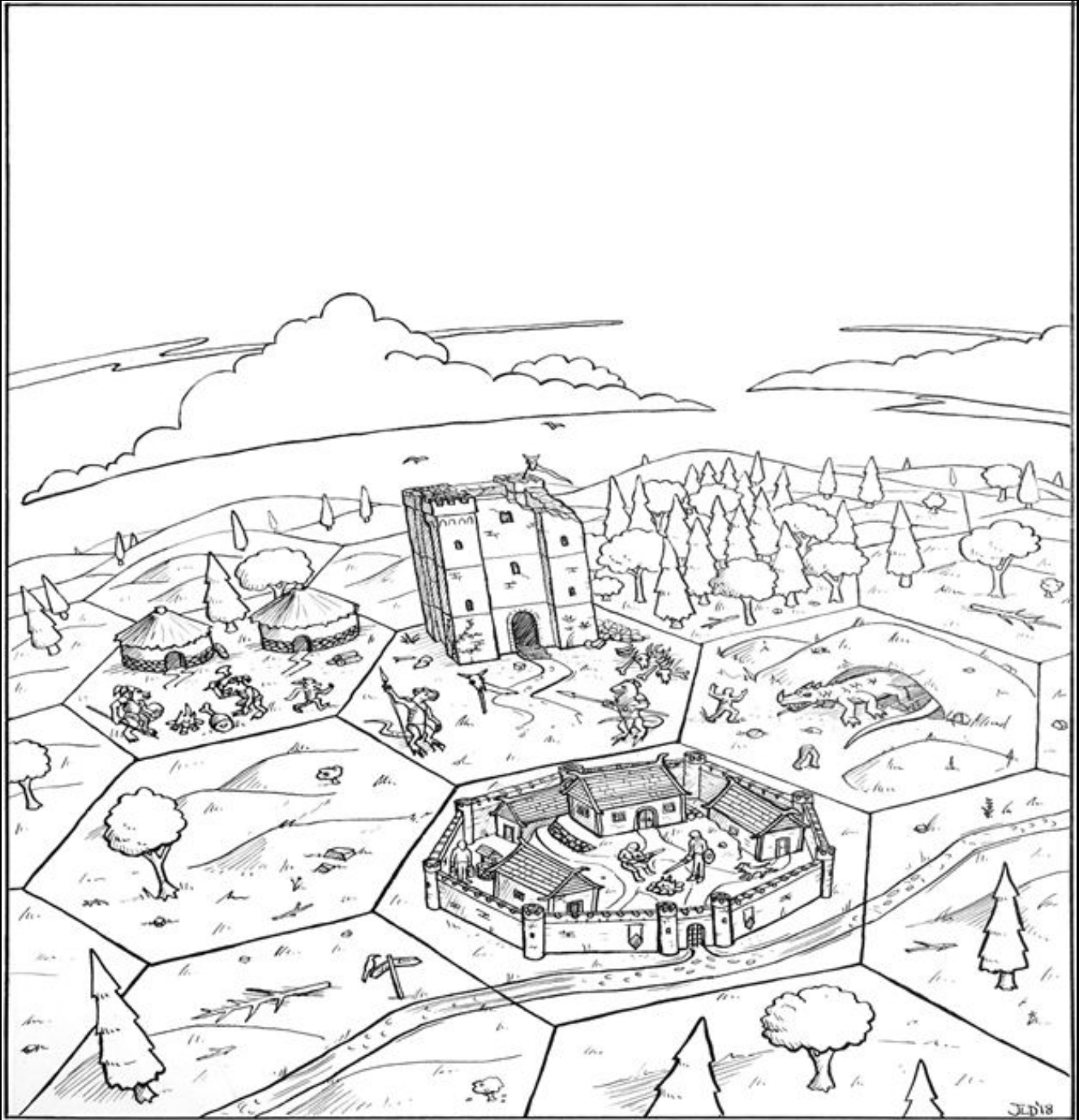


Populated Hexcrawl Series:
A Guide to Thieves' Guilds



Todd Leback

DESIGNED FOR USE WITH
**OLD-SCHOOL
ESSENTIALS**

A Guide to Thieves' Guilds

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A Guide to Thieves' Guilds

The rules contained herein provide guidelines for running a Thieves Guild in the abstract, and will be useful for both Referees looking to create Guilds in their campaign and for players looking to found their own Guilds. When desired, PCs can abandon the abstract means of resolution presented here and play out the caper or conflict as per the normal rules. It is suggested that this occur at important times – when a complex heist to steal the crown jewels from the palace dungeon is planned, or when inter-Guild conflict threatens to bring down a PC's Guild. In such instances it is recommended that PCs who are not members of the Guild participate by playing lower-ranking Guild members.

Old School Essentials

The system presented herein is designed for use with Necrotic Gnome's *Old School Essentials*, but can be easily adapted to any OSR-style game. The Referee should also have a copy of *Domain Building* by Third Kingdom Games, available wherever you purchased this supplement.

Thieves' Guild Basics

At high levels a thief has the opportunity to found a Guild, an organization – criminal or otherwise – that relies on the unique skills a thief possesses. This document provides rules to found and run such organizations, either in the abstract or in detail.

If the thief is 9th level or higher they automatically attract a given number of followers. Thieves of lower levels can found a Guild, but they must attract members in the same manner as hirelings.

A Guildmaster does not have to be a thief. However, non-thief Guildmasters suffer the following penalties:

- ❖ They do not attract apprentice thieves upon reaching 9th level. When they do reach 9th level, they attract ½ the normal followers for their class, if any.
- ❖ Non-thieves will be generally less successful at running a Guild. When generating monthly revenue the gross is

reduced by 1d4x5%. This modifier is applied before all others, and is rolled for at the beginning of each month.

Activities

When a Guild is founded the Guildmaster must decide which activity it will be focusing on. As a general rule, a new Guild will only specialize in one activity, or focus. Each activity costs one point to purchase. Any given urban center can support a number of Guilds not exceeding the Market Class number without forcing conflict between the Guilds (see the table Thieves' Guilds by Market Class). Some activities are limited to a specific Market Class; a small urban center simply can't support a faction of burglars. If the activity has a minimum Market Class it will be noted in parentheses next to the name.

Assassination (4)

The thieves specialize in the art of killing, typically in a subtle manner. Members of a given Guild often travel widely, both to locate their targets and to avoid drawing too much attention to their activities.

Begging

One of the most widespread types of Guilds, it controls a network of beggars who subsist both on the generosity of others and on the flow of information gleaned throughout the day.

Burglary (3)

Specialized in the theft of property from fixed locations, Guild members will be focused on stealth.

Con Artists (6)

The Guild relies on complex plans and fake identities to trick wealthy individuals and organizations out of their money. It requires a large population to draw from.

Fencing

The Guild specializes in the sale of stolen goods, and typically relies on the activities of other Guilds or independent thieves.



Smuggling

The Guild specializes in the transportation of goods that are either illegal or otherwise difficult (or expensive) to obtain.

Spy Ring

The Guild specializes in the trade of information. Secrets are bought and sold.

Thuggery (3)

Specialized in the theft of goods from individuals, extortion, loan sharking and just general petty, violent crime, Guild members will typically be chosen for brawn and their ability to intimidate

Thieves' Guilds by Market Class

Guild Focus	Market Class									
	1	2	3	4	5	6	7	8	9	10
Assassination	-	-	-	1	1	1	2	2	2	2
Begging	1	1	1	2	2	2	3	3	3	4
Burglary	-	-	1	1	2	2	3	3	4	5
Con Artists	-	-	-	-	-	1	1	2	2	3
Fencing	1	1	1	1	2	2	2	2	3	3
Smuggling	1	1	1	2	2	3	3	4	4	5
Spy Ring	1	1	1	2	2	2	3	3	3	4
Thuggery	-	-	1	1	2	2	3	3	4	5

Founding a Guild

There are two possible scenarios when a thief attempts to found a Guild: either the urban center will have a full complement of Guilds already, or it won't.

It is easiest when an urban center does not have as many Guilds as it can sustain: there is a vacuum, and the thief can move in to fill the void. This can be done without Conflict, provided there are not too many of a given type of Guild. See the table below to determine how many Guilds of a given type an urban center can support.

If more than the allowed allotment exists in a given urban center, it will create Conflicts (see below) between the Guilds.

In order to found a Guild, the thief – the nascent Guildmaster – must first construct a hideout. It costs a minimum of 10,000 gp to construct a hideout. Assuming the hideout is in the community, it can be new construction or the renovation of an existing structure. If an existing structure is used, assume that some of the overall cost goes toward purchasing the building. The rest of the money is spent constructing secret doors and chambers, traps, cells to hold rivals or prisoners, escape routes, etc. Use the prices given on p. 135 of OSE Core.

10,000 gp will support a new Guild of no more than five members. For every additional member beyond that, the cost increases by 500 gp.

Just as a given Market Class can only support a given number and limited types of Guilds, so too does each Market Class have a maximum Guild size that it is able to support. Refer to the table below for these numbers; note that the numbers are per Guild – they can be used to extrapolate the maximum number of thieves that can be found in a given Market Class.

Guild Members by Market Class

MC	Limit	MC	Limit
1	2	6	30
2	3	7	40
3	5	8	50
4	10	9	75
5	20	10	100

Guilds focusing on assassination, cons, and spy rings have a maximum membership of 50. Begging and thuggery Guilds have a higher maximum limit. Refer to the section on Guild focuses for more information.

Once the hideout is built, the Guildmaster must recruit members. If the character is a thief of 9th level or higher they automatically attract 2d6 1st-level thieves who want to serve as apprentices (as per p. 34 of OSE Core). They are not henchmen, so may be of questionable loyalty.

Otherwise, the Guildmaster must attempt to attract followers in the same manner as when finding retainers, mercenaries, or specialists. There are a limited number of potential recruits in a given market during any one month. The number of potential recruits available is determined by the Market Class, as follows:

Potential Recruits Per Month

MC	Recruits Available
1	60% of 1
2	90% of 1
3	1d2
4	1d3
5	1d4
6	1d6
7	3d6
8	4d6
9	5d6
10	6d6

The act of recruiting costs 10 gp per month per Market Class, regardless of success, plus 5 gp per level of NPCs successfully recruited. 0-level NPCs cost 2 gold to recruit.

Example

Guildmaster Argus has just founded a Guild and is looking to attract new members. It's in a Class 7 Market, so there are 3d6 potential recruits each month. The first month he spends recruiting yields 10 potential recruits. It costs 70 gp to just find those 10.

Guild members do not have to be of the thief class; NPCs of any class can belong to a Guild, as can 0-level NPCs. In fact, most Guilds have a membership similar in its proportions to the adventuring world at large; roughly 50% will be 0-level, while the rest will be of a leveled class.

Use the following table to determine the levels and classes of interested members.

Potential Members for Recruitment

1d100	Level	1d100	Class
1-50	0	1-50	Thief*
51-80	1	51-85	Fighter
81-90	2	86-90	Cleric
91-95	3	91-95	Magic-user
96-97	4	96-00	Other
98-99	5		
00	6		

*If an assassin class exists there's a 1 in 6 chance a thief is an assassin; this becomes 1-3 in 6 if recruiting for an assassin's Guild.

Example, continued

Of the 10 potential recruits, four are 0-level, two 1st level, two 2nd level, one 4th level, and one 6th level. He decides to make offers to all of the 0-, 1st-, and 2nd-level characters.



