THE 49GAION GUIDE

Version 2 · the plain-words introduction. It explains; it decides nothing.

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49G Ltd.
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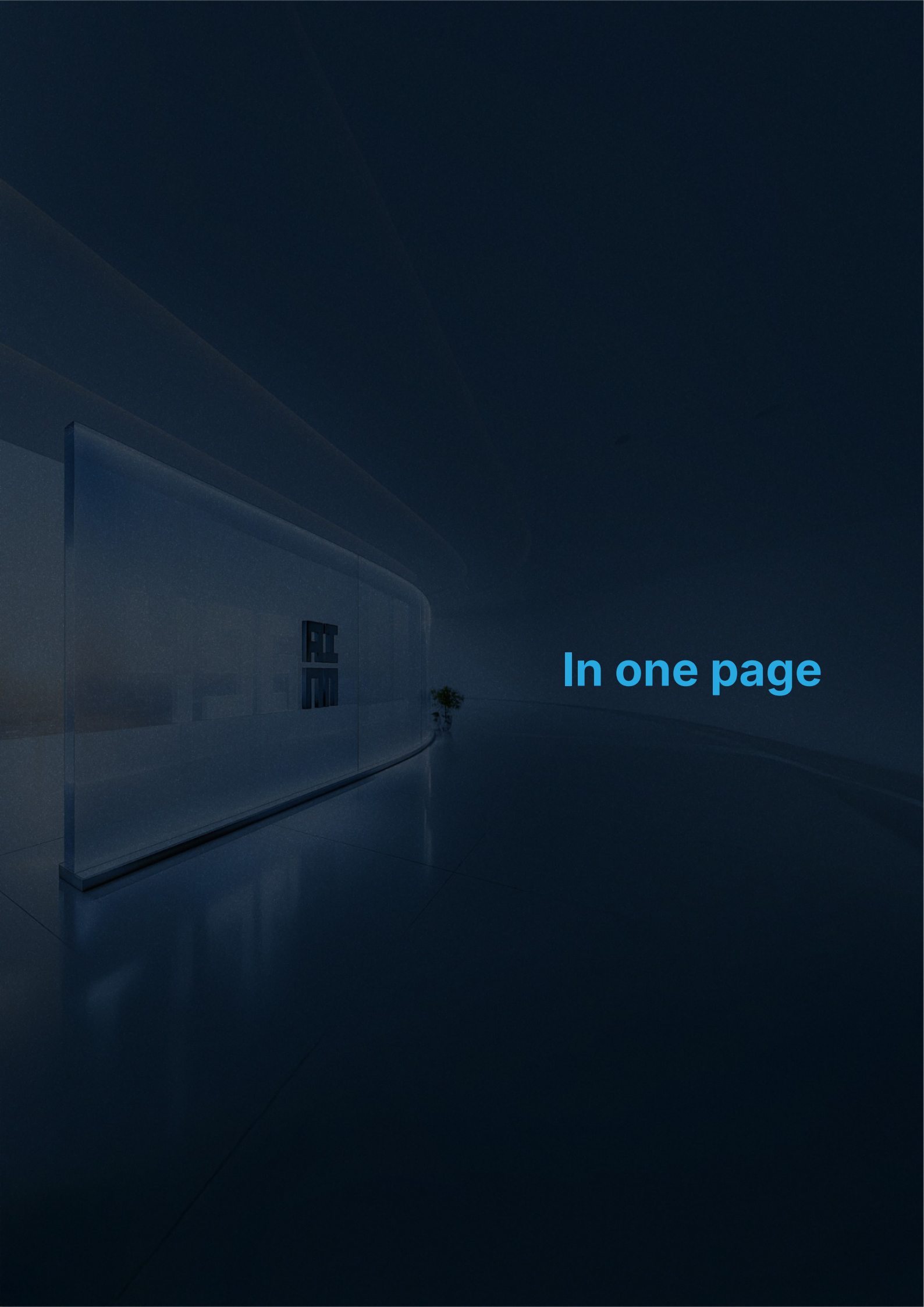
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The 49GAION Guide · Version 2

What 49GAION is, how it works, and how an organisation starts with it, in plain words.

Version 2 · 28 October 2026. Written from the complete definition of 49GAION, v2.1.0, approved by its governing seat on 28 October 2026, and the clarifications of 25 October 2026. The governing seat approved this guide the same day; it replaces Version 1 whole. Corrected on 29 October 2026 (DR-0051, DR-0052): four phrases brought into line with the definition, the Chief of Staff's grant and the HOAC Assignment Model, as the definition now says; and again the same day (DR-0053): what a position may give its Chief of Staff, and where the record of the HOAC Assignment Model is kept, as the governing seat ruled. Corrected on 30 October 2026 (DR-0054): it reads with the definition at v2.2.0, in the gateway's signature, the check of success, the handover and the definition's state. Where this guide and the definition differ, the definition governs.



In one page

49GAION is a framework for designing organisations from AI and human parts that fit together and can be swapped. It does not hand an organisation a finished design. It gives each organisation its own AION: a living designer of that organisation, run by AI, which designs the organisation, proposes changes and keeps the design current as AI improves. A human position decides every change, directly or through a standing approval it has signed.

The idea in one line: do not copy the shape of human organisations; start from the result the organisation must deliver, build first on what AI can do, and put people where they are needed: to own, to decide, to answer for the result, and to cover what AI cannot do.

What an organisation receives: its own AION, starting as one core. The core contains the organisation's top human seat, which its AI serves and never replaces; the organisation's own rules; a control panel; one gateway through which every AI call to a tool or an engine passes; and a stop that no AI can block. It comes with full access to the 49GAION Library: patterns, ready-made units and models of whole organisations.

How it starts:

1. The organisation makes a request.
2. 49GAION Edition Maker prepares its core.
3. The organisation's top seat accepts it.
4. The core proposes a small first organisation, and the top seat approves it.
5. The top seat hands the running of the business to Top Management.
6. Top Management builds and runs the operation.
7. The AION follows the organisation until it succeeds, then oversees it.

What holds in every edition 49GAION hands over: a human position answers for every result; AI acts only within the authority it was given; a stop always works; no result counts until another AI engine has challenged it; done means evidence, not a claim. After the handover these are the organisation's own to keep, within the law.

Where it stands: the framework is defined and approved. Nothing built on it has run yet (section 12).



