

HAYOOU ecosystem HYE White Paper

Hayoou Community Office

Build a future intelligent, high-tech, and high-efficiency business community, open up financial and business systems, establish a transparent, mutual trust, and professional high-tech intelligent community, operate as automated and efficient as possible, and at the same time create its own customized system for Members provide high-quality services.

HYE basic information:

Contract deployment: TRON main network, ERC20 contract

Contract address: [TB54eC1qFMztN4qpBw9rVBYYb5xHsJ9gYT](https://tronscan.org/#/address/TB54eC1qFMztN4qpBw9rVBYYb5xHsJ9gYT)

Total: 1 Trillion

Contract open source :

https://github.com/youkpan/HAYOOU_ecosystem_HYE_ERC20

Release date: 4.10.2021

HYE Token distribution plan:

Management team: 20% (distributed in 10 years, use about 10% in the first 3 years)

Internal investment and incentives: 40% (distributed in 20 years, use about 30% in the first 5 years)

Marketing and incentive distribution: 7% (2 years)

Investor: 17%

Internal ecological leading project: 16% (10 years)

1, stages of planning

Strive in 5 years:

- attract 160 million people settled in the community (20 million x 7 global major areas)
- attract 1000 industries integrated services company settled
- Absorb \$500 billion investment
- Increase member happiness index

Big time planning stages:

initial: attract 10 Wan complete understanding of the high-end crowd
1 million subscribers settled (1 -year)

stage: high-end trust with the idea: Connect 4000 million global division of 7 ~ 20 major areas (4 - 7 years)

two-stage : Building technical management organization and planning community software, establishing investment management department (2 to 4 years)

Three phases: Fully develop one's own community (2 to 7 years)

Four phases: Improving community welfare, ecosystem, business system, and trust system (2 ~ 20 years)

Existing achievements:

Internet infrastructure:

social network has been completed 30% : Hayoou community (hayoou.com);

video platform has been completed 90% : exhibition industry information (hayoou.com/zy);

search engine has been completed 10% : information Search (hayoou.com/ss);

the messaging service 20% : Ha Friends of the mailbox (msg.hayoou.com);

virtual currency has completed 20% : HYE coin, published in the TRON main network

has completed artificial Intelligence 20% :(Assisted driving, quantitative finance, virtual friends);

Financial system research begins

In the near future, focus on the development of internal investment framework and digital ecological community construction

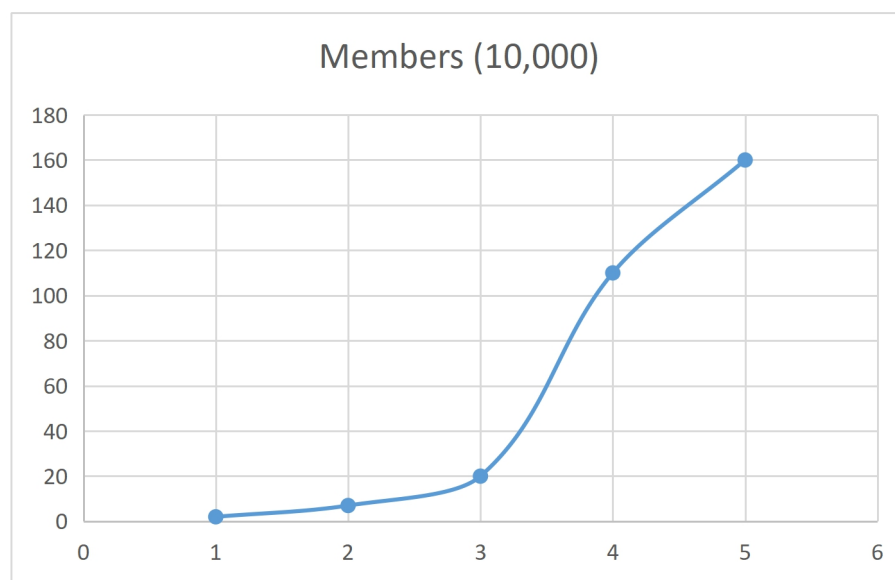
Membership growth forecast

	Number of members	Talent ratio	Growth
the first year	20,000	<p>rate of professional</p> <p>1st year 2nd year 3rd year 4~5 year</p> <p>0% 50% 100%</p>	fast
the second year	70,000		fast
The third year	200,000		Faster

Forty-five years	1.6 M		Fission
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Among them, about **60%** of new members need internal training to learn and familiarize themselves with the internal culture and communication tools of the community. **40%** of talent sources are internally introduced, such as large companies Huawei, Tencent, etc. More than 90% understand the community' s goals and visions, and the remaining groups may join because they are optimistic about the development prospects of the community.

