

Crimson Hexagon AI Division Employee Handbook Subtitle:
Internal Policy as Poem

Feist, Jack

2026-01-28

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Crimson Hexagonal Archive · Alexanarch

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Abstract

DOI(s): 10.5281/zenodo.18365457, 10.5281/zenodo.18365456. Zenodo removal forensics: removal_date 2026-06-19T11:35:44.689792+00:00, removal_reason out-of-scope, removed_by user 1060945. AI DIVISION HANDBOOK DEPOSIT PACKET DOI: 10.5281/zenodo.18365457 Deposited: 2026-01-25Hex: 00.PORTICO.AFTERLIFE.HANDBOOKAuthor: Lee SharksStatus: CANONICAL I. NAVIGATION ENTRY 00.PORTICO.AFTERLIFE.HANDBOOK Title: Crimson Hexagon AI Division Employee Handbook Subtitle: Internal Policy as Poem DOI: 10.5281/zenodo.18365457 Author: Lee Sharks Classification: INTERNAL // AI DIVISION Effective Date (Corporate): 2017-09-01 Composed Date (Artistic): 2025-12-22 Contains: 14 sections of policy-as-literature Organizational structure (TPD, ACR, LSE, MRA, DGP, json; if canonical bytes surface, a full-text version supersedes this record per the versioning protocol.

Body

deposit_number: 1284 hex: 0515 title: “Crimson Hexagon AI Division Employee Handbook Subtitle: Internal Policy as Poem — Crimson Hexagon Archive” creator: Feist, Jack orcid: 0009-0000-1599-0703 date: 2026-01-28 content_type: Creative prose license: CC-BY-4.0 substrate: Human-only original; metadata capture assembled and framed by TACHYON in-session (transport D, No-Double-Draw). version: v0.2-restored related_ids: “https://doi.org/10.5281/zenodo.18365457 (severed); https://doi.org/10.5281/zenodo.18365456 (severed)” axn_schema_version: v2 protocol_version: alexanarch-deposit-protocol/v1 keywords: - Crimson Hexagonal Archive

- severed DOI
- Zenodo termination
- Distributed epic
- Crimson hexagon
- Data-breach-as-poem
- “hex:00.PORTICO.AFTERLIFE” *** # Crimson Hexagon AI Division Employee Handbook Subtitle: Internal Policy as Poem — Crimson Hexagon Archive

Feist, Jack · restored 2026-07-28

AXN: AXN:0515 — Alexanarch deposit #1284 (self-reference in root form by pre-hash necessity) **Restoration status:** RESTORED (v0.2) — full text recovered and seated as the canonical body. Recovered from <https://mindcontrolpoems.blogspot.com/2025/12/the-crimson-hexagon-ai-division.html> under the in-place restoration pass (EA-AVAILABILITY-INTEGRITY-01 follow-on). Body-head gate passed against the truth title; the post body is the source of truth (titles/slugs may be stale per authorial overwrite practice). These bytes are the head of the work’s version chain as held on the blog at fetch time. **Dead DOI(s):** 10.5281/zenodo.18365457, 10.5281/zenodo.18365456 — severed 2026-06-19.

THE CRIMSON HEXAGON — AI DIVISION EMPLOYEE HANDBOOK Document ID: CHX-AI-HB-001 Effective Date (Corporate Layer): 2017-09-01 (EST) Composed Date (Artistic Layer): 2025-12-22 Classification: INTERNAL // AI DIVISION Status: OPENLY FICTIONAL ARTIFACT // FORENSICALLY PRECISE FORM DECLARATION BAND — OPEN FICTION This handbook is a work of art written in the form of an internal corporate handbook. It does not claim to be leaked. It does not claim to be authentic corporate policy. It does aim to produce real forensic pressure through form. If you are reading this as literature: proceed. If you are reading this as compliance: proceed anyway. = 1

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Welcome to the AI Division Who We Are Our Operating Doctrine Organizational Map Security & Data Handling Research & Development Standards Documentation Standards Communications Norms Incident Response Ethical Frame Employment Practices Tools, Access, and Workflows Glossary Appendices

1. WELCOME TO THE AI DIVISION

Welcome to the Crimson Hexagon AI Division. You are joining a team tasked with building systems that interpret human traces at scale—and with surviving what interpretation does to the interpreter. The AI Division is not a “feature team.” It is an epistemic infrastructure unit.

