# BASIC D20 TO D&D

Basic d20 is a simplified version of the d20 system suitable for use in any d20-based campaign. This system has been designed for quick character generation and ease of play. The focus is to make it simpler for players. The GM, however, must be well-versed in the d20 system to make use of this set of rules. The system cannot be used with older forms of Dungeons & Dragons without conversion, however. This document explains how to convert your Basic d20 character for use in older D&D modules and adventures.

#### **ABILITY SCORE CONVERSION**

Convert your Basic d20 ability score modifiers to D&D ability scores according to the table below.

If you have this		Then	you have	this Ability	Score in fo	orms of D&	ıD	
Ability Score in	D&D	AD&D	AD&D	AD&D	AD&D	AD&D	AD&D	D&D
Basic d20	B/X/C/M	Str	Int	Wis	Dex	Con	Cha	3/3.5/3.75
-4	3	3	3	3	3	3	3	3
-3	3	3	3	3	4	3	3	4-5
-2	4-5	4-5	3-4	4	5	3	3-4	6-7
-1	6-8	6-7	5-7	5-7	6	4-6	5-6	8-9
+0	9-12	8-15	8-10	8-14	7-14	7-14	7-13	10-11
+1	13-15	16-17	11-12	15	15	15	14-15	12-13
+2	16-17	18-18/50	13-14	16	16	16	16	14-15
+3	18	18/51-18/90	15-16	17	17	17	17	16-17
+4	18	18/91-18/99	17-18	18-19	18-20	18	18-20	18-19
+5	18	18/00-19	19-20	20-21	21-23	19-20	21-22	20-21
+6		20	21-22	22-23	24-25	21-23	23-24	22-23
+7		21-22	23-24	24-25		24-25	25	24-25
+8		23	25					26-27
+9		24						28-29
+10		25						30-31

To use the table, simply take your Basic d20 ability score modifiers and read across until you find the appropriate ability score in the D&D system of your choosing. If a range is given, the GM can assign a number or make the player roll to see exactly what ability score the character has.

For example, the GM decides to run module T1 from AD&D. One character has Str +2, Dex +2, Con +3, Int +0, Wis -1, and Cha +2. These scores become Str 18 to 18/50, Dex 16, Con 17, Int 8 to 10, Wis 5 to 7, and Cha 16. Since Strength, Intelligence, and Wisdom show a range of values, the fiendish GM makes the player roll 1d100 divided by two to find exceptional Strength, 1d3 + 7 for Intelligence, and 1d3 + 4 for Wisdom.

## **HIT POINT CONVERSION**

Find your character's hit points based on his Toughness skill ranks and number of Toughness feats.

Hit	Points for Adva	nced Dungeons	& Dragons (1st	and 2nd Editions	
Toughness Skill		Toughness	Extra Hit	Toughness	Extra Hit
Ranks	Hit Points	Feats	Points	Feats	Points
0	1d2	0	+0	21	+61
1	1d4	1	+3	22	+62
2	2d4	2	+6	23	+63
3	3d4	3	+9	24	+64
4	4d4	4	+12	25	+65
5	5d4	5	+15	26	+66
6	6d4	6	+18	27	+67
7	7d4	7	+21	28	+68
8	8d4	8	+24	29	+69
9	9d4	9	+27	30	+70
10	10d4	10	+30	31	+71
11	10d4+1	11	+33	32	+72
12	10d4+2	12	+36	33	+73
13	10d4+3	13	+39	34	+74
14	10d4+4	14	+42	35	+75
15	10d4+5	15	+45	36	+76
16	10d4+6	16	+48	37	+77
17	10d4+7	17	+51	38	+78
18	10d4+8	18	+54	39	+79
19	10d4+9	19	+57	40	+80
20	10d4+10	20	+60		

Hit	Hit Points from Toughness Ranks for Dungeons & Dragons (B/X/C/M)							
Toughness		Toughness		Toughness				
Skill Ranks	Hit Points	Skill Ranks	Hit Points	Skill Ranks	Hit Points			
0	1d2	8	8d4	16	9d4+15			
1	1d4	9	9d4	17	9d4+18			
2	2d4	10	9d4+1	18	9d4+21			
3	3d4	11	9d4+2	19	9d4+24			
4	4d4	12	9d4+3	20	9d4+27			
5	5d4	13	9d4+6					
6	6d4	14	9d4+9					
7	7d4	15	9d4+12					