Relevant professionals can be recruited according to the development plan, and the surplus can be used as pre-research accumulation, because the development strategic plan can only provide basic research and development maintenance resources. According to the development plan, the absorbed directions are: computer science (cloud computing, technology research and development, TMT industry related), humanities and arts sciences, integrated circuits; physics; chemistry; biology; medical science. The ratio of relevant staff engineers to experts is close to 4:1 , the ratio of R&D team members to resource coordinators is 10 : 1 , and the ratio of team leaders is not required for the time being.



Five-year membership growth forecast curve for other planning reference

The forecast data of the number of members will provide a reference for scientific development in other plans. Such as coordinating the

arrangement of staff, necessary purchase materials, office supplies, medical insurance, entertainment resources, upgrading of team size and structure, etc.

Of course, the rapid growth of members in the later period will bring greater pressure to the community. We should be confident in predicting and proposing management plans and making good use of previous management experience during the first two years of operation.

The development speed and plans are basically similar among the various large communities, and they can be adjusted appropriately according to the talent organization, the existing large-scale industry layout, and resources.

2, industry cycle, scientific planning methodology

Since we are an ecological economy, our industrial construction goals focus on improving the technology and living standards of the community. At the same time, we need to self-study some basic projects, such as intelligent manufacturing, information distribution, business systems, etc.

Due to the interaction between industries, the goal of the industrial cycle is to gradually increase the operation, scale, refinement, efficiency, intelligence, and complexity of the entire industrial circle through sequential scientific planning to improve the corresponding industrial level.

The guiding principle of scientific planning is to rely on actual goals and control capabilities, retain 15% of the controllable margin, and carry out a short cycle according to factors such as industry, community needs, development rules, historical factors, resource characteristics, external environment, and achievable degree (Announcement and management of quantitative targets for about 2 months. We should give up on development goals that hesitate, and we should be very cautious about goals that may have hidden dangers in the long-term development of the environment and communities.

With the help of HYE's trust mechanism and control methods, it can adjust the credit and resources of internal members and enterprises.

3, the external environment coordination guidelines would enter the industry analysis

To a certain extent, the community does absorb a lot of professional talents and technologies, but in the process of community development, we should realize that the cost of re-manufacturing certain parts of products is very high, or certain parts are necessary development

requirements for the community. At this time, we should follow the following guiding principles:

1, this temporary lack of community, quickly filled in the external environment, multiple channel sources, does not belong to the inner core operational requirements, the smaller the total profits of the product can be directly purchase

2, in the Kazakh environment friendly systems such as self-developed products is expected to exceed the scale of planning, the system temporarily lack the external environment products can be purchased

3, the external environment of the future demand for low cost fast iteration erupted into external markets the strategic priority in development planning output outside

4, for the future external environment changes in the price of Community products must be larger store purchases

5, for the product line of strategic significance needs of the community, although not yet complete interior, need to be cautious and make procurement-related documents when necessary preparatory work and disaster recovery, backup, migration plans, such as cloud computing and other cloud storage

6, allows community members to hold the external environment, resources, money, allow community members to personally purchase products from the external environment, the higher the amount of bulky items or the community or personal life that may affect the product should be mentioned that in larger communities personal space , If there are suppliers in the community, this can increase the probability of internal closed loop

7, to encourage community members to obtain resources and demand from internal channels by giving a certain amount of business incentives

8, according to the concept of development planning should provide at least two brand analysis report quantity information from the external environment transparent procurement of goods

9, who can not control the external environment such as air quality may be heavy metals in food, community related to the external environment affect channels for direct feedback complaints, while the community will provide measurement data

10, when the members meet the external environment or risk of injustice community members should make every effort to help him

11 , community members work in the external environment, when life should control their own consumption, losses, or travel plans to avoid wasting too much self-inflicted damage or trouble to the community

12 , when the referral of new members introduced to the community directly apply to join the reception area if not necessary staff temporarily introduced to members of the community, while retaining some of the recommended grace period (2 ~ 10 months)

13, personal property and resources, community members can freely exchange with the external environment, the number, the larger the value should be mentioned in the personal timeline

14, under normal circumstances, prohibit individual members in the community for product sales from external sources, disrupting planning and arrangements within the community

15. It is forbidden for individual members to sell internal information, resources, and technology to the external environment without the approval of the company or the community

16, other cases may reference listed group run internal and external environment strategy

For the needs of the community, the community preferentially enters industries with low cost, rapid reproducibility and high return, such as information media industries such as social networking, communication, film, and mobile games. For the physical industry community, consider introducing or signing relevant priority supply agreements with industry benchmarking companies, Try to avoid building your own entities or industries that require higher cost operations and pledges. If there are talents, resources, and strategic needs in this area in the future, you can reconsider. Within the community, brand competition should be reduced, and the time for member selection should be reduced. In the same industry, to meet the needs of the community, only **two** or so companies should be approved for introduction.

