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SOLDIERS OF FORTUNE

STEELHEAD OPTIONS FOR
IRON KINGDOMS: REQUIEM



HEADS OF STEEL, HEARTS OF GOLD

In the war-torn Iron Kingdoms, few trades are more lucrative than that of the mercenary. From reputable and well-equipped companies to back-alley blades-for-hire, mercenaries are a mainstay in all major nations. These forces allow generals to launch attacks with plausible deniability, bolster their standing armies, and employ tactics they might otherwise eschew or acquire weapons they might otherwise lack.

There is no other mercenary company in the Iron Kingdoms as large or as profitable as the Steelheads, which maintains chapter houses across western Immoren from Caspia to Blackwater. Founded in Berck as a small group of Ordric army veterans over two centuries ago, the company began with the idea that a highly professional and regimented mercenary force would be in higher demand than the sometimes-unreliable free companies.

Within a few years, the group had grown into a small but scattered army focused on combined arms. The Steelheads

were in high demand, as they possessed the flexibility and discipline to face almost any situation. From Berck, experienced officers traveled abroad to found chapter houses in Caspia, Korsk, Merywyn, and Corvis. The Steelheads' chapter house in Blackwater is still controversial within the organization, but the Cryxians stick to the letter of their contracts, and the immense wealth that flows into the port from the pirate fleets provides sufficient incentive for the Steelheads to continue to do business with the Nightmare Empire.

The success of these associated chapters has been immense, giving the Steelheads a major advantage over their competitors. Whereas other mercenaries have to endure lengthy cooling-off periods before taking contracts against former employers, the Steelheads can simply assign different chapters. They currently maintain chapter houses in almost every major city of the Iron Kingdoms as well as in some more obscure corners of the continent. From time to time,

different chapters of Steelheads end up fighting on both sides of a conflict, but the captains take this in stride. In fact, many branches have longstanding rivalries that, while good-natured in peacetime, can turn bloody on the battlefield.

The Founding House in Berck oversees all chapters, but as long as individual chapters pay their dues on time and uphold the company's reputation, they are left to do as they please. The fact that each acts independently has allowed the Steelhead Mercenary Company to evade some of the laws that would otherwise hinder its size. Any member of the Steelheads with the cash to spare can attempt to set up a chapter after getting the permission of the Berck trustees. The prospective chapter master must convince his superiors the location he has chosen will be profitable, and a new branch will not be a liability. Once approved, this leader is granted the rank of captain and advanced a line of credit to outfit a band of mercenaries and establish a new chapter house. The new chapter is encouraged to purchase arms and armor in bulk from the Steelheads, for which they receive a significant discount. Each chapter must keep its books in good order and must give the Founding House twenty percent of their annual profits. If a branch proves successful and grows to sufficient size to support more than one captain, the trustees promote the senior-most captain to commander.

The Steelhead approach to training and warfare is codified in the company's handbook, a slim tome written in concise military language that defines every aspect of life in the organization, from battlefield maneuvers and the regularity of meals to the construction of camps and guild houses. The manual is required reading for all Steelhead officers and fully describes the combined-arms tactics of the Steelheads. Though considered antiquated by the more forward-thinking commanders in Cygnar and Khador, the manual has had considerable influence on generations of mercenary captains, who have attempted to replicate the professionalism of the Steelheads and their success in war.

While some chapter masters, like Ternon Crag's Stannis Broucker, take to the field whenever possible, Steelhead captains often find themselves spending more time dealing with finances and logistics than leading their men in combat. In most chapters, one to three lieutenants who serve directly beneath the captain lead contingents of Steelheads into battle. Lieutenants are always Steelhead veterans, typically with years of combat experience. Answering directly to these lieutenants are the sergeants who lead the platoons.

The rank and file of the company live more comfortably than most soldiers and significantly better than most of their fellow mercenaries, although Steelhead pay is more variable. While a chapter is active and being hired regularly, its members can expect pay around one and a half times the average pay of a Khadoran or Cygnaran trooper, with less time spent in the field. This contrasts with lean times, when individual Steelheads may be let go or paid an off-duty stipend, which is only a third of their usual pay.

Fortunately for most chapters of the company, work has been plentiful since the Claiming, with many nations looking to shore up their defensive forces in the aftermath of heavy casualties to the infernals. In this climate, the Steelheads can afford to be choosy in their hiring. Prospective Steelheads

must pass a rigorous series of combat tests and prove they are able to take orders with the proper respect for authority. Many mercenaries fail this portion, accustomed as they are to doing as they please. Those who pass are ensured one of the most stable and respected careers any mercenary can hope for.

