

# LEADER<sub>OF</sub> THE PACK



## HUMANOIDS





**LEADER OF THE PACK: HUMANOID SOURCEBOOK****WRITTEN BY**

Mike Kimmel

**EDITED BY**

Joshua Yearsley

**COVER ART**

Storn Cook and Anthony Cournoyer

**GRAPHIC DESIGN & LAYOUT**

Louis Porter, Jr. Design

**LOUIS PORTER, JR DESIGN**

5580 SW 97th Terrace

Cooper City, FL 33328

LMPjr007@gmail.com

www.lpjdesign.com

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## INTRODUCING THE LEADERS OF THE PACK SERIES!

Tired of sending wave after wave of mooks at your PCs? Don't have time to stat out the leader of your monstrous tribe? The **Leaders of the Pack** series provides GMs with unique leaders for the hordes, tribes, and armies of monsters in their campaigns. These NPCs work great as individual threats, and they make particularly dangerous teams when paired together. Add in a handful (or two) of minions and your players will be begging for mercy!

**Leaders of the Pack 1: Humanoid Marauders** includes two distinct leaders for each type of monster presented: bugbears, gnolls, goblins, hobgoblins, and orcs. Each entry includes a full stat block, combat tactics, suggested plot hooks, and sample encounters of varying levels.

## BUGBEAR MASTER TORTURER (CR 8) AND LORD OF FEAR (CR 10)

### BUGBEAR MASTER TORTURER

Bugbears actively seek to inflict as much pain and suffering as possible, and sometimes they train specifically in the art of dealing out pain. Torturers are common among their kind and often rise to positions of leadership among bugbears or other goblinoids simply because their kin are terrified of the pain they can inflict. Master torturers do not sit in dank dungeons waiting for their minions to bring them prisoners; they actively seek out victims. Often accompanied by several of their kin, the torturer attempts to capture one or two members of a group and slowly torture them to death. They use the mutilated bodies of their victims to terrorize the victims' former friends, and then start the process all over again.

### BUGBEAR MASTER TORTURER CR 8

XP 4,800

Bugbear fighter 2/rogue 5

CE Medium humanoid (goblinoid)

**Init** +7; **Senses** darkvision 60 ft., scent; Perception +20

#### DEFENSE

**AC** 22, touch 14, flat-footed 18; (+5 armor, +3 Dex, +1 dodge, +3 natural)

**hp** 92 (10 HD; 2d10+8 plus 8d8+37)

**Fort** +9, **Ref** +11, **Will** +6; +1 vs. fear

**Defensive Abilities** bravery +1, evasion, trap sense +1, uncanny dodge

#### OFFENSE

**Speed** 30 ft.

**Melee** +1 heavy flail +14/+9 (1d10+8/19–20)

**Ranged** mwk composite longbow +11/+6 (1d8+5/×3)

**Special Attacks** sneak attack +3d6, surprise attack

#### TACTICS

**Before Combat** The master torturer observes his enemies before attacking, noting which ones are easy prey. He sets up an ambush if possible, preferring to attack victims while they sleep or otherwise feel safe.

**During Combat** On the first round of combat, the master torturer attempts to sneak attack the weakest foe with a mighty blow from his heavy flail. He then attempts to intimidate and demoralize his foes, typically with a display of his trophies from previous victims, while his bugbear companions rush in to join the fray. He continues to attack weak foes and, if any fall unconscious, orders the bugbears to carry them off to be tortured while he drinks a *potion of invisibility* to get away.

**Morale** If his allies are killed or if he is reduced below 20 hit points, the master torturer flees with the aid of a *potion of invisibility*.

#### STATISTICS

**Str** 20, **Dex** 17, **Con** 16, **Int** 10, **Wis** 12, **Cha** 8

**Base Atk** +7; **CMB** +12; **CMD** 25

**Feats** Dodge, Improved Initiative, Intimidating Prowess, Iron Will, Power Attack, Skill Focus (Perception), Toughness, Weapon Focus (heavy flail)

**Skills** Bluff +7, Disable Device +13, Heal +9, Intimidate +16, Perception +20, Profession (torturer) +11, Sense Motive +9, Stealth +20; **Racial Modifiers** +4 Intimidate, +4 Stealth

**SQ** rogue talents (fast stealth, surprise attack, weapon training), stalker, trapfinding +2

**Languages** Common, Goblin

**Combat Gear** *potion of cure moderate wounds*, *potions of invisibility* (2); **Other Gear** +1 mithral shirt, +1 heavy flail, mwk composite longbow (+5 Str) with 20 arrows, *cloak of resistance* +1, masterwork thieves' tools, masterwork torturer's tools, torturer's trophies (severed elf fingers with 3 silver rings worth 100 gp each, a bleached orc skull with a gold tusk worth 30 gp, several halfling ears with 5 ivory earrings worth 20 gp each)

### BUGBEAR LORD OF FEAR

Bugbears rarely turn to religion, but when they do the results are terrible to behold. Knowing that bugbears are particularly cruel and twisted, the gods of murder and will sometimes choose these foul creatures as antipaladins—lords of fear—twisted champions of fear and misery. The lords of fear terrify most other creatures, including other bugbears; even master torturers, experts in the ways of pain, consider themselves amateurs compared to these dread warriors of evil. A lord of fear cares little for his followers and will let them die or even kill them himself if they get in the way of his unholy quest of endless anguish.



## LEADER OF THE PACK - HUMANOIDS

Despite their uncaring hatred—or possibly because of it—they often gather quite a number of fanatical followers.

