**Setup**

1. The main playing area is called the War Map
2. Designate an out of game area called the World
3. Place the two Agent Headquarters (Interpol and CIA) apart from each other on the War Map
4. Place a High Alert token on the Interpol Headquarters
5. Draw three Gadget Cards and Goodman Directives. Each are placed face up in the R&D (Research and Development) and Directives sections
6. The four types of Resources (Infamy, Corruption, Espionage, and Data Cache) and six types of Faceless Henchmen (Soldier, Assassin, Thief, Hacker, Scientist, Fixer) are placed in the World
7. Pick whether you will play Syndicate (Cooperative), Cutthroat (Co-Op/Competitive), or Mayhem (Team vs. Team). Determine who picks characters first via a die roll, or the person with the best evil laugh.

**Pick Characters**

Characters ‘In Play’ – Characters are considered ‘in play’ if they have a pawn on the War Map/in a Squad. Some characters may be selected even if they do not start in play. See the rules below for details.

Up to three teams alternate picking up to three Named Henchmen per team. Regardless of player number, there shouldn’t be more than six Named Henchmen in play. Furthermore, the number of players does not matter as much as each team having an equal number of Named Henchmen represented. If need be, one player may represent multiple Named Henchmen. If this occurs, each Named Henchmen is considered a ‘player’ for purposes of passing the Team Leader and turn orders.

Betrayal Triggers represent the disgruntled feelings brought out by certain activities, meaning teams still lose one VP for each Betrayal Trigger they have active at the end of the game.

**Team Leader**

The person who has most recently committed a crime is the Team Leader… or you could just roll a die if you lead boring, law abiding lives.

Team Leader represents the person currently in the headlines, and the one Goodman is currently paying attention to. Sycophants and underworld dregs see the Henchman enjoying their 15 minutes of fame and treat the villain with a little more deference. What’s more, they sometimes get more credit for current acts of villainy than they deserve.

The Team Leader receives any Rewards/Effects that normally would go to Goodman, with the exception of VP from Doomsday Missions.

Effects that give you the Team Leader token still do. If you gain the Team Leader Token while you already have it, you keep it for an additional round.

**Henchmen Tiles**

Once the War Map is placed (see page 3), each team picks a side of the War Map and places their Named Henchmen Base Tiles alongside the Resource and Doomsday Missions. Each team is considered to have a separate Base.

Place pawns for Named Henchman in play on their Base Tile.

**Henchmen Starting Resources and Objectives**

|  |  |
| --- | --- |
| Faceless Henchmen | Team of one: 4 Henchmen  Team of two: 3 Henchmen  Team of three: 2 Henchmen |
| Resources | Every Named Henchman picks one Resource of their choice, and takes two Funding |
| Doomsday Plan | No Doomsday Plans in Mayhem! Let Goodman focus on that, you just focus on impressing him |
| Side Jobs | 1. Each player draws the Side Job with their Henchman’s name below the title 2. Players each draw four more Side Jobs 3. Everyone reviews their five Side Jobs, keeps two, then returns the rest to the deck 4. Shuffle the Side Jobs deck |

**Resource Missions and the Interpol Agent**

Six Resource Missions will be placed around the Interpol HQ tile. Shuffle the eighteen Resource Missions and pass them out to players as follows:

Divide the tiles equally between the teams. They alternate placing around the Interpol Headquarters until six tiles are placed. Each team then chooses half of their remaining tiles to keep in their Vault(s), returning the rest to the World.

Interpol Agent

The Interpol Agent starts on the first Resource Mission to be placed.

**Doomsday Missions and the CIA Agent**

Place the CIA Agent on the CIA Headquarters tile.

Six Doomsday Mission Tiles must be placed around the CIA Building. Shuffle the Doomsday Mission Tiles and pass them out accordingly:

Mayhem

Shuffle the Doomsday tiles:

* Divide the tiles equally between the teams
* Each team selects an equal number of Doomsday Missions to create a pile of six. The selections are shuffled and placed face down around the CIA Headquarters
* Each team keeps one of the remaining tiles and places it in their Vault
* The remaining Doomsday Tiles are placed face down in the World

Doomsday Events In The World

Doomsday Missions in the World cannot be looked at without special abilities/events.

**Betrayer’s Bolthole, Gadget Track, the Doomsday Clock, and Global Events**

Place the Technology Track tile between the Base and the Resource Missions. The Technology marker is placed at 1.

Place the Doomdsay Clock between the Base and the Doomdsay Missions. The Doomsday Marker starts at:

|  |  |
| --- | --- |
| Named Henchmen | Mayhem |
| 1 | N/A |
| 2 | 6 |
| 3 | 6 |
| 4 | 6 |
| 5 | 6 |
| 6 | 6 |

In Cutthroat and Mayhem, players may decide to play with Global Events or not. Global Events are mandatory in Syndicate. If Global Events are in play, one is active at the start of the game if the Doomsday Clock starts on an even number.

Betrayal Triggers

Place tokens on your Betrayal Triggers that are currently active. Players lose one VP for each active trigger at the end of the game.

Team Leader related Betrayal Triggers may be ignored in Mayhem.

**Game Objective**

General Goodman is in the process of instituting a new world order. He has put the call out for insidious henchmen who want to join his organization. Ambitious villains have teamed up to make a name for themselves, looking to complete Goodman Directives and Doomsday Missions to ensure they catch the Supervillain’s eye. Once the Doomsday Clock reaches zero, Goodman has completed his plan and taken over the world. By achieving the most Villain Prestige, a team will earn the right to be recruited into Goodman’s new world order.

If a rule ever states to ‘go around the table’, start with the Team Leader (unless otherwise directed), and alternate between players on each team.

**Round, Stages, and Action Order**

The Round encompasses all Stages and Actions from ‘Scheming’ to ‘The World Reacts’.

The Round is divided into three Stages: Scheming, Villainy, and Monologuing. These Stages serve as organizational buckets for the Actions taken within them.

