



FELLOW TRAVELERS
*Cohorts, Followers,
& Hirelings*

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FELLOW TRAVELERS

Cohorts, Followers, & Hirelings

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ABOUT FAT GOBLIN GAMES

Based in South Carolina, USA, **Fat Goblin Games** was founded in 2011 to create *Pathfinder Roleplaying Game* compatible products. With a focus on high quality production values and providing a creative environment for our team of freelancers (*The Fat Goblin Hoarde*), **Fat Goblin Games** has quickly become a recognized force in the world of Third Party Publishers of not just the *Pathfinder Roleplaying Game* and *5th Edition Fantasy*, but also supporting the *vs. M Engine* and releasing official products for *Castle Falkenstein*, originally published by **R. Talsorian Games**. With hundreds of support books, visual aids, campaign settings, and quality stock art, **Fat Goblin Games** continues to provide exciting content and fantastic worlds in which gamers can immerse themselves.

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INTRODUCTION

All those who accomplish great things attract followers that wish to join them in their journey. The burden of leadership shouldn't cause problems at your game table, but instead, be a rewarding experience that helps tell the story of your adventure. In myth and legend, the trusted companion is a common theme, from Enkidu to Sancho Panza and even into today with sidekicks like Robin. These cohorts chose to follow the main characters on their journey and had an important part to play in the narrative.

This book introduces Leadership feats to *Pathfinder Second Edition*, allowing players to attract a loyal cohort as a sidekick as well as a group of followers that will help them in their day-to-day activities. Cohorts are a special minion that assists the player character they follow during the exploration phase as well as provide limited support during encounters. This book also introduces specific hirelings, which provide downtime benefits for a price and can be recruited into a follower. Followers are recruited hirelings that provide extra benefits and reduced prices.

WHAT IS IN THIS BOOK?

This book provides the Adventuring Leader archetype, which grants access to various feats that provide a cohort, make that cohort stronger, give access to followers, and even reward a stronghold or base of operations. It explains how to build cohorts and provides cohort ancestries and cohort professions, as well as advanced cohort templates and cohort specializations for when they advance.

The next section covers hirelings, providing a large number of options for services that can be purchased during downtime. Each hireling also has listed benefits for when they are recruited to be followers.

HOW THIS CAN BE USED IN YOUR GAME

Everything in this book is designed to limit the amount of prep a Gamemaster would need to use this system, and all options are comparable to those found in the *Pathfinder Second Edition Core Rulebook*.

The systems presented here focus on the exploration and downtime phases of the game, with a limited amount of options for the encounter phase. Cohorts have abilities that are helpful for exploration but should be able to defend themselves if caught in a fight. Hirelings and followers have abilities that are good for downtime, with some exceptions for exploration. Hirelings will never willingly go into combat and followers are rarely capable of surviving combats the player characters find themselves in.



LEADERSHIP & COHORTS

With greatness and glory comes the attention of the masses, and it may be inevitable for someone to ask an adventurer to be their mentor or leader. Leadership can become a part of the party's story as they gather and direct a group of followers to help them accomplish their goals. With these options, a leader could take part in shaping the region they adventure in, improve the lives of common people in ways outside of slaying monsters, and benefit from the loyalty of others.

NEW DIPLOMACY USES

The following are new uses for the Diplomacy skill.

COMMAND A MINION

Auditory

Concentrate

You issue a command to an ally. Make a Leadership check against the allies Will DC. The Gamemaster may adjust the DC if the ally has a good attitude towards you, you are issuing a command they already agree with, or if you are offering a reward.

You automatically fail if the ally is hostile or unfriendly towards you, or if your command would clearly put them in unnecessary danger. If they are helpful towards you to increase your degree of success by one step. You might be able to Command a Minion more easily with certain feats.

You can only command a minion to perform an action they know. If they have a special activity that requires multiple actions you can Command a Minion to perform the activity, but you must spend as many actions on Command a Minion as the activity's number of actions. You can also spend multiple actions to Command a Minion to perform that number of basic actions on their turn; for example, you can spend three actions to Command a Minion to Stride three times.

Success The minion does as you command on their next turn.

Failure The minion is hesitant or resistant, and they do nothing.

Critical Failure The minion misbelieves or misunderstands, and they take some other action determined by the Gamemaster.

TRAINED DIPLOMACY ACTIONS

RECRUIT A FOLLOWER

Downtime

You can attempt to recruit a hireling to become one of your followers. Make a Leadership check against the hireling's recruitment DC. The Gamemaster may modify this DC based on attitude, promised compensation, your reputation, or any other applicable circumstances. This activity takes one day of downtime for every level the hireling has. See Followers and Hirelings for more information on hirelings and the benefits of recruiting them.

You can have as many followers recruited as you want as long as the total amount of levels your followers have does not exceed your Leadership modifier. The highest level of hireling you can recruit is equal to 1 plus 1 for every 4 levels you have.

Success The hireling becomes a follower and provides their follower benefits.

Failure The hireling isn't interested at this time and declines your leadership. You may attempt to recruit them again after an amount of time set by the Gamemaster has passed.

Critical Failure The hireling is insulted or angered and makes it harder for you to recruit in that community. Increase the DC for the next Recruit a Follower in that settlement by 2. In addition, you cannot attempt to recruit that hireling again in the future.

LEAD YOUR FOLLOWERS

Downtime

You organize, issue orders, and manage your followers to gain any benefits they grant during the downtime phase. Attempt a Diplomacy check. The DC for the activity is 10 plus the number of followers being lead plus any modifiers a follower's activity

LEADERS

might add to the check. On a success, you send your followers out to perform tasks and activities. You can lead up to a number of followers equal to half your level, minimum of one, and the activity takes one day. Most followers take one week to complete the tasks, but some take longer or shorter amounts of time. Once their task is complete you gain the benefits of the follower's actions. Leading your followers takes 1 day of downtime, plus any extra time a follower's specific activity may require of you. You cannot Lead Your Followers while a follower is still actively working on an assigned task.

LEADER

You gather and lead followers while on your regular adventures. Those that seek your leadership offer their skills to help make you more successful in the moments between battles.

LEADER CHARACTERS

The adventuring leader is a great archetype for characters that want more out of the exploration and downtime phases. This is also a good archetype for those who want more responsibility and a direct hand in their area's politics.

LEADER DEDICATION

FEAT 2

Archetype

Dedication

Leadership

You gain a loyal cohort that follows you on your adventures. See below for rules on how to build and use cohorts.

You become trained in Diplomacy; if you are already trained in Diplomacy you become trained in a skill of your choice.

Special You cannot select another dedication feat until you have gained two other feats from the adventuring leader archetype. You cannot gain a cohort if you already have an animal companion.

JOURNEYMAN COHORT

FEAT 4

Archetype

Leadership

Prerequisites Cohort

Your cohort gains experience and becomes more

ALTERNATE RULE — LIMITING WHO CAN RECRUIT

If the Gamemaster wishes to limit the ability to recruit and manage followers to only those with the Leadership Dedication feat they can do so by adding the following to that feat:

In addition, you can now use the Recruit a Follower and Lead Your Followers downtime activities for the Diplomacy skill.

confident in their abilities. See the cohort rules below for more information. During an encounter, even if you don't use the Command a Minion action, your cohort can still use 1 action on your turn to Stride or Strike.

IMPROVED LEADERSHIP

FEAT 5

Archetype

Leadership

Prerequisites Leader Dedication

You are respected and have a reputation that draws even more people to your side. The total amount of levels your followers can have is now your Leadership skill modifier plus the number of Leadership feats you have. In addition, the highest level of hireling you can recruit is increased to 2 plus 1 for every 4 levels you have.