ORGANIZATION AND LEADERSHIP

The Steelheads Mercenary Company is a loose confederation of individual chapter houses, institutions that serve as both a barracks and a business. The chapter house serves contracts at a local level, providing small numbers of troops to a wide variety of clients. More established chapter houses take on larger contracts, such as those offered to the various governments of the Iron Kingdoms. The largest contracts, those that require thousands of troops, are coordinated through the Founding House in Berck, which has the authority to draw from multiple chapter houses to meet a demand.

In practice, chapter houses are left to their own governance as long as they pay their dues and uphold the standards of the Steelheads. Individual chapter houses have the authority to accept contracts, recruit and train mercenary soldiers, and promote men up to the rank of lieutenant. A typical chapter house is led by a captain.

RECRUITMENT AND ADVANCEMENT

The Steelheads have long been an attractive option for those seeking mercenary employment. Steelhead troops can expect living conditions that equal or exceed those offered by the standing armies of Cygnar and Khador, regular work, and above-average, if somewhat variable, pay. The Steelheads have certain standards that are often more arduous than many recruits expect.

Potential recruits are required to pass a series of rigorous combat tests designed to gauge basic tactical and weapon skills, physical stamina, and discipline. Each branch of the Steelheads—halberdiers, riflemen, and cavalry—has its own set of minimum standards.

Not surprisingly, the Steelheads prefer to hire veterans of the Iron Kingdoms' militaries. These individuals already have significant and varied combat training and are accustomed to the discipline the Steelheads demand of their soldiers. This standard often disqualifies lifelong independent mercenaries, whose training is more specialized and who often have difficulty following orders.

Recruits who pass the tests administered by the chapter house are taken on as probationary members at half-pay and are then sent out on a low-impact contract, such as garrison duty or border patrol. Probationary members who perform up to the organization's standards are initiated into the Steelheads at full pay.

Advancement among the Steelheads is primarily awarded by merit, although there are exceptions. A small number of Ordric families, such as the Damianos, have served the

Steelheads for generations, and their sons and daughters may occasionally be inducted into the ranks as sergeants or even lieutenants. Those who wish to rise higher than sergeant must be intimately familiar with the Steelheads operational handbook, a slim tome that describes nearly every aspect of Steelhead life, from tactics and equipment regulations to camp construction and personal hygiene. The handbook is considered antiquated by many modern military commanders, but it has served the Steelheads since their inception.

TROOPS AND TACTICS

For two hundred years, the Steelheads have taken to the battlefield with three primary troop types: halberdiers, riflemen, and heavy cavalry. In addition, the Steelheads have long supported their troops with warcasters and warjacks.

HALBERDIERS

The halberdiers are the backbone of the Steelheads Mercenary Company, accounting for over sixty percent of their forces. Each halberdier is armored in heavy plate over a padded gambeson and carries into battle a large cleaving polearm. However, the halberdiers' true strength is in their tightly packed formations, which hold enemies at bay while exposing them to the combined might of the halberdiers' ranked polearms. Under the thrusting, hacking assault, even warjacks can be reduced to scrap in minutes.

Steelhead recruits must be strong and hardy enough to wield a heavy halberd while wearing full armor for prolonged periods of time. Previous halberd training is not a requirement, as the straightforward fighting style of the halberdier can be learned quickly. More important are the abilities to fight within a packed formation, follow orders,

and stand bravely in the face of enemies who are often better armed and more technologically sophisticated.

RIFLE CORPS

The Steelhead rifle corps serves as a perfect ranged complement to the halberdiers' brutal melee efficiency. Originally, the corps comprised a smaller portion of the Steelhead forces than is the case today, when its firepower is deemed essential. Its troops are armed with the same military rifles used by many of the armies in the Iron Kingdoms. Although true marksmen do exist among the Steelhead rifle corps, they are most effective when concentrating fire on a single target. Under such a barrage, enemy formations scatter, and warjacks can be critically damaged. Often, a rifle corps' volley precedes a devastating charge by Steelhead halberdiers and heavy cavalry, who take deadly advantage of the disorganized and injured enemy troops.

Unlike the halberdiers, who form the basic rank and file of the Steelheads and who are not required to have much prior training, those wishing to enter the Steelhead rifle corps must demonstrate superlative skill with firearms. As such, many are former veterans of the Ordric or Llaeese Armies, Khadoran Winter Guard, and Cygnaran Long Gunners looking for better pay as mercenaries. Such individuals may even be inducted into the Steelheads as sergeants if they have a proven track record of battlefield leadership.

