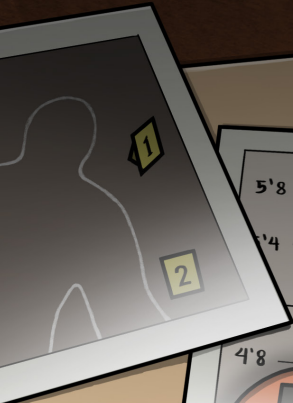




Memorandum
Not
I told you
so...
... BUT I
TOLD
YOU SO!
I AM NOW
OWED A DRINK!

**MISSION:
ACCOMPLISHED!**



Mission: Accomplished!

A Role-playing Game of Super-Spies and Office Meetings

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1. ELEVATOR PITCH

Mission: Accomplished is a semi-competitive, satirical role-playing game of super-spies and office meetings.

Let's break that down:

It's a role-playing game (RPG). As a group, you'll collaboratively tell a story by playing the characters in that story. One player will play Mission Control, meaning they are in charge of directing play and moving the plot forward. The others will play Agents, in charge of adding color to scenes and fleshing out the details of the plot provided by Mission Control.

It's about super-spies. Specifically, you'll be playing a team of special-ops Agents, part of an elite organization in charge of saving the world from a massive criminal conspiracy. Think G.I. JOE, or U.N.C.L.E., or MI6.

It's about office meetings. At the start of the game, you've just returned from a high-stakes mission to stop a doomsday plot. While successful, the mission went a bit sideways, and now you need to figure out who gets credit for what went right and who gets blamed for what went wrong.

It's semi-competitive. This is a game with a winner and a loser. By the end of the game, someone is getting burned and someone is getting that sweet corner office—you know, the one with the wall-to-wall windows—and the company credit card. However, this is also a game in which every player, even the most cunning, gets some kind of horrible comeuppance by the end.

It's tongue-in-cheek. This is a game about crappy corporate jobs, backstabbing coworkers, incompetent bosses, arbitrary company guidelines, and selfish people trying to get ahead by any means necessary. It's also about the satisfaction of watching those selfish jerks get what's coming to them.

2. REQUIRED MATERIALS

To play *Mission: Accomplished*, you'll need:

- **4-9 Players.**
- **2 Hours of Play Time.**
- **A Copy of These Rules.** Well, that was easy.
- **Writing Implements.** One per player.
- **Index Cards.** A brick of them.
- **A Whole Lot of Dice, in Two Colors.** Hereafter described as *Commendation Dice (White)* and *Citation Dice (Red)*.
- **A Few Dice in a Third Color.** Hereafter described as *Anarchy Dice (Blue)*. In a pinch, you can repurpose Citation Dice for these, since they'll be the only Dice rolled by Mission Control.
- **Handouts.** A copy of the *Post-Mission Protocol* and *7 Habits of Highly Effective Black Ops Agents* handouts for each player.



3. CONGRATULATIONS, AGENTS!

The world as we know it is under siege!

The criminal organization known as **V.I.L.L.A.I.N.S.**—the **Vast, International League of Larcenists, Arsonists, and Inventors of Nefarious Science**—has emerged from the shadows with seemingly infinite resources, an endless playbook of dastardly schemes, and a hunger for chaos, destruction, and global domination.

To combat this threat, the United Nations has sanctioned the formation of the **Department of High-Risk Operations, colloquially known as the Hi-RO (“Hero”) Department.** Hi-RO is a top-secret elite black ops unit composed of the best of the best from the Intelligence, Cybersecurity, Wetwork, Surveillance, Demolitions, Accounting, and Managerial communities.

Now, thanks to the tireless efforts of agents like YOU, another V.I.L.L.A.I.N.S. plot has been foiled, and (choose one: The World, Democracy, Capitalism, Freedom, The Oil Industry, The Military-Industrial Complex, The Internet, Other: _____) is safe once again.

However, we regret to inform you that in the course of the mission certain ethical dilemmas, conflicts of interest, compliance violations, war crimes, frivolous spends, and dress code violations were reported.

This is where **Mission Control** and our **Post-Mission Protocol** comes into play. By carefully reviewing each operation through in written post-mission reports, as well as team-wide debriefing meetings, we can identify these instances and determine the proper response.

That said, our Post-Mission Protocol is focused on more than just the negative. Mission Control is also on the lookout for moments of inspiration, innovation, leadership, and individuals exemplifying the **7 Habits of Highly Effective Black-Ops Agents**.

We appreciate your flexibility in working with us in this matter, and we assure you the process will be performed to the highest degree of professionalism and discretion.

4. SAFETY STUFF

INITIAL BUY-IN DISCLAIMER

This is a game where you're going to make cool spy characters, and watch those characters make ridiculous mistakes—mistakes you don't have complete agency over.

This is also a game where you're encouraged to go for the throat, throw your friends under a bus, and, at times, verbally gang up on one another for your own benefit. This is done with the knowledge that every player gets a comeuppance at some point.

THE X-CARD

Even with all of the above in mind, this is a game and you're all here to have fun. That's where the X-Card, designed by John Stavropoulos, comes into play.

Mission Control is going to put a card with a large **X** on the table. If anything comes up at any point in play that you don't want to deal with for any reason whatsoever, tap this card, and the group will edit out that content, no questions asked. Or, if you'd like to discuss something that made you uncomfortable, you can take a break to discuss.

LINES AND VEILS

Finally, once the X-Card is in play, you should take a moment upfront as a group to clarify any content you absolutely don't want to see in play.

Grab an index card. On that card, you should anonymously write any content that is absolutely off-limits. Or, if there's content that is not off-limits, but you'd like to gloss over if it comes up, write "(Veil)" next to it in parentheses. If there's nothing, write "No issues." When you're done, hand your card to Mission Control.

Mission Control will transfer everything onto a single index card, and place that card at the front of the table, so everyone can see them clearly, and can know at a glance what content to avoid in play.

EXAMPLE OF PLAY

Jess: Hey gang. So, you heard the pitch of the game, right? You're all gonna be at each other's throats, and bickering, and backstabbing each other. Everyone cool with that.

Ben: Works for me.

Aisha: Totally, sounds great.

Chris: For sure.

Judy: Absolutely.

Jess: Great. Everyone's on board. Does anyone have any lines or veils they'd like to add in?

Ben: I'd love a veil on broken bones. I don't mind if they come up, but in-depth descriptions squick me out.

Aisha: None for me, I'm good.

Chris: Same.

Judy: No kids getting hurt, and no animals getting hurt, if that's alright.

Jess: And I'd like a veil on eye injuries. Cool, we'll keep that in mind going forward. And we have the X-Card, so if something else comes up, we can always tap that and edit something out. With that, let's make a Mission!



ITEM NAME:
Grenades

ITEM NAME:
50 B&B
2 ROUNDS

ITEM NAME:
SURPRISE
RATIO
COOL

ITEM NAME:
THE GAYLOR

5. MISSION GENERATION

The first thing you need to determine as a group is the exact nature of the mission, and exactly what went horribly wrong.

Mission Control will start things off by picking out a **Dossier**. This includes: a V.I.L.L.A.I.N.S. plot, some setting information (where the mission takes place, any notable V.I.L.L.A.I.N.S. operatives), and the specific objective given to the agents.

The only two concrete facts at this point of the game are: **the mission was a success, and everyone survived**. You accomplished the objective listed on the Dossier. You saved the world. It may not have gone how Mission Control intended, but you stopped the enemy plot.

However, just because the mission was a success doesn't mean things went smoothly. A whole lot of things went horribly wrong, and upper management is **not happy**. You as a group are going to lay out exactly what went wrong.

Each player, including the Agents and Mission Control, will take a turn stating one complication, controversy, or horrible mistake made during the mission. Suggestions should be big, over-the-top, ridiculous, and **disastrous**. Nothing is off the table as long as you remember the two most important pieces of information—all of the agents survived (at least, all of the agents **in the room**), and the mission was successful—and of course respect the players' lines and veils.

MISSION:
ACCOMPLISHED

If you need inspiration, the Dossier includes a 6x6 table of seeds—short, mission-specific words and concepts that should help spark an idea. Roll 1d6 to choose a horizontal row, and another 1d6 for the vertical column, and use the result as a jumping-off point for your suggestion. Or do it twice or three times and combine the results!

The goal in this section is to create memorable set pieces, intriguing hooks, mysteries that need explaining, and opportunities for the Agents to pass the blame and steal the credit later.

EXAMPLE OF PLAY

Jess: So you've all had a minute to look over the Mission Dossier. You were going into space and blowing up a moon laser. Thoughts on what went *disastrously wrong*?

Aisha: Someone definitely let loose this supposed alien life form. The whole mission turned into a horror movie situation real quick.

Ben: I'd love it if we added something really small and silly. Someone buttdialed a family member on Earth using their company phone, and racked up ridiculous phone charges, because they were in space.

Jess: I'm adding one as well, so let's just go all-in, and say the moon base blew up.

Chris: Which may be why Agent 0069 is dead.

Ben: **chokes back tears** He was a... nice man...

Judy: I'm going to roll on this table and see what comes up... I got "Mr. Moon," and "Research Facilities." Looking it over, Mr. Moon is the station's A.I., so what if he went sentient and locked down the facility, keeping us from destroying the laser?

Jess: We have to have accomplished the mission, so what if it just kept us from rescuing the hostages?

