

• MONITORSHIP •

WILL YOU PLEASE THE D.O.J.?

A COMPLIANCE BOARDGAME BY ALEXANDRE SERPA

YOUR COMPANY'S COMPLIANCE PROGRAM IS UNDER A TWO-YEAR D.O.J. IMPOSED MONITORSHIP AND YOU ARE RESPONSIBLE FOR ENSURING THE BEST POSSIBLE OUTCOME

ARE YOU UP TO THE CHALLENGE? OR WILL THE OTHER COMPANIES UNDER MONITORSHIP GET BETTER RESULTS THAN YOU AT THE END OF THE TWO YEARS?

YOUR PROGRAM IS FULLY ASSESSED AT THE END OF EACH YEAR - COMPLEMENTED BY LESS COMPREHENSIVE ASSESSMENTS

DURING THE MONITORSHIP DURATION YOU WILL BE ABLE TO PERFORM ACTIONS SUCH AS HIRING, ALLOCATING, TRAINING AND PROMOTING COMPLIANCE PROFESSIONALS, AIMING TO IMPROVE THE IMPLEMENTATION STATUS OF EACH OF THE EIGHT PILLARS OF YOUR COMPLIANCE PROGRAM AND RECEIVING POINTS OF APPROVAL FROM THE MONITORS

YOUR OBJECTIVE IS TO BE THE COMPANY WITH THE BEST ASSESSMENT RESULTS FROM THE MONITORS AT THE END OF THE TWO YEARS

HAVE FUN HIRING, TRAINING, PROMOTING AND MANAGING YOUR LIMITED RESOURCES TO SATISFY THE D.O.J. AND BE THE WINNER

THE GAME WAS DESIGNED TO REPRESENT - TO A LIMITED EXTENT - REAL INTERACTIONS RELATED TO THE MANAGEMENT OF A COMPLIANCE PROGRAM AND ITS PROFESSIONALS IN THE FIELD

HOWEVER, BECAUSE IT WAS DESIGNED AS AN ABSTRACT GAME, NO PRIOR KNOWLEDGE OF COMPLIANCE PROGRAMS IS REQUIRED TO PLAY

IT IS ALSO NOT NECESSARY TO SPEAK A SPECIFIC LANGUAGE TO PLAY, SINCE ALL THE NECESSARY INFORMATION IS IN GRAPHICAL FORM (LANGUAGE INDEPENDENT)

CREDITS: ALEXANDRE DA CUNHA SERPA – CONCEPT, CREATION AND DESIGN

CLASSIFICATION: EURO-STYLE, ABSTRACT, WORKER PLACEMENT, LANGUAGE INDEPENDENT BOARDGAME WITH A COMPLIANCE THEME

PLAYERS: 2 TO 6

AGE: 12+

DURATION: 60 TO 120 MINUTES

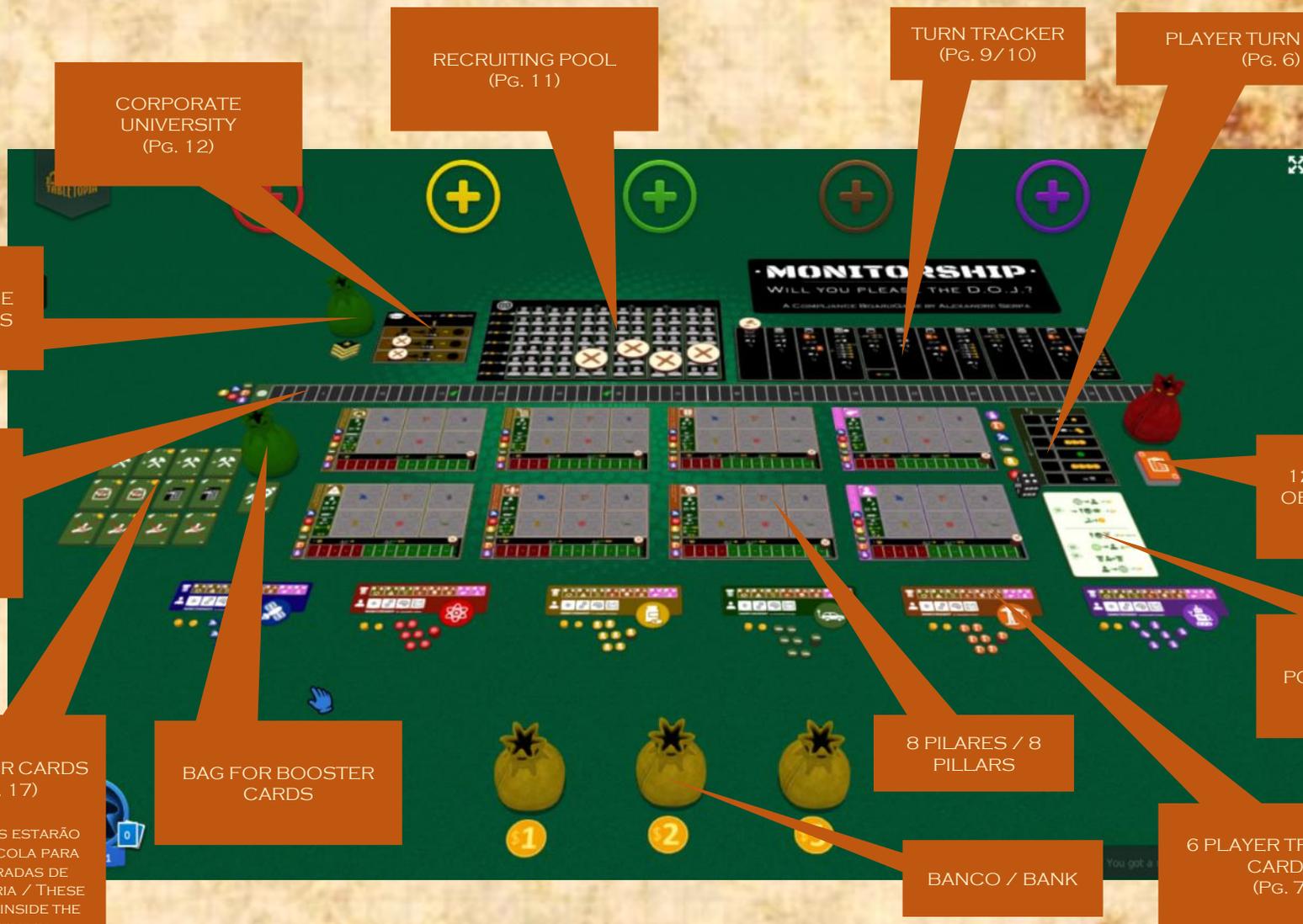
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OVERVIEW



CORPORATE UNIVERSITY
(Pg. 12)

RECRUITING POOL
(Pg. 11)

TURN TRACKER
(Pg. 9/10)

PLAYER TURN ORDER
(Pg. 6)

BAG FOR EXPERIENCE
OR RANK INDICATORS

VICTORY OR
APPROVAL POINTS
(VP) TRACKER
(Pg. 17)

12 CHALLENGE OR
OBJECTIVES CARDS
(Pg. 18)

REF CARD FOR
POSSIBLE ACTIONS
(Pg. 8)

12 BOOSTER CARDS
13 (Pg. 17)

* ESTAS CARTAS ESTARÃO
DENTRO DA SACOLA PARA
SEREM COMPRADAS DE
FORMA ALEATÓRIA / THESE
CARDS WILL BE INSIDE THE
BAG TO BE TAKEN
RANDOMLY

BAG FOR BOOSTER
CARDS

8 PILARES / 8
PILLARS

BANCO / BANK

6 PLAYER TRACKER
CARDS
(Pg. 7)

• MONITORSHIP •

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ICONOGRAPHY

TOKENS FOR THE SIX DIFFERENT COMPANIES



CORPORATE UNIVERSITY



RECRUITING POOL



VICTORY OR APPROVAL POINTS (VP)



ONE ACTION



BOOSTER



PILLAR (IMPLEMENTED)