ADVANCED COHORT

FEAT 8

Archetype

Leadership

Prerequisites Journeyman cohort

Your cohort gains an advanced template, further increasing their ability and skill. Pick one advanced template and apply its benefit to your cohort. See below for more information on advanced templates.

GREATER LEADERSHIP

FEAT 9

Archetype

Leadership

Prerequisites Improved Leadership

Your reputation precedes you, and many are willing to consider following you. The total amount of levels your followers can have is now your Leadership skill modifier

plus double the number of Leadership feats you have. In addition, the highest level of hireling you can recruit is increased to 4 plus 1 for every 4 levels you have.

BASE OF OPERATION	FEAT 13
Archetype	Leadership
Prerequisites	Greater Leadership

You gain a base of operation, such as a keep, guildhall, or mansion for your followers to operate out of. In addition, you gain five level 1 followers to maintain and run the base and have titles such as maid, janitor, receptionist, or servant. These followers do not count against your limit, but they cannot leave the base to perform their duties.

Work with your Gamemaster on the exact nature of your base and how you gain it. It may be a gift from a lord, inherited from a mentor, or even given to you as a quest reward. This base should be very basic, with minimal furnishings, and be no larger than it needs to be to operate. You may invest your wealth into your base to improve its furnishings, size, or staff at any time, working with your Gamemaster on how much is needed for each improvement. You may also use hirelings to staff your base as long as you can pay for their services.

SPECIALIZED COHORT	FEAT 14
Archetype	Leadership
Prerequisites	Advanced Cohort

Your cohort becomes a master of their abilities and is now powerful enough to be specialized. Your cohort gains one specialization of your choice. (See below for more information on specialization templates.)

Special You can select this feat up to three times. Each time, add a different specialization to your cohort.

BUILDING COHORTS

A cohort is a loyal comrade who follows your orders without question. Your cohort has the minion trait and gains 2 actions during your turn if you use the Command a Minion action to command them. If your cohort dies, you can spend a week of downtime to replace them at no cost. You can have only one cohort at a time and cannot have a cohort and an animal companion.

APPRENTICE COMPANIONS

The following are the base statistics for an apprentice cohort. You make adjustments to these statistics depending on the ancestry and profession you choose. As you gain levels, you might make further adjustments as your cohort becomes more powerful. Cohorts calculate their modifiers and DCs just as you do.

PROFICIENCIES

Your cohort uses your level to determine their proficiency bonuses. Cohorts are trained in perception, all saving throws, simple weapons, light armor, and unarmored defense. Additional proficiencies are added through their profession.

ALTERNATE RULES — LEADERSHIP FEATS OUTSIDE OF AN ARCHETYPE

Instead of limiting this to an archetype you can make all of the feats above general skill feats for the Diplomacy skill. The issue with doing so is that there are far too many feats for a character to take if they wish to have a full experience. It will be up to the Gamemaster on how they wish to handle this, with combining the feats or allowing them to be taken with class feat slots without the need of a Dedication feat as viable options.

Another option is to make the Leader Dedication feat a requirement for a cohort and followers but then reward the other feats as free bonus feats at or around their levels. Doing so is the most powerful option, as the cohort will grow stronger without an investment from the player. Note that other minions, such as animal companions, typically require a feat investment to grow in power, but if the Gamemaster doesn't have issues with removing this investment they can limit the power of the cohort by awarding cohort-specific feats a level or two later than the feat's level.

ABILITY MODIFIERS

A cohort begins with base ability modifiers of Str +0, Dex +0, Con +0, Int +0, Wis +0, Cha +0. Each ancestry and profession have their own strengths, and both will increase two ability scores. Ancestries increase by +1 and professions will increase by +2.

HIT POINTS

Your cohort has ancestry Hit Points plus a number of Hit Points equal to 6 plus its Constitution modifier for each level you have.

GEAR, WEAPONS, AND ARMOR

You are responsible for equipping your cohort and what gear they have available to them. Cohorts can only invest up to four magic items, which they do on their own when preparing for a day. A cohort's attacks are dependent on what weapons you provide for them.

JOURNEYMAN COHORTS

To advance an apprentice cohort to a journeyman cohort (usually a result of one of your feat choices), increase four of their ability score modifiers by +1. Increase their proficiency rank for Perception, all saving throws, simple weapons, light armor, and unarmored defense to expert. Increase one of their career skills and all of their career proficiencies to expert.

ADVANCED COHORTS

To advance a journeyman cohort to an advanced cohort, pick an advanced template (see Advanced Cohort Templates below) and apply it to the cohort. Advanced cohorts have stronger support benefits and learn their downtime benefit ability.

SPECIALIZED COHORTS

To advance an advanced cohort to a specialized cohort, pick a specialized template (see Specialized Templates below) and apply it to the cohort. Specialized cohorts will learn new abilities and have improved benefits for their downtime benefit ability.

PLAYING & USING COHORTS

While the player is in control of the heritage, career, and templates applied to them, cohorts are considered NPC minions and thus have a mind of their own. The Gamemaster should role-play their interactions with the PCs and the world, allowing the player to give commands and make requests. They are loyal to the player character they are following, but will not follow any command that clearly puts them in unnecessary danger (for example a cohort will not follow a command that has them triggering an obvious trap). Cohorts prefer to avoid participating in combat and tend to stay back away from the biggest dangers in encounters. That said, they will fight to defend themselves and assist their leader as best as they can as long as doing so won't be suicidal.

COHORT ANCESTRIES

DWARF

Size Medium
Con +1, Wis +1
Hit Points 10
Speed 20 feet
Special darkvision

ELF

Size Medium
Dex +1, Int +1
Hit Points 6
Speed 30 feet
Special low-light vision

GNOME

Size Small
Con +1, Cha +1
Hit Points 8
Speed 25 feet
Special low-light vision

GOBLIN

Size Small
Dex +1, **Cha** +1
Hit Points 8
Speed 25 feet
Special darkvision

HALFLING

Size Small
Dex +1, **Wis** +1
Hit Points 6
Speed 25 feet
Special darkvision

HUMAN

Size Medium
Pick any two ability scores for a +1 boost
Hit Points 8
Speed 25 feet

HALF-ELF

Size Medium
Pick either Dexterity or Intelligence for a +1 boost
then pick any one ability score not already chosen for another +1 boost.
Hit Points 8
Speed 25 feet
Special low-light vision

HALF-ORC

Size Medium
Pick either Strength or Constitution for a +1 boost,
then pick any one ability score not already chosen for another +1 boost.
Hit Points 8
Speed 25 feet
Special low-light vision

COHORT PROFESSIONS

ACOLYTE

Con +2, **Wis** +2
Skills Medicine, Religion
Proficiencies their deity's favored weapon,
medium armor, divine spell attacks and DCs
Special The acolyte worships the same god you do and knows three cantrips from the divine

spell list. They gain access to divine spells when they become a journeyman, using the cleric's rules for how they gain spells, how many spells per day, and how spells work. They have an effective cleric level equal to three less than your own.

Support Benefit The acolyte has experience with healing others. During the exploration phase, the acolyte will assist anytime you or a party member attempts a Treat Wounds check. Upgrade a critical failure to a failure, and



increase the amount healed on a success or critical success by 1d8. If the acolyte is advanced increase the amount healed by 3d8.

Downtime Benefit Choose the acolyte to be part of the group of followers you lead when you use the Lead Your Followers activity. On a successful check, the acolyte goes about to churches, shrines, and temples of your god to worship and pray on your behalf. After a week, your standing with the church improves and the next purchase you make at a church or similar establishment dedicated to your god has its price reduced by 10%. If the acolyte is specialized, reduce the price by 20% instead.