Judy: What, so a bunch of innocent people died in space? ... I love it.

Jess writes down everyone's answer on index cards—one per complication—and sets them aside.

6. AGENT GENERATION

Now that we know the mission, it's time to meet our Agents.

Starting to the left of Mission Control, and moving clockwise, each player will provide the following information:

- **Name & Pronouns:** Pick a good, solid spy name and pronouns you feel comfortable with.
 - Pseudonyms, codenames, puns, and the like are highly encouraged.
- **Specialty:** The role you served on the mission.
 - Your benefit to the mission—or the organization, if not the mission itself—should be obvious. This is your chance to be spectacularly competent. Take advantage of it.
- **Fun Fact:** Something to help us get to know you as an employee.
 - Hobbies, quirks, professional achievements, or blood vendettas are all good options.
 - Think of the answer you'd give in the most awkward office icebreaker meeting imaginable.
- **Team Contribution:** How you helped accomplish the Primary Objective of the Mission, as laid out on the Mission Dossier.

As long as you're keeping in mind everyone's lines and veils and the mission itself, the bigger and more ridiculous the better. And if you want to go for a truly outlandish concept (an accountant on a space-bound mission, the team intern, the office's childcare consultant), lean into it—just be prepared to explain why you were deployed on the mission.

Each player should write their name and specialty on an index card, folded tent-style, in front of them.

EXAMPLE OF PLAY

Jess: So, let's go around the table and introduce our agents.

Ben: I'm playing Alayna King. She/her. Alayna is the deadliest sniper in the Hi-RO department. 47 confirmed kills. Olympic medal in sharpshooting.

Jess: Is that her fun fact?

Ben: No, she also records a podcast about adult animation.

Chris: That sounds pathetic. What kind of grown-up would watch a cartoon?

Ben: Lots of people! Anyway, she definitely assassinated this alien on the loose.

Jess: Love it. Take a Commendation Die.

Aisha: Ahem. "Hello everyone, I'm Cybil Ferguson. They/them. I'm your designated transportation expert. I'll be flying your

spaceship today. And when we get back to Earth, if you're looking for an affordably priced drink, I own a small margarita bar in the Florida Keys." Cybil, let's say they flew the rocket back to Earth... with time to spare.

Jess: Perfect. The die is yours.

Chris: "Bowman Steele. Karate Master. My contribution is I did Karate. And my fun fact is, I do Karate."

Jess: ... Y'know what, that works. Pronouns?

Chris: Oh, he/his.

Judy: "Hey everyone! I'm Sharon. She/her. Everyone calls me Shannon, but that's fine too. I just wanted to say, loving this internship program, super excited to be getting some field experience. And as a fun fact, if anyone would like, I'm actually selling chocolate bars, to fund my sorority trip, we're going to Cabo. Thaaaaaanks!"

Jess: How did you contribute to the mission?

Judy: Oh, I murdered, like, 30 people. I really changed when I got in the field. It got dark.

7. ANONYMOUS WRITTEN REPORTS

Once everyone knows their characters and the mission itself, it's time to lay out what happened during the mission.

Every Agent should grab two index cards.

Pick either the Agent to your left or to your right. On the first index card, write down one way that Agent **positively contributed to the success of the mission.**

Then, on your second index card, look to the other Agent: the one you didn't pick for your first index card. Write down one way that Agent **complicated, compromised, or negatively contributed to the success of the Mission.**

Keep your cards secret. Don't let anyone see what you're writing—you don't want to let them know you're throwing them under the bus.

As with character creation, you're encouraged to go big, ridiculous, and over-the-top with your suggestions. The more out-of-place on an elite spy mission, the better—for both the negative and positive cards.

If you're strapped for ideas, refer to the **7 Habits of Highly Effective Black Ops Agents** handout, and use those as a jumping off-point. But don't feel limited by the handout—any idea is fair game in this section.

Once you've written both index cards, pass them face-down to Mission Control.



8. COFFEE BREAK

After Mission Control has collected your anonymous reports, there will be a brief coffee break as Mission Control reviews the information submitted, prepares any questions they may have, and constructs a rough timeline of events for use in the subsequent debriefing session.

While Agents are on their coffee break, they are encouraged to speak with each other in-character to establish past relationships and develop interpersonal dynamics.

Agents **SHOULD NOT UNDER ANY CIRCUMSTANCES** use this time to plan betrayals, form secret alliances, devise strategy, or attempt to intimidate their peers. This would be a **serious breach of ethics** and is frowned upon by Hi-RO Department Senior Leadership.

That said, Mission Control is distracted, and they wouldn't notice if anything like that happened...

EXAMPLE OF PLAY

Jess: Alright, so look to your left and your right. One of these Agents really helped out the mission. One of these Agents really bungled it. Write down how on an index card, and hand it to me, face down.

Ben: One index card per Agent, right?

Jess: Yes, correct.

Agents write down cards, and Jess collects.

Ben: “Sharon tried to sell chocolate bars in the field. Huge conflict of interest.” “Cybil drove the Moon Rover away from the exploding base, looking very cool in the process.”

Aisha: “Alayna shot Cybil in the leg by mistake.” “Bowman Steele did very good Karate.”

Chris: “Cybil spent most of the mission joyriding on the Moon Rover, leaving it without fuel when we needed to make our escape.” “Sharon killed the Alien Overlord with her own hands, staring it in the face as the life drained from its eyes.”

Judy: “Bowman Steele’s Karate single-handedly saved all of our lives.” “Alayna King would NOT shut up about cartoons, and ultimately got us caught.”

Jess collects the cards, both the Agents’ reports, and the complications generated earlier, and arranges them in chronological order.

- Alayna King recorded would NOT shut up about cartoons, and ultimately got us caught.
- 0069 is Dead.
- Bowman Steele’s Karate single-handedly saved all of our lives.
- Bowman Steele did very good Karate.
- Someone buttdialed a family member from space.
- Alayna shot Cybil in the leg by mistake.

- Shannon tried to sell chocolate bars in the field. Huge conflict of interest.
- AI went on Lockdown, trapping hostages inside.
- An alien escaped, putting everyone's lives in danger.
- Sharon killed the Alien Overlord with her own hands, staring it in the face as the life drained from its eyes.
- Cybil spent most of the mission joyriding on the Moon Rover, leaving it without fuel when we needed to make our escape.
- The Moon Base exploded.
- Cybil drove the Moon Rover away from the exploding base, looking very cool in the process.

9. DEBRIEFING SESSION

After the coffee break concludes, it's time to get down to business—the debriefing session. This is where we hash out who gets credit for what went right, who gets the blame for what went wrong, who gets burned, and who gets the corner office promotion.

Mission Control will start things off by setting the stage, and asking Agents to walk them, step-by-step, through the events of the mission in their own words. At this point, any Agent should feel free to pitch in details, explain where they were and what they were

doing, and generally make themselves look as good as possible.

When Mission Control puts down an index card (generally either when someone says something that contradicts a card, or when the story reaches a point when a card would be the next logical thing to unfold), the spotlight changes. Then, the person listed on the card must explain what they were doing, and either put a positive spin on their failure or provide context for their dramatic success.

While this is happening, other Agents are encouraged to offer up corrections and add complications to their story. Just remember, though: this is the other Agent's moment in the spotlight. Don't take that away, just make it a little difficult.

Occasionally (when multiple cards directly contradict one another), Mission Control will lay down more than one card at a time and ask the Agents which events are true. When this happens, it's your responsibility to talk to your fellow Agents and hash out what really happened—probably somewhere in the middle of what the two cards say.

As you give your version of events, Mission Control will be handing out dice white dice (called **Commendation Dice**) as a reward for acting within the values of the **7 Habits Of Highly Effective Black Ops Agents**, and red dice (called **Citation Dice**) as a punishment for failing to live up to the values. It's your job to spin the narrative to the best of your ability so you collect as many Commendation Dice as possible—by bootlicking, by stretching to include the **7 Habits** in your narration, and by painting your fellow

Agents as incompetents—while avoiding getting Citation Dice if at all possible. But keep in mind, no matter how hard you try, Mission Control is almost certainly going to give you SOME Citation Dice—so don't worry too much about it.

Finally, if things get out of hand in the meeting—if Agents absolutely cannot agree on something, or if the meeting devolves into a screaming match, for instance—Mission Control can take a Blue die, an **Anarchy Die**, and put it in front of themselves. **This is very bad.** Anarchy Dice are the worst thing that can happen, because they're like Citation dice, except they apply to everyone at the table. You want to avoid getting Anarchy Dice if at all possible—which means working with your fellow Agents, keeping your stories consistent, building off of their suggestions, and keeping any hostilities strictly passive-aggressive.

The meeting continues until Mission Control has laid out all of their cards, and until the story of how the mission went down is all told—including how the ultimate objective was accomplished, who is responsible for every Agent-created complication, and how the agents got back safely.

EXAMPLE OF PLAY

Mission Control (Jess): So. Agent King.

Alayna King (Ben): Yes.

Mission Control puts down the following card:

- Alayna King would NOT shut up about cartoons, and ultimately got us caught.

Mission Control (Jess): Could you explain why you felt like *while you were silently infiltrating the lunar research facility* felt like the perfect time to recap your favorite cartoons?