### BUGBEAR LORD OF FEAR CR 10

**XP 9,600**

Bugbear antipaladin 8

CE Medium humanoid (goblinoid)

**Init** +0; **Senses** darkvision 60 ft., scent; Perception +21

**Aura** cowardice (10 ft.), despair (10 ft.)

### DEFENSE

**AC** 26, touch 10, flat-footed 26; (+10 armor, +3 natural, +3 shield)

**hp** 120 (11 HD; 8d10+48 plus 3d8+15)

**Fort** +13, **Ref** +7, **Will** +10

**Defensive Abilities** unholy resilience +2; **Immune** disease

### OFFENSE

**Speed** 20 ft.

**Melee** +1 battleaxe +17/+12 (1d8+6/x3)

**Ranged** mwk throwing axe +11 (1d6+5)

**Special Attacks** channel negative energy (DC 16, 4d6), smite good 3/day (+2 attack and AC, +8 damage), touch of corruption 6/day (DC 16, 4d6 plus shaken [8 rounds] or staggered [4 rounds])

**Spell-Like Abilities** (CL 8th; concentration +10)

At Will—*detect good*

**Antipaladin Spells Prepared** (CL 8th; concentration +10)

2nd—*hold person* (DC 14), *scare* (DC 14)

1st—*cause fear* (DC 13), *death knell* (DC 13)

### TACTICS

**Before Combat** The bugbear lord of fear has little mind or need of) tactics. He simply attacks his enemies on sight, trusting that his dark god will grant him a brutal victory or a terrifying death.

**During Combat** The lord of fear smites good enemies, especially divine spellcasters, and focuses his attacks on anyone healing or otherwise bolstering his enemies, using Power Attack and Vital Strike to deal out blows that do as much damage as possible. Against weaker foes he casts *scare* and *cause fear*, and against particularly dangerous melee combatants he uses *hold person* or touch of corruption. As soon as a creature is reduced below 0 hit points, whether it is an enemy or an ally, he casts *death knell* on it.

**Morale** The lord of fear has no fear of death, even seeing it as a gift from his god. Thus, he fights to the death.

### STATISTICS

**Str** 20, **Dex** 11, **Con** 18, **Int** 10, **Wis** 12, **Cha** 14

**Base Atk** +10; **CMB** +15; **CMD** 25

**Feats** Intimidating Prowess, Power Attack, Skill Focus (Perception), Toughness, Vital Strike, Weapon Focus (battleaxe)

**Skills** Intimidate +25, Perception +21; **Racial Modifiers** +4 Intimidate, +4 Stealth

**SQ** aura of evil, cruelties (shaken, staggered), fiendish boon (weapon +2), plague bringer, stalker

**Languages** Common, Goblin



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## LEADER OF THE PACK - HUMANOIDS

**Combat Gear** *potions of cure moderate wounds* (5); **Other Gear** +1 full-plate, +1 heavy steel shield, +1 battleaxe, belt of mighty constitution +2, masterwork throwing axes (2), platinum unholy symbol

- 1 bugbear lord of fear, 1 bugbear master torturer, 8 bugbears (EL 12; XP 19,200)
- 1 bugbear lord of fear, 1 bugbear master torturer, 12 bugbears, 5 bugbear brutes (advanced bugbears) (EL 13; XP 25,600)

### BUGBEAR LEADER PLOT HOOKS

1. The master torturer recently captured several travelers on the road and left evidence showing that goblins, his weaker kin, were responsible for the attack. The evidence included several goblin corpses that at first appear to have been slain by arrows, but further inspection (DC 20 Heal or Perception) may reveal that they were tortured to death. The master torturer hopes to draw some haughty adventurers into the wilderness and ambush the fools with his bugbear allies, knowing that those who only expect to fight goblins will be unprepared for his attack.
2. The lord of fear wandered into the lair of a tribe of orcs (or some other type of evil humanoids) and, offended by their behavior, casually killed their leader. Now the orcs have sworn to shed blood in the lord of fear's name and shout oaths to his dark god on their raids against human lands. An orc wounded and captured in one of the battles tells the tale of "a horrible fiend clad in black armor, who cleaved our leader's head from his shoulders in a single blow! We now follow him...for blood, for pain, for glory!"

### SAMPLE BUGBEAR ENCOUNTERS

#### NIGHT AMBUSH

In this encounter, the master torturer and his squad of bugbears attacks the PCs as they are camping or traveling, or perhaps the sinister bugbears have lured the PCs into a trap!

#### SUGGESTED FOES:

- 1 bugbear master torturer, 2 bugbears, 3 goblins (EL 9; XP 6,400)
- 1 bugbear master torturer, 8 bugbears (EL 10; XP 9,600)
- 2 bugbear master torturers (EL 10; XP 9,600)

#### BUGBEAR LAIR

In this encounter, the PCs find the bugbears in or near their lair. The bugbears come out in full force to defend their turf!

#### SUGGESTED FOES:

- 1 bugbear lord of fear, 4 bugbears, 6 goblins (EL 11; XP 12,800)

## GNOLL HUNTMASTER (CR 6) AND SHAMAN (CR 7)

### GNOLL HUNTMASTER

While most gnolls are lazy, relying on their slaves or subordinates to do all the hunting, some gnolls actively seek the thrill of the hunt. These ambitious gnolls often become the huntmasters of their tribes, respected for their skills in hunting, combat, and tactics. Huntmasters lead other gnolls on slave raids and take the best (or the most) slaves for themselves, so they never have to worry about cooking, fixing weapons and armor, or any other mundane tasks; they can devote themselves entirely to the hunt.

#### GNOLL HUNTMASTER CR 6

**XP 2,400**

Gnoll ranger 5

CE Medium humanoid (gnoll)

**Init** +2; **Senses** darkvision 60 ft.; Perception +11

**Defense**

**AC** 19, touch 12, flat-footed 17; (+7 armor, +2 Dex)

**hp** 55 (2d8+4 plus 5d10+15)

**Fort** +8, **Ref** +6, **Will** +2

#### OFFENSE

**Speed** 20 ft.

**Melee** +1 *longspear* +11/+6 (1d8+7/x3)

**Ranged** javelin +8 (1d6+4)

**Space** 5 ft.; **Reach** 5 ft. (10 ft. with *longspear*)

**Special Attacks** favored enemy (humans +4, animals +2)

**Ranger Spells Prepared** (CL 5th; concentration +6)

1st—*entangle* (DC 12), *pass without trace*

#### TACTICS

**Before Combat** Gnoll huntmasters hate fair fights and hate fighting in their own lairs. They hunt down nearby enemies, always backed up with a sizeable force of gnolls. The huntmaster tries to set up an ambush if possible, whether from the opposite side of a hill or the edges of the woods.

