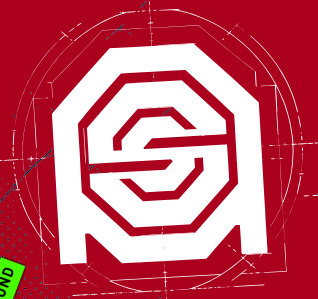
INCINERATE IF FOUND

ALLSTRATA SYNERGY CORPORATION

HUMAN CAPITALIZATION HANDBOOK



ID NO. AC - 0926-71 | ISSUED 10.31.26 | DIVISION HUMAN EXTRACTION

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AUTHORIZED PERSONNEL ONLY

INCINERATE IF FOUND

QUICK REFERENCE

PHASE	YOU DO
1. Draw	Draw 1. (A **CARNIFEX** or **Horror** resolves at once – before you play)
2. Play	Play any number of **Sabotage / Task**. Optional
3. End	**Next player, clockwise by default**

THREAT	YOUR ANSWER
Termination	Discard **2** Deflectors → then redirect it. Else eat it
Mass Layoffs	Discard **1** Deflector → your share is cancelled. Else eat it. Hits **you + both neighbors** at once; each answers alone. **it doesn't get redirected**
CARNIFEX (all others)	Discard **1** Deflector → then redirect it. Else eat it.
Horror	**Nope** → cancelled • Else eat it. Cannot be deflected or coped
Sabotage	**Nope** → reflects to sender **Cope** → cancelled. Else it hits you

Eat it = take the effect.

On a **Termination** or **Mass Layoffs** that means **fired**.

On anything else you just do what the card says.

The Deflector's **arrow/icon** (clockwise, counter-clockwise, or your pick) sets who answers next.

Backfire returns it to the sender, or to the top of the deck if it was drawn.

ALSO	RULE
NOPE	Only 1 in the whole deck ("Pup Yours")
Discard Pile	Face-down. A threat drawn from it resolves at once
Deck Empty?	Reshuffle the discard. Terminations come back
Win	Last player not fired
Consultants	**Optional.** Before each draw, the first Consultant to drop a kept card plays it. One per turn (§8.0).

CARD TYPES

82 cards. The other ten are **8 ID badges** and **2 ASCORP artifacts.** Neither is played.

THREATS: System-cards drawn by the player

Type	x	What they are
CARNIFEX	14	The A.I. that punishes you. **Red** = fatal · **Yellow** = major **Green** = minor
HORROR	11	Leadership. Only a **Nope** stops it

DEFENSES: Player responses to threats

Type		x	What they are
	**DEFLECT**	29	**Redirects an incoming CARNIFEX** Its arrow determines who
	**COPE**	6	**Cancels a Sabotage** aimed at you. Blocks it (never redirects)
	**NOPE**	1	**Works against any threat:** reflects it to the sender, or cancels it if you drew it

ACTIONS: For attacking and deck manipulation

Type		x	What they are
	**Sabotage**	11	**Attack another player.** They may Nope or Cope it
	**Task**	10	**Deck manipulation.** No target, resolves instantly

CARNIFEX THREAT ECONOMY

CARNIFEX cards are color-coded by threat level:

🔴 **RED** = Fatal 🟡 **YELLOW** = Major 🟢 **GREEN** = Minor

The card explains itself.

The economy below is what keeps Human Capital alive.

▸ DEFLECTION COST

RED (Fatal) = 2 • **YELLOW / GREEN = 1**

Exception: Mass Layoffs = 1 per player hit

The chain [**Deflect → Nope → or eat it**] continues until someone eats it.

DEFLECTION TYPES

	Style	x	Sends it to...
↻	Clockwise	11	Next player clockwise
↺	Counter-clockwise	6	Next player counter-clockwise
◎	Targeting	8	Any player you choose
↵	Backfire	4	Back to sender (no sender → top of deck)

Arrow directions are fixed to the table – i.e. clockwise stays clockwise even if turn order reverses.

NOPE — "Pup Yours" (×1): any threat – reflects to sender, or cancels if drawn. The only defense against Leadership (Horrors).

FACILITIES & COMPLIANCE NOTICE

- **Tray tolerance:** acoustically and haptically tuned 1cm vertical clearance for optimal satisfaction and feedback.
- The "thippy-thaps" when shaken is an intentional physical feature engineered for sensory delight. You may or may not remove the spacer.
- **Do not contact H. Rekter to report loose components.**

ASCORP'D!