Alayna King (Ben): Well, yes, actually, I can. You see, the situation was EXACTLY like an episode of *Space Raiders*, and I felt like knowing how the episode played out, including how the Space Raiders outwitted their enemies, could be a valuable asset in the field.

Mission Control (Jess): And you didn't feel that perhaps telling people earlier would be more effective? Like, during the 14-hour space shuttle flight?

Alayna King (Ben): Well... it was loud in the shuttle.

Cybil Ferguson (Aisha): Actually the X-417 has an advanced whisper-quiet engine.

Shannon (Judy): And honestly, Alayna, I don't even remember seeing you in the common areas of the shuttle... you were pretty much locked in your room watching cartoons and recording podcasts the entire time...

Mission Control (Jess): That's a poor use of your time, Agent. I'll have to issue you a Citation Dice for Efficiency. That said... That's good looking out for your team. Take a Commendation Dice for Team Spirit.

10. ENDGAME

After all the cards in Mission Control's hands have been played, it's time to roll the dice in front of you and figure out who wins the game.

To determine your final score, follow these steps:

1. Roll all the Commendation Dice in front of you.
2. Roll all the Citation Dice in front of you.
3. Remove **any** Commendation Dice that match **one** of your Citation Dice.
 - That means even **one** six rolled on a Citation Die removes **every** six you rolled on your Commendation Dice.
4. You can clear away your Citation Dice after this. You won't need them again.
5. Mission Control rolls their Anarchy Dice, if any.
6. Remove **any** Commendation Dice that match **one** of the Anarchy Dice.
7. Look at the Commendation Dice in front of you, and note the following numbers:
 - Your highest individual result rolled from 1 to 6 (or 0, if you have no dice left in front of you).
 - The number of dice that **match** the high result (e.g., three 6s).

- How many Commendation Dice remain in front of you.

8. Give these numbers to Mission Control.

Once Mission Control has all of the information, they'll rank everyone's results from worst to best, and inform everyone of their results.

EXAMPLE OF PLAY

Bowman Steele has seven Commendation Dice, and four Citation Dice.

He rolls his Commendation Dice, and gets the following results:

2, 2, 1, 3, 3, 2, 6

Then, he rolls his Citation Dice, and gets the following results:

4, 2, 6, 4

He didn't roll any 4s, so those Citation Dice go away. He then removes all of his 6s and 2s (ouch!) from his Commendation Dice pool, leaving him with the following Commendation Dice:

1, 3, 3

Not a great result. But, Shannon matched all of her Commendation dice to her Citation Dice, and ended up with a 0. And Cybil ALSO had a 3, but lost all of their dice except one. So it's not the worst result!



7 HABITS OF HIGHLY EFFECTIVE BLACK OPS AGENTS

- 1. Commitment To Excellence:** Every Agent in the Hi-RO Department has a responsibility to their manager, their organization, and the world at large to deliver their best work at a consistent level year-round.
- 2. Efficiency:** The Hi-RO Department carefully budgets each mission down to the second to ensure minimal casualties and collateral damage. Avoid unnecessary tangents, side quests, subplots, and personal vendettas.
- 3. Team Spirit:** We're all in this together! Stick together, look out for one another, and keep your fellow Agents informed at all times. Avoid selfish actions, petty grudges, impulsive decisions, and lone wolf tactics.
- 4. Personal Development:** Mission Control wants to see you become your best self. Be willing to seize opportunity. Own your achievements. Reach for the brass ring. Lean in. Grab the bull by the horns. Carpe diem.
- 5. Respect For Authority:** Mission Control has your best interests in mind. Cooperate with them above all else. They may deliver additional infractionable offenses during the Debriefing Session. Respect their decisions.
- 6. Inventory Management:** Agents are assigned a standard-issue survival kit upon mission deployment. Unregistered contraband, whether brought on the mission or taken back from the mission, puts your fellow Agents at risk!
- 7. Fiscal Responsibility:** Proper mission budgeting is a huge part of what makes the Hi-RO Department so effective. Be sure to file all expected expenses with accounting before deployment. And avoid unnecessary spending, unapproved purchases, damaging expensive equipment, and unplanned costs!

The Highly Effective Habits of Field Agents:

- Commitment to Excellence
- Efficiency
- Team Spirit
- Personal Development
- Respect for Authority
- Inventory Management
- Fiscal Responsibility



MISSION CONTROL GUIDE

1. Mission Generation

The first thing you need to determine as a group is the nature of the mission, and exactly what went horribly wrong.

You'll start this process off by picking out a **Dossier**. This includes: a V.I.L.L.A.I.N.S. plot, some setting information (where the mission takes place, any notable V.I.L.L.A.I.N.S. operatives), and the specific objective given to the Agents.

The only two concrete facts at this point of the game are as follows: **The mission was a success, and everyone survived.** You accomplished the objective listed on the Dossier. You saved the world. It may not have gone down how Mission Control intended, but you stopped the enemy plot.

However, just because the mission was a success doesn't mean things went smoothly. A whole lot of things went horribly wrong, and upper management is **not happy**. And you, Mission Control, need to pin the blame on someone—because if it isn't their fault, **it's yours**.

Once you've chosen a Dossier and presented it to the Agents at the table—feel free to pass it around, leave it on the table, etc., so everyone can see and read it as they go—grab an index card and summarize the **Objective** in a few words. Keep it in your hands—you'll play it on the table later.

Starting at your right, and moving clockwise, each Agent will take a turn stating one complication, controversy, or horrible mistake made during the mission. Suggestions should be big, over-the-top, ridiculous, and **disastrous**. As long as all of the agents survived (at least, all of the agents **in the room**) and the mission was successful, nothing is off the table.

If anyone needs inspiration, on the Dossier there is a 6x6 table of seeds—short, mission-specific words and concepts that should help spark an idea. Roll 1d6 to choose a horizontal row, and another 1d6 for a vertical column, and use the result as a jumping-off point for your suggestion. Or do this twice or three times and combine the results!

As Agents come up with complications, you should summarize them in a few words on an index card and keep them in your hand.

The goal in this section is to create memorable set pieces, intriguing hooks, mysteries that need explaining, and opportunities for the Agents to pass the blame and steal the credit later.

2. Agent Generation

Now that we know the mission, it's time to meet our Agents.

Starting to the left of Mission Control, and moving counter-clockwise, each player will provide the following information:

- **Name:** Pick a good, solid spy name.
 - Pseudonyms, codenames, puns, and the like are highly encouraged.

- **Specialty:** The role you served on the mission.
 - Your benefit to the mission—or the organization, if not the mission itself—should be obvious. This is your chance to be spectacularly competent. Take advantage of it.
- **Fun Fact:** Something to help us get to know you as an employee.
 - Hobbies, quirks, professional achievements, or blood vendettas are all very good options.
 - Think the answer you'd give in the most awkward office icebreaker meeting imaginable.
- **Team Contribution:** How you helped accomplish the Primary Objective of the Mission, as laid out on the Mission Dossier.

As Agents give you their Team Contribution, award them a Commendation Dice for their efforts.

As long as players are keeping in mind everyone's safety guidelines and the mission itself, the bigger and more ridiculous the better.

If a player ends up with a truly outlandish concept (an accountant on a space-bound mission, the team intern, the office's childcare consultant), encourage them to lean into it, but make a note for later—they'll need to explain why they're on the mission. It's a good opportunity for them to accrue dice.

MISSION ACCOMPLISHED

Each player should write their name and specialty on an index card, folded tent-style, in front of them. You should do the same, writing down “MISSION CONTROL.”

They don't need to know your name.

3. Anonymous Written Reports

Once everyone knows their characters and the mission objective, it's time to lay out what happened on the mission itself.

Hand every Agent two index cards.

Agents will pick either the Agent to their left or to their right. On the first index card, they'll write down one way that Agent **positively contributed to the success of the mission.**

Then, on their second index card, they will look to the other Agent—the one they didn't pick for their first index card—and write down one way that Agent **complicated, compromised, or negatively contributed to the success of the Mission.**

Index cards should be kept secret. As with character creation, Agents are encouraged to go big, ridiculous, and over-the-top with their suggestions. The more out-of-place on an elite spy mission, the better—for both negative and positive cards.

Once an Agent is done writing, they should hand you their cards, face down.

Once you have all of the index cards—two from each player—call for a coffee break.

4. Coffee Break

As the Agents mill about on their coffee break, it's time for you to piece together what actually happened on the mission.

Read each card, one by one. As you read, arrange the cards into a roughly chronological timeline, along with any Complications generated by Agents earlier in the game that HAVEN'T been addressed in a card, and the Objective listed in the Dossier—this will help speed along the process once the **Debriefing Session** starts.

If multiple cards contradict, or present similar events in vastly different lights, make a small note or mark on the cards themselves. **That just means someone is lying.**

As you're reading, feel free to write down questions, comments, accusations, or further issues related to specific cards, either on the index cards themselves, or on additional cards. Anything that will help you confidently lead the upcoming meeting.

5. Debriefing Session

After the coffee break concludes, it's time to get down to business—the debriefing session. This is where we hash out who gets credit for what went right, who gets the blame for what went wrong, who gets burned, and who gets the corner office promotion.

Starting from the earliest moments of the Mission—taking off from HQ, landing at the V.I.L.L.A.I.N.S. hideout, meeting their confidants, etc.—have the Agents walk you through what happened in their own words.