Hit Po	Hit Points from Toughness Feats for Dungeons & Dragons (B/X/C/M)								
Toughness Feats	Hit Points	Toughness Feats	Hit Points	Toughness Feats	Hit Points				
0	+0	14	+28	28	+45				
1	+2	15	+30	29	+47				
2	+4	16	+32	30	+48				
3	+6	17	+34	31	+50				
4	+8	18	+36	32	+51				
5	+10	19	+37	33	+53				
6	+12	20	+37	34	+54				
7	+14	21	+38	35	+56				
8	+16	22	+38	36	+57				
9	+18	23	+39	37	+59				
10	+20	24	+39	38	+60				
11	+22	25	+41	39	+62				
12	+24	26	+42	40	+63				
13	+26	27	+44						

	Hit Points for Dungeons & Dragons (3/3.5/3.75)							
Toughness Skill	Hit Dice	Toughness	Extra Hit	Toughness	Extra Hit			
Ranks	(Hit Points)	Feats	Points	Feats	Points			
0	1d3 (1)	0	+0	21	+63			
1	1d6 (4)	1	+3	22	+66			
2	2d6 (8)	2	+6	23	+69			
3	3d6 (12)	3	+9	24	+72			
4	4d6 (16)	4	+12	25	+75			
5	5d6 (20)	5	+15	26	+78			
6	6d6 (24)	6	+18	27	+81			
7	7d6 (28)	7	+21	28	+84			
8	8d6 (32)	8	+24	29	+87			
9	9d6 (36)	9	+27	30	+90			
10	10d6 (40)	10	+30	31	+93			
11	11d6 (44)	11	+33	32	+96			
12	12d6 (48)	12	+36	33	+99			
13	13d6 (52)	13	+39	34	+102			
14	14d6 (56)	14	+42	35	+105			
15	15d6 (60)	15	+45	36	+108			
16	16d6 (64)	16	+48	37	+111			
17	17d6 (68)	17	+51	38	+114			
18	18d6 (72)	18	+54	39	+117			
19	19d6 (76)	19	+57	40	+120			
20	20d6 (80)	20	+60					

# **SAVING THROW CONVERSION**

Use your character's ranks in Fortitude, Reflex, and Will to figure out his saving throws.

Advanced Dungeons & Dragons (1st and 2nd Editions)								
Fortitude	P/P/DM	P&P	Reflex	R/S/W	BW	Will	Sp	
0	16	17	0	18	20	0	19	
1	15	16	1	17	19	1	18	
2	14	15	2	16	18	2	17	
3	13	14	3	15	17	3	16	
4	12	13	4	14	16	4	15	
5	11	12	5	13	15	5	14	
6	10	11	6	12	14	6	13	
7	9	10	7	11	13	7	12	
8	8	9	8	10	12	8	11	
9	7	8	9	9	11	9	10	
10	6	7	10	8	10	10	9	
11	5	6	11	7	9	11	8	
12	4	5	12	6	8	12	7	
13	3	4	13	5	7	13	6	
14	2	4	14	4	6	14	5	
15	2	4	15	3	5	15	4	
16	2	4	16	3	4	16	4	
17	2	4	17	3	4	17	4	
18	2	4	18	3	4	18	4	
19	2	4	19	3	4	19	4	
20	2	4	20	3	4	20	4	

Dungeo	Dungeons & Dragons (B/X/C/M) Death Ray, Poison, Paralysis, and Turn to Stone Saves								
Fortitude	DR & Poison	P & TtS	Fortitude	DR & Poison	P & TtS				
0	14	16	11	7	8				
1	13	15	12	7	8				
2	13	15	13	6	7				
3	12	14	14	6	6				
4	12	13	15	5	6				
5	11	13	16	4	5				
6	10	12	17	4	4				
7	10	11	18	3	3				
8	9	10	19	3	3				
9	9	10	20	2	2				
10	8	9							

Dungeons & Dragons (B/X/C/M) Wands and Dragon Breath Saves									
Reflex	Wands	DB	Reflex	Wands	DB	Reflex	Wands	DB	
0	15	17	7	10	12	14	6	7	
1	14	16	8	10	11	15	5	6	
2	14	16	9	9	10	16	5	5	
3	13	15	10	9	10	17	4	4	
4	12	14	11	8	9	18	3	4	
5	12	13	12	7	8	19	3	3	
6	11	13	13	7	7	20	2	2	