**During Combat** The huntmaster casts *entangle* on his enemies in the first round of combat, then peppers them with javelins from the edge of the spell's radius until they come into range of his *longspear*. He orders his gnolls not to let anyone escape from the entangling plants, and he personally pursues anyone who manages to get away.



## LEADER OF THE PACK - HUMANOIDS

**Morale** If the huntmaster finds himself alone in a fight or falls below 15 hp, then he drinks his *potion of expeditious retreat* and flees, using *pass without trace* to hide his tracks as he heads back to the gnoll camp to gather reinforcements.

### STATISTICS

**Str** 19, **Dex** 14, **Con** 12, **Int** 8, **Wis** 13, **Cha** 10

**Base Atk** +6; **CMB** +10; **CMD** 22

**Feats** Cleave, Combat Reflexes, Endurance, Furious Focus, Power Attack, Toughness

**Skills** Intimidate +8, Knowledge (geography) +7, Perception +11, Stealth +7, Survival +9

**Languages** Gnoll

**SQ** favored terrain (plains +2), hunter's bond (companions), wild empathy +5

**Combat Gear** *potions of cure moderate wounds* (2), *potion of expeditious retreat*; **Other Gear** +1 breastplate, +1 longspear, javelins (5), engraved gold armbands worth 350 gp



## GNOLL SHAMAN

Highly regarded in most gnoll tribes, clerics often worship dark goddesses of twisted monsters, strength, and treachery. Gnolls see these shamans as representing the more savage elements of their people, and so those who show a divine connection must follow a strict diet: they are only allowed to eat the flesh of their own kind. Raised from a young age to see themselves as better than the rest of their kin, as dominant amongst the tribe, gnoll shamans often become leaders. Their guards and countless slaves take care of the shaman leader's every need, sometimes to the point that the shaman does not even need to leave his tent, growing unbelievably lazy and filled with contempt for all creatures.

### GNOLL SHAMAN CR 7

**XP** 3,200

Gnoll cleric 7

CE Medium humanoid (gnoll)

**Init** +5; **Senses** darkvision 60 ft.; Perception +5

### DEFENSE

**AC** 24, touch 11, flat-footed 23; (+8 armor, +1 Dex, +1 natural, +4 shield)

**hp** 65 (2d8+4 plus 7d8+21)

**Fort** +11, **Ref** +6, **Will** +9

### OFFENSE

**Speed** 20 ft.

**Melee** mwk morningstar +6 (1d8+1)

**Special Attacks** channel negative energy 4/day (DC 14, 4d6)

**Domain Spell-Like Abilities** (CL 7th; concentration +10)

6/day—*copycat* (7 rounds), *strength surge* (+3)

**Class Spells Prepared** (CL 7; concentration +10)

**4th**—*blessing of fervor*, *confusion*<sup>P</sup> (DC 17)

**3rd**—*cure serious wounds*, *magic vestment*, *nondetection*<sup>P</sup>, *prayer*

**2nd**—*bull's strength* (2), *cure moderate wounds*, *invisibility*<sup>P</sup>, *sound burst* (DC 15)

**1st**—*bless*, *cure light wounds* (2), *disguise self*, *entropic shield*, *shield of faith*

**0** (at will)—*bleed* (DC 13), *detect magic*, *light*, *resistance*

**D** Domain spell; **Domains** Strength, Trickery

### TACTICS

**Before Combat** The shaman casts *magic vestment* on his chainmail at the first sign of trouble in camp.

**During Combat** The shaman casts *blessing of fervor* on himself and his allies on the first round of combat, following up with *bull's strength* and *prayer* on his allies in later rounds. Throughout combat he uses healing magic to keep these magically-empowered allies in the fight. He casts *confusion* on enemies if several of them group together. When attacked, the shaman uses his *copycat* domain ability to create a duplicate of himself.

## LEADER OF THE PACK - HUMANOIDS

**Morale** When the shaman has no guards left or is reduced below 20 hit points, he casts *invisibility* and flees, then casts *nondetection* and waits to take his revenge upon the enemies who defeated him.

**Base Statistics** Without *magic vestment*, the shaman's statistics are AC 22, touch 11, flat-footed 21.

### STATISTICS

**Str** 13, **Dex** 12, **Con** 15, **Int** 8, **Wis** 16, **Cha** 12

**Base Atk** +5; **CMB** +6; **CMD** 17

**Feats** Combat Casting, Improved Initiative, Lightning Reflexes, Power Attack, Shield Focus

**Skills** Perception +5, Spellcraft +6

**Languages** Gnoll

**SQ** aura

**Combat Gear** *potion of cure moderate wounds (2)*; **Other Gear** masterwork chainmail, +1 *heavy wooden shield*, masterwork morningstar, *cloak of resistance +1*, *amulet of natural armor +1*, elaborate holy symbol branded into skin, necklace of human teeth dipped in alchemical silver worth 400 gp

### GNOLL LEADER PLOT HOOKS

1. After the PCs defeat a small group of gnolls, the gnoll huntmaster finds their tracks and follows them back to their home. Gathering a sizeable warband, he lays an ambush and captures some of the PCs' friends or family members. He purposefully leaves a trail back to the gnoll camp and gives the slaves to the gnoll shaman as gifts, hoping that the PCs will return and slay the shaman so that he no longer must serve the lazy, despicable creature.
2. The gnoll shaman communes with his dark goddess, who provokes a prophetic vision of a group of adventurers who will one day kill him. Knowing that his death may be imminent, he allows the gnoll huntmaster to become the leader of the tribe and uses magic to disguise himself as a slave. When the adventurers arrive, he seeks them out, pretending to be a slave willing to help them free his friends. Of course, he has no such intention and really means to lead them into a trap set by the huntmaster. If the adventurers manage to kill the gnolls, the shaman tries to continue his ruse until he can find an opportunity to escape and seek his revenge.

