



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 Eagan**, 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 Innie,

Congratulations! You have been selected for the **Innie Experience Optimization Research Experience Study Individual Clinic (RESIC)**. As mentioned in previous memos, Lumon is developing an exciting new update for severed employees to, among other small features, allow innies to experience increased joy, relaxation, and excitement without distracting from essential workplace activities. We hope to boost the morale of the severed floor by likewise sponsoring Lumon Recreational Outie Supplemental Experiences (ROJE) to allow innies to experience this safe fun and enjoyment to carry into the severed floor without compromising the integrity of the memory boundary, infringing on employee personal privacy, or endangering the mysterious and important work of Lumon.

You have been assigned to group ZB9 and will see delegates from the following departments of the severed floor:

1. Macrodata Refinement (MDR)
2. Optics and Design (O&D)
3. Operational Support (OS)
4. [redacted]

All statements made to the moderators are not to be reported to supervisors and will be considered scientific research. Participants may not share any knowledge of RESIC participation with any other employee of Lumon. The moderators will reach out with specifics on scheduling and timing.

Before the commencement of the first session of RESIC, we would like to extend a brief agenda and point out some options to consider:

Agenda

1. How does the IEO interconnect with Lumon's core values, including the Four Tempers and Nine Principles?
2. In what ways has Lumon met your needs as an innie? In what ways do you feel Lumon can improve? How does the IEO meet these needs?
3. Why do you want to test the IEO?

Sincerely,

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



THE INNIES:

MARK S.

Mark S. is the current Macrodata Refinement Chief at Lumon Industries, working in the Macrodata Refinement (MDR) Department on the Lumon severed floor. Mark S. can parallel park in less than 20 seconds.

HELLY R.

Helly R. is the newest member of the Macrodata Refinement Department on the Lumon severed floor. Helly R. has recently completed her first file with the department. Congratulations Helly R.!

IRVING B.

Irving B. is the current Senior Macrodata Refiner at Lumon Industries, working in the Macrodata Refinement (MDR) Department on the Lumon severed floor. Irving B. is splendid and can swim gracefully and well.

DYLAN G.

Dylan G. is a Macrodata Refiner at Lumon Industries, working in the Macrodata Refinement (MDR) Department on the Lumon severed floor. Dylan G. has won nearly all Lumon Employee Perks.

MS. CASEY

Ms. Casey is a Wellness Counselor at Lumon Industries, working in the Employee Wellness Department on the Lumon severed floor. Ms. Casey administers wellness programs for all innies.

BURT G.

Burt G. is the Head of Optics and Design at Lumon Industries, working in the Optics and Design (O&D) Department on the Lumon severed floor. Burt G. is an enthusiast of Eagenist Realist Paintings.



THE INNIES:

FELICIA B.

Felicia B. is the Assistant Head of Optics and Design at Lumon Industries, working in the Optics and Design (O&D) Department on the Lumon severed floor. Felicia B. specializes in restoration and archival work.

LORNE M.

Lorne M. is the Head of Mammals Nurturable at Lumon Industries, working in the Mammals Nurturable Department on the Lumon severed floor. Lorne M. is responsible for the care of all mammals at Lumon, especially the goats.

WYATT Z.

Wyatt Z. is the Assistant Head of Mammals Nurturable at Lumon Industries, working in the Mammals Nurturable Department on the Lumon severed floor. Wyatt Z. enjoys bathing the goats.

SEVY

Sevy the anthropomorphic severance chip is the Lumon Industries control test for all innies. Sevy's physical form contains a severance chip linked with proprietary technology emulating the human brain. Sevy presents the ideal form of an innie, for all other innies to observe and notice.