



2-4 PLAYERS

60 MINS

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### MEMO

My island headquarters  
is still one big hole in  
the ground!

If you imbeciles value  
your worthless lives,  
complete it before my  
next televised broadcast  
to the World League  
where I shall unveil my  
Ultimate Weapon!

- Mr. White




## GOAL

You are one of Mr. White's lieutenants, charged with constructing an underground HQ on a remote volcanic island.

Gain Victory Points (VPs) by adding new levels and rooms to the lair. You must strategically build rooms in locations that will give you the most VPs. Activate room abilities to gain more VPs or hinder other players. The first player to reach the end of the Score Track (at the bottom of the Elevator Shaft) wins.

## OVERVIEW

Lair is a worker placement game with two types of workers—the Boss and Henchmen. You move them to various locations to gather resources, build rooms, and meddle with other players' plans.

The game is played over several rounds, until a player reaches the end of the Score Track. You start the round by selecting your turn order and bonuses. Each player then takes their turn in the new turn order. On your turn, use 1  Work Token to move one of your workers, and potentially activate the room that they moved into. The round ends once all players have passed (Retired). The rounds continue until the end of the game.





*I'm sending Mr. Fleming to keep an eye on you.*



## SCORING

You score VPs when you build rooms (Build a Room, page 12). Certain room abilities may give you VPs as well (Directives, page 11).

The central elevator shaft is also the Score Track that is used to record your VPs. Move your  Score Token down the Score Track as you gain VPs.

If there is already another player's  Score Token in a slot, stack yours on top. You both have the same score.

The Score Track is revealed as you excavate new levels. If you gain more VPs than there are currently slots in the Score Track, place your token in the last Score Track slot that is revealed. The track will need to be extended before you can gain more VPs. You may not go past the end of the track.

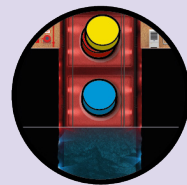
The Score Track is extended by performing an Excavation (page 14). This is usually done just before building a room since this is also when you will be gaining VPs.

See Building for Victory (page 8).




### DIRECTIVE

Room Directives are actions that your Boss can perform.



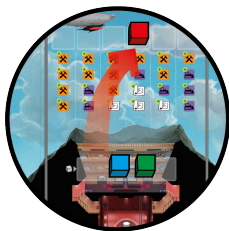
Score Track: Blue is in the lead, but they cannot get more VPs until someone Excavates.

## STARTING A ROUND

Starting with the left most player in the Retire Track on the Heliport, place your  Planning Token into one of the available slots in the Planning Track (underneath the blimp).

Placing the Planning Token determines two things:


- Your turn order for the rest of the round
- Your Bonus (indicated by the Directive Symbols below each slot)



Pick your turn order and Bonus by placing your Planning Token.

**TIP** You will need to balance between having your turn sooner (i.e. further left on the Planning Track), or getting the resources that you need.

When you place your Planning Token into a Planning Slot, you gain the resources as indicated by the Directive Symbols below the slot.

You do not lose what you have (i.e. Rooms, Build Points, and  Work Tokens) at the end of the round.




Take the Bonus (Rooms, Build Points, Work Tokens) you receive.

There are 3 different Bonus Directive Symbols:





Take a Room Card from the Room Pool and place it face up in front of you. Rooms Cards are used to build rooms and gain VPs.




Increase your Build Points by moving the purple  Build Points Token down by one slot on your Player Card. Build Points are spent when building rooms. You may have 5 max.





Take a  Work Token from the Construction Yard (if available) and place into your Inbox. Each  token allows you move 1 worker on your turn.



The game rounds starts when all players have placed their Planning Tokens.



Take all  Work Tokens from your Inbox and place it next to your Player Card. This is your **Active Supply**.

## ON YOUR TURN


The turn order is determined by the left-to-right order of the Planning Tokens in the Planning Track. On your turn, make one worker movement. Use 1  Work Token from your Active Supply (not the  Inbox) to move one worker.