### SAMPLE GNOLL ENCOUNTERS

#### GNOLL HUNTING PARTY

In this encounter, the PCs encounter the gnolls in the wilderness. Perhaps the gnolls are on the PCs' trail after the PCs defeated another monster nearby; or, the PCs are tracking down the gnolls, who have taken a friend or ally (or even another PC!) prisoner.

#### SUGGESTED FOES:

- 1 gnoll huntmaster, 2 gnolls (EL 7; XP 3,200)
- 1 gnoll huntmaster, 4 gnolls, 2 hyenas (EL 8; XP 4,800)
- 1 gnoll huntmaster, 6 gnolls, 2 hyaenodons (EL 9; XP 6,400)

#### GNOLL CABAL

In this encounter, the PCs interrupt the gnolls during one of the shaman's rituals. The gnolls go into fits of rage following this dire insult, attracting a large number of nearby allies.

#### SUGGESTED FOES:

- 1 gnoll shaman, 8 gnolls (EL 9; XP 6,400)
- 1 gnoll shaman, 1 gnoll huntmaster, 8 gnolls, 2 hyenas (EL 10; XP 9,600)
- 1 gnoll shaman, 2 gnoll huntmasters, 8 gnolls, 2 hyaenodons (EL 11; XP 12,800)

## GOBLIN CHIEFTAIN (CR 5) AND PYROMANCER (CR 4)

### GOBLIN CHIEFTAIN

Goblin leaders are typically just a little bit stronger, smarter, or luckier than the rest. Some goblin leaders recognize the strength of the worg mount, which lets them sit above their kin and will sometimes be kind enough to devour those who oppose the fortunate goblin. Other advantages of riding a worg include being able to escape from battle faster than the rest of the goblins and being able to see greater distances, thus notice danger sooner. Thus, chieftains who ride worgs into battle are common among goblinkind.

### GOBLIN CHIEFTAIN CR 5

**XP** 1,600

Goblin fighter 6

NE Small humanoid (goblinoid)

**Init** +6; **Senses** darkvision 60 ft.; Perception –1

#### DEFENSE

**AC** 22, touch 13, flat-footed 20; (+8 armor, +2 Dex, +1 shield, +1 size)

**hp** 55 (6d10+18)

**Fort** +7, **Ref** +4, **Will** +1; +2 vs. fear

**Defensive Abilities** bravery +2

#### OFFENSE

**Speed** 20 ft.



## LEADER OF THE PACK - HUMANOIDS

**Melee** +1 lance +12/+7 (1d6+6/×3) or longsword +9/+4 (1d6+2/19–20)

**Ranged** shortbow +9/+4 (1d4/×3)

**Space** 5 ft.; **Reach** 5 ft. (10 ft. with lance)

**Special Attacks** weapon training (spears +1)

### TACTICS

**Before Combat** The goblin chieftain mounts up on a worg and commands the rest of his warriors—be they more worgs, wolves, or goblins—to attack.

**During Combat** The goblin chieftain prefers to ride back-and-forth across the battlefield using Ride-By Attack and Spirited Charge to deal damage while staying out of reach of his enemies. He commands his goblin warriors to surround and flank enemies; these minions try to stay out of the way of the chieftain's charging worg, even if it means making poor tactical decisions and provoking attacks of opportunity.

**Morale** Even goblin leaders are somewhat cowardly, and the goblin chieftain rarely starts a fight without backup. The chieftain is not above fleeing on his worg mount if the battle is going poorly for his warriors. If his worg dies, he drinks his *potion of invisibility* and tries to escape.

### STATISTICS

**Str** 14, **Dex** 14, **Con** 14, **Int** 12, **Wis** 8, **Cha** 11

**Base Atk** +6; **CMB** +7; **CMD** 19

**Feats** Improved Initiative, Mounted Combat, Power Attack, Ride-By Attack, Spirited Charge, Weapon Focus (lance), Weapon Specialization (lance)

**Skills** Handle Animal +9, Intimidate +9, Ride +11, Stealth +6; **Racial Modifiers** +4 Ride, +4 Stealth

**Languages** Common, Goblin

**SQ** armor training 1

**Combat Gear** *potions of cure light wounds* (3), *potion of invisibility*; **Other Gear** +1 banded mail, masterwork buckler, +1 lance, longsword, shortbow with 20 arrows, dented gold crown missing its gemstones worth 300 gp

## GOBLIN PYROMANCER

Goblins love fire, but they hate magic. A goblin that can create fire out of nothing both impresses and terrifies goblin onlookers. Such goblins tend to undergo harsh treatment for most of their young lives, until they manage to gain control of their abilities. Then, the goblins stop picking on them and start taking orders. While goblin pyromancers typically do not become leaders of entire tribes, they often exercise some influence over the leaders and the rest of the goblins. Their trifling knowledge of magic tends to make other goblins think that pyromancers know everything, and so most goblins will believe just about anything a goblin pyromancer says.

## GOBLIN PYROMANCER CR 4

**XP** 1,200

Goblin sorcerer 5

CE Small humanoid (goblinoid)

**Init** +4; **Senses** darkvision 60 ft.; Perception +0





## LEADER OF THE PACK - HUMANOIDS

### DEFENSE

**AC** 17, touch 16, flat-footed 12; (+1 armor, +4 Dex, +1 dodge, +1 size)

**hp** 35 (5d6+15)

**Fort** +3, **Ref** +6, **Will** +5; +2 vs. poison

**Resist** electricity 5

### OFFENSE

**Speed** 30 ft.

**Melee** club +1 (1d4–2) or 2 claws +1 (1d3–2)

**Ranged** mwk light crossbow +8 (1d6/19–20) or ray +7

**Special Attacks** claws (2, 1d3, treated as magic, 5 rounds/day)

**Sorcerer Spells Known** (CL 5th; concentration +7)

**2nd** (5/day)—*bull's strength*, *burning gaze* (DC 15), *scorching ray*

**1st** (7/day)—*burning hands* (DC 14), *cause fear* (DC 13), *summon monster I*, *vanish*

**0** (at will)—*bleed* (DC 12), *detect magic*, *flare* (DC 12), *message*, *prestidigitation*, *spark* (DC 12)

**Bloodline** Abyssal

### TACTICS

**Before Combat** The goblin pyromancer gets in position near the toughest goblin (preferably the chieftain) and casts *bull's strength* on it.