THE 8 PILLARS



PILLAR RANK OF IMPLEMENTATION



COMPLIANCE PROFESSIONAL / WORKER



PROFISSIONAL EXPERIENCE LEVEL / RANK



THE 4 DIFFERENT PROFESSIONAL TYPES



THE DIFFERENT PROFESSIONAL TYPES REPRESENT THE 'DIVERSITY' OF THE WORK FORCE



INCOME



COST OR PAYMENT



CASH OR RESOURCES



OBJECTIVES OR CHALLENGES CARD



EXECUTIVE BONUS



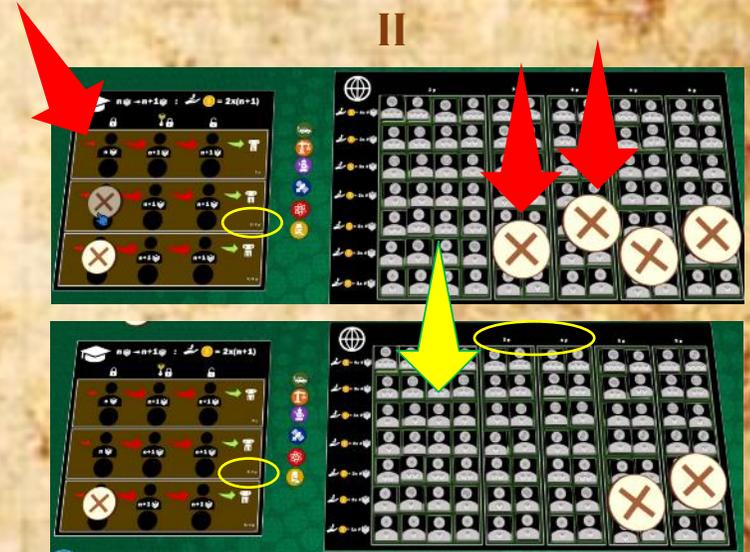
CAN'T REPEAT



SETUP

(THE IMAGES DEPICT A 4-COMPANY GAME)

- I. EACH PLAYER - OR COMPANY - STARTS THE GAME WITH \$ 7 ALREADY DISTRIBUTED ALONG WITH THEIR TRACKER CARD AND ONE WORKER (*, WITH RANK = 1) TO BE PLACED IN ANY OF THE PILLARS (ACCORDING TO THE PILLAR RESTRICTIONS)
- II. DEPENDING ON THE NUMBER OF COMPANIES IN THE GAME, REMOVE TOKENS WITH AN "X" FROM THE CORRESPONDING COLUMNS OR ROWS OF BOTH THE CORPORATE UNIVERSITY AND THE RECRUITMENT POOL
- III. SHUFFLE THE CHALLENGES / OBJECTIVES CARDS
- IV. EACH COMPANY ROLLS THE DICE TO IDENTIFY WHICH COMPANY WILL BE THE FIRST TO CHOOSE IN WHICH SLOT OF THE TURN TO PLAY
 - I. THE COMPANY WITH THE HIGHEST NUMBER IN THE DIE CHOOSES FIRST, THE SECOND NEXT AND SO ON
 - II. IF THERE IS A TIE ON THE DIE, THE TWO TIED COMPANIES ROLL THE DIE AGAIN TO BREAK THE TIE
 - III. ONLY ON THE FIRST TURN WILL THE DICE BE USED TO DEFINE THE ORDER OF CHOICE OF THE TURN ORDER SLOT, IN SUBSEQUENT TURNS THE CHOICE WILL BE MADE IN REVERSE ORDER TO THE CURRENT PLAY ORDER - THAT IS, THE LAST COMPANY TO PLAY THIS TURN, WILL BE THE FIRST COMPANY CHOOSING IN WHICH SLOT TO PLAY THE NEXT TURN
- V. EACH COMPANY THEN SELECTS IN WHICH SLOT TO PLAY THE FIRST TURN BY PLACING ITS TOKEN IN THE CORRESPONDING SLOT ON THE TURN ORDER MARKER
 - I. THE ROBOTICS COMPANY GOT 6 IN THE DIE, TELECOM 4, ELECTRIC CARS 3 AND NUCLEAR ENERGY 1
 - II. THUS, ROBOTICS WAS THE FIRST TO CHOOSE AND SELECTED SLOT 4, TELECOM THE SLOT 2, CARS THE SLOT 3 AND ENERGY CHOSE SLOT 6 – ENERGY SECURES TO BE THE FIRST COMPANY TO CHOOSE IN WHICH SLOT TO PLAY THE NEXT TURN



TURN PLAYER ORDER

(THE IMAGES DEPICT A 4-COMPANY GAME)

I. IN THE FIRST ROUND, AND ONLY IN THE FIRST ROUND, THE ORDER OF PLAY IS DEFINED USING THE ORDER OF CHOICE DEFINED BY THE DIE (SEE PAGE 5)

II. THE TURN ORDER MARKER INDICATES THE INCOME/ BENEFIT THAT EACH COMPANY WILL RECEIVE ON ITS TURN, WHICH ARE

- I. FIRST SLOT: RECEIVES THE RIGHT TO CONDUCT TRAINING FOR ONLY \$ 3 - REGARDLESS OF THE RANK OF THE PROFESSIONAL TO BE TRAINED (THIS BENEFIT CANNOT BE SAVED FOR LATER TURNS)
- II. SECOND SLOT: RECEIVES \$ 2 FROM THE BANK ON THE TURN
- III. THIRD SLOT: RECEIVES 1 VICTORY POINT (VP) IN THE TURN
- IV. FOURTH SLOT: RECEIVES \$ 4 FROM THE BANK ON THE TURN
- V. FIFTH SLOT: RECEIVES \$ 2 FROM THE BANK ON THE TURN
- VI. SIXTH SLOT: YOU RECEIVE THE RIGHT TO CONDUCT A TRAINING FOR \$ 2 LESS THAN THE NORMAL TRAINING COST (THIS BENEFIT CANNOT BE SAVED FOR LATER TURNS)

III. THE DEFINITION OF THE CHOICE ORDER OF THE MOVE ORDER FOR THE NEXT SHIFT WILL BE REVERSED FROM THE MOVE ORDER OF THIS SHIFT, LIKE THIS (SEE PAGE 10 - ITEM J):

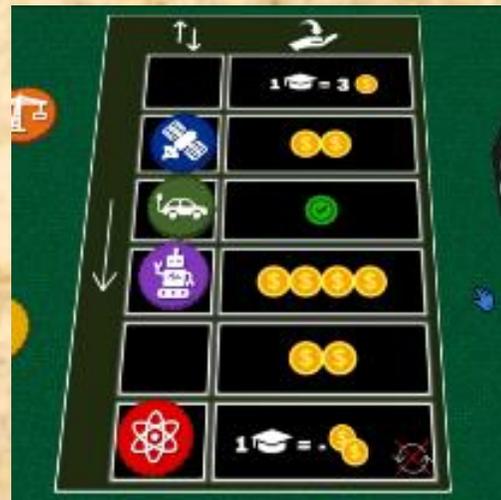
- I. THE NUCLEAR ENERGY COMPANY WILL BE THE FIRST TO CHOOSE WHICH SLOT THE NEXT ROUND WILL PLAY IN, ROBOTICS THE SECOND, ELECTRIC CARS THE THIRD AND TELECOM THE LAST
- II. ANY FREE SLOT CAN BE CHOSEN BY THE COMPANY INSTEAD OF CHOOSING
- III. THE ONLY RULE AS TO WHICH SLOT TO CHOOSE APPLIES TO THE COMPANY THAT WAS PLAYING IN THE SIXTH SLOT AND WHICH WILL BE THE FIRST TO CHOOSE :: IT WILL NOT BE ABLE TO CHOOSE TO PLAY AGAIN IN THE SIXTH SLOT



I

CURRENT TURN ORDER

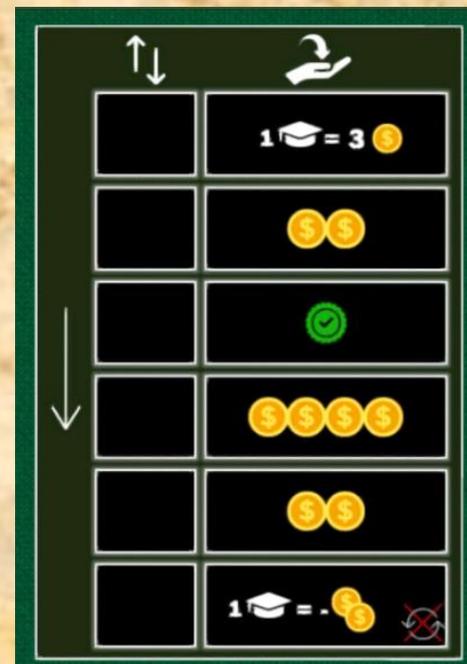
1. TELECOM
2. ELECTRIC CARS
3. ROBOTICS
4. NUCLEAR ENERGY



