



HIRELINGS

Into the Wild

by Crystal Frasier

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ROLEPLAYING GAME COMPATIBLE

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IT'S DANGEROUS TO GO ALONE...

Heroes live thrilling lives of swashbuckling, romance, and intrigue. But surviving in the wilderness requires much more than steel blades and iron nerves. It requires an intimate knowledge of the local fauna, a keen sense of organization, a strong back, and sometimes warm companionship to keep away the cold on long, rainy nights. *Hirelings: Into the Wild* presents four NPC stat blocks useful for any wilderness-oriented campaign: A camp follower, a camp steward, a guide, and a porter. Each entry includes a full stat block as well as bonuses the hireling provides, services they perform, and their daily rate. Optional character background rounds out the NPCs and provide GMs with roleplaying elements and plot hooks to help tie the hirelings into their adventures.

The camp follower is a common sight among military and exploratory expeditions. Overwhelmingly women, they follow a force to provide for the physical needs an army may lack, whether medical services or intimate attentions.

The guide is an indispensable ally for any group setting off into the unknown. Their keen senses and hard-won experience afford some protection from the dangers uncivilized lands have to offer.

The porter is a common fixture in overland travel. Smarter than a mule and better able to navigate difficult terrain, human porters support extensive trade and supply networks on their sturdy backs.

The steward initially seems out of place away from the refined courts of settled lands, but successful wilderness expeditions depend as much on organization and logistics as they do a strong sword arm. The steward expertly juggles the mundane aspects of maintaining a camp or caravan.

Hireling Bonuses

The hirelings listed herein provide special bonuses to represent their expertise and usefulness. Most provide a constant skill bonus under specific circumstances. Unless stated otherwise, this bonus applies to an entire group of up to ten people at a time.

Most hireling stat blocks also list one or more special abilities they can perform on behalf of their employer. An employer is the individual who pays their wage and most directly oversees them. At the GM's discretion, multiple characters may employ a hireling, each paying the regular wage and benefitting from a hireling's special abilities. A single hireling can juggle a number of employers equal to its Wisdom modifier (minimum 1). Multiple hirelings of the same type may be employed. The bonuses they provide do not stack.

If gamemasters find these bonuses too unbalancing, they should feel free to remove them.

Morale and Tactics

While some hirelings are bold mercenaries or bodyguards, *Into the Wild* presents characters whose strengths lie elsewhere. None of the NPCs listed are paid to risk their lives, nor do they seek glory or legacy. In a fight, their first instinct is self-preservation; whether that entails hiding, running, surrender, or fighting back depends on the situation.

Assume that skill-based NPCs like these rely on the player characters for protection, remaining behind the heroes in any conflict they are unfortunate enough to be a part of. Once safely behind cover, they make ranged attacks, cast helpful spells, or shout warnings. They engage in melee only if cornered, and even then flee as soon as possible.

The Care and Feeding of Hirelings

Hirelings are human beings, not simply treasure or pack animals. The benefits they provide only last as long as payment and good will does. Most NPCs would prefer to be paid daily, but will settle for weekly payments without grumbling. For every week beyond the first they go without pay, their attitude worsens by one category. Interaction skills can be used to modify this attitude, but suffer a cumulative -2 penalty per week the hireling remains unpaid. Paying a hireling complete back wages returns their attitude to default (indifferent for most hirelings).

Paying a 50% bonus over their fee improves a hireling's attitude by one category. Doubling their fee improves this attitude by two steps.

GMs may decide to apply conditions that will improve or decreased a hireling's default attitude towards their employer. For example, Anando Veresisi is fastidious and orderly; his starting attitude towards a Lawful employer is Friendly, while his starting attitude towards Chaotic employers is Unfriendly.

Hireling wages are priced assuming NPC class levels. A hireling's daily rate is 1 cp per class level for unskilled labor. Unskilled labor is any job that doesn't require or especially benefit from training in a skill, such as digging ditches, carrying loads, light construction, mining, or farming. Such characters usually have ranks in the Profession skill, but few related skills.

Skilled labor assumes a daily rate of 3 sp per class level. Skilled labor is nearly any task that requires specialization, years of study, and apprenticeship to master. Artisans or every sort fill this niche, as well as personal attendants, medics, scholars, and soothsayers. Especially dangerous professions also fall under the purview of 'skilled labour,' including mercenaries, bodyguards, and thugs.

Spellcasters are rarely available on salary, and are normally paid based on which spells they cast. Player characters who wish to retain a full time caster can expect to pay two to three times the skilled labor rate.

