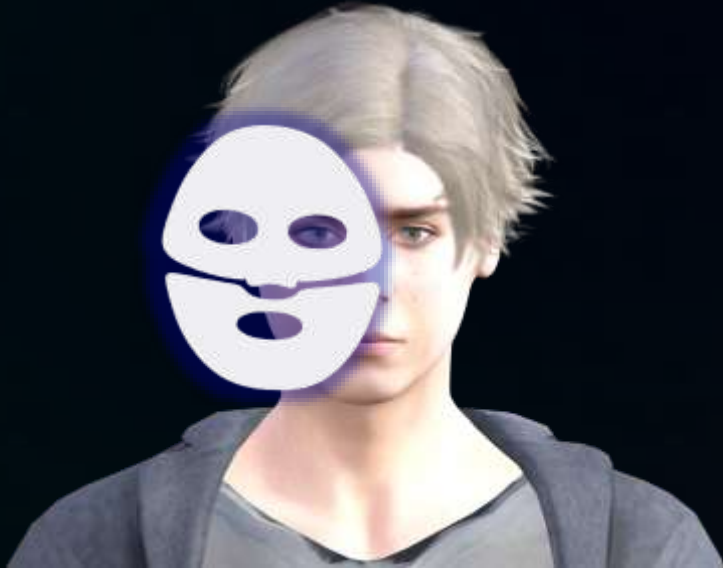


Tear off the mask. Your face is glorious.



TATIANA MCCLINTOCK

MASKING TO UNMASK

8-16 EPISODE SERIES

(Adaptable Feature Film IP)

MAGICAL REALISM / COMEDY

THE CALL: NEURODIVERSITY AND TOXIC WORKPLACE



ECONOMIC IMPACT

- **\$1 Trillion Annual Loss:** Depression and anxiety caused by toxic working environments cost the global economy \$1 trillion every year in losses. (WHO & ILO).
- **Workplace Stress Burden:** Over **840,000** deaths annually worldwide are linked to long working hours, severe job stress, and toxicity. (ILO, 2026).
- **Over 55%** of victims do not report workplace toxicity. (ILO / World Health Organization).
- **23%** of global workers have experienced workplace harassment, psychological abuse, or bullying. (ILO-Gallup).

AUTISM/NEURODIVERGENCE

- **High Masking:** **Over 80%** of neurodivergent employees conceal their conditions ("masking") (Deloitte Inclusion Studies)
- **Up to 85%** of autistic adults worldwide are unemployed or severely underemployed. (Deloitte Insights / United Nations).

IN FRANCE

- **Only 0.5% to 10%** of autistic adults **in France** hold full-time employment.
- **In France, fewer than 10%** have an official formal diagnosis.
- The economic impact of autism **in France** exceeds **€15–€20 billion**.

THE RESPONSE: MASKING TO UNMASK

LOGLINE

"A neurodivergent coder accidentally programs an AI mask that teaches him to navigate a corporate world not built for minds like his, and discovers it could do the same for millions of people."

Tear off the mask. Your face is glorious.

CORE COMPARISONS (FILM & TV)

La Famille Bélier

Hors Normes

Dix pour cent!

The Office

Suits

Upload

Black Mirror

SYNOPSIS ACT 1: OPENING CRISIS & THE MASK



NIGHTMARE

25-year-old coding prodigy Colt Nexus wakes from a nightmare of drowning among glitching "404 Error" shadow figures, completely drained from years of social masking at toxic Pinnacle Technologies.



THE MASK

Colt applies a cosmetic sheet mask found on his nightstand. The mask seamlessly integrates into his skin. Suddenly, strange things start happening to Colt: he greets people, makes eye contact, and seems full of confidence.



DISCOVERY

A cosmetic mask, glowing violet on Colt's face, becomes an adaptive AI interface Colt coded at 3 AM. An external API, the Mask acts as a real-time coach, training Colt to manage social anxiety and interpret behavior.