Within each Stage are Actions: Deploy, Complete Missions, Tithe to Goodman, etc. Each Action has specific guidelines on how players interact with each other, the War Map, and the World.

Each Round will have three Phases during Villainy. This represents the complex schemes and plans being executed on the War Map. The Villainy Stage will be repeated three times, once for each Phase, after which you move on to the Monologuing Stage.

Detailed Rules of a Round

**Scheming**

Interpol/CIA Security Sweep

Coordination

* Requisitions Resources
* Plotting
* Build Gadgets
* Commit Forces to Squads

Place Staging Markers

Reveal Staging Markers

Remove Blank Staging Markers

**Villainy (3 Phases)**

Agents Investigate

Fund Deployment

Deploy

Generate or Collect Spoils

Complete Missions

Collect Mission Rewards

Remove Staging Marker

Next Phase

**Monologuing**

Voluntary Recall

Tithe to Goodman

Complete Goodman Directives

Complete Side Jobs

Goodman’s Plotting Actions

The World Reacts

After all Actions in all three Stages take place, a new Round starts.

**Taking Turns/Order of Operations**

Actions are resolved by tile (unless explicitly stated otherwise) starting with the Team Leader’s tile, then clockwise around the table.

During Mayhem, ‘going around the table’ must alternate between teams. The goal is to not allow the same team to resolve events or claim objectives one after another before another team gets an opportunity.

To expound more, resolving the order of an action/event should start at the Team Leader, followed by the person on the next team who will be the Team Leader, followed by the person who will get the token the following Round, etc.

**Scheming**

**Interpol/CIA Security Sweep**

Turns out global intelligence agencies don't like interlopers. Once per Round, the two Agent Headquarters deal damage equal to the High Alert tokens present on their tiles to all Squads with the audacity to loiter around their facilities. If there are no Squads on the Headquarter tiles, the home office agents high five and congratulate themselves on their tight security.

**Coordination**

Since players can have competing motivations, each player may take one of each Coordination action, then allow the next player/team to do the same. This continues until no one has actions to take. Individuals/teams may pass if they don’t have anything to do during their turn, but may take an action later when it comes back around to them.

Requisition Resources

Players have several options during this Action:

* Spend one VP to add a Faceless Henchmen to their Base Tile
* Utilize Infamy to acquire Resources. During this step, they may exchange three Infamy for any one Resource as many times as they have Infamy to spend. The Team Leader may spend two Infamy per Resource
* The Team Leader may replace empty tile spaces on the War Map with appropriate Mission Tiles from their Vault. This opportunity only occurs if a tile was previously removed and not replaced. There should never be more than six Resource and Doomsday Mission Tiles on the War Map

Plotting

Information is power. There are resources out in the world that are crucial to Goodman’s success. Not every act of villainy will have the impact of a Doomsday Mission, but fortunately, Henchmen have made enough connections to ferret out what is worth getting, and how to hide things if they need to.

Unless explicitly stated in the ability, Henchmen take Espionage, Gadget, and Special Ability actions from their Base Tile during this Action. Their Plotting actions are limited to the number of Espionage Resources they have available.

|  |  |  |
| --- | --- | --- |
| Target | Cost | Effect |
| Side Jobs | 1 Espionage | Draw three Side Jobs cards. Keep one, return the other two to the top of the deck, and shuffle if desired. |
| Gadget | 1 Espionage | Draw three Gadgets, place one face up in the R&D section, place the other two on top of the deck. Shuffle if desired. |
| Switch out a Resource Mission | 1 Espionage (+1 if Occupied and for each High Alert Token) | The Player takes a Resource Mission from the War Map and places it in Goodman’s Vault. The player, if able, may replace the Resource Mission with one from their Vault, otherwise Goodman may replace the tile with any Resource Mission from his Vault. The new mission comes into play Active. |
| Remove a Resource Mission to the World | 2 Espionage (+1 if Occupied, and for each High Alert Token) | Remove a Resource Mission tile from the War Map and place it in the World. The player may replace the Resource Mission with one from their Vault. Otherwise General Goodman may replace the tile with a Resource Mission from his Vault. The new mission comes into play Active. The space remains empty if the tile isn’t replaced, causing occupying Henchmen to return to their base tile, and Agents to move ahead one tile and ‘jump over’ the space when moving. |
| Reveal a Doomsday Mission | 1 Espionage | Flip a Doomsday Mission from Inactive to Active. Add one High Alert token to the CIA Building if this is the first Doomsday Mission tile flipped. |
| Remove an Inactive/Active/Completed Doomsday Mission to the World | 2/3/4 Espionage respectively (+1 if Occupied) | Remove a Doomsday Mission from the War Map and place it in the World. The player may replace it with a Doomsday Mission from their vault. Alternatively, General Goodman may replace the tile with a Doomsday Mission from his Vault. Replaced tiles come into play Inactive. If the player and Goodman do not replace the tile, the space remains blank, occupying Henchmen return to their base tile, and Agents move ahead one tile and ‘jump over’ the space when moving in the future. |

Build Gadgets

Everyone loves new toys. After tracking down the available blueprints, schematics, and crackpot theories, Henchmen can further their agenda by piecing together Gadgets in the Base.

A player can build Gadgets during this Action if their Named Henchman is on their Base Tile. Successful construction costs a number of Data Cache equal to the current Technology Track level. Doing so raises the Technology Track by one (maximum of 5). The player then takes the Gadget card of their choice from R&D and places it in their Vault. Unless the Gadget explicitly says otherwise, it is used during the Plotting Action in the Scheming Stage.

In addition, players may spend Corruption equal to the current Technology Track value to raise or lower the Technology Track by one.

Commit Forces to Squads

Logistics are important and complicated. Getting them wrong will mean botched operations and confused/disorganized Henchmen.