HEAVY CAVALRY

Although both effective and versatile, the heavy cavalry is nonetheless the smallest of the three branches of Steelheads. Armed with cavalry axe and blunderbuss, these heavily armored soldiers ride into battle astride mighty warhorses. Units of Steelhead heavy cavalry are often used in pincer





maneuvers, trapping enemy troops and warjacks against a bristling line of halberdiers. Even alone, a Steelhead heavy cavalryman is a potent force on the battlefield, wielding axe, blunderbuss, and eight hundred pounds of horseflesh with deadly skill.

Obviously, those wishing to join the ranks of the Steelhead heavy cavalry must demonstrate appreciable riding skills. This often limits potential recruits to military cavalry veterans, mostly from Ord. Because their skills are rare and difficult to master, Steelhead heavy cavalry are paid significantly more than are members of the other two branches.

SPECIALISTS

The Steelheads also employ numerous soldiers in more specialized roles. They do not comprise a true branch but rather fill a variety of much-needed strategic and tactical roles. These include soldiers like skilled artillerymen who command the gun batteries of field artillery, gifted battle arcanists who support the traditional soldiers with their spells, field medics, 'jack marshals, mechaniks, and warcasters.

STEELHEADS DURING THE CLAIMING

The Steelheads acquitted themselves heroically during the Claiming. Across the kingdoms of humanity, chapters stood in defense of their communities. With the armies of the Iron Kingdoms stretched thin, in many areas the Steelheads

were the only defenders to fight back against the infernals. The Founding House temporarily stayed all charges for the Steelheads' service, donating thousands of crowns worth of munitions, steamjacks, and coal to hot spots protected primarily by the mercenaries.

At the Battle of Henge Hold, Steelhead mercenaries made up the bulk of the defensive forces in the first stages of the fighting. Under the direction of warcasters like Captain Damiano and Drake McBain, the mercenaries held off the first wave of infernals and cultists until reinforcements could arrive.

The Steelheads' bravery and dedication during the Claiming did not go unnoticed. Many of the communities that they protected recognized their sacrifices and offered them high praise and rewards. The Steelheads' reputation as one of the premier mercenary companies in the Iron Kingdoms was solidified, and they were sought after for their services by countless clients.

Despite the challenges they faced, the Steelheads remained united and committed to their cause. They stood together as a cohesive unit, fighting against overwhelming odds and emerging victorious. This determination and camaraderie allowed them to arise from the Claiming as true heroes.

The legacy of the Steelheads during the Claiming will not be forgotten. Their bravery and selflessness will be remembered for generations to come, and their sacrifices will always be honored.

ADVENTURING COMPANY: STEELHEAD CHAPTER

You and your fellow characters represent a chapter of the greater Steelheads mercenary company, headquartered at the Founding House in Berck. Your character is an extension of the Founding House's charter. Your company is expected to maintain the rigorous standards of the Steelheads, and in return you are given access to its network of resources and recruits and will be offered military contracts appropriate for the size and capabilities of your chapter.

See the Contract Amounts table for suggested contract pay per company tier. These contracts should involve multiple days of effort and present at least a moderate challenge to the company.

PREREQUISITES

Any character can belong to a Steelhead Chapter Company.

BORDER PATROL

Between contracts, you can earn extra funds by keeping the borders of an area clear of troops from rival nations, bandits, or other threats. For each day your company spends on a border patrol, each member of the company earns 1d4 gp per tier of the company, plus 25 XP per tier of the company.

COMPANY ACCOMPLISHMENTS

Your company's prestige increases when you prove your martial supremacy through acts such as the following:

- Completing a dangerous mission behind enemy lines
- Training and leading a group of new recruits to victory in their first major battle
- Capturing or destroying a key enemy fortification or stronghold
- Infiltrating and sabotaging an enemy's supply lines
- Leading a successful defense against a surprise attack
- Escorting a VIP to safety through enemy territory

TIER 1: LOCAL CHAPTER

At this tier, your company is a new chapter house of the Steelheads that serves a small community, like a smaller village or a district of a larger city. You take on contracts from a variety of local employers. As a part of the Steelheads, your new chapter is provided a modest salary, training, and contacts with military suppliers who are partnered with the Founding House.

BENEFITS

Standardized Training. The Steelheads have established a standardized set of training to ensure the quality of its soldiers across the Iron Kingdoms.

Members of the company gain proficiency with one martial melee weapon, ranged weapon, pistol, or rifle of their choice. Additionally, members of the company gain one of their choice from the following: Animal Handling, Athletics, Persuasion, or Survival.

