



JCC SEVERANCE

LUMON PRODUCT UPDATE
FOCUS GROUP:
MANAGEMENT UNIFIED
NEUTRALITY COMMITTEE
FOR THE INNIE EXPERIENCE
OPTIMIZATION



A LETTER FROM YOUR CRISIS DIRECTORS:

Hello all!

We are Meg and Josh, your Crisis Directors for this year's committee: **Lumon Product Update Focus Group Management Unified Neutrality Committee for the Innie Experience Optimization (LPUFGMUNCIEO)**.

Meg is the Crisis Director for the **Human Continuity and Consent Council (HCCC)** side of this joint crisis committee. She is a senior at Tufts finishing her degree in American Chemical Society Certified Chemistry before moving on to attend Pharmacy School at UW-Madison in the fall. Meg is also the current President of the Tufts University Model UN Club and is so excited to finally CD her own TUMUN committee!

Josh is the Crisis Director for the **Innie Experience Optimization Research Experience Study Individual Clinic (RESIC)** side of the JCC. He is also a Senior at Tufts who will be graduating with a degree in Computer Science this May. Josh has been involved with TUMUN since his freshman year, and is very excited to run a committee he is passionate about.

This crisis committee is based on the TV series Severance, created by Dan Erickson, a show the both of us happen to really enjoy. Part of what makes this show so incredible is the intense world building around the central focus of the show: Lumon Industries. The remainder of this committee, including everything from the rest of this background guide to the final committee session, will be entirely enveloped in this world, and thus, we will continue on the next pages to introduce the subject of Severance and situate you in our JCC.

Thank you,

Meg Willis and Josh Field
Megan. Willis@tufts.edu
Joshua.Field@tufts.edu



JCC OVERVIEW:

To allow everyone to participate in this committee, **no knowledge about Severance is required** to succeed in this committee. Additionally, we will try our best to mitigate any spoilers of the series as we have developed our own premise for this crisis committee. That said, knowledge about the show from external sources cannot hurt and (if possible and appropriate for your individual situation) we can't help it but recommend you watch Severance at some point in your life, be it before or after TUMUN 2026.

This show touches on many serious themes, including bodily autonomy, integrity, corporate power, consent, labor rights, and most importantly ethical considerations of emerging technology, so please be aware of this coming into committee. We expect that all themes be treated with sensitivity and respect, and this is a prerequisite for participation not only in our committee, but TUMUN at large.

This is a crisis committee and we will be using a two-pad system, meaning through crisis notes (which will be discussed further in committee), you will have the ability to alter the course of the committee. These notes should not attempt to evoke plot lines from the original Severance show, and we highly encourage you to use your creativity, imagination, and unique perspective to develop a crisis arc.

TUMUN X is a high school conference and we expect you, as delegates, to be respectful of one another as well as our staff. To this point, we would like to stress crisis notes are expected to **avoid the following concepts:** hate speech, discrimination, extreme violence, explicit language, and sexual content. These topics should also be excluded from in-committee discussion and directives.

Finally, we wish to emphasize this is an advanced committee, so please be ready for twists and turns and minimal working information from the dias. While we will provide crisis updates, you will be expected to craft the experience you desire through debate, directives, and crisis notes in an appropriate and advanced manner.



THE PREMISE:

As ambassadors to global growth, rapid interconnection, and the progression of humanity, Lumon is continually looking for feedback from you, our consumers. Founded on the principles of innovation, integrity, and human betterment, **Lumon Industries** stands at the forefront of ethical corporate advancement. Following the wisdom of our late founder **Keir Egan**, Lumon operates across a wide range of research, manufacturing, and administrative domains, many of which require exceptional focus, confidentiality, and emotional neutrality. Across generations, Lumon has contributed to advancements in manufacturing, biomedical research, data refinement, and corporate systems design. Each endeavor reflects Lumon's enduring conviction that clear roles and defined purpose are the foundations of progress.