Henchmen may now be committed to Squads. Henchmen cannot deploy on the War Map without being in a Squad. A Henchmen outside of a squad can do nothing but passively sit on a tile and defend against Conflicts initiated against them.

The rules of creating Squads are as follows:

* Squads may be disbanded and created at Base during Coordination
* New Henchmen from Spoils may form a new Squad or be added to an existing Squad on the Tile they were recruited
* Each player may have up to three Squads
* You cannot have a Squad with more than six Henchmen
* Squads may combine during any Action if they are on the same Tile
* A Squad that has all of its units returned to the World or Base is disbanded
* Squads, with their assigned Henchmen, are moved during Deployment. Henchmen not in a Squad cannot be Deployed, but may defend if a Conflict is initiated on their Tile

When you create a Squad, move the Henchmen to your character sheet, occupying the top right corner of the Squad they will be forming. Use Attribute tokens to mark the Squad’s Attributes to avoid having to do the math more than once. Move the Squad marker to the tile the Squad was created in. Now you only have to move one token instead of several Henchmen pieces, and Henchmen on a tile with multiple Players won’t get confused about who they are working for.

Squads cost the following to deploy:

|  |  |  |  |
| --- | --- | --- | --- |
| Units in Squad | 1-3 Henchmen | 4-5 Henchmen | 6 Henchmen |
| Cost | 1 Funding | 2 Funding | 3 Funding |

Temporary ‘Travel Squads’: If multiple Squads from any number of players are deploying \*from\* the same tile, or all deploying \*from\* the same Base, and all have the same destination, they may combine into one Travel Squad. These Supervillain ride shares split back into their normal Squads once they reach their destination. The limit of six Henchmen per Squad still applies to the Travel Squad, but the Temporary Travel Squad may be funded by any of the travelling players. Creative uses of this rule can lower the cost of deployment and/or allow Squads to tag along when their player had otherwise run out of Funding. Characters like Azura like picking up hitchhikers, and Axle benefits from giving others a Tune Up before bumming a ride.

Once a Travel Squad arrives at its destination it splits back into the original Squads.

**Place Staging Markers**

Staging Markers determine where Squads can deploy for each Phase.

Players place five Staging Markers on the War Map face down. Markers will be blank, or have an indicator for Phase 1, Phase 2, or Phase 3. Players may place multiple markers on one tile if they choose. Tiles with a number indicate the Phase a player will be attempting to Deploy during the Round.

Players may place Staging Markers one by one in a clockwise order, starting with the Team Leader, or all place together if they unanimously agree to. Players may not remove tiles once they are on the table.

Players may not place Staging Markers in another Team's base.

**Reveal Staging Markers**

The placed markers are now revealed. While abilities/technologies can affect placement, markers should otherwise remain untouched until the appropriate Phase.

**Remove Blank Markers**

The blank markers have served their purpose as distraction tools. They are removed and put back in the players’ Scheming areas.

**Villainy**

Players go out into the field and perform deeds of villainy during this Stage. They will Deploy to tiles on the War Map, interact with Missions, Agents, and other players, harvest resources, and complete Objectives before returning to Base to brag during Monologuing.

All Villainy Actions are taken once, an repeated over the course of three Phases. This will give players opportunities to take three different sets of Villainy Actions on the War Map before proceeding to Monologuing.

Phases

Players Deploy Squads to the Staging Marker for Phase One, taking their Villainy actions and resolving Conflicts before doing the same for Phase Two, and finally Phase Three.

Phases are resolved in order. While most players will Deploy in every Phase, not every Phase has to be participated in by every player. For instance, let's say Player One placed Phase 1 and Phase 3 markers during Scheming. Player Two placed Phase 1 and Phase 2 markers. Player Three placed a Phase 3 marker only.

Phase One would feature actions from Players One and Two.

Phase Two would feature actions from Player Two.

Phase Three would feature actions from Players One and Three.

**Agents Investigate**

Both Agents move one tile in a clockwise direction.

If an Agent is on their Headquarters and there is one or more Active/Completed Mission Tiles on their ring, move the Agent to the tile that became Active first.

Agents skip over Inactive and missing tiles as they move. If only one Mission is Active/Complete, the Agent will move at the beginning of each Phase, skipping all other tiles and land on the one Active/Complete Mission again. If an effect causes the last Active/Complete Mission to be removed from the War Map, the Agent returns to their Headquarters. If a valid tile is placed later, the Agent moves to it during Agents Investigate.

The following takes place when an enemy Agent moves onto a mission tile:

1. Players with Squads occupying the tile have a chance to spend Corruption to avoid Agent interference. For the cost of one Corruption per High Alert token on the appropriate Agent Headquarters, and an additional Corruption per High Alert token on the occupied tile, the enemy Agent will not deal damage, nor will they interfere for the Phase they were corrupted. After Corruption is spent, players may disregard the next steps. If players fail to spend the appropriate amount of Corruption, proceed to Step 2
2. Agents affect Mission Tiles they occupy. They deal damage when Squads attempt to Collect Spoils, and add the Requirements from their Agent Headquarters to the Requirements for Generating Spoils or Completing an Active Mission
3. Agents deal damage equal to the High Alert tokens on the Agent’s HQ + the Mission Tile. Unlike Conflicts, there are no defensive pools to lower the damage. Faceless Henchmen who take one damage are sent back to the World. Named Henchmen who are damaged return to their Base Tile and return all Infamy in their Vault to the World. Being routed in such an embarrassing and public fashion is horrible for their reputation… and Agents like to brag for the press.
   1. Syndicate and Cutthroat: Goodman decides how the damage is applied if the players cannot decide
   2. Mayhem: If the players cannot decide how to distribute the damage, it is divided equally, with the Team leader deciding where any uneven amounts go
4. If there are no Henchmen left and there is still damage that has not been distributed:
   1. Resource Missions: High Alert tokens on the tile are removed at a one for one basis. If there are no Henchmen or High Alert tokens left on the tile, the Agent has a pint at the pub to celebrate a job well done
   2. Completed Doomsday Missions: A single High Alert Token is placed on the tile (not one per damage). If two High Alert Tokens are on a Completed Doomsday Mission, it is removed to the World, and the Agent moves forward one tile

**Fund Deployment**

Deployment encompasses the transport, lodging, equipment, and logistical coordination of Squads. A Deployment action and appropriate Funding are required to move Squads and/or take action on any Tile, else Henchmen don’t have the resources they need to execute your evil plans.

