

Epigenology Clinic Business Operation

Hence we've modified, upgraded and computerized the Geriatric Hand & Wrist Exams of the "Royal College of Physicians and Surgeons of Canada" redeveloping it for the general public. Able to diagnose any complex Hand & Wrist as a diagnostic comparison tool for the medical community. The exciting part is that little or no medical knowledge is required. But it does help increase the "Hand & Wrist Practitioner's" (H&W-Practitioner's) skill sets. A computer Database not only interprets the exam results but also controls an innumerable amount of variations too complex for any mind to handle. Able to replace the now cancelled "Yearly Physical" allowing Physicians to focus more on a patient's Chief of Complaint medical needs that can also make the Hospital Emergency visits more efficient.

Published by

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Beyond Innovation

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Epigenology Clinic Business Ops.

For more information visit: <http://www.epigenologclinic.com>

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A format that one day could replace the yearly physical helping individuals in a quest for a more stable, healthier and successful lifestyle associated with their physical disposition and Epigenetically. In the event that anyone uses any information from these publications and products is for their own personal use, which is their constitutional right/ Hence ZioTECH Inc’s publishing dept. and the author assumes no responsibility if used improperly.

This book or manual maybe Published/printed simultaneously in Canada and USA.

The Mind / Hand Comparison diagnostics

Self-Help/Health, A tool that Examines & interprets Unique Symptomatic Epigenetic Descriptive Hand & Wrist-features for personal and medical uses, “An alternative to the original yearly physical”

ISBN: 1-894758-14-5

Finally, an opportunity to create a Hand & Wrist Practice as a comparison diagnostic technology. Able to diagnose any complex Hand & Wrist as a home based business. It not only interprets the exam results with little or no medical knowledge at all, sorry medical pros. But also interprets all types of injuries as well as ailments, etc. and infinite variations with incredible accuracy. By:

Gerald E. Picard



Why a Home Based “Epigenology Clinic” Business?

Because It's a unique clinic that utilizes a “Hand & Wrist Practice” (**H&W-Practice**) examination tool. Whereby head office “Computer Database” (**Computer DB**) does all the diagnoses after the “Hand & Wrist Practitioner” (**H&W-Practitioner**) performs their examination. Its ideal because it requires little or no medical knowledge at all to perform the examination, but does help to increase the examiners skill sets at first. The uniqueness of this type of examination is that the **Computer DB** not only interprets the exam results but also controls a phenomenal amount of variations too complex for any medical Professional's mind, sorry about that. Helping you and your clients resolve their health issues quickly and professionally as a diagnostic comparison medical technology is really incredible. As such it allows the public to reduce their Hospital emergency visits. It could even replace the yearly physical now cancelled.

Low Start Up Costs

- You control your time, income & schedule
- Be your own boss
- Online global income for extra cash
- Tax Benefits
- All required documents included

Welcome to a new home based business coined **Epigenology Clinic** that utilizes a “Hand & Wrist-Practice” technology. Able to diagnose any complex hand & wrist as a diagnostic comparison tool for the medical community. The exciting part is that little or medical knowledge is required (But it does help increase exam skill sets). A computer Database not only interprets the exam results but controls and an innumerable number of variations, sorry medical Professionals. A future that we are sure will be beneficial to you operating your very own **Epigenology Clinic service** at home as a **H&W-Practitioner** for the public at large and all medical communities alike.

Must go through a light training course for Exam-1 to see if one is capable of using our H&W-Exam manual property. More advanced Epigenomic Dermatoglyphic Exams-2, 3 & 4 versions can be dealt with if one so desires to do so later on.

(A) Prior to Being Approved:

1. Must have a minimal North American grade 12 education with no history of substance abuse. A partial **H&W-Examination** will justify if anyone is a heavy street drug user as well as if they have a capacity to learn new

skills.

2. Must go through a light training course for **Exam-1** to see if one is capable of using our **H&W-Exam** manual properly. More advanced **Epigenomic Dermatoglyphic Exams-2, 3 & 4** versions can be dealt with if one so desires to do so later on. **Other learning options are:**

(i) How to use the **H&W-Practice Symptomatic Exam-1** manual which is a physical **11 x 8.5 inch Manual** able to access it as a free downloadable pdf document file via our website. Anyone with a subscription can download it onto their computers (Preferably Apple iMac or MacBooks for security reasons) to print or use it electronically on their computers,

(ii) Learn how to fill out **Exam-1's requisition forms** containing Invoices, disclaimer & worksheets, etc.,

(iii) Learn how to submit a client's exam Invoices & Worksheets, etc. to head office **Computer DB** to generate reports for clients,

(iv) Must complete months of internship with another **Registered / Licensed H&W Practitioner** or in a **Epigenology Clinic** environment.

(v) Learn how to interpret reports and to communicate with clients properly. Understand, without proper training it could be damaging to your clients well-being.

3. New **Epiogenologist H&W-Practitioner** can remain in their internship clinic or go on their own at home using a subtitle such as their name perhaps.

4. To increase one's confidence as a startup examine yourself first then family and friends with an extremely low price range you set yourself in a non-invasive unbiased manner. Helping people live a healthier lifestyle plus their word of mouth marketing will help anyone start their Clinic business in a healthy manner. Also helps public who want to know more about this new **Epigenology Clinic's H&W-Practice**. For more advanced examinations **Dermatoglyphic H&W-Exam's 2, 3 & 4** is based on **Epigenomics** which interprets how our environment affects our bodies so that humans can survive harsh environments known as **Epigenetics**. The **author used it to save his own life**.

5. Other documents in this package include how to open a **Epigenology Clinic H&W-Practice**, with other **Practitioners**. They must have a few years of experience with at least 10 cases per month.

6. Also learn how to recruit others to become a **Epiogenologist H&W Practitioners**. You could work with them to reap a financial reward from their active services for a few months, etc. to get started.

Our purpose is to help people learn about themselves and solve health issues via our **Epigenology Clinic's “Hand & Wrist-Practice” (H&W-Practice)** diagnostic comparison technology. It allows the public and medical pros to resolve health and life issues quickly and efficiently. This is accomplished by allowing the **H&W-Practitioner** identify and record their clients **Exam-1's unique “Symptomatic Epigenetic Description Feature” (SED-Feature)** on a worksheet. Once the Client's worksheet has been processed using our corporate computer DB. A confidential reports is created and sent to the person requesting the examination or medical professional.

(B) Once approved future Hand & Wrist-Practitioners duties are:

1. In order to expand the **Epigenology Clinics H&W-Practitioners** we must be able to recruit others to become same.

2. Anyone can be recruited by means of applying for an application via friends and family, plus by advertising or doing promotional campaigns in your local newspaper or online website even using social media.

3. It's required to keep many copies of the **H&W-Practice Manual** whether a physical manual or pdf document files on a computer including USB Stick, etc. One may never know when someone needs to be aware of their medical health situations.

(C) Termination process.

1. If ever any **Epiogenologist H&W-Practitioner** fails to comply with our **Privacy Policy** and **Code of Ethics** agreement or meet other corporate obligations as a professional **Epiogenologist** including conduct not becoming as a **Epiogenologist H&W-Practitioner**. As well as keeping in good standing laid out in our **Epiogenologist H&W-Practice declaration**. Not to mention grievances and other complaint from yours and other clients / Patients which can be used against any **Practitioner** for dismissal.

2. Best of luck with your new **Epigenetic Clinic** home based business as a **H&W-Practitioner**. Any questions can be answered by going to our website.

(D) Prerequisite to becoming a Self Employed Professional Epigenologist Practitioner

1. It's having the right stuff which is being street drug free, **highly motivated entrepreneurial Spirited leader**, showing a lot of confidence with at least a Grade 12 Education. After filling out our application and completing a registration form. Including the process of allowing us to perform a **partial Hand & Wrist examination** as mentioned earlier. Necessary to see if you are clear of any substance abuse, have no mental disorders and have competent work ethics, etc as well.

2. The next step is to purchase our courses only if you think its necessary after viewing our **H&W-Practitice Manual** as it is a simple process to perform examinations.

3. Once approved after passing a few of our test runs. One must sign all the necessary documents (Contracts, NDA agreements & publishing release forms, etc.) with head office. In response the successful person will be given a license number with their registration to open a home based **Epigenology Clinic** as a **H&W-Practitioner** that will work with their subscription.

4. To get started in your new profession head office will reduce the cost of interpreting your clients exam results worksheets in generating their reports. A limited time offer.

5. **Wannabe H&W Practitioners** can acquire their skill sets with confidence, in just few days or weeks. By either becoming an assistant to an already established **Epigenology H&W Practice clinic** environment or hooking up with another home based **Epigenology Clinics**.

6. With these new skill sets **Epigenology Clinics H&W-Practitioners** can now examine any hand, regardless of its complexity.

7. As a reminder the copies of client's requisition form, invoices and worksheets, etc all become their property which also involves disclaimer of responsibility documents as well. Once Practitioner receives their clients report they are all attached together as the property of the client/patient.

8. **Epigenology Clinic H&W-Practitioner** assistants are performing internship training to become professional **Epigenologist** or would like to remain as such as a part time profession. But they still must be registered and licensed as an assistant in order to continue to practice performing **H&W-Examinations**.

