

IMAGINATION			
Business Unit	Shared Services	Shared Pods	Unit-Specific Services
Fab Card Co.	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Retail Collective Pod (RCP); Social & Influence CoE (SICoE); Creative	Packaging/pre-press & dielines; Print vendor foil/glitter specs; Seasonal SKU calendar; Shopify merchandising matrix
The Fabulous Brand Company (TFBC)	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	RCP; SICoE; Creative	Assortment planning (apparel/gifts); Lookbooks/visual merch; Capsule drop ops; Non-paper QA/compliance
dreamshitter.com	Finance & BizOps; Legal/IP (marketplace T&Cs); Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	RCP; SICoE; Creative	Satire/age-gating compliance; 'Guide→SKU' catalog ops; UGC moderation rules; Mandatory brand placement on product
Once Upon a Spark (OUAS)	Finance & BizOps; Legal/IP; Security & Compliance (COPPA awareness); HR/Ops; Marketing & PR; Tech Infra	Creative; Storybloom PR	ISBN/LCCN/KDP ops; ONIX metadata; School/library distributor workflows; Educator guides/lesson plans
SparkBooks	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Creative; Storybloom PR	Author platform kits; Cohort/workbook production; Audiobook pipeline; Retail/wholesale metadata

INNOVATION			
Business Unit	Shared Services	Shared Pods	Unit-Specific Services
SymbiosoAi	Finance & BizOps; Legal/IP; Security & Compliance (SOC2/ISO); HR/Ops; Marketing & PR; Tech Infra	Product & Platform; IP/Patent Program; Security	Orchestration policy & eval harness; Cost/latency SLOs; Metering/billing; SDK & replay packs
Dream Team Hub	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Product & Platform; Security	Agent autonomy governance (L0–L3); Roster ingestion; SSO/SCIM & approvals; Mirror-Back telemetry
iCadence	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Product & Platform; SICoE	Social calendar engine; Channel API connectors; Brand token theming; UTM/analytics layer
Parallax Translate	Finance & BizOps; Legal/IP (rights/licensing); Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Product & Platform; Cultural Pod	Bilingual dramaturgy workflow; Glossary vault/versioning; Stage-format exports/licensing ops
Gigster Garage	Finance & BizOps; Legal/IP (client MSAs); Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Product & Platform; Ops & Finance; SICoE (optional)	Segment starter kits (SMB/NP/creator); Agent Packs catalog & policy caps; Pod sprint playbooks; Intake→Go-Live route

IMPACT (strict programs)			
Business Unit	Shared Services	Shared Pods	Unit-Specific Services
OUAS — Literacy Program	Finance & BizOps; Legal/IP; Security & Compliance (student data posture); HR/Ops; Marketing & PR; Tech Infra	Creative; Storybloom PR	Title I targeting & distribution; Educator training kits; Impact measurement (placements/reading gains)
SparkBooks — Personal Growth Program	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Creative	Cohort operations (enrollment, facilitation); Outcomes tracking (habit/wellbeing deltas); Scholarship admin
Parallax Translate — Access Track	Finance & BizOps; Legal/IP; Security & Compliance (accessibility); HR/Ops; Marketing & PR; Tech Infra	Cultural Pod	Community theatre grants; Captioning/alt-format pipeline; Venue/partner onboarding
Gigster Garage — Economic Mobility Track	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Product & Platform; Ops & Finance	Subsidized SMB packages; Income/jobs uplift measurement; Mentor network + office hours
GlobalCollabs — Coalition Campaigns	Finance & BizOps; Legal/IP; Security & Compliance; HR/Ops; Marketing & PR; Tech Infra	Marketing & PR; Product & Platform	Multi-org governance; Shared KPI frameworks; Grants/fiscal sponsorship workflow
Think Tank Ai — Civic Toolkits	Finance & BizOps; Legal/IP (open licenses); Security & Compliance (public data); HR/Ops; Marketing & PR; Tech Infra	Product & Platform	Toolkit authoring/maintenance; Municipality/school adoption support; Public outcomes dashboards

Impact Eligibility Rubric (ALL must apply)

- 1) Intent: Primary goal is societal/cultural benefit (not revenue-first).
- 2) Direct Service: Delivers value directly to people/communities (not internal-only).
- 3) Measurement: Pre-agreed outcome metrics (books placed, jobs created, adoptions).
- 4) Access & Equity: Removes barriers via pricing, accessibility, language, or distribution.
- 5) Governance: Named Program Lead, budget, data/privacy plan, public summary.