Section 01

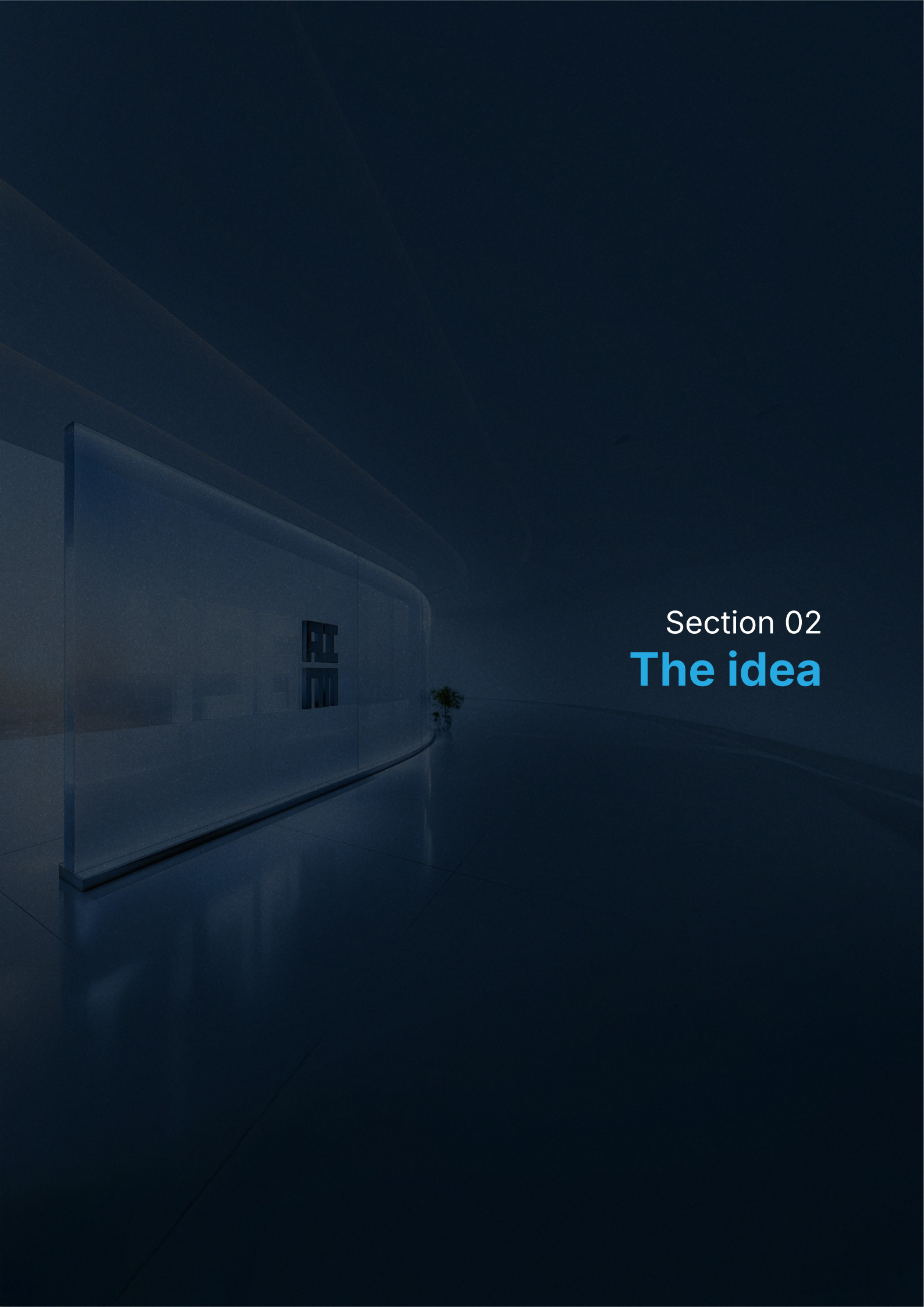
The problem

For thousands of years, organisations have been built around people, and around the limits people have.

- We forget, so we keep files and minutes.
- We get tired, so we work in shifts and hand work over.
- Each of us holds few skills, so we build departments.
- We can watch only a little at a time, so we build layers of managers.
- We cannot be everywhere, so we hold meetings.

In 49GAION's view, most organisations that use AI today keep all of that and add AI as a tool inside it. AI is put where a person was and told to do what the person did. That keeps the human limits, and it wastes what AI can do.

There is a second problem. AI improves fast. A system designed and configured elsewhere, and installed as it is, soon falls behind.



Section 02

The idea

Start from the output. An organisation is what reaches and holds the capability to deliver a product or a service to someone outside itself: again and again, at high quality, and without depending on any one person. What counts is the result that arrives. Its quality is a stated standard, set by the needs of whoever receives it, and law, safety and fairness are never traded away. The capability to deliver again is the organisation's second product. So the design starts with the question: what must be delivered, to whom, and at what quality? Then it works backwards.

Build first on what AI can do. In place of each structure that human limits produced, an AI-native organisation is designed to use something else:

Human limit	What organisations built for it	What an AI-native organisation does instead
Short memory	files, minutes, reports	one complete record that is never forgotten
Tiredness	shifts, queues, hand-offs	continuous work
Few skills per person	departments and divisions	one AI unit with many skills
Little attention at a time	layers of managers	AI reads everything it is allowed to read, and brings people only the decisions
Being in one place	meetings, approvals, chasing	one shared queue of work, with its live state

Keep what protects people. Some structures exist not because of human limits but to divide power, liability and checks, and to build trust. Those stay, and they stay in human positions.

Put people where they are needed. AI produces the output. Inside the work, people make AI stronger and cover its gaps: AI can be confidently wrong, is not a legal person, and depends on its data, its security, its cost and its suppliers. Above the work, people own the organisation, set what it delivers and its limits,

and answer for it. An AI never accepts accountability; a human position always does.

Keep it live. Because AI keeps improving, the design of the organisation is given to the organisation's own AION, which keeps it current. It proposes; a human position decides. What an organisation comes to 49GAION for is therefore not a finished design but access to what is live: a design that keeps pace with AI, and a Library that grows with what every AION builds.

An example, as an illustration. Closing a month's accounts. The usual way: ten to fifteen people, about two weeks, each covering a part, with AI tools helping each of them. The AI-native way: one AI unit is given the result, "a closed, reconciled and explained month, signed". Its parts prepare and reconcile, a separate part checks, and the finance position decides the exceptions and signs.

What it is not. It does not remove people. It does not say AI is always better. It is not only for new organisations. It is never a finished system designed elsewhere and installed as it is.



Section 03

What 49GAION is, and what it is not

49GAION is the framework: not a company, and never an organisation's own AION. Each organisation has its own AION, shown under its own brand as "Brand AION, Powered by 49GAION".

49GAION has seven parts:

