

FORÞØGE

DAO-Managed Worker-Owned Organizations for Government Services

Solving AI displacement through aligned incentives.

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1. The Opportunity: \$1 Trillion Market

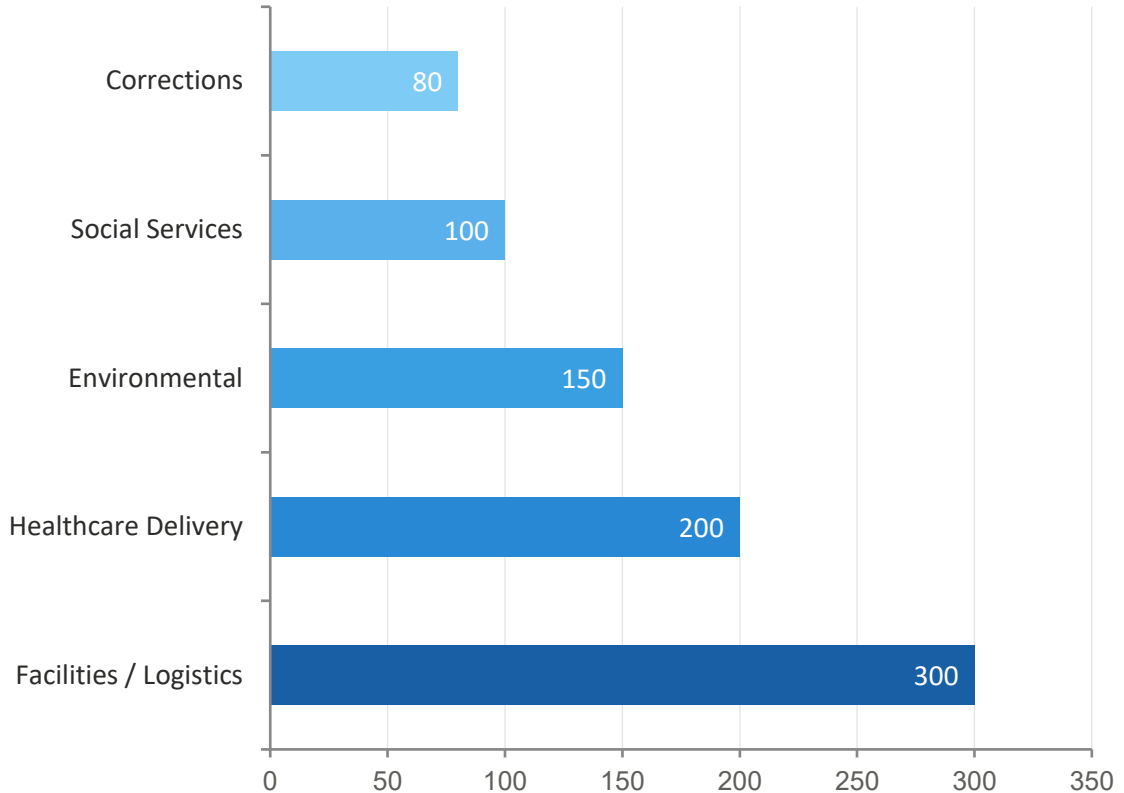
\$1T+

Annual Gov't Service Contracts

*What if workers
owned these contracts?*

\$100B

FORGE target by 2030 (10%)



All three dominant models separate workers from success. FORGE fixes this.

Government Employment

STRENGTHS

- + Job security
- + Benefits package
- + Stable income

WEAKNESSES

- Inflexible
- Expensive
- Unsustainable at scale

Can't hire millions of new workers as automation advances

For-Profit Contracting

STRENGTHS

- + Cost-efficient
- + Responsive
- + Scalable

WEAKNESSES

- Cuts labor costs
- Lobbies for expansion
- Misaligned incentives

Profit motive directly opposes worker welfare and service quality

Non-Profit Delivery

STRENGTHS

- + Mission-aligned
- + Locally connected
- + Low overhead

WEAKNESSES

- Perpetually underfunded
- Donor-dependent
- Can't scale

Doesn't sustainably attract or retain skilled talent

A three-layer structure that aligns incentives, ensures transparency, and creates real wealth for workers.

1

Mutual Benefit Corporation

Legal Entity · Proven in 40+ US States

The MBC is what government contracts with. A proven legal structure allowing profit-sharing while maintaining mission focus. Workers are members with formal rights.

2

DAO Governance Layer

Smart Contracts · Arbitrum / Ethereum L2

Smart contracts handle all voting, treasury management, and profit distribution. Every decision is transparent, immutable, and auditable — exactly what government procurement requires.

3

Worker Token Holders

Ownership Layer · 4-Year Vesting

Workers own governance tokens granting voting power, proportional profit share, and appreciating asset value. 250 tokens vest per year — creating long-term commitment and ultra-low turnover.