Hirelings built using heroic classes unbalance encounters. Heroic characters are also a rare exception within the population, making them much more difficult to recruit. Game masters are strongly advised to disallow heroic hirelings.

Heroes exploring the wilderness should keep in mind that their hirelings will need food and shelter in addition to timely payment. NPCs will assume that these necessities of living are provided above and beyond their rate while traveling away from home, and forcing a hireling to pay for their own supplies worsens their default attitude by one step.

Any of the stat blocks provided serve equally well as a one-off NPC. Below are suggested roles for these NPCs that players may encounter anywhere.

Camp Follower: apothecary, medic, prostitute, temple acolyte

Guide: bandit, rancher, scout, teamster

Porter: bar patron, bartender, day laborer, shepherd

Steward: lawyer, scholar, shopkeeper, translator, tutor

Printable paper miniatures for the characters presented in this supplement can be found in the Pathfinder Paper Minis set for Kingmaker: Stolen Land.

CAMP FOLLOWER

NALEKSA VIJIC

CR 1/3

XP 135

human adept 1

CG Medium humanoid (human)

Init +0; **Senses** Perception +1

DEFENSE

AC 10, touch 10, flat-footed 10

hp 3 (1d6)

Fort +0, **Ref** +0, **Will** +3

OFFENSE

Speed 30 ft.

Melee -1 backpack (1d6-1)

Ranged dart +0 (1d4-1)

Adept Spells Prepared (CL 1st; concentration +2)

1st—*cure light wounds*, *endure elements*

0—*barren fields*, *ghost sound*, *guidance*

STATISTICS

Str 9, **Dex** 10, **Con** 11, **Int** 10, **Wis** 12, **Cha** 13

Base Atk +0; **CMB** -1; **CMD** 9

Skills Craft (herbal medicine) +4, Heal +5, Perform (Dance) +2, Profession (oldest) +5, Catch Off-Guard, Scribe Scroll

Languages Common

Gear costume jewelry, five darts, healer's kit, herbalist's tools, manacles, sewing needle, 36 gp

Born on the roads and raised behind one army after another, Naleksa Vijic is a confidant and bawdy young woman who has seen more than some women twice her age. Occupying a nebulous space between medic, counselor, and prostitute, Naleksa enjoys the physical and social freedom her camp follower lifestyle provides her. She provides whatever services an expedition may need, having dabbled in everything from herbalism and magic to exotic eastern lovemaking. While far from an expert in any field, she strives to be useful. After all, there's money to be made filling every sort of need.

While not officially tied to the church of Calistria, Naleksa is an avid worshipper. She sees her sexual services as important to the mental health of an army or camp, and refuses to feel ashamed of any aspect of her lifestyle. It is a delicate topic nonetheless, and her temper flares up whenever the word 'whore' is bandied about. Not one for debate, the young mystic quickly turns to insults and even threats when pressed. She's been thrown kicking and screaming from taverns in every major city within fifty miles.

When the PCs set out, or perhaps after they've developed a reputation, Naleksa joins their group. Her ideal situation is to travel with the expedition itself, but she is used to following up to a mile behind if the group proves reluctant. So long as she feels there is money to be made from the group, she happily provides whatever services she can. Only knowing a nomadic life, Naleksa rarely concerns herself with the future and doesn't plan for anything beyond the next winter. She loves strong drink, seeing new sights, and hearing tales of faraway lands.

As a well-traveled and skilled woman, Naleksa has a cool confidence about her that can be mistaken for boredom. Much of her free time is spent scribing scrolls, by far her most lucrative but least employed talent. While she enjoys her work, she clings to the nomadic lifestyle both because she enjoys it and because the thought of settling down is so alien.

NEW SPELL: BARREN FIELDS

School Transmutation **Level** bard 0, cleric 0, sorcerer/wizard 0

Casting Time 1 standard action

Components V, M

Range touch

Target creature touched

Duration 30 min./level

Saving Throw Fortitude negates; **Spell Resistance** yes
Barren fields, also known as *doxy's blessing*, renders a creature sterile and incapable of conceiving a child for the spell's duration. It does not prevent the transmission of diseases and has no effect on existing pregnancies.

What a Camp Follower Does

Unlike more traditional hirelings, a camp follower is not hired to come along, but rather tags along on her own. PCs will need to pay for any individual services they want, but so long as they don't chase away these largely-autonomous hangers-on, camp followers will be available to provide goods and services somewhere nearby.