**During Combat** The goblin pyromancer uses her most powerful spells to target enemies from a distance for as long as possible. If a tough enemy closes with the pyromancer, she uses *cause fear* to force the enemy to flee. The pyromancer uses *burning hands* if several enemies group together and get too close. Whenever possible, the pyromancer tries to keep several goblin warriors between her and the enemies. She is willing to let some of the goblins get hurt by her *burning hands* if it means hitting more than one enemy at once.

**Morale** The goblin pyromancer is physically weak and flees with the aid of *vanish* if forced into a melee confrontation for more than 3 rounds or if brought below 15 hit points. She drinks a healing potion and hovers around the scene of the battle until *vanish* wears off, then continues to attack. If the goblins are losing or if the chieftain (or the toughest goblin in the current encounter) is defeated, the pyromancer flees the scene entirely.

### STATISTICS

**Str** 6, **Dex** 18, **Con** 12, **Int** 13, **Wis** 10, **Cha** 14

**Base Atk** +2; **CMB** –1; **CMD** 14

**Feats** Dodge, Elemental Focus (fire), Eschew Materials, Toughness

**Skills** Bluff +10, Intimidate +10, Spellcraft +9, Stealth +12;

**Racial Modifiers** +4 Ride, +4 Stealth

**Languages** Common, Goblin

**SQ** bloodline arcana (summoned creatures gain DR 2/good), demon resistances

**Combat Gear** alchemist's fire (5 flasks), *potions of cure moderate wounds* (2), *wand of magic missile* (20 charges); **Other Gear** masterwork light crossbow with 10 bolts, *bracers of armor*

+1, *cloak of resistance* +1, slightly melted silver necklace with tarnished red garnets worth 100 gp

## GOBLIN LEADER PLOT HOOKS

1. The goblin chieftain only recently became the leader of his tribe after the previous one was killed by angry gnomes. Determined not to have the same fate befall him, he has been commanding his warriors to collapse all of the gnomish tunnels in the nearby hills. It seems the goblins have captured one of the gnomes and are ordering him to divulge the architectural secrets of his people, so the gnomes seek out the adventurers to help save their companion and kill the goblin chieftain!
2. A local sage says that he saw visions of “demon spawn” in the forests that were burning the trees to ash and bringing great destruction to the surrounding villages. The sage is partly right—the “demon spawn” is an Abyssal-blooded goblin pyromancer who plans to drive her tribe to war and burn down everything in her path while doing so. The sage begs the PCs to confront the horrible demon, which he describes as over thirty feet tall and held aloft by great wings of fire. The PCs might be brave enough to confront the so-called demon spawn, or maybe the pyromancer will bring the war to *them* if they wait too long.

## SAMPLE GOBLIN ENCOUNTERS

### GOBLIN RAIDING PARTY

In this encounter, the PCs encounter a goblin raiding party during an attack on a settlement, or shortly before or after the attack occurs. Alternatively, the goblins have learned that the PCs are approaching their lair and have rode out to challenge them!

### SUGGESTED FOES:

- 1 goblin chieftain, 3 goblins, 2 worg mounts (EL 7; XP 3,200)
- 1 goblin chieftain, 6 goblins, 2 worg mounts, 3 goblin dog mounts (EL 8; XP 4,800)
- 1 goblin chieftain, 9 goblins, 4 worg mounts, 3 goblin dog mounts (EL 9; XP 6,400)

## GOBLIN ARSONISTS

In this encounter, the PCs encounter several goblins bent on burning down an important structure. Armed with torches, the goblins burn everything in sight while their pyromancer leader provides magical support. Meanwhile, their pet goblin dogs yap and growl excitedly, scaring off anyone trying to put out the fires.



## LEADER OF THE PACK - HUMANOIDS

### SUGGESTED FOES:

- 1 goblin pyromancer, 3 goblins (EL 5; XP 1,600)
- 1 goblin pyromancer, 6 goblins, 1 goblin dog (EL 6; XP 2,400)
- 1 goblin pyromancer, 9 goblins, 2 goblin dogs (EL 7; XP 3,200)

## HOBGOBLIN LIEUTENANT (CR 4) AND BATTLE PRIEST (CR 7)

### HOBGOBLIN LIEUTENANT

Hobgoblins are a militaristic race, and those who do well in battle rise quickly through the ranks. Hobgoblin lieutenants are typically the second-in-command to leaders of entire hobgoblin tribes, meaning they often lead their own war parties into battle. These lieutenants are charged with winning battles and keeping the hobgoblin troops in line by enforcing strict rules and dealing out harsh punishments to those who disobey. In order to rise to the rank of lieutenant, a hobgoblin must not only be stronger but also smarter than his kin; as such, lieutenants tend to be tactically minded and shrewd. When hobgoblins encounter other tribes of like-minded humanoids, the lieutenants are often put in charge of negotiations. If the negotiations go poorly, they of course resort to more violent means.

#### HOBGOBLIN LIEUTENANT CR 4

**XP 1,200**

Hobgoblin fighter (tactician) 5

LE Medium humanoid (goblinoid)

**Init** +3; **Senses** darkvision 60 ft.; Perception +8

#### DEFENSE

**AC** 22, touch 13, flat-footed 19; (+6 armor, +2 Dex, +1 dodge, +3 shield)

**hp** 57 (5d10+25)

**Fort** +7, **Ref** +3, **Will** +1

#### OFFENSE

**Speed** 30 ft.

**Melee** mwk longsword +10 (1d8+5/19–20)

**Ranged** mwk composite longbow +8 (1d8+3/×3)

#### TACTICS

**Before Combat** The lieutenant uses his Knowledge skills to learn as much about his enemies and the surrounding terrain as possible before going to battle. If there is time, he commands his troops to set up a tactical fighting formation, using the terrain to his side's advantage.