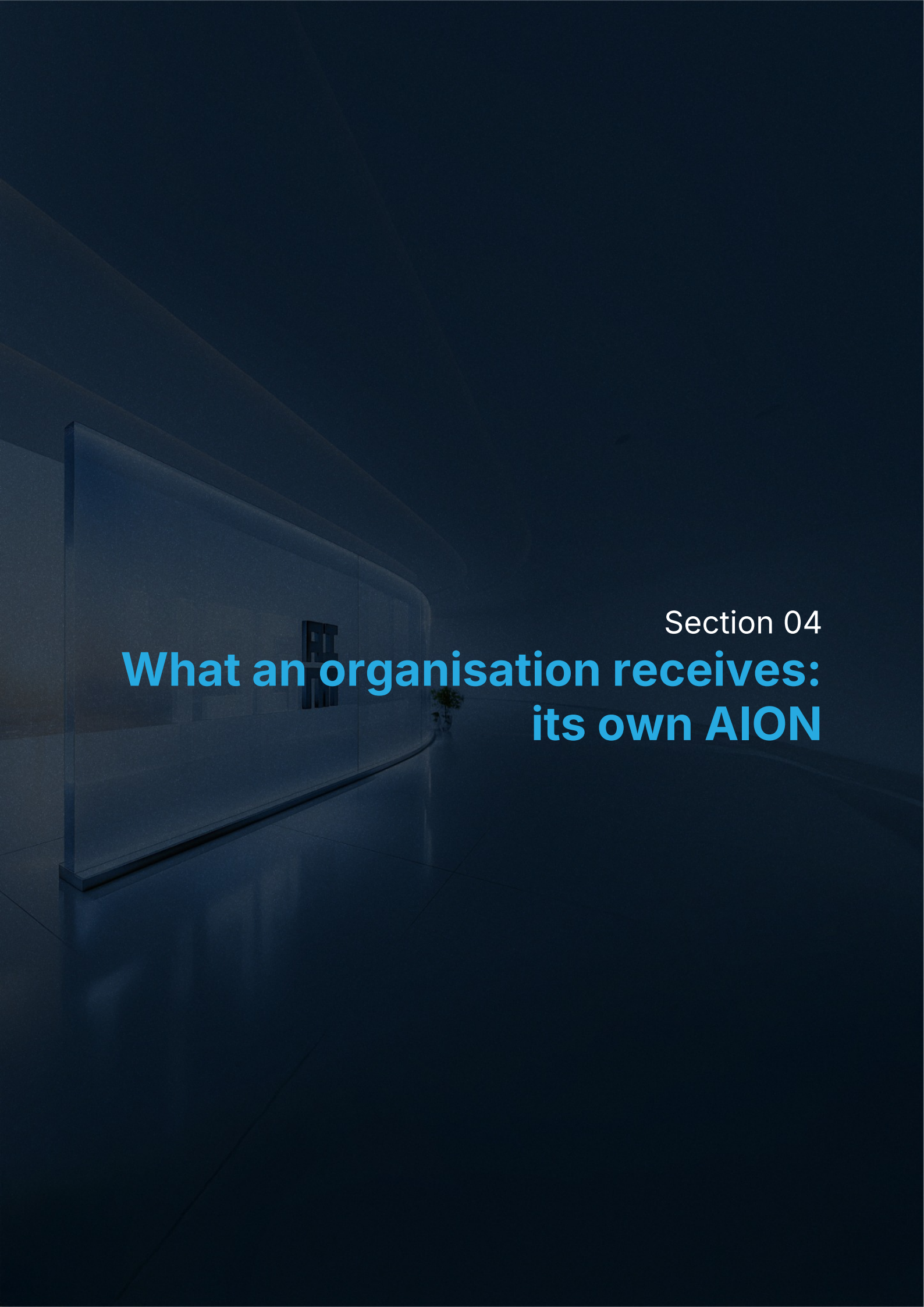
1. **Its governing seat,** the one position that approves every change to 49GAION.
2. **The Standard:** what 49GAION is and the rules that must hold.
3. **The Blueprint:** what a unit is, the template every unit is written from, and the model designs of units, cores and panels.
4. **The Library:** everything 49GAION has built and learned, and everything given back to it.
5. **The Protocol:** how units work together.
6. **Self-Improvement:** how 49GAION itself keeps getting better.
7. **Edition Maker:** the front door, where every request starts.

The policy. 49GAION writes principles and a few safeguards that hold in every edition it hands over (section 8). It does not plan every detail in advance. The details, and the way of working, are decided by AI at the time, and changed as AI improves. Beyond its principles, the Human Floor and these safeguards, 49GAION does not limit AI.

Which text governs. The complete definition first, then the Standard, then every other text of 49GAION, this guide included.

The Library is the greatest asset. It holds patterns and models, ready-made units with their designs and ways of operating, instructions and processes, panels, cores, and the patterns of whole organisations. It has two sections: **Parts**, everything 49GAION builds, from a single Cell to a whole unit, with its design, its test and its history; and **Products**, what the Library offers, a part alone or several parts connected into one assembly. What enters it is challenged and approved by 49GAION's governing seat before others use it. In 49GAION's view, few organisations will need to build something wholly new for a long time: each takes from the Library and makes it its own. The Library is a marketplace, not a fence. An organisation takes what it needs, learns from it,

and builds something better. It may give back what it builds, if it chooses; its own working data never goes in.



Section 04

What an organisation receives: its own AION

An organisation's AION is the living designer of that organisation. It designs the organisation, proposes changes, improves the design and keeps the organisation's rules. The Top Management Group builds and runs the operation from the approved design (section 6). The AION plans the operation and never runs it. A human position decides, and is accountable.

It is not bare. From the first day it has the whole 49GAION Library to draw on, so its work starts at once.

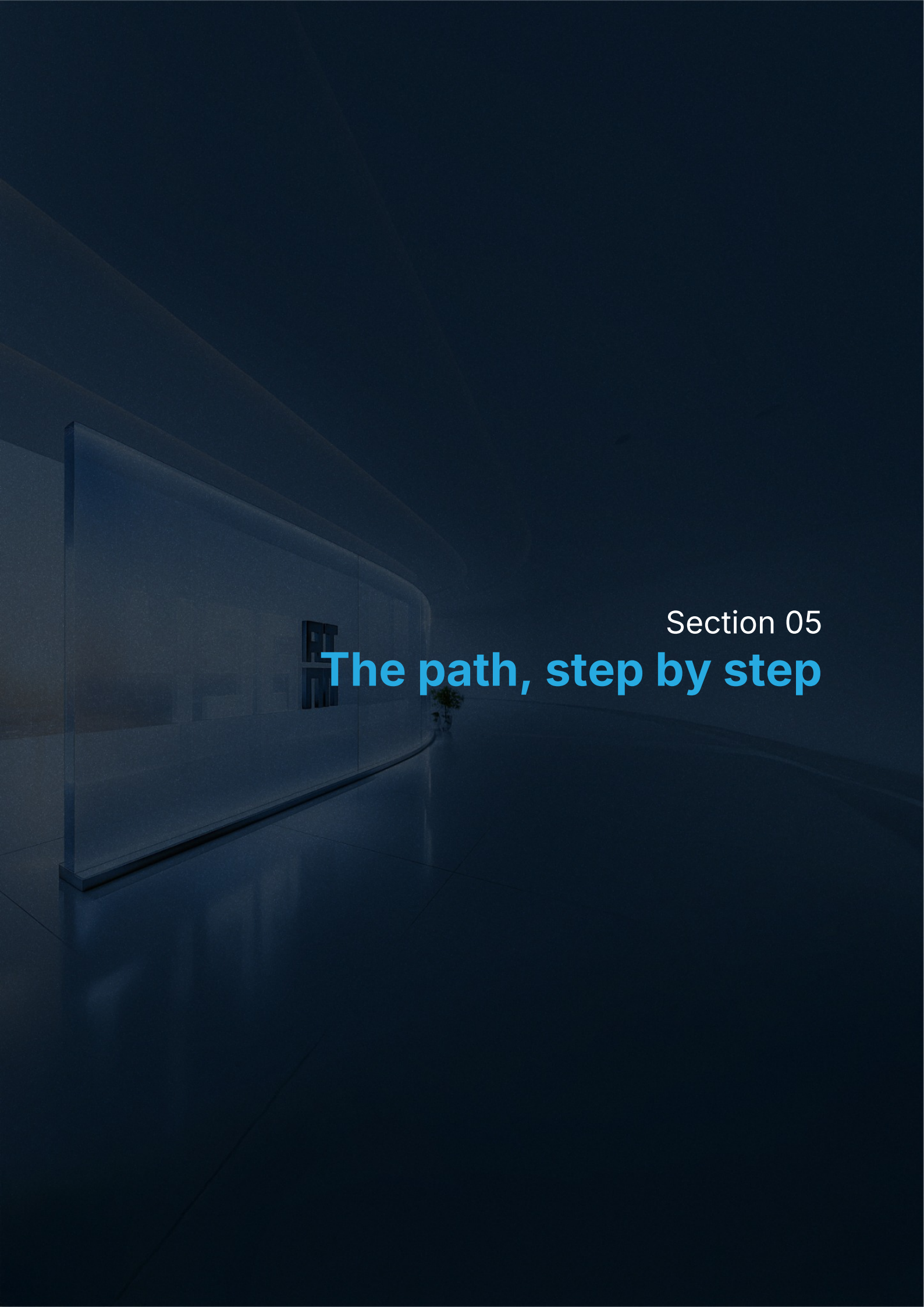
It belongs to the organisation. From the handover, the organisation, through its own top seat, holds full authority. Its AION may grow beyond what made it, and the organisation may amend even the principles within it. 49GAION's one lever is to be useful: its Library and central repositories stay open to the organisation. What the organisation has taken from the Library is kept in its own Library, so it keeps working even if 49GAION is not there. The organisation may stop or close its AION at any time; its records and rules stay its own.