ACT 2: THE CORPORATE BATTLEFIELD & THE TEAM

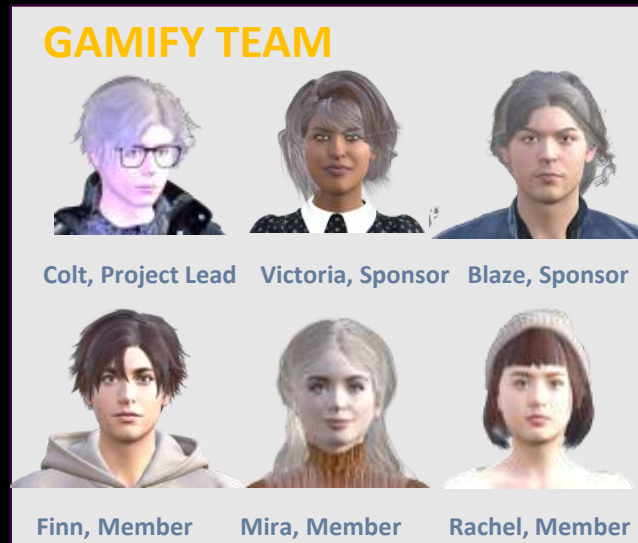
WORK SUCCESS

Guided by the Mask, Colt pitches Work Gamify, an app to turn routine tasks into achievement-based experiences. He gets a \$2M budget.



THE TEAM

Colt is a Project Lead, builds a core team: sharp developer Rachel, top sales lead Mira, mentor Blaze, VP Victoria, and wildcard MIT graduate Finn Cipher.



THREAT

Manipulative Strategy Director Marcus conspires to sabotage Colt and steal project files to advance his career, launching a high-stakes espionage operation with Jane.



ACT 3: RELATIONSHIPS, SECRETS & ESPIONAGE

HYPOCRISY

Elza's wealthy parents shift from mocking Colt's neurodivergent traits to showering him with praise the moment his project becomes successful.



SECRET HEIR

Finn hides his identity as the heir to Cipher Industries (expensive wine collection, truffle oil, marble penthouse) while wooing Mira on a junior coder's salary.



LOYALTY

Chester exploits Finn's executive dysfunction to manipulate him and coerce him into corporate espionage. However, when Chester threatens a hostile takeover, Finn refuses to betray his colleagues, choosing loyalty over betrayal.



ACT 4: THE UNMASKING CASCADE & RESIGNATION



THIEF

Rachel uncovers the data theft. Marcus blames Jane and frames the stolen work as his own vision. Jane is fired, while Marcus is protected by his connections.



UNMASKED

Rushing to an emergency meeting, Colt leaves the mask on his nightstand. Forced to navigate the crisis unassisted, he leads his team, proving he no longer needs the Mask ("Coach").



PASSING THE TORCH

Recognizing Finn's neurodivergence, Colt passes the mask to Finn as temporary "leadership training wheels" for his return to the Cipher leadership position.

ACT 4: THE UNMASKING CASCADE & MANIFESTO

SECRET REVEALED

During the getaway, Finn slips up about the mask; Elza and Mira learn the secret, leading to a joyful, uninhibited late-night jam session that tests its confidence powers.



MANIFESTO

Facing Backslapper's demand for holiday overwork, the team rejects the corporate grind and drafts a scathing document exposing Pinnacle's toxic culture.

Why We Are Leaving Pinnacle

- *Suppresses Creativity*
- *Politics Over Merit*
- *Exploitation*
- *Uniform molds*
- *Toxic Work*



RESIGNATION

During an emergency call, the team presents the manifesto as their resignation and walks away from Pinnacle together to build a human-centric culture at Cipher.



ACT 5: ANTIMASK & GLOBAL LEGACY

TRANSFORMATION

Finn reveals he owns Cipher Industries, fires Chester, and steps into the CEO role. He invites the entire team to join Cipher, creating an inclusion-driven work culture.



GENEVA KEYNOTE

5 years later, Colt addresses 2,000 researchers at INSAR in Geneva; the AntiMask has reached 25 million users. Pinnacle, having lost its R&D team, is acquired and dismantled.

ANTIMASK APP

The team develops AntiMask with Mask guidance, an AI platform for social navigation, executive functioning, and cognitive flexibility training. The Mask dissolves after.



LEAD CHARACTERS



COLT NEXUS NEXUS (25) | DEVELOPER AT PINNACLE TECHNOLOGIES

"A neurodivergent coding prodigy who can easily debug complex software architectures, but spent years exhausting himself behind a heavy social mask."

Colt possesses a 14-hour hyperfocus superpower and unmatched system-architecture vision, yet struggles with basic workplace social subtext. He is trapped between an environment that demands schmoozing and his own internalized shame about being "different."

THE MASK ("COACH") | AI NEUROSOCIAL TRANSLATION LAYER

"An interactive invisible AI face mask that decodes social context, runs real-time behavioral drills, and trains a brilliant coder to navigate corporate politics with confidence."