**During Combat** The hobgoblin lieutenant uses his tactician ability in the first round of combat to share his Outflank feat with his allies and commands them to surround their enemies.

During each round of combat, he moves to flank an enemy and attacks, commanding his allies to do the same. He and his allies focus on taking down weaker-looking enemies first, especially arcane spellcasters and elves, who hobgoblins think of as puny but very dangerous.

**Morale** When his forces are reduced to one-quarter their original size (or one-half without significant enemy losses), or when he is reduced below 15 hit points, the hobgoblin lieutenant orders a tactical retreat. If the retreat seems successful, he leaves to warn other allies and gather reinforcements, which return to the fight before the hobgoblins' enemies can recover.

#### STATISTICS

**Str** 16, **Dex** 14, **Con** 16, **Int** 13, **Wis** 10, **Cha** 8

**Base Atk** +5; **CMB** +8; **CMD** 20

**Feats** Dodge, Mobility, Outflank, Power Attack, Toughness, Weapon Focus (longsword), Weapon Specialization (longsword)

**Skills** Diplomacy +7, Knowledge (geography) +9, Knowledge (nobility) +9, Perception +8, Sense Motive +8; **Racial Modifiers** +4 Stealth

**SQ** armor training 1, reduced armor proficiency, strategic training, tactical awareness +1, tactician 1/day

**Languages** Common, Goblin, Orc

**Combat Gear** *potions of cure light wounds* (4); **Other Gear** masterwork breastplate, +1 *heavy steel shield*, masterwork longsword, masterwork composite longbow (+3 Str) with 20 arrows, map of surrounding area worth 50 gp, map of nearby town worth 150 gp, regularly gnawed-on amber worth 50 gp

### HOBGOBLIN BATTLE PRIEST

Hobgoblins hate magic, but magic gifted to the hobgoblins from the gods of war and slaughter is not nearly as bad as stinky “elf magic.” Hobgoblins who show a connection to such divine entities are tested in battle, just like any other hobgoblin. If they succeed, they are given a special place of honor and leadership amongst the hobgoblin tribes. If they fail, they are tortured and killed, for their magic is clearly a corrupting influence rather than an empowering one. Thus, most battle priests, like any other magic users, do not last long amongst the hobgoblins. However, hobgoblin battle priests who continue to win battles can even become the leaders of entire tribes of hobgoblins, goblins, and other creatures. Battle priests in high positions order their lieutenants to handle most of the tribe's fighting, for if the battle priest herself is seen to lose a battle, the hobgoblins will likely turn against her.

#### HOBGOBLIN BATTLE PRIEST CR 7

**XP 3,200**

Hobgoblin cleric 8

LE Medium humanoid (goblinoid)

**Init** +6; **Senses** darkvision 60 ft.; Perception +2

#### DEFENSE



## LEADER OF THE PACK - HUMANOIDS

**AC** 20, touch 12, flat-footed 18; (+8 armor, +2 Dex)  
**hp** 71 (8d8+32)  
**Fort** +10, **Ref** +5, **Will** +9

### OFFENSE

**Speed** 20 ft.  
**Melee** +1 *longspear* +12/+7 (1d8+8/×3)  
**Ranged** mwk javelin +9 (1d6+5)  
**Space** 5 ft.; **Reach** 5 ft. (10 ft. with *longspear*)  
**Special Attacks** aura of destruction (8 rounds), channel negative energy 2/day (DC 13, 4d6), destructive smite 5/day (+4 damage)



**Cleric Spells Prepared** (CL 8th; concentration +10)

**4th**—*divine power*<sup>P</sup>, *freedom of movement*, *spell immunity*

**3rd**—*dispel magic*, *invisibility purge*, *magic vestment*<sup>P</sup>, *prayer*

**2nd**—*cure moderate wounds* (2), *resist energy*, *shatter*<sup>P</sup>, *silence*

**1st**—*comprehend languages*, *detect good*, *divine favor*, *protection from good*, *shield of faith*, *true strike*<sup>P</sup>

**0** (at will)—*bleed*, *create water*, *detect magic*, *detect poison*

**Domains** Destruction, War (Tactics)

### TACTICS

**Before Combat** The battle priest casts *magic vestment* each day after donning her armor and drinks a *potion of bull's strength* when she is about to enter a battle.

**During Combat** The battle priest uses her seize the initiative ability to try to act before her enemies, then casts *divine power* on herself during the first round of combat. Throughout combat, she typically casts the spell that seems most tactically relevant on her turn, and moves to a position where enemies

will be forced to provoke attacks of opportunity to approach her. Once enemies have closed within her

*longspear's* reach, she steps back and makes full attacks with Power Attack, commanding her hobgoblin troops to move in the way of her enemies so she can resume spellcasting from a distance. If she has taken damage, she waits until her troops get in the way of her opponents before backing up to heal with *cure moderate wounds*.

**Morale** The battle priest knows that her position amongst her people relies on her reputation as a fierce and effective battle commander; she will not flee from battle and fights to the death.

**Base Statistics** Without *bull's strength* and *magic vestment*, the battle priest's statistics are: **AC** 19, touch 12, flat-footed 17; **Melee** +1 *longspear* +10/+5 (1d8+5/×3); **Ranged** mwk javelin +9 (1d6+3); **CMB** +9; **CMD** 21; **Str** 16.