Companionship: Camp followers historically fill two major roles, the best-remembered of which is companionship. While this often involves intercourse, it just as often involves providing a sympathetic ear or a warm body to hold in the night. Typically, a clean companion for the night runs 1sp, while less savory or professional encounters can be as cheap as 2cp. Naleksa charges 2sp, but makes liberal use of cantrips to justify the expense. A night's companionship relieves stress and allows a character to recover two points of ability damage to mental attributes per night of rest.

Healing: The second traditional role of a camp follower is field medic. Most know the basics of first aid, and many are well-versed on inexpensive herbal medicine. A camp follower can provide any applications of the Heal skill for 3sp, though their reluctance to enter combat means they rarely apply first aid.

Marketer: In the field coin isn't always available. Camp followers inevitably gather eclectic collections of gear and trade items as payment for their services. At the GM's discretion, a camp follower may be treated as a Thorp-sized community for determining the GP limit of trade items and mundane items she has available for sale or trade. A camp follower's prices are 10% higher than standard due to scarcity. Any equipment purchased is limited by the follower's carrying capacity unless she owns a mount, wagon, or other transport.



GUIDE

2 SP/DAY

What a Guide Does

A guide clears the way, scouts ahead, and keeps an eye peeled for natural hazards and dangerous creatures. So long as an expedition employs a guide, everyone involved gains a +2 bonus to all Survival checks to avoid natural hazards and a +2 bonus to all Craft: Cartography skill checks.

Country Food: A competent wilderness guide can help stretch supplies by gathering “country food” from the wild. Assume an NPC guide takes 10 each day to collect bush tucker as the party travels, feeding themselves first and supplying additional food for the party with the excess. Anza can provide food for four additional people each day spent in the wild.

Trailblazer: A guide familiar with the terrain can exploit game trails and sidestep hazards that even keen-eyed city dwellers miss. Their lives revolve around efficient overland travel. With a successful DC 15 Profession (guide) check, the guide increases a small group’s effective speed by five feet for the purposes of determining overland travel speed. This check can be attempted once each day, and its effects last for 24 hours. This ability has no effect on individual party members’ movement or combat speeds. Large or heavily-equipped groups increase the DC as follows:

Condition	DC Increase
More than ten creatures	+1 per additional creature
Large-sized creatures (including mounts)	+2 per Large creature
Huge-sized or larger	Impossible
Wagons or wheeled vehicles	+5 per vehicle

ANZA THE JAY

CR 1/3

XP 135

human expert 2

CN Medium humanoid (human)

Init +0; **Senses** Perception +7

DEFENSE

AC 13, touch 10, flat-footed 13 (+3 armor)

hp 12 (2d8+3)

Fort +1, **Ref** +0, **Will** +5

OFFENSE

Speed 30 ft.

Melee dagger +0 (1d4-1/19-20)

Ranged shortbow +1 (1d6/x3)

STATISTICS

Str 9, **Dex** 10, **Con** 12, **Int** 10, **Wis** 15, **Cha** 9

Base Atk +1; **CMB** +0; **CMD** 10

Feats

Skills & Feats Handle Animal +3, Heal +6, Intimidate +4, Knowledge (geography) +5, Knowledge (nature) +5, Linguistics +1, Perception +7, Profession (guide) +6, Stealth +5, Survival +10, Skill Focus (Survival), Stealthy

Languages Common, Hallit

Gear studded leather, bottle of fine wine, compass, foothold trap, hunting knife, net, shortbow, 48 gp

When Anza lost her husband and son to plague ten years ago, her tolerance for the world around her fell apart. The trappings of civilized life felt like a lie, and her smiling neighbors traded mockeries behind her back. She eventually set out into the woods, leaving her home and past behind overnight. These days, the weathered woman survives by hunting and trapping in the marshy wilderness, and knows the southlands and their inhabitants better than most humans.

Anza is quiet and distant. Over the years she’s mostly forgotten her life before setting off in the night, and prefers not to think about it. While normally a loner, her body feels the stiff ache of approaching age and she knows she can’t survive independently forever. Her retirement fund comes from guiding traders and explorers through the forests and hills, protecting them from all hazards save their own stupidity. She is no noble protector of the land or disciple of the wild, just a cantankerous hermit staring down the barrel of old age.

Practicality and saving for the future inform all of the guide’s decisions; she is more likely to take the expedition on a three-day detour to avoid a hazard and prefers stealth over open combat. The opinions of other matter little to her, and ultimately she is all too willing to abandon a foolhardy employer rather than risk her own neck. Tobacco is one of the few luxuries Anza still enjoys, as her raw voice can attest to.

