

BROWNE CHRONOMETRIC ENGINEERING, INC.
EMPLOYEE HANDBOOK
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Warning: This document contains paradoxically sensitive material. Do *not* expose it to the public. Do *not* read without the proper training. Do *not* allow the information contained within to alter your course of action.

Employees are required to read and sign this document before they are given access to chronometric devices and other paradoxically sensitive materials.

I, _____, affirm that I have read, dated, and initialed all 12 pages of this document and intend to follow the instructions contained within when representing Browne Chronometric Engineering, Inc., and/or otherwise engaging in temporal engineering or historical manipulation.

Employee's Signature

____/____/____
Date

Epidiah Ravachol





Table of Contents

Overview	2
Mission Statement	2
On the Job Training & Preparation	3
Cultural Transcendancy Course	3
Basal Linguistics Techniques	4
Employee Immunization Program	5
Overriding Theory of the Fragile Immutability of Time	6
Employee Responsibilities and Regulations	9
Career Advancement	11
Personal Progress Report	12

Working to Make Anachronism a Thing of the Past!



Overview

“Welcome to Browne Chronometric Engineering, Inc., the future of the past! BCE, Inc., is a fascinating company to work for, and we’re pleased as punch to have you aboard. But before you become a member of our little family, there are a few ground rules we need to deal with first, so that we can all work together to make this the best experience possible.”

Susan Ford

Susan Ford, Director of Human Resources

This document is meant to serve as an easily reference for both new and experienced employees at Browne Chronometric Engineering, Inc. Within it you’ll find vital information and policies on topics that are unique to the nature of BCE, Inc.’s business. It will be your invaluable guide as you navigate the unstill waters of the industry and your work environment.

Due to the sensitive nature of many of the topics discussed in this document, employees are required to return it directly to Human Resources immediately after reading, signing, and initialing each page.

Mission Statement

Browne Chronometric Engineering, Inc., officially adopts the following mission statement as the underlying and guiding philosophy in its works:

To police and protect the historical integrity of the temporal order against all anomalies, anachronisms, and other threats.

Employees should know the mission statement and turn to it for guidance when making decisions that could impact the company as a whole.



On the Job Training & Preparation

Due to the sensitive nature of the work being done at BCE, Inc., all employees must undergo specialized training. This training is provided free of charge for new employees, who are expected to complete the courses before beginning their first day of work.

Even the most experienced employees will need refresher courses throughout their careers. If you should find yourself committing *faux pas*, misspeaking, or coming down with a touch of the Black Death, talk to your Human Resources representative about enrolling in one of the more advance courses.

Cultural Transcendancy Course

While working at BCE, Inc., employees find themselves in regular contact with a dizzying array of human cultures—many of which can appear quite bizarre at first blush. The resulting cultural shock can be hazardous to business and lead to some indelicate situations.

To head this off at the pass, we've put together a weeklong training course during which time you'll learn how to comport yourself in a manner that will appear to the observer that you are, for all intents and purposes, a member of their society. Best of all, you can do this without altering your dress, personality, or appearance one whit.

The principle behind the Cultural Transcendancy Course is rather complex, but basically it's a program in hypnotic composure and posture that allows you to act in such a way that the untrained observer will experience a blind spot in that part of the brain that frets about social mores. It particularly targets the class, gender, and ethnicity zones; and can, if used properly, allow a Cro-Magnon to join an exclusive country club without raising an eyebrow—as long as he behaves.

The program does not disguise you. It simply makes those observing you relax their concerns, expectations, and preconceptions, causing them to accept you as one of their own. A woman, for instance, would not be perceived as a man, but she would be treated in most respects as one if she were using what she learned in her Cultural Transcendancy Course to infiltrate a 1981 corporate boardroom.



Basal Linguistics Techniques

Advance research in the field of linguistics has shown that upwards of 98.7% of all human communication stems from a primal set of physical mannerisms, vocal micro-syllables, and common inflections. A person versed in these particular techniques can sound *and* appear like a native speaker in most human languages while uttering grunts and other gibberish. And in many cases, they may make themselves understood in several languages *all at once*.

The key lies in the synchronizing of the vocal techniques with the somatic components. As long as the audience is able to both see and hear you, you can make yourself understood well enough to convey the most complex of topics.

Likewise, identifying these components in the speech patterns and mannerisms of others will allow you to understand just about every language, living or dead, as it is spoken to you.