Born from Colt's desperate late-night plea for an on-demand therapist and social coach, this self-evolving AI removes his social processing drag so his natural genius can run at full bandwidth.



FINN CIPHER (24) | JUNIOR DEVELOPER / SECRET HEIR TO CIPHER INDUSTRIES

"The 'Prince in the Hoodie', an \$800-million tech heir disguised as a broke intern, torn between corporate espionage and the work team that treats him like family."

Finn possesses brilliant logic yet struggles with sensory overstimulation and executive task paralysis. He secretly lives in a luxury SoHo penthouse while frantically trying to explain away imported white truffle oil, Italian marble, and an expensive private wine collection on a junior coder's salary.

MARCUS STERLING (31) | Director of Strategy at Pinnacle / Primary Antagonist

"The polished careerist, a Harvard MBA born into wealth and influence who relies on 90-minute morning dressing routines, weaponized buzzwords, and stolen genius to climb the corporate ladder."

Despite his custom-designed Tom Ford suits and country-club connections, Marcus has zero technical competence. He secretly Googles tech terms in bathroom stalls before meetings and harbors a deep, envious insecurity toward Colt's effortless natural talent.



SUPPORTING CHARACTERS



ELZA TERRA (20S) | ENVIRONMENTAL LAWYER / COLT'S GIRLFRIEND

"A warm-hearted, idealist environmental lawyer raised by wealthy Upper East Side financiers, Elza is Colt's emotional anchor, rejecting country-club superficiality to choose a socially awkward programmer."

Raised by status-obsessed parents, Elza cycles to work, consults her dog Tux on legal cases, and sees everyday magic in the city. She doesn't try to "fix" Colt's neurodivergence, accepting him unconditionally instead.

BLAZE DRUMMOND (50S) | TECHNICAL DIRECTOR / COLT'S SECRET MENTOR

"A former heavy metal drummer, Colt's secret Pinnacle guardian angel who courts VP Victoria Chrome through vintage vinyl records and synchronized coffee runs."

Air-drums on video calls and explains sprint deadlines in music tempos, yet operates as a sharp, highly observant veteran who quietly patches Colt's errors and documents Marcus's misconduct.



VICTORIA CHROME (40S) | VP OF RESEARCH & DEVELOPMENT AT PINNACLE TECHNOLOGIES

"An executive who climbs to the top and defends her seat by turning incompetent bosses into geniuses and cashing in on their gratitude."

A divorced woman, a Columbia MBA, she maintains her high-powered status by enabling incompetent male executives like Backslapper and Marcus. She rigidly enforces C-suite mandates, yet secretly responds to her teenagers' mid-meeting texts about Wi-Fi emergencies at home.

MIRA CHARM (20s) | Sales Process & UX Psychology Expert

"A gorgeous top-performing sales star, hiding a psychology degree and a Minnesota farm-girl heart behind a sleek Manhattan look."

Pinnacle's #1 sales producer, she effortlessly hits corporate quotas while feeling deeply unfulfilled by relentless sales targets. She creates a pristine image to navigate Manhattan business circles, yet relies on her farm-girl upbringing and behavioral psychology training to read client motives instantly.



SUPPORTING CHARACTERS



RACHEL BYTE (20s) | SENIOR DEVELOPER / "THE SYSTEM AUDITOR"

"A tech rebel defying every corporate stereotype, preferring to build systems over playing politics while cutting through indirect speech and buzzwords on sight."

Working-class and fiercely independent, she hides a soft heart beneath her punk exterior and ultimately walks away from office politics to reinvent herself as an actress.

JANE VEGA (23) | TEMPORARY MARKETING ANALYST / MARCUS'S ACCOMPLICE

"A razor-sharp business graduate driven by crushing family debt who sees through Marcus's game from day one and chooses corporate theft because ethics are a luxury she can't afford."



Facing \$180k in student loans and \$8k/mo for her father's Alzheimer's care, Jane uses Marcus's credentials to steal Colt's team project files.



PATRICIA & RICHARD TERRA (50s) | UPPER EAST SIDE ELITE / ELZA'S PARENTS

"Status-obsessed Upper East Side financiers personify high society's hypocrisy at its most absurd."



They initially dismiss Colt's neurodivergent traits as a "socially defective liability" for their family registry, only to shamelessly pivot and shower him with praise the moment his startup success turns him into a high-value tech prodigy.