### STATISTICS

**Str** 20, **Dex** 14, **Con** 16, **Int** 10, **Wis** 14, **Cha** 8

**Base Atk** +6; **CMB** +9; **CMD** 21

**Feats** Combat Casting, Combat Reflexes, Improved Initiative, Power Attack

**Skills** Knowledge (engineering) +11, Stealth +11; **Racial Modifiers** +4 Stealth

**SQ** aura, seize the initiative 5/day, sneaky, weapon master (8 rounds)

**Languages** Common, Goblin

**Combat Gear** *potions of bull's strength* (2), wand of *cure light wounds* (50 charges); **Other Gear** +1 breastplate, +1 *longspear*, masterwork javelins (4), *cloak of resistance* +1, silver holy symbol, desecrated platinum holy symbol of an enemy god worth 500 gp



## LEADER OF THE PACK - HUMANOIDS

### HOBGOBLIN LEADER PLOT HOOKS

1. The hobgoblin lieutenant has formed a war party that has been harassing a small town for the past week. The lieutenant hopes that these attacks will draw the soldiers from the local lord's keep into the woods, where his troops have set up camp. However, with some good scouting reports in his hands, the lieutenant intends not to be on the battlefield when the soldiers arrive. Rather, he hopes to be feasting in the great hall of the keep with the lord's head at his feet! The PCs are either among those sent to the woods, only to discover the lieutenant's ruse, or they are staying in the keep or the town when it is unexpectedly attacked.
2. The hobgoblin battle priest lost one too many battles against the PCs and her own lieutenants tried to kill her. One of those lieutenants, stronger than all the rest, has now taken the battle priest's place as leader of the tribe. Seeking to regain her position by force, the battle priest seeks out the PCs for help by pretending she is betraying her tribe and seeking redemption for her evils. She hires the adventurers to help kill the tribe's new leader, while in reality she intends to kill the new leader *and* the adventurers in order to prove her strength to the rest of the hobgoblins.

### SAMPLE HOBGOBLIN ENCOUNTERS

#### HOBGOBLIN WARBAND

In this encounter, the PCs encounter a group of hobgoblins on an important military mission, such as seizing a command post, destroying a siege engine, or waylaying a supply caravan. The hobgoblins fight with discipline, obeying the orders of their lieutenant.

#### SUGGESTED FOES:

- 1 hobgoblin lieutenant, 6 hobgoblins (EL 6; XP 2,400)
- 1 hobgoblin lieutenant, 10 hobgoblins (EL 7; XP 3,200)
- 1 hobgoblin lieutenant, 10 hobgoblins, 2 ogres (EL 8; XP 4,800)

#### HOBGOBLIN ENCAMPMENT

In this encounter, the PCs encounter a hobgoblin military encampment. The hobgoblins are busy training, eating, packing and unpacking supplies, sharpening weapons, and seeking military guidance from their battle priest. The PCs likely learned of this encampment after an encounter with a hobgoblin warband (see above).

#### SUGGESTED FOES:

- 1 hobgoblin battle priest, 8 hobgoblins (EL 8; XP 4,800)
- 1 hobgoblin battle priest, 1 hobgoblin lieutenant, 10 hobgoblins (EL 9; XP 6,400)
- 1 hobgoblin battle priest, 2 hobgoblin lieutenants, 20 hobgoblins (EL 10; XP 9,600)

## ORC WITCH DOCTOR (CR 6) AND BARBARIAN KING (CR 9)

### ORC WITCH DOCTOR

All orcs learn to endure pain, but orc witch doctors learn to draw power from pain. When other orcs rise against a witch doctor, he merely grits his teeth and grows stronger. Witch doctors often grow to prominent positions within orc tribes, respected for their ability to give and receive tremendous amounts of pain. Their connection to a dark and mysterious patron draws fear and jealousy from the other orcs, who nonetheless follow these witch doctors. Often, a more martially minded leader will entrust a witch doctor to be an advisor and companion. Some witch doctors willingly serve these leaders, but others merely bide their time, waiting for the opportunity to punish their own kin for the pain they have been forced to endure on the tribe's behalf.

#### ORC WITCH DOCTOR CR 6

**XP 2,400**

Orc witch (scarred witch doctor) 7

CE Medium humanoid (orc)

**Init** +5; **Senses** darkvision 60 ft.; Perception +0

#### DEFENSE

**AC** 16, touch 12, flat-footed 14; (+1 armor, +1 Dex, +1 dodge, +3 natural)

**hp** 69 (7d6+42)

**Fort** +6, **Ref** +3, **Will** +5; +2 vs. pain effects

**Defensive Abilities** ferocity, scarshield 7 minutes/day

**Weaknesses** light sensitivity

#### OFFENSE

**Speed** 30 ft.

**Melee** mwk falchion +5 (2d4+1/18–20)

**Special Attacks** hexes (evil eye [6 rounds], misfortune [DC 17])

**Witch Spells Prepared** (CL 7th; concentration +10)

4th—*spite*

3rd—*bestow curse* (DC 17), *pain strike* (DC 16), *vampiric touch*

2nd—*burning gaze* (DC 16), *cure moderate wounds*, *enemy's heart*, *summon swarm*

1st—*burning hands* (2, DC 15), *cure light wounds*, *ill omen* (2)



## LEADER OF THE PACK - HUMANOIDS

0 (at will)—*bleed* (DC 14), *detect magic*, *guidance*, *touch of fatigue*

**Patron** Vengeance

### TACTICS

**Before Combat** The witch doctor uses her scarshield ability to boost her natural armor when enemies are near and commands her orc warriors to prevent any enemies from getting too close to her. She casts *spite* with *vampiric touch* so that the spell will strike the first enemy to attack her in melee.

**During Combat** The witch doctor fights from a distance, using her most powerful magic and hexes to debilitate and kill her opponents. If any opponents fall, she casts *enemy's heart*. If her *vampiric touch* does not fully restore her health, she uses *cure moderate wounds* and *cure light wounds* to finish the job.

**Morale** The witch doctor flees to the lair of the tribe's warrior leader when her minions are slain or if reduced below 20 hit points. If no such leader exists, she resigns herself to a painful death and tries to kill as many enemies as possible before dying.