Salary. The Steelheads pays a minor stipend to each of its chapters to assure their loyalty and keep them from going independent. Members of the company earn 1 gp per day as members of the Steelheads. This amount increases as the chapter proves itself to 2 gp at Tier 2, 5 gp at Tier 3, and 10 gp at Tier 4.

Military Supplier. The Steelheads organization works with manufacturers of weapons and armor to ensure that its chapters are outfitted with standardized equipment. Members of the company can purchase the following items at a 20 percent discount: great axe, great sword, halberd, heavy rounds, infantry armor, light rounds, military rifle, Steelhead field artillery and munitions.

CONTRACT AMOUNTS

Company Tier	Contract Pay
Tier 1	50 gp per member
Tier 2	150 gp per member
Tier 3	500 gp per member
Tier 4	1,500 gp per member

TIER 2: ESTABLISHED CHAPTER

At this tier, your company has earned a name for itself with the Founding House such that you can expect more lucrative opportunities as mercenaries, including those from the local government. After reaching this tier, the Steelheads aid you in securing territory to serve as a garrison.

BENEFITS

Disciplined. Members of the company are difficult to rattle or make retreat and have advantage on saving throws to avoid being charmed or frightened.

Fresh Recruits. Your company has earned enough notoriety to draw new candidates. You gain 1d10 hirelings to act as privates and support staff. Hirelings obtained by this benefit must have a challenge rating of 1/4 or lower.

Garrison. Your company gains a modest chapter house containing a barracks, a mechanic's workshop, a muster field, a smithy, and stables. You can stay at the garrison and maintain a modest lifestyle at no expense.

TIER 3: PROFESSIONAL CHAPTER

When you reach this tier, your company has earned enough of a reputation with the Founding House that the board of trustees begins directing more proficient soldiers to it to grow its ranks.

BENEFITS

Combined Arms. Members of the company within 5 feet of another member of the company can make one extra attack when taking the Attack action on their turn. After using this benefit, a character can't use it again until it finishes a long rest.

Improved Recruits. You gain your choice of 1d10 hirelings with a challenge rating of 1 or lower to act as privates and support staff or 1d4 hirelings with a challenge rating of 2 or lower to act as command staff.

TIER 4: MAJOR CHAPTER

When you reach this tier, your company is considered one of the major chapters of the Steelheads. The Founding House approaches your company to participate in major military operations, and the leadership of the chapter can petition the Founding House for experienced soldiers to fill out its ranks.

BENEFITS

Hard to Kill. Members of the company have faced death on countless battlefields and still returned home. As a bonus action, a member of the company can regain hit points equal to half their hit point maximum. After using this benefit, a character can't use it again until it finishes a long rest.

Superior Recruits. You gain your choice of 1d10 hirelings with a challenge rating of 2 or lower to act as privates and support staff or 1d4 hirelings with a challenge rating of 4 or lower to act as command staff.

QUIRKS

Many adventuring companies have quirks that set them apart from other such groups. Choose a quirk for your adventuring company or roll on the table below.

d10 Quirk

- 1 Your company is known for its love of collecting rare and exotic treasures, often searching for them during their adventures.
- 2 Your company has a tradition of performing a specific ritual before each battle to bring them good luck.
- 3 Your company has a strong bond with nature and often seeks out natural landmarks and sacred sites to visit during their travels.
- 4 Your company is known for its skills in infiltration and gathering information, often using disguise and deception to gain an advantage over its enemies.
- 5 Your company loves puzzles and riddles, often using this interest to solve mysteries and uncover hidden treasures.
- 6 Your company is known for its love of collecting rare and powerful weapons, often upgrading and customizing their weapons as they gain more wealth and power.
- 7 Your company has a strong sense of camaraderie and often relies on each other to get through tough situations.
- 8 Your company is known for its fierce battle cries and its love of collecting trophies from its defeated enemies.
- 9 Your company is known for its tendency to improvise in battle, often using its surroundings to its advantage in unexpected ways.
- 10 Your company is known for its unwavering devotion to its employers and will stop at nothing to complete its mission, even if it means putting itself in grave danger.

GEAR

The Steelheads company has a standardized set of equipment that must pass rigorous standards for durability, reliability, and, most important in the eyes of the Founding House, *affordability*.

Steelheads make use of standard infantry armor, military rifles, melee weapons, and barding. One area in which the Steelheads have sunk development funds in recent decades has been in the gunsmiths of Berck, seeking reliable field artillery batteries, which have seen use across western Immoren.

FIELD ARTILLERY

Each piece of artillery employed by the Steelheads has a distinct role, directed by veteran gunners to exploit that artillery's strengths. The two most used are the mortar and volley gun, which are mounted onto wheeled frames so gunnery crews can move them in battle.