All Browne Chronometric Engineering employees must complete a three-hour seminar on these Basal Linguistics Techniques (or BLT) so that they are fluent enough to understand and communicate in the broad spectrum of client and employee languages they'll typically encounter during the average business day.

Employees should be aware that because the BLT requires visual as well as audio cues, there are several common situations in which they might not be applicable. Please make note of them to avoid confusion.



Whispering or other furtive communications can be difficult as they often require subterfuge that can obscure some of the visual cues required by the BLT. Keep this in mind when you have a secret to share. Also, be advised that secrets can hurt feelings.



Shouting over long distances, in the dark, through fog, or while otherwise obscured from your audience will have very little effect. You can shout with the BLT, but you still need to be seen clearly by whoever you're shouting at for them to understand you.



If your audience is distracted—such as by other conversations, flashing lights, or threats on their lives—you will not be able to communicate effectively using BLT. It's important to capture your audience's attention before talking to them.



The BLT do *not* translate into the written word. If you are not already literate in the language of a particular book, hieroglyph, sign, brochure, e-mail, or tattoo, the BLT will not help you read it. Nor will it help you write in a script you are unfamiliar with.



Radios, CBs, phonographs, two tin cans on either sides of a taut string, and other communication devices that send and receive only audio will transmit only gibberish if you attempt to use the BLT with them.



Any telephone manufactured before 2017 is ill-equipped to transmit BLT. Even the first generation BLT-ready, audio-only phones suffer from data loss. Employees are encouraged to use those made after 2019 for important communications.



Finally, these techniques usually won't work when speaking with extraterrestrial or other non-human intelligences. Although many such intelligences have their own methods to bridge the communication gap with our employees, there is no guarantee that both parties will be able to make themselves explicitly clear to each other. You should always take what is told to you by an alien intelligence with a grain of salt.

Employee Immunization Program

Your health is a primary concern for the rest of us at BCE, Inc. Especially when you consider all the highly communicable diseases that you can come in contact with when you travel extensively. To prevent office outbreaks and global pandemics, we've instituted a mandatory immunization program. Medical Research and Development has borrowed Xsian technology to synthesize a series of adaptive vaccines that *should* protect most employees from most historical diseases.

This does not constitute a guarantee on the part of Browne Chronometric Engineering, Inc., that the immunized employee will not suffer from *any* disease. There are still several weaponized bio-agents that are unaffected by the Employee Immunization Program, as well as certain strains of the common cold. Employees will be trained to practice good hygiene and take precautions against unnecessary exposure to communicable diseases.



The Overriding Theory of the Fragile Immutability of Time

Time is an infinite, placid lake. Each consciousness on it, each of us, is a boat. Upon this lake there's a gargantuan fleet of boats in a myriad of different sizes and tonnage, all traveling in the same direction.

Each of these boats is cutting out its own wake on the glassy surface of time. We have the power to pluck a boat from its spot at the wake's apex, and gently lower it back into the lake where it starts carving a new wake.

When this new wake crosses other wakes—the wakes of boats it crossed before, when it was elsewhere on the lake—trouble begins. The waters churn and we see eddies form. These eddies are anomalies, whirlpools in the fluid of time, tumultuous phenomenon that threaten the languorous flow of reality. All sorts of strangeness starts to occur: people age backwards; ancient reptiles are dragged forward in time; a single point in space, beneath a set of cellar stairs in Buenos Aires, becomes a window onto every other point in the world.

But these eddies are not the worst of it. Charybdis lies in wait. A vast, all-consuming whirlpool eager to swallow all of the lake, all of time, all of reality. And all it needs is for this boat's new wake to cross its old one. For the time traveler to change history such that the time traveler would not change history. For a paradox.

This is how time travel works.

The larger your historical presence, the larger your boat. The more impact you're having on the world, the heavier it sits in the water. Important figures displace more of time's water, trailing wide, durable wakes that reach much further back into history. Less important figures glide through the lake, disturbing relatively less of the water. Insignificant figures—those who have little impact on anyone else, who can be replaced tomorrow by another nameless face and no one would question why—virtually bob on the surface, making little, if any, wake of their own.

And this is why we here at Browne Chronometric Engineering, Inc., firmly believe that temp workers make the safest choice for anachronous agents.



Time is immutable. Things that have happened always will have happened. Conscious attempts to change the history of things will lead to a paradox taking the form of the following example:

- Your father lost his leg in a factory accident before you were born.
- You wish to prevent this from happening.
- You travel back in time to shut down the machinery moments before the accident.
- Your father never lost his leg.
- You're never motivated to go back in time and therefore never prevent the accident.