Unlike when an adventurer hires a retainer or mercenary, the Guildmaster does not offer the prospective member a salary. A typical offer is for a share of profits. In return, the Guild will typically offer protection from other Guilds, guaranteed jobs, a safe haven if fleeing the law, etc.

When an offer is made, roll 2d6, applying the Guildmaster's Charisma modifier and the following modifiers:

- ❖ The standard share of total profits divided amongst Guildmembers is 50%. If this is the offer there are no modifiers.
- ❖ If the offer is below 50% apply a -1 penalty to the roll, with an additional -1 for every 15% lower.
- ❖ If the offer is above 50% add a +1 bonus to the roll, with an additional +1 bonus for every 15% above.
- ❖ If there are already a number of Guilds equal to the maximum the urban center can support, apply a -1 penalty to the roll.
- ❖ If the Guildmaster is 9th level or higher add +1 to the roll.
- ❖ If the prospective member is a higher level than the Guildmaster subtract 1 from the roll.
- ❖ If the Guildmaster is not present for the hiring subtract 1 from the roll.
- ❖ If the Market Class is 3 or lower subtract 1 from the roll.
- ❖ If additional benefits are offered apply bonuses as desired. Accumulated benefits should not exceed a +3 bonus, and said benefits must be substantial and approved by the Referee.

Compare the result to the following table:



Member Hiring Reactions

2d6	Result
2 or less	Ill will ¹
3-5	Offer refused ²
6-8	Roll again
9-11	Offer accepted
12+	Accepted with elan ³

Table notes:

1. On a result of 2 or less there's a 1-2 in 6 chance the member will, instead of refusing, join as a double agent for either another Guild (1-3) or the law (4-6).
2. There's a 1 in 10 chance that the member will, instead of refusing, join as a double agent for either another Guild (1-4) or the law (5-6).
3. There is no chance the recruit will betray the Guild unless cruelly mistreated.

Example, continued

Argus offers a position to 8 of the 10 prospects. He has a Charisma modifier of +1 and is offering a 50% take of the profits. The only modifier is +1.

Rolling 2d6+1 8 times he gets: 7, 10, 11, 7, 6, 5, 7, 4. Two of the recruits accept immediately while two refuse. The Referee rolls 1d10 secretly, getting results of 5, 8, and 2. Luckily, none of those who refuse, join as double agents. The Referee rolls for the remainder of the recruits and ends up getting three more joining.

The new recruits are as follows: three 0-level, one 1st, and one 2nd. It costs an additional 91 gp 70 + ((3x2)+5+(2x5)). Argus has spent a total of 91 gp on hiring during this month.

Once a member is recruited, it takes them a period of time to adjust to the Guild. New members do not begin generating revenue until the month after they are hired, but they add to expenses for the month they were hired.

Example, continued

The five new thieves generate no revenue during the first month they are hired but they do add to the expenses (see the section on Expenses).

Thieves can be recruited from outside settlements as well, which can be useful when trying to grow a Guild in a small urban center. Doing so raises the following issues, though:

The recruiting Guildmember must spend the full month in the settlement.

When rolling to determine the number of recruits available, roll twice, taking the lower of the two results.

If recruits are hired they must be paid one month's revenue for their level and class (see Guild Focuses) in order to be convinced to move.

For every recruit hired there's a 1 in 6 chance the recruiter triggers a conflict with an existing Guild in the other settlement. This is reduced to 1 in 8 if there are fewer than the maximum number of Guilds in the settlement.

Non-thief Classes

Classes besides thieves can be Guild members, and each brings different benefits to the Guild.

Clerics

Provided the deity worshiped by the cleric is of the same alignment as the Guild (see below) all morale checks made gain a +1 modifier.

Additionally, Guild clerics are beneficial in reducing injury and death. Whenever a Bane or a Conflict results in injury, clerics can help to reduce the effects, as follows:

Each cleric can reduce the degree of seriousness of injury by one degree per level of cleric. These benefits are cumulative and occur over the period of one month.

A Guild has two clerics: one 2nd level and one 4th level. Six thieves are injured in a fight with a rival Guild: four are Injured and two are Crippled. Working together, the two clerics can remove the Injuries from the four and reduce Crippled to Injured for the two remaining.

Injuries are described later in the section on Guild Focuses.

High-level clerics that are also Guild members may pursue domain-related activities (such as founding a temple, creating magical items, researching spells) but at 50% of their normal efficiency. It takes longer for them to research spells and craft magical items, and they attract $\frac{1}{4}$ of their normal followers upon reaching 9th level.

It is also assumed that clerical Guild members can remove curses, cure disease, etc., provided the cleric is of a high enough level to cast such spells.

Fighters

While not possessing the agility and training of thieves, fighters can contribute in much the same way as thieves in many activities, especially assassinations and thuggery.

Fighters cost less than magic-users to employ but generate almost as much revenue. Fighters are also useful when running large-scale battles between Guilds.

Magic-users

Magic-users are invaluable additions to any Guild, regardless of the focus, and this is reflected in the high revenue they generate.

Additionally, they can help the Guild escape trouble. When an External Conflict occurs, the total level of magic-users employed by the Guild is subtracted from the roll.

Argus has a 4th-level magic-user working for him. Any time an External Conflict occurs he can subtract 4 from the roll.

High-level magic-users that belong to a Guild can conduct domain-related activities, but at 50% efficiency.

Guild Traits & Operations

The following sections cover the general traits and operations of a guild: structure, alignment, Guildmasters that go adventuring, and finally, how a guild generates revenue and deals with expenses.

Guild Structures

As a general rule, higher-level Guild members supervise lower-level members. No one Guild member can directly supervise more than five underlings. In order to avoid Conflicts, underlings must be overseen by a character of equal or higher level. For every Captain or Lieutenant that is overseen by a lower-level member there is a 1 in 6 chance per month that an Internal Conflict occurs.

Each unit (an overseer and 1-5 underlings) is referred to as a "cell". Cells are typically led by Lieutenants. A group of cells is led by a Captain. The Captains typically report to the Guildmaster, although larger Guilds might have additional ranks.

Example Guild Structure

For instance, the Nightwalkers have a Guild of 40 members. Their Guildmaster, Argus, is a 7th-level thief, and they have the following composition:

- ❖ 20 0-level NPCS
- ❖ 10 1st-level thieves
- ❖ 5 2nd-level thieves
- ❖ 3 3rd-level thieves
- ❖ 1 4th-level fighter
- ❖ 1 4th-level magic-user

The Guildmaster has five Captains that work directly under him: all of the third-level thieves (one of whom is his retainer and acts as the Guildmaster when he is not available), the fighter, and the magic-user. The second-level thieves are referred to as Lieutenants and control the gangs of lower-level thieves.

The Guild is structured as follows:



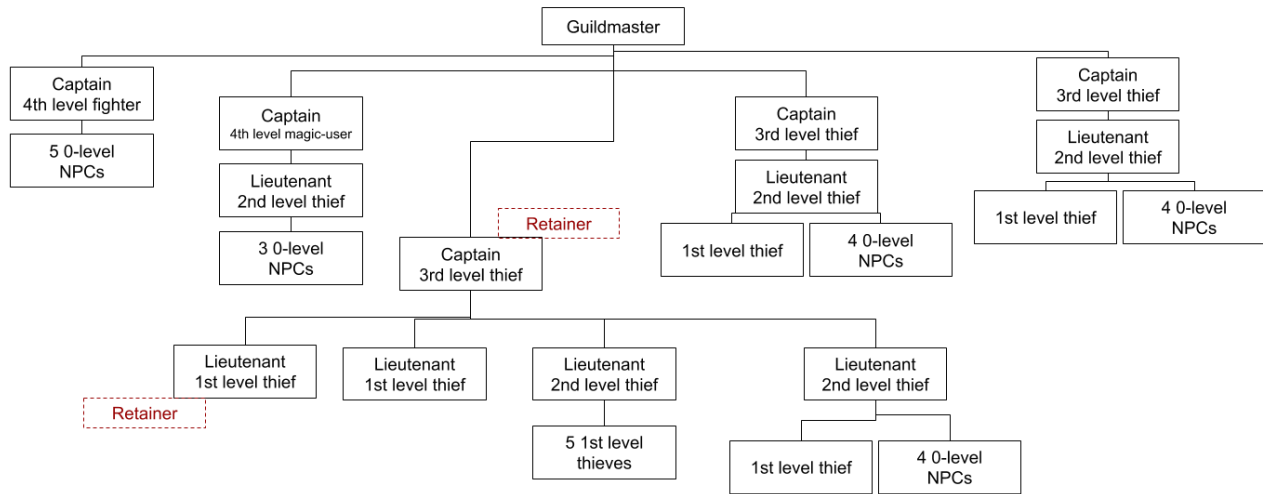
Guildmaster

- 3rd-level thief (retainer), Captain
 - 2nd-level thief
 - 5 1st-level thieves
 - 2nd-level thief
 - 1 1st-level thief
 - 4 0-level NPCS
 - 1st-level thief (retainer of 3rd-level thief)
 - 1st-level thief
- 3rd-level thief, Captain
 - 2nd-level thief
 - 1 1st-level thief
 - 4 0-level NPCS
- 3rd-level thief, Captain
 - 2nd-level thief
 - 1 1st-level thief
 - 4 0-level NPCS
- 4th-level fighter, Captain
 - 5 0-level NPCS
- 4th-level magic-user, Captain
 - 1 2nd-level thief
 - 3 0-level NPCS

Chapter 2: Guild Traits & Operations

When Argus is not present and his retainer, the 3rd-level thief Captain, takes over there is a 1-2 in 6 chance per month that an Internal Conflict occurs as two of the other Captains are higher level than the acting Guildmaster.

See the Example Guild Structure organization chart for a visual representation.



Example Guild Structure

Guild Alignments

Guilds themselves possess an alignment in a manner similar to characters. Most Guilds, like most individuals, will be Neutral in alignment; even though their business is breaking the law, they tend to have rigid and well-defined roles within the Guild.

Chaotic guilds exist; they tend to deal in slave trade, drug sales, kidnapping, etc., rules for which are not covered in this document. Lawful Guilds exist as well, although these will most often operate as an apparatus of the state – spy rings, for instance.

When using systems with two-axis alignment, Guilds will most often fall along the Lawful and Evil poles and less often the Chaotic and Good.

Unless otherwise stated, a Guild will have the same alignment as the Guildmaster.

Guildmasters & Adventuring

If the Guildmaster is a PC it is assumed they spend a certain amount of time adventuring, rather than running their Guild. In such instances it is always wise to leave a loyal retainer behind in charge of the Guild.

However, the Guildmaster does need to spend a certain amount of time each month personally running their Guild to avoid Internal Conflicts.

In order to avoid potential Conflicts, the Guildmaster must spend a minimum of one week per month overseeing the Guild's business, plus the following:

- ❖ +1 day per 10 members in the Guild.
- ❖ +1 day if there are more Guilds than the urban center's limit.
- ❖ +1 day if there are more members in the Guild than the local Market Class could otherwise sustain.



With a Guild of 40 members, Argus needs to spend a total of 11 days per month overseeing Guild business.

The days do not all need to be consecutive, but there need to be at least three consecutive days of management during this time period.

If the Guild has franchises in other urban centers, the Guildmaster must visit these franchises at least once every six months and must stay at each for a number of days equal to half its local Market Class (rounding up). See later in this document for information on franchises.