Steelhead Cannon. As the Steelhead Mercenary Company evolved into a larger outfit, capable of fielding full armies for hire, it saw the need to develop an artillery division. This cannon is the mainstay Steelhead artillery weapon, providing blasts of concussive firepower to complement withering volleys of riflemen and the charge of halberdiers. The heavy explosive charge packed into cannon ordnance is quite capable of knocking anyone caught in the blast to the ground, disrupting the formations of advancing soldiers and leaving even those who survive its lacerating shrapnel shaken.

Steelhead Mortar. Mortars fire in high, soaring arcs, directing explosive payloads onto the heads of distant targets, even those otherwise shielded from direct fire by intervening walls or warjacks. While such firing arcs make it difficult to aim with pinpoint accuracy, the size and impact of mortar blasts make up for this. Mortar fire obliterates infantry and leaves the ground pocked with craters.

Steelhead Volley Gun. Engineered as a modified variant of an Ordric weapon first invented by Midfast Munitions, the Volley Gun can unload a steady barrage into enemy lines. It utilizes a double-rowed rack of seven barrels firing solid shot in sequence to batter infantry and even light warjacks into oblivion. The crews manning these weapons are in constant motion as they compensate their trajectories after the recoil of previous shots and then reload to begin another cycle of destruction.

STEELHEAD CANNON (CREW: 3)

Armor Class 18

Damage Immunities poison, psychic

Hit Points 75

Cost 500 gp (cannon), 5 gp (shell)

Before the cannon can be fired, it must be loaded and aimed. It takes 1 action to load the cannon gun, 1 action to aim it, and 1 action to fire it.

Brutal Critical. The cannon rolls one additional weapon damage die when determining the extra damage for a critical hit.

Field Artillery. It can be pushed by a Medium or larger creature at a Speed of 10 feet. Each additional creature pushing increases its Speed by 5 feet, to a maximum of 20 feet.

Salvo. Ranged Weapon Attack: +6 to hit, range 600/1,800 ft., one target. **Hit:** 44 (8d10) bludgeoning damage and the target hit must make a DC 14 Strength saving throw or be knocked prone.

STEELHEAD MORTAR (CREW: 3)

Armor Class 18

Damage Immunities poison, psychic

Hit Points 75

Cost: 450 gp (mortar), 10 gp (shell)

Before the mortar can be fired, it must be loaded and aimed. It takes 1 action to load the mortar, 1 action to aim it, and 1 action to fire it. The projectile is fired in a high arc, so it can hit targets behind cover.

Field Artillery. It can be pushed by a Medium or larger creature at a Speed of 10 feet. Each additional creature pushing increases its Speed by 5 feet, to a maximum of 20 feet.

Mortar Shell. Ranged Weapon Attack: +4 to hit, range 500/1,500 ft. (can't hit targets within 60 feet of it), one target. **Hit:** 44 (8d10) fire damage. Everything within 20 feet of the target must make a DC 14 Dexterity saving throw or suffer 22 (4d10) fire damage. The impact creates a 20-foot-radius circle of difficult terrain centered on the initial target.

STEELHEAD VOLLEY GUN (CREW: 3)

Armor Class 17

Damage Immunities: poison, psychic

Hit Points 75

Cost 400 gp (ballista), 15 gp (magazine of volley rounds)

Before the volley gun can be fired, it must be loaded and aimed. It takes 1 action to load the volley gun, 1 action to aim it, and 1 action to fire it. It has a Magazine (7).

Field Artillery. It can be pushed by a Medium or larger creature at a Speed of 10 feet. Each additional creature pushing increases its Speed by 5 feet, to a maximum of 20 feet.

Volley Fire. The crew can fire the entire magazine to fire a volley (save DC 14).

Salvo. Ranged Weapon Attack: +6 to hit, range 400/1,200 ft., one target. **Hit:** 22 (4d10) piercing damage.



NPCS

For the rank and file of the Steelheads, the Steelhead Halberdiers and the Steelhead Rifle Corps use the man-at-arms and mercenary sharpshooter NPC stat blocks found in *Iron Kingdoms: Requiem*.

STEELHEAD ARCANIST

While the Steelhead Mercenary Company isn't known for occultists, its commanders and captains know the value of battlefield magic and are willing to offer a premium wage to recruit seasoned arcanists. These individuals enjoy privileged positions in Steelhead companies, and the most competent quickly earn officer commissions, receiving even greater pay. A number of Steelhead arcanists formerly served in Ord's navy, earning combat experience and knowledge of weather magic and lethal barrage spells.