9. In a **Epigenology Clinic** environment each **H&W Practitioner** can have from 3 onward assistants used for absenteeism, vacations and illnesses etc. Once assistants show confidence they can also group together and form a new **Epigenology clinic** environment once Licensed fully as a **Epigenologist H&W-Practitioner**. Purpose is to share office space similar to lawyers, doctors and dentists, etc.

10. Each home based **Epigenology Clinic** business can be allocated a specific geographical territory of their choosing as part of their agreement. Guaranteeing them access to at least 4,000 clients / Patients. This geographical territory is usually a ward in a city or county or voting territory, etc. This allows each clinic the ability to have a repeat business service with minimal competition from others.



Above images is a new Epigenology Hand & Wrist Practice Clinic as a preemptive health care services with astonishing results (Comparison Diagnostic Tech.). It can also start as a home based business. Both Used by the public via appointments or by requisitions submitted from the medical professionals. Global online Exams via the internet is also a viable possibility. Similar to having a medical assessment but requires less-time and far more accurate.

11. Once the new **Epiogenologist H&W-Practitioner** is showing success and accuracy they are then able to list themselves internationally on their own websites or our corporate version with corporate approval of course. Their website can also be linked to our corporate websites.

12. Their international clientele will be measured in proportion to their exam skill sets based on their own experiences and reputation, from a few hundred to thousands of clients.

PLEASE NOTE: Internship and some courses are required to start a home based A **Epigenology Clinic H&W-Practice**. After registering yourself some of the legal documents associated with becoming a **Epiogenologist H&W-Practitioner** must be signed. They can be download such as the Declaration, Privacy Policy and Code of Ethics and other necessary documents, etc.

(E) Corporate Code of Ethics

Intent

Corporate code of ethics is engineered to promote a lawful and ethical behaviour by all Corporate officers, employees and members of the Board of Directors. Including **Epigenology Clinic & H&W-Practitioners** associated with our corporation. Ensuring that the all Company business is conducted according to the values of our Company involving all applicable rules, regulations and corporate bylaws.

Applies to:

This policy applies to all employees and officers of our corporate structure. This policy also applies to Directors, where applicable.

Each employee and officer is expected to be familiar and comply with all of the policies of the Company that apply to their employment. In addition, a commitment to ethical conduct requires that employees and officers comply with the spirit of the law as well as the letter of the law. It is the duty of each employee and officer to know, understand and comply with any laws, regulations, and rules that apply in his/her job.

Guidelines

Our corporation is committed to conducting its business ethically with transparency and integrity. The ethical conduct of the Company depends on the collective conduct of its employees, officers and Directors. The Company has established the Dominion Ethics Program to coordinate compliance oversight activities company-wide. The Ethics Program establishes processes to assist employees, officers and Directors in obtaining guidance and resolving questions regarding ethical and compliance issues. The Company has adopted principles in the following areas to guide employees, officers, and, where applicable, Directors, on behaving with respect, honesty and decency towards everyone affected by our business:

- Compliance with laws, regulations, rules and policies;
- Appearance of good conduct and avoidance of conflicts of interest;
- Loans and guarantees of obligations;
- Employee relations;
- Harassment;
- Commitment to safety;
- Commitment to excellence;
- Community relations;
- Appropriate use of Company assets;
- Corporate opportunities;
- Fair dealing;
- Accurate Company records;
- Confidential Company information;
- Reporting violations;
- Changes to the Code of Ethics;
- Granting and disclosing waivers;
- Administration of Code of Ethics;
- Retaliation;
- Violations.

Each of these principles is described briefly in the paragraphs that follow. (Select any link for quick access).

Compliance with laws, regulations, rules and policies

Each employee and officer is expected to be familiar and comply with all of the policies of the Company that apply to their employment. In addition, a commitment to ethical conduct requires that employees and officers comply with the spirit of the law as well as the letter of the law. It is the duty of each employee and officer to know, understand and comply with any laws, regulations, and rules that apply in his/her job. Violating the law can seriously damage the Company's reputation, subject the Company to liability, and subject the employee or officer to personal liability. Questions concerning any legal responsibility should be referred to the Law Department. Examples of some significant laws and regulations are:

- Antitrust Laws;
- Environmental Laws and Regulations;
- Nuclear Regulatory Commission Regulations;
- Electric Safety Requirements;
- Pipeline Safety Requirements;
- Employee Health and Safety Laws and Regulations;
- Labor and Employment Laws;
- Securities Laws;
- Sarbanes-Oxley Act of 2002;
- Affiliate Transaction and Code of Conduct Regulations;
- Other Governmental Regulatory Requirements.

(F) Small Business Health Insurance Plan By Amarendra Bhushan USA or Canadian counterpart.

U.S. Small Business Administration in cooperation with The Travelers Companies: Successful small business expansions and new formations lead the way in creating new markets, innovations, and jobs that fuel economic growth and prosperity.

In recognition of the importance of small business to a strong economy, The Travelers Companies has joined with the U.S. Small Business Administration (SBA) to help meet the information needs of existing business owners and aspiring entrepreneurs.

Structuring Your First Benefits Plan

Health insurance is the second most-coveted fringe benefit in America today — behind only paid vacation. Yet only half of employers with fewer than 10 employees offer it, some because of the price tag.

Cost, of course, is a major consideration. But in today's environment of managed care plans and increase cost-sharing with employees, it doesn't have to be an overriding issue.

Structuring your benefits plan properly — with an eye on the quality and cost of care — can help you attract and retain qualified employees.

Where To Start

When considering your first benefits plan, begin by determining the needs of your employees. You may want to sit down with them to discuss options, making it clear that you may not be able to afford all of what they want and that some costs may have to be shared.

Armed with this information, you should contact an independent insurance agent or broker who:

This is a traditional pay-as-you go health insurance plan. The employee pays a set deductible, then a coinsurance percentage (usually 20 percent) of covered expenses. After he or she has paid a certain amount out of pocket, the plan pays 100 percent of the expenses. The employee can use any doctor or hospital, and simply files claims for reimbursement.

- Can explain the different coverage options available,
- Present you with alternative plans and quotes and
- Sell and service your policy.

Because you will have an ongoing relationship with your agent, consider the agent's reputation, personal dynamics and responsiveness when making your selection.

Your agent will explain to you the major categories of insurance plans, including:

Indemnity

This is a traditional pay-as-you go health insurance plan. The employee pays a set deductible, then a coinsurance percentage (usually 20 percent) of covered expenses. After he or she has paid a certain amount out of pocket, the plan pays 100 percent of the expenses. The employee can use any doctor or hospital, and simply files claims for reimbursement.

Some indemnity plans have “managed care” features, which control costs by monitoring care to make sure it is appropriate and cost-effective. Pre-admission review of hospital stays or medical treatment is one popular and effective managed care feature.

Another method of controlling costs with an indemnity plan is raising the deductible and/or increasing the employee's portion of the coinsurance. The higher the deductible and employee coinsurance, the lower the cost to the employer and employee.

Once you decide on a benefits plan, your insurance company will provide follow-up information for employees that details plan specifics, enrollment periods and claims procedures. Once the program is operational, you will soon become aware of the importance of accurate, responsive service. And, keep the lines of communication open between you and your insurer.

Managed Care

Managed care plans, which are becoming increasingly popular, encourage employees to avail themselves of quality, cost-effective care by offering them financial incentive — usually higher coinsurance — to use certain doctors and hospitals that provides in a managed care network if they agree to limit their fees in return for a guaranteed number of patients. Also provides a handle on all claims of quality reviews.

One type of managed care network is a Health Maintenance Organization (HMO), which generally provides 100 percent reimbursement for most services, but provides little or very limited benefits if the employee chooses to see doctors outside of the network for care. In a Preferred Provider Organization (PPO), the employee receives higher reimbursement (often 90 percent) when using a network provider, but benefits are lower (sometimes 70 percent) when the employee receives care from a physician outside the network. However, many plans reimburse emergency care at the 90 percent level, regardless of whether the services is provided by a physician within or outside of the network.

Self Insurance

Some employers self-fund their own plans, but contract with an insurance company for claims administration. This option is generally for larger businesses with more sophisticated insurance administration capabilities and financial resources to absorb the higher risk involved.

Selecting a Plan

Your agent or broker will probably provide you with several different proposals and quotes from insurance companies. Since each quote may provide for different coverages, don't just compare prices. Ask to see the entire proposal from the insurer, including customer service and claims paying capabilities.

In reviewing the proposals, ask your agent the following questions:

- Is the insurance carrier reputable and financially strong?
- Will the policy be renewed every six months or annually?

- Is the plan easy to administer? Is there a toll-free 800 number to call to make changes or have questions answered?
- Does the insurer process and pay claims quickly?
- What are the penalties employees should know about? Are there any “hidden” deductibles, such as a separate inpatient hospital deductible?
- Will the insurer underwrite the policy as a group, as individuals or both?
- Does the managed care plan provide enough of a financial incentive to encourage employees to select network providers?

Consult your telephone directory under Canadian or U.S. Government for your local SBA office or call the Small Business USA Answer Desk at 1-800-8-ASK-SBA for information on any of the above resources. Also, you may request a free copy of the Small Business Directory, a listing of business development publications and downloaded video tapes, or from your local SBA office or the Answer Desk.

Once you decide on a benefits plan, your insurance company will provide follow-up information for employees that details plan specifics, enrollment periods and claims procedures. Once the program is operational, you will soon become aware of the importance of accurate, responsive service. And, keep the lines of communication open between you and your insurer. Only through continued dialogue can the benefits program be fine-tuned to provide the highest level of service to you and your employees.