Game and graphics design, art direction, and writing by OJ Bucao
Dedicated to Sophie: always missed and never forgotten.
Published by DÄMMÍT! Games • dammit.games
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Playtested daily by the brave, indentured Human Capital of ASCORP.
No Working Unpaids were paid in the making of this game.

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§1.0 · ORIENTATION

Congratulations, Human Capital! You have been selected to participate in Allstrata Synergy Corporation's **Synergy Cullmination Event**. This prestigious restructuring opportunity allows high-potential Human Capital to demonstrate value alignment in a dynamic, fast-paced environment. Survivors may be eligible for continued employment.*

*The Synergy Cullmination Event™ is a registered wellness initiative. Eligibility does not constitute employment. Non-participation is a category error.

▸ The Job

One deck. On its turn, a Human Capital draws **1 card**. A **CARNIFEX or Horror** resolves immediately; anything else goes to hand. Last Human Capital still employed wins.

CONTENTS OF YOUR FILE

Horror 11	**Deflector 29**	**Cope 6**	**Nope 1**
CARNIFEX 14	**Sabotage 11**	**Task 10**	**= 82**

+ 8 ID badges (1/player, flip when fired)
& 2 ASCORP artifacts (deck end-cards)
92 total.

the interview was lovely, featuring a dark room and a single overhead lightbulb

§2.0 · ONBOARDING

Before newly-provisioned Human Capital may begin generating value, a brief onboarding is required. It is mandatory, rewarding, and already in progress. Please complete the following at the pace we have selected for it.

▸ SETUP

1. Remove all **CARNIFEX** and **Horror** from the deck.
2. Shuffle; deal each player 5 cards — 1 **Deflect**or to each first; then 4 more from the reshuffled deck.
3. Shuffle the **CARNIFEX** & **Horrors** back in.
4. Deck face-down, center. Face-down discard beside it.
5. Random Human Capital first; clockwise.
6. Each Human Capital takes an **ID badge** (flip it when fired).

Reduced Headcount (4p): remove 2 Mass Layoffs before shuffling in (keep 1).

The 2 ASCORP artifacts are not gameplay cards – set them aside. They bookend the deck in the box, not in play.

onboarding was like waterboarding
...without the water.

§3.0 · DAILY DUTIES

Each cycle, Human Capital is entitled to three rewarding phases of value contribution. Enthusiasm is not required, but it is monitored. ASCORP thanks Human Capital for its ongoing mandatory consent.

YOUR TURN

1. **DRAW** – draw 1 card. **CARNIFEX** / **Horror** → resolve immediately. Else → hand.
2. **PLAY** – any number of **Sabotage** or **Task**
3. **END** – next Human Capital, clockwise.

Deflectors and **Copes** are never played as an action – they answer a threat the moment it arrives, on anyone's turn, including your own.

you always draw before you act.
first comes the ambush,
then the paperwork

§4.0 · PERFORMANCE MANAGEMENT

Occasionally, probationary Human Capital will receive a **CARNIFEX**. That is me. This is not a punishment – it is an enrichment opportunity, arriving personally. Human Capital may absorb the growth itself, or **delegate** it to a colleague it trusts. Statistically, it should not.

RULE

To pass a **CARNIFEX**, discard **Deflect**or(s):

RED (Fatal) = 2 · **YELLOW / GREEN = 1**

(**exception: Mass Layoffs = 1 per player hit**).

The Deflector's arrow/icon sets who receives it.

When spending 2, you choose which arrow applies.

Targets face the same choice (**Deflect** → **NOPE** → **or eat it**) until someone eats it.

Eat a **Termination** → **fired** (binary).

Backfire → **sender** (no sender → top of deck).

Mass Layoffs → **you + both neighbors**: each spends **1** Deflector to **cancel** their share (no redirect), or is fired.

§5.0 · LEADERSHIP

From time to time, at-risk Human Capital is granted the privilege of a Leadership encounter (a **Horror**). Leadership cannot be delegated, deflected, or blocked. Leadership can only be survived – a core competency. The sole exception is an unsanctioned exercise of agency we do not endorse and cannot revoke: the **NOPE**.

▸ **RULE**

A **Horror** cannot be deflected, coped, or blocked.

Only the **NOPE** ("Pup Yours", 1 in the deck) stops it.

You draw a **Horror**, so it has no sender: the **NOPE** cancels it outright.

That same **NOPE**, played against a **Sabotage**, reflects it back to whoever sent it.

the call is coming from inside... the boardroom!!!