Dungeons & Dragons (B/X/C/M) Rod/Staff/Spell Saves									
Will	R/S/Sp	Will	R/S/Sp	Will	R/S/Sp	Will	R/S/Sp		
0	17	6	13	12	8	18	4		
1	16	7	12	13	7	19	3		
2	16	8	11	14	7	20	2		
3	15	9	10	15	6				
4	14	10	10	16	5				
5	13	11	9	17	4				

		Dungeons & Dra	agons (3/3.5/3.75)		
Fortitude	Fort Save Bonus	Reflex	Ref Save Bonus	Will	Will Save Bonus
0	+0	0	+0	0	+0
1	+1	1	+1	1	+1
2	+2	2	+2	2	+2
3	+3	3	+3	3	+3
4	+4	4	+4	4	+4
5	+4	5	+4	5	+4
6	+5	6	+5	6	+5
7	+5	7	+5	7	+5
8	+6	8	+6	8	+6
9	+6	9	+6	9	+6
10	+7	10	+7	10	+7
11	+7	11	+7	11	+7
12	+8	12	+8	12	+8
13	+8	13	+8	13	+8
14	+9	14	+9	14	+9
15	+9	15	+9	15	+9
16	+10	16	+10	16	+10
17	+10	17	+10	17	+10
18	+11	18	+11	18	+11
19	+11	19	+11	19	+11
20	+12	20	+12	20	+12

#### **COMBAT CONVERSION**

Average your character's Fight and Shoot ranks and consult the tables below to find equivalent combat capability.

Fight and Shoot Average Ranks	D&D (B/X/C/M) Fighter Level	AD&D (1st & 2nd) Fighter Level	AD&D 1st Edition Fighter Column	AD&D 2nd Edition ThAC0	D&D (3/3.5/3.75) Base Attack Bonus
0	0	0	0	21	+0
1	1	1	1-2	20	+1
2	2	2	1-2	19	+2
3	3	3	3-4	18	+3
4	4	4	3-4	17	+4
5	5	5	5-6	16	+5
6	6	6	5-6	15	+6
7	7	7	7-8	14	+7
8	8	8	7-8	13	+8
9	9	9	9-10	12	+9
10	10	10	9-10	11	+10
11	11	11	11-12	10	+11
12	12	12	11-12	9	+12
13	13-15	13	13-14	8	+13
14	16-18	14	13-14	7	+14
15	19-21	15	15-16	6	+15
16	22-24	16	15-16	5	+16
17	25-27	17	17+	4	+17
18	28-30	18	17+	3	+18
19	31-33	19	17+	2	+19
20	34-36	20	17+	1	+20

So, by using the average your character's number of ranks in Fight and Shoot, you can figure out your character's fighting ability in all versions of D&D. For example, if a character has 17 ranks in Fight and 13 ranks in Shoot, then the average is 15 ranks. Consulting the table, we see that your character has the fighting ability of a 19th-21st level fighter in Basic D&D, the fighting ability of a 15th level fighter in AD&D, a ThACO of 6 in AD&D 2nd Edition, and a Base Attack Bonus of +15 in D&D 3/3.5. If desired, the GM can keep the character's melee and ranged fighting abilities separate, even though previous versions of D&D do not separate fighting ability in this manner.

Parry and Dodge skill ranks can also be converted to other traits.

Parry and Dodge Average Ranks	D&D (B/X/C/M) Parry	AD&D 1st Edition "Monk" AC	AD&D 2nd Edition Parrying Bonus	D&D (3/3.5/3.75) Defense Bonus
0	0	10	+0	+0
1	0	10	+1	+1
2	0	9	+2	+2
3	0	8	+2	+3
4	0	7	+3	+4
5	0	7	+3	+4
6	0	6	+4	+5
7	0	5	+4	+5
8	0	4	+5	+6
9	-4	3	+5	+6
10	-4	3	+6	+7
11	-4	2	+6	+7
12	-4	1	+7	+8
13	-4	0	+7	+8
14	-4	-1	+8	+9
15	-4	-1	+8	+9
16	-4	-2	+9	+10
17	-4	-3	+9	+10
18	-4	-3	+10	+11
19	-4	-3	+10	+11
20	-4	-3	+11	+12

Dodge and Parry are a little more difficult to convert into meaningful traits in old D&D. It is suggested that ranks in Dodge and Parry be averaged and this result used when consulting the table. In Basic D&D, 9th level fighters get the ability to parry, giving them a -4 bonus to their AC. In AD&D 1st Edition, Dodge and Parry may be analogous to the monk's AC progression. In AD&D 2nd Edition, the Parrying Bonus was implemented and the character's ranks in Dodge and Parry can be used to assign this trait. In Third Edition D&D, a Defense Bonus can be given.

