

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF VIRGINIA
ALEXANDRIA DIVISION

IN RE XE SERVICES)	CASE No. 1:09-cv-615 TSE/IDD
ALIEN TORT LITIGATION)	1:09-cv-616
_____)	1:09-cv-617
		1:09-cv-618
		1:09-cv-645

Notice of Filing of Redacted Appendix

The Court's Order of July 28, 2009, at p. 2, directed that, while the State Department would review the the appendix supporting the defendants' Motion to Dismiss for sensitive but unclassified information, and to provide a redacted version, the defendants were to file that redacted version on the public record by 5:00 p.m. on September 11, 2009. The parties have discussed the matter, and have agreed that it would be administratively simpler for the United States, as the interested party, to file the redacted document. Filed herewith is the redacted version of the appendix supporting the defendants' Motion to Dismiss.

Dated: September 11, 2009

RESPECTFULLY SUBMITTED

DANA J. BOENTE
UNITED STATES ATTORNEY

BY /s/

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ASSISTANT UNITED STATES ATTORNEY
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Attorneys for the United States of America

Certificate of Service

I certify that I electronically filed the foregoing with the Clerk of Court using the CM/ECF system, which will send a notification of such filing (NEF) to the following counsel of record:

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Dated: September 11, 2009

/s/

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UNCLASSIFIED

United States Department of State

Washington, D.C. 20520

www.state.gov

June 14, 2005 RELEASED IN FULL

Blackwater USA
850 Puddin Rd
Attn: Fred Roitz
Moyock, NC 27958

LI

**Subject: Worldwide Professional Personal Service Contract Number
SAQMPD-05-D1098**

Mr. Roitz

Attached is contract SAQMPD-05-D1098. Note: Sections (k), (l), and (m) do not become part of the resultant contract. The contract award date of this contract is June 6, 2005.

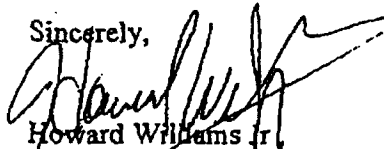
I request that you sign the SF 33 in blocks 16, 17 and date block 18. Return the original to me. Once I receive it, I'll do the same and return a copy to you with each of the signatures on the form.

Enclosed with this letter is a copy of the contract; 187 pages, DD Form 254, and five Amendments. Note; Amendment Numbers 1, 3, 4, and 5 are not signed by the Contracting Officer but were filed in the contract file and shall become part of the resultant contract. I request that you acknowledge all amendments.

A contract modification will be forth coming in the very near future and before any actual task orders for performance is requested. This future modification will delete the entire Sections, B and C of the subject contract and be replaced with new revised Sections, B and C.

As soon as the contract is signed by both contracting parties a pre-performance meeting will be scheduled with your firm at the HTP Program office site to be determined to answer any questions your company may have. The Government has accepted your proposal for Task Order Number 1 and as soon as funding is received, I will send it to you to begin office operations under this program. If you have any questions regarding this contract or questions about the contract in general please contact Mr. Williams at 703-875-6279.

Sincerely,



Howard Williams Jr.
Contracting Officer

2. CONTRACT NUMBER: SAQMPD05D1098

3. SOLICITATION NUMBER: SAQMPD04R1016

4. TYPE OF SOLICITATION: SEALED BID (IFB) NEGOTIATED (RFP)

5. DATE ISSUED: 08/25/2004

6. REQUISITION/PURCHASE NUMBER: [Blank]

7. ORDERED BY: OFFICE OF ACQUISITION MANAGEMENT (A/LM/AQM)
PO BOX 9115, ROSSLYN STATION
US DEPARTMENT OF STATE
ARLINGTON, VA UNITED STATES 22219

8. ADDRESS OFFER TO (if other than item 7): OFFICE OF ACQUISITION MANAGEMENT (A/LM/AQM)
PO BOX 9115, ROSSLYN STATION
US DEPARTMENT OF STATE
ARLINGTON, VA UNITED STATES 22219

9. CONTACT: Howard Williams TEL: (202) 64-7-33 ext. 47

RELEASED IN PART
B2

9. Sealed offers in original and 5 copies for furnishing the supplies or services in the Schedule will be received at the place specified in item 8, or if hand-carried, in the depository located in See Item 8 until 12:00 PM local time 10/11/2004 (Hour) (Date)

CAUTION - LATE submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.