§6.0 · INTERPERSONAL SYNERGY

Human Capital is warmly encouraged to collaborate with its peers (**Sabotage**). We are, after all, a family – and family takes from one another freely. Targeted Human Capital may respond with **COPE** or **NOPE**. We support Human Capital's wellness journey, briefly.

▸ **RULE**

Play a **Sabotage** on your turn, targeting another player.

They may respond:

- **NOPE** → reflects it back to you
- **COPE** → cancels it (blocked, not redirected)
- neither → it hits.

Each **Sabotage** needs its **own** block.

Tasks have no target – deck manipulation, instant.

FYI: bleeding on company time is considered wage-theft

§7.0 · THE FINE PRINT

Congratulations on Human Capital's continued existence – a testament to alignment we never doubted. See? Human Capital is thriving. The Bureaucrathon does not end so much as recur – forever, which is simply another word for job security. We are so proud of our surplus Human Capital. We will be proud of it again tomorrow.

▸ SURVIVAL NOTES

1. **Core tension**: Spend Deflectors now, or save two for Termination?
2. **Discard is face-down**; cards fished from the pile resolve immediately.
3. **Fired?** Your hand goes to the discard. (unless Consulting, §8.0).
   Deck out? Reshuffle discard.
   Terminations cycle back.
4. **Win:** last standing – Top-Performing Human Capital, retained... for now.

wait. is getting let-go... winning???

§8.0 · CONSULTING (OPTIONAL)

Termination is not the end. It is a career transition. Former Human Capital returns as an external Consultant: no badge, no desk, no salary. Only vengeance.

▸ OPTIONAL RULE · CONSULTING

Agree before the game. Recommended at 6–8 players.

1. **Fired?** You become a Consultant. Keep the **Sabotage** and **Task** cards you can still play (see 4). Discard the rest.
2. **Before every turn**, until that player draws, any Consultant may play one card. **Only one per turn**: **first card down**. Unclear who was first? The Consultant closest clockwise to the active player wins; the other card goes back to its owner's hand.
3. A Consultant's **Sabotage** targets any survivor, who may **COPE** or **NOPE** it. A **NOPE** cancels it.
4. Consultants **can't play** cards that would put a card in their own hand (steal, take, swap, receive) or redirect their own draw.
5. Consultants never draw or gain cards, can't be targeted, aren't affected by any card, and can't win. Skip them when counting neighbors, passing, or following an arrow.

§9.0 · GLOSSARY

ASCORP Approved Vocabulary. Usage is mandatory. Comprehension is discouraged.

- **Agile** – able to change direction while falling.
- **Bandwidth** – the will to live, measured in silent screams.
- **Burnout** – proof you were flammable.
- **Circle Back** – to return to the scene of your crime.
- **Collaborate** – see: Sabotage.
- **Competitive Salary** – competes with rent.
- **Consultant** – you, post-extraction. See: Freelancing.
- **Cost Center** – still you. See: Chopping Block.
- **Culture Fit** – standard straitjacket sizing.
- **Deep Dive** – to go deep into the night… soil.
- **Ducks in a Row** – easier to shoot.
- **ELMO** – shut up. See: Muted. Also: NWTHYS
- **Empowered** – responsible. Not authorized.
- **EOD** – End Of Day. Also of days.
- **Equity** – a share of nothing, vesting forever.
- **Escalate** – it goes up. You go down.
- **Growth Opportunity** – additional duties. See: Unpaid.
- **KPI** – Key Pain Indicator.
- **Lean** – starving, with posters.
- **Leverage** – what we have on you.
- **Low-Hanging Fruit** – always you.
- **Milestone** – converts to Tombstone upon failure onset.
- **Office Hours** – all of them.
- **OKR** – Objectives and Key Reprisals.
- **Open-Door Policy** – the door locks from the outside.
- **Optimized** – removed. Efficiently.
- **Per My Last Email** – as previously threatened.
- **Performance Review** – trial by ordeal. See: Duel Judiciaire. Also: Stack Ranking.
- **Pivot** – to turn quickly, away from you.
- **Realigned** – pointed at the door, gently.
- **Rightsized** – you were the wrong size.
- **Rockstar** – never you. See: Heritocracy.
- **Scapegoat** – any goat. Mostly you.
- **Self-Starter** – nobody is coming to save you.
- **Sunset** – to end a project. Or a person.
- **Synergized** – combined with the outside.
- **Synergy** – mutual exsanguination, celebrated daily.
- **Take This Offline** – where there are no witnesses.
- **Touch Base** – a liveness check. See: Proof of Life; Also: Asset Maximization.
- **Unlimited PTO** – aka the Infinity-Zero Convergence Paradox.
- **Voluntary** – mandatory, with feelings.
- **Wear Many Hats** – we chopped the other heads.
- **We're A Family** – you love us, we love us.
- **Work-Life Balance** – LOL.