In today's benefits environment, providing employee health insurance coverage does not have to be an all-or-nothing proposition. Understanding your employees' needs, researching the options available and selecting a reputable insurer can give you a competitive advantage in recruiting and retaining a skilled workforce.

How To Get More Information

Information is power! Make it your business to know what business information is available, where to get it and most importantly, how to use it. Sources of information include:

Search Canada for USA Counterpart,

U.S. Small Business Administration

- SBA District Offices
- Small Business Development Centers (SBDCs)
- Service Corps of Retired Executives (SCORE)
- Small Business Institutes (SBIs)

Consult your telephone directory under Canadian or U.S. Government for your local SBA office or call the Small Business USA Answer Desk at 1-800-8-ASK-SBA for information on any of the above resources. Also, you may request a free copy of the Small Business Directory, a listing of business development publications and downloaded video tapes, or from your local SBA office or the Answer Desk.

Other Sources:

- State Economic Development Agencies
- Chambers of Commerce

- Local Colleges
- The Library
- Manufacturers and suppliers of small business technologies and products.

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(G) Appearance of good conduct and avoidance of conflicts of interest

Each employee, officer and Director has a responsibility not only to do the right thing but also to avoid behaviour that could be perceived as failing to do the right thing. Employees, officers and Directors should always act in the best interest of the Company and avoid even the appearance of a conflict of interest. A conflict of interest occurs when an individual's private interest interferes in any way with the interests of the Company as a whole. A conflict situation can arise when an employee, officer or Director takes actions or has interests that may make it difficult to perform his or her Company work objectively and effectively. Conflicts of interest also arise when an employee, officer or Director, or a member of his or her family, receives improper personal benefits as a result of his or her position with the Company. (To obtain additional guidance, employees and officers should see "Conflict of Interest" policy.)

Each employee and officer should perform his/her job safely at all times, protecting the public, customers, other employees and themselves from injury. It is each employee's responsibility to look out for and resolve unsafe situations. An employee should immediately report to management any unsafe situation he/she is unable to resolve.

Loans and guarantees of obligations

The Company has determined that the making of any new guarantees or loans to executive officers, Directors, and their family members is prohibited.

Employee relations:

Each employee and officer should promote diversity, inclusiveness, and understanding in the workplace by valuing the individuality and creativity that every employee brings to the Company. The Company is committed to hiring, placing and promoting employees on the basis of ability and merit and evaluating employees on a fair and consistent basis.

Harassment:

Management firmly believes that harassment of any kind seriously undermines the integrity of the employment relationship and respect for human dignity. The Company is committed to providing a work environment free from harassment, intimidation, and coercion based on or related to race, Gender, religion, national origin, age, disability, or any other classification protected by law. Each employee and officer has a responsibility to uphold the

Company's commitment to provide a workplace free from harassment of any kind.

Commitment to safety:

Each employee and officer should perform his/her job safely at all times, protecting the public, customers, other employees and themselves from injury. It is each employee's responsibility to look out for and resolve unsafe situations. An employee should immediately report to management any unsafe situation he/she is unable to resolve.

Commitment to excellence:

Each employee and officer should:

- Represent the Company with dignity and in a respectful manner.
- Strive for continuous improvement and maximize efficiency in his/her job.
- Work with others to achieve the common goal of quality service.

If an employee or officer knows about or suspects misconduct, illegal activities, fraud, misuse of Company assets or violations of Company policies, he/she has a duty to report his/her concerns. Employees are encouraged to report any such concerns to their supervisor, the Dominion Law Department, Dominion Audit Services, the Dominion Compliance Line or the Dominion Compliance Line Online.

Community relations:

Officers and employees should be responsible citizens of our local, State/Prov. and national communities. The Company supports civic projects and community programs that contribute to the improvement of our society and encourages employee participation in these projects and programs.

Appropriate use of Company assets:

Each employee, officer and Director has a responsibility to properly use Company property, facilities and equipment. This responsibility includes protecting Company property from loss, theft, abuse and unauthorized use. All Company assets should be used for legitimate business purposes.

Corporate Opportunities:

Employees, officers and Directors are prohibited from (a) taking for themselves, personally, opportunities that are discovered through the use of corporate property, information or position; (b) using corporate property, information, or position for personal gain; and (c) competing with the Company. Employees, officers and Directors who owe a duty to the Company to advance its legitimate interests when the opportunity to do so arises.

Fair Dealing:

Each employee, officer and Director should endeavour to deal fairly with the Company's customers, suppliers, competitors and employees. None should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

Accurate Company records:

It is important that the Company maintain accurate and reliable records that meet applicable legal, financial, regulatory and management requirements. Each employee and officer has a responsibility to ensure all Company records, such as accounts, reports, bills, invoices, work and timekeeping records, and correspondence are accurate and maintained in accordance with the applicable document and data retention policies of his/her applicable business area. The Company's Chief Executive Officer, Chief Financial Officer, Principal Accounting Officer, Controller, and Treasurer ("Senior Financial Officers"), are responsible for ensuring that the Company's financial statements, public reports and communications contain disclosure that is full, fair, accurate, timely and understandable. In that regard, the Senior Financial Officers are responsible for establishing and maintaining effective disclosure controls and procedures and internal controls and procedures for financial reporting.

Confidential Company information:

Confidential information is any non-public information that - if disclosed - would be damaging to the best interests of the Company or might be of use to competitors. Each employee, officer and Director has a responsibility to hold

all confidential information obtained from the Company or its customers in confidence, except when disclosure is authorized or legally mandated. Confidential information should not be shared with the media, competitors or any other third parties. If there is any doubt about whether such information has been publicly released or if disclosure is legally mandated, the employee, officer or Director should contact Corporate Communications, the Law Department, or Investor Relations for guidance.

Reporting violations:

If an employee or officer knows about or suspects misconduct, illegal activities, fraud, misuse of Company assets or violations of Company policies, he/she has a duty to report his/her concerns. Employees are encouraged to report any such concerns to their supervisor, the Dominion Law Department, Dominion Audit Services, the Dominion Compliance Line or the Dominion Compliance Line Online. (Calls and Internet reports can be anonymous). There will be no retribution against any employee making such a report in good faith.

Once the Client's worksheet has been processed using our corporate computer DB. A confidential reports is created and sent to the person requesting the examination or medical professional. When Client's receive their reports a Self Psychoanalytical therapy could be activated to help client understand their reports as they go through them. Another option is to acquire professional counselor familiar with how H&W-Practice works if needed.

In addition, each year all non-union employees will be sent a Compliance Survey in which they are asked whether they are aware of violations of laws, regulations or Dominion policies during the preceding year. This survey also serves as a certification that each employee who completes the survey has read and understands the Company's Code of Ethics. However, employees should not wait for the Compliance Survey to report violations. Violations should be reported as soon as they are discovered or suspected.

Changes to the Code of Ethics:

The Audit Committee may approve any updates or changes to the provisions of this Code and will report any such changes or updates to the Board of Directors. Additionally, any updates or changes to the provisions of this Code must be publicly disclosed in a prompt manner.

Granting and disclosing waivers:

Any waiver of the provisions of this Code for Senior Financial Officers or Directors may be made only by the Board of Directors or the Board committee to which such responsibility has been delegated. Any waiver of the provisions of this Code for Senior Financial Officers or Directors must be publicly disclosed in a prompt manner.

Administration of Code of Ethics:

The Company's General Counsel serves as the Company's Chief Compliance Officer. As such, he/she appoints several high level officers to serve as Compliance Officers. Each Compliance Officer is responsible for ensuring that the Company's Ethics Program functions effectively within his or her area of responsibility and for ensuring that the Code of Ethics is effectively communicated to employees and implemented on an ongoing basis.

The Chief Compliance Officer appoints a Deputy General Counsel, Compliance to handle the day-to-day administration of the Dominion Ethics Program.

Retaliation:

It is a violation of this policy for any Company employee, officer or Director to retaliate or discriminate, directly or indirectly, or encourage others to do so, against an individual who reports a suspected violation or provides information relevant to an investigation of any conduct which the individual reasonably believes to be a violation of applicable laws, regulations, or Company policies.

Violations:

The Company will investigate any violation or suspected violation of this Code and take appropriate corrective action. Disciplinary action may include termination, referral for criminal prosecution, and/or reimbursement to the Company for any losses or damages resulting from violations of the Code of Ethics. Examples of violations

include:

- Authorizing or participating in actions which violate applicable laws, regulations, or Company policies.
- Failing to report a violation or willfully withholding relevant and material information concerning a violation.
- Retaliating against individuals who report or assist in investigations of suspected violations of applicable laws, regulations, or Company policies.

To reduce the amount of duplication (theft and via plagiarism) of the H&W-Practitioners manuals. The Exam manuals interpretations along with their infinite number of variations are separate. They reside in a computer data-base. Therefore any completed worksheets to be processed for exam interpretation must be sent to head office to generate reports.

(H) Some Epigenology Clinic H&W-Practitioner's Clients concerns?