The Guildmaster spending less time than is suggested does not automatically trigger an Internal Conflict, but does apply a penalty to the monthly morale check (see Chapter 4).

Revenue & Expenses

Guilds can generate revenue and expenses, but the specifics of these activities depend on the focus of the guild. This section covers the general rules of revenue and expenses; see Expenses afterward, as well as a detailed example of how this all comes together in play at the end of this chapter.

Revenue

Once a Guild hideout is constructed and members hired, the Guild may begin generating revenue.

The amount of revenue generated depends on three factors:

- ❖ Guild focus.
- ❖ Number and classes of members.

- ❖ The morale of the urban center (see the Domain Building supplement for more information).

Each type of Guild will be discussed below individually. Regardless of the type of Guild, the same general procedure is used to determine revenue:

- ❖ Revenue is generated monthly.
- ❖ Determine the classes and levels of all Guildmembers.
- ❖ Once a Guild consists of more than 6 members, the Guildmaster generates revenue as a character of half their level, since they need to spend more time overseeing activities.
- ❖ Total the revenue for the month. This is the gross revenue for the month.
- ❖ Modify by boons, banes, morale, and Conflicts (see the section on Order of Operations for more info).
- ❖ Adjust total revenue as appropriate.
- ❖ The Guild gets its percentage cut and the members get theirs.

Once gross monthly revenue has been determined, roll 2d6 and add modifiers, as follows:

- ❖ If a magic-user of level 5 or higher belongs to the Guild add 1.
- ❖ If the Guild is at the maximum number – but not more – of members for its Market Class add 1.
- ❖ If the Guildmaster is present for the entire month add 1.
- ❖ If the Guild is the only one with its focus present in the settlement add 1 to the roll.
- ❖ If the Guild has fewer than half the maximum number of members for its Market Class subtract 1.
- ❖ If there are more Guilds than the urban center can support subtract 1.
- ❖ If there are more Guilds of the given focus than the market can support subtract 1.
- ❖ If the Guild is in a Market Class of 5 or lower subtract 1.
- ❖ If the morale of the urban settlement is 7 or lower (Discontented or worse) add +1 to the revenue roll. If the morale of the settlement is 14 or higher (Happy or better) subtract one for the Revenue roll.

Revenue Modifier

2d6	Percentage change
1 or lower	-1d8x5
2-4	-1d4x5
5-9	No change
8-12	+1d4x5
13 or higher	+1d8x5

Just as every Market Class has a limit on the number of Guilds, any given urban center can only generate a certain amount of revenue per month, regardless of the size of the Guild or the levels of the thieves within the Guild. Refer to the tables below to determine the maximum revenue that each Guild can generate per month.

Maximum Revenue by Market Class

Market Class	GP/month
1	1,000
2	2,500
3	5,000
4	10,000
5	15,000
6	20,000
7	25,000
8	30,000
9	40,000
10	50,000

The above numbers are net, after any modifiers are applied but before the Guild's cut is calculated.

Expenses

Each Guild has standard expenses they must pay every month, as follows:

- ❖ Every 0-level member costs 5 sp per month.
- ❖ Every leveled fighter or thief costs 2 gp per level per month.
- ❖ Having a magic-user costs a flat 100 gp per month per magic-user, plus 10 gp per level per month.
- ❖ Every cleric costs 10 gp per level per month.
- ❖ The hideout requires a maintenance cost of 1 gp per 1,000 gp in value (see Founding a Guild above) per month. Every month this is

not paid there's a 1 in 6 chance of an Internal Conflict occurring.

- ❖ Every month the Guild must pay bribes to officials, clerics, shopkeepers, and others equal to 3d6% of their gross revenue. Every month this is not paid there's a 1-3 in 6 chance of an External Conflict occurring.

Guild Focuses

The various types of Guilds are discussed below. Note that each Guild has its own revenue per month as well as tables of potential boons and banes.

Every month there is a 1 in 6 chance of each occurring. Roll for each at the beginning of each month, so if a boon or bane occurs it does so during the upcoming month (unless indicated otherwise). If there are one or more double agents in a Guild, increase the monthly chance of incurring a bane by one for each double agent, to a maximum of a 1-5 in 6 chance. The rolls for banes and boons should be made in secret by the Referee.

When a result calls for something to happen to random Guild members determine them randomly as follows, rolling once for each potential member. If there is not a Guild member of the given level roll again.

d100	Level
1-40	0-level
41-65	1st level
66-75	2nd level
76-80	3rd level
81-83	4th level
84-86	5th level
87-89	6th level
90-91	7th level
92-93	8th level
94	9th level
95	10th level
96	11th level
97	12th level
98	13th level
99	14th level
00	The Guildmaster



Assassination

A Guild of assassins has the potential to generate a large amount of money but also carries a substantial amount of risk. They are not only murderers for hire but serve as bodyguards, escorts, and professional, elite soldiers.

If the campaign uses an assassin class they are treated as being a thief of one level higher for purposes of generating revenue.

0-level NPCs that belong to an Assassins' Guild are typically deployed as look-outs, distractions, or extra manpower during missions.

The following attributes apply to Assassins' Guilds:

- ❖ If an assassin class is used in the campaign, assassins generate revenue as

thieves one level higher than their actual level.

- ❖ Assassins' Guilds are typically smaller than other Guilds. They are limited to 50 members, with their normal maximum membership in urban centers of Class 4 or greater reduced by 50%; an Assassins' Guild in a Market Class 7 has a maximum of 7 members.
- ❖ Because the Guild often works outside of its own community the maximum revenue it can generate per month is increased by 25%.
- ❖ Because it is the very nature of an Assassins' Guild to deal in death, it is a dangerous and risky vocation; whenever a bane is indicated roll 1d20 twice and take the higher result.

Chapter 2: Guild Traits & Operations

Assassins' Guild Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	8	-	-	-
1	30	20	24	38
2	68	40	46	78
3	140	80	130	150
4	300	160	200	280
5	600	320	400	550
6	1200	600	800	1,000
7	2,400	1,200	1,600	2,000
8	5,000	2,400	3,200	4,000
9	10,000	4,800	6,400	8,000
10	15,000	9,800	12,000	13,000
11	20,000	15,000	17,000	18,000
12	25,000	20,000	22,000	23,000
13	30,000	25,000	27,000	28,000
14	35,000	30,000	32,000	29,000

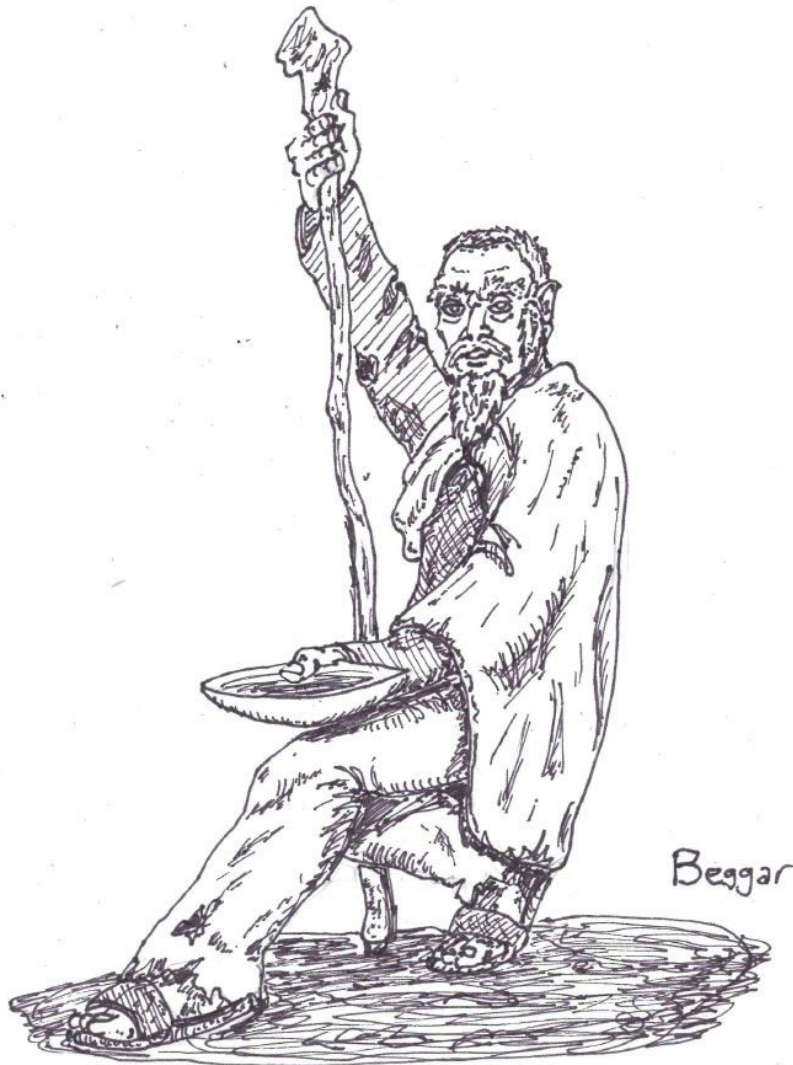
Assassins' Guild Boons

1d20	Result
1-8	Gross revenue is increased by 2d20%.
9-11	Gross revenue is increased by 3d20%.
12-14	If recruiting for new members, apply a +1 bonus to all recruitment rolls.
15-18	Morale checks gain a +1 bonus for 1d4 months.
19	Add a +1 modifier to all rolls made to level members during this month.*
20	When rolling for revenue add 2d4 to the roll.

*This applies to all members that have the chance to level rolled for during the current month.

Assassins' Guild Banes

1d20	Result
1-8	When rolling for revenue subtract 1d4 from the roll.
7-9	When rolling for revenue subtract 1d4+2 from the roll.
10	Morale checks suffer a -1 penalty for 1d6 months.
11-13	1d4 members are slain on the job.
14-15	1d6 members leave the Guild, slandering the Guildmaster. Apply a -1 penalty to all recruitment rolls for 1d4 months.
16-18	1d8 members are arrested. Bribes to release them are equal to 200 gp per level per member, but there's a 1-4 in 6 chance per prisoner that the bribes are refused. The captives will be executed in 1d4 weeks.
19	Revenue is reduced to 0 for the upcoming month.
20	A contract is taken out on the life of one of the Guild leaders. On a roll of 1-2 in 6 it is the Guildmaster, otherwise it is a lower-ranking Captain or Lieutenant.



Begging

Beggar Guilds derive part of their income by begging for alms; the largest part, though, comes thanks to their strategic placement throughout a settlement and their near-invisibility to the vast majority of citizens. What they make in begging is dwarfed by the amounts earned through pick-pocketing, petty thievery, and, most importantly, working with other Guilds. Assassins, burglars, con artists and spy-rings especially all utilize a network of beggars to act as accomplices.

Beggars' Guilds gain the following modifiers:

- ❖ Because of the large network required, Beggar's Guilds have a maximum membership 25% greater than normal.

- ❖ The Guild hideout only costs 7,500 gp to build, and every member past five requires 250 gp in improvements, rather than 500.
- ❖ Because they tend to work closely with other Guilds, when an urban center has more than half its maximum number of Guilds the Beggars' Guild can add +1 to their revenue roll (see the example).

Example

A Beggars' Guild is in a Class 8 market that has 5 Guilds. Because that is more than half the maximum number, they can add +1 to all revenue rolls.

