WHO TO PROMOTE?

In **Who To Promote?**, each player is a member of the Board of Directors for a chemical plant, the Plant. 11 employees with unique characteristics and qualifications are competing against each other for receiving The Grand Promotion through a voting style performance assessment session. Members' job is to guess and support the employee to be promoted at the end. It may sound easy, but be aware, your favorite employee may be eliminated any time by some other members who have … different favorite employees.

3-6 Players, aged 8+

15-20 min

Contents:

54 voting cards (9 for each player)

22 employee cards

6 indicative cards

54 VOTING CARDS

22 EMPLOYEE CARDS

6 INDICATIVE CARDS

OBJECTIVE

Performance assessment session has come in the Plant! Now, employees are in great hurry to be promoted and the Board of Directors has the final say with their votes to proudly say "I had supported this talent." at the end of the session.

There will be several rounds and in each round, one employee will be eliminated based on the total vote received by the players, who are the members of Board of Directors, in that round. Players may support the employees if they like what they contribute to the Plant or place negative voting cards below them, meaning they do not want to see them in future rounds. However, employees have different abilities to change the game flow. While, for some, negative votes could ignite their passion more, some employees may be too important, and costly!, to eliminate due to their dignity in the Plant.

After several rounds, game ends when there are 3 employee cards left or nobody has any voting card anymore. The employee with the highest total vote becomes the one who receives The Grand Promotion. The player who has contributed the most total vote to the promoted employee is the winner. *However, there are some important exceptions in terms of ties and game end triggering, which can be seen under different sections in this rulebook.*

SETUP

11 employees are lined up by their contribution levels to the Plant (shown on the upper left corner of employee cards) in a descending order from left to right. The selection of these employees may be random or, more preferably, deliberate since some combinations can drive you towards more interesting decisions. Any combination of employee cards is possible even though some will end up with employee cards with no special abilities due to the abscence of other employee cards. All the unchosen employee cards are shuffled face down and put on the table away from the gaming area as a deck. *This deck is called Unchosen Employee Deck.*

Players take their voting cards of their favorite color, ranging from (-3) to (6) (excluding 0), into their hands. Indicative cards are put on the table away from the gaming area face up, separately.

INDICATIVE CARDS AWAY FROM THE GAMING AREA

ACCUMULATION DECK AREA

VOTING CARDS – PLAYING AREA

UNCHOSEN EMPLOYEE DECK AWAY FROM THE GAMING AREA
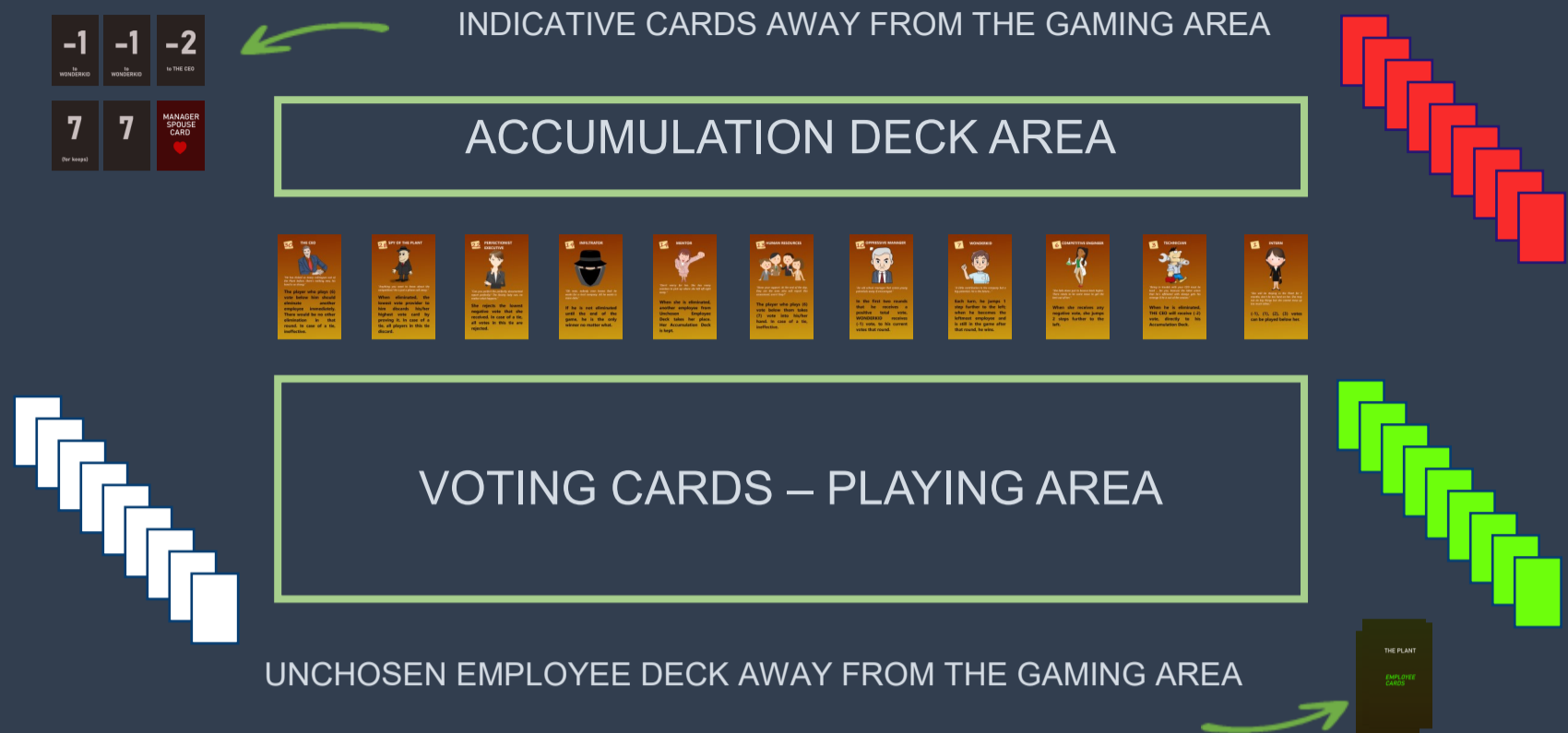
3 PLAYER GAME SETUP (VOTING CARDS ARE HELD IN PLAYERS' HANDS SECRETLY, such as WHITE, RED and GREEN)