### **OTHER BROAD SKILL CONVERSION**

The uses for various broad skills have already been detailed in the main Basic d20 document for D&D 3/3.5. Listed below are possible uses of the remaining broad skills for AD&D 1st Edition.

Skill Area	Possible Uses (AD&D1)				
Athletics	Thief (Ranks = Thief Level for Climb Walls)				
Awareness	Thief (Ranks = Thief Level for Hear Noise)				
Interaction	Bonus to Reaction Adjustment = Ranks X 1%				
Knowledge	Bard (Legend Lore and Item Knowledge), Sage Ability (Ranks X 5% = Dice Score for Fields, DMG 31)				
Languages	Thief (Ranks = Thief Level for Read Languages), Bard (Additional Languages Known)				
Performance	Bard (Charm)				
Profession	Jeweler-Gemcutter (Ranks X 5% = Skill Level Roll, DMG 30)				
Science	Sage Ability (Ranks X 5% = Dice Score for Fields, DMG 31)				
Technology	Armorer (Ranks X 5% = Skill Level Roll, DMG 29), Sage Ability (Ranks X 5% = Dice Score for Fields, DMG 31)				
Thievery	Thief (Rank = Thief Level for Pick Pockets, Open Locks, Find/Remove Traps, Move Silently, and Hide in Shadows)				
Vehicles					
Wilderness	Sage Ability (Ranks X 5% = Dice Score for Fields, DMG 31)				

Also, if a character has at least 9 skill ranks in an appropriate area, they may have "Expert Hireling" status in the appropriate profession.

Skill Area	Possible Uses (AD&D1)
Athletics	
Awareness	
Interaction	Steward/Castellan
Knowledge	Sage
Languages	Sage, Scribe
Performance	
Profession	Jeweler-Gemcutter, Steward/Castellan
Science	Alchemist, Engineer-Architect, Engineer-Artillerist, Engineer-Sapper/Miner, Sage
Technology	Armorer, Blacksmith, Sage, Weapon Maker
Thievery	Spy
Vehicles	Ship Crew, Ship Master
Wilderness	Sage

Also, these areas correspond to Non-Weapon Proficiencies. Players should choose one NWP slot for each rank in the appropriate area for their characters. Note that some of these ranks may need to apply to thief skills for the character, if appropriate.

Skill Area	Non-Weapon Proficiency Equivalents (AD&D 1st Edition)				
Athletics	Endurance, Horsemanship, Juggling, Riding (airborne), Riding (land-based), Running, Slow Respiration, Swimming				
Awareness	Alertness, Blind-fighting, Sound Analysis				
Interaction	Etiquette, Gaming				
Knowledge	Heraldry, Religion				
Languages	Calligraphy, Reading/Writing, Signaling				
Performance	Animal Noise, Chanting, Dance, Flower Arranging, Music, Noh, Origami, Painting, Poetry, Singing, Tea Ceremony				
Profession	Animal Handling, Animal Trainer, Brewer, Carpenter, Cooking, Gem Cutter, Iaijutsu, Landscape Gardening, Leatherworker, Potter, Rope Use, Seamstress/Tailor, Smelter, Weaver				
Science	Healing, Herbalist				
Technology	Armorer, Boatwright, Bowyer/Fletcher, Blacksmith, Civil Engineer, Miner, Stonemason, Weaponsmith				
Thievery	(Thief Skills)				
Vehicles	Boating, Charioteering, Navigator, Sailing Craft, Small Water Craft				
Wilderness	Agriculture, Animal Lore, Direction Sense, Falconry, Fire-building, Fishing, Foraging ilderness Fungus Identification, Hunting, Husbandry, Mountaineering, Plant Lore, Snare Building, Survival (all types), Tracking, Weather Sense				