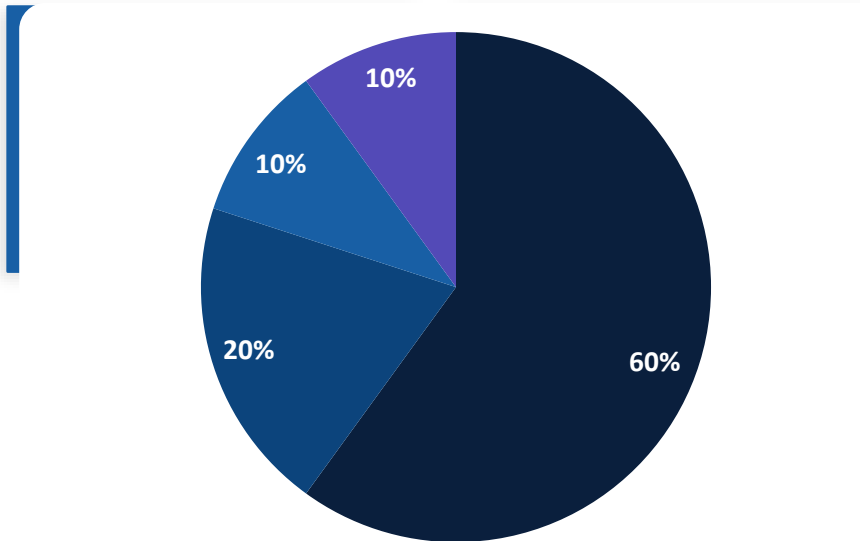
RESULT: Aligned incentives · Democratic governance · Full transparency · Proven scalability

4. Competitive Advantage

FORGE outperforms on every dimension that matters for sustained government partnerships.

Dimension	Government	For-Profit	Non-Profit	FORGE
Cost Efficiency	Low	Medium	Medium	High
Worker Incentives	Moderate	Low	Moderate	High
Mission Alignment	Weak	Poor	Strong	Strong
Sustainability	Poor	Moderate	Poor	Strong
Transparency	High	Low	Moderate	Perfect
Worker Wealth Creation	None	None	None	Core Mission

\$1M Government Contract · 50 Workers



Per-Worker Earnings

Base Salary — Year 1	\$12,000
Profit Share — Year 1	\$1,400
Total Comp — Year 1	\$13,400
Total Comp — Year 3	\$18,000+
Token Value @ 10x growth	\$50–100K

■ Salaries 60% ■ Operations 20% ■ Reserve 10% ■ Profit 10%

6. Token Ownership: Building Worker Wealth

V

Voting Power

- > Vote on strategy, hiring, and compensation
- > Every proposal goes on-chain to all members
- > Democratic decisions — no top-down mandates

P

Profit Share

- > Proportional quarterly dividend from profits
- > As the organization grows, pay grows
- > 70% of profits distributed directly to workers

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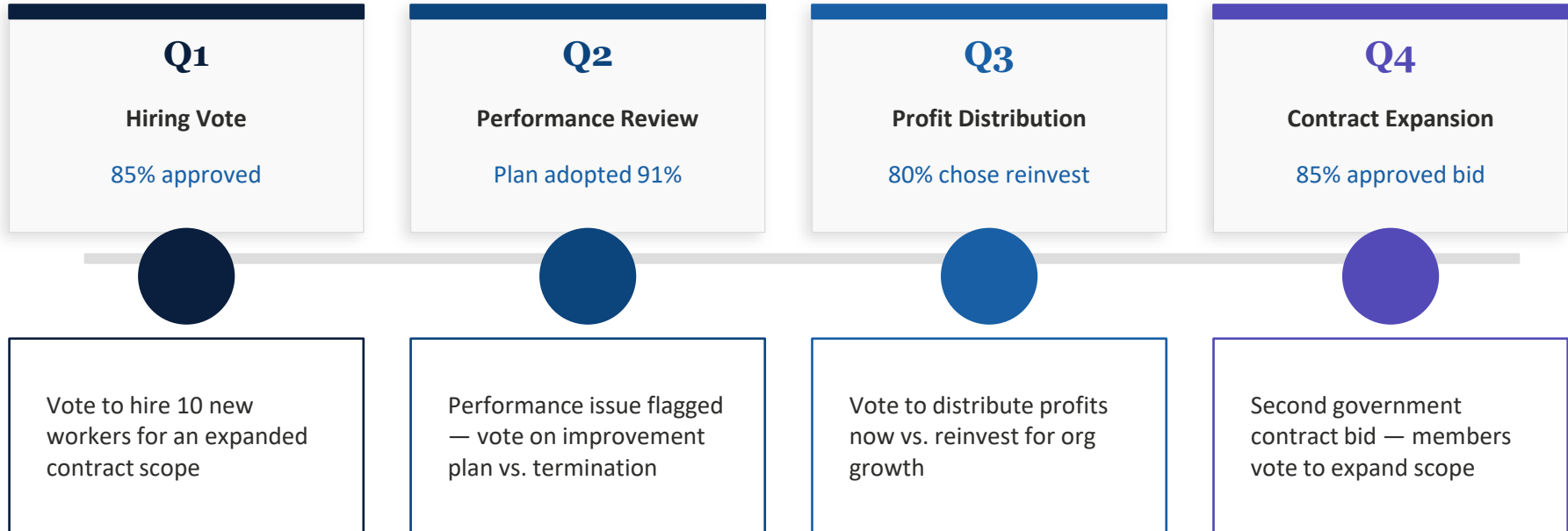
Asset Value