Our purpose is to help people learn about themselves and solve health issues via our **Epigenology Clinic's "Hand & Wrist-Practice" (H&W-Practice)** diagnostic comparison technology. It allows the public and medical pros to resolve health and life issues quickly and efficiently. This is accomplished by allowing the **H&W-Practitioner** identify and record their clients **Exam-1's unique "Symptomatic Epigenetic Description Feature" (SED-Feature)** on a worksheet. Once the Client's worksheet has been processed using our corporate computer DB. A confidential reports is created and sent to the person requesting the examination or medical professional. When Client's receive their reports a Self Psychoanalytical therapy could be activated to help client understand their reports as they go through them. Another option is to acquire professional counselor familiar with how H&W-Practice works if needed. If a requisition is from a medical professional then the clients reports is sent to them for patient consultation.

I have discovered after examining a lot of hands & wrists the end result is that it is far to complex for the average person to understand their reports. Hence it would be wise for them to seek professional medical help especially when this type of non-invasive examination deals with a multitude of variations. With continued researched H&W-Practice can become easier to understand as a profound service for medical professionals alike all over the world helping their patients live a better and healthier life.

PLEASE UNDERSTAND: Every **Epigenologist H&W-Practitioner** must resist the urge to share any new **unique Features** if they've discovered any until it has been thoroughly research by a medical learned institution (University). By working with our researchers it allows them to receive another cash bonus as a skilled researcher.

H&W-Practitioner's skills lies in their ability to identify and record their client's unique descriptive hand & wrist Features on a worksheet. Allowing our head office to interpret and control an infinite number of variations as a report sent to their clients. **H&W-Practitioner's** advice can be helpful but should be extremely limited and remain as such according to the our declaration. Published in every **H&W-Practice products / services**. But in the future it may provide another type of counseling service with the proper license as a **H&W-Practice Psychoanalyst**.

Although the ability still exists where experience allows **H&W-Practitioner examiners** to interpret certain unique Features at will, but their knowledge should remain as an advice only unless they have or acquired a Medical, Doctorate, psychology or Psychologists degrees another service altogether.

(I) How to take Hand & Wrist images for future Examinations

A mobile phone is now powerful enough for examiners to take photo images of both hands (front & back). Define whether your client is left or right handed specifying it on 2 separate labels. Also add the person's name and date of the client & date of exam on both the labels. Make sure both labels marked "**L**" hand or "**R**" hand is applied properly to the base of the correct wrist. Next place the hand up against a clear wall allowing a person to take the image. Then **E-mail the images**, explaining client's sex, location and age and time of image taken, etc. But make sure the pics are either in a PDF, GIF, TIF or JPG image extensions, etc. If you don't have a way of taking hand images then photocopy your hands by slightly elevating it up from the glass (barley touching it). Don't press down hard defining on the paper whether you are right or left handed, sex and age, etc. To become wannabe "**Hand & Wrist-Practitioner" (H&W-Practitioner)** and/or to open your very own home based business **Epigenology Clinic**, E-mail your hand & wrist images to either of the following **E-mail addresses**:

g.picard1997@me.com or,
gerald.biccum@yahoo.com or,
geraldpicard1952@gmail.com

(J) Theft by H&W-Practitioners, others & Wannabes

(Theft and Plagiarism)

To reduce the amount of duplication (theft and via plagiarism) of the **H&W-Practitioners manuals**. The Exam manuals interpretations along with their infinite number of variations are separate. They reside in a computer data-base. Therefore any completed worksheets to be processed for exam interpretation must be sent to head office to generate reports.

(K) Surviving the Seven Classic Workplace Behaviors. By Dalton, Francie, Source: Rural Telecommunications

In any workplace, there are seven classic styles of behavior: Commander, Drifter, Attacker, Pleaser, Performer, Avoider and Analytical. When at their worst, and depending on whether the person is your subordinate or your boss, each of these styles of behavior make you vulnerable in different ways. This article offers a brief description of each style, and provides tips to help you manage your vulnerability to each.

Commanders:

Demanding and domineering, Commanders are the stereotypical control freaks. Bossy and abrupt to the point of rudeness, they're crisp and direct, and not terribly tactful. Uncomfortable with and aggravated by phrases such as "I feel" or "Let's share," they don't intend offense. It's just that they're otherwise mentally engaged, and the softer side of human interaction isn't a priority for them.

As your boss, the Commander makes you vulnerable by not delegating substantive assignments. To get such assignments, you'll need to work to earn the Commander's trust. Do this by looking for every opportunity to demonstrate initiative in ways that show you're thinking as the Commander would. Focus on control, order and results.

As your subordinate, Commanders may exhibit behavior that you interpret as an attempt to take over your job but, which in their view, merely is a demonstration of initiative and drive. If you chastise them for "not knowing their place," they'll go around, over or behind you, or they'll quit. Instead, delegate substantively to your Commander subordinate. Articulate the desired result, and then stand aside and let them figure out the "how to's."

Value and validate Commanders for their ability to overcome obstacles, to implement and to achieve results.

Drifters:

Free spirited and easy going, disorganized and impulsive, Drifters are virtually antithetical to Commanders. They have difficulty with structure of any kind, whether it relates to rules, work hours or deadlines.

Their extremely short attention span means they miss details and fail to follow up. Although warm and friendly, their behavior can be a source of extreme exasperation for their workplace colleagues.

As your boss, the Drifter makes you vulnerable by not providing any structure. To cope successfully, you'll need to provide your own structure. The bad news is that you'll have to write your own job description, your own performance review, etc. The good news is that they'll sign and approve pretty much anything you write.

As your subordinate, Drifters make you vulnerable by causing others to question your managerial effectiveness. To successfully manage a Drifter, you have to keep assignments short, provide lots of fun and variety, flexible work schedules, etc. Others may question why you're treating the Drifter differently than others. Your response must be that you manage everyone as individuals, while simultaneously ensuring that work products are completed.

Value and validate Drifters for their innovation and creativity, their ability to improvise on a moment's no-

ATTACKERS: Angry and hostile, cynical and grouchy, Attackers often are the most demoralizing influence in the workplace. They are highly critical of others in public, using demeaning and condescending tones. With biting sarcasm, their attacks on others are personal in nature, tantamount to verbal abuse. Attackers view themselves as superior to others, continually expressing contempt and disgust for the incompetence and inadequacy of their fel-

tice, and their out-of-the-box thinking.

Attackers:

Angry and hostile, cynical and grouchy, Attackers often are the most demoralizing influence in the workplace. They are highly critical of others in public, using demeaning and condescending tones. With biting sarcasm, their attacks on others are personal in nature, tantamount to verbal abuse. Attackers view themselves as superior to others, continually expressing contempt and disgust for the incompetence and inadequacy of their fellow workers.

As your boss, the Attacker makes you vulnerable by pushing you to the point that you lose your composure. To manage this, you'll need to minimize your time with this person, ignore the belittling comments, consistently providing android-like responses.

If you cannot bring yourself to do this, you need to report to someone else, because going toe-to-toe with an Attacker, unless you are made of very strong stuff, isn't advisable.

As your subordinate, Attackers decimate the morale of the rest of your staff. To leverage this vulnerability, reassign work to minimize others' interaction with the attacker, counsel others on how to cope successfully with Attacker behavior, and evaluate the cost/benefit of keeping the Attacker on board.

Value and validate the Attacker for their ability to take on the ugly, unpopular assignments no one else has the mettle to do, and for their ability to make unemotional decisions.

AVOIDERS: Quiet and reserved, Avoiders are the wall-flowers of the world. They create warm, cozy, nest-like environments and prefer to work alone. If forced to work on a team or committee, they speak only to validate what others have said. Any type of criticism makes them feel threatened and insecure. They fear taking initiative, and shun increased responsibility because of the attendant visibility and accountability.

Pleasers:

Thoughtful, pleasant and helpful, pleasers are easy to get along with on a personal level. They view their work associates as extended family members, and have a high need for socialization at work. Unable to say “no” to the requests of others, Pleasers can't handle conflict, developing instant migraines or stomach problems to escape having to deal with it.

As your boss, Pleasers won't give you the critical feedback you need to grow and develop. It's useless to attempt to persuade Pleasers to criticize you; you'll need to get such feedback from other relevant internal colleagues.

As your subordinate, Pleasers make you vulnerable by subordinating what's best for the company to the maintenance of relationships. If keeping you informed will get someone else in trouble, they'll feign ignorance to protect the other person. To manage this, you'll need to continually stress the concept of the “greater good.”

They also commit acts of devotion that tend to hold you hostage when it's time for you to give them critical feedback. Manage this by using the “sandwich technique” with your Pleaser. Sandwich the criticism between two affirming statements.

Value and validate Pleasers for the way they humanize the workplace, and for their helpful, collaborative work style.

Performers:

Flamboyant and loud, jovial and entertaining, Performers often are the most favorite personality in the workplace. Their wit and mental quickness makes most everyone laugh. They charm and delight others with ambassadorial sophistication. They're the first to volunteer in public venues and the last to accept responsibility.

Performers are self-promoting hustlers who use others as stepping-stones on their path to the limelight. They create a false impression of their productivity by claiming ownership of high-profile projects, and try to inflate their status by always seeming to be in a hurry to get to something important. In fact, the reason Performers are in such a hurry is that they've been so busy promoting themselves that their workload has backed up.

As your boss, the Performer won't remember, much less acknowledge your contributions to work outcomes. They'll also try mightily to avoid accountability for any negative outcome by blaming you. You'll need to document every instruction, and keep a record of your achievements.