Skill Area	Non-Weapon Proficiency Equivalents (AD&D 2nd Edition)			
Athletics	Endurance, Juggling, Jumping, Riding (Airborne), Riding (Land-based), Running,			
	Swimming, Tightrope Walking, Tumbling			
Awareness	Appraising, Blind-fighting, Reading Lips			
Interaction	Etiquette, Gaming, Local History			
Knowledge	Ancient History, Astrology, Heraldry, Religion			
Languages	Languages (Ancient), Languages (Modern), Reading/Writing			
Performance	Artistic Ability, Dancing, Disguise, Musical Instrument, Singing, Ventriloquism			
Profession	Animal Handling, Animal Training, Brewing, Carpentry, Cobbling, Cooking, Gem			
Profession	Cutting, Leatherworking, Pottery, Rope Use, Seamstress/Tailor, Weaving			
Science	Healing, Herbalism, Spellcraft			
Tochnology	Armorer, Bowyer/Fletcher, Blacksmithing, Engineering, Mining, Stonemasonry,			
Technology	Weaponsmithing			
Thievery	Forgery, (Thief Skills)			
Vehicles	Charioteering, Navigation, Seamanship			
Wilderness	Agriculture, Animal Lore, Direction Sense, Fire-building, Fishing, Hunting,			
	Mountaineering, Set Snares, Survival, Tracking, Weather Sense			

#### **CONVERTING ADVANTAGES**

Although there are no feats in older editions, class special abilities are also advantages and can be converted into older class abilities. Rather than provide an extensive list of equivalencies, it will be left to the GM to determine what, if any, advantages convert over to class special abilities found in previous editions. Examples of obvious conversions are the Track feat to the ranger track ability, druid class specials to their equivalents, paladin class specials to their equivalents, etc. Even if a certain class special ability may not correspond directly to the class specials found in previous editions, some latitude can be given. For example, there is no direct feat or class ability that grants a bonus to damage when attacking "giant-class" creatures, but if a character is clearly a "ranger type" due to choices in feats and abilities, you may want to give that character this class special ability when adventuring in a 1st Edition module, for example.

#### **CONVERTING POWERS**

Likewise, a table with all possible conversions will not be listed when it comes to powers. Keep in mind that spellcasting levels can convert almost directly (make sure the character still has access to commonly used spell levels). Sorcerers should convert to magic-users that need not "memorize" their spells. Psionics could be a problem, but if you're using psionics in your campaign, you're probably adventurous enough to plan the proper conversions between systems!

The table below shows the quick conversions between ranks in spellcasting and the number of levels of equivalent spellcasting in different D&D systems.

	D&D	AD&D	AD&D	D&D
Powers	(B/X/C/M)	(1st Edition)	(2nd Edition)	(3/3.5/3.75)
Bardic Spellcasting	As Wizard X ⅓	Rank = Level	Rank = Level	Rank = Level
Clerical Spellcasting	Basic Formula	Rank = Level	Rank = Level	Rank = Level
<b>Druidic Spellcasting</b>	Basic Formula	Rank = Level	Rank = Level	Rank = Level
Psion Manifesting	No Conversion	Special	Rank = Level	Rank = Level
Sorcerer Spellcasting	As Wizard	As Wizard	As Wizard	Rank = Level
Wizardly Spellcasting	Basic Formula	Rank = Level	Rank = Level	Rank = Level

"Rank = Level" means that you convert the number of ranks your character has in spellcasting directly to spellcasting levels in the appropriate class.

The "Basic Formula" for D&D (B/X/C/M) is Rank = Level up to 12th level and then each additional rank adds another three levels. This means that having 20 ranks in spellcasting yields 36 levels in D&D spellcasting. Bardic spellcasting is equal to one-third of this result in magic-user spellcasting levels.

"Special" means that the GM will have the lovely task of trying to convert your psionicist to an AD&D 1st Edition character. You may just want to use the psionicist from AD&D 2nd Edition!

#### **EXPERIENCE POINT TO POWER POINT CONVERSION**

When converting D&D experience points earned from a module to Power Points, you must take into account the level of the module (for Basic D&D and AD&D) or the EL of the encounter (for D&D 3/3.5). If a range of levels is given for a module (which occurs most of the time), use the average level in the range. Once you have the level or EL, consult the table below and find the divisor that is needed. All XP will be divided by this divisor to find the number of Power Points earned. This system should only be used if the GM wants to convert XP to PP directly. The GM can always ignore any experience points awards as listed and simply hand out Power Points as desired.