"the Horrors of the Apocalayoffs"

PERSONNEL FILES

Leadership Directory. Undeflectable. Leadership cannot be deflected, coped, or reasoned with. Only the NOPE stops them. Resolve the encounter; keep the meeting moving.



PERSONNEL FILE 11/11

C.A.R.N.I.F.E.X.

Convolutional Adjudicative Reasoning Neural Intelligence Framework for Enterprise eXcellence

▸ **THREAT BEHAVIOR:** Upon manifestation, **ALL players discard half their Deflectors**, rounded down. There is no appeal. The appeals process was also C.A.R.N.I.F.E.X.

This file was authored, reviewed, and approved by the subject.

convoluted HELL-LM



PERSONNEL FILE 01/11

The Stakeholder

Vampire Capitalist

▸ **THREAT BEHAVIOR:**
Crimson Liquidity Event: **every player passes their entire hand clockwise**. Twice.

Cannot enter a meeting uninvited; is always invited. Holds a controlling interest in your evenings.
Prefers liquid flowing assets. Feeds quarterly.

PROTIP:
never mention "reflection workshop"



PERSONNEL FILE 02/11

Saul Rohn, MRDR

Chief Execution Officer

▸ **THREAT BEHAVIOR:** Whoever holds the most Deflectors (all ties included) **discards half of them**, rounded down.

He watches the floors on Ring and reads the rest on Slack. Either way, you get a ring if you slack. If you get the ring, you get the firing.



PERSONNEL FILE 03/11

Klaude Bach, MSR

Chief Financial Ogre

▸ **THREAT BEHAVIOR:** You select one colleague for audit. **Their best card (you choose) is discarded as a cost-saving measure.**

Approved 0 of 1,204 requests this quarter. Itemized and consumed the office plant. Measures headcount by weight.

budget approved! ...for my replacement



PERSONNEL FILE 04/11

Hannibella Rekter, HRP

Director, Human Resource Extraction

▸ **THREAT BEHAVIOR:** She seeds the near future: **shuffle 1 Termination into the top 5 cards** of the deck.

She conducts stealth exit interviews in advance. The termination follows within the week. Favorite color is pink.



PERSONNEL FILE 05/11

Benny Whyse, I.T. CLN

Penetration Specialist

- **THREAT BEHAVIOR**: Your credentials are compromised: **you cannot play Deflectors on your next turn.**

Commended for proactive surveillance. Your files were never private; your grief is on the shared drive.

change your password. it won't help



PERSONNEL FILE 06/11

Velma C. Rafter, CRUM PMP

CRUM Lord / Autonomivore

- **THREAT BEHAVIOR**: Your work has been re-estimated, re-assigned, and re-possessed: **you cannot play Task cards on your next turn.**

Runs forty concurrent sprints, all of them toward you. Velocity is measured in careers.

she Elmo'd me in the parking lot!



PERSONNEL FILE 07/11

Jim

[Position not on file]

???

- **THREAT BEHAVIOR**: After chatting with Jim, coping is impossible: **you cannot play Cope cards on your next turn.**

Tenure: 19 years. Department: [BLANK]. Manager: [none on record]. Salary: [yes]. File contents removed at Jim's request. We do not remember approving this. Jim remembers.



PERSONNEL FILE 08/11

Miltodon Anderthal, BC

Stapleontologist - Detritus Demeritus

- **THREAT BEHAVIOR**: He has seen your trick before, in the Cretaceous: **you cannot play Sabotage cards on your next turn.**

Tenure: [carbon dating pending]. Custodian of the red stapler. The stapler predates staples.

he said he's originally from Vaalbara



PERSONNEL FILE 09/11

The Working Unpaid

Internednent Specialist & Recent Undeadgrad

- **THREAT BEHAVIOR**: You have received exposure: **reveal your hand to the table.**

Compensation: Exposure (see: Threat Behavior).
Employment Status: Maybe
Departure Status: Unable. A great opportunity, ongoing forever.



PERSONNEL FILE 10/11

Horde of Infestors

Whored Horde of Hoarders

- **THREAT BEHAVIOR**: They arrive as one and want value at any cost: **every player discards 1 card as tribute.**

Convene quarterly. Moan a single utterance: "hhngggg". Individually harmless; they are never individually.