As your subordinate, Performers make you vulnerable by distorting the truth to make themselves look good. Don't take action on anything the Performer tells you until you have verified the facts. Link incentives to improved teammanship.

Value and validate your Performer for their ability to establish new relationships, and for their persuasive and public speaking skills.

Avoiders:

Quiet and reserved, Avoiders are the wall-flowers of the world. They create warm, cozy, nest-like environments and prefer to work alone. If forced to work on a team or committee, they speak only to validate what others have said. Any type of criticism makes them feel threatened and insecure. They fear taking initiative, and shun increased responsibility because of the attendant visibility and accountability.

They'll do precisely what they're told- no more, it's true, but no less either. Avoiders will sacrifice money, position, growth and new opportunities for the safety of status quo.

As your boss, the Avoider makes you vulnerable by not taking on any new or high-profile projects through which you could distinguish yourself. Manage this by seeking opportunities to become a member of selected teams within the organization, or by volunteering to take on special assignments for others.

As your subordinate, Avoiders make you vulnerable by not taking any initiative whatsoever. This can be so frustrating as to make you lose your temper. Doing so, however, is disabling and unproductive for your Avoider. Instead, understand that you'll always need to provide detailed instructions, and don't expect to be successful in pushing a fear-based individual toward increased responsibility and behaviours.

End of “Why a Home Based “Epigenology Clinic”

Next “Website Discussion Use Agreement.”

Corporate Websites Discussion Use Agreement

This Corporate Discussions Use Agreement (the "Agreement") provides important information about your use of the Corporate websites (the "Site") whereby it develops a lot of discussions. You should read these discussions, understand them texting positive attitudes to trolls and consider printing a reference copy as you use the Site.

IMPORTANT: IF YOU CHOOSE TO ACCEPT THIS AGREEMENT, YOU MUST ACCEPT IT AS PRESENTED TO YOU, WITHOUT CHANGES. CORPORATION WILL ACCEPT NO ADDITIONS OR DELETIONS. At any time Corporation. may change, add, or remove any part of this Agreement or any part of the services and features provided at the Site. If it does so, Corporation will update the Agreement here on our corporate website and may also post such changes elsewhere on the Site.

Corporation will not tolerate flames or other inappropriate statements, material, or links. Most often, a "flame" is simply a statement that is taunting and thus arbitrarily inflammatory. However, this also includes those which are libelous, defamatory, indecent, harmful, harassing, intimidating, threatening, hateful, objectionable, discriminatory, abusive, vulgar, obscene, pornographic, sexually explicit, or offensive in a sexual, racial, cultural, or ethnic context.

IF ANY FUTURE CHANGE IS UNACCEPTABLE TO YOU, YOU SHOULD DISCONTINUE USING THE SITE. YOUR CONTINUED USE OF THE SITE WILL ALWAYS INDICATE YOUR ACCEPTANCE OF THIS AGREEMENT AND ANY CHANGES TO IT.

1. General

A. As long as you comply with the Agreement, Corporation grants you a personal, non-exclusive, non-transferable, limited privilege to enter and use the Site.

B. In addition to the terms and conditions in the Agreement, all use of the Site is governed by the Corporation. common Terms of Use Corporation/ name/**Contact/legal**).

C. In the event of any conflict between this Agreement and **www** Corporation/ name/ **com** Terms of Use, the terms of this Agreement will govern.

D. Views expressed on the Site are not endorsed by Corporation.

E. Corporation does not prescreen information submitted by users of the Site ("Submissions"). Corporation retains the right, but not the responsibility, to edit or remove any Submission, including those deemed by Corporation to violate the Agreement. Corporation will make good faith efforts to investigate allegations that Submissions violate the Agreement but

(I) makes no warranty to you that it will edit, remove, or continue to permit the display of any specific Submission, whether or not subject to such allegations, and

(II) will have no liability whatsoever for editing, removing, or continuing to permit the display of any Submission whatsoever.

F. I Corporate involvement: Corporation does not formally provide technical support on the Site. However, any information that is provided by Corporation or Corporation employees is offered on an "AS IS" basis without warranties of any kind.

G. To submit information to the Site, each user must have a unique user name and password combination, known as a Corporate ID. Please review Corporation's Privacy Policy (**www.Corporation.com/contact/legal/privacy/**), which describes how Corporation collects, uses and protects your personal information. Corporation cannot and will not be responsible for any problems or liability that may arise if you do not provide accurate, truthful and complete information.

2. Submissions

A. Stay on topic: Corporation Discussions is here to help people use Corporation products, services and technologies more effectively. Unless otherwise noted, do not add Submissions about nontechnical topics, including:

- (i) Speculations or rumors about unannounced products.
- (ii) Discussions of Corporation policies or procedures or speculation on Corporation decisions.

1) Be polite: Everyone should feel comfortable reading Submissions and participating in discussions. Corporation will not tolerate flames or other inappropriate statements, material, or links. Most often, a “flame” is simply a statement that is taunting and thus arbitrarily inflammatory. However, this also includes those which are libelous, defamatory, indecent, harmful, harassing, intimidating, threatening, hateful, objectionable, discriminatory, abusive, vulgar, obscene, pornographic, sexually explicit, or offensive in a sexual, racial, cultural, or ethnic context.

B. Post constructive comments and questions: Unless otherwise noted, your Submission should either be a technical support question or a technical support answer. Constructive feedback about product features is welcome as well. If your Submission contains the phrase “I’m sorry for the rant, but” you are likely in violation of this policy.

C. Do not post polls or petitions or links to same.

D. Test your answer: When possible, make sure your Submission works on your own computer before you post it.

E. No advertising: Do not use the Site to sell or market your products or services to others and do not post a URL unless it directly answers a user’s question. If any portion of your Submission, including any posted URL, results in any accrual of compensation or benefit to you, you must note this in your post by stating, “I may receive some form of compensation, financial or otherwise, from my recommendation or link.” As well, the following are not allowed:

- (i). A submission created solely to advertise a book, service, software, Hand & Wrist Practices or some other item for sale.
- (ii) Any reference, including a link, to a commercial item that is not directly related to a relevant technical support question or answer. For example: “This post created by Super Post Creator.”
- (iii) You may sign your Submissions with information about yourself. However, this should not include a link to a website. An example of an acceptable signature:

**Gerald Biccum’s, Tips and Tricks
Author.**

G. No inappropriate user names (“Aliases”) or impersonations: Inappropriate or offensive user names or aliases will be removed and persons attempting to impersonate another user will be removed. User names may not contain website, email addresses or other contact information.

H. Keep within the Law

- (i) No material may be submitted that is intended to promote or commit an illegal act.
- (ii) Do not submit or use software or descriptions of processes that break or otherwise ‘work around’ digital rights management software or hardware. This includes conversations about ‘ripping’ DVDs, USB, SSD & External HD recordings or working around FairPlay software used on other websites App Stores.
- (iii) Do not post defamatory material.

I. Hand & Wrist-Practitioner’s Material submitted must be your own work or work to which you have been licensed for research. You warrant and represent that you own or otherwise control all of the rights to the information contained in your Submission supported by bonus payments by Corporation.

J. License to Use Submission: By sending a Submission to the Corporation or its website you agree to grant Corporation a perpetual, royalty-free, non-exclusive worldwide right and license to use, reproduce, modify, adapt, publish, translate, create derivative works from, distribute, perform, play, make available to the public, and exercise all copyright and publicity rights with respect to the Submission. If you do not want to grant to Corporation the rights set out above supported by bonus payments, do not send your Submission to the Site.

License to Use Submission: By sending a Submission to the Corporation or its website you agree to grant Corporation a perpetual, royalty-free, non-exclusive worldwide right and license to use, reproduce, modify, adapt, publish, translate, create derivative works from, distribute, perform, play, make available to the public, and exercise all copyright and publicity rights with respect to the Submission. If you do not want to grant to Corporation the rights set out above supported by bonus payments, do not send your Submission to the Site.

3. Minors

- A. You must be at least 18 years old to post to the corporation web-Site. If you are over 21 years old but have not yet reached the age of majority, you must have your parent or guardian's permissions to post to the Site.
- B. Never reveal any personal information.

4. Interference with the Site.

- A. You agree to not interfere with or disrupt the Site.
- B. Corporation may provide a system whereby users acquire points for various activities.
 - (i) Do not 'game' the system: You agree to not create multiple IDs or otherwise manipulate the points system.
 - (ii) Do not ask for points: If you feel the system is not clear to users, please provide feedback to Corporation; do not instruct other users unless they ask.

5. Breach of the Agreement

- A. If you fail to abide by these terms: Corporation may remove your submission as well Corporation may also send an e-mail and other communications that informs you that your Submission has been deleted or edited. Repeated inappropriate Submissions may result in your relevant account or accounts being placed into temporary or permanent suspension of your ability to participate in any or all of the areas on the Site.
- B. If you post or send offensive or inappropriate content: Anywhere on or to the Site or otherwise engage in any disruptive behavior which Corporation considers to be serious and/or repeated, Corporation may use all available information about you to stop any further infringements. This may include informing relevant third parties such as your employer, school, Internet service provider, or law enforcement authorities of the infringement.
- C. Corporation reserves the right to delete any Submission, or take action against any account, at any time, for any reason.

End of "Websites Discussions Use Agreement."

