



Statement for the Record Submitted by Adam Zec, CEO, MyStandard

**Hearing of the House Committee on Small Business, Subcommittee on Innovation,
Entrepreneurship, and Workforce Development**

"Main Street Meets Crypto: What Digital Assets Mean for Small Businesses"

Tuesday, September 15, 2026, 11:00 AM

Chairman Williams, Subcommittee Chairman Jack, Ranking Member Velázquez, Subcommittee Ranking Member Scholten, and Members of the Subcommittee, thank you for the opportunity to submit this testimony on behalf of MyStandard.

[MyStandard](#) is a talent recruitment platform utilizing blockchain and cryptocurrency to address the challenges employers continue to face – finding and verifying qualified talent – while removing hiring bias and incentivizing personal data ownership. As a small business and early stage startup, we want to explain plainly how digital assets and blockchain technology enable us to innovate and serve the small employers this Committee represents.

What MyStandard Does

MyStandard is streamlined hiring infrastructure built to transform talent recruitment and professional data verification, matching employers with truly qualified job-seekers. It works like this:

1. Job-seekers input their employment history, skills, credentials, and demographic data into their self-owned profile, which is verified by a third party such as a previous employer, university, or credential-issuing body.
2. Employers are charged a modest fee to submit a role request with the skills, credentials, experience, and location required for the job.
3. If a job-seeker's profile matches the employer's requirements, they receive a request to share their profile and take the next step in hiring. Employers can't see the job-seeker's personal demographic data like name, age, or photograph, until the job-seeker accepts the request.
4. If the job-seeker accepts the request, they receive a reward denominated in MYST with a value of more than \$20 at the applicable transaction rate, and their profile is shared with the employer to start the hiring process.

This seamless approach is made possible by the combination of decentralized infrastructure, verifiable credentials, user consent, and digital asset settlement. The MyStandard profile functions as a user-owned digital resume, while blockchain infrastructure enables third-party



verification of a credential or experience only once, cutting out HR costs incurred by both an employer and an issuing body in the hiring chain. The blockchain also records the job-seeker's consent to share their information while settling the more than \$20 cryptocurrency payment, which the job-seeker receives in a self-custodied wallet inside the MyStandard app and easily converts to fiat. Shielding the job-seeker's demographic data from the employer before matching removes hiring bias that can result in legal violations. Together, these unlock true personal and professional data ownership for the job-seeker, enabling monetization and passive income instead of a big-tech company scraping user profiles to sell their unverified data without consent.

Trust is the reason we built on this infrastructure rather than on a conventional database. Today a job-seeker who hands over their employment history, credentials, and personal information has no choice but to trust whoever holds it, and breach after breach has shown that trust to be misplaced. MyStandard removes the question.

There is not a centralized database in which MyStandard holds all of a user's profile data. Sensitive, identifiable user information is stored using decentralized infrastructure, including blockchain and the InterPlanetary File System (IPFS), and is protected by the user's key rather than being stored on a centralized server. Less-sensitive, non-identifiable information is currently stored on centralized infrastructure to support the performance and functionality of the platform. As the technical ability to efficiently query decentralized storage improves, our goal is to move all information, not only sensitive information, to decentralized storage. The user controls access to their information and grants permission before protected information is shared. MyStandard cannot access protected user information without the user's authorization and key any more than an outside party can. None of this is visible to the person using the app; what they experience is a profile they own and a decision only they can make.

The Problems MyStandard Is Fixing for Employers

Small businesses are buried in applicants. The largest professional social-networking platform processes roughly 11,000 applications per minute, a 45% increase in a single year that the company attributes largely to generative AI.¹ On that same platform, applicants per open US role have doubled since 2022,² while 77% of hiring teams report regularly encountering AI-generated or AI-assisted applications.³ For a small business with no recruiter or application tracking system, sifting through hundreds of nearly identical, unverified resumes is an unpaid second job. Nearly half of small businesses, and 82% of those actively

¹ ["Employers are Buried in AI-Generated Resumes," The New York Times, June 2025.](#)

² ["AI is Helping Recruiters Find 'Hidden Gem' Talent," CNBC, January 2026.](#)

³ ["The Hiring Trends Report: 2026," Willo, December 2026.](#)



hiring, report few or no qualified applicants for the positions they are trying to fill.⁴ Owners tell us they have stopped posting on large platforms and fallen back on word of mouth, which shrinks their reach and ability to quickly attract qualified talent.

MyStandard's technology inverts the traditional application flow, reducing the impact of AI-driven mass applications; a job-seeker's profile must match the employer's request and it's economically inefficient to spam either side of the network. By making AI-driven mass applications inefficient and verifying a credential once rather than on every hire, MyStandard addresses two major sources of delay and cost in a small employer's hiring process. Median time to fill an open role runs about a month and a half,⁵ and more than three-quarters of employers report finding discrepancies in the information candidates supply, which is why verification cannot simply be skipped.⁶

Under traditional hiring solutions, labor markets are inherently inefficient because employers and job-seekers must manually match themselves, or more broadly match talent supply with employer labor demand. Philanthropies and the public workforce system have invested hundreds of millions into solving this dilemma, from creating and implementing Learning and Employment Records (LERs) to building AI matching tools and talent marketplaces. None have been widely adopted. Each solution lacks what MyStandard provides – the monetary incentive structure for both employers and job-seekers, interoperability, or the ability to integrate verified and granular data.