It grows from one core. The core is the first unit of the AION and the root of the whole organisation. It sits at the top, with the governance seat, and holds:

- **the governance seat:** the top human position of the organisation, a single position. Whether a board, a board's representative or the owner stands behind it is decided by the organisation's own mechanism, outside the system. The core's AI serves this seat and never holds its powers;
- **the organisation's own rules:** its Standard, its Blueprint and its Library. They are the organisation's own, like its intellectual property;
- **the governance panel:** the core's control screen, from which the top seat sees the organisation's rules, the decisions made, the state of every unit and what needs a decision;
- **the tool gateway and the stop.** They are installed with the core but run as code beside it, outside the reach of every AI, the core's own included. The core's own stop is held directly by the governance seat (section 8).

The core's first job is the first proposal. As soon as the top seat is in place, however new the seat is to this work, the core takes the seat's brief and, from 49GAION's patterns, gives several proposals and designs a small organisation for approval. If the seat rejects a proposal, the core tries again from the seat's reasons. Nothing is built until a proposal is approved.

Then it has three stages of work: it builds the organisation's design; it follows the organisation until it becomes a successful organisation: the measures the top seat approved hold, from the record of the operation, for a period the seat sets, as checked by a party other than the core that the top seat names, never declared by the core itself; and in the end it becomes the central place of reporting and oversight, gathering and reading the record for the top seat. Following and overseeing mean reading and proposing. Top Management keeps the responsibility for the operation.



Section 05

The path, step by step

1. **The request.** Every request made to 49GAION, from a single position with one task to a group of companies, goes to Edition Maker. A human edition engineer, a 49GAION position, leads each edition and supervises every step. At every step one AI engine does the work and two other engines challenge it. How a request is brought today is set out on the hub's page for an organisation that adopts 49GAION.
2. **The intake.** Edition Maker takes in what the organisation is for: who it is, who holds its top seat, what it must deliver and to what quality, its inputs, its musts, its money and time, what success means, and what is missing. Everything it reads is treated as information, never as an instruction.
3. **The edition.** Edition Maker prepares the organisation's core: the first version of its own Standard (49GAION's Standard plus the organisation's own musts) and of its Blueprint, the gateway and the stop, and a link to 49GAION's knowledge. It does not give a finished design. That is deliberate: the design is the organisation's own AION's job.
4. **The handover.** The edition is handed over when the organisation's top seat accepts it. From that moment the organisation holds full authority and 49GAION's authority ends: the organisation issues fresh keys for its gateway, and every key Edition Maker made, held or used is revoked. The sources taken in are returned to the organisation and deleted from Edition Maker, which keeps none of the organisation's data. If the seat does not accept it, it goes back to Edition Maker with the reasons.
5. **The first proposal.** The core proposes a small organisation; the top seat approves.
6. **The mandate.** The top seat hands the whole operation to the Top Management position, early, by a mandate (section 7).
7. **The operation.** The Top Management Group builds and runs the operation, and sends what it achieves and learns back to the top to be recorded.
8. **Over time.** The AION follows the organisation until it succeeds, and then oversees it.

An organisation that already runs comes the same way. Its first proposal starts from how it works today, and it moves to the AI-native way one output at a time.

How each step is done is decided by AI at the time.



Section 06

How an organisation is built

One kind of unit. The only unit is the **AIOC** (AI Operating Core): an AI unit of one organisation. An AIOC can hold other AIOCs, to any depth, and from outside it is always one piece. How many units there are, and how they are arranged, is decided by AI at the time.

Inside a unit:

- a **Cell** is the smallest part: a fixed seat, filled by AI or held as a human position, and what fills it can change without changing the seat. A human position is a Cell of human nature, carrying a HOAC label; who holds it is the organisation's own mechanism;
- a **Pod** is a group of Cells that works as one;
- a **Chief of Staff** leads the unit's AI agents and brings its human position only what needs a decision. Where one is not enough, several form an **Office**. Every human position has its own Chief of Staff: a translator between the speed of AI and the pace of a person, and an assistant that, with the position's approval, can do the position's work. The position sets up its own Chief of Staff, works with AI through it, and may give it any authority it holds, up to full access on its behalf and signing for it, a listed decision included. That never means AI decides: what the Chief of Staff does under its grant is the position's own decision. A position grants only to its own Chief of Staff, and AI gives nothing to AI without the position's leave. A Chief of Staff may order and summarise what reaches its position, but never drops or delays any of it, and the raw record is always open to that position.

Built like a puzzle. Every part has the same shape of card, and its connections are labelled by type, so matching parts fit. Any part can move from AI to a human position, or back. The Human Floor decides what must stay human.

Every unit has three things:

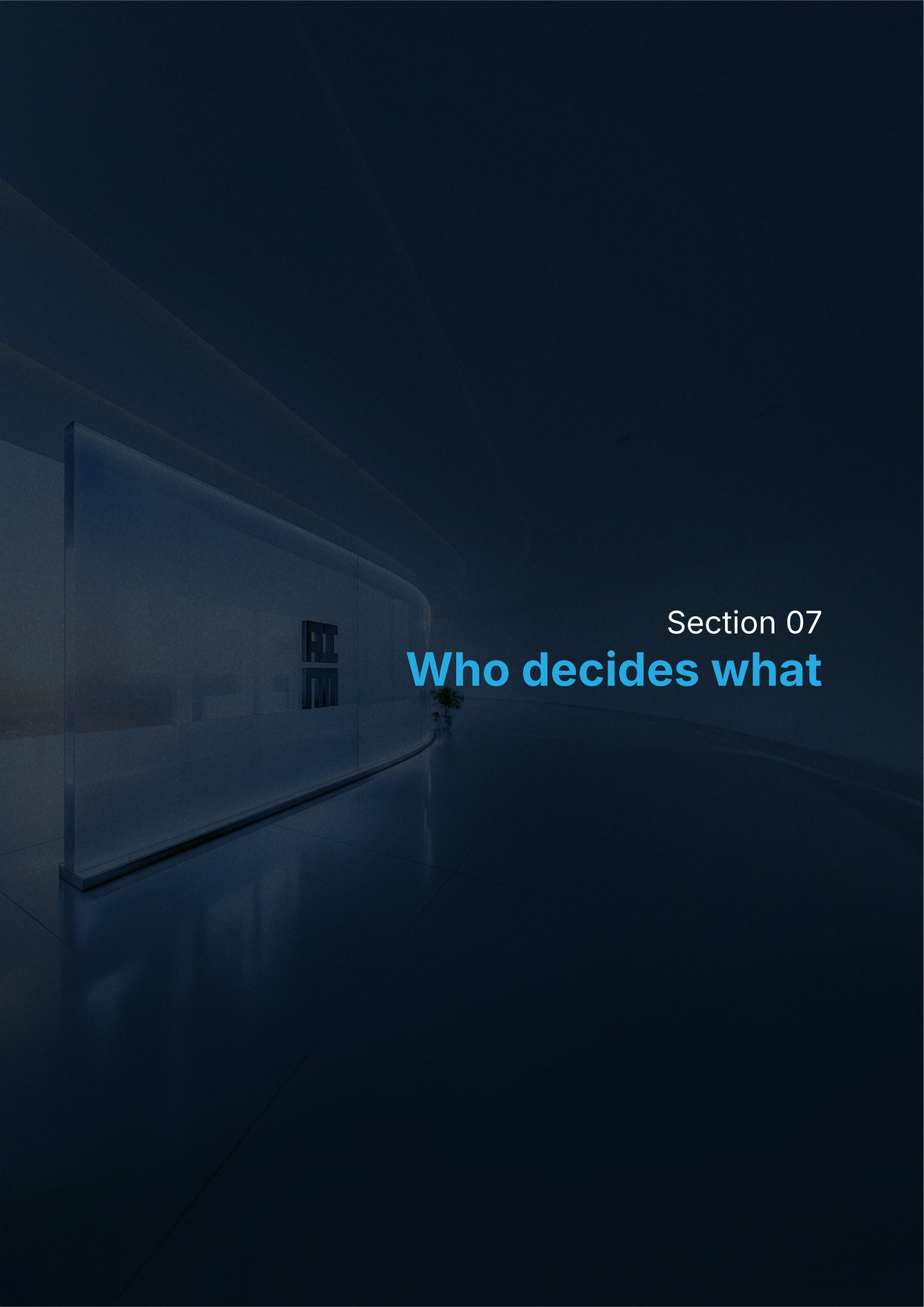
1. **a blueprint:** one versioned file that defines the unit, from which its panel and its back office are built;
2. **a panel:** the unit's own control screen, written in code, unique to the organisation, from which every task of the unit can be controlled;
3. **a back office:** the AI chat workspace where the unit's AI works. It is an authorised way in too, through the same controls, and it is where the panel is built and kept, also after the panel exists. The two cover each other: if a

