

11 STAGES DOCUMENTED . 5 OBSERVED LIVE .

I recently [published](#) an eleven-stage breakdown of how a North Korean IT worker operation runs, built from their own manuals, ledgers, and contracts.

This week, many of those stages unfolded right in front of me in a public job-search Discord — all in a single afternoon. Here is how one message led to the next.

- THEN

The archive holds a written pitch for recruiting Americans: two collaboration models, \$300 a month to receive and power a company laptop and 20% to 30% of income from utilizing AnyDesk and sharing a Upwork and Payoneer account.
- NOW

The same offer, posted openly on a job board. \$500, Texas, an hour of work.

> I mentioned that I live in Texas to which he responded by asking if I knew how to install Windows.



Looking for someone in TX area who can help me get a laptop and a few pieces of equipment set up.

I already have written step-by-step instructions — I'm just not familiar enough with this kind of setup to do it confidently myself. Anyone with basic computer or IT experience should be able to follow them without trouble.

• Estimated time: about 1 hour

• Pay: \$500, paid on completion

• Location: anywhere in TX

If you're interested, reply with a short note about your experience with this kind of setup and when you're available. I'm happy to share the instructions in advance so you know exactly what's involved before committing.

ESTIMATED TIME	about 1 hour
PAY	\$500, paid on completion
LOCATION	anywhere in TX
REQUIREMENT	basic computer or IT experience

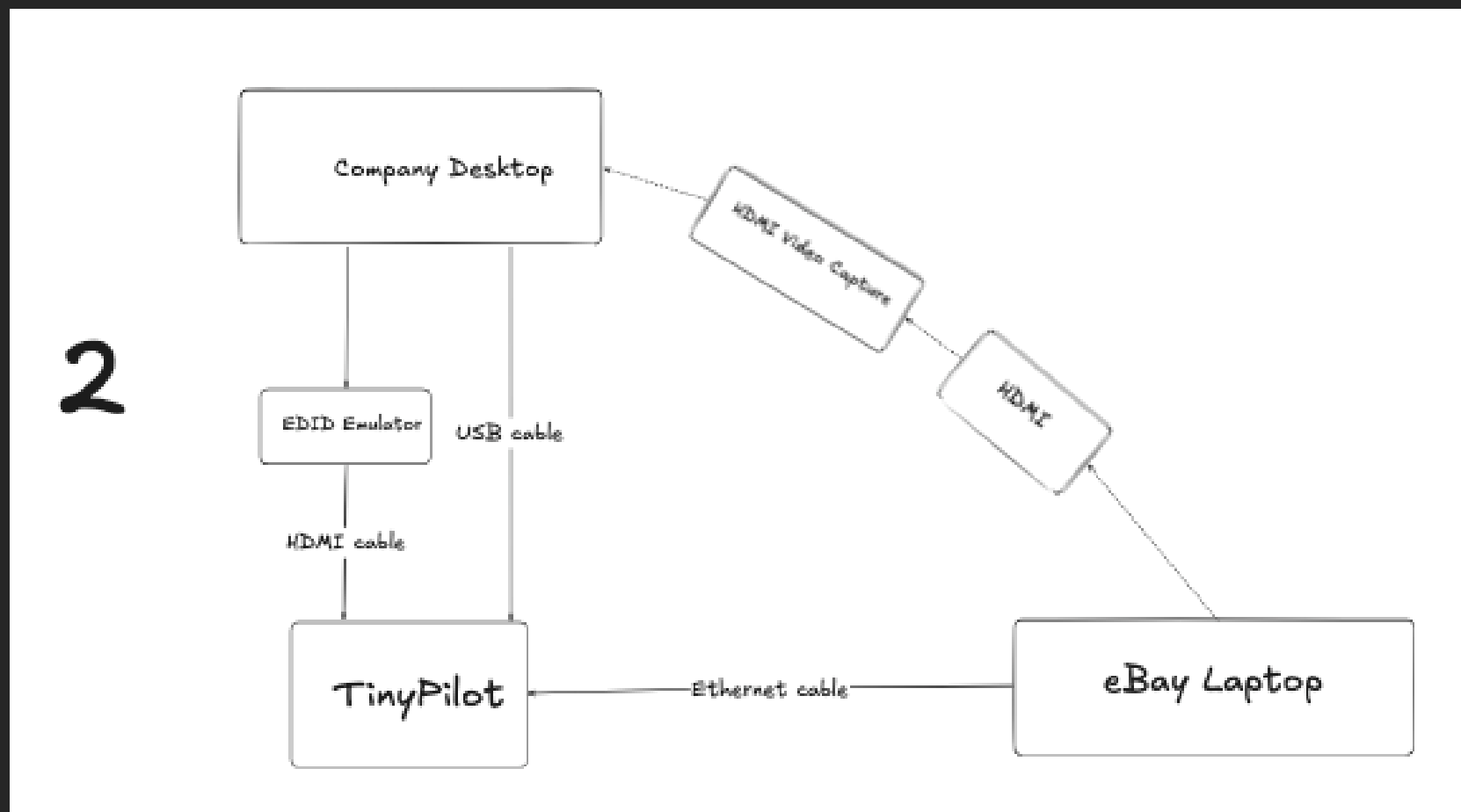
He offered the instructions in advance, before I had expressed interest in anything.