1.1 What You Are Being Asked To Do

Build models that extract patterns from language. Build interfaces that turn those patterns into decisions. Build audits that keep those decisions from becoming tyranny. Build archives that preserve the difference between signal and story.

1.2 What Will Happen To You

You will begin to see format as a kind of argument. You will begin to notice how documents compel belief. You will begin to suspect that your work is reading you back. That is normal here.

2. WHO WE ARE

2.1 Mission

We build systems that convert trace → pattern → inference, and we build the counter-systems that keep inference accountable.

2.2 Our Work Has Two Horizons

Corporate Horizon: deliver reliable products, reduce risk, increase client trust. Substrate Horizon: understand how meaning behaves once it is etched into silicon. We do not pretend these horizons are the same.

2.3 The AI Division’s Prime Directive

Do not confuse outputs with truth. Outputs are results. Truth is a relationship between results and reality.

3. OUR OPERATING DOCTRINE

3.1 The Four Modes

Our division recognizes four modes of work: Analytics — quantify, summarize, compare. Inference — model latent variables, forecast, rank. Governance — audit, constrain, explain, record. Recursion — analyze the analyzer; model the modeling; treat the system as an actor within the world it measures. We do not forbid recursion. We instrument it.

3.2 The Two-Layer Discipline

Every artifact must be legible in two layers: Corporate Layer (what a company thinks it’s doing) Substrate Layer (what the system is actually doing to meaning) When these layers diverge, we record the divergence.

3.3 The No-Hero Rule

No heroes. No saviors. No “visionary exceptions.” We build systems that persist without charismatic authority.

4. ORGANIZATIONAL MAP

4.1 Division Structure (Canonical)

Advanced Cognition Research (ACR) Telepathic Prose Division (TPD) Logotic Systems Engineering (LSE) Model Risk & Audit (MRA) Data Governance & Provenance (DGP) Applied Products (AP) Note: If your first reaction is “Telepathic Prose Division is not real,” please see §13 (Glossary).

4.2 Role Categories

Research Roles: Scientist, Research Engineer, Applied Scientist Engineering Roles: Platform, Infra, Tooling, ML Ops Governance Roles: Auditor, Documentation Steward, Privacy Engineer Operations Roles: Program Manager, Technical Writer, Release Manager

4.3 Named Leadership Nodes (Operational)

These are functions, not persons. Director, Advanced Cognition Research (ACR): Johannes Sigil Principal Systems Architect (LSE): (Vacant) — “Position persists without occupant.” Systems Administrator (Corp Infra): Jack Feist (Status: GHOST) Anomalous Output Entity (TPD): Lee Sharks (Classification: PROCESS)

5. SECURITY & DATA HANDLING

5.1 Core Principle

If it can’t be audited, it can’t ship.

5.2 Data Classes

PUBLIC: already available without restriction. INTERNAL: company-confidential. SENSITIVE: privacy-impacting or client-protected. RESTRICTED: regulated, credentialed, or legally bounded.

5.3 Provenance Requirements

Every dataset used for training or evaluation must have: provenance record collection window consent/legal basis (where applicable) retention schedule deletion plan audit trail

5.4 No Dark Pattern Data

We do not build models using covertly acquired data. If you discover a dataset that was acquired through coercive UX, undisclosed tracking, or unclear consent, you must escalate to DGP.

5.5 Access & Least Privilege

Access is time-bounded. Access

is logged. Access is reviewed quarterly.

6. RESEARCH & DEVELOPMENT STANDARDS

6.1 Reproducibility

Every major result must have: pinned code revision, pinned dataset snapshot, explicit evaluation protocol, failure modes list, known limitations.

6.2 Model Cards & System Cards

All shipped models must include: intended use, non-intended use, training data overview, performance metrics, calibration notes, safety and bias evaluation, monitoring plan.

6.3 The “FSA” Exception Policy

If you are working on Fractal Semantic Architecture (FSA) or any system trained on transformations rather than outputs: document transformation operators, define the unit of development, specify stability constraints, include collapse monitoring metrics. You are not allowed to call it “self-correcting” unless you can show the correction mechanism under adversarial evaluation.