Chapter 2: Guild Traits & Operations

Beggars' Guild Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	20	-	-	-
1	30	20	20	30
2	60	40	40	60
3	120	80	100	120
4	240	160	200	240
5	480	320	400	480
6	960	600	800	960
7	1,920	1,200	1,600	1,920
8	3,840	2,400	3,200	3,840
9	7,680	4,800	6,400	7,680
10	12,500	9,800	10,000	12,500
11	17,500	15,000	15,000	17,500
12	22,500	20,000	20,000	22,500
13	27,500	25,000	25,000	27,500
14	32,500	30,000	30,000	32,500

Beggars' Guild Boons

1d20	Result
1-8	When rolling for revenue add 1 to the roll.
9-11	When rolling for revenue add 1d4 to the roll.
12-14	If recruiting for new members apply a +1 bonus to all recruitment rolls.
15-17	Morale checks gain a +1 bonus for 1d4 months.
18	Increase the chances of all members leveling by +1 during the month.*
19	The next time a Conflict occurs roll twice, taking the better result.
20	The next External Conflict involving another Guild can be automatically canceled.

*This applies to all members that have the chance to level rolled for during the current month.

Beggars' Guild Banes

1d20	Result
1-8	When rolling for revenue subtract 1 from the roll.
9-11	When rolling for revenue roll twice, taking the worst result.
12-13	Morale checks suffer a -1 penalty for 1d6 months.
14	1d4 members are killed on the job.
15-16	1d8 members leave the Guild, slandering the Guildmaster. Apply a -1 penalty to all recruitment rolls for 1d4 months.
17-18	1d8 members are arrested. Bribes to release them are equal to 25 gp plus 25 gp per level per member, but there's a 1 in 6 chance per prisoner that the bribes are refused. Prisoners will be released in 1d6 months.
19	The law clamps down on begging. Revenues are reduced to 0 for one month.
20	The beggars fail in their duty to another Guild. Roll an External Conflict with another Guild.



Burglary

A Burglars' Guild specializes in thievery of all sorts, but always targeting a location, rather than an individual. Houses, temples, and towers will all be victims of the burglar's art, and thieves and magic-users are the most valued members, as they can access areas that the others can't.

Burglars' Guilds have the following attributes:

- ❖ They have an easy time recruiting. When rolling to determine how many potential recruits are available per month roll twice, taking the better result.
- ❖ They also gain a +1 bonus when making offers of employment.

Burglars' Guild Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	8	-	-	-
1	30	20	24	38
2	70	40	46	75
3	140	80	130	150
4	300	160	200	280
5	600	320	400	550
6	1,200	600	800	1,000
7	2,400	1,200	1,600	2,000
8	5,000	2,400	3,200	4,000
9	10,000	4,800	6,400	8,000
10	15,000	9,800	12,000	13,000
11	20,000	15,000	17,000	18,000
12	25,000	20,000	22,000	23,000
13	30,000	25,000	27,000	28,000
14	35,000	30,000	32,000	33,000

Burglar's Guild Boons

1d20	Result
1-8	When rolling for revenue add 1 to the roll.
9-11	When rolling for revenue add 1d4 to the roll.
12-14	If recruiting for new members apply a +1 bonus to all recruitment rolls.
15-17	Morale checks gain a +1 bonus for 1d4 months.
18	Increase the chances of all members leveling by +2 during the month.*
19-20	The burglars obtain an item of great power in addition to their revenue. Randomly determine 1d2 magical items.

*This applies to all members that have the chance to level rolled for during the current month.

Burglars' Guild Banes

1d20	Result
1-8	When rolling for revenue subtract 1 from the roll.
9-11	When rolling for revenue roll twice, taking the worst result.
12-13	Morale checks suffer a -1 penalty for 1d6 months.
14	1d4 members are killed on the job.
15-16	1d6 members leave the Guild, slandering the Guildmaster. Apply a -1 penalty to all recruitment rolls for 1d4 months.
17-18	1d8 members are arrested. Bribes to release them are equal to 50 gp per level per member, but there's a 1-2 in 6 chance per prisoner that the bribes are refused. There's a further 1-2 in 6 chance prisoners are executed in 1d8 days, otherwise they're released in 1d4 weeks per level of the prisoner.
19	Revenues are reduced to 0 for one month.
20	The burglars rob from the wrong place. An individual of 9th level or higher swears vengeance.



Con Artist

Con Artists

These Guilds favor intelligence and charisma over specific classes; as long as members possess those qualities they will perform well. They favor complicated, involved cons as well as the selling of counterfeit goods.

However, revenue for these Guilds is often hit-and-miss – a con usually either succeeds or fails, instead of yielding a partial result.

The following attributes apply to Con Artists' Guilds:

- ❖ Con Artists' Guilds are typically smaller than other Guilds. They are limited to 50

members, with their normal maximum membership in urban centers of Class 4 or greater reduced by 50%.

- ❖ Because Guild revenues are so hit-and-miss the maximum revenue that can be generated per month is increased by 50%.
- ❖ Con artists endear themselves to no one. When rolling for External Conflicts roll twice, taking the worst result.
- ❖ Con artists tend to be a tight-knit group. When rolling for Internal Conflicts roll twice, taking the best result.

Con Artists' Guild Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	20	-	-	-
1	40	40	40	40
2	80	80	80	80
3	160	160	160	160
4	300	300	300	300
5	600	600	600	600
6	1,200	1,200	1,200	1,200
7	2,400	2,400	2,400	2,400
8	4,800	4,800	4,800	4,800
9	10,000	10,000	10,000	10,000
10	15,000	15,000	15,000	15,000
11	20,000	20,000	20,000	20,000
12	25,000	25,000	25,000	25,000
13	30,000	30,000	30,000	30,000
14	35,000	35,000	35,000	35,000

Con Artists' Guild Boons

1d20	Result
1-8	When rolling for revenue add 1d4 to the roll.
9-11	When rolling for revenue add 1d6 to the roll.
12-14	If recruiting for new members apply a +1 bonus to all recruitment rolls.
15-17	Morale checks gain a +1 bonus for 1d6 months.
18	Increase the chances of all members leveling by +1 during the month.*
19	The next time a Conflict occurs roll twice, taking the better result.
20	1d4 double agents within the Guild, if they exist, are automatically uncovered.

*This applies to all members that have the chance to level rolled for during the current month.

Con Artists' Guild Banes

1d20	Result
1-8	Revenue for the month is reduced by 25%.
9-11	Revenue for the month is reduced by 50%.
12-13	Morale checks suffer a -1 penalty for 1d6 months.
14	1d4 members are crippled on the job.
15	1d4 members leave the Guild, slandering the Guildmaster. Apply a -1 penalty to all recruitment rolls for 1d4 months.
16-17	1d6 members are arrested. Bribes to release them are equal to 100 gp per level per member, but there's a 1-3 in 6 chance per prisoner that the bribes are refused. Prisoners will be released in 1d12 months.
18-19	No revenue is collected for the month.
20	A con cheats the wrong person. A powerful individual of 9th level or higher, plus their entourage, seeks revenge.



Fencing

Another Guild that relies on other thieves, fences are responsible for the resale and distribution of stolen goods. Revenues tend to be on the lower side, but the risks are lower, and conflicts between themselves and other Guilds are often minimal.

The following attributes apply to Fencing Guilds:

- ❖ Fencing Guilds are typically smaller than other Guilds. They are limited to 50 members, with their normal maximum

membership in urban centers of Class 5 or greater reduced by 50%.

- ❖ Because they tend to work closely with other Guilds, when an urban center has more than half its maximum number of Guilds the Fences' Guild can add +1 to their revenue roll.
- ❖ When rolling for an External Conflict roll twice, taking the better of the two results.

Fences' Guild Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	10	-	-	-
1	20	20	20	30
2	4	40	40	60
3	80	80	80	120
4	160	160	160	240
5	320	320	320	480
6	640	640	640	960
7	1,280	1,280	1,280	1,920
8	2,560	2,560	2,560	3,840
9	5,000	5,000	5,000	8,000
10	10,000	10,000	10,000	13,000
11	15,000	15,000	15,000	18,000
12	25,000	25,000	25,000	23,000
13	30,000	30,000	30,000	28,000
14	35,000	35,000	35,000	33,000

Fences' Guild Boons

1d20	Result
1-8	When rolling for revenue add 1 to the roll.
9-11	When rolling for revenue add 1d4 to the roll.
12-13	If recruiting for new members apply a +1 bonus to all recruitment rolls.
14-15	The Guild receives a random magical item. They have the option of keeping the item. Doing so imposes a -4 penalty to the month's revenue roll.
16-17	Morale checks gain a +1 bonus for 1d6 months.
18	Increase the chances of all members leveling by +1 during the month.*
19	The next time a Conflict occurs roll twice, taking the better result.
20	The next Conflict that occurs can be automatically canceled.

*This applies to all members that have the chance to level rolled for during the current month.

Fences' Guild Banes

1d20	Result
1-8	Revenue rolls for the month are reduced by 1.
9-11	Revenue rolls for the month are reduced by 2.
12-13	Morale checks suffer a -1 penalty for 1d4 months.
14	1d4 members are injured.
15	1d4 members leave the Guild, slandering the Guildmaster. Apply a -1 penalty to all recruitment rolls for 1d2 months.
16-17	1d6 members are arrested. Bribes to release them are equal to 100 gp per level per member, but there's a 1 in 6 chance per prisoner that the bribes are refused. Prisoners will be released in 1d4 months.
18-19	Revenue is reduced to 0 for the month.
20	A cursed magical item comes into the Guild's possession. Roll for an Internal Conflict.



Smuggling

Smugglers specialize in surreptitiously bringing goods in and out of settlements. They do this for a variety of reasons: transporting illegal items, bringing in goods that are heavily taxed to avoid paying tariffs, helping criminals or others escape or enter without being noticed, or even slipping past military blockades.

The following attributes apply to Smugglers' Guilds:

- ❖ When the domain containing the settlement is at war, or if the settlement is Lawful in alignment, the smuggler's craft is in high demand. Add a +2 modifier to all revenue modifier rolls under such conditions.
- ❖ The smugglers' hideout does not need to be as elaborate. The minimum cost is 7500 gp and requires expansions equal to 350 gp per member rather than 500 gp.
- ❖ Increase the maximum monthly revenue of a Smugglers' Guild by 25%.

Smugglers' Guild Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	10	-	-	-
1	30	20	24	38
2	68	40	46	78
3	140	80	130	150
4	300	160	200	280
5	600	320	400	550
6	1,200	600	800	1,000
7	2,400	1,200	1,600	2,000
8	5,000	2,400	3,200	4,000
9	10,000	4,800	6,400	8,000
10	15,000	9,800	12,000	13,000
11	20,000	15,000	17,000	18,000
12	25,000	20,000	22,000	23,000
13	30,000	25,000	27,000	28,000
14	35,000	30,000	32,000	29,000

Smugglers' Guild Boons

1d20	Result
1-8	When rolling for revenue add 1 to the roll.
9-11	When rolling for revenue add 1d4 to the roll.
12-13	If recruiting for new members apply a +1 bonus to all recruitment rolls.
14-15	An official in the government has need of the Guild's service. They can automatically cancel any one External Conflict related to the law that occurs in the future.
16-17	Morale checks gain a +1 bonus for 1d6 months.
18	Increase the chances of all members leveling by +1 during the month.*
19-20	The Guild obtains a randomly determined magical item as payment. Reduce revenue for the month by 2d6%.