The acolyte is a pious and faithful follower of their god, and is attracted to leaders of the same religion. These men and women of the cloth are often pursuing leadership within their god's clergy and are in the early phases of their career path.

EXPLORER

Str +2, Wis +2

Skills Nature, Survival

Proficiencies medium armor, primal spell attacks and DCs

Special The explorer has the Forager feat. They gain access to primal spells when they become a journeyman, using the druid's rules for how they gain spells, how many spells per day, and how spells work. They have an effective cleric level equal to three less than your own.

Support Benefit The explorer moves ahead of the group while moving through the wilderness. During the exploration phase and when using the Scout action, you or your party member can move at full speed and everyone gains a +2 circumstance bonus to their initiative rolls instead of the normal benefits of the action. If the explorer is advanced each member of the party can start the encounter with a single item or weapon drawn and gain a +3 circumstance bonus to their initiative roll.

Downtime Benefit Choose the explorer to be part of the group of followers you lead when you use the Lead Your Followers activity. On a successful check, you direct the explorer to an area of

interest you wish to know more about. This can be a part of the wilderness, a section of a city, a nearby dungeon, or a similar location. After a week the explorer brings back intelligence about the area of interest. The Gamemaster rolls a secret flat check with a DC of 5. On a failure, you gain a false piece of information. On a success you gain a single piece of helpful general information, such as what types of creatures to expect. On a critical success you gain a single piece of helpful specific information, such as a special ability an enemy.

Also called mountain men or guides, these men and women spend their lives in the wilderness. They are attracted to leaders who have fostered a grand respect for the land and animals around them. Some explorers have even joined druidic orders, but at the very least they have excellent relationships with them.

GROOM

Dex +2, Wis +2

Skills Nature, Survival

Proficiencies martial weapons, medium armor

Special The groom has the Train Animal feat.

Support Benefit The groom knows how to encourage greater performance from the animals they work with. During the exploration phase, when the party uses mounts or animals to travel overland increase the animal's base speed by 5 feet and reduce greater difficult terrain to normal difficult terrain. If the groom is advanced increase the base speed by 10 feet and reduce difficult terrain to normal terrain. This does not stack with reducing greater difficult terrain.

Downtime Benefit Choose the groom to be part of the group of followers you lead when you use the Lead Your Followers activity. On a success you direct the groom to care for any animals you have under your care, even those owned by other party members if they allow it. The groom spends their time feeding, brushing, walking, and training the animals to keep them happy and healthy. The animals are considered helpful to their owners for the next week. If the groom is specialized the owners gain a +2

circumstance bonus to all Nature checks related to their animals for a week.

Grooms have built a career caring for animals in both settlements and out in the field. They are frequently attracted to leaders that work with or rely on animals. Grooms are occasionally lower rank members of ranger companies, and aspire to climb the ranks of such groups.

GUARD

Str +2, Int +2

Skills Athletics, Intimidation

Proficiencies martial weapons, medium armor

Special The guard gains the Intimidating Strike feat. When they become a journeyman they gain the Quick Reversal feat, the Guardian's Deflection feat when they become advanced, and the Disruptive Stance feat when they become specialized.

Support Benefit The guard makes sure everyone is safe at camp by setting up alarms and managing the watches. While resting outside of a settlement, increase the Perception DC for everyone in the party by 2. Additionally, sleeping characters only have a -2 penalty to their Perception checks. If the guard is advanced, increase the Perception DC by 4 and at the start of a random encounter pick one sleeping character to automatically wake up.

Downtime Benefit Choose the guard to be part of the group of followers you lead when you use the Lead Your Followers activity. On a success you direct the guard to secure your holdings and manage your security. For one week, you gain a +2 bonus to checks that determine the loyalty of your followers, and all DCs to break into or unlock your property increase by 2. At the end of the week the guard will return and give a security report, informing you of any issues that need your attention should there be any. If the guard is specialized, increase the bonus to +4 and the DCs by another 2. In addition, the report will be more in-depth, extending the duration of the bonuses to one month.

Guards, also known as bodyguards or security agents, are as vigilant as they are imposing. They often seek leaders who can teach them advanced combat techniques, or leaders who seek great challenges. Watchmen can come from fighting schools, from a city militia, or from a disbanded military.



INITIATE

Str +2, Wis +2

Skills Athletics, Acrobatics

Proficiencies unarmed attacks

Special The initiate gains one monk class feat when they become a journeyman, one when they become advanced, and one when they become specialized.

Support Benefit By assisting in setting up a camp, cooking, and helping anywhere they can, the initiate makes resting as much as they can.

Increase the amount of health healed the party gains by resting by 1 and reduce the amount of time needed to prepare for a day to 45 minutes. If the initiate is advanced increase the amount healed through resting by 2 and reduce the time needed to prepare for a day to 30 minutes.

Downtime Benefits The initiate helps you manage your day-to-day activities and makes managing your affairs easier. You gain a +2 circumstance bonus to any checks you make for downtime activities and allows you to give direction to 2 more followers when you Lead Your Followers. If the initiate is specialized you instead gain a +3 circumstance bonus and can lead 4 more followers.

Initiates seek a mentor once they have passed the trials of their monastery. They are attracted to leaders who share the ideals of their order and seek to better themselves. Initiates often seek to be high monks of their orders, but have just started their journey on that path.

MAGE

Dex +2, Int +2

Skills Arcana, Crafting

Proficiencies arcane spell attacks and DCs

Special The mage knows three cantrips from the Arcane spell list. They gain access to arcane spells when they become a journeyman, using the wizards' rules for how they gain spells, how many spells per day, and how spells work. They have an effective wizard level equal to three less than your own.

Support Benefit The mage uses their magical knowledge to help identify magical auras.

During the exploration phase, if you or a party member use the Detect Magic activity you can move at 200 feet per minute to detect magic auras before the party moves into them and 350 feet per minute to avoid overlooking any auras. In addition, the party gains a +2 circumstance bonus to checks that analyze the aura. If the mage is advanced, increase the speeds by 50 feet each and increase the circumstance bonus to +4.

Downtime Benefit The mage will assist you or a party member with crafting magical items. Increase your effective level by 2 when determining how much each additional day reduces the materials needed to complete the item. In addition, if the item has the consumable trait, increase the number of items that can be crafted by 2. If the mage is specialized, increase the effective level by 4 and the number of consumable items by 4.

Having graduated from an arcane university, the mage seeks a leader who can help them learn more about the arcane arts. They usually accept offers from leaders that share the same focus in the study as their own, but many know that there is much to learn from other schools of magic.

MYSTIC

Con +2, Cha +2

Skills Occultism

Proficiencies occult spell attacks and DCs

Special The mystic knows three cantrips from the occult spell list. They gain access to occult spells when they become a journeyman, using the sorcerer's rules for how they gain spells, how many spells per day, and how spells work. They have an effective sorcerer level equal to three less than your own.

Support Benefit The mystic taps into their inner power to gain a glimpse into the future. Once per day during the exploration phase the mystic can spend ten minutes to meditate and focus on a question or problem. This duplicated the effects of the spell *augury* except that the mystic can look up to a number of hours into the future equal to half your level. If the mystic

is advanced, they can reveal a single, general detail from their vision. The Gamemaster uses the secret roll that is part of *augury* to determine how useful that detail is.

Downtime Benefit Choose the mystic to be part of the group of followers you lead when you use the Lead Your Followers activity. On a success, you direct the mystic to spend a week focusing on their powers and visions. At the end of the week they will report back about the many possible futures they explored. The maximum number of Hero Points you can have is increased by 1. If the mystic is specialized, you may spend 10 minutes to transfer one Hero Point to another player character and your maximum increases by another 1.