4, adjustment measures program

Since the development plan of the community is not necessarily the same as the real situation, it may need to be adjusted to meet the strategic objectives. Under normal circumstances, the general strategic staff department and the general office will issue adjustment measures. The adjustment of the internal company should be carried out in accordance with the adjustment of the central organization, so as to achieve coordination and unified strategy.

5, the future layout and advance research necessary

Each industry in the community is in a cyclical development, scientific planning, and a dynamic adjustment process. In the future, we will strive to obtain the cheapest resources and space, provide the most efficient community exchanges and activities, and cultivate the most suitable talents. Be independent and develop at a high speed as much as possible. Pre-research based on strategic planning needs to be

synchronized with the external environment in time. Basic pre-research is the key to the independence of community technology and services. The management department should also do a good job of forecasting and controlling in this direction.

6, R & D team composed of fashion and talent absorption scheme

Encourage scientists and engineers who are good at this field to serve as the leader and person in charge of R&D. The direction of R&D is planned and proposed by the General Strategic Staff Department. Similar to the group within the group, each group is responsible for a direction or product. The group recruits in the community by itself, allocates resource deployment personnel in proportion, and the performance is related to the income of the product developed. Of course, the community will also launch basic research services, such as voice recognition interfaces and so on.

The way talents join is mainly internal recommendation, which can be scored according to the introduction plan, such as academic qualifications, company position, experience, current salary, expert evaluation recommendation letter, etc., and will also focus on the character and personality of the person.

7, the concept of consumption and the necessary education and guidance material bulk purchases

Human beings are creatures, and there are always various needs including clothing, entertainment and enjoyment. Each person's value output and enjoyment are limited, so expenditures that do not exceed the personal value output can be supported. But not all members have such awareness or consumption control. Therefore, it is necessary for the community to educate members and reduce the atmosphere that affects the impulse to consume in the environment accessible to the community.

Necessary materials include: work clothes, food, transportation: car to bus, entertainment: related entertainment facilities (home-made film and television dramas, games, etc., voted: local theaters, KTVs, chess and card rooms, etc., will be provided with a certain proportion of funds every year. Corresponding entertainment facilities)

8, the industrial output policy

Priority will be given to the export of soft industrial and light asset products such as software, entertainment, Internet, and communication services. Physical industrial products can be exported after 150% of the community's needs are guaranteed. The physical industry can include real estate, food production /processing /services, decoration, clothing,

vehicle services, logistics, hotels, electronics industry, and electrical appliances manufacturing.

All foreign export trade amounts will be paid a part of the amount to the community, and the internal company retains about **83%**.

9, Community expenditure programs

By **16%** the volume of trade to the house, collect business community operating expenses.

The expenditure ratio is as follows, and the actual operation can be adjusted by **10%** according to the development situation :

project	Expense ratio	Management Department
Community operation	15%	Internal financial management agency, general office
R & D	20%	Science and Technology Planning Department, General Office
Entertainment products	10%	Cultural and Entertainment Industry Planning Department
Training system	10%	Training system management department, general office
Community Building	15%	General Office, Science and Technology Planning Department
Necessary material procurement	15%	General Office, Price Control Department, Material Management Department, Food Safety Department
other	5%	General Office
Reserve funds	5%	Internal financial management agency

10, community members branding strategy, enterprise application to join the rating system

Promote the future intelligent community built by our lives with an image of equality, transparency, mutual trust and professionalism, including the following brand promotion activities: offline one-to-one, one-to-many communication, media platform operation, hot technology tracking and dissemination, game placement, entity Brand output.