- > Ownership stake that appreciates over time
- > At 10x org growth: \$50K–\$100K per worker
- > 4-yr vesting aligns long-term commitment

4-Year Vesting Schedule: 250 tokens / year -> 1,000 tokens fully vested | Creates alignment & near-zero turnover

7. Governance in Action

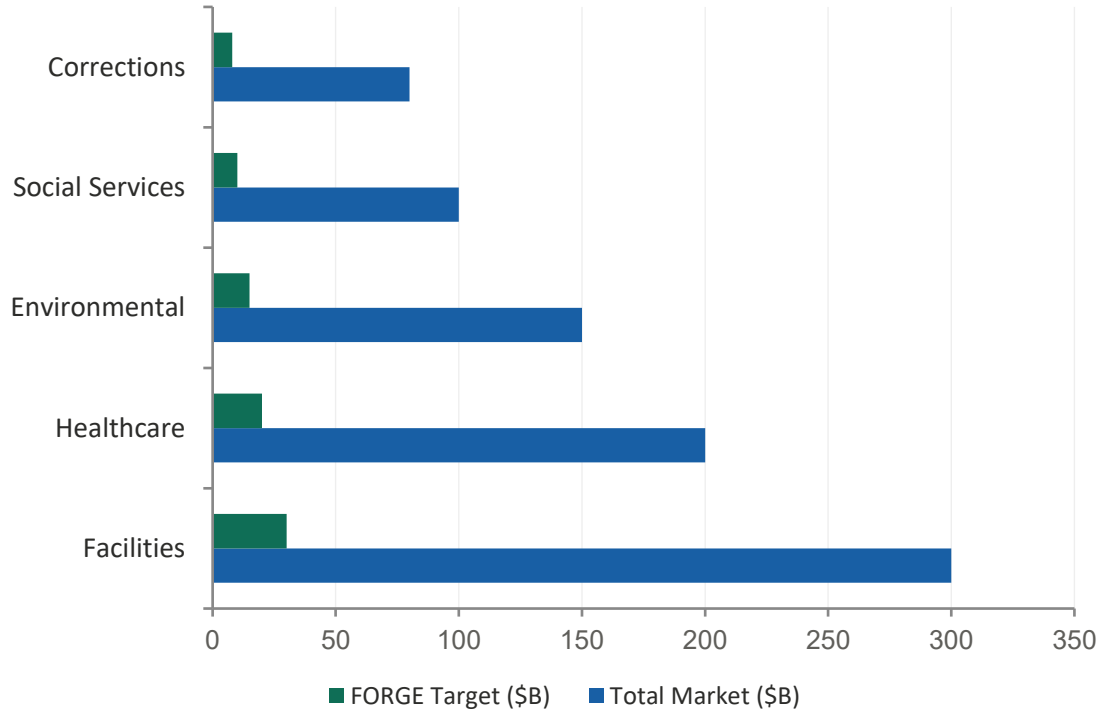
Every decision voted on-chain — immutable, transparent, auditable. Perfect for government oversight.



Blockchain ensures every vote is immutable, publicly auditable, and tamper-proof — exactly what government requires.

8. Market Size: \$100B Addressable by 2030

Capturing just 10% of government procurement creates a transformative worker-ownership model at national scale.



\$1,000B
Total addressable market

\$100B
FORGE target — 10% by 2030

\$3.4B
At just 5% penetration

100K+
Workers in wealth-building jobs

Phase 1

Year 1

Proof of Concept

- 1–2 pilot organizations
- 50–100 workers employed
- Legal setup & blockchain deployment
- Budget: \$500K–\$1M

+ Gov't contracts awarded

Phase 2

Years 2–3

Expansion

- 10–20 organizations
- 500+ workers employed
- \$50M+ contracts managed
- Budget: \$5M–\$10M

+ 90%+ worker retention

Phase 3

Years 4–5+

National Scale

- 50+ organizations
- 5,000+ workers
- \$500M+ in contracts
- 10–20% proven cost savings

+ Model for post-automation

Let's Build **FORGE** Together

Forge the future of work.

100+

DAO Organizations

10,000+

Workers Employed

\$500M+

Gov't Contracts

\$1B+

Worker Wealth

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