STEELHEAD ARCANIST

Medium humanoid, any alignment

Armor Class 12 (15 with mage armor)

Hit Points 22 (5d8)

Speed 30 ft.

STR	DEX	CON	INT	WIS	CHA
10 (+0)	14 (+2)	11 (+0)	17 (+3)	12 (+1)	11 (+0)

Saving Throws Int +5

Skills Arcana +5, Survival +3

Senses passive Perception 11

Languages Common, Draconic, Dwarvish, Elvish

Challenge 1/2 (100 XP)

Arcane Endowment. The weapons of the arcanist and allies within 30 feet of it are considered magical for the purpose of overcoming damage resistances and immunities.

Spellcasting. The arcanist is a 3rd-level spellcaster. Its spellcasting ability is Intelligence (spell save DC 13, +5 to hit with spell attacks). The arcanist has the following spells prepared.

Cantrips (at will): *fire bolt*, *prestidigitation*

1st-level (4 slots): *detect magic*, *mage armor*, *shield*

2nd-level (2 slots): *scorching ray*, *spellpiercer*

ACTIONS

Banded Quarterstaff. *Melee Weapon Attack:* +2 to hit, reach 5 ft., one target. *Hit:* 4 (1d8) bludgeoning damage.

REACTIONS

Hit the Deck! When the arcanist is subjected to an effect that allows it to make a Dexterity saving throw to avoid damage, it can use its reaction to go prone. If it uses its reaction to go prone, it takes no damage from the effect.



STEELHEAD GUNNER

Gunners are artillery veterans who know how to get the most out of their crews, coordinating fire and ensuring such weapons are quickly positioned to do the most harm.

STEELHEAD GUNNER

Medium humanoid, any alignment

Armor Class 16 (infantry armor)

Hit Points 26 (4d8 + 8)

Speed 30 ft.

STR	DEX	CON	INT	WIS	CHA
12 (+1)	14 (+2)	14 (+2)	14 (+2)	10 (+0)	10 (+0)

Saving Throws Dexterity +4

Skills Perception +2, Survival+2

Senses passive Perception 12

Languages Any

Challenge 1/2 (100 XP)

Siege Tactics. The gunner can issue orders to an allied field artillery crew as a bonus action. Until the start of the gunner's next turn, attacks performed by the chosen crew deal double damage to objects and structures.

ACTIONS

Sword. *Melee Weapon Attack:* +3 to hit, reach 5 ft., one target.

Hit: 5 (1d8 + 1) slashing.

Fire Breather (Recharge 4-5). The gunner unleashes a stream of flames from its fire breather. Each creature in a 15-foot cone must make a DC 12 Dexterity saving throw, taking 14 (4d6) fire damage on a failed save, or half as much damage on a successful one. The flames also ignite any flammable objects within the area that aren't being worn or carried.

REACTIONS

Hit the Deck! When the gunner is subjected to an effect that allows it to make a Dexterity saving throw to avoid damage, it can use its reaction to go prone. If it uses its reaction to go prone, it takes no damage from the effect.



STEELHEAD CAPTAIN

Steelhead captains are seasoned veterans of the battlefield with years of experience fighting for the Steelhead Mercenary Company. Skilled tacticians and leaders, captains are respected by their comrades for their bravery and leadership. A captain is usually found at the forefront of battle, leading troops into the fray and using tactical acumen to outmaneuver the enemy. They are formidable combatants, trained in a variety of combat styles. In addition to possessing combat skills, the captain is also an able diplomat, able to negotiate with clients and allies on behalf of the company.

STEELHEAD CAPTAIN

Medium humanoid, any alignment

Armor Class 16 (infantry armor)

Hit Points 52 (8d8 + 16)

Speed 30 ft.

STR	DEX	CON	INT	WIS	CHA
14 (+2)	14 (+2)	14 (+2)	10 (+0)	10 (+0)	10 (+0)

Saving Throws Constitution +4

Skills Insight +2, Intimidation +2, Perception +2, Survival +2

Senses passive Perception 10

Languages Any

Challenge 2 (450XP)

Jack Ace. The captain is proficient with steamjacks and can issue a drive to an allied steamjack as a bonus action. Indomitable (1/Day). The captain rerolls a failed saving throw.

ACTIONS

Multiattack. The captain makes two attacks with its great sword.

Great Sword. *Melee Weapon Attack:* +4 to hit, reach 5 ft., one target. *Hit:* 9 (2d6 + 2) slashing damage.

Hand Cannon. *Ranged Weapon Attack:* +4 to hit, range 80/240 ft., one target. *Hit:* 9 (2d6 + 2) piercing damage.