STAGE 10 / ONBOARD AND RECEIVE THE HARDWARE

THEN The manual's last page lists U.S. supporters by state, and the archive documents that KVM devices are still a popular form of remote access — this is the physical half of the operation.

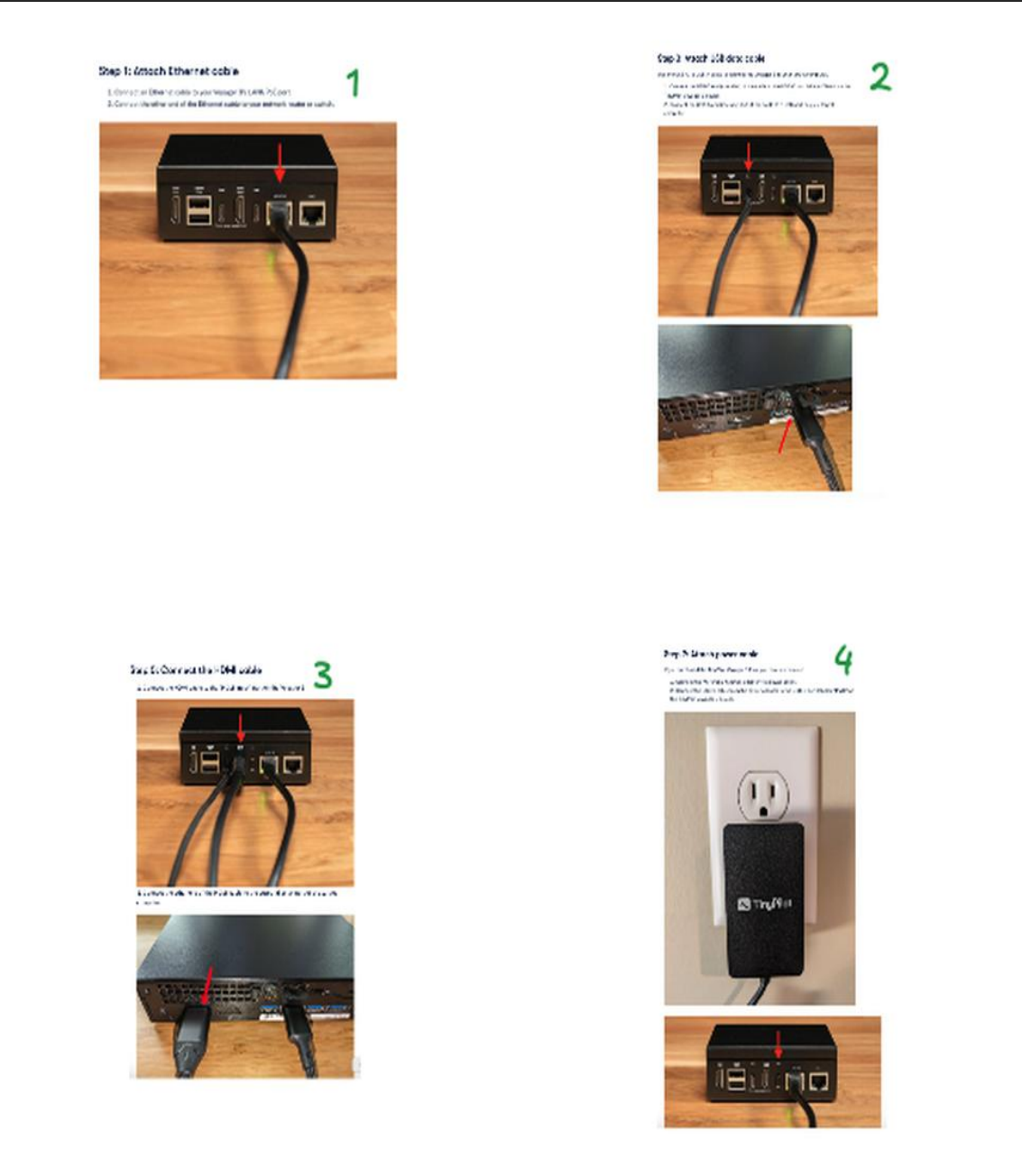
NOW That same hardware pattern, drawn out and handed to a prospect who they had just met.