We are proving this out first in trucking, an industry made up overwhelmingly of small carriers and small training providers. Commercial driving is absorbing a supply shock in its own credential pipeline. The Federal Motor Carrier Safety Administration has removed thousands of entry-level driver training providers from its Training Provider Registry over the past year, and the carriers we talk to are rebuilding their recruiting processes around the new rules.⁷ Driver data, meanwhile, is handled badly even by the standards of online hiring. A recruiting veteran who advises our company built a test profile on a mainstream driver job board and received dozens of solicitations, most of them from companies that did not exist. Our driver flow answers both problems with the same mechanism. A driver verifies their CDL information once, maintains it as part of their MyStandard profile, and releases the verified information only when they choose to respond to a carrier, so the carrier gets a credential it can act on, and the driver is paid for the disclosure.

Within trucking, we are launching two pilots, one in Chicago, funded by AVAX One, and one in Texas, where MyStandard will serve as the Texas Trucking Association's affiliate partner for

⁴ ["Labor Demand Takes a Step Back in August," NFIB, August 2026.](#)

⁵ ["The State of Recruiting 2025," SHRM, October 2025.](#)

⁶ ["2025 Global Benchmark Report," HireRight, June 2025.](#)

⁷ ["Training Provider Registry," Federal Motor Carrier Safety Administration, September 2026.](#)



talent acquisition. We chose trucking because it is the hardest version of this problem. If verified credentials, consent, and instant settlement work for a small carrier hiring drivers who are on the road rather than sitting at a computer, they will work for a small manufacturer, a contractor, or a restaurant.

Expanding the Use Case

At its most foundational level, MyStandard is a marketplace whose participants constitute the underlying network. The people on the platform are the marketplace: they hold their own data, they decide what happens to it, and they receive the monetary rewards associated with authorized use of their data rather than leaving that value entirely with data intermediaries. Instead of one company holding everyone's information and selling access to it, the network holds it, and the people in the network decide what is done with it. When the market-making and settlement capabilities of blockchain and cryptocurrency are paired with user consent and data verification, the model can be applied across multiple domains.

As AI agents increasingly transact on behalf of businesses, the same infrastructure could provide a durable record of who authorized what, giving a small business an audit trail. Consent-based validation could also let AI developers pay real people to confirm facts rather than relying solely on scraped material. The same provenance infrastructure could allow a small manufacturer or food producer to document a supply chain claim without a corporate compliance department. In advertising, where global fraud losses are on track to surpass \$50 billion, verified impressions could enable a small advertiser to confirm a human saw the ad they paid for.⁸

Crypto's Reputation Shapes Who Evaluates MyStandard, Not Who Can Use It

More than 67 million American adults, roughly one in four, now own crypto, and adoption has broadened across age, gender, and income.⁹ In an earlier national survey, 81% of holders said they wanted to learn more about it.¹⁰ Yet for many small business owners the word still calls up speculation, volatility, and fraud. That association is a genuine constraint for exchanges, trading platforms, and payment products, which ask a user to understand what they are buying before they can use it at all. It is not a constraint for MyStandard.

Using our platform requires no knowledge of cryptocurrency and no technical skill of any kind. A job-seeker builds a profile and decides whether to share it. There are no tokens to trade, no charts to read, and no terminology to learn. People come to MyStandard to find better work without being screened out before anyone has looked at what they can do, and the blockchain does its work underneath that experience. The association still carries a cost, and

⁸ ["Ad Fraud Investigation Report 2026 First Half Edition," Spider AF, September 2026.](#)

⁹ ["2026 State of Crypto Holders Report," National Cryptocurrency Association, May 2026.](#)

¹⁰ ["2025 State of Crypto Holders Report," National Cryptocurrency Association, March 2025.](#)



it is a cost this Committee bears alongside us. An owner drowning in AI-generated resumes may never consider a hiring tool that could help, simply because it runs on blockchain or utilizes cryptocurrency, and policymakers are asked to legislate against a caricature rather than a set of functions.

Conclusion

MyStandard is a small business building for other small businesses. The problem we work on, that employers cannot find verified talent and qualified people cannot get past a screen, is not a cryptocurrency problem, and the people we serve are not cryptocurrency users. Blockchain and digital assets are simply the only infrastructure we found that lets a credential be verified once, consent to be recorded, and a payment settled to the person who owns the data, at a cost a small employer can carry. We would welcome the chance to work with the Committee as it considers how digital asset policy reaches the small businesses and workers who will use these tools without ever thinking of them as crypto. Thank you for the opportunity to submit this statement.

Respectfully Submitted,

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