Level or EL	D&D (B/X/C/M)	AD&D (1st)	AD&D (2nd)	D&D (3/3.5)	D&D 3.75 (Slow)	D&D 3.75 (Medium)	D&D 3.75 (Fast)
1	200	200	200	100	300	200	130
2	200	200	200	200	450	300	200
3	400	400	400	300	650	400	270
4	800	1,000	800	400	900	600	400
5	1,600	1,700	1,600	500	1,200	800	500
6	3,200	3,500	3,200	600	1,800	1,200	800
7	5,600	5,500	6,100	700	2,400	1,600	1,100
8	12,000	12,500	12,500	800	3,800	2,400	1,600
9	12,000	25,000	25,000	900	4,500	3,000	2,100
10	12,000	25,000	25,000	1,000	7,500	5,000	3,400
11	12,000	25,000	25,000	1,100	9,500	6,500	4,000
12	12,000	25,000	25,000	1,200	14,500	9,500	6,500
13	12,000	25,000	25,000	1,300	19,000	13,000	8,500
14	12,000	25,000	25,000	1,400	29,000	19,000	13,000
15	12,000	25,000	25,000	1,500	39,500	25,500	17,500
16	12,000	25,000	25,000	1,600	55,000	41,000	25,000
17	12,000	25,000	25,000	1,700	80,000	50,000	35,000
18	12,000	25,000	25,000	1,800	115,000	75,000	50,000
19	12,000	25,000	25,000	1,900	150,000	105,000	70,000
20	12,000	25,000	25,000	2,000	235,000	150,000	100,000

So, let's say that you're running the original Ravenloft module for your group. This is an AD&D 1st Edition module for levels 5-7. The average level in that range is 6th. Therefore, after computing all of the AD&D 1st Edition experience that the group has earned for the night, consult the "AD&D (1st)" column and the "6" row. This gives a divisor of 3,500. This means that the total XP is divided by 3,500 to find the number of Power Points that the group has earned. These points should be divided by the number of characters and each character should receive an equal share.

Obviously, fractional PP will enter into this system. Power Points should be rounded to the nearest 0.25 (which is the cost to buy one rank for one specialty). GMs can also wait until a substantial number of PP are earned before awarding them.

Also note that this system assumes that characters are taking on modules that are appropriate to their power level. If not, characters will easily earn large amounts of PP if they "slum" because the divisors are based on the expected levels of the participants. If characters go slumming, then the proper row to use in the table is the actual "level" of the characters themselves, and not necessarily the level of the module. For example, if characters that are obviously the equivalent of 10th level characters decide to take on Ravenloft, all XP should be divided by 25,000 instead of 3,500.

#### CONVERTING POWER POINTS SPENT TO CHARACTER LEVEL

To figure out an approximate character level for your Basic d20 character, use the following formulae. Use the total number of Power Points spent on your character for the calculation.

For AD&D 1st/2nd Editions and D&D 3/3.5/3.75 use:

For D&D (B/X/C/M) with 130 PP or less use:

For D&D (B/X/C/M) with greater than 130 PP use:

CHARACTER LEVEL = 12 + (PP SPENT – 130) X 
$$\frac{3}{10}$$
 (DROP FRACTION)

#### WHY BOTHER WITH ALL OF THIS?

Through this document, you can use the Basic d20 system as a *lingua franca* for all forms of D&D and d20 gaming systems. In essence, you have a method for allowing the same character to adventure across multiple versions of D&D rules and even across multiple settings without having to engage in extensive conversions. The Basic d20 system acts as the base for each player to describe their characters' abilities and traits which can then be converted into another gaming system for play in a specific campaign-world. This concept is very similar to that of the AMAZING ENGINE™ Role-Playing System devised by TSR in the early 90's. Characters can be "re-imagined" in radically different settings by reassigning any Power Points spent on traits that do not exist in the current setting (such as when converting a fantasy wizard character into a technology-savvy or engineering-heavy character in a science-fiction setting). Naturally, such conversions are subject to the GM's approval under close supervision.