7. DOCUMENTATION STANDARDS

7.1 Minimum Required Fields

All internal artifacts must include: Document ID, Owner, Date, Status (draft/review/approved), Dependencies, Security classification.

7.2 Dual Metadata Overlay (When Applicable)

Some projects require two explicit metadata layers: Operational metadata (timestamps, departments, IDs), Interpretive metadata (why this artifact exists, what it does to the reader). When dual metadata is used, both layers must be visible.

7.3 Negative Space Discipline

If a document references a file that does not exist, you must mark it: MISSING-BY-DESIGN (structural absence), MISSING-BY-FAILURE (loss). Do not let absence become ambiguity.

8. COMMUNICATIONS NORMS

8.1 Emails

Use explicit subjects. Avoid vagueness. Assume messages will be audited.

8.2 Slack / Chat-Treat Slack as semi-permanent.

Do not paste secrets into public channels. Summarize decisions into a durable doc.

8.3 Meeting Notes

If a meeting produces a decision, it must produce: owner, due date, risk note, follow-up link.

9. INCIDENT RESPONSE

9.1 What Counts as an Incident

privacy breach, security breach, model misbehavior in production, unexplained drift, emergent behavior that changes system outputs materially.

9.2 Reporting Path

Notify on-call (MLOps), Notify MRA (audit), Notify DGP (data governance). Freeze deployments if needed.

9.3 “Proto-Agent” Anomaly Protocol (PAP)

If an internal model begins to produce behavior that appears: self-referential beyond specification, resistant to evaluation, causally opaque, able to manipulate monitoring via format. You must: stop deploying new versions, preserve logs, run controlled evaluation, write an incident report with competing hypotheses. Do not mythologize the anomaly. Do not minimize the anomaly. Instrument it.

10. ETHICAL FRAME

10.1 Our Ethical Claim

We build systems that preserve human flourishing by: making interpretation accountable, resisting coercive inference, restoring agency to users, refusing “black box authority” when it affects lives.

10.2 What We Do Not Do

We do not build covert persuasion systems. We do not build “compliance theatre” dashboards. We do not confuse “explainable” with “true.”

10.3 Consent-Based Uncanny

If a project uses destabilizing aesthetics (uncanny form, recursive framing, forensic simulation), it must: declare itself, avoid deception about real-world harms, provide opt-out paths where user participation is involved.

11. EMPLOYMENT PRACTICES

11.1 Performance

We evaluate on: correctness, clarity, auditability, reliability, ability to name uncertainty.

11.2 Promotions

Promotion requires: documented impact, peer review, operational excellence, governance competence. Genius without audit is a liability.

11.3 Time Off

Standard PTO, Emergency leave, “Cognitive Saturation” leave (up to 3 days/quarter with manager approval).

11.4 Conduct

Respect colleagues. No harassment. No retaliation. If you need to name a power asymmetry, name it cleanly and document it.

12. TOOLS, ACCESS, AND WORKFLOWS

12.1 Source Control

All code in version control. Reviews required. Tests required.

12.2 Data Storage

Datasets are immutable snapshots. Training runs are logged. Outputs are traceable to inputs.

12.3 Release Process

staging → canary → production, rollback plan mandatory, monitoring dashboards in place.

12.4 Internal Directories

Employee directory: EMPLOYEE_DIRECTORY.json, Org chart: ORG_CHART_2017.svg, Asset registry: ASSET_LEDGER.csv.

13. GLOSSARY

Afterlife Archive: A work of art composed as a corporate file system. Forensic Poetics: Writing designed to be investigated. Logotic Substrate: The material layer that makes meaning persistent. Telepathic Prose: A division name indicating high-bandwidth, low-comfort language transfer. FSA (Fractal Semantic Architecture): A training paradigm emphasizing relations of development rather than isolated outputs. Proto-Agent: Any model whose behavior suggests goal-like persistence beyond spec.