ORDER IN WHICH TO CHOOSE THE SLOTS FOR THE NEXT TURN

1. NUCLEAR ENERGY
2. ROBOTICS
3. ELECTRIC CARS
4. TELECOM

II & III

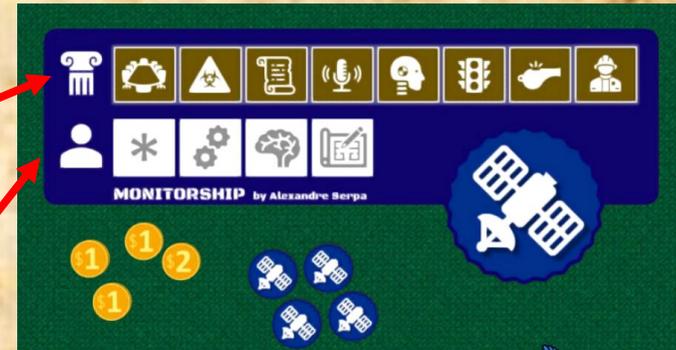


PLAYER TRACKERS

- I. THE PLAYER'S OR COMPANY'S TRACKER CARD IS USED TO KEEP THE TRACEABILITY OF THE COMPANY'S SITUATION IN RELATION TO:
 - I. WHICH / HOW MANY PILLARS OF THE COMPANY'S COMPLIANCE PROGRAM ARE IMPLEMENTED
 - I. WHENEVER THE COMPANY IMPLEMENTS A PILLAR, IT MUST MARK THAT PILLAR AS IMPLEMENTED ON ITS TRACKER CARD
 - II. IF A PILLAR IS 'DE-IMPLEMENTED' - DUE TO THE WITHDRAWAL OF A PROFESSIONAL EITHER FOR TRAINING, TERMINATION, OR RELOCATION TO ANOTHER PILLAR - THE COMPANY MUST REMOVE THE CORRESPONDING MARK FROM ITS TRACKER
 - II. THE DIVERSITY OF THE COMPANY'S WORKFORCE
 - I. WHENEVER THE COMPANY HIRES A PROFESSIONAL WITH A 'NEW' BACKGROUND, IT MUST MARK THAT BACKGROUND WITH A TOKEN ON ITS TRACKER - IT IS NOT NECESSARY TO TRACK THE NUMBER OF PROFESSIONALS FOR EACH BACKGROUND, ONLY THE FIRST PROFESSIONAL HIRED IS RELEVANT
 - II. WHEN THE COMPANY LOSES (DUE TO TERMINATION OR POACHING) THE LAST PROFESSIONAL OF A GIVEN BACKGROUND, IT MUST REMOVE THE CORRESPONDING MARK FROM ITS TRACKER
- II. IN THE EXAMPLE ON THE RIGHT THE TELECOM COMPANY HAS
 - I. THE RISK ASSESSMENT AND THE INVESTIGATIONS PILLARS IMPLEMENTED
 - II. AT LEAST ONE PROFESSIONAL FROM EACH DIVERSITY BACKGROUND ON ITS TEAM



I



II



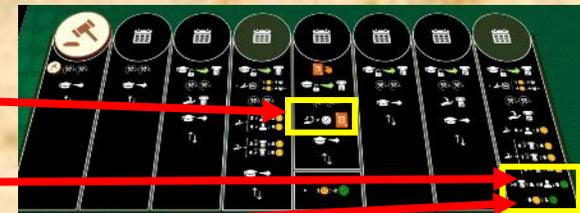
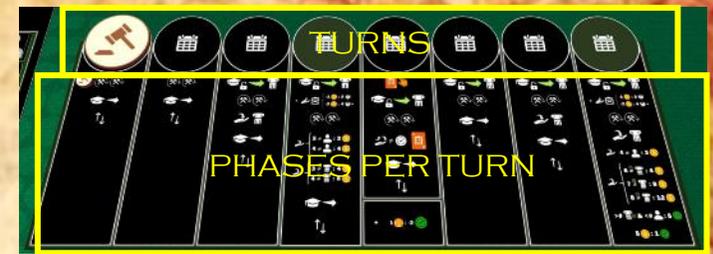
ACTIONS & SCORING

THE GAME TAKES PLACE IN 8 TURNS DURING WHICH EACH COMPANY WILL CARRY OUT ACTIONS AND BE EVALUATED BY THE MONITORS, WHICH CAN RESULT IN ADDITIONAL RESOURCES OR APPROVAL POINTS (VP) FOR THE COMPANY

IN EACH TURN THERE WILL BE DIFFERENT PHASES DURING WHICH DIFFERENT ACTIVITIES TAKE PLACE – THOSE PHASES ARE DETAILED IN THE `MONITORING CALENDAR` (DETAILS ON PAGES 9 AND 10)

THE TWO ACTIONS OF EACH COMPANY, DURING EACH TURN, INCLUDE:

- ✓ ACTIONS COSTING ONE ACTION (THAT IS, THEY CAN BE REPEATED OR COMBINED):
 - ✓ HIRE COMPLIANCE PROFESSIONALS FROM THE RECRUITING POOL – THOSE PROFESSIONALS HAVE DIVERSE EXPERIENCE AND SENIORITY (PAGE 11)
 - ✓ PROMOTE YOUR TEAM'S PROFESSIONALS THROUGH TRAINING (PAGE 12)
 - ✓ REQUEST AND RECEIVE RESOURCES FROM SENIOR MANAGEMENT (PAGE 13)
 - ✓ REASSIGN YOUR TEAM'S PROFESSIONALS TO A DIFFERENT PILLAR (PAGE 14)
 - ✓ TERMINATE PROFESSIONALS AND GET RESOURCES (THROUGH SAVING) (PAGE 15)
- ✓ ACTIONS COSTING TWO ACTIONS (THEY WILL BE THE ONLY ACTION OF THE TURN):
 - ✓ PROMOTING YOUR TEAM'S PROFESSIONALS IMMEDIATELY (PAGE 13)
 - ✓ HIRE PROFESSIONALS FROM COMPETITORS (POACHING) (PAGE 14)
- ✓ YOU WILL EARN APPROVAL POINTS (VP), OR RESOURCES, IN THE FOLLOWING SITUATIONS:
 - ✓ IN THE 4TH QUARTER OF EACH YEAR ACCORDING TO THE NUMBER OF PILLARS IMPLEMENTED IN YOUR COMPANY AND ACCORDING TO THE DIVERSITY OF YOUR WORKFORCE (PAGE 10 - ITEM D / E)
 - ✓ AT THE BEGINNING OF EACH TURN DEPENDING ON WHICH SLOT THE COMPANY CHOSE TO PLAY IN (SLOTS 2, 4 AND 5 EARN RESOURCES AND SLOT 3 VICTORY POINT) (PAGE 6)
 - ✓ IN QUARTER 1 OF THE SECOND YEAR IF YOU MANAGE TO EXCEED THE OBJECTIVES (CHALLENGES) FOR THAT QUARTER (THESE OBJECTIVES VARY FROM GAME TO GAME) (PAGE 18)
 - ✓ IN THE LAST TURN IF YOU ARE THE COMPANY WITH THE HIGHEST NUMBER OF PILLARS IMPLEMENTED AND WITH THE SMALLEST WORKFORCE (EFFICIENCY) (PAGE 10 - ITEM K)
 - ✓ IN THE LAST TURN WHEN YOU EXCHANGE YOUR MONEY FOR VICTORY POINTS (PAGE 10 - ITEM L)
 - ✓ IN THE THIRD QUARTER OF EACH YEAR, DEPENDING ON YOUR POSITION (IN RELATION TO THE OTHER COMPANIES) IN THE IMPLEMENTATION STATUS TRACKER OF EACH OF THE EIGHT PILLARS (PAGE 10 - ITEM C)
 - ✓ AT ANY TIME WHEN YOU EXCEED A PRE-DEFINED NUMBER OF IMPLEMENTATION POINTS IN EACH PILLAR (ONLY THE FIRST COMPANY TO REACH THESE MILESTONES WILL EARN THE POINTS) (PAGE 16)