Leadership (Recharges after a Short or Long Rest). For 1 minute, the captain can utter a special command or warning whenever a nonhostile creature that it can see within 30 feet of it makes an attack roll or a saving throw. The creature can add a d4 to its roll provided it can hear and understand the captain. A creature can benefit from only one Leadership die at a time. This effect ends if the captain is incapacitated.

REACTIONS

No Sleeping on the Job. When the captain or an allied creature within 30 feet of it is subjected to an effect that would move it, knock it prone, or both, it can use its reaction to be neither moved nor knocked prone, or to cause the allied creature to be neither moved or knocked prone.

Parry. The captain adds 2 to its AC against one melee attack that would hit it. To do so, the captain must see the attacker and be wielding a melee weapon.



STEELHEAD HEAVY CAVALRY

Medium humanoid, any alignment

Armor Class 16 (infantry armor)

Hit Points 26 (4d8 + 8)

Speed 30 ft.

STR	DEX	CON	INT	WIS	CHA
14 (+2)	14 (+2)	14 (+2)	10 (+0)	10 (+0)	10 (+0)

Skills Animal Handling +2, Perception +2

Senses passive Perception 12

Languages Any

Challenge 1 (200 XP)

Cavalry Charge. If the Steelhead moves at least 20 feet straight toward a creature while mounted and then hits with a cavalry axe attack on the same turn, it can have its mount make a hooves attack against that creature as a bonus action.

Expert Rider. The Steelhead has advantage on saving throws made to avoid falling off its mount.

Martial Advantage. Once per turn, the Steelhead can deal an extra 7 (2d6) damage to a creature it hits with a weapon attack if that creature is within 5 feet of an ally of the Steelhead that isn't incapacitated.

ACTIONS

Cavalry Axe. *Melee Weapon Attack:* +4 to hit, reach 5 ft., one target. *Hit:* 6 (1d8 + 2) slashing damage or 8 (1d10 + 2) slashing damage while mounted.

Blunderbuss. *Ranged Weapon Attack:* +4 to hit, range 30/90 ft., one target. *Hit:* 6 (1d8 + 2) piercing damage.

STEELHEAD HEAVY CAVALRY

Steelhead Mercenary Companies often include hardened horsemen, providing the speed and power of heavy cavalry at a reasonable price. Though they demand more than Steelhead infantry, employers consider the riders a bargain. The cavalymen have a reputation as tough veterans who seek out the greatest risk because it brings them the best pay. Though some citizens in war-torn areas accuse them of banditry and looting, Steelhead officers insist their men are professionals who take only the normal liberties expected of any red-blooded soldier in a time of war.

STEELHEAD IRONHEAD

Medium humanoid, any alignment

Armor Class 19 (heavy steam armor)

Hit Points 26 (4d8 + 8)

Speed 30 ft.

STR	DEX	CON	INT	WIS	CHA
19 (+4)	10 (+0)	14 (+2)	14 (+2)	10 (+0)	10 (+0)

Skills Perception +2, Survival+2

Senses passive Perception 12

Languages Any

Challenge 1 (200 XP)

Jack Ace. The Ironhead is proficient with steamjacks and can issue a drive to an allied steamjack as a bonus action.

Chonky. While the Steelhead is in its steam armor, it is treated as a large creature for the purpose of determining carried weight and enemy attacks and abilities.

Ironhead. The Ironhead's heavy steam armor provides it with a damage threshold of 10. Attacks that deal less than this amount of damage do not damage the Ironhead. The armor requires a load of 20 pounds of coal and 8 gallons of water for 5 hours of general use or 1 hour of combat. If the armor does not have power, the Ironhead's base speed becomes 0.

ACTIONS

Industrial Clamp. *Melee Weapon Attack:* +6 to hit, reach 5 ft., one target. *Hit:* 8 (1d8 + 4) bludgeoning damage, and if the target is a Medium or smaller creature it is grappled (Escape DC 14). Until this grapple ends, the target is restrained, and the Ironhead can't use its clamp on another target.

Forge Hammer. *Melee Weapon Attack:* +6 to hit, reach 5 ft., one target. *Hit:* 13 (2d8 + 4) bludgeoning damage. If the target is a Large or smaller creature, it must make a DC 14 Strength saving throw or be pushed 5 feet away from the Ironhead. If the save is failed by 5 or more, the target is knocked prone after being pushed.

