Training & Development	7	Assessments	2

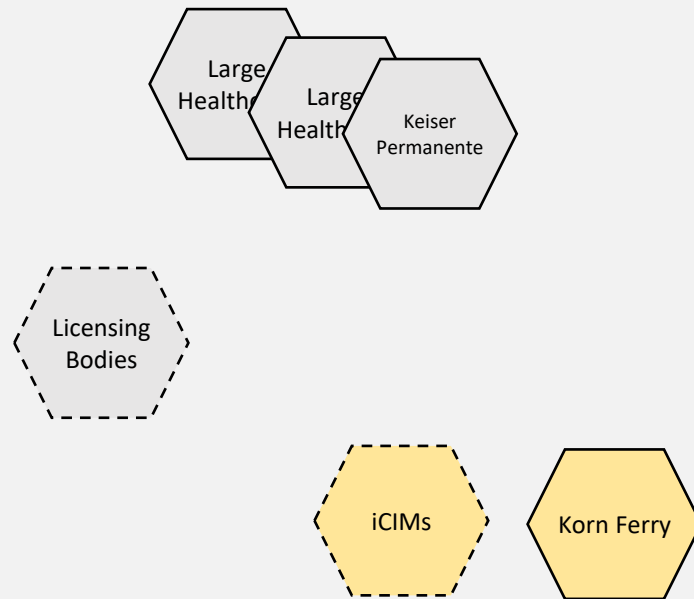


US Healthcare Cluster Status

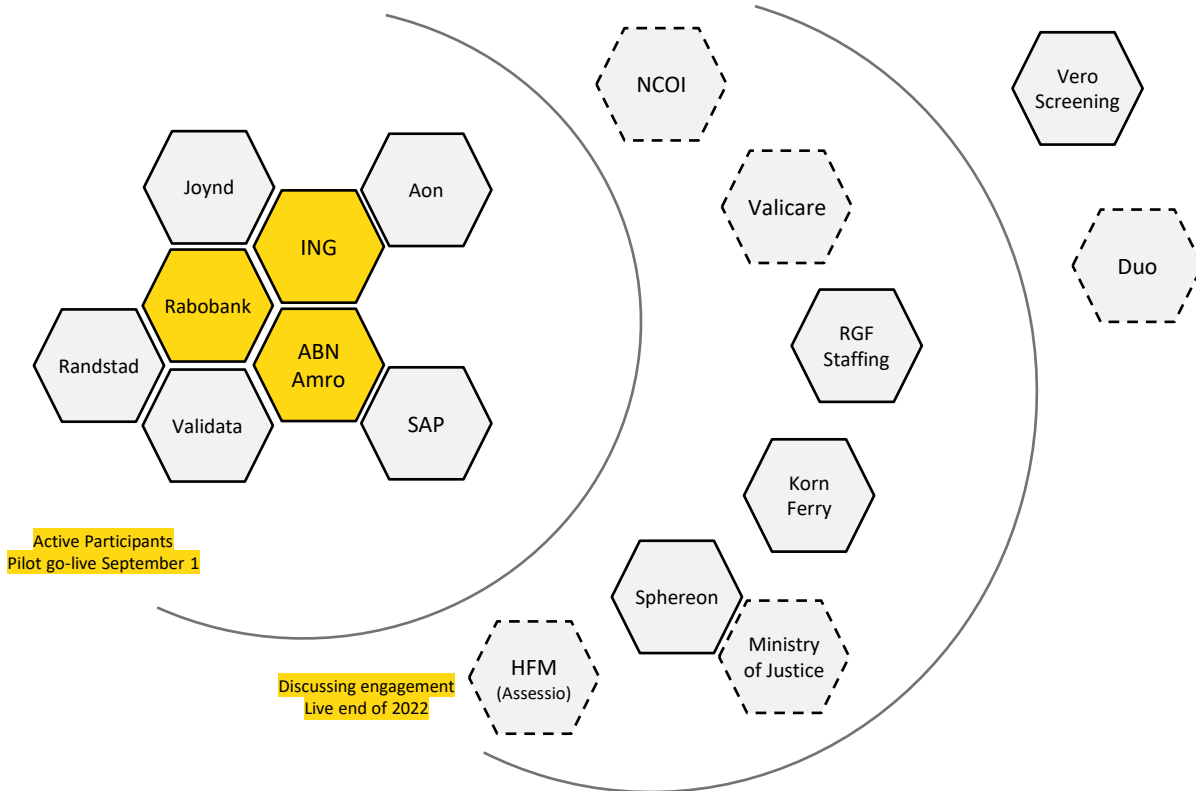
Active



Emerging



Dutch Ecosystem Status




Key Takeaways

Invaluable learning: nothing beats direct interaction with innovation partners.
(e.g. we would never have identified some of our use-cases without our partners)

Confidence of the customers when approached & supported by a collaboration of their suppliers

Seeds for “atomic networks”

Executive sponsorship is key



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Thank You

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