Blessed and burdened with visions of the future, mystics leave their home to seek those who can guide them. Mystics are attracted to leaders who can mentor them on self control of their inherited magic. Mystics are often the descendants of magical creatures or sorcerers, but they might not be aware of their ancestors.

PORTER

Str +2, Int +2

Skills Athletics, Intimidation

Proficiencies martial weapons, medium armor

Special The porter's carrying capacity is 8 plus their Strength modifier. The porter gains the Well Prepared general feat when they become a journeyman. When they become advanced they can invest into six items. When they become specialized, they can use Well Prepared to search for an item of 2 Bulk or lower with a price no higher than 1 gp per your character level.

Support Benefit The porter helps everyone pack their gear at the start of the day. Increase the carrying capacity of everyone in the party by +1. In addition, the first time each character uses the Interact item to draw an item during an encounter, that action becomes a free action. If the porter is advanced, increase the carrying capacity by +3 and the first two Interact actions during an encounter becomes a free action.

Downtime Activity Choose the porter to be part of the group of followers you lead when you use

the Lead Your Followers activity. On a success you direct the porter arrange and manage a search and looting of an area you have cleared of danger. The porter hires workers, rents pack animals, and purchases basic supplies before heading out. Add travel time to the cleared location to the week the porter needs to complete this task. At the end of the required time roll a DC 5 flat check. On a success you gain money as if you had succeeded at an Earn Income activity and completed a week of work for a task equal to half your level. In addition, if you had failed to find something in that location when your first cleared it the porter finds and brings it to you. On a failure the expedition fails and you lose the amount you would have otherwise gained. If the porter is specialized, on a critical success they also discover 1d4 consumable items with a level equal to half of your own.



Strong, robust, and loyal, the porter looks after the gear of their leader with hopes of learning great things from them. Porters are attracted to strong, brave leaders that seek after treasure and glory. While the image of a porter often relies on people from barbarian tribes they can come from any society, race, and people.

RESEARCH ASSISTANT

Dex +2, Int +2

Skills Acrobatics, Crafting

Proficiencies alchemical bombs

Special The research assistant has the Alchemical Crafting feat. When they become a journeyman they gain access to the alchemist's Alchemy class feature, and have an effective alchemist level equal to three less than your own. They do not gain a research field.

Support Benefit The research assistant uses their various alchemical tools to help people overcome disease and poisons. Upgrade the degree of success by one step when you or a member of your party attempts the Treat Disease or Treat Poison activities during the exploration phase. If the research assistant is advanced increase the bonus granted to the patient by +2 and if the patient gets a success on their save they gain a critical success instead.

Downtime Benefit The research assistant will assist you or a party member with crafting alchemical items. Increase your effective level by 2 when determining how much each additional day reduces the materials needed to complete the item. In addition, if the item has the consumable trait, increase the number of items that can be crafted by 2. If the research assistant is specialized, increase the effective level by 4 and the number of consumable items by 4.

Coming off of their basic education, research assistants will seek opportunities to gain field experience. They are often attracted to leaders who are craftsmen themselves, or those that go to places with exotic materials. Research assistants come from alchemist school, though some might also come from magical universities.

WELL PREPARED GENERAL FEAT

WELL PREPARED LEVEL 2

General

You often purchase and pack items without really knowing when or why you will need them. You may take ten minutes to search your gear for an item that you need but that isn't listed on your equipment list. This item must have a bulk rating of no more than 1, and cannot cost more than 5sp per your character level. Make a flat DC 5 check. On a success, you find the item you are looking for. You cannot search for the same item more than once a day, and cannot use this activity more than once per hour.

SQUIRE

Str +2, Cha +2

Skills Athletics, Religion

Proficiencies martial weapons, medium armor

Special The squire has the Shield Block feat. When they squire becomes advanced they gain the Aggressive Block feat, and the Powerful Shove feat when they become specialized.

Support Benefit The squire maintains and repairs your shield, making sure you always have it in combat. Give the squire a shield to repair or maintain. If the shield you give them isn't broken it will be fully repaired and gains a number of temporary HP equal to half your level. If the squire is advanced a broken shield is repaired and gains temporary HP equal to half your level, while a non-broken shield gains temporary HP equal to your level.

Downtime Benefit Choose the squire to be part of the group of followers you lead when you use the Lead Your Followers activity. On a success you direct the squire to run messages, check in with contacts, and spend time with high society. You gain one minor favor from a local noble, leader, or ruler that is friendly towards you. This favor must be appropriate to your level, and

cannot cost the contact more than what you would make in a day on a successful check to Earn Income doing a task equal to your level. You cannot have more than one favor owed you at a time. If the squire is specialized, the favor's value cannot be more than what you would earn in a week. Additionally, you now can have three favors owed to you at a time.

Seeking to become a knight, squires often seek opportunities to gain real experience. Squires frequently seek leaders of their same orders, but occasionally they are allowed to follow great and honorable warriors. Most of them come from the holy orders of knights that champions hail from, but a few come from secular knight orders.

STORYTELLER

Dex +2, Cha +2

Skills Occultism, Performance

Proficiencies shortbow, light armor

Special They gain access to occult spells when they become a journeyman, using the bard's rules for how they gain spells, how many spells per day, and how spells work. They have an effective bard level equal to three less than your own.

Support Benefit The storyteller uses their knowledge of lore and legends to help you learn more about the foes you face. At the end of an encounter, you or a party member can examine a defeated monster or creature for 10 minutes. You gain a +4 circumstance bonus to Recall Knowledge about the creature, and a success is upgraded to a critical success. If the storyteller is advanced, they will help you identify creatures in the heat of battle, granting you the +4 circumstance bonus but not the upgraded success. If you choose to identify the creature after the encounter the bonus increases to +6.

Downtime Benefit Choose the storyteller to be part of the group of followers you lead when you use the Lead Your Followers activity. On a success you direct the storyteller to keep an ear to the street, spend time performing in public places, and making contacts in the area. The

next attempt you make to Gather Information gains a +4 circumstance bonus and takes half as long as it normally would. If the storyteller is specialized, you gain a +6 circumstance bonus instead and you may treat your proficiency with the skill you are using as one higher when determining what type of information you can attempt to gather.

Both performer and artisan, the storyteller seeks tales of glory and greatness. They often seek leaders that they can use as a muse or one that can mentor them to improve their craft. Storytellers sometimes come from bard colleges, but many have a background in rural oral history.

TORCHBEARER

Dex +2, Int +2

Skills Acrobatics, Stealth

Proficiencies shortbow, light armor

Special The torchbearer gains the Sneak Attack special ability, with an effective rogue level equal to three less than yours. They gain the Battle Assessment feat when they become journeymen, the Gang Up feat when they become advanced, and the Sneak Savant feat when they become specialized.

Support Benefit The torchbearer uses tricks of their trade to help you see hazards, creatures, and the environment. Torchbearers improve the light source of the items you provide them, increasing the light's area by 10 feet. You and your allies also gain a +2 circumstance bonus to Perception checks to notice traps and environmental features that are within the light's area. If the torchbearer is advanced they know how to best direct the light to give you a tactical advantage. Pick one creature that can see you when you roll Initiative. If the creature relies on sight for their senses they must succeed at a Fortitude save or suffer a -2 penalty to their Initiative check. On a critical failure, they also become dazzled.

Downtime Benefit Choose the torchbearer to be part of the group of followers you lead when you use the Lead Your Followers activity. On a success you direct the torchbearer to observe,

case, and gather intelligence on a building or inhabited location. After a week, roll a DC 5 flat check. On a success you learn about observable external features, creatures that can be observed coming and going, and any details that are easily observed from safe locations. On a critical success you gain one hard to obtain detail, such as a secret entrance or the location of a trap. On a failure the torchbearer decided it would be too dangerous and retreated from the location before they could observe anything useful. If the torchbearer is specialized you gain one hard to obtain detail on a success and two on a critical success.