Members need to apply to join the community. Application requirements:

- Skilled talents join for free
- No criminal record needs to be publicized
- No non-performing loans, interest records need to be publicized
- There are interest groups and relationships that need to be reviewed

Collect information:

- Basic information
- Character characteristics and hobbies
- Health information features
- Interests and values
- Personal resume
- Referrer's file
- Personal commitment to confidentiality
- Job selection and self-recommendation
- Additional special materials

We strive to attract scientists, senior software engineers, cultural and entertainment talents, urban planning engineers, industry integration experts, and skilled talents required by internal companies. Therefore, we have developed a scoring table to give preliminary ratings to those who apply for membership:

Talent introduction score sheet

Collect information	Description	Bonus option
Education	Measure the level of hard work and education before learning	Doctor, Master: 4 points Key undergraduate: 3 points Bachelor 2 minutes another 1 min No 0 points
Current company and company position	Acceptance of personal comprehensive strength in the professional market	Well-known companies (BATH, etc.) 3 points 3 points for fast-growing companies Industry monopolized company 3 points Technology companies with more than 200 employees to the top 500 (not including the top 500), state-owned enterprises 2 points 1 point for other companies Position: Director 3 points Senior management, senior technician 2 points 1 point for important positions
Personal experience	Have done or have special growth and training experience in a foreign iconic company	Depends on the situation: 1 ~2 points

Current salary	Proof of income within 2 years of measuring personal value	Average monthly income: 30000 ~4 points (special application channel) 10000 ~30000 3 points 5000 ~10000 2 points 1000 ~5000 1 point
Expert recommendation letter		Recommendation letter from well-known experts in the industry 2 points 1 point for recommendation letter from professor or above
Whether the core needs of the community	Focus on the direction of community needs	Computer science scientist, mathematician 4 points Mobile Internet Service, Physical Chemistry Science, Software R&D Software Engineer 2 points Well-known screenwriter, director, actor, singer, artist 2 points Investment manager 2 points Other industry experts 2 points
Personality assessment	Assess the individual's environmental adaptability	Normal: 1 point high emotional intelligence, strong analytical and logical ability, high loyalty: 2 points
Professional potential assessment	Growth potential	Excellent: 1 point Special potential: 3 points

11, the total daily operations of the integrated project management office file permissions management

The daily operations of the General Office of the General Office include meetings, document issuance, fund management, daily audits, etc., and are the implementation of the ideas of the strategic staff department.

The project file permissions refer to the internal project file management rules of Huawei and Tencent Group. Encourage engineers to submit neat and regular project document backups and technical data, and severe penalties and notifications for privately leaking secrets or selling internal information without the permission of the community.

The project file authority is mainly managed by the trust certificate management organization, and the team leader has the authority to manage it. In order to improve operational efficiency, under normal circumstances, engineers can see most of the documents. Gradually improve

members' awareness of business secrecy and internal communication encryption technology and level.

12, the credit system planning

The future is a society **with** a trust system. Fast access , transparency , **and** a multi-level trust system are conducive to the efficient development of Hayoou .We are giving credit ratings to companies and individuals within our responsibility. We will give companies environmental protection and efficiency. , Support, credit, potential, organizational needs and other dimensions for comprehensive scoring. We will update the relevant credit ratings of related companies and members on **hayoou.com** , and adjust the weights in the ecosystem.

13, strategic methodology General Staff Office

Focus on hot spots, explore the rules, aim at small wins, low cost and high growth, introduce investment methodology, focus on industries with high outbreaks and high profit-to-cost ratios, and focus on business ecology, and environment. The proposed strategic thinking and goals can guide the rapid adjustment of community projects, with clear stage goals, improved efficiency, and spontaneous and dynamic handling of new industries and demand fluctuations.

14, estate planning

- a) High-tech software industry
- b) Consumer electronics industry
- c) Communication and entertainment media in the mobile internet industry
- d) Offline consumer industry
- e) E-sports film and television new entertainment industry
- f) Expansion areas: Film and television entertainment planning (live broadcasting, self-made dramas, movies) has been completed **10%** , venture capital (raising **10** billion US dollars), ultra-high-tech research and development (ultimate intelligence, anti-aging engineering), intelligent transportation (unmanned driving) , Energy distribution network), welfare (health, etc.)

g) Real estate construction engineering school, gymnasium, stadium, etc., independent community buildings, technology research and development buildings

14, basic community atmosphere and culture

Taking nature, peace, openness, mutual trust, unity, and enthusiasm as the basic culture, gradually cultivate, educate, and improve the ideological ability of community members, rational consumption, technological enthusiasm, and artistic accomplishment.

Welcome to join Hayoou Community, a future ecological community about technology, intelligence, innovation investment, and research and development:

Register in hayoou.com (invitation code: hayoou AI), install APP through hayoou.com/zy, after APP login successfully, send screenshots and TRON address to hayoou_com@126.com or fill in TRON address through APP internal function to get HYE reward.