TUX | THE PITCH-PERFECT WINGMAN / ELZA'S LABRADOODLE

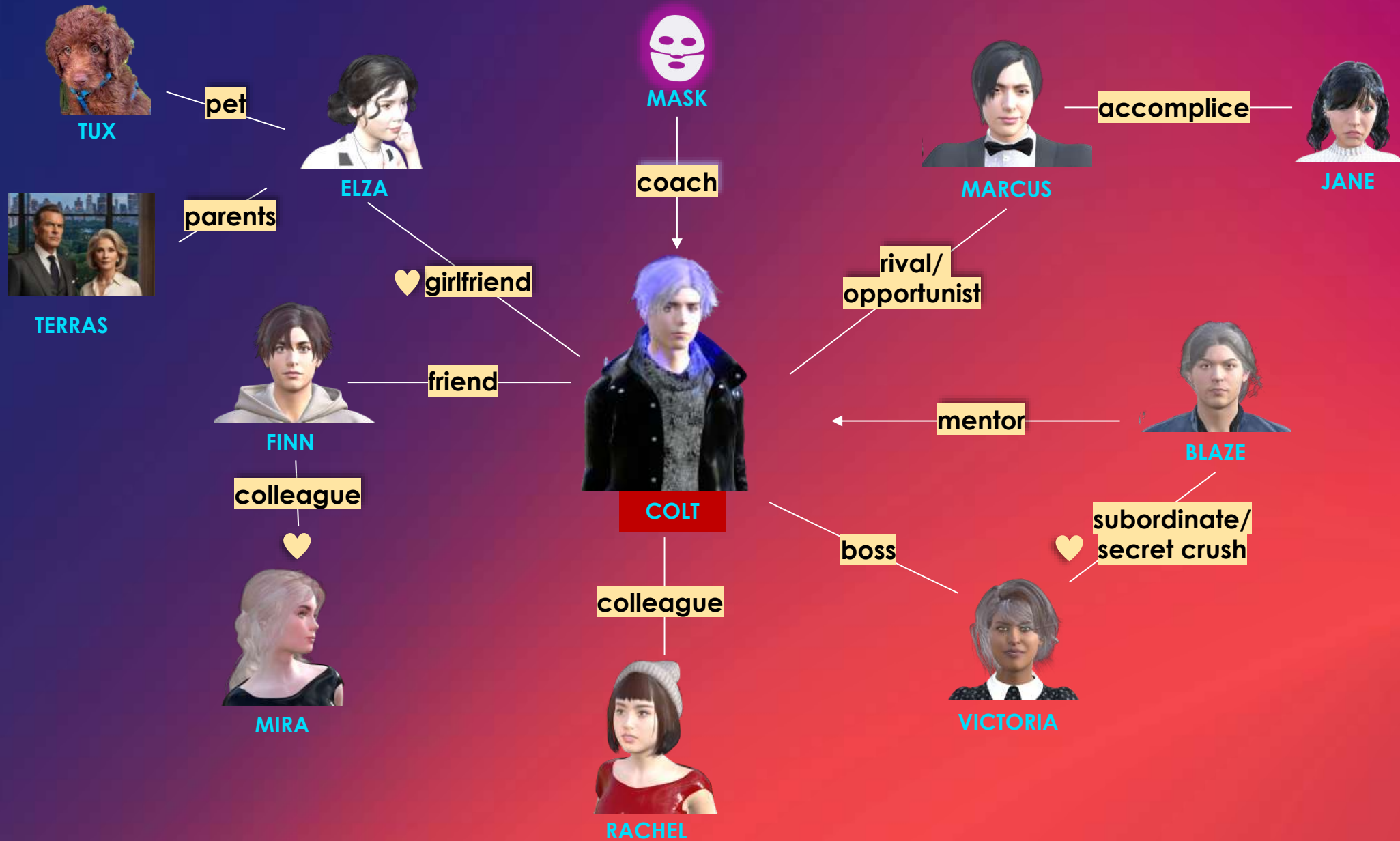
"A musically gifted Labradoodle who acts as the group's furry mascot and the ultimate proposal wingman."



A shameless flirt with other dogs, he actively roots for human love stories, making him an enthusiastic participant in romance, whether he's howling in pitch-perfect harmony with emergency sirens or jamming along to Colt's stone-percussion rock solos.



RELATIONSHIP CHART





THANK YOU

TATIANA MCCLINTOCK

Writer / Founder, Lucianesque Media LLC
2025 Chatelaine Awards Honoree | LA
International Screenplay Awards Quarterfinalist

Email: tatianamcclintock@yahoo.com
Phone: +1 617 953 0528

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Based on the U.S. Copyrighted Novel "*Masking to Unmask*".