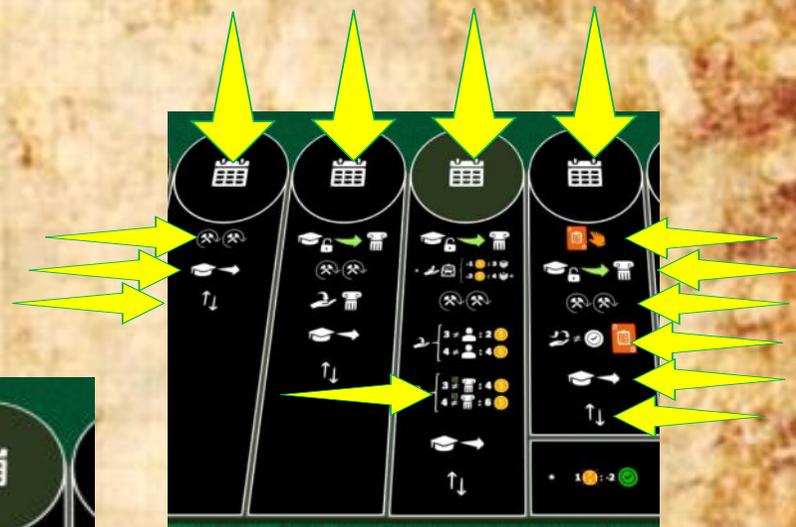
URNS & PHASES

URNS (THE IMAGES DEPICT A 4-COMPANY GAME)

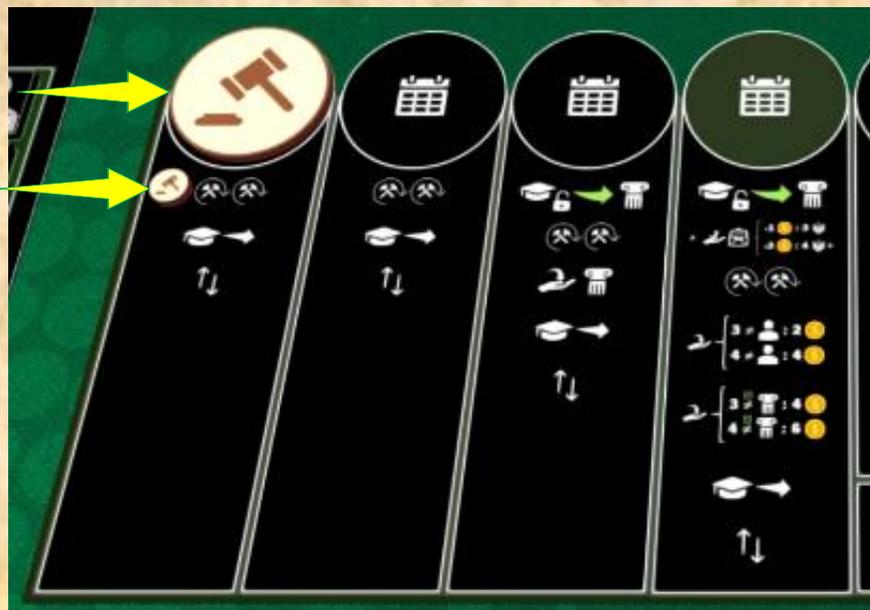
- I. EACH OF THE 8 ROUNDS - OR QUARTERS - OF THE GAME ARE MADE UP OF DIFFERENT PHASES WHICH ARE REPRESENTED JUST BELOW THE CIRCLE WITH THE CALENDAR SYMBOL - AND WHICH VARY ACCORDING TO THE QUARTER (DETAILS ON PAGE 10)
- II. TWO TOKENS ARE USED TO TRACK THE PROGRESS OF PHASES AND TURNS - THE LARGE GAVEL TRACKS THE QUARTERS AND THE SMALL GAVEL THE PHASES OF EACH QUARTER, WHICH MUST OCCUR IN THE ORDER THEY ARE LISTED IN THE CALENDAR
- III. IN THE ACTION PHASE OF EACH TURN, COMPANIES PLAY ACCORDING TO THE ORDER SELECTED IN THE PREVIOUS TURN, EXECUTING THEIR TWO ACTIONS BEFORE PASSING THE TURN TO THE NEXT COMPANY



I



II



URNS & PHASES



PHASES EXPLAINED

EACH OF THE 8 TURNS - OR QUARTERS - OF THE GAME ARE COMPOSED OF DIFFERENT PHASES WHICH ARE EXPLAINED BELOW



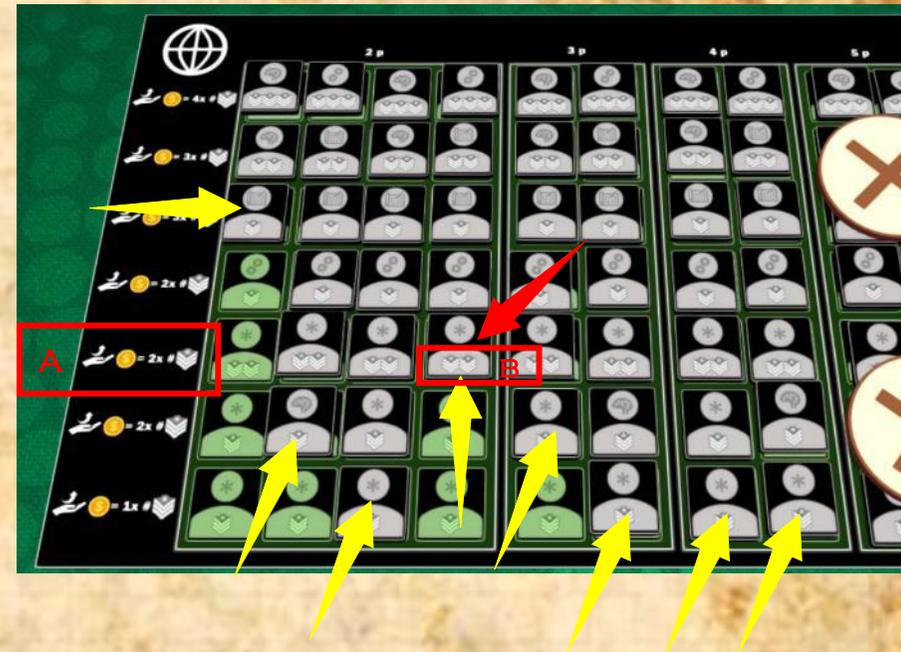
- A. GRADUATION PHASE: ALL COMPANIES REMOVE THE PROFESSIONALS WHO ARE ALREADY IN THE GRADUATION COLUMN OF THE CORPORATE UNIVERSITY AND ASSIGN THEM TO ANY PILLAR OF THEIR CHOICE (ADJUSTING THE CORRESPONDING IMPLEMENTATION MARKERS FOR THE PILLAR)
- B. ACTION PHASE: EACH COMPANY USES ITS TWO ACTIONS SEQUENTIALLY ACCORDING TO THE TURN ORDER (SELECTED DURING THE PREVIOUS TURN)
- C. PILLARS REVENUE PHASE: IN THIS PHASE, COMPANIES WILL CHECK IN WHAT POSITION IN THE IMPLEMENTATION RANK THEY ARE FOR EACH OF THE 8 PILLARS AND WILL RECEIVE THE CORRESPONDING REVENUE/ BENEFIT
- D. IMPLEMENTED PILLARS REVENUE PHASE : IN THIS PHASE COMPANIES WILL CHECK HOW MANY IMPLEMENTED PILLARS THEY HAVE IN THEIR PROGRAM AND WILL RECEIVE THE CORRESPONDING REVENUE
- E. DIVERSITY REVENUE PHASE: IN THIS PHASE COMPANIES WILL CHECK HOW MANY DIFFERENT PROFESSIONAL BACKGROUNDS THEY HAVE ON THEIR TEAM AND WILL RECEIVE THE CORRESPONDING REVENUE
- F. EXECUTIVE BONUS PHASE: IN THIS PHASE COMPANIES WILL PAY (TO THE BANK) THE BONUS OF THEIR EXECUTIVES IN THE RATIO OF \$ 1 FOR EACH PROFESSIONAL WITH EXPERIENCE LEVEL = 3 AND \$ 2 FOR EACH PROFESSIONAL WITH 4 OR MORE EXPERIENCE LEVELS
 - A. FOR EVERY \$ 1 THE COMPANY DOES NOT HAVE TO PAY THE BONUS, 2VP WILL BE REMOVED FROM THE COMPANY
- G. CHALLENGE / OBJECTIVES CARDS DRAW PHASE: IN THIS PHASE THE THREE COMMUNITY CHALLENGE CARDS ARE DRAWN
- H. CHALLENGE / OBJECTIVES SCORING PHASE: IN THIS PHASE EACH COMPANY WINS (OR LOSES) THE AMOUNT OF VPS CORRESPONDING TO THE RESULT OF THE CHALLENGE THEY CHOSE
- I. UNIVERSITY PROGRESS PHASE IN : THE PENULTIMATE PHASE OF EACH SHIFT IS THE PHASE IN WHICH ALL PROFESSIONALS WHO ARE IN THE CORPORATE UNIVERSITY ARE MOVED TO THE NEXT STAGE OF TRAINING
- J. TURN ORDER SELECTION PHASE: THE LAST PHASE OF EACH TURN REPRESENTS THE SELECTION OF THE PLAY ORDER SLOTS FOR THE NEXT TURN
- K. SCORING PHASE FOR EFFICIENCY IN PILLARS IMPLEMENTATION: IN THIS PENULTIMATE PHASE OF THE GAME THE COMPANY THAT HAS THE HIGHEST NUMBER OF PILLARS IMPLEMENTED WITH THE SMALLEST WORKFORCE (THAT IS, THE MOST EFFICIENT) RECEIVES 5 VPS (IF MORE THAN ONE COMPANY TIES, ALL TIED COMPANIES RECEIVE THE 5 VPS)
- L. SCORING STAGE FOR SAVED RESOURCES: IN THIS PHASE EACH COMPANY WILL RECEIVE 1 VP FOR EVERY \$ 5 THEY HAVE SAVED AT THE END OF THE GAME (SURPLUS OF \$ BEYOND MULTIPLES OF 5 WILL BE DISREGARDED - THAT IS, IF AT THE END OF THE GAME YOUR COMPANY HAS \$ 10, \$ 11 , \$ 12, \$ 13 OR \$ 14 YOU WILL RECEIVE ONLY 2 VPS)