In recognition of the growing complexity of modern labor—and the strain it can place on personal life—Lumon has pioneered revolutionary solutions that allow individuals to contribute meaningfully at work while preserving the sanctity of their private selves. Lumon's leadership maintains that modern life—marked by constant connectivity, emotional strain, and blurred boundaries—has undermined the dignity of work. Lumon exists to restore that dignity. Furthermore, at Lumon, work is not merely a task; it is a **responsibility that deserves full attention and respect**. Likewise, personal life is a private sphere that should remain unburdened by professional obligation. This philosophy guides every aspect of our operations, from employee wellness initiatives to our most transformative innovation: the **Severance Procedure**.

The **Severance Procedure** is a voluntary, medically supervised process that enables employees to achieve a complete and permanent separation between their professional and personal experiences. Through a proprietary neurological intervention, the procedure ensures that **memories formed in the workplace remain at work**, and **memories formed outside of work remain outside**.



THE PREMISE:

Employees who undergo severance live with **two fully functional experiential states**:

- One that exists exclusively during working hours, within the **Lumon Severed Floor** (referred to as the severed individual's **innie**)
- One that exists exclusively outside the workplace, in personal life (referred to as the severed individual's **outie**)

Each state is active only in its appropriate environment, allowing both to operate with clarity, focus, and independence. This separation is not a loss—it is a refinement of consciousness.

The procedure provides the following benefits:

1. Complete agency of the severed individual over personal time
2. An inability to allow work related tasks to infiltrate the home
3. Faculty to perform sensitive tasks without risk of danger
4. High wages for minimal burden on the severed individual
5. And, most importantly, access to the Lumon Industries stewardship and family resources. Lumon Cares!™

The **Severance Procedure** is a permanent procedure, and while this does not necessitate indefinite employment with **Lumon**, memories the procedure cannot be reversed, nor can memories created on the **Severed Floor** be accessed post-employment. Additionally, Lumon is unable to facilitate communication between a severed individual's **innie** and **outie**.

Lumon Industries maintains that **severance is always a choice**. Employees are fully informed of the procedure and its implications prior to participation. Robust oversight, compliance protocols, and continuous evaluation ensure that the process meets Lumon's high ethical standards.

Severance is not about control—it is about **carefully defined autonomy**.



THE PREMISE:

Upon receiving feedback from experts and laymen alike, Lumon has decided to put forward the **Innie Experience Optimization (IEO) Update** to the severance chip installed during the severance procedure to better allow innies to experience the joy and rehabilitation felt by outies outside the office.

Currently, this update features:

1. **Emotional Modulation Layer:** A software-level adjustment to reduce chronic stress, anxiety, and emotional fatigue experienced by innies.
2. **Synthetic Reward Experience:** Innies will receive brief, non-specific sensations of rest and fulfillment comparable to an outie's weekend or vacation, but without memories attached.
3. **Pain and Fatigue Attenuation:** A programmed reduction of physical discomfort associated with long hours of repetitive work.
4. **Innie Self-Continuity Module:** Provides innies with a stronger sense of personal identity and internal narrative which continues across workdays.
5. **Restricted Emotional Echoes from Outies:** Allows innies to experience abstract emotional states (joy, pride, calm) generated by outies, without any memories or personal data transfer.

To ensure our update meets all standards, Lumon is announcing the first ever **Lumon Product Update Focus Group Management Unified Neutrality Committee (PUFGMUNC)** or The Update Management Unified Neutrality Committee (TUMUNC) for short.



THE AGENDA:

As we look into the future, we must ask ourselves what role severance may play in industrial development. You as members of The Update Management Unified Neutrality Committee are tasked with critically debating the merit of Lumon Industries' proposed Innie Experience Optimization (IEO) Update and its potential fallout. Discussion topics are suggested as:

1. Assessment of the Severance Procedure's Ethical Foundations:

As Lumon Industries attempts to expand and further develop the world building aspects of life inside a severed workplace, it is necessary to ensure the current severance framework aligns with Lumon's stated values of autonomy, dignity of work, and voluntary participation.