Any  Work Tokens you gain during the game round go into your  Inbox (not into your Active Supply). This is super important!




You have 2 types of workers. **The Henchmen**  may be moved into a room to claim it, provided that there are no other Henchmen in it. **The Boss**  can be moved into a room that contains a Henchmen (including other players' Henchmen) to activate the room.

## MOVE BOSS


Spend 1  Work Token to move your Boss into a **manned room** (i.e. a room that has a Henchmen) to activate its ability (Directive). The room must have a Henchmen. It can be another player's Henchmen.

 The Henchmen in the room can be **your Henchmen or another player's Henchmen**.



**If it is your Henchmen**, discard the  token to the Construction Yard.

**If it is someone else's Henchmen**, give the  token to that person. Your  token goes onto the  Inbox on their Player Card and will be available next round.




You must move your Boss to a room to activate the room's Directive; you cannot activate the same room consecutively.

 A room may contain more than 1 Boss, but only 1 Henchmen.




The above-ground Excavation Site and Construction Yard are permanently manned (i.e. they do not require Henchmen). You may simply move your Boss there.


 A location with the  Room Symbol can be activated without Henchmen being present.

## MOVE HENCHMEN

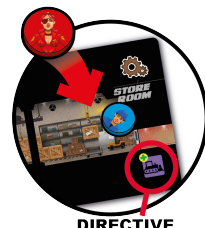
Spend 1  Work Token to move a Henchmen into a room that does not already contain a Henchmen. The  token goes to the Construction Yard. The room is now **manned**, and becomes your room. Others will have to give you  Work Tokens to use your room's ability!

## RETIRE

You may Retire by moving your  Planning Token into in the Retirement Track (on the Heliport), to the right of any other  Planning Token that may already be present. You do not need to spend a  Work Token to Retire.

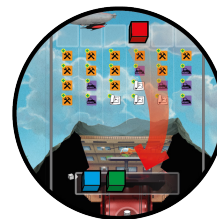
 If all other players have Retired, you must also Retire, but you may take one last turn (moving a worker) before doing so.

If all players have placed their Planning Tokens into Retirement Track, the round is over.



### DIRECTIVE



Example: Red would spend 1  Work Token to activate this room. In this case, Red would get 1 Build Point. Since the room is manned by Blue's Henchmen, Blue will receive this  token.




The player who Retires first has first choice of turn order and bonuses next round.




## BUILDING FOR VICTORY (POINTS)


You gain the most VP from building rooms. You need a Room Card and enough Build Points to satisfy its construction cost.

Use your Boss to activate the Build a Room  on the Construction Yard. There are other rooms that also have the Build a Room  (page 12).

Add the room you are building to any available location in the lair; the lair may have up to 2 rooms either side of the elevator. You score VPs immediately after building a room—the base score (indicated in the top-left of the card) plus 1 additional VP for each Room Type Symbol **on the new room card**, unless that symbol exists elsewhere on the level.

 The little question mark symbol next to the base score is to remind you that you may potentially score 1 VP for each Room Symbol on the card.

Since an Occupy a Room  Directive usually follows the Build a Room  Directive, you may claim this new room by placing your Henchmen there, without spending an extra  Work Token.

 You receive the base score, plus 1 additional VP for each Room Type Symbol **on the new room**, unless that symbol exist elsewhere on the level.