**Base Statistics** Without scarshield, the witch doctor's statistics are **AC** 13, touch 12, flat-footed 11.

### STATISTICS

**Str** 12, **Dex** 13, **Con** 18, **Int** 12, **Wis** 10, **Cha** 8

**Base Atk** +3; **CMB** +4; **CMD** 15

**Feats** Combat Casting, Dodge, Improved Initiative, Toughness

**Skills** Heal +12, Intimidate +11, Spellcraft +11

**Languages** Common, Orc, Undercommon

**SQ** constitution dependent, fetish mask, hex scar, weapon familiarity

**Combat Gear** *potion of cure moderate wounds* (2); **Other Gear** *belt of mighty constitution* +2, *bracers of armor* +1, masterwork falchion, pouch of bones and tiny freshwater pearls worth 25 gp

grow lazy and fat, these kings seethe atop their thrones. They lash out at their commanders and recklessly kill their servants in fits of rage, as their bloodlust has no other outlet.

### ORC BARBARIAN KING CR 9

**XP** 6,400

Orc barbarian 10

CE Medium humanoid (orc)

**Init** +1; **Senses** darkvision 60 ft.; Perception +9

### DEFENSE

**AC** 18, touch 11, flat-footed 18; (+7 armor, +1 Dex)

**hp** 95 (10d12+30)

**Fort** +9, **Ref** +4, **Will** +3

**Defensive Abilities** ferocity, improved uncanny dodge, trap sense +3; **DR** 2/—

**Weaknesses** light sensitivity

### OFFENSE

**Speed** 40 ft.

**Melee** +1 *falchion* +16/+11 (2d4+8/18–20)

**Ranged** javelin +11 (1d6+5)

**Special Attacks** rage (24 rounds/day), rage powers (no escape, renewed vigor 3d8 +4, superstition +4, swift foot, unexpected strike)

### TACTICS

**Before Combat** The barbarian king sits on his throne while devouring his latest meal, his sword laying across his knees in wait for any who dare challenge him. He quaffs his *potion of bull's strength* from a nearby mug when enemies approach.

**During Combat** The barbarian king flies into rage immediately, and attacks hated enemy spellcasters whenever possible. However, if he has an opportunity to make a full attack, he never passes it up to move and attack a different foe.

**Morale** The barbarian king fights to the death, for there is no honor in running from a fight.

### STATISTICS

**Str** 21, **Dex** 13, **Con** 14, **Int** 6, **Wis** 8, **Cha** 10

**Base Atk** +10; **CMB** +15; **CMD** 26

**Feats** Cleave, Critical Focus, Furious Focus, Power Attack, Vital Strike

**Skills** Acrobatics +10, Perception +9

**Languages** Common, Orc

**SQ** fast movement, weapon familiarity

**Combat Gear** *potion of bull's strength*, *potion of cure moderate wounds*, *potion of cure serious wounds*; **Other Gear** +1 mithral breastplate, +1 falchion, javelins (5), brooch of shielding, dented mithral elven crown set with emeralds worth 2,200 gp

### ORC LEADER PLOT HOOKS

1. The PCs discover a strange grove or hidden cave with orc blood splattered all across the ground and leading

### ORC BARBARIAN KING

Orcs rule through fear and brutality, with the strongest lording over weaker orcs and taking what they want by force. Sometimes, an orc emerges who is so mighty and so brutal that he is able to defeat the leaders of other orcish tribes and unite them under a single banner. These orcish “kingdoms” almost never last long, as orcs are too disorganized and too stupid to hold them together. However, so long as the barbarian king in charge is still alive—especially when he first gains power—the massive number of orcs at his disposal poses a huge threat to any nearby civilizations. Knowing that their glory will be short-lived—or arrogantly believing that they will outlast all prior orcish kings—these barbarian kings send their forces out to raid nearby settlements at every opportunity. Most barbarian kings either die in battle before they can cause any real trouble, or they retire from battle, relying on their subordinates to carry out their wars for them. Rather than



## LEADER OF THE PACK - HUMANOIDS

away from the site. This location is where the orc witch doctor performs her self-scarring rituals, but to the PCs it may look like the aftermath of a fight. Following the blood, the PCs may expect to find a wounded orc; instead, they find a fully healed and angry orc witch doctor, who swears vengeance on them for entering her sanctuary!

2. The barbarian king is the father of many half-orcs, the results of many years of raiding human settlements. Some of his offspring are among his finest warriors, raised by orcs to be just as brutal but not quite as stupid, thus making them excellent leaders. Others were raised by humans and harbor intense hatred for the barbarian king. Any number of his children may wish the barbarian king dead, whether so they can take his place or to end his terrible reign. One of the barbarian king's children hires the PCs to kill the king. Is it one of his offspring raised by humans who genuinely wants the orc kingdom to be defeated, or is it actually one of the leaders of the orcish army who wants to be king himself, and is deceiving the PCs?

### SUGGESTED FOES:

- 1 orc barbarian king, 24 orcs (EL 10; 9,600 XP)
- 1 orc barbarian king, 1 orc witch doctor, 30 orcs (EL 11; 12,800 XP)
- 1 orc barbarian king, 2 orc witch doctors, 60 orcs (EL 12; 19,200 XP)

## SAMPLE ORC ENCOUNTERS

### WITCH DOCTOR'S REVENGE

In this encounter, the orc witch doctor seeks vengeance against the PCs for defeating other members of the orc tribe or for violating her sacred ritual grounds. The witch doctor has spurred her orc warriors into a frenzy by describing the PCs' atrocities, and they are hungry for blood!

### SUGGESTED FOES:

- 1 orc witch doctor, 6 orcs (EL 7; XP 3,200)
- 1 orc witch doctor, 18 orcs (EL 8; XP 4,800)
- 2 orc witch doctors, 12 orcs (EL 9; XP 6,400)

### BARBARIAN KING'S THRONE ROOM

In this encounter, the PCs have fought their way to the mighty barbarian king's throne room and find that he has gathered the remainder of his forces in one final attempt to slaughter the PCs. The barbarian king holds nothing back, screaming for blood and glory and flying into a rage immediately upon seeing the PCs!





## LEADER'S LAIR