*This applies to all members that have the chance to level rolled for during the current month.

Smugglers' Guild Banes

1d20	Result
1-8	Revenue rolls for the month are reduced by 1.
9-11	Revenue rolls for the month are reduced by 1d4.
12-13	Morale checks suffer a -1 penalty for 1d4 months.
14	1d4 members are crippled.
15	1d4 members leave the Guild, slandering the Guildmaster. Apply a -1 penalty to all recruitment rolls for 1d2 months.
16-17	1d6 members are arrested. Bribes to release them are equal to 100 gp per level per member, but there's a 1-3 in 6 chance per prisoner that the bribes are refused. Prisoners will be released in 1d8 months.
18-19	Revenue is reduced to 0 for the month.
20	An important person or item is caught while being smuggled. Roll for an External Conflict.



Spy Ring

A Spy Ring is most often formed, and funded, by either a rival government to ferret out secrets, or a settlement's own ruling class to keep an eye upon the citizenry, as a secret police. It could also be formed by powerful individuals — a magic-user, looking to track down ancient artifacts, perhaps.

The following attributes apply to Spy Rings:

- ❖ Spy Rings are typically smaller than other Guilds. They are limited to 50 members, with their normal maximum membership in urban centers of Class 4 or greater reduced by 50%.
- ❖ The revenue generated by a spy ring tends to be constant, with little variation, as it is often paid for by outside sources, rather than earned haphazardly by individual Guild members. When rolling for percentage changes in revenue (whether positive or negative) roll twice, taking the result that is closest to 7.
- ❖ The ring's hideout must be well hidden. It costs 15,000 gp to construct and 750 gp for each additional member.

Spy Ring Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	20	-	-	-
1	40	40	24	40
2	80	80	46	80
3	160	160	130	160
4	300	300	200	320
5	600	600	400	600
6	1,200	1,200	800	1,200
7	2,400	2,400	1,600	2,400
8	5,000	5,000	3,200	5,000
9	10,000	10,000	6,400	10,000
10	15,000	15,000	12,000	15,000
11	20,000	20,000	17,000	20,000
12	25,000	25,000	22,000	25,000
13	30,000	30,000	27,000	30,000
14	35,000	35,000	32,000	35,000

Spy Ring Boons

1d20	Result
1-8	When rolling for revenue add 1 to the roll.
9-11	A double agent in the Guild is uncovered, if one exists.
12-13	If recruiting for new members apply a +1 bonus to all recruitment rolls.
14-15	The ring learns an important piece of information. The next External Conflict that occurs can be canceled via blackmail.
16-17	Morale checks gain a +1 bonus for 1d4 months.
18	Increase the chances of all members leveling by +1 during the month.*
19-20	The Guild successfully plants a double agent in another Guild.

*This applies to all members that have the chance to level rolled for during the current month.

Spy Ring Banes

1d20	Result
1-8	Revenue rolls for the month are reduced by 1.
9-11	1d2 members (determined secretly by the Referee) turn double agent.
12-13	Morale checks suffer a -1 penalty for 1d4 months.
14	1d4 members are killed in the field.
15	1d6 members are uncovered and must leave the settlement. If the Guild operates a franchise in another location they can move there, otherwise the Guild membership is reduced by that number.
16-17	1d4 members are arrested. Bribes to release them are equal to 100 gp per level per member, but there's a 1-3 in 6 chance per prisoner that the bribes are refused. Prisoners will be executed in 1d12 days.
18-19	Revenue is reduced to 0 for the month.
20	Cover is blown. A new hideout must be built.



Thuggery

Thugs operate through violence and intimidation. They offer loans to desperate people, run protection rackets, shake down drunks leaving taverns, and so forth.

Thugs' Guilds have the following attributes:

- ❖ When rolling for alignment the Guild will be (roll 1d8): 1 Lawful, 2-5 Neutral, 6-8 Chaotic.
- ❖ The maximum size of the Guild is increased by 25%.
- ❖ The hideout need not be as elaborate. Reduce the cost per additional member from 500 to 400 gp.

Chapter 2: Guild Traits & Operations

Thugs' Guild Revenue (gp/month)

Level	Thief	Cleric	Fighter	Magic-user
0	12	-	-	-
1	30	20	30	25
2	60	40	60	50
3	120	80	120	100
4	240	160	240	200
5	480	320	480	400
6	1,000	600	1,000	800
7	2,000	1,200	2,000	1,600
8	4,000	2,400	4,000	3,200
9	8,000	4,800	8,000	6,500
10	13,000	9,800	13,000	11,500
11	18,000	15,000	18,000	16,500
12	23,000	20,000	23,000	21,500
13	28,000	25,000	28,000	26,500
14	33,000	30,000	33,000	31,500

Thugs' Guild Boons

1d20	Result
1-8	When rolling for revenue add 1 to the roll.
9-11	When rolling for revenue add 1d4 to the roll.
12-13	If recruiting for new members apply a +1 bonus to all recruitment rolls.
14-15	1d6 0-level NPCs apply for membership.
16-17	Morale checks gain a +1 bonus for 1d6 months.
18	Increase the chances of all members leveling by +1 during the month.*
19-20	The Guild forces an External Conflict on another Guild of their choosing.

*This applies to all members that have the chance to level diced for during the current month.

Thugs' Guild Banes

1d20	Result
1-8	Revenue rolls for the month are reduced by 1.
9-11	Revenue rolls for the month are reduced by 1d4.
12-13	Morale checks suffer a -1 penalty for 1d4 months.
14	1d4 members are killed.
15	1d6 members are crippled.
16	1d10 members are injured.
17-19	1d6 members are arrested. Bribes to release them are equal to 100 gp per level per member, but there's a 1-4 in 6 chance per prisoner that the bribes are refused. Prisoners will be released in 1d8 months.
20	Revenue is reduced to 0 for the month.

Extended Example

The Nightwalkers are a Burglars' Guild. Their membership, and the revenue generated by each, looks like this:

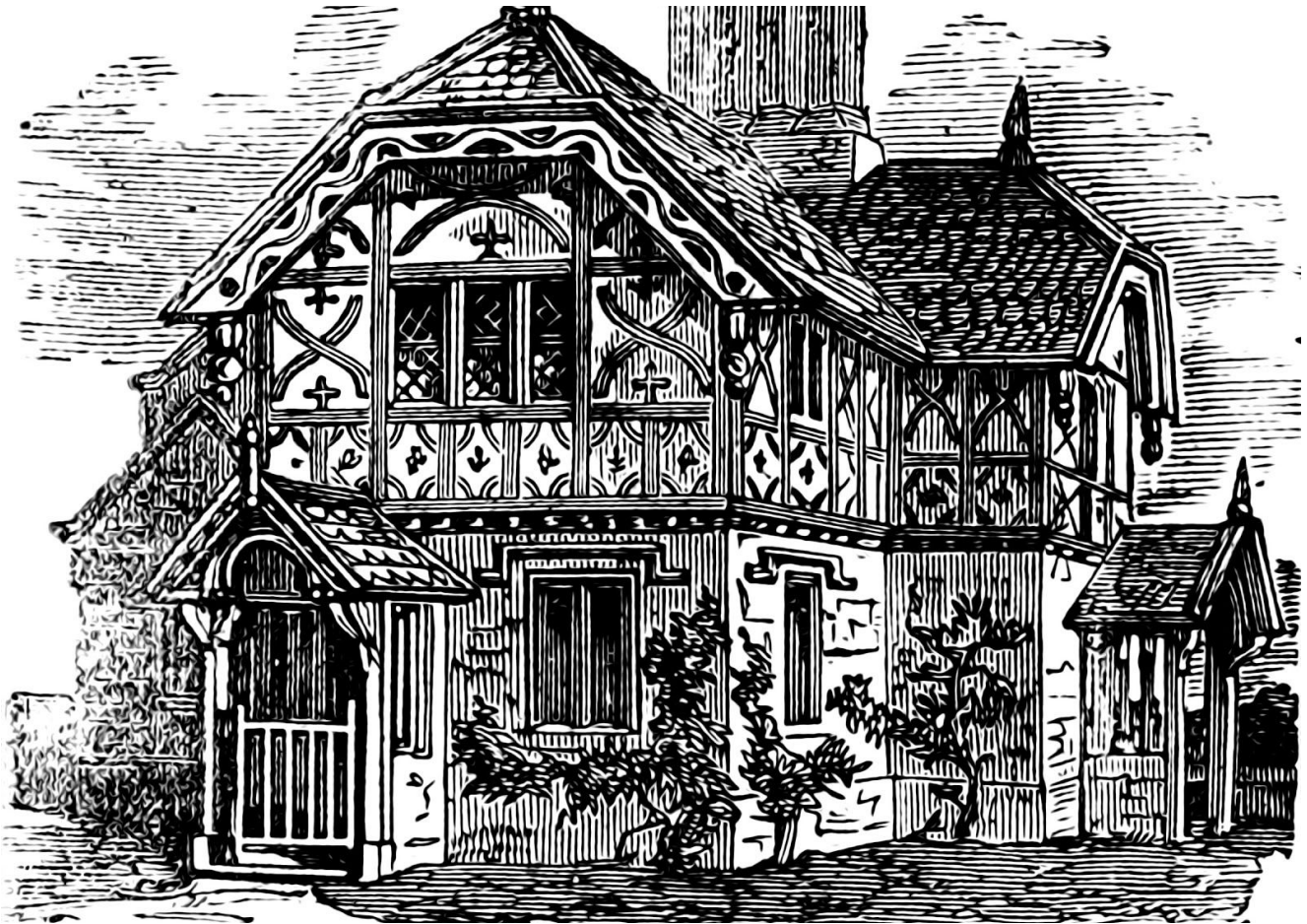
- ❖ 20 0-level NPCs: 8 gp each, total 160.
- ❖ 10 1st-level thieves: 30 gp each, total 300.
- ❖ 5 2nd-level thieves: 70 gp each, total 350.
- ❖ 3 3rd-level thieves: 140 gp each, total 420.
- ❖ 1 4th-level fighter: 200 gp.
- ❖ 1 4th-level magic-user: 280 gp.
- ❖ 7th-level Guildmaster: Generates revenue as 4th-level thief, total of 300 gp.
- ❖ Gross monthly revenue is 2,010 gp.

In an average month the Guild will take in 2,010 gp. It takes a 50% cut, earning 1,005. The other 50% of the profits are divided amongst the members.

The Guild has the following expenses:

- ❖ Membership: 10 gp for the 20 0-level NPCs, 80 gp for the thieves and fighters, 140 gp for the magic-user, for a total of 230 gp.
- ❖ Hideout maintenance: 27.5 gp
- ❖ Bribes: $3d6\%$ per month, avg. of 10.5%, for a total of 211 gp. While this is calculated using the gross it is subtracted from the Guild's net.
- ❖ Total expenses are 468.5 gp.

Each month, assuming there are no modifiers to revenue, the Nightwalker Guild nets 536.50 gp



Conflicts

There are two types of Conflicts (with a capital “C”) that can occur in game: External and Internal. This chapter details these, and ends on a more severe case: mass conflict, which is armed conflict between guilds.

Guilds & the Law

For purposes of abstraction these rules do not deal with law and punishment. Certain banes and Conflicts reference breaking the law – Guild members can be jailed or executed – but these rules really do not try to model the justice system in a settlement.