HIRING

HIRING FROM THE RECRUITING POOL (THE IMAGES DEPICT A 4-COMPANY GAME)

- I. WITH THE COST OF ONE ACTION ONLY, DURING EACH TURN A COMPANY COULD HIRE PROFESSIONALS TWICE
- II. THE HIRING OF PROFESSIONALS CAN BE DONE FROM ANY OF THE FREE/ OPEN COLUMNS (THE ONES WITHOUT THE 'X' TOKEN) AND ALWAYS RESPECTING THE RULE OF HIRING THE FIRST PROFESSIONALS FROM THE BOTTOM
- III. IN THE EXAMPLE TO THE RIGHT, ONLY PROFESSIONALS MARKED WITH YELLOW ARROWS COULD BE HIRED BECAUSE THEY ARE IN THE FIRST POSITION OF THEIR COLUMNS (FROM THE BOTTOM UP)
- IV. THE COST OF EACH PROFESSIONAL - WHICH IS DESCRIBED TO THE LEFT OF THE TILE - DEPENDS ON A) ROW IN WHICH THE PROFESSIONAL IS PLACED AND B) THE AMOUNT OF PROFESSIONAL EXPERIENCE THAT THEY HAVE
- V. IN THE EXAMPLE ON THE RIGHT, THE PROFESSIONAL IDENTIFIED WITH THE RED ARROW WOULD HAVE A COST OF " $A \times B = 2 \times 2 = \4 "
- VI. AFTER SELECTING THE PROFESSIONAL TO BE HIRED AND PAYING THE AMOUNT CORRESPONDING TO THE BANK, YOU CAN
 - I. ASSIGN THE PROFESSIONAL TO ANY OF THE PILLARS - RESPECTING THE ALLOCATION RULES OF EACH PILLAR (ALLOCATING A NEWLY HIRED PROFESSIONAL IN A PILLAR IS NOT CONSIDERED AN ACTION) OR
 - II. TRAIN THE PROFESSIONAL (WHICH WILL BE CONSIDERED THE SECOND ACTION OF THE TURN)
 - III. MAKE SURE TO UPDATE YOUR TRACKER CARD THAT YOU HAVE HIRED A PROFESSIONAL FROM THE CORRESPONDING DIVERSITY BACKGROUND, WHICH IN THIS CASE IS THE *

ONLY THE FIRST PROFESSIONAL OF EACH DIVERSITY BACKGROUND NEEDS TO BE TRACKED (THIS TRACKER IDENTIFIES THE DIVERSITY IN THE WORKFORCE AND NOT THE NUMBER OF PROFESSIONALS FROM EACH BACKGROUND)



PROMOTING (no training) / GETTING RESOURCES

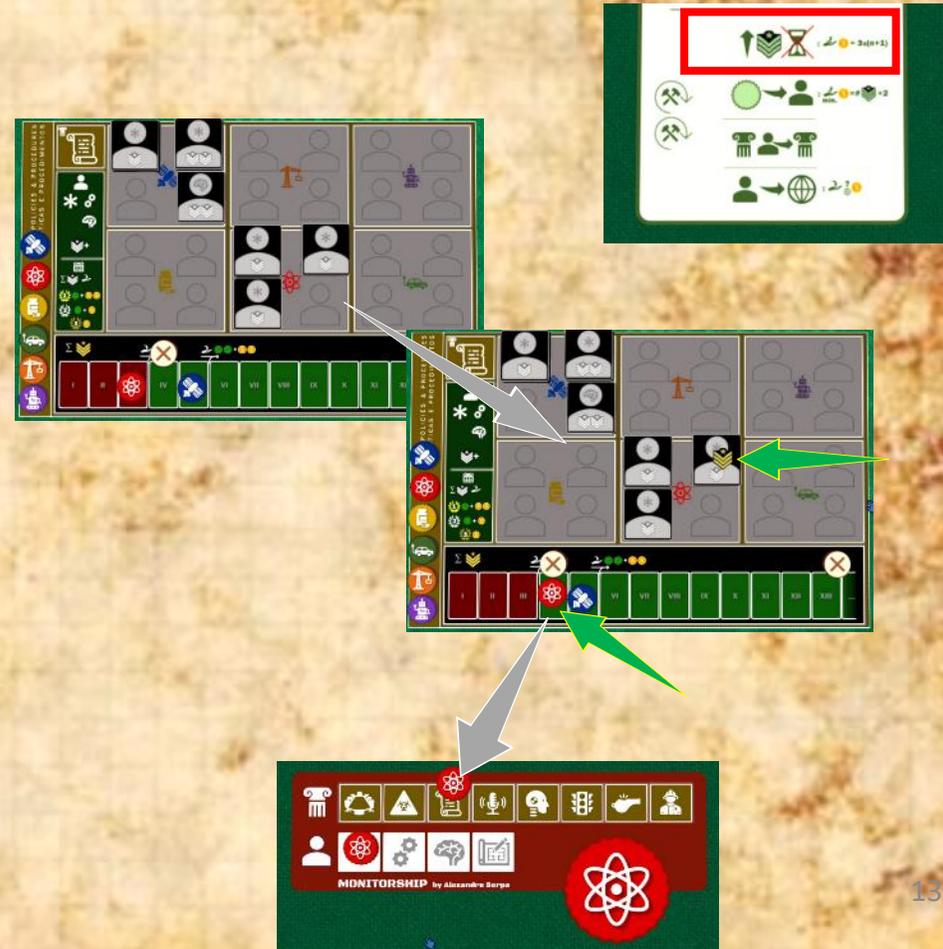
GETTING RESOURCES FROM TOP MANAGEMENT

- I. WITH THE COST OF ONE ACTION ONLY, DURING EACH TURN A COMPANY COULD GET RESOURCES FROM TOP MANAGEMENT TWICE
- II. THE COMPANY RECEIVES \$5 FROM THE BANK