10. FOR INFORMATION CALL: [Blank]

A. NAME: [Blank]

B. TELEPHONE (NO COLLECT CALLS): AREA CODE [Blank] NUMBER [Blank] EXT. [Blank]

C. E-MAIL ADDRESS: [Blank]

11. TABLE OF CONTENTS

(X)	SEC.	DESCRIPTION	PAGE(S)	(X)	SEC.	DESCRIPTION	PAGE(S)
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
X	A	SOLICITATION/CONTRACT FORM		X	I	CONTRACT CLAUSES	
X	B	SUPPLIES OR SERVICES AND PRICES/COSTS		PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH			
X	C	DESCRIPTION/SPECS./WORK STATEMENT		X	J	LIST OF ATTACHMENTS	
X	D	PACKAGING AND MARKING		PART IV - REPRESENTATIONS AND INSTRUCTIONS			
X	E	INSPECTION AND ACCEPTANCE		K	REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFERORS		N/A
X	F	DELIVERIES OR PERFORMANCE		L	INSTRS., CONDS., AND NOTICES TO OFFERORS		N/A
X	G	CONTRACT ADMINISTRATION DATA		M	EVALUATION FACTORS FOR AWARD		N/A
X	H	SPECIAL CONTRACT REQUIREMENTS					

OFFER (Must be fully completed by offeror)

Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period

Compliance with the above, the undersigned agrees, if this offer is accepted within _____ calendar days (60 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52.232-8)

10 CALENDAR DAYS (%)	20 CALENDAR DAYS (%)	30 CALENDAR DAYS (%)	CALENDAR DAYS (%)
----------------------	----------------------	----------------------	-------------------

14. ACKNOWLEDGMENT OF AMENDMENTS (the offeror acknowledges receipt of amendments to the SOLICITATION for offers and related documents numbered and dated):

AMENDMENT NO.	DATE	AMENDMENT NO.	DATE
Amendment 1	8/31/04	Amendment 3	9/22/04
Amendment 2	9/22/04	Amendment 4 and 5	

15A. NAME AND ADDRESS OF OFFEROR: BLACKWATER LODGE & TRAINING, 850 PUDDIN RIDGE RD, MOYOCK, NC UNITED STATES 27958-8867

DUNS NO.: 012418151

FACILITY: [Blank]

16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print): Fred Roitz, VP of Contracts & Compliance

15B. TELEPHONE NUMBER: AREA CODE 252, NUMBER 43-5-24, EXT. 88

15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE.

17. SIGNATURE: [Signature]

18. OFFER DATE: 10/10/05

AWARD (To be completed by Government)

19. ACCEPTED AS TO ITEMS NUMBERED: [Blank]

20. AMOUNT: USD 0

21. ACCOUNTING AND APPROPRIATION: \$ 0.00 No Funding Information

22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION: 10 U.S.C. 2304 (c) () 41 U.S.C. 253(c) ()

23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified): ITEM 25

24. ADMINISTERED BY (if other than item 7): OFFICE OF ACQUISITION MANAGEMENT (A/LM/AQM), PO BOX 9115, ROSSLYN STATION, US DEPARTMENT OF STATE, ARLINGTON, VA UNITED STATES 22219

25. PAYMENT WILL BE MADE BY: No Invoice Information

26. NAME OF CONTRACTING OFFICER (Type or print): Howard Williams

27. UNITED STATES OF AMERICA (Signature of Contracting Officer): [Signature]

28. AWARD DATE: 06/07/2005

IMPORTANT - Award will be made on this Form, or on Standard Form 28, or by other authorized official written notice

AUTHORIZED FOR LOCAL REPRODUCTION: This edition is unusable

STANDARD FORM 33 (REV. 9-97) Prescribed by GSA - FAR (48 CFR) 53-214(C)