FOOTHOLD TRAP

25 GP

Type mechanical; **Perception** DC 20; **Disable Device** 15

EFFECTS

Trigger location; **Reset** manual

Effect Atk +10 melee (1d6+1/x3); target cannot move from trapped square; DC 20 Str check to release.



PORTER

1 CP/DAY

JACOBI

CR 1/3

XP 135

human commoner 1

N Medium humanoid (human)

Init -1; **Senses** Perception +3

DEFENSE

AC 10, touch 9, flat-footed 10 (+1 armor, -1 Dex)

hp 4 (1d6+1)

Fort +1, **Ref** -1, **Will** -1

OFFENSE

Speed 30 ft.

Melee club +2 (1d6+2)

STATISTICS

Str 15, **Dex** 9, **Con** 12, **Int** 10, **Wis** 8, **Cha** 11

Base Atk +0; **CMB** +2; **CMD** 11

Skills & Feats Handle Animal +4, Knowledge (history) +1, Perception +3, Profession (porter) +3, Endurance, Packmaster

Languages Common

Gear padded armor, backpack, belt pouch, club, two large sacks, King of the Stump set, 5 gp

CARRYING CAPACITY

	Light Load	Medium Load	Heavy Load
Standard	66 lbs.	133 lbs.	200 lbs.
w/ Packmaster	86 lbs.	173 lbs.	260 lbs.

Wanderlust infects the blood of Jacobi, just as it did for his father and grandmother. Fortunately, so does practicality. While his grandmother did at the hands of a dragon and his father fell in battle as a soldier, Jacobi tempers his desire to see new things with a profound sense of self-preservation. For a time he apprentices with a book binder to see new things, but his size and endurance eventually lead him into caravan and portage work, slaking his thirst for new sites with a minimum of person risk.

Jacobi is a friendly and practical man, and comes well-recommended by his former employers. He takes pride in his work, simple or no. Despite being a self-interested person, his motivations and methods are largely benign. He enjoys striking up conversations on any topic while on the road, but in town his professional demeanor vanishes for up to a day at a time as most of his pay vanishes in a storm of liquor and loose women.

Jacobi's interest in joining a colonial expedition is entirely selfish. The idea of seeing whole regions that no living man has yet appeals to him, as does the thought of eventually gaining land of his own to pass down to the four children he's fathered with various women. On his own time and when not relieving the stresses of hard travel, Jacobi enjoys reading adventure stories and playing board games.

What a Porter Does

Porters carries heavy loads and perform brute labor. While not as strong as a donkey or horse, a human porter compensates with surer footing, ingenuity, and flexibility. In camp, they handle the task of setting up and breaking down, leaving heroes free to stand watch, maintain their adventuring gear, and prepare spells. On the road, porters are cheap and easily-available labor, cheaper than a pack animal in the short-term and easier to direct. Experienced porters carry surprisingly heavy loads for hours on end.

NEW FEAT: PACKMASTER

You have learned how to pull your own weight, and a good deal more when necessary.

Prerequisites: Str 13, Profession (porter) 1 rank

Benefits: You may take 30 minutes to carefully arrange and pack your load, allowing you to carry much heavier loads than normal. Figure your carrying capacity as if your Strength were two points higher whenever you take this time to pack. Dropping a load packed in this manner is a full-round action. Retrieving a stowed object requires a standard action, but this upsets the careful displacement of weight. Replacing items requires 10 minutes to repack; adding new items to the load requires a full 30 minutes.

King of the Stump

King of the Stump is a popular board game in the northern reaches, especially during the long, dark winters. The simple rules make it easy to learn and popular among children, but the strategies involved require years to master. King of the Stump consists of a board painted in a three-by-three grid (the "Stump") and four figurines: the grasshopper, the crow, the old toad, and the rat. Each figurine moves and interacts with the other three differently, and players take turns moving the figure of their choice on the grid. The goal is to arrange the figures so the opponent can't move anything on their turn. King of the Stump sets are typically carved from wood, although clay figurines are common. Many noble families consider the game excellent training for political maneuvering, and most noble households own a King of the Stump set carved from exotic woods, ceramic, or semi-precious stones.

Mastering King of the Stump requires a forceful and deceptive personality and knowledge of tactics. Players or NPCs make a series of opposed skills checks: Bluff, Intimidate, and Knowledge (history). Victory goes to whoever wins two of the three checks.