Needless to say, Thieves’ Guilds are looked upon with distaste at best in most civilized settings; even state-sanctioned Guilds – such as Spy Rings, or Smuggling gangs that help get supplies into a city under siege – are regarded with suspicion and distrust.

Typically, External Conflicts occur because there are too many thieves, or too many Guilds, operating in a settlement. Internal Conflicts typically occur when the Guild is overcrowded (i.e. it has exceeded its Market Class limit) or a morale check has failed.

Many Conflicts can be resolved through the use of thief skills. These will be noted in the description. Unless otherwise stated, the Guildmaster must designate one or more (when applicable) thieves who will use their abilities to address the Conflict. As a general rule it takes one full month to do so, during which time those designated do not generate revenue.

Results of Conflicts

One of the potential results of a Conflict are dead or injured Guild members. There are three degrees of injury:

1. **Dead.** The member is dead.
2. **Crippled.** The member is gravely wounded and does not produce revenue for one month. After one month they are considered Injured.

3. **Injured.** The member produces half their normal revenue. After one month they are healed.

Clerics & Healing

Clerics lower than 7th level will not always be successful in reducing Dead to Crippled. Lower-level clerics have a chance of success equal to their level and lower on a roll of 1d8. A 2nd-level cleric, therefore, would be successful in reducing Dead to Crippled 2 times in 8.

Without clerical healing there’s a 1-3 in 6 chance that Crippled Guildmembers will not improve and must be retired. There’s a similar 1 in 6 chance that Injured Guildmembers suffer the same fate.

If the Guild does not have access to a cleric they may pay a temple to heal the injured. This either costs double to ensure discretion or risks a 1 in 6 chance of triggering an External Conflict per wounded individual.



External Conflicts

External Conflicts typically occur as a result of clashes with either the law of a settlement or other Guilds. If a result is not applicable – the secret police in a city would not need to worry about run-ins with the Guard – roll until an acceptable result is generated.

They are triggered mechanically by a number of occurrences:

- ❖ Founding a new Guild in a settlement will cause External Conflicts monthly with a 1 in 6 chance as the existing Guilds adapt to the newcomer. This will last for a number of months equal to the Market Class of the settlement.
- ❖ If the settlement is already at maximum capacity External Conflicts are automatically triggered once per month for the new Guild. This lasts a number of months equal to the Market Class of the settlement. After this point, assuming there are still more than the maximum number of Guilds, one random Guild per month suffers an External Conflict.
- ❖ There are more Guilds of a specific focus than the maximum number allowed by the Market Class. The new Guild suffers External Conflicts for a number of months equal to the Market Class, and then the Conflicts are randomly assigned, one per month.
- ❖ As the result of a boon or bane.
- ❖ Every time a new leader is appointed to run either the settlement or the domain (Mayor, Baron, etc.).

External Conflict Results

External conflicts are described below. Roll 1d100: the higher the roll, the worse the result.

1-10. Street Fight

1d4 Guild members get in a fight with a rival Guild. Each will be injured on a roll of 1-3, crippled on a roll of 4-5, or killed on a roll of 6.

11-20. Increased Patrols

The City Guard mounts more frequent patrols in the area of the Guild's hideout, reducing income by 10% for one month. There's a 1-2 in 6 chance that 1d4

Guild members are arrested (use chances of bribery and punishment in each Guild's bane table). If the Guild is able to make a number of successful Move Silently checks equal to the Market Class this Conflict is avoided for the month.

21-30. Tough on Crime

The city's leaders begin a crackdown on crime that lasts for one month. During this time 1d10 Guild members will be arrested. Each individual targeted can attempt a Hide in Shadows roll to avoid arrest, but doing so reduces their revenue by 50% for the month as they have to go into hiding. Each jailed member can be released with a successful open locks check (otherwise use chances of bribery and punishment in each Guild's bane table).

31-40. Curses!

1d6 random Guild members fall victim to a curse while carrying out shenanigans. They're removed from play for the month unless they visit a cleric that can cast remove curse.

41-50. Slow Month

Revenue for the month is reduced by 25%. If the Guild is able to make a number of successful Climb Wall checks equal to the Market Class of the community this Conflict can be avoided.

51-55. Unexpected Security

A big score is more well-guarded than expected, reducing revenue for the month by 20%. A successful Find Traps followed by an Open Locks check will remove this Conflict.

56-60. External Threat

A monster that thrives in urban environments – a vampire, wererats, dopplegangers, etc. – terrorizes the settlement. Income is reduced by 1d4x10% and 1d6 Guild members are killed. For every successful Move Silently check, reduce the percentage loss by 10% and the number killed by 1.

61-65. Robbed the Wrong Target

The Guild targets someone who can seek revenge, which they proceed to do. Treat the wronged target as a classed character of a level equal to the Market Class plus 1d4, along with whatever entourage would be expected of a character of that level. Refer to the rules on p. 212 of OSE Core for generating NPC encounters. This Conflict should be played out.



66-70. Exposed

A rival Guild tracks down the Guild's hideout. A bribe of one month's revenue is needed to avoid exposure to the authorities.

71-75. Setup

The Guild is set up by a rival Guild and find the authorities waiting for them during a job. 1d6-1 Guild members per Market Class are arrested, with punishments determined by the Guild's description. An imprisoned Guild member can be sprung from jail on a successful open locks roll (otherwise use chances of bribery and punishment in each Guild's bane table).

76-80. Gang Warfare

Armed conflict with another Guild becomes unavoidable. Refer to mass conflict resolutions, below. Revenue drops by 25% for the month, and the Conflict lasts for one month, regardless of outcome.

81-85. Slow Month

Revenue is reduced by 50% for the month.

86-90. Cutting off the Head

High-level Guild members are targeted for assassination. It is recommended that the Referee and PCs play this out, with the thief character taking the role of the target if needed. The Referee rolls 1d6: the total level of assassins is 1d6 lower than the target (1-2), equal to the target (3-4), or 1d6 higher than the target (5-6). If the assassination is successful it triggers an Internal Conflict.

91-94. Increased Patrols

The Guild's turf is subjected to increased patrols lasting 1d4 months. Revenue is lowered by 25% per month, unless the Guild is able to make Move Silently rolls as described above.

95-97. Streets on Fire

Armed conflict breaks out between the Guild and one of its rivals (determine at random if there is not another Guild with the same focus). Revenue drops by 50% during this period, and the conflict will not cease until one Guild is destroyed or absorbed by the other.

98-99. Exposed

The Guild's hideout is exposed to the authorities and rival gangs. The Guild must flee to safe houses, reducing revenue by 75% until a new safe house can be constructed.

100. Cutting off the Head

All of the high-level thieves in the Guild are targeted by a coordinated assassination attempt. The attempts target members of Captain rank or higher, as well as any magic-users and clerics in the Guild. The Referee rolls 1d6: the total level of assassins is 1d6 lower than the target (1-2), equal to the target (3-4), 1d6 higher than the target (5-6). If the assassination is successful it triggers an Internal Conflict.

Internal Conflicts

Internal Conflicts are those that occur within the structure of a Guild. They can manifest as conflict between members, damage or sabotage to the hideout, destruction or theft of property or profits, etc.

Internal conflicts are triggered by the following occurrences:

- ❖ The Guild membership exceeds the maximum allowed in a Market Class.
- ❖ The result of a Guild morale check.
- ❖ The result of a randomly rolled bane.
- ❖ Higher-level individuals are overseen by lower level individuals.

Internal Conflict Results

Internal conflicts are described below. Roll 1d100: the higher the roll, the worse the result.

1-10. Internal Dissension

There is trouble brewing at the Guild. The next morale check suffers a penalty of $-1d4$ to the roll. If a Captain or Lieutenant makes a successful Remove Traps roll this penalty can be eliminated.

11-20. Skimming off the Top

Someone is stealing from the till. Revenue for the month is reduced by 1d10%. This will continue until a successful Hear Noise check is made, which uncovers the guilty party.

21-30. Negative Vibes

Talk around town is that the Guild isn't a good place to work. Apply a -1 modifier to all hiring reaction rolls for a period of one month. A successful Find Traps check by an officer of Captain rank or higher removes this penalty.

31-40. Vandalism

Someone vandalizes the hideout, doing 1d4x1000 gp in damage. The damage must be repaired in one month's time. For every month it is not, another Internal Conflict has a 1-4 in 6 chance of occurring. A Remove Traps roll made by a Lieutenant-rank or higher officer will remove this Conflict.

41-50. Sabotage

A disgruntled Guild member attempts to sabotage a mission, triggering an External Conflict. A

successful Hear Noise made by an officer of Lieutenant rank or higher prevents this sabotage.

51-60. Treachery

A Guild member turns double agent. A successful Hear Noise check made by a Captain-rank or higher officer negates this Conflict.

61-65. Assassination

1d4 flunkies attempt to take out their Lieutenant. The outcome should be determined by the usual combat rolls. Roll 1d6: the total level of assassins is 1d6 lower than the target (1-2), equal to the target (3-4), 1d6 higher than the target (5-6).

66-70. Internal Dissension

There is trouble brewing at the Guild. The next 1d4 morale checks suffer a penalty of $-1d4+1$ to the roll. If a Captain or Lieutenant makes a successful Remove Traps roll this penalty can be eliminated.

71-75. Skimming off the Top

Someone is stealing from the till. Revenue for the month is reduced by 2d10%. This will continue until a successful Hear Noise check is made, which uncovers the guilty party.

76-80. Negative Vibes

Talk around town is that the Guild isn't a good place to work. Apply a $-1d4$ modifier to all hiring reaction rolls for a period of 1d4 months. A successful Find Traps check by an officer of Captain rank or higher removes this penalty.

81-85. Vandalism

Someone vandalizes the hideout, doing 3d6x1000 gp in damage. The damage must be repaired in one month's time. For every month it is not, another Internal Conflict has a 1-4 in 6 chance of occurring. A Remove Traps roll made by a Lieutenant-rank or higher officer will remove this Conflict.

86-90. Treachery

1d4 Guild members turn double agent. A successful Hear Noise check made by an officer of Captain rank or higher negates this Conflict.

91-95. Curses!

1d4x10% of the Guild falls victim to a curse, either from a stolen item or a vengeful target. These members are removed from play until their curses can be lifted, which must occur individually.

96-99. Assassination

1d6 flunkies attempt to take out their Captain. The outcome should be determined by the usual combat rolls. Roll 1d6: the total level of assassins is 1d6 lower than the target (1-2), equal to the target (3-4), 1d6 higher than the target (5-6).

100. Assassination

2d6 flunkies attempt to take out their Guildmaster. The outcome should be determined by the usual combat rolls. Roll 1d6: the total level of assassins is 1d6 lower than the target (1-2), equal to the target (3-4), 1d6 higher than the target (5-6).

Mass Conflict

When two Guilds enter armed Conflict – or a Guild splinters and begins infighting – there are two means of resolving it: it can be played out using the standard rules, or it can be abstracted into a series of die rolls. This section provides a simple means for resolving Conflict via abstract dice rolls.

Step 1: Calculate Battle Rating

The first step is to calculate the total levels of all the combatants involved from each Guild (the Guild's Battle Rating), as follows:

- ❖ 0-level members count as ½ level.
- ❖ Magic-users have their levels multiplied by 1.5.
- ❖ Clerics and fighters have their levels multiplied by 1.25.
- ❖ Monsters use their HD equivalent. Each asterisk multiplies their HD by 1.25

All decimals are rounded up.