As this is happening, you're listening for three things:

An Opportunity to Hand Out Dice

You have three pools of dice in front of you. As Agents are giving their accounts of what happened, it's your job to listen and hand dice out as needed.

If an Agent describes doing something—intentionally or, more often than not, unintentionally—that positively exemplifies the **7 Habits of Highly Effective Black Ops Agents**, hand them a **Commendation Die**. Play up how proud you are that they lived up to the corporate values, and how this puts them above and beyond an ordinary employee. If you can side-eye one or more of the other Agents when you say this, even better (see **An opportunity to sow chaos**, below).

If an Agent describes doing something that goes against the **7 Habits of Highly Effective Black Ops Agents**, hand them a **Citation Die**. Express your disappointment that they didn't pay closer attention to Agency policy. Explain how you expect better. Play it up, royally. They **personally** let you down. Let them know.

Finally, if things get out of hand in the meeting—if Agents absolutely cannot agree on something, if the meeting devolves into a screaming match, etc.—take a blue **Anarchy Die** and put it in front of you. **This is very bad**. Anarchy Dice are the worst thing that can happen, because they're like Citation dice, except they apply to everyone at the table.

With the exception of Anarchy dice—which are actually a bad thing and should really only be played if the table genuinely does dissolve

into anarchy—the more arbitrary your judgment when handing out dice, the better. Look over the **7 Habits**—they’re pretty meaningless, right? Especially in the context of a high-stakes spy mission?

Lean into that—knock your Agents for not shining their shoes, for referencing contraband items (contraband, in this case, meaning “anything situationally amusing or appropriate but probably not included in a painfully mundane equipment kit”), for excessive bootlicking, for **not enough** bootlicking, and for failing to disclaim injuries on their expense reports.

A general guideline for assigning dice is that you should aim to hand out at least one or two dice per card played or scene/set-piece played out.

An Opportunity to Play a Card

When the Agents look to you to see what happens next, or an Agent says something that contradicts a card, or when the narrative gets to a point where a card in your hand is the next logical thing to happen, put the card on the table and read it out loud. Address the Agent named on the card, and ask them to explain. If it’s a good thing, ask them to explain what happened next. If it’s a bad thing, ask them to explain what they were thinking.

Or, if it’s a Complication or the Objective—a card with no one’s name on it—put it down and ask the table to explain what happened, and watch the sparks fly.

Always spin what’s written on a card into a question or a conversation starter. Remember, even when the card states something

definitively, nothing is set in stone until the group agrees on it.

Agents will throw out additional details and complications, but the player in question is in the spotlight—or the hot-seat—here.

Playing a card will generally be the first thing you do in the game, as the players will almost certainly look to you to see what happens first.

Once you play a card, pay extra attention to opportunities for assign dice—but keep the Agents on their toes. Find successes out of failures, and failures out of successes. There's nothing quite like an Agent breathlessly telling you how they saved the day, and you knocking them for not tying their shoes properly. Or telling an Agent who just admitted to bungling the team's escape plan that you respect their honesty, and rewarding them for Respecting Authority. Then, as soon as players come to expect that, pull the rug out and punish them for expecting it.

When you play a card and ask a question, let the conversation go where it will before you start handing out dice or play your next card. If an argument erupts, stoke that argument and use that time to ready your next move. Be 100% ready to play your next card the second you start handing out dice.

An Opportunity to Sow Chaos

Your job as Mission Control is to not-so-secretly turn the Agents against one another. They're already part way there—they know there's a promotion, and they know someone is getting burned—but it's on you to keep that fire burning.

Contradicting cards and Complications is a great way to do this. Put down the card or cards, say to the entire table, “Who is responsible for this?” and see what happens.

But even when one player has the spotlight, find opportunities to play up their resentment towards each other. Ask other Agents how they feel when someone takes credit for a success—especially when it falls within their specialty. Get other Agents to confirm or deny someone’s story when they posit something.

Reward Agents for ratting out their friends—until they rely on it... then punish them for their poor team spirit.

Wrapping Things Up

When all of your cards have been played, and someone has taken (or been assigned) credit for the Objective as well as all Complications, call for the meeting to end.

6. Endgame

After all the cards in Mission Control’s hands have been played, it’s time to roll the dice and figure out who wins and who loses (hint: everyone kind of loses).

To determine an Agent’s final score, they’ll follow these steps (pay close attention to #5, as it’s the one that involves **you**: Mission Control):

1. All Agents roll all the Commendation Dice in front of them.
2. All Agents roll all the Citation Dice in front of them.

- MISSION ACCOMPLISHED
3. All Agents remove **any** Commendation Dice that match **one** of their Citation Dice.
 - That means even **one** six rolled on a Citation Die removes **every** six they rolled on their Commendation Dice.
 4. All Agents can clear away their Citation Dice after this. They won't need them again.
 5. Roll your Anarchy Dice, if any.
 6. All Agents remove **any** Commendation Dice that match **one** of your Anarchy Dice.
 7. Each agent will look at the Commendation Dice remaining in front of them, and note the following numbers:
 - Their highest individual result rolled from 1 to 6 (or 0, if they have no dice left in front of them).
 - The number of dice that **match** the high result (i.e., three 6s).
 - How many Commendation Dice remain in front of them.
 8. All Agents give these numbers to Mission Control.

Once you have everyone's numbers, arrange them in order of highest individual result from worst to best, and, consulting the list below, give everyone their ultimate fate.

In the event of a tie (if two Agents both roll sixes, for instance), the number of high results should act as a tie-breaker (i.e., three sixes beats two sixes).

In the event that there is STILL a tie (both Agents roll three sixes, for instance), the total number of remaining Commendation Dice should be used as a tie-breaker.

In the event that there is somehow still a tie, all tying Agents should be accused of collusion, and handed over to Hi-Ro Department Internal Affairs to be **dealt with permanently**.

End Results

Last Place: It doesn't matter how many players you have; whoever gets last place gets this result. This Agent is deemed a liability, and it is recommended that the Hi-RO Department arranges for their "disappearance." A harsh recommendation, but necessary for a well-oiled Intelligence Agency.

8th Place: The Agent is put on a burn list and dumped in sunny Orlando, FL.

7th Place: The Agent is deployed to a remote outpost in Siberia.

6th Place: The Agent is retired from the field and given a crappy desk job.

5th Place: The Agent's pay is docked for six months, and a note is put in their file.

4th Place: The Agent is suspended for six months. With pay.

3rd Place: "Just get the fuck out of my office."

2nd Place: The Agent truly exemplified the 7 Habits of Highly Effective Black Ops Agents. They are exactly the type of Agent the

Hi-RO department needs in the fight against V.I.L.L.A.I.N.S.! They're given the promotion, the corner office, and an Agency credit card. For emergency use only, of course.

1st Place: This Agent demonstrated a skill above and beyond what was expected. They truly embodied the best of what the Hi-RO Department has to offer. In fact, they did SO WELL, they've been deemed by your superiors to be TOO COMPETENT for low-risk missions like these. Their clearance is upgraded to "Omega-7," and they're promptly black-bagged and dragged off to a top-secret training facility deep in international waters. For the next two years, they will be physically and mentally broken down and then rebuilt into a deadly efficient black-ops machine. Upon graduation, they'll be sent on the highest-priority missions imaginable (which, coincidentally, happen to be the missions with the highest potential lethality).

Congratulations, Agent!

EXAMPLE OF PLAY

The Agent's final results are as follows:

- Alayna King: 5, 2, 2
- Bowman Steele: 3, 3, 1
- Cybil Ferguson: 3
- Sharon: 0

Mission Control (Jess): Agents, I've reviewed the results. Let's talk next steps. Sharon?

Sharon (Judy): Yeah, boss?

Mission Control (Jess): It turns out you're listed as Shannon in the system.

Sharon/Shannon (Judy): That's actually my name, people keep calling me Sharon by mistake—

Mission Control (Jess): That kind of deception is unwelcome in our organization. You're burned, effective immediately.

Sharon/Shannon (Judy): Do I still get college credits?

Mission Control (Jess): Oh. Oh honey, no. You were never gonna get college credits. Now, Cybil.

Cybil Ferguson (Aisha): Yo.

Mission Control (Jess): We are, unfortunately, due to budget cuts, forced to retire the X-417. Which means we really have no need for you in the field. You're being reassigned to the cafeteria.

Cybil Ferguson (Aisha): Disappointing, but fair.

Mission Control (Jess): Which brings us to Bowman. You know, Bowman, your skills are fairly limited, you don't show a lot of personality, and you keep shattering our glass conference tables with your karate chops. Which is why your performance in the field was so IMPRESSIVE! THE PROMOTION IS YOURS!

Bowman Steele (Chris): Oh, hell yes!

Mission Control (Jess): Now, Ms. King. I imagine you're disappointed.

killed, imprisoned, or shipped off to Siberia. Every player who ranked above them thinks their result will be better—which is what makes the “winner’s” result so effective and funny.

- **It should be overdramatic.** It’s easy to say “you’re deployed on a death mission.” It’s much more satisfying to lay out the myriad ways in which the agent is doomed.
- **It should SOUND like a reward.** Don’t forget—the Omega-7 Clearance result starts with a reward. This is the highest clearance Hi-RO has to offer. The Agent should be honored. And the Player did technically win, even if it was completely arbitrary. So no matter what you inflict on them, you should spin it as a success.