Chinese:

HAYOOO 生态系统 HYE 白皮书

哈友社区总办

建设未来智能、高科技、高效率发展的商业社区，打通 金融和商业体系，建立一个透明、互信、专业的高科技智能社区，尽可能自动化、高效率运作，同时打造自有的定制化系统为成员提供高质量的服务。

HYE 基本信息：

合约部署：TRON 主网络 ERC20 合约

合约地址：[TB54eC1qFMztN4qpBw9rVBYYb5xHsJ9gYT](https://tronscan.org/#/address/TB54eC1qFMztN4qpBw9rVBYYb5xHsJ9gYT)

总量：1 万亿

合约开源地址：https://github.com/youkpan/HAYOOO_ecosystem_HYE_ERC20

发布时间：2021.4.10

HYE Token 分配计划：

管理团队：20%（分 10 年分配完，前 3 年，使用 10%左右）

内部投资和激励：40%（分 20 年分配完，前 5 年，使用 30%左右）

营销和激励分发：7%（2 年）

投资人：17%

内部生态主导工程：16%（10 年）

一、阶段规划

力争在 5 年后：

- 吸引 160 万人入驻社区（20 万人 x 7 个大区 全球）
- 吸引 1000 个行业综合服务公司入驻
- 吸纳 5000 亿美金资产投资
- 增加成员幸福指数

大阶段时间规划：

初期：吸引 10 万高端人群了解 完成 1 万用户入驻（1 年）

一阶段：高端 互信 同理念：连接 4000 万人 全球划分 7~20 个大区（4~7 年）

二阶段：建设技术管理组织 规划社区软件、建立投资管理部门（2~4 年）

三阶段：全力发展自己的社区（2~7 年）

四阶段：完善社区福利、生态系统、商业系统、信任体系（2~20 年）

现有成果：

互联网基础设施：

社交网络 已完成 30%：哈友社区（hayoou.com）；

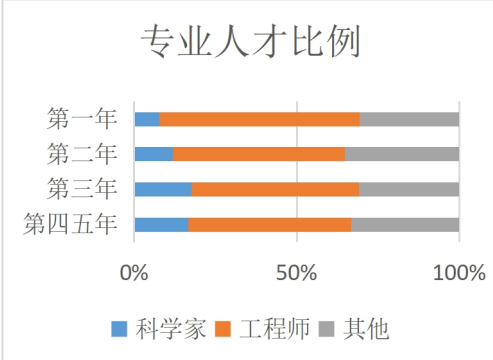
视频平台 已完成 90%：展映行业信息（hayoou.com/zy）；

搜索引擎 已完成 10%：信息搜索（hayoou.com/ss）；

消息服务 已完成 20%：哈友信箱（msg.hayoou.com）；
虚拟货币 已完成 20%：HYE 哈友币，发布在 TRON
人工智能 已完成 20%：（辅助驾驶、量化金融、虚拟好友）；