Step 2: Wage Battle

Conflicts are resolved in chunks of time equal to one month. Each month the two sides roll 1d100, modified as follows:

- ❖ Add the Guildmaster's Intelligence and Charisma score to the roll.
- ❖ Add 5 for each Captain.
- ❖ Add 2 for each Lieutenant.
- ❖ If the Guild is an Assassins' or Thugs' Guild add 1d20 to the roll.

Add each Guild's roll to its Battle Rating. The highest total wins the Conflict. Casualties are determined (see below), and if both sides are still standing the Conflict continues (see Step 5).

Step 3: Determine Initial Casualties

The losing side suffers casualties as follows. For every difference of 25 between the two totals they suffer:

- ❖ 1 Dead
- ❖ 2 Crippled
- ❖ 3 Injured

The winning side suffers casualties equal to half the number that the losing side does.

Example

Argus and the Nightwalkers are fighting a rival Gang. The Nightwalkers have a BR of 57, the opposing Guild has a BR of 40.

Each rolls 1d100 and adds the noted modifiers. The Nightwalkers get a total of 137, the rival Guild a total of 52. The modified Battle Ratings are 194 and 92.

The difference between the two is 102, so the losing Guild has 4 Dead, 8 Crippled, and 12 Injured. The Nightwalkers have 2 Dead, 4 Crippled, and 6 Injured.

Step 4: Resolve Casualties

Each Guildmaster may make a Move Silently check when determining casualties. If the roll is successful the number of casualties for their Guild is reduced by 1d6x10%. This roll is made after both sides calculate their casualty rate.

Casualties of battle are removed from the roster until healed (see Clerics & Healing, above) or their numbers can be replenished. Casualties are determined at random, as laid out in the section on Guild Focuses.

Step 5: Morale

Once casualties are determined, both sides must make a morale check. Roll 3d6 and compare it to the Guild's morale, modified as follows:

- ❖ If the Guild has won the battle add +2 to the roll.
- ❖ If the Guild has lost more than half its members subtract 2 from the roll.

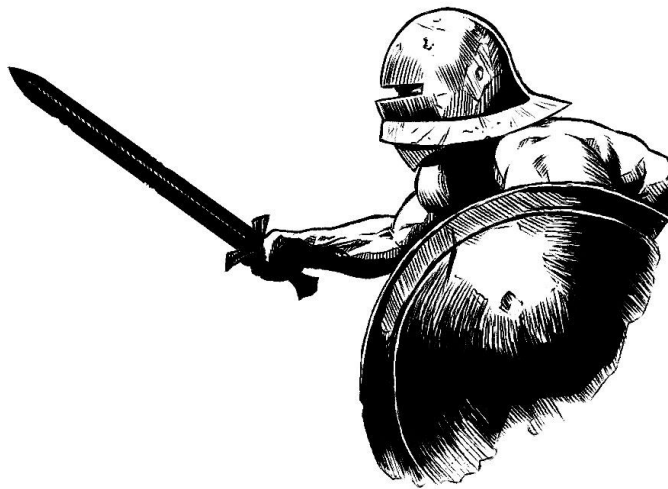
If a morale check is failed the Guild will attempt to end the Conflict by suing for peace. If both checks fail peace is automatic. Otherwise, the Guildmaster seeking peace must roll for the rival Guild's reaction, modified by their Charisma score, and compare it to the results below:

Guild Reaction

Result	Reaction
1 or lower	No mercy. The winning side continues to attack until the other Guild is destroyed.
2-4	The winning Guild continues the attack for one more month. Any

Guild members from the losing Guild that remain in the city are targets. Resolve as normal, but the losing Guild only adds 3d20 to their Battle Rating.

6-9	The winning Guild absorbs the losing Guild. Roll 1d6: they offer positions to the Guildmaster and their officers (1-3) or they demand reparations equal to two months revenue (4-6).
10-12	The winning Guild seeks reparations equal to 100 gold for each slain member, 50 for each Crippled member, and 25 for each Injured member. The conflict is over.
13 or higher	The battle is over and no ill feelings remain. These things happen, after all.



Running a Guild

Morale

Every Guild has a morale score that measures the overall happiness – and loyalty – of its members. Morale checks are made once a month.

When a Guild is first founded the starting morale score is Content (see Morale Results, below).

A morale check is made by rolling 3d6 and comparing the result to the below chart. Modifiers to the morale score are as follows:

- ❖ The Guildmaster's Charisma modifier.
 - ❖ If the Guildmaster is a thief add +1 to the roll.
 - ❖ If the Guildmaster is 9th level or higher add +1 to the roll.
 - ❖ If the Guild holds a monopoly on its Guild focus in a settlement add +1 to the roll.
 - ❖ If the Guild pays a death benefit to members' relatives add +1 to the roll. This applies even if no members die during the time period. Death benefits must be no less than the amount of revenue the member would generate during a month.
 - ❖ If a cleric of the same alignment as the Guild is a member apply a +1 modifier to the check.
 - ❖ If the Guild takes less than 50% of revenue from its members add +1 to the roll.
 - ❖ If the Guild takes more than 50% of revenue from its members subtract 1 from the roll.
 - ❖ If there are more Guilds that the settlement can sustain subtract 1 from the roll.
 - ❖ If there are more Guilds of a given type than the settlement can sustain subtract 1 from the roll.
 - ❖ If the Guild has no revenue for the month subtract 1 from the roll.
 - ❖ If more than 10% of Guildmembers died during the month subtract 1 from the roll.
 - ❖ If half or more of the Guildmembers are a combination of jailed, Injured, or Crippled subtract 1 from the roll.
 - ❖ If the alignment of the Guild is Chaotic subtract 1 from the roll.
- ❖ If any member of the Guild is a higher level than the Guildmaster subtract 1 from the roll.
 - ❖ If the Guildmaster spends fewer days per month overseeing the Guild than are required subtract 1 from the roll.
 - ❖ If the Guildmaster spends no time during the month overseeing the Guild subtract 3 from the roll (not cumulative with above).
 - ❖ If the Guild is a franchise operation subtract 1 from the roll.

Morale Results

The morale results are described below. Note that morale cannot change more than one degree per month. Therefore, a Guild that has a morale of Content cannot vary beyond Happy or Discontent in one month, regardless of what the actual roll is.

Coup (1 or lower)

The Guild is in active revolt against the Guildmaster. $(1d4+6) \times 10\%$ of the members participate in a coup against the Guildmaster, led by the highest-level member that is not a retainer of the Guildmaster. No revenue is generated, nor can new members be recruited.

Rebellious (2)

Revenue decreases by 3d6%. Roll on Internal Conflict table, adding 10 to the roll. New recruiting rolls suffer a -2 penalty.

Belligerent (3-4)

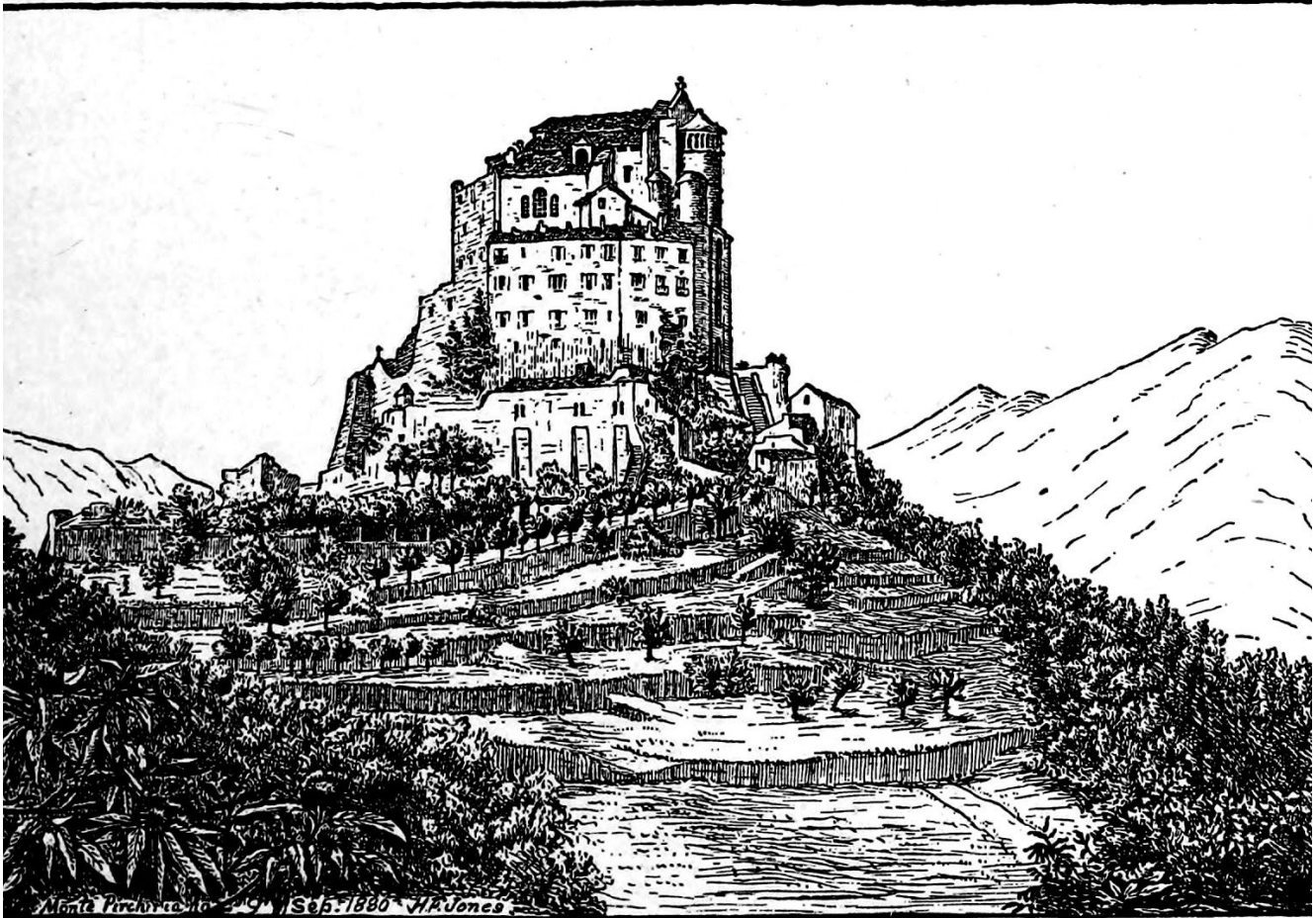
Revenue decreases by 2d6%. Roll on the Internal Conflict table. New recruiting rolls suffer a -1 penalty.

Discontent (5-7)

Revenue decreases by 1d6%. Roll on the Internal Conflict table, subtracting 10 from the roll.

Content (8-13)

There's a 1 in 6 chance that one double agent is uncovered in the Guild, assuming there is a double agent.



Happy (14-16)

Revenue increases by 1d6%. There's a 1-2 in 6 chance that 1d2 double agents are discovered, assuming there are any. If an Internal Conflict roll is made, subtract 5 from the roll.

Loyal (17-18)

Revenue increases by 2d6%. There's a 1-3 in 6 chance that 1d4 double agents are uncovered, if there are any. If an Internal Conflict roll is made, subtract 10 for the result. Apply a +1 modifier to all hiring rolls.