As an example, here is an alternate reward for one of the Mission Dossiers included in the book (*Mission Dossier #3: Fly Me to The Moon Laser*):

- The Agent’s comfort level in Zero-G conditions, willingness to take big risks for national security, and experience dealing with strange science has proved them an ideal fit for a command mission on an experimental deep space probe. The Agent will wake up from cryo-sleep, alone, lightyears from home, in a cramped spaceship, with no contact from Earth... now, or ever again.



MISSION DOSSIERS

Mission 1: Fly Me to the Moon Laser

The Mission: V.I.L.L.A.I.N.S. operatives have captured Moon Base Zeta-Key-7, a small independently run lunar research facility codenamed “Oasis,” and installed a high-powered laser cannon capable of levelling a city block on Earth in seconds.

Primary Objective: *Destroy the Moon Laser.*

Secondary Objectives

1. **Rescue The Oasis Crew.** 37 Oasis researchers are being held hostage and forced to operate the moon laser.
2. **Plant surveillance equipment.** We want to know what Oasis knows.
3. **Re-plant Neil Armstrong’s Flag.** V.I.L.L.A.I.N.S. agents knocked it over as a sign of disrespect.
4. **Hand Off Emergency Supplies.** Food and water are running dangerously low on Oasis.
5. **Bring Back Dr. Mond Alive.** He’s too valuable to lose. Take that as you will.
6. **Update Software.** With Mr. Moon disabled, Oasis’s computers have been unable to restart and make necessary system updates.

Inspiration Table						
	Objectives	Locations	People	Assets	Protocols	Events
1	Rescue the Crew	The Laser	Mr. Moon	Alien Life Form	Passports	Something Explodes
2	Plant Surveillance Equipment	The Greenhouse	Dr. Mond	R.O.B.O.T.	Social Media	Someone Dies
3	Re-Plant Neil Armstrong's Flag	The Endless Void Of Space	Barry Oberlin O'Malley	Stun Batons	Leftovers	Someone Gets Kidnapped
4	Hand Off Emergency Supplies	The Gym	V.I.L.L.A.I.N.S. Agents	Spacesuits	G-Force Training	Something Gets Stolen
5	Bring Back Dr. Mond Alive	Research Stations	Big Larry	The Escape Shuttle	Contraband	Something Goes Missing
6	Update Software	Cryo-Sleep Chambers	Luna Marquez	Moon Rover	Out Of Office	Something Wasn't Filed Correctly

Key Locations

1. **The Laser.** A two-story monstrosity, a W.M.D. mounted on the roof of Oasis.
2. **The Greenhouse.** A sprawling moss forest, responsible for generating the station's oxygen.
3. **The Endless Void of Space.** Infinity, located just outside Oasis' walls.
4. **The Gym.** Muscle atrophy is a major concern on the Moon. So, naturally, Oasis is home to a fully-stocked gymnasium with simulated gravity, weight machines, and a small juice bar.
5. **Research Stations.** A seemingly endless number of computers, actively running confidential experiments around the clock.
6. **Cryo-Sleep Chambers.** One of Oasis's experiments was testing the viability of long-term cryo-sleep as an option for deep-space exploration.

Key Players

1. **Mr. Moon.** The station's comprehensive A.I. platform. Taken offline when Oasis was captured.
2. **Dr. Mond.** High-ranking V.I.L.L.A.I.N.S. officer. Formerly at NASA, laid off due to Congressional budget cuts.
3. **Barry Oberlin O'Malley.** Freelance weapons developer and head moon laser engineer. No loyalty to

V.I.L.L.A.I.N.S., in it for the paycheck.

4. **V.I.L.L.A.I.N.S. Agents.** Melee weapons, martial arts training. Standard-issue mooks.
5. **Big Larry.** Mond's bodyguard. Seven feet tall, 450 pounds. Can snap an AK-47 in two with his bare hands.
6. **Luna Marquez.** NASA researcher and ex-CIA analyst. Our eyes on the inside.

Key Assets

1. **Alien Life Form.** Allegedly.
2. **R.O.B.O.T.** The ship's handy helper droid. Extremely annoying.
3. **Stun Batons.** Standard-issue security weapon on Oasis. (Gunfire in a sealed environment is a BAD IDEA!)
4. **Spacesuits.** Big, bulky, and uncomfortable.
5. **Escape Shuttle.** Your safest ticket back to Earth.
6. **Moon Rover.** Under no circumstances should it be used for joyriding.

Office Protocols

1. **Passports.** Technically travelling to the moon does count as international travel.
2. **Social Media.** Publicly speaking, Oasis doesn't exist. Let's keep it that way.

3. **Leftovers.** Agents will be gone for several weeks. Please be sure to remove all leftover food items from the shared fridge at HQ.
4. **G-Force Training.** All agents are expected to complete mandatory G-Force training modules before departure.
5. **Contraband.** Oasis tech is highly classified, and should be left untouched.
6. **Out of Office.** Please ensure your out-of-office email signature is up to date and accounts for the time you'll spend in outer space.

Mission 2: Straight Flushed Out to Sea

The Mission: The Bull, noted V.I.L.L.A.I.N.S. accountant, has entered an illicit underground poker tournament on international waters, carrying with him a considerable amount of money earmarked for future V.I.L.L.A.I.N.S. operations. If that money can be recovered, it would greatly hinder their capabilities, and possibly convince The Bull to seek sanctuary with the Hi-RO department.

Primary Objective: *Bankrupt The Bull.*

Secondary Objectives:

1. **Turn the Bull.** With the number of connections he has, he could be a valuable double agent.
2. **Find Dollarsign's Identity.** Knowing who's running these tournaments could be a huge asset in organizing sting operations.
3. **Bug the Blind Stud.** If we can plant a few tracking devices, we can have eyes on the world's most dangerous individuals around the clock.
4. **Obtain the Guest List.** Being able to link someone to this tournament could be exceptional blackmail.
5. **Rig The Tournament.** Everyone else is trying to replace the dealers' decks with rigged replacements. Why shouldn't we?
6. **Win Big!** Contracts have been few and far between in the last fiscal year. We could use the windfall.

Inspiration Table					
Objectives	Places	People	Things	Protocols	Events
1	2	3	4	5	6
1 Turn The Bull	The Blind Stud	The Bull	BitChips	Gambling Policy	Something Explodes
2 Find Dollarstign's Identity	Poker Tables	Dollarstign	Pookums	Taxable Earnings	Someone Dies
3 Bug the Blind Stud	Private Rooms	J. Wallace Philips	Lifeboats	Travel Budget	Someone Gets Kidnapped
4 Obtain the Guest List	Fighting Pits	Capt. Shanks Crenshaw	Surveillance Equipment	Tipping Policy	Something Gets Stolen
5 Rig the Tournament	Breakfast Buffet	The Cap'n	Explosives	Confidentiality	Something Goes Missing
6 Win Big!	International Waters	The Criminal Elite	The Blind Stud's Signature Shrimp Cocktails	Dress Code	Something Wasn't Filed Correctly

Locations:

1. **The Blind Stud.** A decommissioned ocean liner converted into a floating casino.
2. **Poker Tables.** Dozens of them, playing every variation of poker you've ever heard of... and some you haven't.
3. **Private Rooms.** Where the high-stakes, life-or-death games take place.
4. **Fighting Pits.** There's more than just poker tournaments happening onboard the Blind Stud.
5. **Breakfast Buffet.** Complete with make-your-own-waffle stations. Naturally.
6. **International Waters.** Technically anything's legal... but don't get any ideas.

Key Players:

1. **The Bull.** Former Wall Street broker. Obsessed with big wins and fast living.
2. **Dollarsign.** Anonymous organizer of underground poker tournaments. A taste for theatrics, and violence.
3. **J. Wallace Philips.** The bad enby of the championship poker scene. A neutral third party, in it to win it.
4. **Captain Shanks Crenshaw.** Captain of the Blind Stud. Grizzled ex-Navy vet.
5. **The Cap'n.** Head of the Blind Stud's dinner band. Not an actual captain. Has seen some shit.

6. **The Criminal Elite.** A veritable Who's Who of the criminal underground.

Key Assets:

1. **BitChips.** Because of course the criminal underground poker tournament uses cryptocurrency.
2. **Pookums.** Dollarsign's pet tiger. Lives on a diet of cheaters and cops.
3. **Lifeboats.** Enough onboard for *about* half the people in the tournament.
4. **Surveillance Equipment.** You're always being watched. Always.
5. **Explosives.** Part of a last-ditch security measure to protect Dollarsign if they're captured: blow up the boat, escape in the wreckage.
6. **The Blind Stud's Signature Shrimp Cocktails.** Have you tried them? You should. They're delicious.

Office Protocols:

1. **Office Gambling Policy.** You've been cleared to act in the poker tournament in an official capacity—but remember, any other gambling while on assignment is strictly prohibited.
2. **Taxable Earnings.** Be sure to file any winnings or losses with accounting.

- MISSION ACCOMPLISHED
3. **Travel Budget.** You've been given a \$50 per diem for food and incidentals. Do not touch the mini-bar under any circumstances.
 4. **Tipping Policy.** Please remember to tip all waitstaff at least 20%.
 5. **Confidentiality.** The Hi-RO department cannot be linked to this tournament under any circumstances.
 6. **Dress Code.** This is a black tie event. Dress like it.