It’s easier to stay put or launch an operation from base. If any of a player's Squads are deploying from a Base Tile and/or are remaining on the same tile, the total cost for the Phase’s deployment is one less Funding. Players do not get a discount per Squad, and can therefore only ever get a total discount of one per deployment.

Players choose what Squad(s) will be deploying and spend Funding based on the Squad size(s), applying discounts and penalties as appropriate. Multiple Squads may be Deployed, and they do not have to come from the same tile.

If you do not have enough Funding to deploy any Squad, you spend nothing, but the Deployment automatically fails. You must skip this Phase, but may participate in the next one.

For example, Axle sabotages your equipment and raises your Funding cost by one. Your deployment was going to cost one, but now will cost two. You only had one Funding in your Vault, and you don’t have another Squad you could deploy for less. Since you don’t have enough to fund a Squad’s Deployment, you don’t spend anything and the Deployment fails. If you had a second Funding, you would have to spend both and continue your Deployment.

Henchmen are desperate to please their evil overlords and follow orders. If the Player \*does\* have enough Funding to Deploy an available Squad during a Phase they have placed a Staging Marker, they must fund it and Deploy at least one Squad.

**Deploy**

Players now move the Squads they paid to Deploy to the Staging Marker for this Phase.

A Squad without a Deployment order will sit idly doing nothing but passively defending the tile. Passive defenders cannot initiate a Conflict, but will defend if attacked, and can use Corruption if an Agent shows up.

A Squad must have a Staging Marker on a tile for the Phase it wishes to act. Whether a Squad is moving to a new Tile, or staying on a Tile to continue taking actions on subsequent Phases, they need to have a Staging Marker on the tile and successfully fund their Deployment on the Phase they wish to take an action.

You may Deploy multiple Squads from different tiles to a single destination. The Staging Marker indicates the destination and Phase the Squad(s) may deploy to.

If a Squad is deploying to a tile which already contains a Squad belonging to that player, only the Squad(s) that are funded may take action during the Phase. This means the player can choose not to fund a Squad already on a destination tile and have them side idly while the newly arrived Squad takes actions.

Deployments that would cause more than six Henchmen belonging to one player to occupy a tile (excluding Base Tiles) are not valid options.

Getting back home and wandering the Base is cheap. Mechanically this means a Squad(s) deployment from a single Mission Tile to a Henchman’s own Base Tile, or from one Base Tile to another Base Tile, does not cost Funding.

Examples:

1. Three separate Squads of one Henchman Deploy from different Missions to Murder Inc. in Phase 1. Each Squad incurs its own cost, so the total Funding would be three
2. If any or all of the three Squads from the above example were deploying from the Base and/or already on Murder Inc, the total cost would be two instead of three
3. If a player deploys a Squad of one Henchman from his Base to Murder Inc, and already has a Squad of one Henchman on Murder Inc, the total cost would be one funding. Each Squad costs one Funding to Deploy, but the player gets a discount of one since at least one Squad is deploying from the Base and/or staying on the same tile. Alternatively, the player could choose to not fund the Squad already on Murder Inc and spend 0. This saves money, but would mean the Squad on the tile would be idle and could not take part in that Phase’s Villainy actions
4. If you saw a big bad enemy Squad ready to deploy to Murder Inc, you still have to Deploy there if you have a Squad you can afford to send. Your minions were given orders and funding in advance, and are eager to please. That said, you can send an expendable Squad to minimize your losses. Don’t worry, no one will miss those henchmen anyway

Travel Squads (aka, Supervillain Ridesharing)

If multiple Squads from one or more players are heading to the same destination and are all leaving from the Base or the same Mission Tile, they may choose to Deploy together as if they were one Squad using the ‘Temporarily Travel Squads’ rule. If combining, each player picks their Squad(s), adds up the total Henchmen, calculates the Funding requirement as if they were all in one Squad, and splits the cost however they see fit. If they cannot decide who will foot the bill, General Goodman decides.

Combined Squads may not exceed six Henchmen. Any discounts/penalties are applied to the final Squad.

Examples:

1. A Squad of two Henchmen combining with a Squad of four Henchmen creates a Travel Squad of six Henchmen. The final cost would be three Funding, two if they all deployed from the Base, one if they all deployed from the base and Azura was transporting them, zero if they all deployed from base with Azura transporting and Axle gave Azura a Tune Up
2. Three players each have their Named Henchman on the Arms Dealing Resource Mission Tile, but only one has Funding. They all want to Deploy to Murder Inc to jointly complete the Mission. If deploying separately, they would each have to spend one Funding for a total of three amongst them. However, forming a Travel Squad of three Henchmen only costs them one. The player with one Funding could pay for the trip and be the hero… err, villain
3. If the same players had their three Named Henchmen and one additional Faceless Henchmen (for a total of four Henchmen), they would have a total Deployment cost of two Funding after combining into a Squad of four

Once a combined deployment is on a tile, they separate back into their own Squads.

**Player vs. Player Interactions and Conflicts**

Even if Henchmen are all working for General Goodman, it is a competitive relationship. When Henchmen are independent, there is nothing keeping them from being hostile. While deals happen frequently, knives in the back happen just as often.