Corporate Privacy Policy Agreement

1.0 Purpose of the Privacy Policy

Our Corporation is a Private company with a board of directors and professional staff whose purpose is to promote home based **H&W Practice business** with entrepreneurship people in Canada and internationally. Corporation supports community economic development and small business growth by delivering a range of H&W Practitioner services to small business operating locally.

This **Privacy Policy** has been developed to comply with Canada's "**Personal Information Protection and Electronic Documents Act**" ("**PIPEDA**"). PIPEDA sets out rules for the collection, use and disclosure of personal information in the course of commercial activity as defined in the Act.

1.1 The Ten Principles of PIPEDA Summarized

The ten Principles of PIPEDA that form the basis of this Privacy Code of Ethics Policy are as follows:

- a. Accountability:** organizations are accountable for the personal information they collect, use, retain and disclose in the course of their commercial activities, including, but not limited to, the appointment of a Chief Privacy Officer;
- b. Identifying Purposes:** organizations are to explain the purposes for which the information is being used at the time of collection and can only be used for those purposes;
- c. Consent:** organizations must obtain an Individual's express or implied consent when they collect, use, or disclose the individual's personal information;
- d. Limiting Collection:** the collection of personal information must be limited to only the amount and type that is reasonably necessary for the identified purposes;
- e. Limiting Use, Disclosure and Retention:** personal information must be used for only the identified purposes, and must not be disclosed to third parties unless the Individual consents to the alternative use or disclosure;
- f. Accuracy:** organizations are required to keep personal information in active files accurate and up-to-date;
- g. Safeguards:** organizations are to use physical, organizational, and technological safeguards to protect personal information from unauthorized access or disclosure.
- h. Openness:** organizations must inform their clients and train their employees about their privacy policies and procedures;
- j. Individual Access:** an individual has a right to access personal information held by an organization and to challenge its accuracy if need be; and
- k. Provide Recourse:** organizations are to inform clients and employees of how to bring a request for access, or complaint, to the Chief Privacy Officer, and respond promptly to a request or complaint by the individual.

This Privacy Code of Ethics Policy applies to Corporation Board of Directors, members, employees and contracted employees including Corporate's independent Hand & Wrist Practices home based businesses even when franchised. As well, Corporation ensures that all third party service providers (Hand & Wrist Practitioners) sign a confidentiality agreements prior to any transfer of Corporate's personal exam information from its computer Database in the course of providing personal information and advice, and other related information and/or services to Hand & Wrist Practitioner's Clients.

1.2 Definitions

"Personal information" means any information about an identifiable individual (Clients) of Hand & Wrist Practice services. It includes, without limitation, information relating to identity, nationality, age, gender, address, telephone number, e-mail address, Social Insurance Number, date of birth, marital status, education, employment health history, assets, liabilities, payment records, credit records, loan records, income and information relating to financial

DEFINITION: *Personal information" means any information about an identifiable individual (Clients) of Hand & Wrist Practice services. It includes, without limitation, information relating to identity, nationality, age, gender, address, telephone number, e-mail address, Social Insurance Number, date of birth, marital status, education, employment health history, assets, liabilities, payment records, credit records, loan records, income and information relating to financial transactions as well as certain personal opinions or views of an individual as a client.*

transactions as well as certain personal opinions or views of an Individual as a client.

Hand & Wrist Practitioner's "Business information" means business name, business address, business telephone number, name(s) of owner(s), officer(s) and director(s), job titles, business registration numbers (GST, RST, source deductions), financial status. Although business information is not subject to PIPEDA, confidentiality of business information will be treated with the same security measures by Corporation staff, members and Board members including Hand & Wrist Practitioners license to practice examining the Hands & Wrists of their clients, as is required for individual personal information under PIPEDA.

"Client" means the Hand & Wrist Practitioners ability to examine the public at large extracting their client's personal data from Corporation's computer database for personal reason. Hand & Wrist Practitioner must have a license to extract Client's data via Client's invoices worksheets approved for extraction by Corporation., carrying on business as a independent partnership relationship with Corporation.;

"Individual" means those that become Hand & Wrist Practitioners clinic owner(s) or their shareholders, employees, executives, board of directors, and/or any one associated with Hand & Wrist Practices including their clients.

"Member" means a person who is part of Corporation. and its independent Hand & Wrist Practitioner's business including clinics committee, but who is not a current or active board member, or chair of any of the committees.

"Application" means the application form or related forms completed by the individual(s) to request in becoming an independent Hand & Wrist Practitioner. Process that allows them a license to practice examining their client's Hands & Wrists via using Corporation's computer database.

"Data base" means the list of names, addresses and telephone numbers of clients and individuals held by the corp. in the forms of, but not limited to, computer files, paper files, Corporation and files on computer hard-drives. Another of Corporation's "Data base" refers using it to extract medical information for Hand & Wrist Practitioner's clients for their own own personal use.

"File" means the information collected in the course of processing an application, as well as information collected/updated to maintain /service the account.

"Express consent" means the individual signs the application, or other forms containing personal information, authorizing Corporation to collect, use, and disclose the individual's personal information for the purposes set out in the application and/or forms.

"Implied Consent" means the organization may assume that the individual consents to the information being used, retained and disclosed for the original purposes, unless notified by the individual.

"Third Party" means a person or company that provides services for Corporation in support of its independent Hand & Wrist Practice businesses and other services offered by Corporation, such as other people with whom the individual or client does business, but does not include any Government office or department to whom Corporation reports in the delivery of such programs, benefits or services.

CONSENT: *An individual's express, written consent will be obtained before or at the time of collecting personal information. The purposes for the collection, use or disclosure of the personal information will be provided to the individual at the time of seeking his or her consent. Once consent is obtained from the individual to use his or her information for those purposes, Corporation has the individual's implied consent to collect or receive any supplementary information that is necessary to fulfill the same purposes.*

2.0 Purposes of Collecting Personal Information

Personal information is collected in order to assess the eligibility of the individual completing an application to become an independent Hand & Wrist Practitioner. The individual is the main source of information but Corporation will also ask to obtain information directly from a third source where the individual does not have the required information.

Only that information which is required to make a determination of an individual's eligibility will be collected. Although the individual's Social Insurance Number may be requested in the application for confirming identification of the individual to the credit reporting agency, provision of this personal information is optional. The individual may provide alternative forms of identification, such as date of birth and driver's license number.

3.0 Consent

An individual's express, written consent will be obtained before or at the time of collecting personal information. The purposes for the collection, use or disclosure of the personal information will be provided to the individual at the time of seeking his or her consent. Once consent is obtained from the individual to use his or her information for those purposes, Corporation has the individual's implied consent to collect or receive any supplementary information that is necessary to fulfill the same purposes. Express consent will also be obtained if, or when, a new use is identified.

By signing the application and/or other forms, implied consent is granted by the individual to obtain and/or to verify information from third parties such as banks, credit bureaus, other lenders, and insurance companies in the process of assessing the eligibility of an individual or client.

An individual can choose not to provide some or all of the personal information at any time, but if Corporation is unable to collect sufficient information to validate the request for financing, the individual's application for such financing may be turned down.

A client or an individual can withdraw consent to Corporation's use of personal information at any time prior to the application being approved, by making such request in writing. Once a loan has been approved, an individual cannot withdraw consent authorizing Corporation to use and disclose the personal information for the purposes set out in this Privacy Code of Ethics Policy. Express consent will be obtained from the individual prior to disclosing the individual's personal information to other lenders, credit insurers and credit bureaus.

This **Privacy Policy** does not cover statistical data from which the identity of individuals cannot be determined. Corporation retains the right to use and disclose statistical data as it determines appropriate.

Personal information will be disclosed to only those Corporation employees, members of Corporation committees, and the Board of Directors that need to know the information for the purposes of their work or making an assessment as to the individual's eligibility to become a licensed Hand & Wrist Practitioner.

4.0 Limiting Collection

Personal information collected will be limited to the purposes set out in this Privacy Code of Ethics Policy, Corporation applications, and/or other forms.

5.0 Limiting Use, Disclosure and Retention.

5.1 Use of Personal Information

Personal information will be used for only those purposes to which the individual has consented with the following exceptions, as permitted under PIPEDA:

Corporation will use personal information without the individual's consent, where:

- the organization has reasonable grounds to believe the information could be useful when investigating a contravention of a federal, provincial or foreign law and the information is used for that investigation;
- an emergency exists that threatens an individual's life, health or security;
- the information is for statistical study or research;
- the information is publicly available;
- the use is clearly in the individual's interest, and consent is not available in a timely way;
- knowledge and consent would compromise the availability or accuracy of the information, and
- collection is required to investigate a breach of an agreement.

5.2 Disclosure and Transfer of Personal Information

Personal information will be disclosed to only those Corporation employees, members of Corporation committees, and the Board of Directors that need to know the information for the purposes of their work or making an assessment as to the individual's eligibility to become a licensed Hand & Wrist Practitioner.

Personal information will be disclosed to third parties with the individual's knowledge and consent. PIPEDA permits Corporation to disclose personal information to third parties, without an individual's knowledge and consent, to:

- a lawyer representing Corporation;
- collect a capital or any debt owed to Corporation for the process of extracting Hand & Wrist Practitioner's clients worksheets medical data or any of their clients;
- comply with a subpoena, a warrant or an order made by a court or other body with appropriate jurisdiction;
- a law enforcement agency in the process of a civil or criminal investigation;
- a government agency or department requesting the information; or,
- as required by law.