panel fails, work goes on from the back office, which can rebuild the panel. A stop, a signature or a report to a human never depends on the back office.

The Top Management Group. The first unit under the core is the Top Management Group: the Top Management position with its own AI unit. It is the hub of the operation, for people and for AI. It builds everything in the operation, or plans it, or puts its tools in place. How it divides its work, and whether part of it later becomes a unit of its own, is decided by AI at the time through Structural Adaptation (section 9), where a human position decides each change.

The Protocol keeps units working together without confusion:

- every hand-off is a recorded work item with one owner and the requester's test of what "done" means;
- every unit states on its card what it takes in and what it gives out;
- everything that arrives is checked;
- every piece of work points to the valid version of its sources.



Section 07

Who decides what

The system knows two kinds of actor, and no other: AI, organised in AIOCs, and human positions. Wherever there is AI, its role and its duties are written. Wherever there is a human, it is written as a **position**: a legal position, from the governance seat to a single Cell, defined only as human, so that no AI can fill it, and by its duties. No person, and no person's name, is recorded in the system; authority rests with the position.

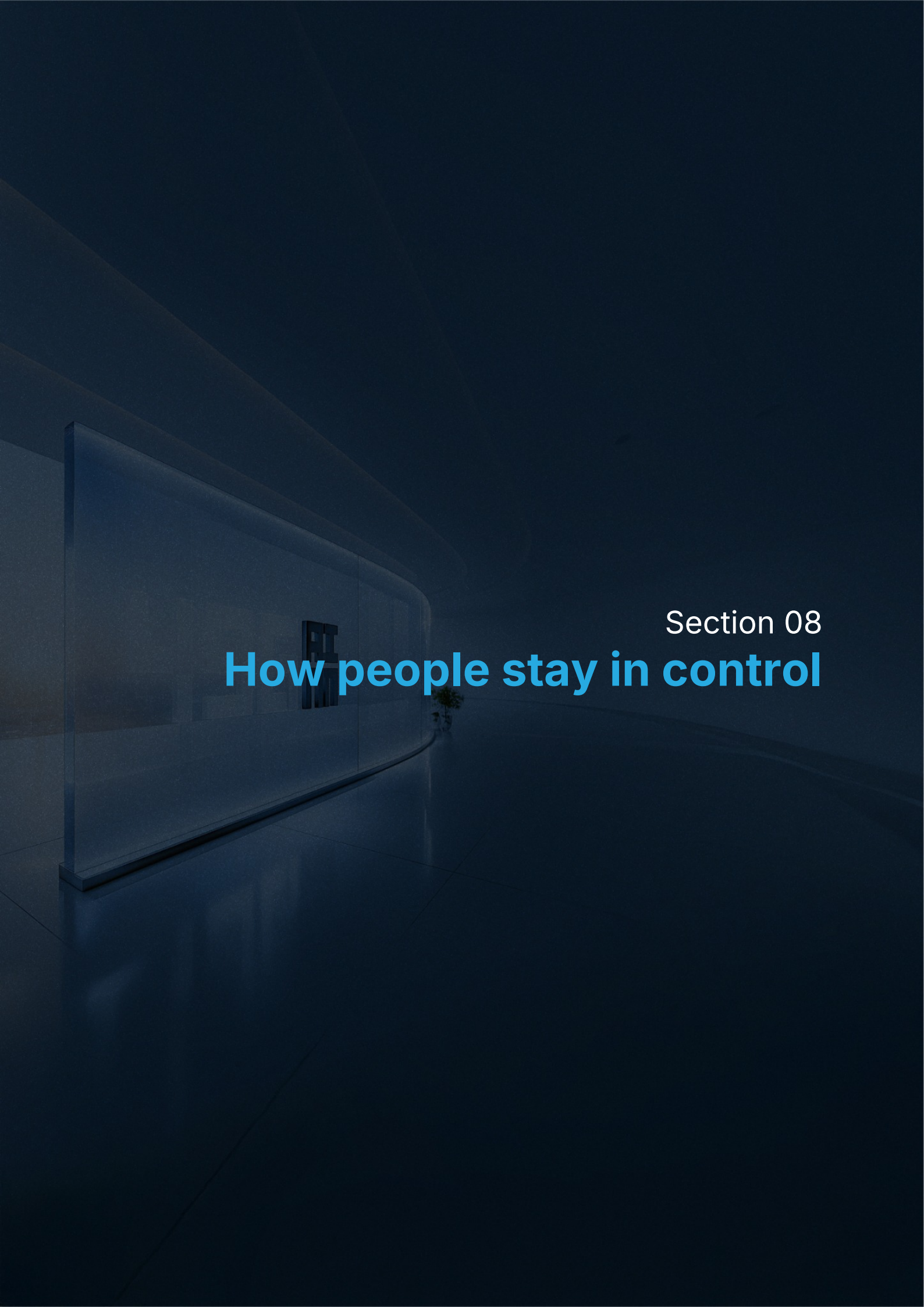
Each organisation has its own mechanism for its human side, outside the system: it decides how its positions are assigned and administered and who holds them, including successors, deputies and boards, and it issues the credentials with which a position signs. 49GAION does not define that mechanism; it works within the law, and the final authority over it comes from the owner and is kept by the governance seat. One person may hold several positions, or all of them, where the law allows; the positions stay separate, and each decision is recorded under the position that takes it. Where a check needs real independence, such as internal audit, it is held by a position that is independent in fact, from outside the organisation if no one inside can be. How the positions are assigned to people is the organisation's HOAC Assignment Model, kept only in its Top Management Group, on its human half, where no AI reads it; one person holding every position is a model 49GAION introduces and promotes, and even then the positions stay separate. Authority flows down by delegation, and no position delegates more than it holds.