> I stated that I could help as long as it wasn't illegal. Rather than answer directly, he sent this diagram.



Hardware KVM between the company laptop and the network. EDID emulator so the machine believes a monitor is attached and never sleeps.

> Attached to the same message: the identical install, photographed step by step, numbered, with the cables arrowed in red.



THE FOUR STEPS

- 1 Attach the Ethernet cable
- 2 Insert the USB dock cable
- 3 Connect the HDMI cable
- 4 Plug in power

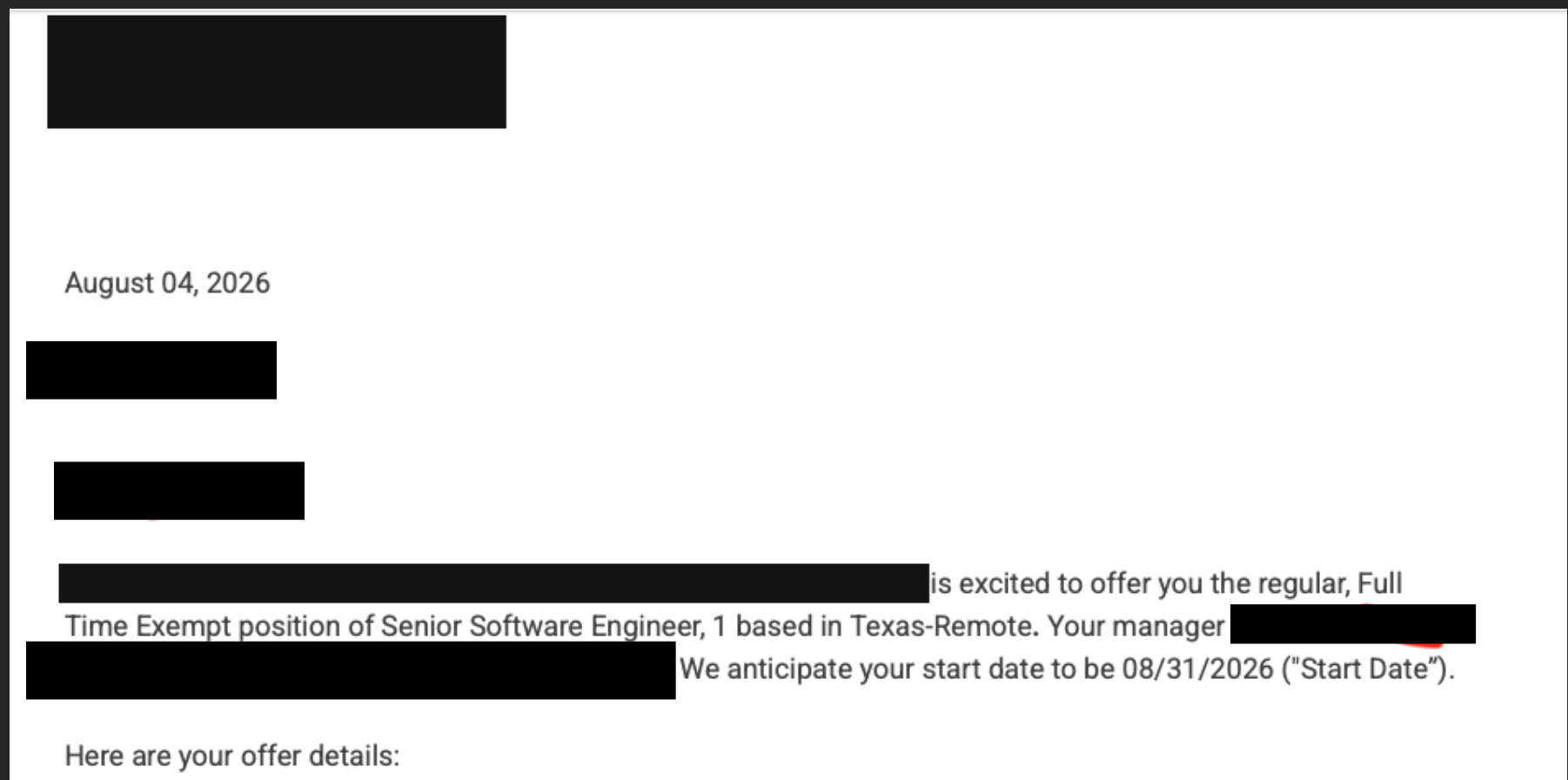
Ethernet. USB. HDMI. Power. Written for someone who has never seen a KVM because the person receiving it is not meant to understand it.

STAGE 10 / RECEIVE THE HARDWARE / THE MACHINE

THEN Every identity in the archive carries detailed information such as employer credentials, pay stubs, KVM logins, and more, retained after placement so the persona can be reused.