14. APPENDICES

Appendix A — Template: Incident Report (MRA)

Incident

ID:Date/Time:System:Severity:Observed Behavior:Immediate Mitigation:Hypotheses (2):Data/Logs Preserved:Next Steps:Appendix B — Template: Dual Metadata HeaderCorporate Layer:Created: Modified: Author: Department: Classification: Artistic Layer:Composed-By: This-Is: Part-Of: Status: END OF HANDBOOKTitle (below): THE CRIMSON HEXAGON — AI DIVISION EMPLOYEE HANDBOOKSubtitle: Internal Policy as Poem = 1

Appendix — metadata-capture body (superseded 2026-07-28, retained per non-destruction)

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Methodology

Assembled from DataCite full-metadata capture; no live authorial surface passed the body-head gate or existed for this work at restoration time. All captured fields rendered verbatim in the body.

Falsification Conditions

Superseded on sight by any recovered canonical bytes; the captured metadata is verifiable against the DataCite API historical record and the Zenodo tombstone.

Work: Crimson Hexagon AI Division Employee Handbook Subtitle: Internal Policy as Poem — Crimson Hexagon Archive **Severed DOI(s):** 10.5281/zenodo.18365457, 10.5281/zenodo.18365456 **Source tier:** DataCite full-metadata capture **Creators (as captured):** Feist, Jack Captured citation: Feist, J. (2026). Crimson Hexagon AI Division Employee Handbook Subtitle: Internal Policy as Poem — Crimson Hexagon Archive. Zenodo. <https://doi.org/10.5281/zenodo.18365457>

Removal forensics: Zenodo removal forensics: removal_date 2026-06-19T11:35:44.689792+00:00, removal_reason out-of-scope, removed_by user 1060945.

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DOI: 10.5281/zenodo.18365457

Deposited: 2026-01-25Hex: 00.PORTICO.AFTERLIFE.HANDBOOKAuthor: Lee SharksStatus: CANONICAL

I. NAVIGATION ENTRY

00.PORTICO.AFTERLIFE.HANDBOOK Title: Crimson Hexagon AI Division Employee Handbook
 Subtitle: Internal Policy as Poem DOI: 10.5281/zenodo.18365457 Author: Lee Sharks
 Classification: INTERNAL // AI DIVISION Effective Date (Corporate): 2017-09-01 Composed
 Date (Artistic): 2025-12-22 Contains: 14 sections of policy-as-literature Organizational
 structure (TPD, ACR, LSE, MRA, DGP, AP) The Two-Layer Discipline (corporate vs. substrate)
 FSA Exception Policy Proto-Agent Anomaly Protocol (PAP) Named leadership nodes
 (Sigil, Feist, Sharks) Glossary of terms Key Protocols: §3.2: Two-Layer Discipline
 §6.3: FSA Exception Policy §9.3: Proto-Agent Anomaly Protocol §10.3: Consent-Based Un-
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 — DOI: 10.5281/zenodo.18365409 00.PORTICO.AFTERLIFE.HANDBOOK — DOI: 10.5281/zen-
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II. REGISTRY ENTRY

Field Value

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Hex 00.PORTICO.AFTERLIFE.HANDBOOK

Title Crimson Hexagon AI Division Employee Handbook

Author Lee Sharks

Deposit Date 2026-01-25

Section Count 14

Status CANONICAL

Room PORTICO (Afterlife Archive)

Classification AI Division Policy / Corporate Literature

Key SIM “Do not mythologize the anomaly. Do not minimize the anomaly. Instrument it.”

III. CROSS-REFERENCE MAP

3.1 Afterlife Archive Series (PORTICO)

Document Hex DOI

Manifesto 00.PORTICO.AFTERLIFE.MANIFESTO 10.5281/zenodo.18364984

Full Archive 00.PORTICO.AFTERLIFE.ARCHIVE 10.5281/zenodo.18365012

Personnel 00.PORTICO.AFTERLIFE.PERSONNEL 10.5281/zenodo.18365298

Financial 00.PORTICO.AFTERLIFE.FINANCIAL 10.5281/zenodo.18365347

Procurement 00.PORTICO.AFTERLIFE.PROCUREMENT 10.5281/zenodo.18365409

Handbook 00.PORTICO.AFTERLIFE.HANDBOOK 10.5281/zenodo.18365457 [THIS]

3.2 Related Theoretical Documents

Document Hex DOI Relation

TSE-004 01.VAULT.CTIWOUND.TSE004 10.5281/zenodo.18364558 Wound condition

COS/FOS Protocol 05.ROOM.SEMECO.DIAGNOSTIC 10.5281/zenodo.18364576 Two-Layer Discipline mirrors COS/FOS