STEELHEAD IRONHEAD

While found in the largest numbers inside the Khadoran Army, fighting men and women decked out in heavy, steam-powered armor are not exclusive to that kingdom. A number of successful mercenaries with mechanical aptitude have opted to be outfitted in this sort of gear. For those who can afford it, such armor makes its wearer nearly invulnerable to small-arms fire and greatly increases survivability to explosives and even direct hits from major ordnance. For the best mercenary mechanics, being an Ironhead is the closest they have to a guarantee they will live long enough to collect payment.



STEELHEAD MEDIC

Mercenary medics are skilled medical professionals who have taken their talents to the battlefield. Though they are not as powerful as other combatants, they are invaluable on the battlefield, able to patch up injuries and keep their allies fighting.

STEELHEAD MEDIC

Medium humanoid, any alignment

Armor Class 16 (infantry armor)

Hit Points 26 (4d8 + 8)

Speed 30 ft.

STR	DEX	CON	INT	WIS	CHA
12 (+1)	14 (+2)	14 (+2)	14 (+2)	14 (+2)	10 (+0)

Saving Throws Int +4, Wisdom +4

Skills Medicine +4, Perception +4, Survival +4

Senses passive Perception 14

Languages Any

Challenge 1/2 (100 XP)

Special Equipment. The medic carries a healer's kit that has 10 uses.

ACTIONS

Halberd. *Melee Weapon Attack:* +3 to hit, reach 10 ft., one target. *Hit:* 6 (1d10 + 1) slashing damage.

Pistol. *Ranged Weapon Attack:* +4 to hit, range 40/120 ft., one target. *Hit:* 7 (1d10 + 2) piercing damage.

Field Medicine. The medic can spend one use of a healer's kit to tend to a creature and restore 4(1d8) hit points to it, plus additional hit points equal to the creature's Constitution modifier.

REACTIONS

Emergency Response. When an ally of the medic drops to 0 hit points, the medic can use its reaction to move up to its speed toward the incapacitated ally. This movement does not provoke opportunity attacks.



STEELHEAD WARCASTER LIEUTENANT

Steelhead warcaster lieutenants are skilled warcasters who have chosen to serve in the Steelhead Mercenary Company. Many of them were discharged from national military service, but they still possess a strong sense of duty and a desire to use their abilities to defend their comrades. They are responsible for leading units of soldiers into battle and using their magical abilities to support their fellow Steelheads on the front lines. With the aid of the warjacks they command, they can turn the tide of battle and secure crucial ground for the company.

STEELHEAD WARCASTER LIEUTENANT

Medium humanoid (human), any alignment

Armor Class 17 (medium warcaster armor)

Hit Points 52 (8d8 + 16)

Speed 30 ft.

STR	DEX	CON	INT	WIS	CHA
14 (+2)	14 (+2)	15 (+2)	16 (+3)	10 (+0)	12 (+1)

Skills Arcana +5, Perception +2

Senses passive Perception 12

Languages any one language

Challenge 4 (1,100 XP)

Armaments. The warcaster wields a bonded mechanical sword and a bonded mechanical pistol.

Focus Points. The warcaster has 3 focus points. It regains all spent focus points when it finishes a long rest. It can spend its focus points on the following options.

1. **Attack Bonus.** The warcaster can spend 1 focus point before it makes an attack with a bonded mechanical weapon to make the attack roll with advantage.

2. **Damage Bonus.** The warcaster can spend up to 3 focus points before it makes an attack with a bonded mechanical weapon to deal an extra 1d8 damage per point spent.

3. **Reduce Damage.** When the warcaster takes damage, it can use its reaction and spend 1 focus point to reduce the damage by 5.

4. **Shake It Off.** If the warcaster is suffering from a condition or enemy effect that can be ended with a successful saving throw, it can spend 1 focus point to make the saving throw with advantage.

Magic Weapons. The warcaster's mechanical weapon attacks are magical.

Spellcasting. The warcaster is a 5th-level spellcaster. Its spellcasting ability is Intelligence (spell save DC 13, +5 to hit with spell attacks). Casting a spell requires the warcaster to spend a number of focus points equal to the spell's level. The warcaster knows the following warcaster spells:

Cantrips (at will): *arcane bolt*, *sense cortex*, *true strike*
 1st level (1 focus point): *conceal cortex*, *jump start*, *shield*, *thunderwave*
 2nd level (2 focus points): *battering ram*, *redline*

ACTIONS

Mechanical Sword. *Melee Weapon Attack:* +4 to hit, reach 5 ft., one target. *Hit:* 6 (1d8 + 2) slashing damage.

Mechanical Pistol. *Ranged Weapon Attack:* +4 to hit, range 30/90 ft., one target. *Hit:* 7 (1d10 + 2) piercing damage.

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