Mission 3: Under the Bio-Dome

The Mission: The controls for Project: Sunnyskies, an experimental system of weather control satellites, have been stolen by rogue researcher Dr. Fillius Kincaid, with the intent of selling them to the highest bidder. This would mean certain doomsday if the controls fell into the hands of V.I.L.L.A.I.N.S!

Primary Objective: Recover the controls to Project: Sunnyskies.

Secondary Objectives:

1. **Avoid Activating Project: Sunnyskies.** It's still untested and extremely dangerous.
2. **Assassinate Big Spender.** We could seriously hinder V.I.L.L.A.I.N.S.' acquisitional power.
3. **Infiltrate The Auction.** Ensure no one makes off with anything especially dangerous.
4. **Obtain Dr. Kincaid's Private Journal.** Who knows what kind of scientific advancements Killian has stored away.
5. **Disable Eco-Pod Surveillance.** We need to be able to deploy reinforcements.
6. **Don't Blow Up The Eco-Pod.** It's really, really, REALLY expensive.

Inspiration Table					
Objectives	Places	People	Things	Protocols	Events
1	2	3	4	5	6
Avoid Activating Project: Sunnyskies	The Eco-Pod	Dr. Fillius Kincaid	The Lightning Cannon	Auction Policy	Something Explodes
Assassinate Big Spender	The Grotto	Big Spender	Swarms Of Robotic Bees	Purchases Policy	Someone Dies
Infiltrate The Auction	The Garden	The Auctioneers	Project: Sunnyskies Controls	Vacation Policy	Someone Gets Kidnapped
Obtain Dr. Kincaid's Private Journal	The Power Generator	Sergeant Snake	The Auctioneer's Gavel	Coffee Policy	Something Gets Stolen
Disable Eco-Pod Surveillance	The Observation Deck	Eco-Pod Lab Technicians	Scientific Wonders	Cloning Policy	Something Goes Missing
Don't Blow Up The Eco-Pod	The Cloning Vats	VILLAINS Security Agents	A Dinosaur	Disclosures Policy	Something Wasn't Filed Correctly

Locations:

1. **The Eco-Pod.** Dr. Kincaid's research facility. A self-sufficient Bio-Dome of the future.
2. **The Grotto.** Dr. Kincaid's makeshift foyer in the heart of the Eco-Pod. Where the auction is set to take place.
3. **The Garden.** The sum total of Kincaid's GMO research. Mountains of food.
4. **The Power Generator.** A nuclear reactor capable of powering the entire Eco-Pod. Could cause untold destruction if overloaded.
5. **The Observation Deck.** Where Kincaid insists on showing off Project: Sunnyskies.
6. **The Cloning Vats.** Wait. Killian has CLONING VATS? WTF?

Key Players:

1. **Dr. Fillius Kincaid.** A scientific mind that comes along once in a generation, coupled with a complete lack of morals.
2. **Big Spender.** Noted V.I.L.L.A.I.N.S. assets purchaser, and the voice in Dr. Kincaid's ear pushing him to sell.
3. **The Auctioneers.** Dangerous, rugged, evil, impeccably dressed criminals. Agents: DO NOT FALL IN LOVE.

- MISSION ACCOMPLISHED
4. **Sergeant Snake.** Head of S.N.A.K.E., an unaffiliated villainous organization. Could be a dangerous rogue element or a valuable source of chaos.
 5. **Eco-Pod Lab Technicians.** Glorified hostages of Dr. Kincaid and V.I.L.L.A.I.N.S.
 6. **V.I.L.L.A.I.N.S. Security Agents.** Heavily armed. Terrible shots.

Key Assets:

1. **The Lightning Cannon.** What it sounds like. Avoid at all costs.
2. **Swarms of Robotic Bees.** Kincaid's pet project. Pun intended.
3. **Project: Sunnyskies Controls.** The world's most dangerous USB drive.
4. **The Auctioneer's Gavel.** Whoever holds the gavel has the power.
5. **Scientific Wonders.** Like you wouldn't believe. All for sale.
6. **A Dinosaur.** We can neither confirm nor deny Dr. Kincaid has made an actual, living dinosaur. But we'd love to find out.

Office Protocols:

1. **Auction Policy.** Just because these are criminals does not mean the auction can be anarchy. Agents are expected to display etiquette and follow rules.

2. **Purchases Policy.** The Hi-RO department legally owns any purchases made in the Auction. Agents are not to keep any items purchased.
3. **Vacation Policy.** Vacations must be approved four weeks in advance, regardless of “sudden, inexplicable paradisaal weather shifts.”
4. **Coffee Policy.** No matter how amazing Kincaid’s pod-grown coffee beans are, Agents are expected to drink Hi-RO Dept. regulation coffee grounds.
5. **Cloning Policy.** Any clones made of Agents are not eligible for immediate benefits coverage, and must wait for Open Enrollment.
6. **Disclosures Policy.** Agents are expected to disclose any gifts provided by Dr. Kincaid or V.I.L.L.A.I.N.S. representatives exceeding \$50 dollars in value.

GUEST DOSSIERS

Guest Mission Dossier #1: Mission: INCREDIBLE! COUNTDOWN TO DOOMSDAY

By Brandon Leon-Gambetta

The Mission: The evil super scientist DOCTOR DIPLOIOD has launched her most dastardly scheme yet! She has created a virus MAXOVIRIDAE that could awaken the latent genetic powers of the world. However, with a mortality rate of 90%, it will also doom the world if she succeeds in releasing it at the upcoming World Fair in the beautiful World of Universes Theme Park!

Special Information: As members of the THUNDERITES/KNIGHT-CLAW FAMILY, a recent merger of teen superhero training programs, it's up to you to save the day! But when you get back, you'll need to answer to both Captain Thunderstrike AND Knight-Claw!

Primary Objective: Recover the canister of Maxoviridae.

Secondary Objectives:

1. **Avoid Detection.** If information about this gets out it will encourage other dangerous scientists.
2. **Get Next Year's Tickets.** They sell out really fast and we want to get the early bird rate.
3. **Present Something Impressive.** There's plenty of research that goes into superheroing so bring a poster and present it.

4. **Figure Out Who's Funding This.** Dr. Diploid has enough student loans that there's no way she's working alone.

Key Players:

1. **Dr. Diploid.** Evil geneticist willing to doom the world to bring out the latent power of the human genome. Big goggles.
2. **Professor Rivera.** Incredible mind behind the Fair's bio-drone program. They're probably working with Diploid. They definitely don't like it.
3. **Tony Whalen.** Billionaire playboy. Probably not Knight-Claw's secret identity.
4. **Thomas "Shu" Shubert.** Your tech-ed teacher who also assigned you to go to the World Fair.

Key Assets:

1. **Personal Air Filters.** If the virus gets out, you're not gonna want to breath that.
2. **Character Costumes.** The perfect way to blend in with the wonderful world of Universe of Worlds.
3. **The Nite-Claw Mobile.** If you so much as scratch it, you'll never see the keys. Ever.
4. **The Strength You Need.** It was inside you all along.

7 HABITS OF CAPTAIN THUNDERSTRIKE'S THUNDERITES!

- 1. Commitment to Justice:** Thunderites are dedicated in their pursuit of truth, justice, and the Thunderite Way.
- 2. Steadfastness:** In the field, Thunderites are focused on saving civilians and providing maximum protection to the city.
- 3. Team Spirit:** We're all in this together! Stick together, look out for one another, and keep your fellow Thunderites informed at all times. Avoid selfish actions, petty grudges, impulsive decisions, and lone wolf tactics.
- 4. Personal Development:** Someday you will take the mantle. Be willing to seize opportunity. Own your achievements. Carpe Diem.
- 5. Respect for Authority:** We have your best interests in mind. We may deliver additional infractionable offenses during the Debriefing Session. Respect our decisions. They will make you stronger.
- 6. Inventory Management:** You received your costume and equipment upon mission deployment. Unregistered contraband, whether brought on the mission or taken back from the mission, puts your fellow heroes at risk!
- 7. Fiscal Responsibility: Proper mission** budgeting is a huge part of what makes us so effective. Be sure to file all expected expenses with accounting before deployment. And avoid unnecessary spending, unapproved purchases, damaging expensive equipment, and unplanned costs.

7 HABITS OF THE KNIGHT-CLAW FAMILY

- 1. Commitment to Vengeance:** The Knight-Claw Family is dedicated to punishing those who commit crimes without hesitation.
- 2. Efficiency:** Our nights and time are limited. If you are thus able to prevent other crimes or badness to be perpetrated, do so without mercy.
- 3. Team Spirit:** We're all in this together! Stick together, look out for one another, and keep your family members secrets. Avoid selfish actions, petty grudges, and telling your siblings what to do when it comes to personal matters.
- 4. Brand Development:** Villains fear us because they know us. Live in your failures. Show your mask. Carpe Diem.
- 5. Respect for Authority:** We have your best interests in mind. We may deliver additional infractionable offenses during the Debriefing Session. Respect our decisions. They will make you stronger.
- 6. Inventory Management:** You received your costume and equipment upon mission deployment. Unregistered contraband, whether brought on the mission or taken back from the mission, puts your fellow heroes at risk!
- 7. Fiscal Responsibility:** Proper mission budgeting is a huge part of what makes us so effective. Be sure to file all expected expenses with accounting before deployment. And avoid unnecessary spending, unapproved purchases, damaging expensive equipment, and unplanned costs.