2. Debate on Innie Welfare, Rights, and Quality of Experience:

Before pushing for further technological development of the Severance Procedure, are you certain innies are and will continue to be treated humanely? The IEO Update has very important implications for the innie population and it is key to discuss the extent to which innies constitute stakeholders deserving of protection, representation, and expanded agency within their severed environment.

3. Corporate, Legal, and Public-Facing Implications of the IEO:

Lumon Industries currently manages the oversight, public perception, regulatory scrutiny, and internal accountability of severance, yet the IEO Update allows for an expansion of severance. How important is regulation of the Severance Procedure and installation of the IEO Update as the program develops and may become open for other industries?

As both innies and outies, you must weigh in on the implications of an update to the Severance Procedure but, while you may be separated, it is important to remember that the voices of both parties matter to Lumon Industries. The RESIC prioritizes experiential outcomes within the Severed Floor, while the Outie Committee prioritizes consent validity, external stability, and Lumon's long-term exposure.



Date:
27 February 2026

Dear Guardians of Human Progress,

Congratulations! **You have been selected to serve on the Human Continuity and Consent Council (HCCC):** a special advisory body convened by Lumon Industries ahead of upcoming enhancements to the Severance Procedure.

As Lumon continues to refine its approach to ethical innovation, the HCCC has been established to provide external-facing guidance on matters of human continuity, informed consent, and long-term societal trust. Your inclusion in this forum reflects Lumon's confidence in your perspective as a valued stakeholder. Lumon is committed to ensuring all updates to the Severance Procedure are reflective of Kier Eagan's original vision and entrusts you, as community members with ties to severance, with this great responsibility.

The Council will be tasked with reviewing proposed updates related to severance-adjacent experiences, participant welfare, and continuity of identity across professional and personal domains. While the Council does not engage in day-to-day operations of the Severed Floor, its recommendations will play a critical role in shaping Lumon's policies, public posture, and internal safeguards.

Members of the HCCC may be asked to:

1. Evaluate the validity and scope of consent within severed systems
2. Consider the impact of severance on families, institutions, and public trust
3. Balance innovation with continuity, stability, and ethical responsibility
4. Respond to emerging developments as Lumon's research progresses

Participation in the HCCC is confidential. Council discussions are considered privileged advisory proceedings and are not to be disclosed to severed employees, Lumon supervisors, or external parties unless explicitly authorized. Further details regarding meeting structure, timing, and procedural expectations will be distributed by Lumon Liaisons.

Lumon thanks you for your willingness to contribute to the careful stewardship of humanity's future.

Lumon Cares!™

Sincerely,

Jame Eagan
CEO, Lumon Industries
Custodian of Continuity
In Service of Kier



INTERNAL CONTRIBUTORS:

BURT GOODMAN

Burt Goodman is a Lumon employee whose work places him in regular contact with other severed individuals. He relates to severance through daily experience within its structured environment.

CAROL ALLISON

Carol Allison is the newly appointed Chairman of the Board who represents Lumon's highest level of corporate leadership. She oversees severance as a central component of the company's long-term strategy and governance.

DOUG GRANER

Doug Graner works within Lumon's internal security and compliance operations as Head of Security on the severed floor. His connection to severance involves monitoring, enforcement, and procedural integrity.

EUSTICE HUANG

Eustice Huang serves in a clinical and administrative capacity related to severance implementation as she is the deputy manager of the severed floor at Lumon. She approaches severance through structured evaluation and oversight mechanisms, but is not severed herself.

HARMONY COBEL

Harmony Cobel holds a senior supervisory position within Lumon on the severed floor. She is closely involved in maintaining adherence to severance protocols and organizational standards within the company.