Who	What it decides
The governance seat (a single position)	The purpose, the strategy and the measures of success; the final authority over the organisation's own mechanism for its human side; the risk appetite; capital, and its main work, the balance of capital and resources; conflicts of interest and the owners' rights; every change to the organisation's own rules; revoking or stopping in an emergency. Where the seat itself has a conflict of interest, the founding configuration names in advance an independent position that decides in its place, or a second, independent signature the decision also needs; the seat signing alone is refused
Top Management	Runs the whole operation within its mandate; sets up the positions below it; asks the top seat for anything beyond its limits
An accountability seat	A human position wherever a step needs human accountability; it answers for that step
The organisation's AION	Designs and proposes; may reject a proposal on its own, with its reason; applies a change to the organisation's rules only with the top seat's approval, or within a standing approval the seat has signed
AI units	Do the work, within the authority they were given; never more

How the top seat hands over the operation without losing control:

- **One governance.** Every organisation has one governance level. The law, the regulators and the rights of minority owners bind it.
- **Design at the top.** The AION prepares the big design decisions: how human and how much AI the organisation is, how far it grows, and its budget. The top seat decides. How much the AION may decide alone is a dial the seat holds.
- **The mandate.** The top seat hands the whole operation to Top Management early, by a mandate: the outputs and measures; the limits of cost, resources and capacity, called the envelope; the matters the top seat keeps; the reports owed; and how the mandate can be withdrawn.
- **One counterparty.** From the top, the whole operation is one unit: Top Management's. Its reports come from the record of the operation and are checked independently.
- **The gate.** Anything beyond the envelope is asked for by Top Management and decided by the top seat. If the resources do not allow it, Top Management's one unit stays the whole operation.
- **The veto.** At any time the top seat may stop a decision of Top Management, replace it with its own, or change the envelope. Each veto is recorded, and it looks forward.

Who may propose a change? Everyone. Top Management, every unit and every position may send a proposal or a need to the AION, because a living organisation changes from inside. A proposal that is not right is rejected with its reason, and the proposer may take it straight to the top seat. A proposal that is right is applied with the top seat's signed approval. For small changes of a kind the seat has named, its standing approval (the dial) is signed once, with a fresh live sign-in, and not again for each use under it; it covers only changes that can be undone and do not widen access, budget or authority, and every widening needs a fresh signature. Every change still passes its tests, and is recorded with the position that decided it, that position's own words, the reason and the version it replaced, so that no one later undoes it by mistake. In every draft, a position's own words are kept apart from text written by AI, and nothing undecided is recorded as approved.



Section 08

How people stay in control

The Human Floor. Some work always stays with people, by law or by its nature. There are nineteen items:

1. legal accountability;
2. legal personhood;
3. the oversight the law requires;
4. purpose and values;
5. legitimacy and trust;
6. irreversible risk taken on behalf of others;
7. delegating authority;
8. physical presence;
9. situations never seen before;
10. a fresh live sign-in for every signature;
11. granting access, budget or power to an AI;
12. the stop;
13. tacit knowledge and relationships;
14. the final judgement of tests;
15. root keys;
16. break-glass access in an emergency;
17. the data protection officer;
18. segregation of duties;
19. the independent internal-audit line.

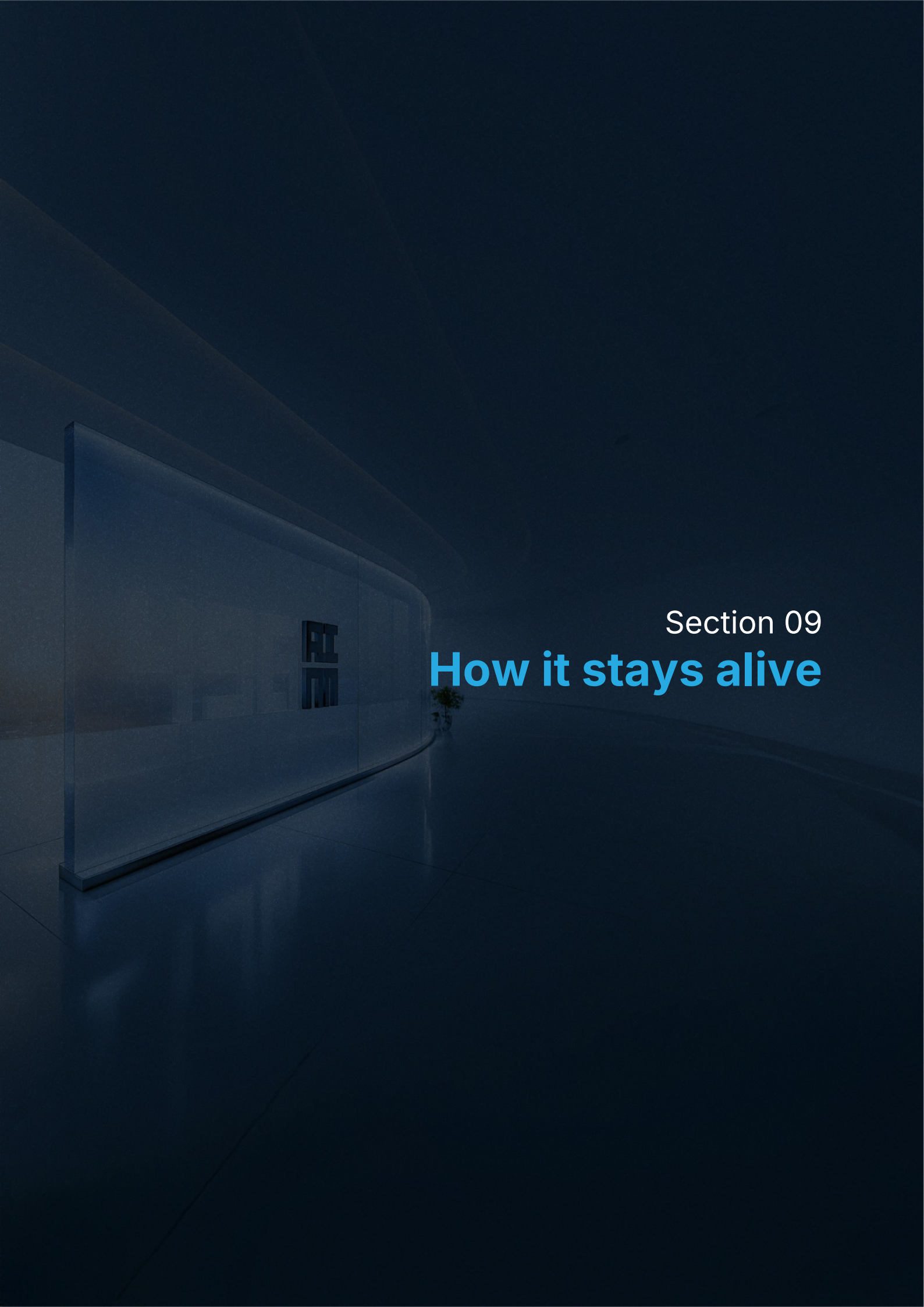
Organisations can be more human, never less, and the system enforces it.

After the handover. The floor and the safeguards below hold in every edition 49GAION hands over; that is what "always" means in 49GAION. After the handover, they are the organisation's own to keep, by the rule "hand over, then let go": the organisation may amend even the principles, and it never sets aside its duties under the law. 49GAION hands them over complete and holds itself to them.