PROMOTING PROFESSIONALS WITHOUT THE NEED TO TRAIN THEM

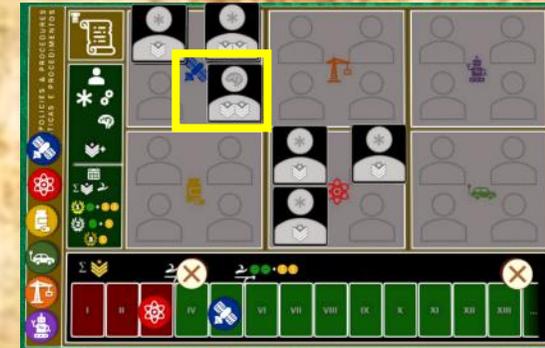
- I. WITH THE COST OF TWO ACTIONS, DURING A TURN A COMPANY WOULD PERFORM ONLY THIS ACTION
- II. THE COMPANY MUST CHOOSE ANY PROFESSIONAL FROM ITS WORKFORCE (THOSE WHO ARE ASSIGNED TO ONE OF THE EIGHT PILLARS) AND PROMOTE THEM IMMEDIATELY TO THE NEXT LEVEL OF EXPERIENCE "N + 1"
- III. FOR THIS PROMOTION, THE COMPANY WILL PAY AN AMOUNT EQUIVALENT TO 3X THE FINAL RANK (N + 1) OF THE PROMOTED PROFESSIONAL
- IV. IN THE EXAMPLE ON THE RIGHT, THE NUCLEAR ENERGY COMPANY WANTS TO IMMEDIATELY PROMOTE ONE OF ITS PROFESSIONAL WHO IS CURRENTLY WITH EXPERIENCE = 1 IN THE POLICIES AND PROCEDURES PILLAR - AND THUS BE ABLE TO 'IMPLEMENT' THE PILLAR (THIS PILLAR REQUIRES 4 EXPERIENCES IN TOTAL TO BE CONSIDERED IMPLEMENTED – YOU MAY FIND THAT INFORMATION ON THE IMPLEMENTATION TRACKER AT THE BOTTOM OF THE PILLAR - WHICH TURNS GREEN – "IMPLEMENTED" – AT 4 EXPERIENCE)
 - I. FOR THIS PROMOTION THE COMPANY WILL PAY \$ 6 (THAT IS, THREE TIMES THE FINAL RANK OF "2")
 - II. ADD AN ADDITIONAL EXPERIENCE TOKEN TO THE RELEVANT PROFESSIONAL AND MOVE THE COMPANY TOKEN ONE POSITION TO THE RIGHT ON THE IMPLEMENTATION TRACKER
 - III. AS THE PILLAR WAS IMPLEMENTED, THE COMPANY WILL IDENTIFY IT AS IMPLEMENTED WITH A TOKEN ON ITS TRACKER CARD



POACHING FROM COMPETITOR & REASSIGNING PROFESS.

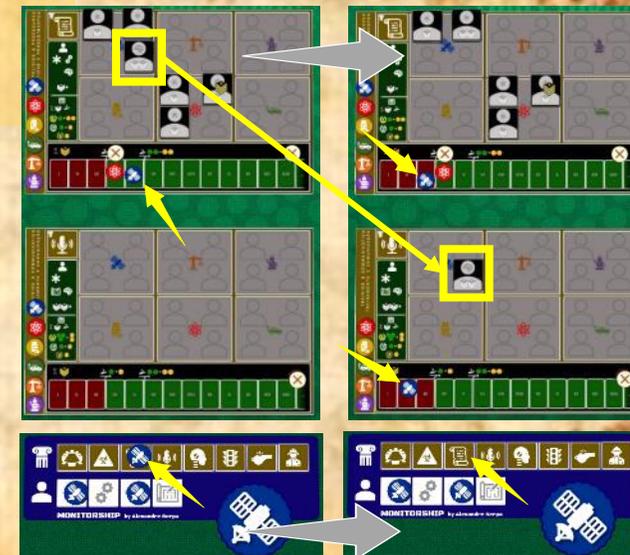
POACHING PROFESSIONALS FROM COMPETITORS —PLAYERS CAN AGREE THAT THIS ACTION IS NOT VALID FOR ANY GIVEN GAME

- I. WITH THE COST OF TWO ACTIONS, DURING A TURN A COMPANY WOULD PERFORM ONLY THIS ACTION
- II. THE COMPANY MUST CHOOSE ANY PROFESSIONAL FROM THE WORKFORCE OF ANY OF THE COMPETITORS
- III. AND THEN OFFER “AT LEAST” A VALUE OF \$ EQUIVALENT TO THE LEVEL OF EXPERIENCE OF THE PROFESSIONAL TO BE HIRED + \$ 2 (THERE IS NO MAXIMUM CAP FOR THE OFFER)
- IV. THE COMPANY THAT IS CURRENTLY THE EMPLOYER OF THE ‘TARGET’ PROFESSIONAL HAS THE CHANCE TO MAKE A COUNTEROFFER OF ‘AT LEAST’ THE SAME AMOUNT OFFERED BY THE COMPETITOR
 - I. AS THE COMPANY IS ALREADY THE PROFESSIONAL’S EMPLOYER, IT DOES NOT NEED TO INCREASE THE OFFER TO RETAIN THE PROFESSIONAL
 - II. IN ADDITION, IF THE COUNTEROFFER IS MADE, THE CURRENT EMPLOYER WILL ONLY NEED TO PAY THE AMOUNT OF THE COUNTEROFFER MINUS THE CURRENT EXPERIENCE VALUE OF THE TARGET PROFESSIONAL
- V. IN THE EXAMPLE ON THE RIGHT THE ROBOTICS COMPANY MAKES AN OFFER FOR THE PROFESSIONAL ‘BRAIN’ WITH AN EXPERIENCE LEVEL OF 2 FROM THE TELECOM COMPANY FOR \$ 6 (THE MINIMUM OFFER WOULD BE 2 + 2)
- VI. THE TELECOM COMPANY - WANTING TO RETAIN THE PROFESSIONAL - MAKES A \$ 6 COUNTEROFFER
 - I. AS THE PROFESSIONAL IS ALREADY EMPLOYED BY TELECOM, THEY KEEP THE EMPLOYEE AND PAY ONLY \$4 (\$ 6 MINUS \$ 2, EQUIVALENT TO THE PROFESSIONAL’S CURRENT LEVEL OF EXPERIENCE)
- VII. IF THE TELECOM COMPANY HAD NOT MADE THE COUNTEROFFER, THE ROBOTICS COMPANY WOULD PAY THE TOTAL OFFER PRICE OF \$ 6
- VIII. PAYMENT FOR CONTRACTING, OR FOR THE COUNTEROFFER, IS MADE DIRECTLY TO THE BANK