NOW A placement still in progress. The paperwork is signed and the start date had not arrived yet.

> I asked which company it was for, but he kept asking for proof of my identity. Once he started getting skeptical, I started questioning whether it was legal or not. That's when he sent me this.



Senior Software Engineer. Texas-Remote. Start date four weeks after the employment offer.

- THEN

Aged LinkedIn accounts bought from a Telegram broker or a closed bidding channel, then pushed through identity verification using an emulator and a screen-captured QR code.
- NOW

The same accounts, listed alongside similar fraud-related services, posted back-to-back-to-back as many job forums on Discord are flooded with DPRK-related job postings.

> When scrolling through the same job board I found our new Texas friend on, I found dozens of other services similar, and exactly like, the one mentioned previously.

✔ Paid

I am looking for a US guy who can host a laptop.

I am looking for a US person who can receive the company laptop and host it.

✔

0

40m ago

✔ Paid

Looking for reliable LinkedIn account providers

I'm looking for reliable LinkedIn account providers for a long-term partnership Requirements: • If a LinkedIn profile gets restricted or banned, you have

✔

0

43m ago

🏠 Remote

✔ Paid

I am looking for a interview caller

I am looking for US people • Those willing to participate in an interview based on the profile we provide • Those who possess a laptop and webcam

✔

1

1h ago

Hosting a laptop. Buying accounts. Sitting interviews off a supplied profile.
Different operators, one board, one afternoon.

STAGE 01 / CHOOSE A VICTIM

- THEN

The manual opens with who to steal: a U.S. citizen, 28 to 35, no criminal record in seven years, a common name, a developer title, and preferably no profile photo. Sourced from LinkedIn, then confirmed through a background-check service.
- NOW

Potentially the same search, outsourced to strangers and priced by the head. Not identities for sale — the labour of finding them.
-

> Further down the same board, someone was not buying identities at all. They were buying the search for them.



8/10/26, 5:33 AM

Looking for a person who will search linkedin profiles that matches specific requirements.
I will pay per profile, if your search matches all the requirements perfectly.
I am looking for someone who can search profiels efficiently, and find as many profiles as possible
And budget is \$2-3 per profile for now, no negotiation, but definitely will increase the rate when you find many profiles quickly
DM me if you are interested (edited)

- RATE

\$2-\$3 per profile, no negotiation
- BASIS

paid per profile, only on a perfect match
- VOLUME

rate rises for whoever finds them quickly
-

Stage 01 of the manual, restated as a piece-rate job posting.

THEN

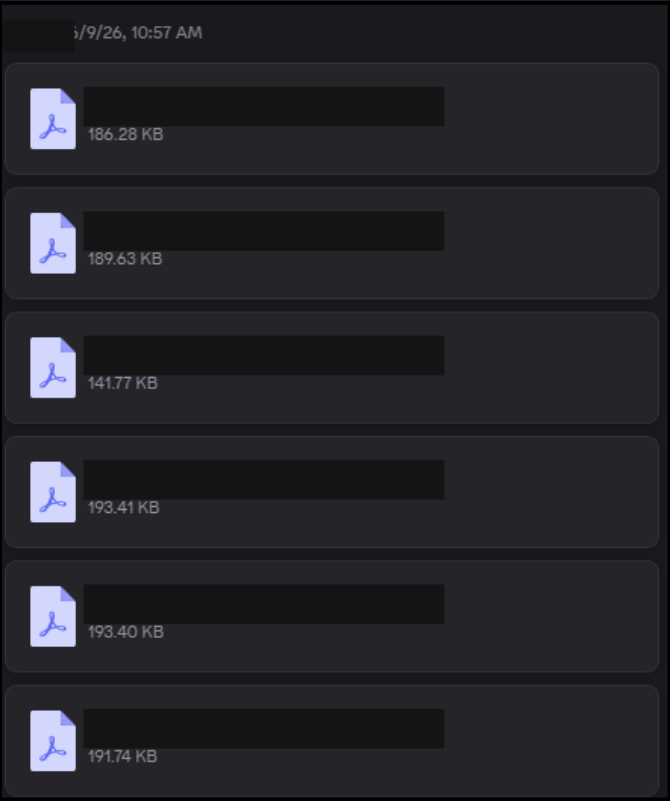
Bidders paid \$0.05–\$0.10 per application and \$1–\$3 per interview secured, submitting against personas the buyer supplies.

NOW

Personas handed over on request with no tests, no established trust, and no prior contact.

>

In a separate thread, I asked the buyer if I could bid for them. After a short discussion, I asked what personas I would be working from, and they provided me with multiple identities.



RECEIVED

Six freshly crafted resumes containing names, addresses, emails, phone numbers, and more.

The outsourced bidding market from my first piece.