PIPEDA permits Corporation to transfer personal information to a third party, without the individual's (Hand & Wrist Practitioner) knowledge or consent, if the transfer is simply for processing purposes and the third party only uses the information for the purposes for which it was transferred. Corporation will ensure, by contractual or other means, that the third party protects the information and uses it only for the purposes for which it was transferred.

Organizational Safeguards:
Access to personal information will be limited to the Application Officer, the Administration Officer, and/or the Executive Director who have to make a determination as to the individual's eligibility for acceptance as an independent H&W Practitioner. Personal information provided to members of Corporation Application committee(s) will be limited to only that information required to carry out the mandate of that committee.

5.3 Retention of Personal Information

Personal information will be retained in client files as long as the file is active and for such periods of time as may be prescribed by applicable laws and regulations.

A file will be deemed inactive if Corporation's Rejection Committee rejects an Application, to become an independent Hand & Wrist Practitioner Examiner for any reason associated with Corporation's code of ethics document. Information contained in an inactive file will be retained for a period of seven (7) years, except in the case where an application is rejected. Where an application has been rejected, the file and all personal information contained in the file will be retained for a period of two (2) years.

6.0 Accuracy

Corporation endeavors to ensure that any personal information provided by the individual in his or her active file(s) is accurate, current and complete as is necessary to fulfill the purposes for which the information has been collected, used, retained and disclosed. Individuals are requested to notify Corporation of any change in personal or business information. Information contained in inactive files is not updated.

7.0 Safeguards

Corporation will use physical, organizational, and technological measures to safeguard personal information to only those Corporation employees, volunteers, or third parties who need to know this information for the purposes set out in this Privacy Code of Ethics Policy.

Organizational Safeguards: Access to personal information will be limited to the Application Officer, the Administration Officer, and/or the Executive Director who have to make a determination as to the individual's eligibility for acceptance as an independent H&W Practitioner. Personal information provided to members of Corporation Application committee(s) will be limited to only that information required to carry out the mandate of that committee. Members of the Corporation Application committee(s) and/or Board of Directors are not permitted to copy or retain any personal information on individuals or clients and must return for destruction all such information given to them to review once the purpose for being provided with this information has been fulfilled.

Employees and members of Corporation Application committee(s) and/or Board of Directors are required to sign a confidentiality agreement binding them to maintaining the confidentiality of all personal information to which they have access.

Physical Safeguards: Active files are stored in locked filing cabinets when not in use. Access to work areas where active files may be in use is restricted to Corporation employees only and authorized third parties.

All inactive files or personal information no longer required are shredded prior to disposal to prevent inadvertent disclosure to unauthorized persons.

Technological Safeguards: Personal information contained in Corporation computers and electronic databases are password protected in accordance with Corporation's Information Security Policy. Access to any of the Corporation's computers also is password protected. Corporation's Internet router or server has firewall protection sufficient to protect personal and confidential business information against virus attacks, hackers and "sniffer," etc. software arising from Internet activity. Personal information is not transferred to volunteer Application committee members, the Board of Directors, or third parties by e-mail or other electronic form.

8.0 Openness

Corporation will endeavour to make its privacy policies and procedures known to the individual via this Privacy Code of Ethics Policy as well as the Corporation Privacy Code of Ethics Statement. This document could also be available on Corporation's website at specific moments if required:

9.0 Individual Access

An Individual who wishes to review or verify what personal information is held by Corporation, or to whom the information has been disclosed (as permitted by the Act), may make the request for access, in writing, to the Corporation's Chief Privacy Officer. Upon verification of the individual's identity, the Chief Privacy Officer will respond within 60 days.

If the individual finds that the information held by Corporation is inaccurate or incomplete, upon the individual providing documentary evidence to verify the correct information, Corporation will make the required changes to the individual's active file(s) promptly.

10.0 Complaints/Recourse

If an individual has a concern about Corporation's personal information handling practices, a complaint, in writing, may be directed to the Corporation's Chief Privacy Officer.

Upon verification of the individual's identity, Corporation's Chief Privacy Officer will act promptly to investigate the complaint and provide a written report of the investigation's findings to the individual.

Where Corporation's Chief Privacy Officer makes a determination that the individual's complaint is well founded, the Chief Privacy Officer will take the necessary steps to correct the offending information handling practice and/or revise Corporation's privacy policies and procedures.

Where Corporation's Chief Privacy Officer determines that the individual's complaint is not well founded, the individual will be notified in writing.

If the individual is dissatisfied with the finding and corresponding action taken by Corporation's Chief Privacy Officer, the individual may bring a complaint to the Federal Privacy Commissioner at the address below:

The Privacy Commissioner of Canada Email address: www.privcom.gc.ca.

**112 Kent Street, Ottawa,
Ontario K1A 1H3
Tel 1-800-282-1376**

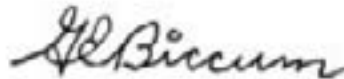
Questions/Access Request/Complaint

Any questions regarding this or any other Privacy Code of Ethics Policy of Corporation may be directed to the Chief Privacy Officer. Requests for access to information, or to make a complaint, are to be made in writing and sent to the Chief Privacy Officer at the address below:

Gerald Picard, Email address: g.picard1997@me.com

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Gerald Biccum
ZioTECH Inc. PRESIDENT

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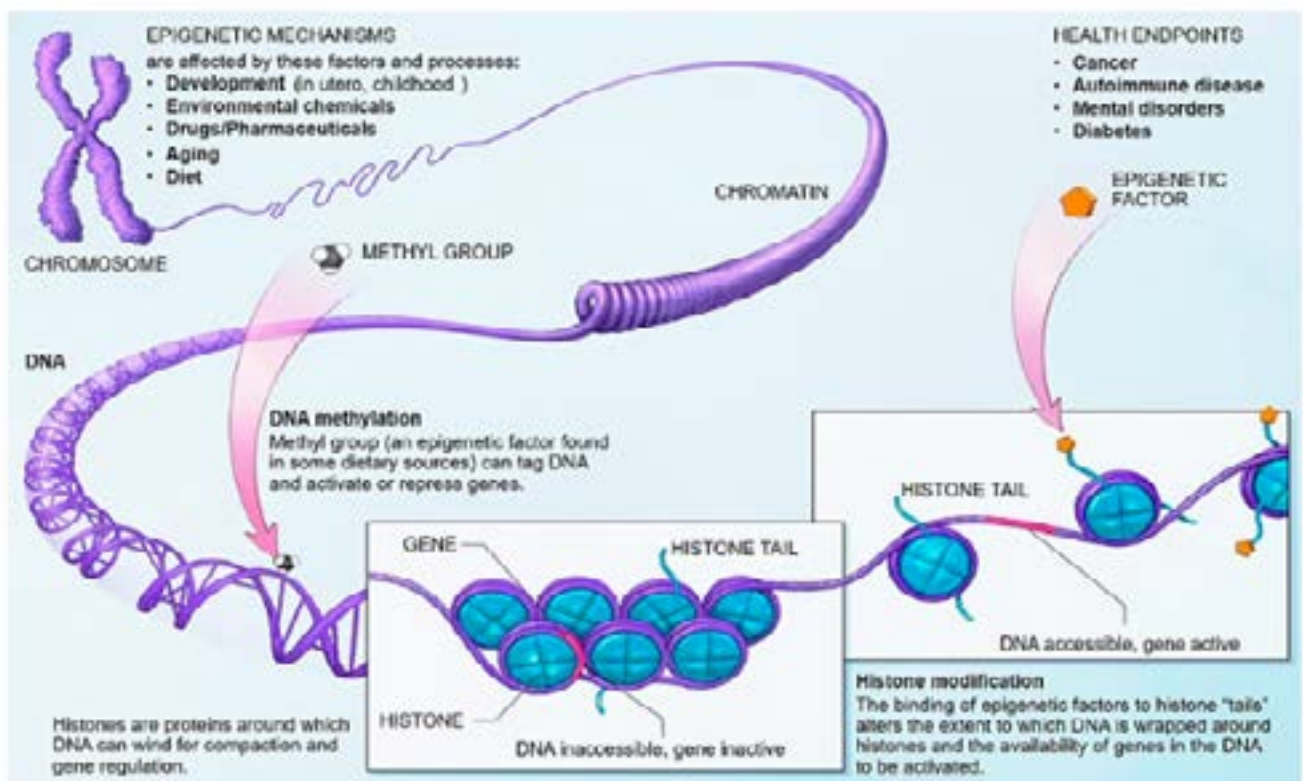
What is “Epigenomics:” (EH-pih-jeh-NOH-mix)

Robin Holliday defined in 1990 as “the study of the mechanisms of temporal and spatial control of gene activity during the development of complex organisms such as humans.” Thus, in its broadest sense, Epigenetic can be used to describe anything other than DNA sequence that influences the development of an organism such as their end effector extensions Hands and Wrists. More recent usage of the word in biology follows stricter definitions. It is, as defined by Arther Riggs and colleagues, “the study of mitotically and/or meiotically heritable changes in gene function that cannot be explained by changes in DNA sequence.” See Epigenetic (disambiguation).