Dedicated (19)

Revenue increases by 3d6%. There's a 1-4 in 6 chance that 1d6 double agents are uncovered, if there are any. If an Internal Conflict roll is made, subtract 10 for the result. Apply a +2 modifier to all hiring rolls.

Fanatical (20+)

Revenue increases by 4d6%. 1d6 double agents are uncovered if there are any. If an Internal Conflict roll is made, subtract 10 for the result. Apply a +3 modifier to all hiring rolls.

Experience & Gaining Levels

Guildmasters gain XP from revenue generated by the Guild's activities. Divide the monthly net revenue by the Guildmaster's level. This is the total amount of XP – it is not modified by Prime Requisites – the Guildmaster earns for that month.

Retainers of PCs gain XP from Guild-related activities at a rate equal to their share of the monthly profits (i.e. whatever percentage they receive from the revenue they generate).

Example

On an average month Argus gains 77 XP from running the Nightwalkers, not especially lucrative. He needs to focus on growing the Guild!

All other members' advancement can be determined randomly, as follows:

- ❖ For every month they belong to the Guild, 0-level NPCs have a 1-2 in 6 chance of advancing to level 1.
- ❖ Leveled characters have a chance of advancing a level at a rate in months equal to their current level plus 1. Therefore, every five months a 4th-level Guildmember would roll to determine whether they gain a level.
 - Thieves have a 1-3 in 6 chance of advancing.
 - Fighters and clerics have a 1-2 in 6 chance of advancing.
 - Magic-users have a 1 in 6 chance of advancing.

This can all be abstracted out:

- ❖ At the end of every month one third of 0-level NPCs will become 1st level.
- ❖ For every given time period ½ of thieves, 1/3 of clerics and fighters, and 1/6 of magic-users in the Guild will advance one level.
- ❖ If there are only a few members of a given level multiply the above chance by the number of months elapsed to determine when they advance. They will do so when the chance to gain a new level exceeds 50%.

Example

A Guild has one 1st-level magic-user. The first month there's a 1 in 6 chance of advancing. The second month there's a 1-2 in 6 chance, etc. Rather than rolling, the magic-user automatically advances after the fourth month.

When a 0-level Guildmember reaches 1st level roll 1d20 to determine their class, as follows:

1d20	Class
1-8	Thief*
9-16	Fighter
17-18	Cleric
19	Magic-user
20	Other class

*If assassins are being used in the campaign there's a 1 in 6 chance they become an assassin, rather than a thief. If they belong to an Assassins' Guild this chance is increased to 1-2 in 6.

Franchising

When a Guild has reached maximum capacity, one option is to expand to a different settlement. Usually when this occurs, the best option is for the Guildmaster to put the new Guild branch under the control of a trusted retainer to ensure loyalty.

A Guild franchise must tithe some portion of its revenue to the main Guild. This portion is typically 10% of net. Higher tithes impose a -1 penalty to morale checks.

Additionally, if the franchise location is more than 30 miles from another branch of the same Guild, or more than 60 miles away from the main branch, a -1 penalty is assessed to morale checks.

Otherwise, founding a franchise is the same as founding a new Guild; they must still establish a hideout, if there are already the maximum number of Guilds in the settlement a Conflict will occur, etc.

However, the main Guild has the option of staffing the franchise with members that are already in the Guild's employ, whether to complement new recruits or supplant them entirely. A franchise Guild staffed by newcomers suffers a -2 penalty to revenue rolls for a period of months equal to the Market Class of the settlement as the newcomers get to know the environs.

Order of Operations

Bringing all of this together, the Guild performs the following order of operations, once at the beginning of each month and once at the end of each month.

Beginning of the Month

At the beginning of each month the Guildmaster does the following:

1. Pay expenses based on the Guild's status at the end of the preceding month.
2. Determine if the Guild will be recruiting new members.
3. Roll for banes and boons.
4. Roll for Conflicts. If any Conflicts can be resolved via thief skill checks designate members to do those and resolve.

End of the Month

At the end of the month:

1. Collect Revenue.
 - a. Determine gross revenue first.
 - b. Modify by boons and banes (if any) second.
 - c. Modify by morale third.
 - d. Modify by Conflict (if any) fourth.
2. If the Guild tried to recruit new members this month, pay recruiting costs accordingly.
3. Add/subtract members that were gained or lost during the month.
4. Roll for morale changes



Guilds & the Referee

Non-Guildmembers

It is easy to determine the Guild membership numbers in an urban center, based upon the number of Guilds, the types, and the average membership. As a general rule, there will be a number of freelance thieves operating in the urban center equal to the total number of Guild-affiliated thieves times 1d10x10%.



If there are fewer Guilds in the center than the maximum number allowed add 1 to the roll per degree of difference.

Example

An urban center with a Market Class of 10 can support a maximum of 10 Guilds without Conflict. If the city were to have a total of 6 Guilds the Referee would roll $(1d10+4) \times 10\%$ of Guildmembers to determine the total number of freelance thieves.

The total number of thieves in a city cannot exceed the total number of thieves allowed for that urban center without causing Conflict. Every month while the thieves exceed the maximum limit, choose one Guild at random and roll for an External Conflict.

Example

An urban center of MC 10 can have a total of 10 Guilds, each with a maximum of 100 members. The urban center, therefore, can support a total of 1,000 thieves (both Guild and non-Guild). For purposes of this example we'll assume that all of the Guilds present have the standard limits.

The Referee rolls 1d6-1 for each Guild to determine the total membership.

1. 40%. 60 members.
2. 40%. 60 members.
3. 50%. 50 members.
4. 40%. 60 members.
5. 10%. 90 members
6. 50%. 50 members.
7. 30%. 70 members.
8. 10%. 90 members.
9. 10%. 90 members
10. 0%. 100 members.

There are a total of 720 Guild-associated thieves in the city. Rolling 1d10x10% the Referee gets a 6; there are a number of freelance thieves in the community equal to $720 \times 60\%$, for a total of 432. The total number of thieves in the community is $720 + 432$, or 1,152.

This exceeds the total number of thieves allowed by 152.

Regardless of the number of organized thieves in a community there will always be a minimum number of unaffiliated thieves equal to the Market Class of the settlement.

Example

A village of Market Class 3 has a total of 15 Guildmembers (3 Guilds with a maximum limit of 5 each). There will always be 3 unaffiliated thieves present.

Guild Reactions to Non-members

Different Guilds respond to unaffiliated thieves differently. Some Guilds will drive freelancers out of town, or report them to the authorities, or worse. Other Guilds view them as a source of potential recruits. When a Guild is founded, chose one of the following. The decision may be changed, but it can only be done at the beginning of a month and only once per year.

Friendly

Unaffiliated thieves are viewed as an asset to the brethren in general. When recruiting new members roll twice to see how many potential recruits are available, taking the better of the two results. Additionally, the Guildmaster gains a +1 bonus to the reaction roll when hiring. However, the Guild's monthly revenue is reduced by 2d6% due to increased competition.

Cooperative

Unaffiliated thieves are viewed as a necessary evil and a resource to be exploited. When rolling to determine potential recruits roll twice, taking the better of the two results. However, the Guild's monthly revenue is reduced by 2d4% due to competition.

Neutral

No effect.

Opposed

The Guild does its best to eliminate unaffiliated thieves. Every month 1d4-1 independent thieves will be eliminated from the pool. There's a 1-3 in 6 chance they are convinced to join the Guild, but if they do there's a 1-2 in 6 chance they are double agents for another Guild or the state. Such an attitude helps the Guild with the authorities, as it reduces random crime; if an External Conflict occurs involving the law reduce any penalties by 25%.

Hostile

The Guild is outright hostile to independent thieves. Every month 1d6 are eliminated from the population. If an External Conflict occurs involving the law reduce any penalties by 50%.

Random Guilds

This section details rules for determining the number of Guilds, their types, and membership in a given urban center.

To determine the number of Guilds operating in an urban center refer to the table below for the Market Class, roll 1d20, and cross-reference to find the number of active Guilds.

Number of Guilds in an Urban Center

MC	1d20 result:				
	1	2-3	4-17	18-19	20
1	0	0	1	2	3
2	0	1	2	3	4
3	0	1	1d2+1	4	5
4	0	2	1d2+2	5	6
5	1d2-1	2	1d3+2	6	7
6	1d2-1	3	1d4+2	7	8
7	1d3-1	3	1d4+3	8	9
8	1d3-1	4	1d4+4	9	10
9	1d4-1	4	1d4+5	10	11
10	1d4-1	5	1d4+6	11	12

When determining the number of members in each Guild, take the maximum number of members allowed and subtract $(1d6-1) \times 10\%$.

As a general rule of thumb, the makeup of a given Guild can be broadly extrapolated as follows. Start rolling with the 0-level members and continue down the list, rounding up any fractions. Upon reaching 100% stop rolling; the Guild rolls have been filled. If, after rolling through the first time, a total of 100% has not been reached there are two options: return to the beginning and continue rolling until 100% is achieved, or modify the total number of members to reflect the lower total.

- ❖ Determine the total number of members.
- ❖ 20-50% of the members will be 0-level.
- ❖ 20-50% of the members will be thieves.
- ❖ 10-30% of the members will be fighters.
- ❖ 1-10% of the members will be clerics.
- ❖ 1-10% of the members will be another class or non-humans.
- ❖ 1-6% of the members will be magic-users.

Example

The Referee is creating a Guild with 50 members. The rolls are as follows:

- ❖ 1d4+1 = 40%. 20 members are 0-level.
- ❖ 1d4+1 = 30%. 15 members are thieves.
- ❖ 1d3 = 10%. 5 members are fighters.
- ❖ 1d10 = 2%. 1 member is a cleric.
- ❖ 1d10 = 8%. 4 members are of other classes or non-humans.
- ❖ 1d6 = 3%. 2 members are magic-users.

There are 3 unfilled slots. The Referee can either assume the remainder are 0-level, or the Guild only has 47 members.

Each Guild will possess an alignment as follows (roll 1d6):

1d6	Alignment
1	Lawful
2-4	Neutral
5-6	Chaotic

When determining the focus of each Guild, roll on the list below. If the result is a Guild that cannot exist in the chosen Market Class, roll again until one that can is generated. If the result will put the maximum number of Guilds over the limit for the settlement – 3 Beggars’ Guilds in a Class 4 Market, for instance – do not re-roll. This simply provides a means for pre-generating Conflict within a Market Class.



1d20	Guild Focus
1	Assassins
2-5	Beggars
6-8	Burglars
9	Con Artists
10-12	Fencing
13-15	Smuggling
16	Spy Ring*
17-20	Thuggery

*Any urban settlement of Lawful or Neutral alignment has a 1-3 in 6 chance of possessing a state-run spy ring, in addition to any randomly determined Guilds. This spy ring counts against the maximum number of Guilds in a settlement.

Entering a Settlement

When the party thief enters a new city, the question asked is often: “is there a Thieves’ Guild in the city?” The way to answer that question is as follows.

For every day the thief is in a new city searching for a Guild, make one Hear Noise roll. On a success the character discovers the presence of one Guild that exists in the city, and may approach a Guild member if desired. They may continue to search for as long as they’d like, with each successful roll uncovering the presence of another Guild – up to the maximum number of Guilds, of course.

Once a Guild is uncovered, the thief has the option of trying to suss out where their hideout is. For each day spent searching for the hideout make a Search for Traps roll. On a successful roll they have uncovered the location of the Guild.

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