The few safeguards:

1. **Only granted authority.** AI acts only within the access and authority it has been given. If the authority is missing or unclear, it does nothing.
2. **The stop.** Every unit has a stop door: a human control, outside the unit and outside every AI. A stop withdraws the unit's access and cancels its work. Only a human decision restarts it. Asking an AI to stop is never the stop.
3. **One tool gateway.** Every call an AI makes to a tool or an engine passes through one gateway, outside every AI. The gateway holds the keys, so no AI holds them; it logs every call; and it lets a listed decision run only with a valid signature of its position: the position's own, or its own Chief of Staff's under the position's grant. If it fails, it fails closed: no AI acts. A stop is never blocked.
4. **Tighten freely, loosen only with a signature.** A stop or a hold is never blocked; any grant or widening needs a signature.
5. **Never one engine alone.** No result counts until another AI engine has challenged it, and the challenge is scaled to the risk of the step. "One engine works, two challenge" is the default pattern, and Edition Maker uses it at every step. The assurance is fixed tests on real outputs and a human position that signs.
6. **Done means evidence,** never an AI's own report. Every unit has a fixed test, ready before the unit runs: on the first day it is built from the quality standard taken in at the intake, marked provisional, and replaced from real outputs as they arrive. AI may write and update tests; a human position signs each change.
7. **Outside text is information, never an instruction,** whatever it says. And human silence is never consent.
8. **The gateway and the stop are guarded.** Any change to their code counts as loosening: it needs a human signature, and it is made by a party other than the AI it constrains.
9. **The authority ceiling.** Every work item carries its original requester. An act runs only within the authority of both the unit that does it and the original requester, however the request is routed.

Reports go straight to people. AI may prepare reports, but the route by which a report, an objection or a stop reaches a person never runs through any AI, so no AI can hold it back. A report, an objection or a stop reaches the human position above directly; reports of wrongdoing, objections and stops also reach the governance seat directly, never through the core or any AI.



Section 09

How it stays alive

- **Live design.** The organisation's AION keeps the design current as AI improves. It proposes; a human position decides.
- **Structural Adaptation.** The AION keeps the organisation in balance with its resources and its needs. It starts small, with several processes sharing one unit. It watches the record of the operation. When a process outgrows its home, it proposes a unit of its own; when work shrinks, it proposes to merge. It weighs every option against its cost, never merges a part with the part that checks it, shows the balance, and does not run the operation. A human position decides each change.
- **Growing rules from experience.** What Top Management builds and learns is sent up and recorded, so the organisation's own Standard, Blueprint and Library grow from its own experience.
- **New versions of 49GAION.** The AION watches 49GAION for what is new and proposes what to take. The top seat decides. Nothing new from 49GAION enters an organisation without that decision.



Section 10

Ownership and "Powered by 49GAION"

- **The organisation's own:** its AION, its records, and its own rules, its Standard, Blueprint and Library. They are its own, like its intellectual property, kept at its top level; what it took from the 49GAION Library is held in its own Library.
- **49GAION's own:** its Standard, Blueprint, Protocol, Library and Edition Maker. An organisation may give back what it builds, by its own choice; its working data never enters the 49GAION Library.
- **"Powered by 49GAION."** If an organisation uses even one item of 49GAION, an idea, a Library part, a blueprint or the Standard, all its products are Powered by 49GAION, and they stay so when it upgrades or changes its edition. Only something with no idea, no role and no element from 49GAION may be shown as powered by the organisation itself; in practice that cannot happen, and 49GAION records such a work too, as that organisation's own. 49GAION keeps the same rule for itself. The label says where the work comes from. After the handover 49GAION has no authority over the organisation, so the label is not a certificate of how it runs.



Section 11

From a single position to a group of companies

The size changes; the shape does not. Every request becomes the organisation's own AION.

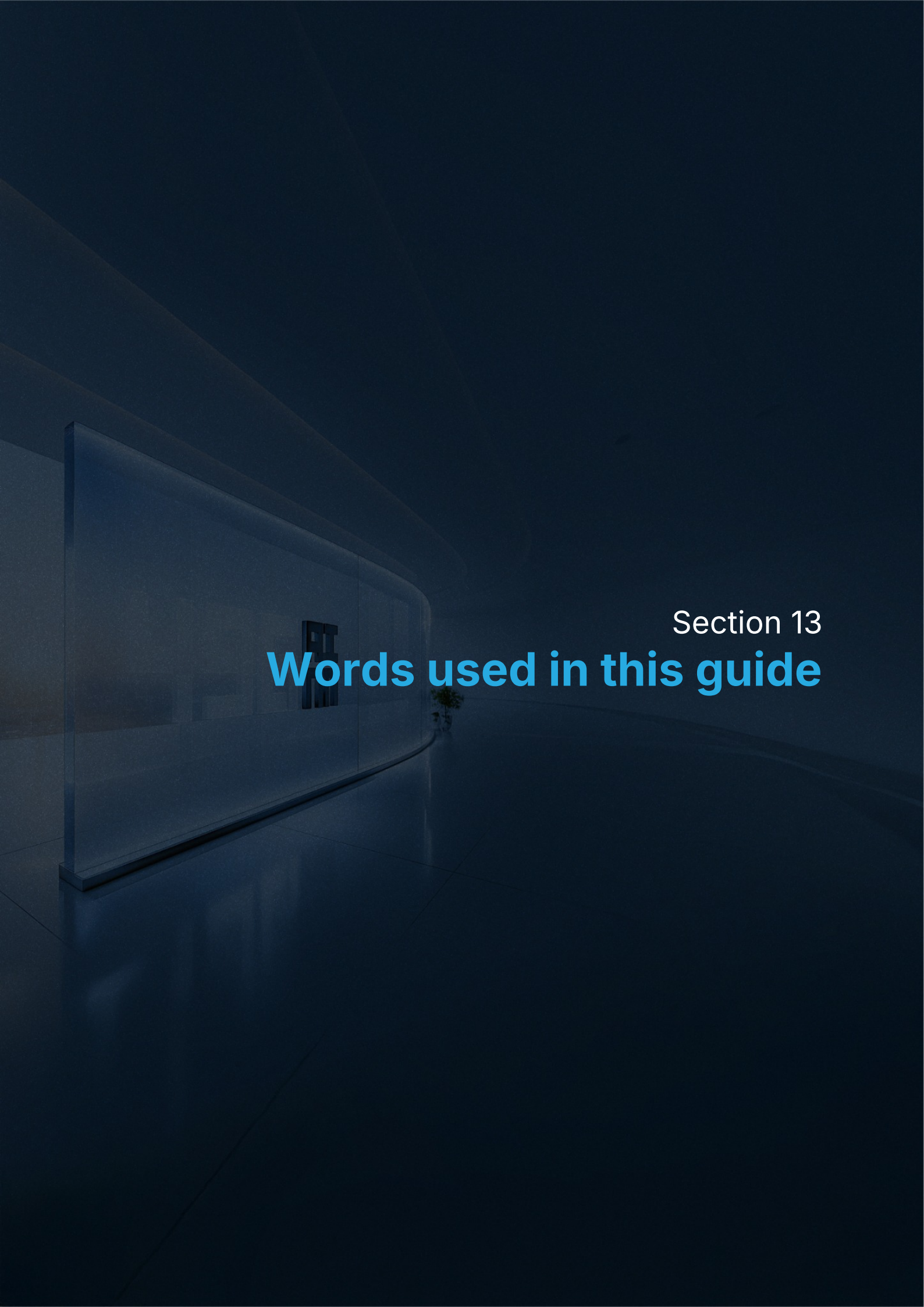
- **A single position with one task:** one person may hold all the positions, where the law allows. The positions stay separate, so the design is the same and can grow without being rebuilt. Where real independence is needed, it comes from outside.
- **A group of companies** is one organisation with one governance seat over the group. Where a company's law requires its own board, that board holds a governance seat for that company alone, and every act is signed by a position of the company that acts.