While still green in the craft, torchbearers aspire to be covert agents, such as spies or professional burglars. Torchbearers seek leaders that can show them the ropes of breaking and entering or those that find themselves in conflict lite situations. Torchbearers are common as low level agents in thieves guilds, but they can be found in just about any covert organization.

ADVANCING COHORTS

The following are advanced templates that can be applied to cohorts.

AGILE

To advance a journeyman cohort to an agile cohort, increase their Dexterity modifier by 2 and three other ability modifiers by 1. They become trained in Acrobatics, or expert if they are already trained. They gain one general feat, general skill feat, or a class feat you have access to.

BRAWNY

To advance a journeyman cohort to a brawny cohort, increase their Strength modifier by 2 and three other ability modifiers by 1. They become trained in Athletics, or expert if they are already trained. They gain one general feat, general skill feat, or a class feat you have access to.

CHARMING

To advance a journeyman cohort to a Charming cohort, increase their Strength modifier by 2 and three other ability modifiers by 1. They become trained in either Deception or Diplomacy or expert in one of those skills if they are already trained one. They gain one general feat, general skill feat, or a class feat you have access to.

CUNNING

To advance a journeyman cohort to a cunning cohort, increase their Wisdom modifier by 2 and three other ability modifiers by 1. They become trained in Survival, or expert if they are already trained. They gain one general feat, general skill feat, or a class feat you have access to.

LEARNED

To advance a journeyman cohort to a learned cohort, increase their Intelligence modifier by 2 and three other ability modifiers by 1. They become trained in one Lore of your choice, or you may increase their proficiency to expert in a Lore they already know. They gain one general feat, general skill feat, or a class feat you have access to.

STOUT

To advance a journeyman cohort to a stout cohort, increase their Constitution modifier by 2 and three other ability modifiers by 1. They become trained in Athletics, or expert if they are already trained. They gain one general feat, general skill feat, or a class feat you have access to.

SPECIALIZATIONS

The following are specializations that can be applied to cohorts.

ARCANIST

Arcanists study the arcane arts and seek the power they can grant. Your cohort assists you when you attempt to Learn a Spell. If you do not have a source for the spell that you wish to learn double the time required and increase the cost by 50% to learn the spell. If you do have a source for the spell you wish to learn a success becomes a critical success. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Intelligence modifier of the cohort by 1.

BRUTE

Brutes use their large stature to do impressive feats of strength. Unconscious creatures the cohort lifts or drag have half as much bulk as normal. In addition, if the cohort spends one minute sizing up an object that object's bulk is halved for ten minutes for the cohort. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Strength modifier of the cohort by 1.

FOREMAN

Foremen are experts in leading others and making sure projects are done right. You can now Lead a number of followers equal to your level, and gain a +2 circumstance bonus to Lead Your Followers checks. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Charisma modifier of the cohort by 1.

KNIGHT

The knight is a master of defending others. As an action, you can command the knight to defend a defenseless NPC, a follower, or an unconscious creature they are adjacent to. Enemies that attempt to attack the creature being defended must make a flat DC 12 check to do so. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Constitution modifier of the cohort by 1.



MERCHANT

Merchants are masters in the art of sale. During the downtime phase, you can give your cohort all items you want to be sold and a week to sell them. After the week roll a DC 8 flat check. Failure means the cohort needs one more week to sell the items. Success means they were able to sell the items for 5% more than the normal sale price. On a critical success they sell them for 10% more than the normal sale price. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Charisma modifier of the cohort by 1.

NATURALIST

Masters of the wilds, the naturalists know of the power that comes in nature. During the downtime phase, send your cohort out into the wilderness to commune with nature and find a willing ally. The cohort makes a Nature skill check after a week, with a DC set by the Gamemaster. On a success, the cohort returns with a single-use token that can be used to

summon an animal with up to two levels below your own. On a critical success, they return with a token that can summon a monster with the beast, fey, or plant type with a level up to two below your own. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Wisdom modifier of the cohort by 1.

Occultist

The occultists seek after the dark and obscure knowledge of the world. During the downtime phase, give your cohort a single item you wish for them to study and read using occult means. This item does not need to be magical. The cohort makes an Occult skill check with a DC set by the Gamemaster after a week of study. On a success, the cohort can tell you who the previous owner was, one piece of general information about them, and the general details of an event the item was present in. On a critical success, the details about the owner and event become specific. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Intelligence modifier of the cohort by 1.

Performer

Showmanship and the pursuit of art is the specialty of the performer. During the downtime phase, you can send out your cohort to perform pieces about you and your adventures in a settlement you designate. After a week the cohort makes a Perform check, with a DC set by the Gamemaster. On a success, the settlement's attitude toward you improves by one step. On a critical success, the next Charisma-based skill check you make in that settlement gains a +4 circumstance bonus. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Charisma modifier of the cohort by 1.

Priest

Priests work hard to keep their master on the path of righteousness. During the downtime phase, send your cohort out on a pilgrimage that lasts one week. At the end of the week, the cohort makes a Religion

check with a DC set by the Gamemaster. On a success your standing with the god your worship improves. What exactly this means is up to your Gamemaster. Your cohort gains a +1 bonus for each 100 gp you send with them as a donation. On a critical success you gain 1 Hero Point that does not count against your limit. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Wisdom modifier of the cohort by 1.

Sapper

Sappers are knowledgeable engineers who specialize in bringing down walls. After spending ten minutes of work, the sapper deals XX damage to an object or to a 5 ft by 5 ft area that is 1 ft deep. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Strength modifier of the cohort by 1.

Smith

The smith seeks to build and improve the gear of their master. During the downtime phase, give your cohort an item that can be upgrades, such as a piece of armor or a weapon with a magic rune. Decrease the cost of upgrading by 5%. The cohort does the work, and all checks are made using their Crafting skill bonuses. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Intelligence modifier of the cohort by 1.

Spy

The spy is an expert in information gathering. During the downtime phase, you can send your spy out to gather information on a specific NPC. After a week of work, you gain a +4 circumstance bonus on Gather Information checks regarding the specific target, increasing the bonus by +2 for each additional week the cohort spends on assignment. You also consider your proficiency in the skill you use to Gather Information to be one higher in regards to the type of details you can discover. Increase one the cohort's skill proficiencies by one step, to a maximum of master, and increase the Dexterity modifier of the cohort by 1.

FOLLOWERS & HIRELINGS

While cohorts are specialized and increase in their abilities as you level up, hirelings and followers stay the same and provide the same benefits no matter how experienced your character is. Hirelings can be found everywhere, and are most commonly encountered as shopkeeps and tavern owners. Hirelings provide services for coin or barter, while followers are hirelings recruited to be loyal and provide discounted or hidden services.

How HIRELINGS WORK

A hireling is an NPC that can be hired to perform a task. A follower is a hireling that has been recruited by a leader through Diplomacy. Recruiting a hireling into a follower will make services cheaper, open up more activity options, and expand the benefits of current activities. Most hirelings do not provide a service that provides any mechanical benefit, but may still provide services needed for character comfort, to run a proper base of operation, or to maintain their status in society. For example, the Gamemaster may require the player to use hirelings to maintain their fine or extravagant level of living, as such types often require large homes, estates, or property the character cannot maintain on their own. Player characters with government positions or titles of nobility may need hirelings as well, as such positions of power require help to maintain them.

What hirelings are available and how to find them are up to the Gamemaster. Some types of hirelings are so common that you shouldn't need a check to find them, while others may be so rare that it would take a difficult check to discover them. Once you are aware of a hireling you can hire them by paying their listed rate. Every hireling has the time needed to perform their tasks listed with their rate, with the available tasks listed under the Hireling Jobs section.