STEWARD

2 SP/DAY

ANANDO VERESISI

CR 1/3

XP 135

halfling aristocrat 2

LN Small humanoid (halfling)

Init +0; **Senses** Perception +3

DEFENSE

AC 12, touch 11, flat-footed 12 (+1 armor, +1 size)

hp 9 (2d8)

Fort +1, **Ref** +1, **Will** +5; +2 vs. fear

OFFENSE

Speed 20 ft.

Melee dagger +0 (1d3–2/19–20)

Ranged light crossbow +2 (1d6/19–20)

STATISTICS

Str 7, **Dex** 10, **Con** 11, **Int** 13, **Wis** 12, **Cha** 12

Base Atk +1; **CMB** –2; **CMD** 8

Skills & Feats Appraise +6, Diplomacy +5, Knowledge (engineering) +5, Knowledge (history) +5, Knowledge (local) +5, Knowledge (nobility) +6, Linguistics +6, Profession (steward) +6, Skill Focus (Profession [steward])

Languages Azlanti, Common, Draconic, Halfling, Skald,

Gear padded armor, blank book, box of candles, crossbow with 20 bolt, inks (black and red), hooded lantern, inkpens, ledger, pony with saddle, bags, and tack, scholar's outfit, 242 gp

A tiny man with grand ambition, Anando hails originally from the southern coastlands. His parents, former slaves to a particularly cruel noble estate, made the run to freedom when their son was born in the hopes that their children would know a better life. With a wealth of experience managing noble houses, the Veresisi never wanted for employment among the bickering noble houses of the far north, especially those looking to emulate southern sophistication. Anando found the family work suited him and developed into a fine valet and finally a steward of some reputation. His scrutinizing gaze and forceful voice more than compensated for his tiny physical stature. The irony that he is now employed in the same duties his family so desperately escaped is not lost on the shrewd halfling, but he enjoys the work and is quick to point out that it is the lifestyle that makes a slave, not the duties.

Now approaching middle age, Anando chafes under his 20-year tenure of estates and political maneuvering. A simpler life calls to him, ideally one that would still benefit from his talent for organization. While he has no desire to lead an expedition, his deferential yet confident attitude makes for an ideal assistant. He fully expects that his years overseeing tournament camps will translate well into the duties of managing an expedition, and while he detests filth and disorganization, the halfling is willing to roll up his own sleeves and work hard when the situation demands. He cannot tolerate laziness; a lazy subordinate is all but guaranteed a bawling out or lashing, while a lazy master will not enjoy Anando's services for long. Sensitive about his family's heritage, Anando has no patience for those who do not respect the position his years of experience grant him. Anando glorifies his freedman status, and is all too willing to leave a position if he feels mistreated or unappreciated.

When not working, Anando enjoys studying heraldry and solving riddles. He fancies himself a cook as well, and will take over that duty around the camp so long as his ego is carefully tended.

What a Steward Does

Adventurers lead busy lives, and don't have time to track the minutia of a complicated expedition. A steward steps in to balance the mundanities of expedition logs, supplies, payroll, and general camp order. With a camp steward organizing and delegating, everyone in camp receives a +1 bonus to all skill checks that would benefit from an orderly and well-maintained camp, such as Survival checks to find food or Perception checks while on guard. A Steward reduces the cost of a single character's lifestyle by 10% as long as he remains employed. See the "Cost of Living" section on page 405 of the Pathfinder Roleplaying Game.

General Management: Well-versed in motivational techniques, a steward can help coordinate complicated tasks, taking much of the stress and confusion out of the process. Once per day, a steward may make an aid another check using the Profession skill rather than the relevant skill.

Paymaster: Entrusting NPCs with up-front payment is a risky proposition. Nothing guarantees that a lazy porter or shiftless guard won't disappear in the night with a month's advance pay. On the other hand, not paying a follower is a recipe for disaster. A steward can safeguard funds and dispense them in a timely manner whether their employer is deep within the wilderness or trapped in a foul dungeon. So long as hirelings are paid in a timely manner, their attitude improves by one category; assume the default attitude for a hireling is indifferent, modified by treatment and working conditions.

A Little Conflict

Anando offers several impressive mechanical benefits for a fairly low price. While the practical halfling's skills will usually be unavailable in the middle of a fight or deep within an ancient tomb, exploration and political campaigns may still benefit from a steward's gifts disproportionately. Gamemasters who want players to earn those bonuses may wish to play up Anando's delicate ego and fussy nature, making him a resource that must be tended to retain.