Epigenetics and The Hands & Wrists

Epigenomics is the study of all of the epigenetic changes in a cell as a direct result of our environment affecting the human species. Epigenetics R & D is a study of the hand, wrist affected by our environments. It's the effects our environment has on altering the human species genetically which can be examined via the hand and wrists. It's the end effectors that has more nerve endings than any other features on the human body. Hence they are altered first and easily examined for interpretation. Epigenetic changes are changes in the way genes are switched on and off without changing the actual DNA sequence. Thus, in its broadest sense, Epigenology Clinic can be used to describe anything other than DNA sequences that influences the development of an organism such as the human species end effectors (Hands and Wrists).

Epigenetics interpretation:



Epigenetic mechanisms Image above

Definitions

The term epigenetics in its contemporary usage emerged in the 1990s, but for some years has been used with somewhat variable meanings. A consensus definition of the concept of epigenetic trait as a “stably heritable phenotype resulting from changes in a chromosome without alterations in the DNA sequence” was formulated at a Cold Spring Harbor meeting in 2008, although alternate definitions that include non-heritable traits are still being used.

The term epigenesis has a generic meaning of “extra growth”, and has been used in English since the 17th century.

Waddington's canalisation, 1940s

From the generic meaning, and the associated adjective epigenetic, British embryologist C. H. Waddington coined the term epigenetics in 1942 as pertaining to epigenesis, in parallel to Valentin Haecker's ‘phenogenetics’ (Phänogenetik). Epigenesis in the context of the biology of that period referred to the differentiation of cells from their initial totipotent state during embryonic development.

When Waddington coined the term, the physical nature of genes and their role in heredity was not known. He used it instead as a conceptual model of how genetic components might interact with their surroundings to produce a phenotype; he used the phrase “epigenetic landscape” as a metaphor for biological development. Waddington held that cell fates were established during development in a process he called canalisation much as a marble rolls down to the point of lowest local elevation. Waddington suggested visualizing increasing irreversibility of cell type differentiation as ridges rising between the valleys where the marbles (analogous to cells) are traveling.

In recent times, Waddington's notion of the epigenetic landscape has been rigorously formalized in the context of the systems dynamics state approach to the study of cell-fate. Cell-fate determination is predicted to exhibit certain dynamics, such as attractor-convergence (the attractor can be an equilibrium point, limit cycle or strange attractor) or oscillatory.

Contemporary

Robin Holliday defined in 1990 epigenetics as “the study of the mechanisms of temporal and spatial control of gene activity during the development of complex organisms.” Thus, in its broadest sense, epigenetic can be used to describe anything other than DNA sequence that influences the development of an organism. More recent usage of the word in biology follows stricter definitions. It is, as defined by Arthur Riggs and colleagues, “the study of mitotically and/or meiotically heritable changes in gene function that cannot be explained by changes in DNA sequence.”

The term has also been used, however, to describe processes which have not been demonstrated to be heritable, such as some forms of histone modification; there are therefore attempts to redefine “epigenetics” in broader terms that would avoid the constraints of requiring heritability. For example, Adrian Bird defined epigenetics as “the structural adaptation of chromosomal regions so as to register, signal or perpetuate altered activity states.” This definition would be inclusive of transient modifications associated with DNA repair or cell-cycle phases as well as stable changes maintained across multiple cell generations, but exclude others such as templating of membrane architecture and prions unless they impinge on chromosome function. Such redefinitions however are not universally accepted and are still subject to debate. The NIH “Roadmap Epigenomics Project”, ongoing as of 2016, uses the following definition: “For purposes of this program, epigenetics refers to both heritable changes in gene activity and expression (in the progeny of cells or of individuals) and also stable, long-term alterations in the transcriptional potential of a cell that are not necessarily heritable.” In 2008, a consensus definition of the epigenetic trait, a “stably heritable phenotype resulting from changes in a chromosome without alterations in the DNA sequence”, was made at a Cold Spring Harbor meeting.

The similarity of the word to “genetics” has generated many parallel usages. The “epigenome” is a parallel to the word “genome”, referring to the overall epigenetic state of a cell, and epigenomics refers to global analyses of epigenetic changes across the entire genome. The phrase “genetic code” has also been adapted – the “epigenetic code” has been used to describe the set of epigenetic features that create different phenotypes in different cells from the same underlying DNA sequence. Taken to its extreme, the “epigenetic code” could represent the total state of the cell, with the position of each molecule accounted for in an epigenomic map, a diagrammatic

representation of the gene expression, DNA methylation and histone modification status of a particular genomic region. More typically, the term is used in reference to systematic efforts to measure specific, relevant forms of epigenetic information such as the histone code or DNA methylation patterns.

For more on: :

- Developmental psychology,
- Molecular basis, DNA damage,
- Techniques used to study epigenetics,
- Mechanisms,
- Covalent modifications and more

Go to “www.epigenologyclinic.com” and search for PDF Document:

“Epigenetic Definition & How H&W-Practice Works?.pdf”

Epigenetic Clinic H&W-Practice (ECH&W-Practice)

It's developed by Canadian author Gerald E Biccum/ Picard (**A retired IBMer and DeVry “U” Graduate**) that also involves other future movements in developments such as: several electronics (BASES Sterilizer, Power modules), Aircraft, Engineering inventions, etc. **Epigenology H&W-Practice** can be a home based business or grouped together in a clinic environment, more like a franchise practice. Initially developed by a clear set of ideas, rules in association with using a computer data-base. Basically a representation of a form of medical, Psychological hand wrist injury examination centre whereby the H&W-Practitioners are promoted through various publications, and through the “**Epigenomics Research Foundation**” (ERF), which Gerald B/P established in 1989 after his first of three global publication concerning Epigenology now in its 4th edition.

Redeveloping Geriatric H&W-Assessment For The Public

Its purpose is to help the public before they become Hospital Emergency cases allowing the medical pros to focus more on what is ailing them. Yes, a professionally trained **Registered & Licensed “Epigenologist H&W-Practitioners (EPH&W-Practitioners)”** may be able to quickly assess people's medical, psychological hand & wrist injury conditions earlier as a “**Comparison Hand & Wrist Diagnostics**” (**CH&W-Diagnostics**) throughout the year. Hoping it can be used to replace the **Yearly Physical** not currently bring used.

Registered & Licensed Trained EH&W-Practitioner Examiners

EH&W-Practitioners compares the Hand & Wrist to a series of visual, flexibility touch and physical examinations. Using a manual format or via Online as a PDF Document. Writing down and/or entering their patients or clients corresponding exam Alphanumeric numbers results on a worksheet. These numbers are then entered into a “**Computer Data-Base**” (**Computer DB**). As a direct result it's the Computer DB that does the interpretations for them in a format the medical community understands. Similar to an X-Ray Technician whereby they only take a images and a specialist interprets for them later on. In our case it's the Computer DB that interprets the exam results plus controlling an enumerable amount of variations. Hence the Computer DB report is then sent to a medical professional requesting the examination or directly to a an interpreter or medical professional who must assess the report for a proper diagnosis. The data or exam results in the Computer Data-Base is extracted from medical institutions (universities, etc.) all over the world.

Geriatric Hand & Wrist Assessment University Studies

Basically the “**Royal College of Physicians and Surgeons of Canada's**” **Geriatric Hand & Wrist Assessment** is a medical University study that happens all over the world. All We've done is **modified, upgraded and computerized** it to be used by the medical community as a **Comparison Diagnostic Technology**. Able to diagnose any complex Hand & Wrist regardless of their complexity, accurately in less than 50 Minutes, thereabouts. All based on the **Epigenologist H&W-Practitioners** skill sets of course just like any Medical Professional. The exciting part is that little or no medical knowledge is required but does help to increase the **Practitioner's** skill sets. A computer Database not only interprets the exam results for them but also controls an innumerable amount of variations too complex for any mind to handle. As mentioned earlier it's able to replace the now cancelled “**Yearly**

Physical” allowing Medical Pros to focus more on a patient’s medical needs such as “**Chief of Complaint**” (CC). Plus it can also make the Hospital Emergency visits more effective and efficient.

Epigenology Hand & Wrist-Practice (EH&W-Practice)

It has its own Computer Data-Base examining and interpreting the whole hand and wrists in its entirety. In addition it now involves “Epigenetics” that has been efficacy proven for several decades by Universities on a global scale. Epigenetics affects everyone differently and is based on the environment of the person throughout their lives. A concept that overshadows a persons original genes as a HOX gene. Allowing them to handle their environment more effectively, good or bad. Hence, it’s different for everyone and does not define the human species. The hands & wrists are known as the End-effectors whether right or left handed we define as being the active or passive hand not right or left handed to remove any stigmas. Whereby if both the hands & wrists palmography grooves are identical then they are ambidextrous.

Epigenetics and The Hands & Wrists

Epigenomics is the study of all of the epigenetic changes in a cell as a direct result of our environment affecting the human species. Epigenetics R & D is a study of the hand, wrist affected by our environments. It’s the effects our environment has on altering the human species genetically which can be examined via the hand and wrists. It’s the end effectors that has more nerve endings than any other features on the human body. Hence they are altered first and easily examined for interpretation. Epigenetic changes are changes in the way genes are switched on and off without changing the actual DNA sequence. Thus, in its broadest sense, Epigenology Clinic can be used to describe anything other than DNA sequences that influences the development of an organism such as the human species end effectors (Hands and Wrists).

End of “Epigenetic Definition & How H&W-Practice Works?”

AND

End of “Epigenology Clinic Business Operations 2024” Total file name