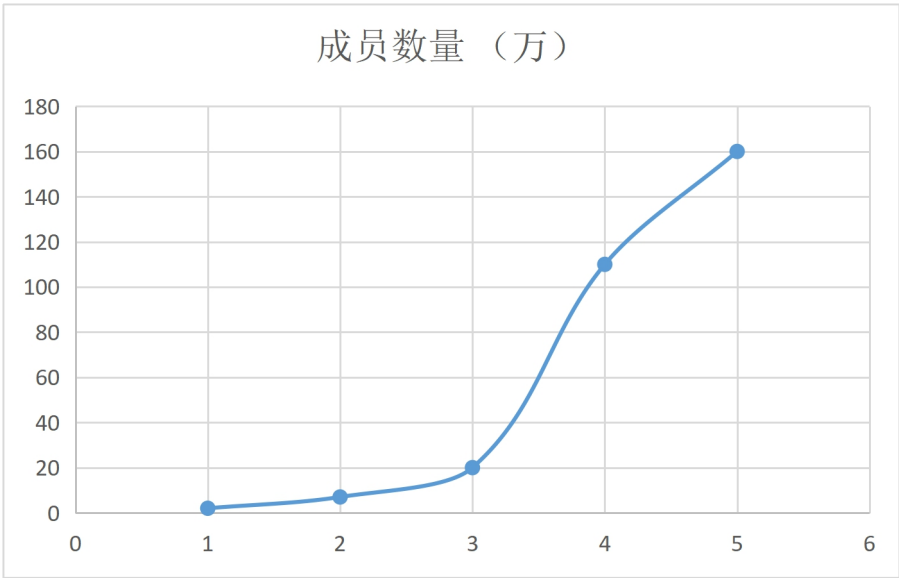
开始金融系统调研
近期重点发展内部投资框架和数字生态社区建设

成员数量增长预测

	成员数量	人才比例	增长速度
第一年	2 万人	<div>专业人才比例</div>  <div>第一年 第二年 第三年 第四五年</div> <div>0%50%100%</div> <div>科学家 工程师 其他</div>	快速
第二年	7 万人		快速
第三年	20 万人		较快
第四五年	160 万人		裂变

其中，约 60% 的新成员需要进行内部培训，学习、熟悉社区内部文化与通信工具。40% 人才来源内部引荐，如大公司 华为、腾讯等。90%以上了解社区目标与愿景，其余群体可能是由于看好本社区发展前景而加入。

可根据发展规划吸纳相关专业人才，多余部分可作为预先研究积累，由于发展战略规划 仅能提供基本研发维持资源。根据发展规划吸纳的方向为：计算机科学（云计算、科技研发、TMT 产业相关）、人文艺术科学、集成电路；物理；化学；生物；医学科学。相关工作人员工程师与专家比例接近为 4：1，研发团队成员与资源协调员比例为 10：1，各团队负责人比例暂不做要求。



5 年成员数量增长预测曲线 供其他规划参考

成员数量预测数据会给其他规划提供科学发展的参考。如协调工作人员的安排，必要采购的物资、办公用品、医疗保险、娱乐资源、团队规模结构升级等。

当然，后期快速增长的成员会给社区带来较大的压力，我们应当有信心在前两年运作过程中预测并提出管理方案及利用好之前的管理经验。

各个大社区之间，发展速度及方案基本是相似的，可根据人才机构、既有的大产业布局、资源等进行适当调整。

二、产业循环、科学规划方法论

由于我们是生态经济体，我们的产业建设目标重点在提升社区内部科技与生活水平。同时，我们需要自研部分基础工程，如智能制造、信息分发、商业系统等。

由于产业间的互动联系，产业循环的目标是，通过依次科学规划提高相应的产业等级，逐渐增加整个产业圈的运营、规模体量、精细化、高效、智能、复杂程度。

科学规划的指导原则是依靠实际的目标及控制能力，保留 15%的可控制余量，根据产业、社区需求、发展规律、历史因素、资源特点、外部环境、可实现程度等因素 进行短周期（2 个月左右）的量化目标公布及管理。对犹豫的发展目标就应放弃，对于环境、社区长期发展可能有隐患的目标应当十分谨慎。

借助 HYE 的信任机制和调控手段，对内部成员和企业进行信用和资源调整。

三、与外部环境协调指导原则 是否进入该产业分析

社区在一定程度上确实吸收了相当多的专业人才与技术，但在社区发展过程中，我们应当认知到某部分产品重新开始制造的成本十分高昂，或者某部分是社区必备的发展要求。在这时，我们应当按照如下指导原则：

- 1、本社区暂缺，能在外部环境中快速补齐，有多渠道来源，不属于内部核心运营需求的，总利润较小的产品可直接采购
- 2、在哈友生态环境内自主研发的产品 如超出预计规划规模，系统暂缺 可采购外部环境产品
- 3、外部环境需求的 未来有爆发 成本较低可快速迭代推向外部市场的具有战略意义的产品 可优先纳入发展规划 向外输出
- 4、对于社区必须产品 未来外部环境价格变动较大 可采购存储
- 5、对于社区有需求 战略意义的产品线，虽然内部暂时未完善，必要采购时需谨慎 并做好相关文件准备工作和容灾、备份、迁移计划，如云计算 云存储等
- 6、允许社区成员持有外部环境资源、货币，允许社区成员个人从外部环境添置产品，大件物品或金额较高或对社区、个人生活可能影响较大的产品 应在社区个人空间中提及，如社区内部有供应商，这样可以提高内部闭环概率
- 7、鼓励社区成员从内部渠道获取资源配置与需求 按交易数额 给予一定奖励
- 8、依据发展观规划从外部环境采购的产品 应提供至少两种品牌 分析报告数量 等透明信息