REASSIGNING A PROFESSIONAL TO A DIFFERENT PILLAR

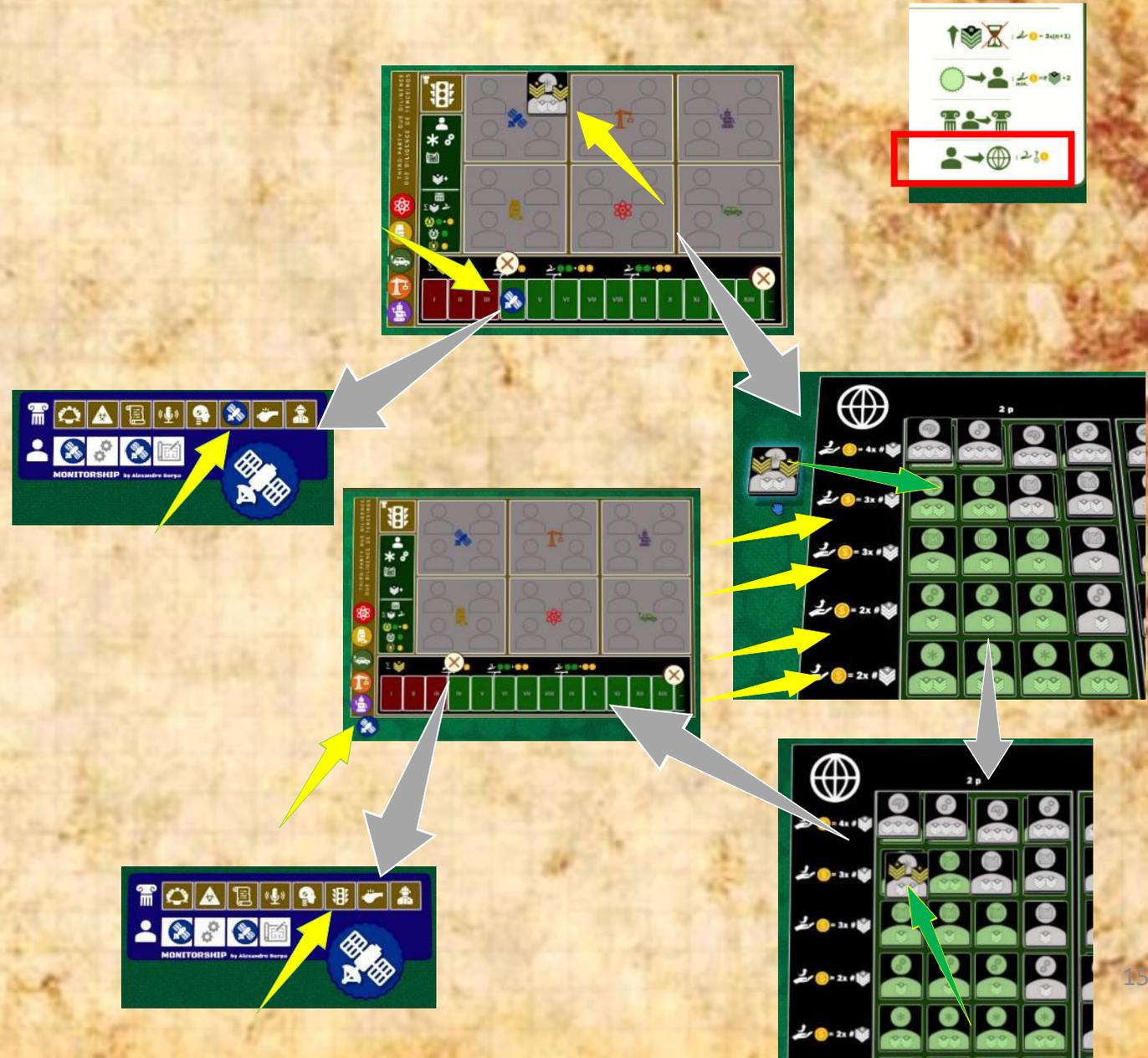
- I. WITH THE COST OF ONE ACTION, DURING A TURN A COMPANY COULD PERFORM THIS ACTION TWICE
- II. THE COMPANY SIMPLY MOVES ANY PROFESSIONAL FROM ONE PILLAR TO ANOTHER AT NO COST
- III. DON'T FORGET TO ADJUST THE IMPLEMENTATION TRACKER FOR THE TWO RELEVANT PILLARS (REDUCING THE PROFESSIONAL'S EXPERIENCE VALUE IN THE SOURCE PILLAR, AND INCREASING IT IN THE PROFESSIONAL'S DESTINATION PILLAR)
- IV. IF THE SOURCE PILLAR IS NO LONGER 'IMPLEMENTED', ALSO UPDATE IT ON YOUR TRACKER CARD (THE SAME IS TRUE IF THE TARGET PILLAR BECOMES 'IMPLEMENTED')



TERMINATING PROFESSIONALS

TERMINATING PROFESSIONALS AND OBTAINING RESOURCES DUE TO SALARY SAVINGS

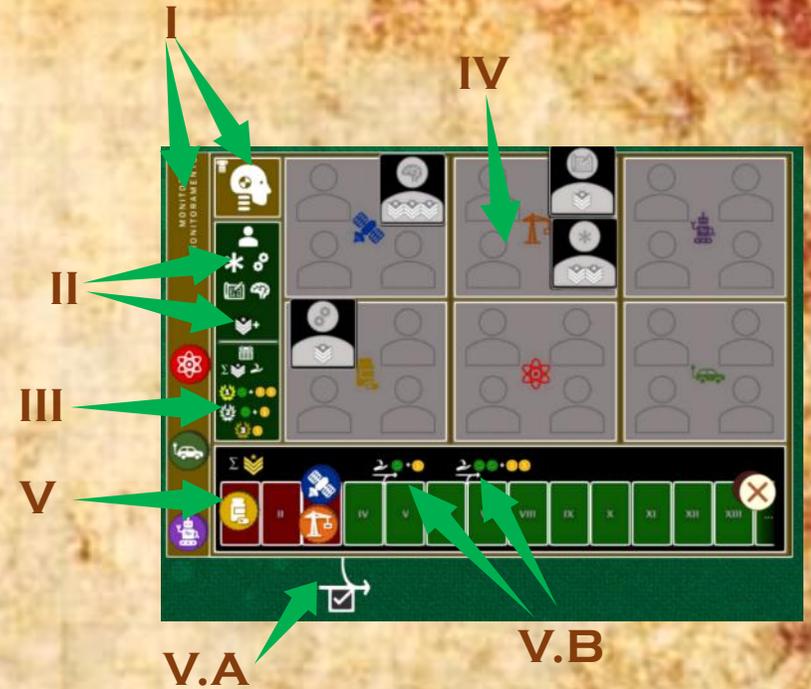
- I. WITH THE COST OF ONE ACTION, DURING A TURN A COMPANY COULD PERFORM THIS ACTION TWICE
- II. THIS ACTION IS USED TO OBTAIN RESOURCES (\$)
- III. THE COMPANY CHOOSES ANY PROFESSIONAL ASSIGNED TO ANY PILLAR, OR IN TRAINING, AND TERMINATES THEM, RETURNING THEM TO THE RECRUITING POOL
- IV. THE TERMINATED PROFESSIONAL CAN BE PLACED IN ANY FREE SPACE IN THE RECRUITING POOL AND THE COMPANY THAT TERMINATED THEM WILL RECEIVE RESOURCES BASED ON THE FORMULA "MULTIPLIER OF THE JOB MARKET X LEVEL OF EXPERIENCE OF THE TERMINATED PROFESSIONAL"
- V. IN THE EXAMPLE ON THE RIGHT, THE TELECOM COMPANY DECIDED TO FIRE AN EMPLOYEE WITH EXPERIENCE LEVEL 4 WHO WAS ALLOCATED TO ITS THIRD PARTY DUE DILIGENCE PILLAR - WHICH WAS IMPLEMENTED
- VI. THIS EMPLOYEE CAN THEN BE PLACED IN ROWS WITH MULTIPLIER 2 OR 3 (SINCE THERE IS NO FREE SPACE IN ROW 4) IN THE RECRUITING POOL
- VII. THE TELECOM COMPANY WILL NATURALLY ALLOCATE THEM TO THE ROW WITH MULTIPLIER 3 AND RECEIVE "3x4 = \$12"
- VIII. THE COMPANY MUST REMEMBER TO UPDATE BOTH THE CORRESPONDING PILLAR IMPLEMENTATION TRACKER AND ITS TRACKER CARD (IF NECESSARY) WITH THE TERMINATION OF THE PROFESSIONAL
- IX. THE TERMINATED PROFESSIONAL IS NOW AVAILABLE TO BE REHIRED BY ANY COMPANY