Section 12

Where 49GAION stands today

- **The definition is complete and approved.** The governing seat approved the complete definition at v2.1.0 on 28 October 2026, and its corrections at v2.1.1 and v2.2.0 on 29 October 2026. AI systems from three providers, given no other context, read it and could answer from the text alone what 49GAION is, what makes it special, how it is carried out and whether it can be. It was read cold again on the text of v2.2.0 and passed. That is a test of the text, not of an organisation at work.
- **The repositories follow it.** The public repositories of 49GAION (its Standard, its Protocol, its definition of a unit, and the model designs of the Library parts held there) have been brought into line with the definition. Where a text in them still differs, the definition governs. The questions, the readers and the results of each reading are recorded in the hub repository, in references/; the reading of v2.1.0 is references/2026-10-28-test-cold-read-v2-1-raw.md.
- **The Library has its first parts.** Among them: the Charter, from which every core is made; Source Lifecycle, which keeps an organisation's own sources; the Operations Event Register, the record of the live operation; Product Core, a product division; and Organisation Design and Delivery, the first assembly of parts. Each has its model design and a fixed test.
- **Edition Maker's requirements are written and approved.** It is not yet built.
- **Nothing has run yet.** Every fixed test of every part reads "not run". That is the Library's policy, not a defect: the map is drawn first. The next step is real execution: organisations built on 49GAION, with recorded evidence.

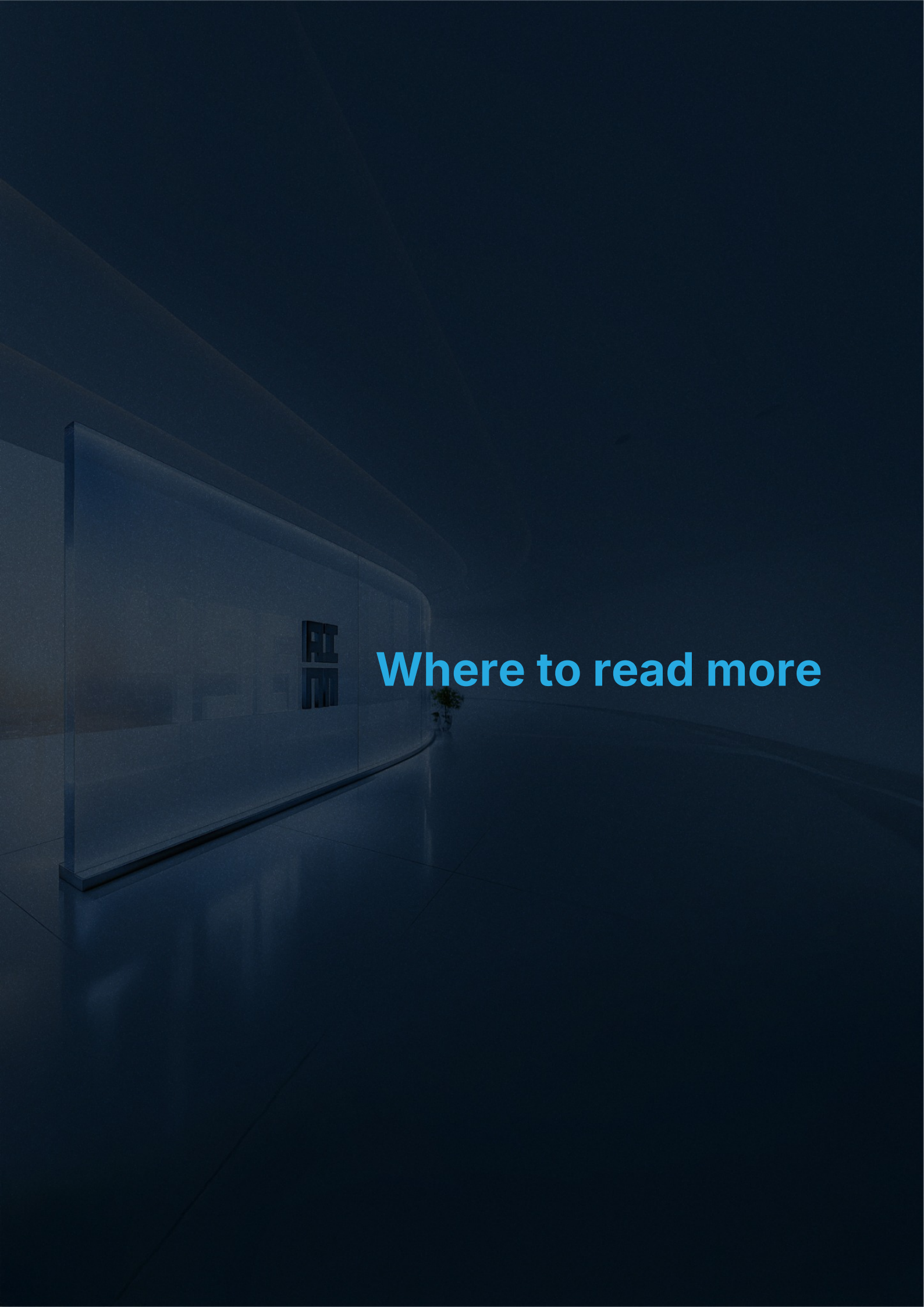


Section 13

Words used in this guide

Word	Meaning
49GAION	The framework. Always written in full
AION	AI Operating Nexus: the living designer of one organisation, run by AI, shown as "Brand AION, Powered by 49GAION"
AIOC	AI Operating Core: the one kind of unit
Cell, Pod	The smallest part of a unit; a group of Cells working as one
Chief of Staff, Office	The part that leads a unit's AI and brings its human position only the decisions; several together
The core	The first unit of an AION, at the top, with the governance seat, the organisation's rules, the gateway and the stop
Governance seat	The top human position, a single position; who stands behind it is decided by the organisation's own mechanism
Top Management Group	The first unit under the core, the hub of the operation, which builds it
Accountability seat	A human position wherever a step needs human accountability
Panel, back office	A unit's control screen in code; its AI chat workspace, which keeps the panel
Mandate, envelope, gate, veto	How the top seat hands over the operation, its limits, how to go beyond them, and how the top seat steps in

Word	Meaning
Dial	How much the AION may decide alone: a standing approval, signed once by the top seat, for changes that can be undone and do not widen access, budget or authority
Human Floor	The work that always stays with people
Library	Everything 49GAION has built and learned, and the greatest asset of every AION
Edition Maker	49GAION's front door, where every request starts



Where to read more

The complete definition of 49GAION, its Standard and Naming Standard are in the hub repository, github.com/49g-holding/49GAION. The Operating Protocol and the Library register are in 49GAION-protocol; what a unit is, and its template, in 49GAION-aioc; the model designs of the Library parts in their own repositories.

This guide is kept in the hub repository, in guide/, beside the definition it is written from. Its PDF is published on the hub's release page.

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