Some hirelings have the requirements for recruitment that must be completed before attempting

to recruit them into a follower. Once the requirements are met you may attempt to Recruit a Follower, using the listed DC in the hireling's stat block. If there are no requirements listed you may attempt to recruit them into a follower without any additional action.

Once a hireling has been recruited into a follower they are loyal to you and offer additional benefits, reduced prices, or special downtime activities. You can gain the benefits of the downtime activities by using the Lead Your Followers activity.

Followers still have a mind and life of their own and are often not equipped or skilled enough to follow you into dangerous situations and places. They may also be limited in their ability to travel outside of their settlement to perform tasks, and as a result may only be useful in the area where they live. Others may be limited to just their workshops or place of business. Such limitations are often mentioned in their description but it is up to the Gamemaster how limited each follower is and what their personal circumstances allow.

You can release a follower from service at no cost by spending a day of downtime. Unless you have gained a negative reputation with those who follow you, doing so does not have any effect on that character's loyalty to you. You will lose access to that hireling's follower benefits. You may recruit them to be a follower later, but there are no special bonuses to any checks needed to do this.

If you are responsible for the death of a follower you will have a -4 penalty to Recruiting a Follower. You may also find that other followers are less willing to meet your requests, and as such you will have a -2 penalty to Leading Your Followers. The duration of these penalties is up to the Gamemaster. Being abusive, overly demanding, and negligent can also impose those penalties, or increase the severity of penalties already in place. In addition, if either of these penalties are in place for the reasons listed above, if you have a critical failure while Recruiting a Follower you will lose your ability to recruit and you will lose one follower for each critical failure you suffer while Leading Your Followers.

You can reduce these penalties by performing a task to improve your reputation, such as offering recompense, or through the atonement spell.

COST OF LIVING AND FOLLOWERS

If a leader has at least a fine level of cost of living (130 gp/month) they do not need to actively pay the wage for common hirelings they have recruited to followers. If they are on an extravagant level of cost of living (430 gp/month) they do not need to actively pay the wages for the companion, cook or chef, lawyer, messenger, nurse, porter, and valet. The cost of these followers is part of the monthly expenses for those levels of cost of living. You will still need to pay for the services of hirelings not yet recruited into followers.

Common Hirelings

Paid laborers can provide services for you. Unskilled hirelings can perform simple manual labor and are untrained at most skills. Skilled hirelings have expert proficiency in a particular skill. Hirelings are level 0. If a skill check is needed, an untrained hireling has a +0 modifier, while a skilled hireling has a +4 modifier in their area of expertise and +0 for other skill checks. Hirelings' rates double if they're going adventuring with you. Common hirelings can be recruited to be followers, with each one considered to be level 1 for the purposes of calculating how many followers you can have. Common hirelings recruited this way do not double their prices to go adventuring with you.

Examples of common hirelings includes diggers, runners, gardeners, servants, maids, watchers, washers, janitors, grooms, shepherds, tradesmen, tailors, pages, and attendants.

Uncommon Hireling

The hirelings below are uncommon, skilled hirelings that often have a level, special services, and special follower benefits. Each type of uncommon hireling below is broken down into an entry listing their price, a description of their services, the benefits of having them along as a hireling and the added benefit of having them as a follower.

Name This is the name of the hireling.

Price The prices listed are the common rates.

These rates may be higher for more experienced hirelings or hirelings that offer superior services.

Benefit This is the benefit gained by using the hireling's services.

Follower Level This is the minimum level of follower that the hireling can be recruited to fill.

Follower Benefit This is the benefit this follower will provide their leader once they are recruited. If the benefits overlap, the follower benefit supersedes the hireling benefit.



CHRONICLER

Price 1 gp

A chronicler records the party's glorious deeds. He may compose songs or heroic poems, or write epic histories of their accomplishments to bolster the party's reputation. Fame has its benefits—a well-known adventuring party usually attracts additional patrons and allies. Chronicler's do not perform the pieces they create. The price is the daily rate of services rendered.

Benefit Choose common, spectacular, or masterpiece for the song, poem, or story you commission from the chronicler. Common commissions grant no bonuses, but may be required if you wish to control what information is being spread about you. Spectacular commissions grant a +2 circumstance bonus to performances using the piece, while masterpieces grant a +4 circumstance bonus. Common commissions take one day of work, spectacular commissions take 1 week, and masterpiece commissions take one month. Spectacular and masterpiece commissions may require one or more interviews with the chronicler so they have the information required for their work. Commission pieces may lose their bonuses over time as they become more well known and widespread.

Follower Level 2

Follower Benefit Chronicler's who are recruited to be followers still need to be paid for their services but their common pieces grant a bonus equal to half their level. In addition, they increase the bonuses of the spectacular and masterpiece commissions by half their level.

COMPANION

Price 2 sp per level on average, but may be cheaper or more expensive depending on circumstances.

Whether a brazen strumpet, gigolo, saucy tart, escort, or expensive doxy, this person is available for an adventurer who needs intimacy, a private listening ear, or just a warm body next to them. The price is related to the reputation of the companion, is often only for an hour

long diversion, and also covers the cost of the room. Multiply the price by ten for a full night of companionship.

Benefit Companions who are hired for anything less than a full night offer no bonuses, but their services may be required for other reasons, such as keeping an NPC distracted or maintaining a particular reputation. Cheap companions may have drawbacks that come with their services, such as a poorly maintained room or disease, while more expensive companions may come with extra benefits like food and drink. Companions of level 3 or hire hired for a full night use cuddling, massage, and carnal methods help their clients relax and sleep well. A night with the companion grants you a +2 circumstance bonus any check needed to fall and stay asleep, and any check needed while you are asleep. If you did not use this bonus during the night you may use it in the first check you make the next day.

Follower Level 1

Follower Benefit The companion will follow the leader outside of the settlement for no extra cost, but must be paid their full night rate per day they are away. Full night rates are equal to the follower level \times 10 gp. Companion followers of any level provide the bonuses a full night's service grants. Companion followers increase the bonus they grant for a full night by 1 for every 4 levels they have.

CHEF/COOK

Price 8 sp to 2 gp

Good food is sometimes hard to come by, and the perfect meal for a special occasion is worth paying for. Cooks offer common comfort food and local dishes while chefs are trained to prepare specialized dishes and foreign fare. The listed rates are the daily rates for cooks, and covers two meals that feed four people. Chefs are hired at ten times those amounts but the number of people their meals serve is doubled. Cooks can be hired to follow the party out of the settlement, but chefs cannot.

Benefit Paying for a cook or chef also covers the basic costs of the ingredients for the meals they create unless the meal is made from exotic or

expensive ingredients. Common meals offer no bonuses but are hot, good, and fulfilling. A meal from an exceptional cook gives those eating it a +2 bonus to Fortitude and Constitution made against natural environmental effects, such as cold or exposure. An exceptional chef will grant the client a +5 circumstance bonus to a single Charisma-based skill or ability check made during the meal. **Follower Level** cooks start at 1, chefs start at 3.

Follower Benefit Cooks that have been recruited as followers only need to be paid half a much each day and will cook two meals for up to ten people each meal. Recruited chefs are always on call and will be able to have a meal prepared after an hour of preparation. If a cook is paid at least 5 gp for a day one of their meals will grant up to five creatures temporary hit points equal to $1d4 +$ the cook's level for eight hours. A chef paid 50 gp can prepare a meal that grants a number of temporary hit points equal to $2d4 +$ double the chef's level.

DEMOLITIONS EXPERT

Price 5 sp per 1 hp of object to be destroyed.

Double the price if the hardness of the structure is 10 or higher.