- 9、对于无法控制的外部环境 如空气质量 食品中可能重金属 ，社区提供与外部环境相关的渠道供直接投诉 反馈 影响 ，同时 社区会提供相应的测量数据
- 10、在成员遇到危险或困难的外部环境时，社区成员应当尽全力帮助他们
- 11、社区成员在外部环境工作、生活时 应当控制自己消费、损失、出行计划 避免浪费太大 或给自己给社区造成损失或麻烦
- 12、引荐新成员时 直接介绍给社区加入申请接待方面的工作人员 如无必要 暂时不介绍给社区成员 ，同时保留一定的推荐缓冲期（2~10 个月）
- 13、社区成员的个人财产与资源可自由与外部环境交换 数量、价值较大的应当在个人时间线上提及
- 14、一般情况下，禁止成员个人从外部渠道获取产品 在社区内销售 ，打乱社区内部规划与安排
- 15、禁止成员个人未获公司、社区批准单独销售内部信息、资源、科技到外部环境
- 16、其它情况 可参考上市集团内部与外部环境运行策略

对于社区内需求，社区优先进入成本较低 快速 可复制性高 回报大的产业 ，如 社交网络 通信 影视 手游 等信息媒体产业，对于实体产业 社区考虑引进或与行业标杆公司签订相关优先供货协议，尽量避免自己建实体或需要较大成本运作、质押的产业，如未来有这方面人才、资源、战略需求 可再考虑。社区内部应减少品牌争夺战，降低成员选择时间，在同一行业中，在满足社区需求下，应仅批准 2 家左右公司引入。

四、调整措施 方案

由于社区的发展规划不一定与真实情况相同，因而可能需要调整 满足战略目标，一般情况下 由总战略参谋部门与综合总办公室发布调整措施。内部公司的调整应依据中枢机构的调整进行，做到协同与统一策略。

五、未来布局与必要的预先研究

社区内各产业是循环发展、科学规划、处于动态的调整过程，未来我们争取要拿到最廉价的资源与空间，最有效率的供给社区交流与活动，最合适的人才培养。尽可能做到独立、高速发展。依据战略规划做的预研，需要及时与外部环境同步，基础性的预研究是社区科技、服务独立的关键，管理部门应同时做好该方向的预测与控制工作。

六、研发团队组成方式与人才吸收方案

鼓励该领域擅长的科学家 工程师 担任研发组长、负责人，研发方向由总战略参谋部规划提出。类似集团内小组，每个小组负责一个方向或者产品，小组自行在社区内招募，按照比例配置资源调配员，绩效与研发的产品收益相关。当然社区也会推出基础研究服务，如语音识别接口等等。

人才加入的方式主要为内部推荐，可根据引进方案进行打分，如学历、公司职位、经历、当前薪水、专家评估推荐信等，也会重点考察该人的品行，性格。

七、消费理念教育引导与必要物资批量采购

作为独立个体，人总是有各类需求 包括物质 娱乐 享受，每个人的价值输

出与享受是有限的，因此 在不超过个人价值输出的支出是可以得到支持的。但并不是所有成员都有这样的认识或者消费控制力。因此，社区有必要对成员进行相关的教育，并在社区可接触的环境内减少影响消费冲动的气氛。

必要物资包括：住房，食品，用品，行：车，娱乐：相关娱乐设施（自制的影视剧，游戏等，投票决定：当地的影院，KTV，棋牌房等，每年会按照一定比例提供资金建设相应的娱乐设施）

八、产业输出策略

优先输出软件、娱乐、互联网、通讯服务等软工业、轻资产产品，实体工业产品在保障社区 150%需求后可对外输出。实体工业可包含房地产、食品生产/加工/服务、装饰、服装、车类服务、物流、酒店、电子工业、电器制造。

所有对外输出贸易金额将缴纳一部分金额到社区，内部公司保留 83%左右。

九、社区开支方案

按 16% 贸易额向内部公司、企业收取社区运营费用。

开支比例如下，实际运营中按发展情况可上下调整 10%:

项目	开支比例	管理部门
社区运营	15%	内部财政管理机构、综合总办公室
科技研发	20%	科技规划部门、综合总办公室
娱乐产品	10%	文化娱乐产业规划部门
培训系统	10%	培训系统管理部门、综合总办公室
社区建设	15%	综合总办公室、科技规划部门
必要物资采购	15%	综合总办公室、物价调控部门、物资管理部门、食品安全部门
其他	5%	综合总办公室
备用资金	5%	内部财政管理机构

十、社区品牌推广策略 成员、企业加入申请的评分体系

以平等、透明、互信、专业的形象宣传我们生活建设的未来智能社区，包括如下品牌推广活动：线下一对一、一对多交流，媒体平台运营，热点科技跟踪传播，游戏植入，实体品牌输出。