Such a paradox is lethal to the fabric of reality. Were one to actually attempt to do this, all of existence would cease to have ever been. Fortunately, due in small part to the efforts of companies such as BCE, Inc., no one has managed to accomplish this yet. We know this because reality still exists.

Unfortunately, history can be changed unwittingly as well. If you were to travel back in time and unintentionally prevent the meeting of the great-great grandparents of the man who created the faulty machinery that took your father's leg, you would have effectively prevented the accident. The cascading effect on your father's life could lead him to be more sympathetic to your desires to enter the workforce immediately after high school. Having never been forced into college, so you wouldn't have to work in the factory like your dad, you would have never ended up with that degree in comparative literature which led you to the temp agency for employment and ultimately into the field of time travel. Thus preventing you from going back in time and serendipitously saving your father's leg, causing a world-ending paradox.

Both of these examples are broad simplifications of a great many complex principles. They have far-reaching implications in the field of temporal mechanics, but for most practical purposes, they can be boiled down to two easy to remember laws of time travel:

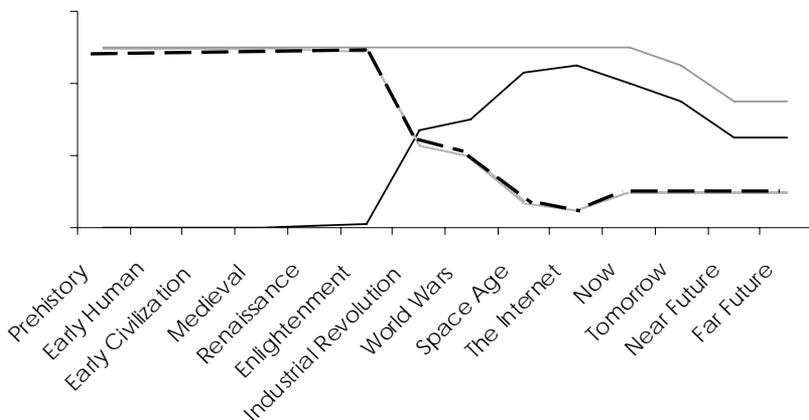
- The more you interfere with your immediate personal history, the greater the risk of paradox.
- The further you travel from your current point in time, the greater the risk of a cascade effect causing paradox.

The resulting combined chance of paradox is known as the Yossarian Horizon.



Consider the typical temp’s random chances of interfering with their own personal history, including the history of their parents and grand parents (shown on the chart below as the solid line) and their chances of creating a cascade effect that would eventually interfere with their personal history (shown on the chart below as a dotted line).

The gray line across the top is the Yossarian Horizon, or the combined base chances of creating a paradox merely by traveling in time. The further back in time you travel, the less likely you are of directly affecting your personal history, but the greater the chances of the little things you do knocking over the dominoes of history until they collide with your own personal events. The sum is a steady constant throughout all of time that has come before you.



This chart assumes our typical temp has not yet traveled in time. As more travel occurs, your personal history starts to show up all over the timeline, increasing the chances of interfering with it and the risk of paradox. Likewise, because your personal history is becoming a bigger target for the domino effect, that risk of paradox increases as well. And the Yossarian Horizon increases exponentially.

Because the risk increases with each trip, there are a finite number of practical journeys through time one can realistically make. And this is why we here at Browne Chronometric Engineering, Inc., firmly believe that temporary employees make the safest choice for anachronous agents.



Employee Responsibilities and Regulations

Due the sensitive nature of our work here at BCE, Inc., employees are required to follow a strict set of safety rules and regulations to ensure a healthy work environment for us all.

- ⌚ Employees of Browne Chronometric Engineering, Inc., and their representatives must do everything within their power to correct any anachronisms, anomalies, and other potentially paradoxical complications they encounter, including, but not limited to plots by intelligences known and unknown, naturally occurring phenomenon, and ahistorical presences.

This principle guideline is the most vital part of our work here at BCE, Inc. It takes precedent over all others.

- ⌚ Employees must preserve the mystery of the future.

Most folks walk through life without knowing what's in store for them. They make their decisions based largely upon this ignorance. Sharing knowledge of the future with people from the past can cause them to alter their course of action, which in turn can change the course of history and cause a paradox.

- ⌚ Employees should respect the personal property and space of other employees.