Guest Mission Dossier #2: A Spooky Seance

By Rudy Basso

The Mission: VILLAINS Agent “Madame Leroy” has rented out the Ickschnell Mansion for her latest “séance” – actually a con to fleece superstitious rich people. The event is a cover for a trade with a Russian General for experimental microchips.

Primary Objective: *Stop the exchange and recover the microchips.*

Secondary Objectives:

1. **Photograph Oleymik with his Mistress.** Scandal would ruin his military reputation.
2. **Crack the Vault.** The Ickschnell sausage recipe is hidden here, and Mission Control looves a good Brat.
3. **Steal crystal ball.** Leroy utilizes a priceless crystal ball as a prop.
4. **Take Out “The Wrench”.** Randall is known for never turning down a fair fight...
5. **Recruit Ghost.** Could be the ultimate spy, so we want him.
6. **Hack Leroy’s phone.** Payments are made via *Crimmo*, and we could use a budget increase next quarter.

Inspiration Table

	Objectives	Places	People	Things	Protocols	Events
1	Photograph Oleymik with Mistress	The Ickschnell Mansion	Madame Leroy	Dogs	Entry fee	Something Explodes
2	Crack the Vault	The "Séancatorium"	General Misha Oleymik	Seance robes	Alcohol	Someone Dies
3	Steal crystal ball	Servants Quarters	Maria Garcia González	Dueling pistols	Robots are people	Someone Gets Kidnapped
4	Take out "The Wrench"	Parlor	Jimmy "The Wrench" Randall	Robot waiters	Stick Shift	Something Gets Stolen
5	Recruit Ghost	Control Room	A ghost	Ghost trap	Accents	Something Goes Missing
6	Hack Leroy's phone	Garage	Rich Dummies	The Baron's Ride	Ghosts don't exist	Something Wasn't Filed Correctly

The Dropsite:

1. **The Ickshnell Mansion.** Sprawling estate with secret passages and hidden rooms.
2. **“Séancatorium”.** Formerly known as the ballroom.
3. **Servants Quarters.** Abandoned, where the exchange will take place.
4. **Parlor.** Featuring an open bar and five-piece band.
5. **Control Room.** The charade involves candles mysteriously going out and floating tables - all controlled electronically from here.
6. **Garage.** Filled with fancy sports cars to vans to a *tank*.

Key Players:

1. **Madame Leroy.** A master of deception and disguise.
2. **General Misha Olyemik.** Recently promoted through blackmail and ruthlessness.
3. **Maria Garcia González.** Olyemik’s mistress, secretly hates him.
4. **Jimmy “The Wrench” Randall.** Leroy’s assistant and master assassin.
5. **A ghost.** Baron Wolfgang von Ickshnell is accidentally summoned by Leroy. Unsure how to return to the afterlife.
6. **Rich Dummies.** These people have money to burn.

Key Assets:

1. **Dogs.** The Ickschnells are champion breeders, and friendly canines wander the grounds.
2. **Seance Robes.** Will help “open the inner eye”. Optional.
3. **Dueling Pistols.** Antiques, but still shoot fine.
4. **Robot waiters.** Why hire humans when robots work free? Steam powered.
5. **Ghost Trap.** Science behind it checks out. Cause ghosts are science.
6. **The Baron’s Ride.** The Tank the Baron died in was rebuilt, with a working turret.

Office Protocols:

1. **Entry Fee.** Agents are assigned individual *Crimmo* accounts for this mission.
2. **Alcohol.** Under no circumstances may any agent consume libations.
3. **Robots are people.** Treat hired help - human or otherwise - with respect.
4. **Stick shift.** The German vehicles on premises don’t have automatic transmissions.
5. **Accents.** Agents are encouraged to create further subterfuge with an accent.
6. **Ghosts don’t exist.** If word got out, there could be widespread panic.

Guest Mission Dossier #3: The Persuasionists

or Austen Powers
or Sensei and Senseibility
or Jane Spyer
or Wuthering Nights

By James Wallis

It is the year 18— and Europe is in turmoil. Whether it's the Italians (revolutionary), the French (post-revolutionary), the Spanish (invaded by the French), the British (Empirical), the Germans (ruling Britain though the British don't seem to have noticed), the Turks (everywhere), or the Greeks (occupied by Turks), everybody is up in everybody else's business. It's a busy time to be a spy.

The key player is Britain, somehow. The structure of the British Empire is based on strict social and class lines, plus a heavy emphasis on having the right bloodline or title, having a good reputation, marrying the right people, attending the right balls, being spoken of favourably in high places, and being able to dance.

For espionage in 18—, one class of person stands out: adept at observing and understanding social rank and hierarchy, comfortable in mixed company, with a fine ear for overhearing gossip and rumour, able to defend themselves with rapier-like wit, yet seen by all as harmless.

I refer, of course, to lady novelists.

Specifically Jane Austen and her coterie of confidantes and co-authors known (in hushed

voices in the corridors of power) as the Austen Seven.

They are:

Jane Austen - observation and persuasion. Blends into a crowd, spotting details most would miss.

Charlotte Bronte - direct operations, arson. Small, delicate, quiet, serious, utterly ruthless.

Emily Bronte - network. Seemingly frail and solitary, hiding a mind of logical and logistical steel.

Anne Bronte - psychological warfare and blackmail. Seems quiet and gentle. Isn't.

Mary Shelley - scientific advances and Byron. Wild, intellectual, and politically radical.

George Eliot - master of disguise. Able to mimic not just appearance and voice but also thoughts and character.

Mrs. Elizabeth Gaskell - forensic analysis. Plus, being married to a vicar gives her a hotline to the spiritual world.

The Dossier

You are the Austen Seven, the finest agents in the British Empire, reporting directly to Queen Victoria herself.

If you're not someone who wasted three precious years of their life getting a BA in English Literature, you may feel intimidated by this list of novelists. How can you

possibly capture their personalities? The answer is: *don't worry about it.*

The Mission

The Queen is missing! It is unclear whether she has been kidnapped, or sneaked out after a particularly dull reception with the Prussian ambassador. The Royal Coach was last seen heading at speed westwards towards the fashionable spa-town of Bath. Think Monaco, but in the west of England.

Primary Objective

Find the Queen and bring her back to London. Maintain decorum. Avoid scandal. And don't let any of this make it into a novel.

Things to Remember:

Everything is far away. It may be a hundred miles from Bath to London, but this is the early nineteenth century. If the Prime Minister were assassinated right now, nobody in Bath would know for at least a day and a half.

Information travels slowly. The only ways to communicate with someone are to speak to them in person or send a letter.

Men think they're in charge. Britain in the nineteenth century was a fiercely patriarchal society, in which men held all the positions of power except one. That imbalance, the clearly divided gender roles, and the fact that men (and many women) consistently underestimate women are at the heart of what drives this dossier.

Guest Mission Dossier #4: Operation: CRYING DOVE

By Erika Chappell

It is April, 1943. You are members of the RASPBERRY BERETS, the US ARMY's elite airborne magical girl special forces unit. In these dark times, you must trade the haunted streets of your hometown to launch daring raids over occupied Europe. If we're going to defeat the Axis, it'll take every bit of love and justice we can get.

Special Notes

You are older magical girls, aged 18 or older: your younger sisters and even boys have had to take up the slack battling evil back home in your absence. During character creation, come up with a theme for your squad (music, candy, planets, etc), an adorably badass uniform, the nature of your magical powers, and your sidearm. Come up with a multi-word magical girl title!

The Mission

Hard times for the Allied Powers. U-boats snatch our ships from the water, the Soviets are embroiled in an endless battle for Stalingrad, and our forces are bogged down in Italy. Our GIs battle the supernatural Wehrwolf divisions with a dwindling supply of silver bullets, and our fleets in the Pacific are confounded by sinister eastern magics. We needed a win.

OPERATION CRYING DOVE was to be that win. The mad genius and head of the Nazi Dark

MISSION ACCOMPLISHED

Science Division, BARON KARL VON COUNTBURG, was tracked to his family estate, the sinister gothic fortress CASTLE BLUTBERG. There, he was meeting with the eternal enemy of all magical girls, the DARK QUEEN TERRIFICIA, to launch their foulest scheme yet. Using the ANCIENT SCIENCE CRYSTAL unearthed in Poland and captured by the Wehrmacht in 1939, they would BLOT OUT THE SUN FOR A THOUSAND YEARS before unleashing a horde of dark magic powered UBERBOTS.

To achieve this mission, we must make contact with member of the German resistance, EMILIA FREY, aka MAGISCH FRAULEIN EISEN FREYA. She's small and delicate and MUST BE PROTECTED, but she is the only one who knows the path from the nearby town of GEISTERSTADT into the castle.

Complicating our missions was the presence of Lieutenant LISTRATOVA NESSIA VICTOROVNA, better known as REVOLUTIONARY GIRL RED GUARDIAN, the leader of the Soviet magical girl squad THE NIGHT WITCHES. While nominally our ally, she was secretly tasked with securing the ANCIENT SCIENCE CRYSTAL for the Soviet Union! Stopping her would take all our skill and cleverness, especially due to the fact that EVERY SINGLE RASPBERRY BERET IS CRUSHING ON HER SUPER HARD on account of her being SUPER TALL, SUPER PRETTY, and SUPER BUTCH.

We need to figure out what went wrong and what we can improve before we launch on our next mission, OPERATION VIOLET DELUGE.