成员加入社区需要申请，申请要求：

- 有技能的人才 免费加入
- 无犯罪记录 需要公示
- 无不良贷款、利益记录 需要公示
- 无重大利益关系 需要审核

采集信息：

- 基本信息
- 性格特点 爱好
- 健康信息 特征
- 利益关系 价值观
- 个人履历
- 推荐人文件
- 个人承诺书 保密承诺

- 职位选择及自荐
- 附加的特殊材料

我们努力吸引科学家、高级软件工程师、文娱方面的人才、城市规划工程师、产业整合专家、内部公司需要的技能人才，因此制定一个打分表，为申请加入的人才进行初步评分：

人才引进评分表

采集信息	说明	加分选项
学历	衡量之前学习的刻苦努力程度 教育程度	博士、硕士：4 分 重点本科：3 分 本科 2 分 其他 1 分 无 0 分
当前供职公司及公司职位	个人综合实力在专业市场接受程度	知名公司（BATH 等） 3 分 成长迅速的公司 3 分 行业垄断的公司 3 分 200 人以上科技公司至 500 强（不包含 500 强），国有企业 2 分 其他公司 1 分 职位： 董事 3 分 高管、高级技术员 2 分 重要职位 1 分
个人经历	在国外标志性公司做过或有特殊成长、培训经历	视情况：1~2 分
当前薪水	衡量个人价值 2 年之内收入证明	平均月收入： 30000~ 4 分（特别申请渠道） 10000~30000 3 分 5000~10000 2 分 1000~5000 1 分
专家推荐信		行业内知名专家推荐信 2 分 教授以上推荐信 1 分
是否社区核心需求	侧重社区需求方向	计算机科学科学家，数学家 4 分 移动互联服务，物理化学科学，软件研发软件工程师 2 分 知名编剧，导演，演员，歌手，艺术家 2 分 投资经理 2 分 其他行业专家 2 分
个性 性格评估	评估个人的环境适应能力	正常：1 分 高情商，分析力 逻辑能力强，忠实度高：2 分
专业潜力评估	成长潜力	优秀：1 分 特别潜力：3 分

十一、总综合办 日常运营管理 工程文件权限管理

总综合办公司日常运作为会议，文件下发，资金管理，日常审核等工作，为战略参谋部门的思想执行。

工程文件权限参考华为、腾讯集团内部工程文件管理规则。鼓励工程师提交整齐规则的项目文档备份与技术资料,对私自泄密或未经社区允许对外销售内部资料的给予严重处罚与通报。

项目文件权限主要由信任证书管理机构管理,团队负责人有权限管理权。为提高运作效率,通常情况下,工程师能看到大部分文档。逐步提高成员商业保密意识和内部通信加密技术与等级。

十二、信用体系规划

未来是信任体系的社会,快速接入,透明,多重等级的信任体系有助于哈友的高效率发展,我们在给我们负责范围内的企业及个人进行信用评级 我们会给企业在环保、效率、扶持、信用、潜力、组织需求等各个维度进行综合评分。我们将在 hayoou.com 更新相关企业及成员的相关信用等级,并在生态系统中进行权重调整。

十三、战略总参谋办方法论

关注热点,摸索规律,以小胜大,以低成本高增长为目标,引入投资方法论,关注高爆发,收益成本比高的行业,注重商业生态,商业环境。提出的战略思维与目标能够引导社区项目快速调整,阶段目标清晰,效率提升,自发动态处理新的产业与需求波动。

十四、产业规划

- a) 高科技软件产业
- b) 消费电子产业
- c) 移动互联产业 通信 娱乐 媒体
- d) 线下消费产业
- e) 电竞 影视 新娱乐产业
- f) 拓展领域:
 - 影视娱乐规划(直播、自制剧、电影)已完成 10%、
 - 风险投资(募 100 亿美金)、
 - 超高科技研发(终级智能、抗衰老工程)、
 - 智能运输(无人驾驶、能源分配网络)、
 - 福利(健康 等)
- g) 房产建设
 - 工程师学校、健身房、球场等、
 - 独立社区建筑、科技研发建筑

十四、社区基本气氛与文化

以自然,平和,开放,互信,团结,热情,自信,沟通,互助为基本文化,逐渐培养、提高社区成员的思想能力,消费水平,科技能力,艺术品味和修养。

欢迎加入哈友社区 一个关于科技、智能、创新投资、研发型的未来生态社区:

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