INTERNAL CONTRIBUTORS:

HELENA EAGAN

A member of Lumon's founding family, Helena Eagan carries symbolic authority tied to the company's legacy. Her relationship to severance is both institutional and personal, positioning her as a visible link between Lumon's ideals and its present practices.

IRVING BAILIFF

Irving Bailiff is a longtime Lumon employee who has chosen to undergo severance. His relationship to severance is shaped by institutional loyalty and prolonged participation in the system.

MARK SCOUT

Mark Scout is a severed Lumon employee whose outie life exists entirely beyond his working consciousness. He is uniquely positioned within the HCCC as someone directly subject to severance while still navigating its effects externally.

SETH MILCHICK

Seth Milchick is a managerial official responsible for supervising severed employees but has not undergone the procedure himself. His role connects severance policy with daily workplace practice and employee interaction.



EXTERNAL OVERSIGHT PARTNERS:

ASAL REGABHI

Asal Regabhi is a medical professional with direct technical knowledge of the severance procedure. She engages with severance at the level of science, implementation, and risk.

ASMA SHAH

Asthma Shah is a practicing psychiatrist who studies the psychological effects of severance on identity and mental health. While cautious about the procedure itself, she is hopeful the IEO update could meaningfully affect clinical outcomes.

CHAUNCEY FINK

Chauncey Fink serves as High Priestess of the Order of the Divided Path, a contemporary religious movement that emphasizes the separation of life's obligations. She engages with severance as a voluntary practice that her faith considers compatible with spiritual discipline and personal clarity.

DARREN VANDEKAMP

As the State Labor Commissioner, Darren Vandekamp is responsible for overseeing employment practices within the state. Severance presents a novel regulatory challenge within his jurisdiction which no other commissioner has encountered before.

JASMINE SONI

Jasmine Soni is a journalist reporting on Lumon and severance-related developments. Her involvement centers on information gathering and public communication. She values transparency above all else and wishes to ensure the IEO Update reflects what the public is being told.



EXTERNAL OVERSIGHT PARTNERS:

RICKEN HALE

The husband of Devon Scout-Hale, Ricken Hale is a published author of "The You You Are" and cultural commentator with a public interest in identity and selfhood. He engages with severance as a subject of philosophical significance rather than as an employee or policymaker.

TIERNEY O'BRIEN

Tierney O'Brien is an insurance executive for Visible Foundations Inc. focused on risk assessment and long-term liability associated with severed employees. Her interest in severance centers on how responsibility, coverage, and accountability are defined across divided consciousness.

SENATOR ANGELO ARTETA

Senator Arteta is a government official with legislative interest in emerging labor and medical practices. Severance falls within his purview as a policy issue with public consequences, but his connection to the severed experience through his wife Gabby Arteta adds depth to his viewpoint.



AFFILIATED INDIVIDUALS:

DEVON SCOUT-HALE

Devon Hale is the sister of Mark Scout: a severed employee, who regularly witnesses severance's impact on family dynamics. Her perspective reflects how severance extends beyond the individual participant into domestic and social life.

GRETCHEN GEORGE

Gretchen George is married to a severed Lumon employee and experiences severance through its effects on partnership and intimacy. Her role reflects the lived reality of families connected to severed individuals.

GABBY ARTETA

Gabby Arteta is the wife of Senator Arteta who willingly underwent the Severance Procedure to avoid the pain of childbirth. Her experience lays the foundation for how severance could expand beyond the scope of the workplace, but adds depth as her innie was created solely to experience suffering.

KENNEDY EAGAN

Kennedy Eagan is a disgraced member of the extended Eagan family with a public-facing role in Lumon's legacy. After speaking publicly against Lumon's Severance Procedure in its early days, she has been outcast from her position in the Eagan dynasty and out of the public eye, until now.

TREVON STALTER

Trevon Stalter is a prominent severance rights activist whose advocacy is informed by a close family member's early participation in severance. His involvement with the HCCC reflects ongoing public concern about long-term accountability and safeguards surrounding the procedure.