The demolitions expert knows how to use the tools of their trade to remove structures or clear obstacles. The price includes the expert and a team of workers.

Benefit The demolitions expert can be hired to destroy buildings, structures, natural obstructions, and even large vehicles. The work takes anywhere from a day to a couple weeks, depending on the size and type of the thing that needs to be destroyed. The demolitions expert takes any material from the demolition as part of their payment unless they are paid double their rate. Demolitions experts will not destroy anything their client does not own or have written permission to destroy.

Follower Level 4, only the expert is recruited.

Their team comes with them.

Follower Benefit The demolitions expert will destroy things in half the time, or they will sell the materials salvaged from the demolition and

give the leader a share equal to one quarter the normal market value of what was destroyed. Alternatively, for double their hireling rate they will destroy, or attempt to destroy, things that the leader doesn't own and have permission to destroy.

EXOTIC MOUNT TRAINING AND STABLING

Price 5 gp a day

Masters of exotic animals, these trainers have been given special licenses and permissions to stable, train, and transport exotic animals within city limits.

Benefit Not all cities allow for unusual and dangerous animals to be ridden around in the streets, and may even require that these creatures be left outside of city limits or in special stables. Good exotic animal training and stabling within city limits is often a worthwhile service to pay for, as it keeps the animal in a safe environment and in an accessible location. Trainers can also save the owner time by offering training services, and some of the best known tricks animals can learn that the owner might not be aware of. Stabling services include any city fees to bring the animal into the city limits, a secure place for the animal, the appropriate food for the animal, and cleaning and brushing if it can be done safely.

Follower Level 4

Follower Benefit Exotic animal stable masters and trainers that have been recruited as followers provide care for the leader's mount or animal companion that is specific for that type of animal. They work hard to find the best food, provide the best enclosure for rest, and even hunt down objects and activities to keep the animal happy and active. They can also be called upon to train the animal using techniques best suited for it. A night with these specialized services, or a day of training, grants the leader a +2 circumstance bonus on all Handle Animal and Ride checks for 24 hours. The leader is also permitted to ride or lead the animal within city limits or areas where doing so would be restricted.

EXPLOSIVES EXPERT

Price 1 gp per point of damage needed.

Sometimes the best solution to a problem is a big explosion. An explosives expert has the knowledge and tools to make it happen.

Benefit Sometimes the best solutions to a problem is a good explosion. Explosives experts can be hired to blow up nearly anything their client can legally destroy. The job requires at least a day of careful setup, clearing the area, and safety considerations. Some jobs may require longer set up times. Once set up, and if left alone, the explosives can be remotely set off by lighting a fuse line. Some conditions may limit the amount of time the explosives will remain effective, such as weather or tampering.

Follower Level 5

Follower Benefit An explosives expert that is recruited to be a follower will be willing to provide unique services. For the same price, the expert will set up an explosive carriage that can be set up to explode on impact with a solid surface, a bundle of explosives that can be flung by a siege engine or dropped from the air, or they can set up multiple explosive bundles for simultaneous ignition. Additionally, the explosives used by the follower ignore an amount of hardness equal to their level.

FENCE

Price 10% of the value of fenced goods

With connections to the local thieves' guild as well as honest merchants and antiquarians, a fence can sell non-magical treasures such as art or jewelry and be trusted to give the proceeds back to the adventurers—minus a reasonable fee, of course.

Benefit Fences are able to sell items that are either restricted within the city or may have high taxes attached that the party wishes to avoid. Fences need one day per 1000 gp of value to sell the items, and at the end of that time, they give the party the money made in the sale. A particularly talented (and expensive) fence can also safely ship loot to a large metropolis, allowing the PCs to ignore the purchase limits of nearby settlements when selling their treasure.

Follower Level 3

Follower Benefit Recruited fences offer to find items the party is interested in, increasing the price by 10% minus a percentage equal to their level. Their normal percentage rates for selling are reduced by double their level for non-magical items and their level for magical items. Lastly, fences can arrange for smugglers to help move items, treasure, or goods from one location to another for 10% of the value of the smuggled goods.

LAWYER

Price 5 sp novice, 3 gp competent, 10 gp experienced

A lawyer is a person who knows and practices law. A lawyer writes and interprets contracts, represents clients or the government in civil and criminal trials, gives legal advice, or presides over cases as a judge. An experienced lawyer with a successful history can charge higher fees than a novice or competent but unremarkable one. The listed price is per day.

Benefit You gain a bonus to checks when looking over contracts, deeds, or other legal paperwork to find any clause or part that is unfavorable. Novices grant a +2 bonus, competent a +5 bonus, and experienced a +10 bonus. Some contracts may need more than a single day to look over. Competent and experienced lawyers can also be paid for at least a full week's rate to help find and purchase land, businesses, and buildings, reducing the cost by 2% if using a competent lawyer or 5% if using an experienced one.

Follower Level 3

Follower Benefit Lawyers that have been recruited as followers are paid a rate of 1 gp a day to remain on retainer and always be ready to assist the leader. They can be given instructions and resources in the event of arrest, death, or other significant events and they will do their best to carry out the instructions to the best of their ability. Recruited lawyers can also help you

be released from jail or prison early on bail, subtracting their level from the number of days you are expected to be incarcerated. Minor crimes would have 2 – 4 days, moderate crimes would have 5 – 10 days, and major crimes 11 – 30 days. These are the times you would be in jail awaiting a trial or sentencing, and not the actual time you would be punished with. Lawyers do not leave their home settlement unless they are at least level 5, and only then to settlements at least the size of a small city.

MAGICAL TRANSPORTER

Price 500 gp per creature or per 2000 lbs of cargo.

There are times when the shortest path to two locations is a magical tunnel that works off of arcane power. The magical transporter has set up their transportation station to have the needed magic circles and tools to move large amounts of people and cargo from city to city.

Benefit A magical transporter is an expensive means of travel to specific locations the transporter has established themselves in. Magical transporters use teleportation magic to move people or cargo from one city to another city. They have specially prepared stations in each of the cities they operate in. These stations allow safe and instantaneous teleportation between them. They also have a trained beast of burden that they use to move large amounts of cargo. They cannot be used outside of the cities they operate in. For example, they cannot teleport to a dungeon outside of city limits, nor are they willing to teleport into or out of a city they are not set up in.

Follower Level 6

Follower Benefit A magical transporter who is recruited to be a follower can take up to 5 medium creatures per 500 gp, or up to 10,000 lbs of cargo for their normal amount. They are also willing to teleport people or goods from a location outside of a city to one of their stations, but they are not willing to do the opposite.

MERCENARY SOLDIER

Price 5 sp per level

Mercenaries are paid to fight, guard, or protect.

Mercenaries typically belong to a band or city guild and can be hired in any settlement at least the size of a small city. The price listed is per day. The price doubles if you want them to follow you outside of the settlement.

Benefit Common mercenary soldiers are little more than thugs with levels in barbarian, fighter, or rogue. Higher-level mercenaries are more disciplined and may come from other



classes. The guild or band they are hired from may give a discount for hiring in bulk or may be willing to negotiate payment in forms other than coin. These hirelings come with their own gear, weapons, and armor. Mercenaries will not engage in fights that are too dangerous for them unless given proper incentives.

Follower Level 1

Follower Benefit Mercenaries as followers are not strong enough to take on the same challenges as their leader but they can guard assets, buildings, and base camps. Specialized followers of this kind may also be able to scout ahead, track prey, or perform sabotage.

MESSENGER

Price 2 cp per mile

A messenger carries a written or verbal message to its intended target.