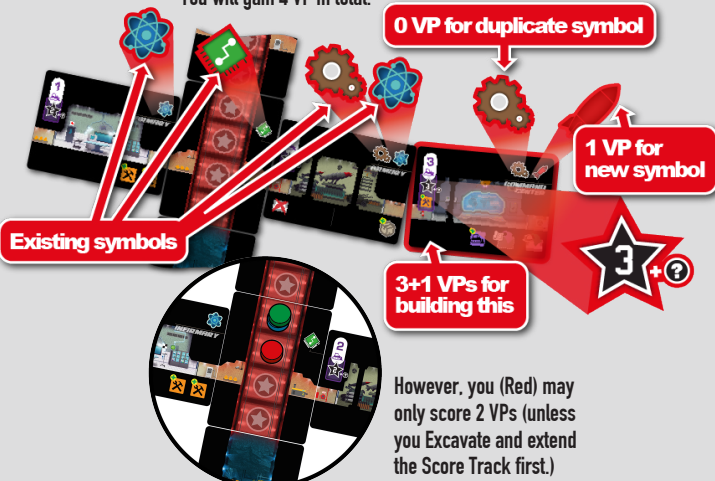
## ENDING A ROUND

Discard any unclaimed Room Cards from the pool, forming a discard pile if necessary.

Draw new cards from the Room Deck and place them face up to to replenish the Room Pool. The number of cards in the pool is 2 more than the number of players. If there are not enough cards in the Room Deck, shuffle the discarded Room Cards to form a new Room Deck.

Do not include Site A and Site B cards into the Room Deck.

Example: If you build Command Center here, you will score the base score of 3 VP (in the ☆ star symbol), plus 1 additional VP for introducing 1 new room symbol ( the ⚙️ symbol) to the level. You will gain 4 VP in total.



**Existing symbols**



**0 VP for duplicate symbol**

**1 VP for new symbol**

**3+1 VPs for building this**



However, you (Red) may only score 2 VPs (unless you Excavate and extend the Score Track first.)

## END OF GAME

The **game ends immediately** when a player's  Score Token reaches the Core at the end of the Score Track. You may not go past the . You lose any extra VP. You win the game immediately.

**TIP** Timing is everything for winning. Hold onto Crates that gives you VP or double actions for the final push.

The game also ends if there are no more empty locations in the lair to build new rooms. In this case, the round continues until **everyone has Retired**. The player with the most VP wins.


If  Score Tokens are stacked, the player that is farthest to the left in the Retirement Track (the player who Retired first) is the winner. Unused  Work Tokens are worthless.



Example: Green is 1 VP away from the end of the Score Track. Green activates the Missile Silo, which gives them 1VP. They reach the end of the Score Track, immediately winning the game.

## DIRECTIVES

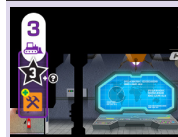
Use Directives to get new room cards, acquire resources, gain VPs, and meddle with others' plans.

 Directives symbols that are on the bottom-left of the card are **mandatory**. The symbols on the bottom-right are optional.

Directive symbols may be found in several places in the game. They are activated as follows:



**Bonus Directives** - Activates when you place your Planning Token.



**Build Directives** - Activates when you build the room. Gives you VPs and extra goodies.



**Room Directives** - Activates when you move your Boss into a **manned room**.



**Crate Directives** - Activates when you use the  Crate (by discarding it).

**TIP** See the back of Setup for explanation of the parts of a Room Card.




## BUILD A ROOM

Build one new room. Place one of your Room Cards in an empty location on an excavated level. The lair may have up to **2 rooms on each side of the elevator**.



In a 2 player game, you may not build on the Core (i.e. bottom-most) level.

You need to spend  Build Points equal to the Build Cost of the room. Update the Build Meter on your Player Card.


You get the VPs (indicated below the Build Cost) immediately after building. Update your Score Track accordingly (Scoring, page 3).

There are many ways to skin a cat, or build a room. The easiest to use is the Construction Yard. But, there are other ways that are more efficient.



## UPGRADE A ROOM

Replace an existing room. Place one of your Room Cards **in place of any existing lair room that has a lower Build Cost** (including value-zero rooms and destroyed rooms). Discard the old room.

**You spend 1 less  build points than the specified Build Cost.** You score the build as usual.

Any workers (e.g. Henchmen, Boss) in the existing room are removed.




Symbols on the old room are not considered for scoring. Thus, you may score the same symbols again if they exist in the new room.



## OCCUPY A ROOM


Move any one of your Henchmen into a room that doesn't already have a Henchmen. This room is now **manned**.