Two Players, One Tile

There are several ways to proceed when two or more players occupy a tile, and may do so once per Stage/Phase between any two Actions:

* Glare menacingly at one another from across the table
* Exchange Resources, Gadgets, Henchmen, or VP (May also be done if both characters are in the same Base)
* Work together on the Mission
  + Players cannot independently work on the same Mission, they have to complete it together, or choose to opt out
  + A player with a Squad(s) who cannot complete a Mission alone can be forcefully excluded by another player who has Squad(s) who can complete the Mission. Supervillains don’t approve of participation trophies
* Generate or Collect Spoils together (one may not Generate Spoils while the other Collects)
* Initiate a Conflict (may be done once per Stage/Phase, and only by a successfully Deployed Squad)

Exchanges

Exchanging Resources, Gadgets, Henchmen, or even VP is as simple as agreeing on the specific items they wish to exchange. Once the deal is agreed upon, all exchanges are made immediately. No being sneaky and handing over incorrect amounts/types of Resources!

Exchanges may also be made between Henchmen who are in the same Base as if they were on the same tile.

Missions

The occupants of the tile cannot independently work on a Mission. They must choose to work together or sit idly by. If the Mission is already Completed, the assembled Squads may Gather or Collect Spoils, but not both. The players on the tile must agree on what to do, using General Goodman to settle any dispute. The Betrayer and opposing teams in Mayhem are the exception, who may state the tile is Collecting Spoils with no opposition. This symbolizes raids on Resource holdings, and can only be stopped by initiating a Conflict and disbanding the Betrayer/Opposing Team’s Squad(s). If this occurs, players on the tile take turns collecting one Spoil until they are all gone. The Betrayer collects first.

If multiple parties work together on the Mission, they all get credit for Completing the Mission for the purposes of Directives/Side Jobs/Etc. If they Collect Spoils, they may agree to split them, using General Goodman to settle any dispute. Players only get credit for the actual Spoils they collected for Directives/Side Jobs.

A disagreement on the split of Spoils means all resources are split as evenly as possible, rounding down any odd amounts.

If a player does not have Squad(s) with sufficient Attributes to Complete a Mission or Generate Spoils, they can be forcefully excluded by another player with a Squad(s) who can Complete/Generate on their own.

Conflict

When peace has failed, a Deployed Squad has the option to attack others on the same tile once during each Stage/Phase. This is called initiating a Conflict (Conflict rules are below). As a note, the timing of the Conflict matters. For instance, if a player has their only Squad on a tile disbanded from a Conflict that started after Completing a Mission but before Collecting Rewards, they lose the ability to Collect Rewards.

Should this happen, the victim is required to say, “Curse your sudden but inevitable betrayal.”

For the purpose of defending against a Conflict, Henchmen outside of Squads are considered to be in a Squad by themselves, even if this breaks the six person Squad rule.

Each player within the Conflict may both attack and defend by choosing one Attribute as their offense, and a second Attribute as their defense. The player gets a success for every two points of offense and chooses which Squad(s) their successes are applied to. The Defender then subtracts an offensive success for every success they have in defense. If any attacking successes are left, the Defender hands over stolen Resources and/or chooses which Henchmen within the targeted Squad take damage. These successes/effects are considered to happen simultaneously to each side.

The attacker chooses one of the following effects for each offensive success:

* Any Attribute: The defending player removes a Henchman from the target Squad and returns them to Base (they took a non-lethal beating/had equipment stolen/had plans sabotaged/got tricked into leaving)
* Combat: One damage is dealt to the targeted Squad. The defending player chooses a Henchman to apply it to
* Stealth: One Funding is stolen from the defender
* Cunning: One Espionage is stolen from the defender
* Diplomacy: One Corruption is stolen from the defender

Named Henchmen are removed from their Squad and returned to Base when they take damage.

If a Named Henchman is returned to Base due to a Conflict, the attacker may claim all of one chosen Resource from their victim's Vault for their own. Once successes have been resolved and Resources have been transferred, the Phase continues.

Example:

* 1. Emerson is in a Squad with an Assassin. They enter into a Conflict with Azura. Emerson chooses Stealth (5) as his offense Attribute, and Combat (2) as his defense Attribute. Azura chooses Combat (2) as her offense, and Stealth (2) as her defense. Emerson has two successes for offense, and one for defense. He defends against Azura’s one offensive success, and gets one success over her defense. He now may choose to steal one Funding from Azura, or remove one Henchman her from her Squad and send them back to her base. Since she is the only Henchman in the Squad, Emerson chooses the latter and sends her back to base, which allows him to take all of one Resource from her Vault. He chooses Infamy

If more than two players are involved in the Conflict, they can each have their own pools, or band together and combine offense and defense. If they do so, they must choose the same offensive and defensive Attributes, and may not attack each other. They then calculate successes as if they were one attacking/defending force. Unlike Travel Squads, there is no six Henchman limit.

Examples:

1. Three Player Combat (Splitting Successes) - Three players are in conflict on the Gambling Dens tile. One player chooses Combat (4) as their Offensive Attribute, giving them two successes. They can choose to assign both successes to one Squad, or split the pool between multiple Squads as they see fit
2. Three Player Combat (Combining Forces) - Player One attacks with Combat (3) for one success, assigning it to a Squad belonging to Player Three. Player Two also attacks with Combat (3) for one success, and also assigns it to the same Squad belonging to Player Three. Player Three defends with Stealth (4) for two successes, and applies one to each attack. Since the total successes from the attackers were equal to the defender’s successes, the defender suffers no ill effects. If Players One and Two had worked together they would have had a total Combat (6) for three successes, which would have netted one success over Player Three’s defense and dealt damage to Player Three’s Squad
3. Boris attacks The Node and deals enough damage to send him back to Base. Boris chooses Infamy, and clears The Node's Vault of all the Infamy he has.

**Generate or Collect Spoils**

Once a Resource Mission has been Completed, the Henchmen have control of that sector of villainy and can harvest it for profit. Since you can only Generate Spoils on a Completed Mission, you cannot Generate Spoils on a Tile the same Phase you Completed it.