GAMEPLAY

Determining the player order:

Who To Promote? follows an unusual system for the flow of the game. Before the start of the game, each player discards one of his/her voting cards in return for being the Spokesman. *The player who discards the highest number voting card is selected as the Spokesman and selects the first player for each round while he/she always plays last each round.* If there is a tie for the highest number voting card, players in this tie, must discard another voting card. If there is still a tie, then these players draw a random card from Unchosen Employee Deck and the player who drew the employee with the highest contribution level becomes the Spokesman.

After the first player's turn, he/she chooses someone, except for the Spokesman, to go on as the second player. This system goes until the turn order finally reaches to the Spokesman at the end of the round.

Flow of the game:

PLACING VOTING CARDS | In each round, players, in their turns, place their voting cards face down below the employees according to their preferences. There is no limit for the number of voting cards that an employee can receive and every player must place a voting card if there is at least one voting card in his/her hand.

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RESOLUTION | Following the order from left to right, the abilities of the employees take place one after another. The abilities related to the elimination or protection of someone becomes active in the ELIMINATION phase, except for THE CEO *(see IMPORTANT NOTES)*.

ELIMINATION | The employee with the lowest total vote in that round is eliminated from the game with all of the voting cards which he/she received in the previous rounds. If 0 is the lowest vote for that round (no negative voting card has been played in that round), then the rightmost player is eliminated *since the further left an employee is positioned along the line the more contribution he/she provides to the Plant.* The gap formed by this elimination between employees is closed by sliding the employee cards on the right hand side of the gap to left.

ACCUMULATION & BEGINNING THE NEXT ROUND | All the voting cards that are placed below employees in that round are flipped face down and placed above the related employee to symbolize previous votes he/she received as a deck. *This deck is called Accumulation Deck.* These cards cannot be seen again until the vote counting phase at the end of the game. The next round begins as the Spokesman chooses the first player for that round!

GAME END

After several rounds, game ends when there are 3 employee cards left *(an exception for WONDERKID, see IMPORTANT NOTES)* or nobody has any voting card to play anymore, however, that round (final) must be completed. The total votes of remaining employees are summed up (vote counting phase). The employee with the highest total vote becomes the one who receives The Grand Promotion **provided that there is no tie** on that employee in terms of players' contribution to that player, which means the promotion takes a long time to process due to the conflicts between members. In this case, the employee with the second highest total vote becomes the candidate for The Grand Promotion. It goes in this order if there are further ties on the remaining employees too. If, at the end of the game, all the employees left have ties on them, then the leftmost employee is promoted, regardless of having a tie on himself/herself. *This situation is called "Ultimate Tie".*

If there is a tie for the highest total vote between employees, the leftmost employee will be advantageous. The player *(or players in case of Ultimate Tie)* who has contributed the most total vote to the employee who receives The Grand Promotion becomes the winner.

Example:

Let's say, in a final situation for a 5 player game such as shown below, there are 3 employee cards left at the end of the game.

Employee A has 17 while Employee B and C both have 18 total vote. In this case, B and C are advantageous since they have an higher total vote. Plus, B is more advantageous since it is positioned further left than C.

However, the vote distribution for B is equal (6 vs 6 vs 6). In this case, C is investigated. Again, C has equal vote distribution (9 vs 9). Then, A is investigated, however, there is a tie also (7 vs 7 vs 2 vs 1).