This Directive usually comes after a Build Room  Directive. It allows you to optionally claim a room that you just built.





## STEAL A ROOM


Select a Room Card from another player's pool and build it. You pay the  Build Cost and get the rewards. The other player also gets half the VPs that you scored rounded down. For example, if you scored 5 VPs for stealing a room, the player you stole from would also score 2 VPs.



## EXCAVATE


Flip the next elevator card (or The Core Card) to the red Score Track side.



**3 or 2 Players:** When a new level is revealed, take 1 or 2 Room Cards respectively from the top of the Room Deck, and place on either side of the Elevator, face up on the  destroyed side,



## DISMISS

Dismiss 1 Henchmen belonging to any player. That player gets 1  Work Token from the Construction Yard.



## TRANSFER

Move this Henchmen and your Boss into another lair room to activate the ability of that room. Any Henchmen in the target room is Dismissed.



## EXCHANGE CRATES

Take 1 random Crate from another player, and give one of your choice in return.




## WASTE PRODUCTIVITY

All players must discard 1 Work Token from their Active Supply. Those in the Inbox are safe.



## GAIN FAVOR

Gain the number of VPs indicated. Move your  Score Token down the Score Track.

If it has a plus symbol, you may get additional VPs based on other conditions. See how you can score additional VPs based on the location where a room is built (page 8).





### SELECT A ROOM

Select a room card from the Room Pool. Room cards are not secret and should be placed face up in front of you.

If there are no more cards in the Room Pool, you do not get a card. The Room Pool only gets refreshed at the end of the round.



### REVEAL A ROOM

Take a room from the Room Deck and place it face up in the Room Pool. If there are no more rooms in the Room Deck, shuffle the discarded room cards to create a new Room Deck.




### DESTROY A ROOM

Flip over an un-destroyed lair room card to the destroyed side. Any workers in the room are Dismissed. The destroyed room will stay here until you replace it using the Upgrade Room Directive.




### GAIN A WORK TOKEN

Take 1  Work Token from the pool if available. It goes to your Inbox.





### GAIN A BUILD POINT

Gain 1  Build Point. Update the Build Meter on your Player Card. You may have a maximum of 5.




### LOSE A RESOURCE

Lose 1  Work Token (from your Active Supply—not your Inbox). Lose 1  Build Point.




### GAIN A CRATE TOKEN

Take 1  Crate Token from the Excavation Site, if available. Keep it secret. See Crate Tokens (page 18).




I now need to attend to more important matters, such as perfecting my diabolical laugh for my televised broadcast.

## CRATES


You may get a  Crate Token from certain Directives (e.g. Excavation Site). Take a random tile from the Crate Pool in the Excavation Site (if available).

If the Excavation Site is empty, recreate the Crate Pool from the discarded Crate Tokens.

At any point **on your turn** (including the turn when you acquired it), you may use the ability on the  Crate Token by discarding the token.

The token has different bonuses—keep it secret.



Perform 2 successive worker movements (and subsequent actions) using just 1  Work Token.



Gain 1 Build Point.



Gain (1 or 2) VP. Use on your turn. Cannot go past the end of the Score Track.



Move your token to the first position. Use when you Retire.



See page 20 for the quantities of each tile present in the game.

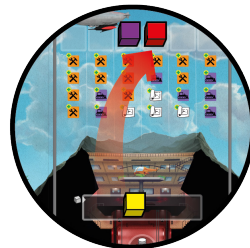


## TWO PLAYERS

**At the start of each round**, the first player places a purple cube into one of the slots in the Planning Track, in addition their own Planning Token. This slot is not available for the second player for this round.

The purple cube is removed from the Planning Track at the end of the round.

The **Excavate** Directive is slightly different for 2 (and 3) players as well. See Excavate on (page 14).



The first player has a stronger advantage in a 2 player game because they can block an additional slot.



What good is the perfect plan, if you can't share it with someone!



	x4
	x3
	x2
	x2
	x1



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