Objectives

- Capture or defeat BARON VON COUNTBURG.
- Banish DARK QUEEN TERRIFICIA to the SHADOW REALM.
- Secure the ANCIENT SCIENCE CRYSTAL for transport to Allied HQ.

Opposition

- 2 Companies of WEHRWOLVES, artificial lycanthropes created by evil science!
- Unknown numbers of UBERBOTS, 30 foot tall rolling killing machines!
- Terrificia's squad of dark magical MEAN GIRLS.
- The baron's bodyguard YAMAUCHI KAGE and his GIANT MECHA.

SPECIAL MISSION DOSSIERS

Special Mission Dossier #1: Vanguard's Against The Shadow

The Setting: Welcome to the Vanguard's, kid. The elite, supernatural investigations wing of the Hi-RO department, operating from the shadows since time immemorial. We don't just push back the shadows... we live in them. We let it consume us. And we use it to keep this world safe.

Special Rules: Vanguard's are supernaturally powerful beings of the night. In addition to the usual character creation guidelines, Agents should specify the nature and extent of their supernatural abilities.

- *Ex. Vampire, Mummy, Blood Wizard, Cursed Never To Die, Etc.*

The Mission: Dr. Khal Brutana, Vampire super-scientist, has successfully injected a vampire with werewolf blood--making a super-soldier capable of tearing apart targets mundane and supernatural alike. Worse, it seems he's been abducting people throughout Shadow City, and using them as training dummies in an underground fighting league. The vampires cannot be allowed to have this kind of weapon--we need you to destroy it.

Your Objective: *Infiltrate the underground fighting league, and kill the were-vampire.*

Secondary Objectives:

1. **Kill Dr. Khal Brutana.** He's too dangerous to be left alive, even in the care of the Vanguard's.

2. **Destroy All Evidence.** People are better off not knowing that vampires, werewolves, and the supernatural exists.
3. **Recover Brutana's Research.** Brutana has a veritable treasure trove of supernatural research hiding in his base that we could use to keep the shadow at bay.

Key Players

1. **Dr. Khal Brutana.** Impossibly old, terrifyingly sadistic, and immensely powerful. Approach with caution.
2. **The Were-Vampire.** Take the strength of a werewolf and cross it with the supernatural power of a vampire. Then jack it up on steroids for a few months.
3. **Agent Grace Thoruson.** Ex-pro wrestler turned pro monster hunter. Our eyes on the inside.

Key Locations

1. **Shadow City.** Long, dark alleyways. Run-down tenements. Dumpster fires. Home, sweet home.
2. **The Research Labs.** Where Brutana makes his magic--sometimes literally, sometimes figuratively. A treasure trove of arcane ingredients and artifacts.
3. **The Fighting Pits.** An old warehouse converted into a makeshift holding pen and sparring circle. Everything has blood on it. Every single surface.

Key Assets

1. **The Were-Serum.** A powerful, dangerous formula, made up of half werewolf blood, and half illegal steroids. Handle with caution.
2. **Streaming Equipment.** Apparently Brutana is negotiating a contract with MonsterFight.TV to air his fighting tournaments on the internet? Just... please don't let that happen.
3. **Garlic, Stakes, UV Bullets, Etc..** Vampire hunting gear. The usual assortment. Don't leave home without it.

Office Protocols

1. **Vampirism Policy.** Any agents bitten by a vampire in the field must sign up for a health screening within 24 hours or risk voiding their employer-provided dental insurance.
2. **Social Media Policy.** Please do not Tweet about the existence of Vampires.
3. **Falsified Credentials.** Remember, no matter what happens in the field, you are sports commissioners looking into fighting conditions, nothing more. No one can know what you're really doing.

Special Mission Dossier #2: Omega Gear Ultimate: Sons Of The Mongoose

The Mission: The greatest agent in Hi-RO Department history, codenamed The Mongoose, has turned rogue and absconded with the Omega Gear--a massive walking weapons platform, the single deadliest weapon of mass destruction ever devised by humankind. He plans on turning it against the governments of the world, forcing them to expose the Secret History Of The World to the public--a move which would cause unimaginable panic and chaos. To stop him, the Hi-RO Department has dispatched the only team of agents capable of bringing down the Mongoose. A team made up entirely of clones of the Mongoose.

Special Rules: You are all clones of The Mongoose. Because of that, during character creation, each agent must specify what makes their clone different.

- *Ex. Evil Clone, Clone Raised By Non-Spy Parents, Computer Whiz Clone, Cowardly Clone*

Your Objective: REDACTED.

Secondary Objectives: *None.* Just get the job done.

Key Players

1. **The Mongoose.** A legend in the black-ops industry, with over 50 years of spy experience. Impossibly dangerous. Do not directly confront.
2. **Tiger Saber.** International assassin and The Mongoose's second in command. Way into swords. Like, excessively into swords.

3. **The Scorpion.** Our most promising junior agent, recruited into The Mongoose's rank. Could be turned into an ally. Highly skilled, completely insufferable. Often naked. No one knows why.

Key Locations

1. **The Mongoose Pit.** An underground bunker, lined with security cameras, drone machine guns, and deadly laser grids.

Key Assets

1. **The Secret History Of The World.** We'll be honest, we mostly skimmed it. There's A LOT to read through.
2. **Omega Gear.** A 30-foot tall walking mobile weapons platform. The greatest WMD ever devised.
3. **Cardboard Boxes.** Mongoose's bunker is littered with them. The ultimate hiding place.

Office Protocols

1. **Clone Policy.** Under no circumstances should a clone BE cloned. That's just asking for trouble.
2. **ID Cards.** Please wear your designated employee ID at all times. Being clones, it's the only way we can tell you apart.
3. **Operating Omega Gear.** Even if the device is activated, please do not attempt to operate Omega Gear without proper licensing. We cannot and will not cover your legal fees.

CLASSIFIED: FOR MISSION CONTROL'S EYES ONLY!

Due to a confluence of factors--corruption in our ranks, double agents, technical glitches, and good old-fashioned bureaucracy--deception is RAMPANT among our Clone Ops division! Mixed messaging, crossed signals, and confusing, contradictory orders from high command are to be expected.

As such, before play, every Agent should be given, in secret, **a unique Primary Objective**. Then, during play, instead of announcing how they helped accomplish the objective to the group, Agents should write down these objectives in secret, as they would their anonymous reports on other gents.

Example Objectives:

- Kill The Mongoose.
- Save The Mongoose.
- Take the place of The Mongoose, stealing his life forever.
- Recover Omega Gear.
- Activate Omega Gear.
- Reveal the Secret History Of The World to the public at large.
- Contain the Secret History Of The World at all costs.

Special Mission Dossier #3: The Muse

The Mission: They call her the Muse: the most well-connected information broker in the intelligence game, and the only person in the world who knows the true identity of the Maker. She has come out of hiding for one night for a once-in-a-lifetime black-tie soiree (which, unbeknownst to the Muse, was organized by us). The problem is? V.I.L.L.A.I.N.S. found out about the party, and the Muse, and they have dispatched assassins to take her out.

If we can keep the Muse alive, we can hopefully trick her into revealing the Maker's true identity to us. We would USUALLY just pay her, but... well, fourth quarter was rough.

Primary Objective: Keep the Muse alive, and trick her into revealing the true identity of The Maker.

Special: The good news is we outsmarted The Muse. The bad news... is she outsmarted us, too, and disappeared without a trace after the party. Instead of describing a general complication that occurred during the mission, each agent will instead describe one DISASTROUS state secret which the Muse now possesses. Mission Control must now attempt to figure out who leaked what, and why.

Secondary Objectives:

- *Learn the Muse's true identity.* Just who IS this woman?
- *Impress the shareholders.* We've invited some high-level investors to the

meeting. Please do your best to leave them happy; we REALLY need the funding.

- *Roast Deputy Director Kincaid.* We didn't have the budget for a separate retirement party, so this will have to double as Kincaid's retirement roast.

Key Players

- *Martin and Martine Nardine-Nartin.* Two very, *very* wealthy lobbyists. Our featured guests for the evening. No one knows how they got their fortune... and we'd rather keep it that way.
- *Five-Star General Hugh Jass.* No matter what happens, no matter how raucous the roast gets... please don't make the joke. Just don't do it.
- *The Waitstaff.* Technically, they're our interns. We couldn't afford an outside caterer. But please respect them anyway.

Key Assets

- *Truth Serum ZX-4771.* Highly experimental. Unbelievably effective. Possibly too effective—someone affected just won't. Stop. Talking.
- *47 Banana Creme Pies.* What could go wrong?
- *The Soundtrack.* We couldn't afford a band, so we're going with a preloaded playlist. All very tasteful. Classical music.

Key Locations

- *The Starlight Eagle Ballroom.* Exactly as over-the-top as it sounds.
- *The Bar.* Cash bar only, unfortunately. But, all you can drink soda water!
- *The Kitchen.* As seen on *Nightmare Kitchens of America!*

Office Protocols

- *Employee Potluck.* In order to manage finances and reduce costs, we are asking Agents to bring in an entree, side, or drink.
- *Dress Code.* This is a high-class event, and Agents are expected to dress the part. Black tie, shined shoes, matching belt.

***Decorum.* Additionally, Agents are expected to behave in a manner that is appropriate to a posh, stylish soiree such as this.**