Benefit Verbal messages must be short enough for the messenger to memorize (typically about 25 words). A few messengers have exceptional memories and charge 5 sp to relay a verbal message of up to 300 words. Most messengers are only willing to travel to locations within the current city or outlying areas. You can pay a messenger the return fee if you want them to wait for the message recipient to reply, just in case the recipient is too miserly or poor to pay for a return message. Depending on the location and the overall wealth in a settlement, a messenger may be a runner or ride a horse.

Follower Level 1

Follower Benefit Low-level messengers who have been recruited to be followers work the same as above but at half the price. 5th or 6th level messengers also have magic items and access to spells that allow for sending and receiving messages much faster. Followers of this profession will be on call to quickly send messages while in a settlement and can be paid 1 sp a day to follow the leader outside of the settlement.

NURSE

Price 7 sp for common, 2 gp for experienced, 5 gp for master

A nurse is a person familiar with healing and medicine. A nurse is not familiar with magical healing, but they do have knowledge of local or folk remedies. The listed price is per day. Nurses have a Wisdom modifier of +1.

Benefit A common nurse is trained in Medicine with a bonus of +4. An experienced nurse is an expert in Medicine with a bonus of +8. A master nurse is a master in Medicine with a +14 bonus to their skill check. They come with their own supplies, though all of it is basic and non-magical. A nurse will follow you outside of their settlement but must be paid ahead of time for each day you anticipate them to be with you, with additional payment after you return if you go over that time.

Follower Level 1 for common, 3 for experienced, and 7 for master

Follower Benefit Nurses as followers do not need to be paid ahead of time to follow the leader outside of the settlement, but do expect payment for each day their services are needed. They can help a number of injured creatures equal to their proficiency bonus each night. Those creatures heal double the amount of hp from resting. Follower nurses also carry common and uncommon equipment and alchemical supplies that can help them, with a 75% chance of having a useful item with a level no greater than their own.

PERSONAL BANKER

Price 10 gp/week

Personal bankers help you manage your wealth and even do what they can to make large transactions easier.

Benefit Regular banking services work well for most money related needs, but some services are better served through a personal banker. Personal bankers can provide assistance with handling massive wealth, storing valuable items, and converting one type of currency into another type. Banknotes or letters of credit provided by the banker work within their settlement, but only have a 50% chance

of being honored in settlements no smaller than a small city. Personal bankers are also discreet and confidential. These hirelings do not follow you outside of their settlement. Any items or wealth left with the personal banker are considered secure and safe from theft or damage.

Follower Level 4

Follower Benefit A personal banker recruited to follower status is able to do all tasks a normal banker can do plus set up secure accounts in other cities, provide a bill of exchange, invest wealth. When setting up accounts in other cities, the personal banker needs to either travel there in person or send a representative. The time it takes to travel plus one full day is how long this task takes.

Bills of exchange are official letters by the banker requesting that a bank in a foreign bank pay a specified amount to the holder or make a specific purchase for the holder. The letter promises to send payment back to the bank at a future time. The personal banker will not give out a bill of exchange with a value greater than what is in their employer's account, nor will they issue multiple bills that have an equal sum greater than the account. This service allows someone to travel from one city to another without having to transport a large amount of coins.

Personal bankers can invest the wealth in their employer's accounts, but the gains are often small. Each month the account being invested increases by a percentage equal to the banker's level. For example, if the banker's level was 5, the account would have a 5% gain at the end of the month it was invested in. The money in the account cannot be used, added to, or taken out during that month. Investment accounts have a minimum limit of 1,000 gp and a maximum limit of 10,000 gp, per follower level. Only one account per month can be used for investment, and the leader must actively direct the banker to use this benefit.

PHYSICIAN

Price 1 gp for basic, 5 gp for expert, 12 gp for master

A physician is a person skilled in non magical healing and medicine. A physician generally knows a little bit about what local magical healing can do and where to find it. The listed price is per day, but will not leave their settlement. Physicians have a Wisdom modifier of +3.

Benefit A basic physician has a level of 1, is trained in Medicine and has a Medicine skill modifier of +6. An expert has a level of 3, is an expert in Medicine and has a skill modifier of +10. A master has a level of 7, is master in Medicine and a skill modifier of +16. In addition, the physician has access to the following spells as long as their level is equal to half the spell level *heal, neutralize poison, remove disease, remove paralysis, restoration, restore senses, and stabilize*. In addition, some physicians will stock and sell common magical and alchemical items that provide or assist in healing equal to their level.

Follower Level 1 for basic, 3 for expert, and 7 for master

Follower Benefit Physicians recruited to be a follower will sell their medical supplies at a 5% discount and will follow their leader outside of their settlement for double their daily cost, charging for each day they travel. In addition, physician followers add their level to the amount of hp they heal using the Medicine skill. Physicians have a Wisdom modifier of +3.

PORTER

Price 1 cp per mile for common, 1 sp per mile for professional

Porters pack, transport, carry, and unpack goods and supplied from one location to another.

Porters have a Strength modifier of +3. Prices are more moving items between a settlement to a location outside of it, or vice versa. Triple prices if moving something less than three miles.

Benefit A common porter is inexperienced and is able to do little more than carry 8 bulk worth of items from one location to another. Professional and experienced porters have a

pack mule and all the equipment they need to transport up to 20 bulk worth of items. Professionals are also trained in Handle Animal and have a skill bonus of +2. All porters need at least an hour to pack the items they are asked to transport.

Follower Level 1 for common, 3 for professional

Follower Benefit Recruited porters not only transport goods but can help other people pack. Any creature that is assisted by a porter for at least a half-hour can add the porter's level to their bulk limit. In addition, a professional porter is willing to follow a leader outside of their settlement over extended periods of time for the price of 1 gp per day.

SAPPER TEAM

Price 100 gp/day of work, +500 gp to attempt to collapse a section of wall.

Sapper teams consist of a foreman and a team, and are typically used to dig tunnels into hostile areas or under fortifications.

Benefit Sapper teams are typically hired for sieges, but some adventuring parties have found them useful in other situations. Sappers can tunnel under walls to create alternative entrances to fortresses, dungeons, or cave systems. They can also act in a traditional manner and tunnel under fortified walls, burn the supports, and attempt to collapse a section of the wall. Work takes anywhere from a few days to a couple of weeks, depending on the conditions of the job. The sappers are pretty experienced and can handle most fights that come their way, but some jobs may require additional security.

Follower Level 5, only the foreman is recruited.

Their team comes with them.

Follower Benefit If recruited as followers, the Sapper team will do the work in half the time.

VALET

Price 1 gp

This title includes valets, butlers, lady's maids, ladies-in-waiting, secretaries, stewards, concierges, majordomos, manservants, batmans, and other skilled, trusted servants and employees

who work closely with an employer or run a household or business, sometimes without direct supervision. The listed price is per day.

Benefit Valets make sure the client is

comfortable and happy wherever they go, so long as it is within a settlement. Valets can be hired to run households, keeping house staff in order, and assisting their client with keeping their life orderly and predictable. If their client is going to be staying outside the home, such as at a tavern, the valet goes ahead of time and arranges for the room, food, and any desired entertainment. This reduces the cost of the room and food by 10%.

Follower Level 3

Follower Benefit Valets that have become followers will handle the payment of all other followers and hirelings, lowering the cost by a percentage equal to their level. They will also follow their leader outside of the settlement and handle any arrangements that are needed, such as moving goods, staying at taverns, scheduling appointments with officials, and helping the leader find places to sell items. This often cuts out many of the fine details, such as negotiation and haggling, and as a result lowers the time needed to make such arrangements by half. At the discretion of the Gamemaster, many services, bribes, taxes, and fees the valet negotiates can have their amounts lowered by a percentage equal to 8 + valet's level.

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VERSION 1.0A

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Cohorts, Followers, & Hirelings