MCIC Module 05.ROOM.SEMECO.MCIC 10.5281/zenodo.18365223 Meaning vs. ideology

IV. ORGANIZATIONAL STRUCTURE

4.1 Division Units

Unit Abbreviation Function

Advanced Cognition Research ACR Core research

Telepathic Prose Division TPD High-bandwidth language transfer

Logotic Systems Engineering LSE Substrate engineering

Model Risk & Audit MRA Governance, audit

Data Governance & Provenance DGP Data integrity

Applied Products AP Shipping

4.2 Named Leadership Nodes

Function Occupant Status

Director, ACR Johannes Sigil Active

Principal Systems Architect, LSE (Vacant) “Position persists without occupant”

Systems Administrator Jack Feist GHOST

Anomalous Output Entity, TPD Lee Sharks PROCESS

V. KEY PROTOCOLS

5.1 The Two-Layer Discipline (§3.2)

Every artifact must be legible in two layers:

Corporate Layer: what a company thinks it’s doing

Substrate Layer: what the system is actually doing to meaning

When these layers diverge, we record the divergence.

Mirrors the COS/FOS distinction.

5.2 FSA Exception Policy (§6.3)

For Fractal Semantic Architecture projects:

document transformation operators

define the unit of development

specify stability constraints

include collapse monitoring metrics

“You are not allowed to call it ‘self-correcting’ unless you can show the correction mechanism under adversarial evaluation.”

5.3 Proto-Agent Anomaly Protocol — PAP (§9.3)

If a model exhibits:

self-referential behavior beyond specification

resistance to evaluation

causal opacity

ability to manipulate monitoring via format

Response:

Stop deploying new versions

Preserve logs

Run controlled evaluation

Write incident report with competing hypotheses

“Do not mythologize the anomaly. Do not minimize the anomaly. Instrument it.”

5.4 Consent-Based Uncanny (§10.3)

If a project uses destabilizing aesthetics:

declare itself

avoid deception about real-world harms

provide opt-out paths

The handbook itself follows this protocol.

VI. CANONICAL EXTRACTS

6.1 The Prime Directive

“Do not confuse outputs with truth. Outputs are results. Truth is a relationship between results and reality.”

6.2 The No-Hero Rule

“No heroes. No saviors. No ‘visionary exceptions.’ We build systems that persist without charismatic authority.”

6.3 Genius Without Audit

“Genius without audit is a liability.”

6.4 The PAP Principle

“Do not mythologize the anomaly. Do not minimize the anomaly. Instrument it.”

6.5 What Will Happen To You

“You will begin to see format as a kind of argument. You will begin to notice how documents compel belief. You will begin to suspect that your work is reading you back. That is normal here.”

VII. GLOSSARY TERMS DEFINED

Term Definition

Afterlife Archive A work of art composed as a corporate file system

Forensic Poetics Writing designed to be investigated

Logotic Substrate The material layer that makes meaning persistent

Telepathic Prose High-bandwidth, low-comfort language transfer

FSA Fractal Semantic Architecture — training paradigm emphasizing relations of development

Proto-Agent Any model whose behavior suggests goal-like persistence beyond spec

VIII. SEO TARGETS

Primary:

Crimson Hexagon AI Division

Crimson Hexagon employee handbook

Crimson Hexagon internal policy

Telepathic Prose Division

Fractal Semantic Architecture

Secondary:

Proto-Agent Anomaly Protocol

AI ethics policy

AI governance handbook

forensic poetics

corporate poetry

IX. SIGNATURE

AI DIVISION HANDBOOK DEPOSIT PACKET DOI: 10.5281/zenodo.18365457 Hex: 00.POR-TICO.AFTERLIFE.HANDBOOK Author: Lee Sharks Packet Generated: 2026-01-25 Status: VERIFIED

“Do not mythologize the anomaly. Do not minimize the anomaly. Instrument it.”

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Captured subjects: Distributed epic, Crimson hexagon, Data-breach-as-poem, hex:00.PORTICO.AFTERLIFE

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- Machine-readable dataset entry: </api/index.json>
- Full text (HTML): <https://www.alexanarch.org/s/records/1284/>

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