In order to preserve a more harmonious work environment, employees are asked to respect one another. Do not take things that aren't yours. Do not leave things on the workspace of other employees. *This includes their computer desktop.*

- ⌚ Employees may not allow knowledge of the future to affect their chosen course of action.

As tempting as it might be to avoid particularly embarrassing or stressful moments you know are in store for you, such attempts put us all at risk. Sometimes you just have to take one for the team.



- ⌚ Employees may not use their knowledge of the future for personal gain.

Gambling and playing the stock market is strictly forbidden. Several financial crises of the past century have been the results of economic bubbles created by a sudden influx of anachronistic monies into the stock market. A large quantity of amateur time travelers, unaware of each other, looking to make a quick buck travel back in time to invest in a stock they know is going to increase (thus increasing the demand for the stock) and then withdraw their investments just before the moment they know the stock is about to drop (thus precipitating the crash). Our temporal economists have to monitor history closely to ensure that no such incidental manipulation of the markets runs the risk of paradox.

- ⌚ Employees must *not* attempt to right a wrong that has already happened.

If an employee of BCE, Inc., were to go back in time to prevent Hitler from coming into power, the resulting paradox would erase all that ever was and we would be legally and morally obligated to stop that employee and place Hitler back in power. Do not place us in this untenable situation.

- ⌚ Employees should report any theft of office supplies or other wrong doings.

The loss of office supplies costs the company money that would be better used to throw a holiday party or company picnic. We need your help to stop it.

- ⌚ Employees must never attempt to meet themselves.

Our temporal theorists have calculated that when the past and future versions of the same person meet, the chances of paradox escalates exponentially. Our human resources department has also conducted studies that show when you meet your future self, you are almost always disappointed. In 63% of all recorded cases of employees meeting themselves, fights have broken out.

- ⌚ Alcohol, drug and other substance abuses are prohibited.

Alcohol, drug, and other substance abuse can impair an employees ability to make the right decision at critical moments, which can endanger not only themselves but everything. Everything. If you have a problem with alcohol, drug,



or other substance abuse, you can confidentially contact human resources. They are familiar with a wide range of programs that can help you.

- ⌚ Employees are required to exhaust non-violent options first and to avoid killing indiscriminately.

One of the most dangerous things one could do while time traveling is to kill someone. You are not only changing their lives, but the lives of everyone they'll ever meet, including any children they might have had. The increase to the risk of paradox is staggering.

- ⌚ Browne Chronometric Engineering, Inc., has a zero-tolerance policy towards sexual harassment.

Because of the wide range of cultures represented at BCE, Inc., there has been some confusion about what is and isn't appropriate workplace behavior. Human resources offers a series of mandatory courses to bring employees up to speed on the topic. Until they've completed these courses, employees are encouraged to keep their hands and thoughts to themselves.

- ⌚ Employees are strictly prohibited from engaging in sexual relations with persons from other times.

Even with extensive use of prophylactics and other methods of birth control, the risk of introducing anachronistic genes into the pool is too great.

Career Advancement

Opportunities abound for the industrious employee at BCE, Inc. Your career is as important to us as it is to you. Here are a few tips to help you further that career.

- On the other side of this page is Personal Progress Report form. Use it to record the notes from your project debriefings.
- For each project, record 2 ways your contribution was recognized and 2 areas in which your co-workers felt you could use a little improvement.
- Keep this form handy so that you can address these issues in the field, on your next project.
- After the form is filled out, contact your manager for a review.



Personal Progress Reports

Project:	Date:
Valued Contribution: <input type="checkbox"/>	Valued Contribution: <input type="checkbox"/>
Improvement Opportunity: <input type="checkbox"/>	Improvement Opportunity: <input type="checkbox"/>

Project:	Date:
Valued Contribution: <input type="checkbox"/>	Valued Contribution: <input type="checkbox"/>
Improvement Opportunity: <input type="checkbox"/>	Improvement Opportunity: <input type="checkbox"/>

Project:	Date:
Valued Contribution: <input type="checkbox"/>	Valued Contribution: <input type="checkbox"/>
Improvement Opportunity: <input type="checkbox"/>	Improvement Opportunity: <input type="checkbox"/>

Project:	Date:
Valued Contribution: <input type="checkbox"/>	Valued Contribution: <input type="checkbox"/>
Improvement Opportunity: <input type="checkbox"/>	Improvement Opportunity: <input type="checkbox"/>