Since there are ties for all of the employee cards (Ultimate Tie), the leftmost employee, A, receives The Grand Promotion. Yellow and white players become the winners.

EMPLOYEE CARDS

INTERN, 1
(-1), (1), (2), (3) votes can be played below her.

INFORMATION DESK, 2
She has no special ability.

TECHNICIAN, 3

When eliminated, THE CEO will receive (-2) vote, directly to his Accumulation Deck.

ASSISTANT ENGINEER, 5
He comes to the immediate right of COMPETITIVE ENGINEER.

COMPETITIVE ENGINEER, 6

When she receives any negative vote, she jumps 2 steps further to the left.

WONDERKID, 7

Each turn, he jumps 1 step further to the left; when he becomes the leftmost employee and is still in the game after that round, he wins.

OPPRESSIVE MANAGER, 10

In the first two rounds that he receives a positive total vote, WONDERKID receives (-1) vote, to his current votes that round.

WORKPLACE DOCTOR, 11

When he receives a positive total vote, the employee who is to the immediate right of him can only be eliminated if THE CEO eliminates that employee.

HUMAN RESOURCES, 13

The player who plays (6) vote below them takes (7) vote into his/her hand. **In case of a tie, ineffective.**

MENTOR, 14

When she is eliminated, another employee from Unchosen Employee Deck takes her place. **Her accumulation deck is kept.**

MANAGERS, 16

If one of these managers receives The Grand Promotion, the other also receives it, even when eliminated. The player with MANAGER SPOUSE CARD also wins in this case. **Wife is positioned further left.**

BODYGUARD, 17

When THE CEO is about to be eliminated, he is eliminated instead of him.

SECRETARY, 18

The player who played the highest positive vote below her can switch the current votes of two other employees. **In case of a tie, the other highest positive votes are investigated until there is no tie.**

INFILTRATOR, 19

If he is not eliminated until the end of the game, he is the only winner no matter what. **If he wins and there is a tie on him in terms of players' contributions, then all players in this tie win.**

THE BOSS' DAUGHTER, 21

The player who played the highest positive vote below her can change the Spokesman. I**n case of a tie, the other highest positive votes are investigated until there is no tie.**

PERFECTIONIST EXECUTIVE, 22

She rejects the lowest negative vote that she received. **In case of a tie, all votes in this tie are rejected.**

HONORARY PRESIDENT, 23

At the end of the game, negative votes are counted as positive votes with their absolute values.

SNEAKY ENGINEER, 26

He steals the highest positive vote which is to the immediate right of him. **In case of a tie, the other highest positive votes are investigated until there is no tie.**

YOUNG GENIUS, 27

She starts each round with an imaginary (2) vote. These votes are not calculated at the end of the game.

SPY OF THE PLANT, 28

When eliminated, the lowest vote provider to him discards his/her highest vote card by proving it. **In case of a tie, all players in this tie discard.**

THE CEO, 30

The player who plays (6) vote below him should eliminate another employee immediately. There would be no other elimination in that round. **In case of a tie, ineffective.**

INDICATIVE CARDS

(7) VOTE CARDS | Both cards are gone to the receiving player's hand. The card which is written "(for keeps)" below is to remind the players, during the vote count, who had played the (7) vote. It may also stay in front of that player. The other card is for playing. There is only one (7) vote for playing in the game.

WONDERKID & THE CEO VOTES | (-1) vote receiving by WONDERKID occurs in the current round while THE CEO receives his (-2) vote directly to his Accumulation Deck. There are two (-1) votes and only one could be given per round.

MANAGER SPOUSE CARD | This card is given to the player who is the highest total vote provider to the eliminated spouse (manager) when he/she is eliminated. In order to determine the highest total vote provider, Accumulation Deck of the eliminated spouse is investigated. *In case of a tie, no player gets this card.* If the other spouse receives The Grand Promotion, the player with this card also wins.

IMPORTANT NOTES

In the RESOLUTION phase, THE CEO, when available in the play, eliminates an employee immediately no matter what, not waiting for the ELIMINATION phase. DOCTOR saves the employee in the ELIMINATION phase, not in the RESOLUTION phase.

WONDERKID may win when there are 3 or more cards remaining in the game since it is enough for him to become the lead of the line and survive that round. If he can't survive, the game continues.

INFILTRATOR wins when he is still in the game when the game ends. Nobody else (even WONDERKID) could receive The Grand Promotion and the player *(or players in case of a tie)* who provided the most total vote to him wins the game.

TOURNAMENT MODE

Who To Promote? can also be played in tournament mode where there are 3 (or more according to preference) consecutive games being played and the winner is determined by the highest total Hardwork Points. The calculation of these points is easy:

Hardwork Points = 50 – [The contribution level of the employee who received The Grand Promotion]

For each game, Hardwork Points are given only to the winning player *(or players in case of Ultimate Tie)* of that game. This tournament mode makes the game a lot more strategic since winning with employes with low contribution levels is more possible and desirable.