PILLARS

DESCRIPTION OF PILLAR ELEMENTS AND MECHANICS

- I. EACH OF THE PILLARS OF THE COMPLIANCE PROGRAM IS IDENTIFIED BY AN ICON AND THE NAME REFERRING TO THE PILLAR - IN THE EXAMPLE WE HAVE THE MONITORING PILLAR
- II. JUST BELOW THE PILLAR ICON ARE IDENTIFIED THE TYPES OF PROFESSIONALS AND LEVELS OF EXPERIENCE THAT CAN BE ASSIGNED TO THE PILLAR - IN THE EXAMPLE WE HAVE THAT ANY TYPE OF PROFESSIONAL WITH AT LEAST 1 EXPERIENCE CAN BE ASSIGNED TO THIS PILLAR
- III. BELOW THAT WE HAVE THE REVENUE / GAIN THAT COMPANIES WILL RECEIVE IN THE 3RD QUARTERS OF EACH YEAR DEPENDING ON THEIR POSITION IN THE PILLAR IMPLEMENTATION TRACKER (FIRST, SECOND OR THIRD POSITION)
 - I. THE TIEBREAKER CRITERIA IS I) THE COMPANY THAT HAS THE FEWEST PROFESSIONALS ASSIGNED TO THE PILLAR, AND II) THE COMPANY THAT IS IN THE HIGHER SLOT IN THE ORDER OF PLAY FOR THE CURRENT TURN
- IV. TO THE RIGHT WE HAVE THE SPACES IN WHICH EACH OF THE SIX COMPANIES CAN PLACE UP TO 4 OF THEIR PROFESSIONALS
- V. AT THE BOTTOM OF THE PILLAR TILE WE SEE THE PILLAR IMPLEMENTATION STATUS TRACKER
 - I. THE GREEN BOXES IDENTIFY FROM HOW MANY TOTAL EXPERIENCE LEVELS (AND NOT THE NUMBER OF PROFESSIONALS) THE PILLAR IS CONSIDERED IMPLEMENTED
 - II. THE REVENUE ARROWS IDENTIFIED ABOVE THE IMPLEMENTATION STATUS TRACKER INDICATE THE INSTANT REVENUE THAT THE COMPANY THAT FIRST GOES THROUGH THAT POINT WILL RECEIVE (AS SOON AS A COMPANY RECEIVES THE REVENUE, AN 'X' TOKEN WILL BE PLACED OVER IT TO INDICATE THAT IT IS NO LONGER AVAILABLE)
- VI. IN THE TOP EXAMPLE TO THE RIGHT, THE TELECOM AND CONSTRUCTION COMPANIES HAVE THE SAME AMOUNT OF TOTAL EXPERIENCE IN THE PILLAR, BUT THE TELECOM COMPANY GETS THE SAME EXPERIENCE WITH FEWER PROFESSIONALS, BEING MORE EFFICIENT AND PLACING FIRST, THE CONSTRUCTION COMPANY IN SECOND, PHARMA WILL TAKE THIRD PLACE
- VII. IN THE BOTTOM EXAMPLE TO THE RIGHT, THE CONSTRUCTION COMPANY HAS THE HIGHEST AMOUNT OF TOTAL EXPERIENCE RANKING FIRST, WHILE THE TELECOM AND PHARMA COMPANIES HAVE THE SAME AMOUNT OF EXPERIENCE IN THE PILLAR AND THE SAME NUMBER OF PROFESSIONALS, GIVEN THE TELECOM COMPANY IS IN A HIGHER SLOT - IN THE ORDER OF PLAY FOR THE TURN – CONSTRUCTION WILL RANK SECOND AND PHARMA THIRD
- VIII. NONE OF THE COMPANIES HAS THE PILLAR IMPLEMENTED (WHICH HAPPENS ONLY FROM 4 TOTAL EXPERIENCES)
- IX. THE FIRST COMPANY TO GET 5 TOTAL EXPERIENCES WILL RECEIVE REVENUE OF \$1 AND 1VP, AND THE FIRST COMPANY TO GET 7 TOTAL EXPERIENCES WILL RECEIVE \$2 AND 2VP



VP TRACKER & BOOSTER CARDS

DESCRIPTION OF ELEMENTS AND MECHANICS

- I. THE VP TRACKER, OR VICTORY / APPROVAL POINTS TRACKER, MARKS THE INSTANT POSITION OF EACH COMPANY
- II. IN THE MARKINGS OF 6VP, 12VP AND 17VP WE HAVE THE IMAGE OF A ROCKET THAT IDENTIFIES THAT THE COMPANY THAT ARRIVES OR PASSES THROUGH THAT POINT WILL THEN DRAW A BOOSTER CARD
- III. TAKE A BOOSTER CARD OUT OF THE GREEN BAG AND DECIDE WHETHER OR NOT TO BUY IT AT THE PRICE INDICATED IN THE UPPER RIGHT CORNER OF THE CARD
- IV. IF YOU DECIDE NOT TO BUY THE CARD, RETURN IT TO THE BAG
- V. IF YOU DECIDE TO BUY THE CARD, PAY THE CORRESPONDING AMOUNT TO THE BANK AND KEEP THE CARD BY YOUR TRACKER
- VI. THIS CARD CAN BE USED AT ANY TIME DURING THE GAME AND THEN DISCARDED
- VII. THE AVAILABLE BOOSTER CARDS, THEIR COSTS AND (QUANTITY) - ARE AS FOLLOWS

II



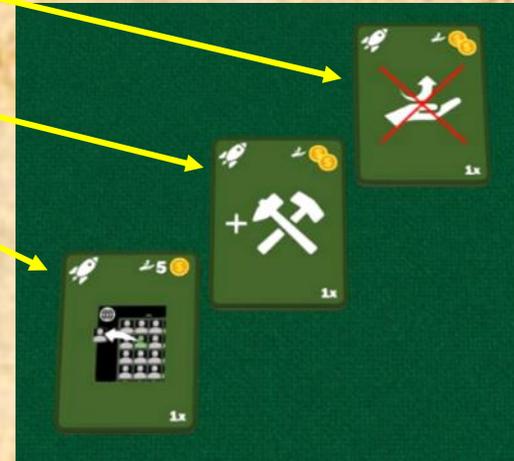
III



NOT PAY FOR ANY ACTION THAT HAS A COST, \$2 (3), \$3 (2) E \$5 (2)

PERFORM AN ADDITIONAL ACTION, \$2 (3), \$3 (2) E \$5 (2)

HIRE FROM ANY POSITION IN THE RECRUITING POOL, \$5 (4)



VII

OBJECTIVES / CHALLENGE CARDS

DESCRIPTION OF ELEMENTS AND MECHANICS

- I. THE FIRST PHASE OF QUARTER 1 OF YEAR 2 IS THE PHASE OF DRAWING THE OBJECTIVE OR CHALLENGE CARDS - IN THIS PHASE:
 - A. THE OBJECTIVE OR CHALLENGE CARDS ARE SHUFFLED
 - B. THREE OF THESE CARDS ARE DRAWN AND PLACED JUST BELOW THE ORIGINAL DECK
 - C. THE DRAWN CARDS ARE TURNED OVER TO REVEAL THE CHALLENGE ON EACH ONE

- II. IN THE FOURTH PHASE OF QUARTER 1 OF YEAR 2 COMPANIES GAIN OR LOSE VICTORY POINTS (VP) ACCORDING TO THE FOLLOWING
 - A. EACH COMPANY WILL CHOOSE WHICH OF THE THREE CARDS AVAILABLE WILL BE 'THEIR' CHALLENGE CARD (THE SAME CARD CAN BE CHOSEN BY MORE THAN ONE COMPANY)
 - B. EACH COMPANY THEN
 - I. WILL GAIN VP'S CORRESPONDING TO THE POSITIVE DIFFERENCE OF YOUR COMPANY'S TOTAL EXPERIENCE IN ITS RELEVANT PILLARS IF THAT TOTAL IS HIGHER THAN THE TARGET VALUE OF THE CHALLENGE CARD OR
 - II. YOU DO NOT RECEIVE ANY VP IF THE TOTAL EXPERIENCE OF YOUR COMPANY IN THE RELEVANT PILLARS IS EQUAL TO THE TARGET VALUE OF THE CHALLENGE CARD OR
 - III. YOU WILL LOSE VP'S CORRESPONDING TO THE NEGATIVE DIFFERENCE OF YOUR COMPANY'S TOTAL EXPERIENCE IN THE RELEVANT PILLARS IF THAT TOTAL IS LOWER THAN THE TARGET VALUE OF THE CHALLENGE LETTER

- III. IN THE EXAMPLE ON THE RIGHT
 - I. THE FIRST CHALLENGE CARD REQUIRES A TOTAL OF 3 EXPERIENCES IN THE SUM OF THE PILLARS RISK ASSESSMENT AND 3RD-PARTY DUE DILIGENCE
 - II. THE SECOND CHALLENGE CARD REQUIRES A TOTAL OF 6 EXPERIENCES IN THE SUM OF THE PILLARS TOP MANAGEMENT SUPPORT AND MONITORING
 - III. THE THIRD CHALLENGE CARD REQUIRES A TOTAL OF 4 EXPERIENCES IN THE SUM OF THE PILLARS SENIOR MANAGEMENT SUPPORT AND INVESTIGATIONS
 - IV. THE TELECOM COMPANY WOULD CHOOSE THE THIRD CARD AS ITS CHALLENGE, GIVEN TELECOM HAS A TOTAL OF EXPERIENCES OF $3 + 5 = 8$ IN THE PILLARS OF TOP MGT SUPP + INVESTIGATIONS, AGAINST A TARGET OF 4 - WHICH RESULTS IN A GAIN OF 4VPS
 - I. THE FIRST AND SECOND CARDS WOULD BRING A LOSS OF 1VP TO TELECOM