Players may work together to Generate or Collect Spoils, but may not do both in the same Phase. If they can't decide which action to take, General Goodman makes the call. The exception is if the Betrayer is present, as they can stage raids and declare Collections are happening. This can only be stopped by a Conflict which disbands all of the Betrayer’s present Squad(s). If this occurs, players take turns collecting one Spoil until they are all gone, starting with the Betrayer.

You can generate one Spoil per Phase per tile, but may stack up ill-gotten gains over multiple Phases.

Damage done to tiles (Agents, Neurotoxin) with Spoils present and no Squads to soak the damage remove Spoils at a 1:1 ratio.

Agents complicate things, and will have an effect on Collecting and Generating Spoils (see below).

Having an Affinity does not increase the amount of Rewards collected or Spoils generated, but does allow you to Generate/Collect with an idle Squad on the tile. This gives players the ability to deploy other Squads elsewhere while their idle Squad(s) are being productive in their area of expertise.

In Mayhem, similar to a Betrayer, any team can declare Collections are happening instead of Generation, and can only be stopped by having all of their Squads disbanded.

Collecting Spoils

If an Agent is present, deal damage prior to Collection as if the Agent just moved to the tile.

Henchmen may collect some or all of the Spoils on the tile, gaining one Resource or Henchman from the Spoils section for each High Alert token removed. If there are multiple players who wish to capitalize on this opportunity, they may take turns doing so. The Betrayer gets first pick, after which you proceed in a clockwise order starting from the Team Leader. Resources are placed in the player's Vault. Newly acquired Henchmen may be added to the Squad on the Mission Tile, put into a newly created Squad on the Mission Tile, or returned to the Named Henchman’s Base Tile.

Characters with an Affinity for the Resource Mission Type do not collect extra Spoils, but may collect Spoils during a Phase if they have an idle Squad on the tile.

Collections start with the Team Leader’s team then alternate with others on the tile, going around the table as per normal.

Generating Spoils

If an Agent is present, add its Headquarters’ Requirements to the Requirements to Generate Spoils.

When Generating Spoils, players compare the Requirements to the Squads on the tile. If they meet or beat the Requirements, a High Alert token is added.

Characters with an Affinity for the Resource Mission Type do not generate extra Spoils, but may Generate a Spoil during a Phase if they have an idle Squad on the tile.

Example: Jin Feng has an Affinity for Larceny. Art Thievery and Exotic Car GTA are both Larceny Missions.

* Phase One: Jin deploys Squad One to Art Thievery and Completes it
* Phase Two: Jin Deploys Squad Two to Exotic Car GTA and Completes it. Squad One is idle on Art Thievery, but meets the Requirements to Generate. Jin Generates a Spoil on Art Thievery
* Phase Three: Jin deploys Squad Three to the CIA Headquarters. She may choose to Generate Spoils on both Art Thievery and Exotic Car GTA with the occupying idle Squads, or Generate a Spoil on Exotic Car GTA and Collect the Spoil from Art Thievery

**Complete Missions**

Players may engage in nefarious behavior, completing missions in the field to pursue their agendas of world domination. Multiple Squads/Players may work together, but may not each Complete the Mission independently.

Resource Mission Tiles

Squads may Deploy to an Active Mission Tile to capitalize on an area of untapped revenue. The Squads are able to Complete the Mission if their Attribute totals meet or exceed the Mission Requirements. Completed Missions are flipped over to show the ‘COMPLETED’ side.

Doomsday Mission Tiles

Similar to Resource Missions, if the Squad(s) participating meet the Requirements for the Doomsday Mission they may complete it. Place a Completed marker on the Mission Tile.

Agent Headquarters  
  
Players Deployed to an Agent Headquarters tile either attempt to Complete a Mission (cinematically described as assassinations, theft, social manipulation, etc.) or Corrupt the Agency (using blackmail/evidence to sway agents to a higher or lower level of fervor, or gain access to agency secrets):

* Completing a Mission - Missions become more difficult the more riled up the Agents are. Multiply the Requirements by the number of High Alert Tokens present. If the Squad’s Attributes meet or exceed those numbers, they Complete the Mission
* Corrupt the Agency - A Squad may pay an amount of Corruption equal to:
  + The current High Alert tokens (minimum one) on the Headquarters to remove or add a token
  + The current High Alert tokens (minimum one) on the Headquarters to take a Resource Mission from the World
  + Two times the High Alert tokens (minimum two) on the Headquarters and take a Doomsday Mission from the World

**Collect Mission Rewards**

Crime does pay! With the villainous deeds completed, it is time to reap the rewards! If there are multiple players at odds collecting Rewards, they may choose how to split the ill-gotten gains. If they cannot reach an agreement, General Goodman makes the final call.

If an agreement can't be reached, divide the Rewards in half (or thirds, in the case of three teams), rounding down any Reward that doesn’t divide evenly. This is cinematically described as Rewards being destroyed/executed instead of letting them go into the hands of their enemy.

Resource Mission Tiles

Players who Complete a Mission collect all the Rewards listed. If the mission was Completed by a Squad belonging to a Named Henchman with an Affinity for the Mission Type, they collect double of each Resource Reward (not Henchmen). If two Named Henchmen work together and both have the same Affinity, the Reward is only doubled once.

Doomsday Mission Tiles

A Squad belonging to a Named Henchman with an Affinity for the Completed Doomsday Mission adds +1 VP to their Vault. The +1 VP is considered outside the normal Reward, and cannot be redistributed by Goodman/Abilities/Gadgets. Multiple Henchmen with the same Affinity may each claim the additional +1 VP. Other Rewards are split normally.

If multiple players complete a Doomsday Mission and cannot agree on how to apply a special effect in the Rewards, Goodman makes the decision. In Mayhem, the effect does not occur unless all players involved in Completing the Mission agree.

A Completed Doomsday Mission cannot be completed again to achieve its Rewards twice.

Agent Headquarters  
  
Successfully completing the Mission grants the Reward times the High Alert Tokens on the tile, followed by adding a new High Alert token on the tile.

**Next Phase**

The Staging Markers for the completed Phase are removed and returned. If this was Phase 1 or 2, start Villainy again on the next Phase. If this was Phase 3, move on to Monologuing.

**Monologuing**

Henchmen are encouraged to brag about their successes and ensure their villainy is well known! Goodman also takes the opportunity to highlight what will make his organization shine in the future, giving his Henchmen directives to keep on track.

**Voluntary Recall**

Players may recall any or all of their Squads on the War Map to their respective Base Tiles at no cost.

**Tithe to Goodman**

Mayhem skips this Action.

**Complete Objectives**

Objectives are important to keep a team motivated. General Goodman uses Directives to motivate his team… though everyone also has a personal agenda.

Players must have participated in Completing a Mission to qualify for Directives and Side Jobs. If multiple players participated, they all get credit. However, if an objective references Spoils/Rewards, only the players who actually Collected the Reward/Spoil get the credit.

**Complete Goodman Directives**

Goodman Directives are claimed in a clockwise order starting with the Team Leader. If a player claims a Directive, they may not claim another until everyone else has had an opportunity. Unless it explicitly states otherwise, a Directive may only be claimed if a player met the requirement during that Round. In addition, the objective must be in the Goodman’s Directives area. When a Goodman Directive is claimed, the player puts it in their Vault and claims the Reward, preventing others from claiming it.

Once the entire table has had an opportunity to claim one Directive, keep going around the table until no more Directives are claimed.

**Complete Side Jobs**

If a player met the requirements of one or more Side Jobs during this Round, they may claim the rewards. Side Jobs are completed in a clockwise order, starting with the Team Leader. When a Side Job is completed, the Reward is claimed and the Job is moved to the player's Vault.

Betrayal Jobs may not be completed in Mayhem.

**Goodman’s Plotting Actions**

Draw one new Goodman Directive and Gadget and place them in their appropriate areas.

Players may spend an Espionage to switch an Inactive Doomsday Mission with one from their Vault. It comes into play Inactive.

The Team Leader token is passed to the next team, going to the next person in line on that team. It is important to alternate teams when 'going around the table'. It is important to avoid is allowing multiple people from the same team to claim Team Leader multiple Rounds in a row, as it gives an unfair advantage.

**The World Reacts**

Reduce the Doomsday Clock by one.

If the clock reaches 0, Goodman has executed his plan of world domination and is now the new supreme leader. Go to Endgame and Scoring!

*Global Events (Optional)*

If the Doomsday clock touched an even number during its move, reveal a new Global Event. If a Global Event’s Solution is met at any time outside of the Monologuing Stage, the player who solved it gains 1 VP and places the card in their Vault.

**Endgame and Scoring**

Players count up their VP as follows

* All VP earned from Objectives (Side Jobs, Global Events, and Goodman Directives)
* Subtract one VP for every Betrayal Trigger that is active, ignoring Team Leader triggers

The team with the highest Villain Prestige (VP) has won the game by catching Goodman’s attention, and joins his organization as new loyal Henchmen

**Glossary**

Action - Individual action in a Stage (Plotting, Deploy, Tithe to Goodman, etc.)

Agent - The CIA and Interpol pawns are both Agents for their respective agencies. They patrol the War Map and wreak havoc on General Goodman’s plans. If the tile they are on is removed and not replaced, they advance one tile. If they have no valid tiles to move to, they move back to their Headquarters, and wait to move to the first available tile.

Agent Headquarters - Tiles within the Resource and Doomsday Mission rings. Henchmen may complete missions here or corrupt the agencies to gain Resources, Mission Tiles, and affect the Alert rating of the agency.

Affinity - A specialty that doubles Resources Rewards on Resource Missions, awards +1 VP on Doomsday Missions, and gives the ability to Generate Spoils on multiple tiles. Affinities extend to all of a Named Henchman’s Squads, even when they are not present.

Attribute(s) - The four qualities of Henchmen: Combat, Stealth, Cunning, and Diplomacy

Base/Base Tiles - Center of operations for an organization/team. In Mayhem, each team has their own Base. If Squads are in the same Base, they may form Travel Squads together and Exchange Resources as if they were on the same tile.

Betrayal Triggers - Events that make your Henchman more likely to betray. Each one represents -1VP at the end of the game. The player may betray the organization if they have at least three Betrayal Triggers active, or have the last (or tied for the least) VP. Since the -1 VP penalties don't apply until the end of the game, they are not counted towards calculating ties.

Conflict - An opposing action between two players happening on a tile which may be initiated once during Scheming, once during each Phase, and once during Monologuing. During a Conflict, each side will pick an Offensive Attribute and different a Defensive Attribute, achieving one success for every 2 in their Offensive Attribute, and subtracting an opponent’s success for every 2 in their Defensive Attribute. Successes are applied to both sides simultaneously.

Corruption - Blackmail, bribes, and other palm greasing assets. Corruption is a Resource used for Corrupting Agent Headquarters, stopping Agent interference on Mission Tiles, lowering the Technology Track, and activating certain abilities.

Cutthroat - Competitive/Coop game where 4-7 players will work together to help General Goodman complete his Doomsday Plan, but are all also working towards individual glory, and can betray the organization if things are not going well. One player takes the role of General Goodman, who manages the resources and personalities of the table.

Damage - Faceless Henchmen who take one damage are put back in the World. Named Henchmen are returned to their Base Tile and may lose all of one Resource to their attacker. Damage done to a tile with no more Henchmen/Squads removes Spoils at a 1:1 basis.

Data Cache - Hard drives, research notes, and prototypes. Data Cache is a Resource used for building Gadgets and activating certain abilities

Deploy - Action to designate which tile is being acted on during Execution. Squad(s) may remain stationary, or move to a target tile on the War Map. In either case, all Squads on/moving to the tile must be funded

Disbanded - A Squad that loses all of its members to the World or the Base is disbanded

Espionage - Secret plans, contacts, and information. Espionage is a Resource used for affecting the War Map, flipping Gadgets, Objectives, and activating certain abilities.

Gadget - Equipment which provides benefits to the player who holds it. Unless explicitly stated otherwise, Gadgets are used during Plotting.

Global Events - Optional rule for Cutthroat and Mayhem, mandatory for Syndicate.

Goodman Directive - Objectives worth VP and other rewards that are available only to Loyal Named Henchmen. These are available only to the first Henchman who completes them

Goodman’s Organization - Goodman, Loyal Named Henchmen, and anything under their control

Henchman, Faceless - Soldiers, Assassins, etc. There’s so many of these out there we just give them numbers half of the time. Aside from being good sidekicks to the Named Henchmen, they are affected by anything that affects ‘Henchmen’ or ‘Faceless Henchmen’, and can be assigned to Squads

Henchman, Named - Azura Badeau, Emerson Barlow, etc. These are player controlled henchmen that are affected by all ‘Henchmen’ or ‘Named Henchman’ effects. Any successful damage to a Named Henchman sends them back to base, with all Infamy in their Vault going to the attacker. Any event which sends a Named Henchmen to the World sends them back to their Base Tile, losing all their Infamy to the World

Idle - A Squad or Henchman on a tile, but not deployed. Idle forces may not take actions except for defending themselves, or Generating/Collecting Spoils on Missions of their Henchman’s Affinity.

In Play, Henchmen - Named Henchmen are considered in play if their pawn is represented on the board. Syndicate allows for Named Henchmen to be temporarily brought into play

Infamy - The reputation of a supervillain. Infamy is a Resource required to achieve General Goodman’s victory condition, and is used by Goodman to requisition Resources

Mayhem - 2-6 players on 2-3 teams. All teams are competing to gain the attention of the Supervillain General Goodman before he completes his Doomsday Plan to take over the world.

Mission, Active - These missions are able to be Deployed on and Completed. Resource Missions are Active as a default, and Doomsday Missions may be activated (flipping them over) with Plotting actions.

Mission, Complete - After an Active mission is Completed it is either flipped over (Resource) or marked with a Complete token (Doomsday)

Mission, Doomsday - Red tinted missions surrounding the CIA Headquarters. Doomsday Missions are meant to wreak global panic and establish control, which can then be leveraged to complete General Goodman’s Doomsday Plan.

Mission, Inactive - Doomsday missions start facedown and ‘Inactive’. They must be Activated with a Plotting Action to flip them over before they can be Completed.

Mission, Resource - Blue tinted missions surrounding Interpol Headquarters. These Mission Tiles represent areas of villainy the characters can take control of and harvest for Resources to fuel General Goodman’s plans.

Mission Tile - Agent Headquarters, Resource Missions, and Doomsday Missions. If Mission Tiles are removed from the board and not replaced, anything on the tile must be moved. High Alert Tokens are removed, the Agent advances to the next tile, and Squads return to their respective Base Tiles.

Mission Type - Vice, Larceny, etc. This is the type of crime the mission revolves around. Mission Type is important for Affinities and various objectives

Side Job, Betrayal (Cutthroat Only) - Alternate Jobs Henchmen may complete that will net them a positive Reward while negatively affecting Goodman’s organization. Side Jobs cannot be traded.

Side Job, Loyal - Objective held in the Vault of a Henchman. When completed, it rewards them with VP and other Resources. Side Jobs cannot be traded.

Nefarious Plan (Cutthroat Only) - Secret tasks assigned by Goodman at the beginning of the game, netting Villain Prestige at the end of the game for unseen goals

Objective - Goodman Directives, Nefarious Plans, Side Jobs, and Global Events

Occupied - A tile is considered Occupied if it has at least one Squad or an Agent on it. If an objective or other effect requires for a tile to be unoccupied, and there is a Squad belonging to the player claiming the Directive/Job/using the effect, the tile may be considered unoccupied if they choose

Phase - After the Scheming Stage, each Round has three Phases of Deployment and Execution before moving to the Monologuing Stage

Player - Player of the game. They control a Named Henchman (or Goodman) and all of the Resources under that Henchman’s control.

Resolve/Resolution - Phase when Attributes are compared and Missions are successfully executed or failed

Resources - Funding, Data Cache, Espionage, Corruption, and Infamy

Reward - Resources and VP received from completing Missions, Directives, and Side Jobs

Round - The time from the beginning of Scheming to the end of Monologuing

Special Abilities - Each character has their own talents to contribute to their organization. Unless explicitly stated otherwise, Special Abilities are used during Plotting

Spend - When you spend a Resource, it is returned to the World

Squad - Henchmen are assigned to Squads, which then can be funded and moved to Mission Tiles during Deployment for action to be taken during Execution

Stage - The four main categories of a Round (Scheming, Deployment, Execution, Monologuing)

Syndicate - Cooperative gameplay mode where 1-6 players work together to execute Goodman’s Doomsday Plan. There are no betrayals or competition in this version.

Team Leader - Used for betrayal triggers and turn order. As a default, actions are resolved by the Team Leader first, then go around the table clockwise. Goodman can reassign the Team Leader in Cutthroat during the Requisition action by spending three Infamy

Tile - Missions, Agent Headquarters, Base sections, the Doomsday Clock, Technology Track, and Betrayer’s Bolthole. These are the tiles that make up the War Map

Vault - Storage area for Goodman’s or a Henchman’s ill gotten gains

Villain Prestige (VP) - The Henchman with the most VP at the end of a Cutthroat game wins

War Map - The Mission, Base, and other tiles on the table. Items here are considered in play

World - Area designated for pieces that have been removed from any player’s direct control. Named Henchmen sent to the World lose all Infamy in their Vault and are sent back to their Base Tile.