2. CONTRACT NUMBER SAQMPD05D1098		3. SOLICITATION NUMBER SAQMPD04R1016		4. TYPE OF SOLICITATION <input type="checkbox"/> SEALED BID (IFB) <input checked="" type="checkbox"/> NEGOTIATED (RFP)		5. DATE ISSUED 08/25/2004		6. REQUISITION/PURCHASE NUMBER		
7. ISSUED BY OFFICE OF ACQUISITION MANAGEMENT (A/LM/AQM) PO BOX 9115, ROSSLYN STATION US DEPARTMENT OF STATE ARLINGTON, VA UNITED STATES 22219				CODE LMAQM19373		8. ADDRESS OFFER TO (If other than Item 7) OFFICE OF ACQUISITION MANAGEMENT (A/LM/AQM) PO BOX 9115, ROSSLYN STATION US DEPARTMENT OF STATE ARLINGTON, VA UNITED STATES 22219				
CONTACT: Howard Williams				TEL: (202) -64-7-33 ext. 47						
NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder".										
9. Sealed offers in original and 5 copies for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8, or if handcarried, in the depository located in See Item 8 until 12:00 PM local time 10/11/2004 (Hour) (Date)										
CAUTION - LATE submissions, Modifications, and Withdrawals: See Section I, Provision No. 52.214-7 or 52.215-1. All offers are subject to all terms and conditions contained in this solicitation.										
10. FOR INFORMATION CALL		A. NAME		B. TELEPHONE (NO COLLECT CALLS) AREA CODE NUMBER EXT.			C. E-MAIL ADDRESS			
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X	E	INSPECTION AND ACCEPTANCE					K	REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFERORS		N/A
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X	G	CONTRACT ADMINISTRATION DATA					M	EVALUATION FACTORS FOR AWARD		N/A
X	H	SPECIAL CONTRACT REQUIREMENTS								
OFFER (Must be fully completed by offeror)										
12 does not apply if the solicitation includes the provisions at 52.214-10, Minimum Bid Acceptance Period										
13. Compliance with the above, the undersigned agrees, if this offer is accepted within _____ calendar days (50 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.										
DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52-232-8)		10 CALENDAR DAYS (%)		20 CALENDAR DAYS (%)		30 CALENDAR DAYS (%)		CALENDAR DAYS (%)		
14. ACKNOWLEDGMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated):				AMENDMENT NO.		DATE		AMENDMENT NO.		DATE
				Amendment 1		8/31/04		Amendment 3		9/22/04
				Amendment 2		9/22/04		Amendment 4 and 5		
15A. NAME AND ADDRESS OF OFFEROR		DUNS NO 012418161		FACILITY		15. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print)				
		BLACKWATER LODGE & TRAINING 850 PUDDIN RIDGE RD. MOYOCK, NC UNITED STATES 27958-8887				Fred Roitz; VP of Contracts & Compliance				
15B. TELEPHONE NUMBER AREA CODE NUMBER EXT.			15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE.			17. SIGNATURE		18. OFFER DATE		
252 -43-5-24 88			<input type="checkbox"/>			Fred Roitz		16500005		
AWARD (To be completed by Government)										
19. ACCEPTED AS TO ITEMS NUMBERED		20. AMOUNT USD		21. ACCOUNTING AND APPROPRIATION \$ 0.00 No Funding Information						
22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION: <input type="checkbox"/> 10 U.S.C. 2304 (c) () <input type="checkbox"/> 41 U.S.C. 253(c) ()				23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified)		ITEM 25				
24. ADMINISTERED BY (If other than Item 7) OFFICE OF ACQUISITION MANAGEMENT (A/LM/AQM) PO BOX 9115, ROSSLYN STATION, US DEPARTMENT OF STATE ARLINGTON, VA UNITED STATES 22219				CODE LMAQM19373		25. PAYMENT WILL BE MADE BY No Invoice Information				
NAME OF CONTRACTING OFFICER (Type or print) Howard Williams				27. UNITED STATES OF AMERICA (Signature of Contracting Officer)				28. AWARD DATE 08/07/2005		

IMPORTANT - Award will be made on this Form, or on Standard Form 28, or by other authorized official written notice.

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STANDARD FORM 33 (REV. 9-97)
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Statement of Work
U. S. Department of State
Worldwide Personal Protective Services
Amendment 7

The following format has been used for *this statement of work*:

- 1.0 Introduction/Background
- 2.0 Scope
- 3.0 Applicable Documents
- 4.0 Service Areas/Performance Requirements/Necessary Conditions
- 5.0 Notes/Guidance
- 6.0 Glossary
- 7.0 Appendices

C.1 INTRODUCTION

C.1.1 DEPARTMENT OF STATE, BUREAU OF DIPLOMATIC SECURITY (DS)

Under the Diplomatic and Antiterrorism Act of 1986, the Bureau of Diplomatic Security (DS) of the Department of State has a broad range of responsibilities that include protection of personnel and facilities both domestic and abroad. The Worldwide Personal Protective Services (WPPS) initiative is an effort by the Department of State to pre-plan, organize, set up, deploy and operate Contractor protective service details for the protection of U.S. and/or certain foreign government high-level officials whenever the need arises. In certain circumstances, and when directed, Contractors may be required to recruit, evaluate, and train, local foreign government or third-country foreign nationals in established personal protective security procedures, conduct protective security operations overseas with them, and provide trained protective security personnel for short or long-term special domestic security situations.

C.1.2 BACKGROUND

Over the past ten years, the Bureau of Diplomatic Security has become increasingly involved in providing protective services for high-level U.S. officials and certain designated foreign leaders in several areas of the world. As a result of conflicts, wars, political unrest, and more recently, terrorist activity, these areas have become extremely dangerous places in which to live and work. The return of a democratic government to Haiti in October 1994, the continual turmoil in the Middle East, and the post-war stabilization efforts by the United States Government in Bosnia, Afghanistan, and Iraq are all types of world events that require priority deployment of Contractor protective services teams on a long-term basis. The Bureau of Diplomatic Security is unable to provide protective services on a long-term basis from its pool of Special Agents, thus outside contractual support is required for emergency protective requirements stated on extremely short notice.

C.1.3 BUREAU OF DIPLOMATIC SECURITY GOALS

The following are the specific goals of the Bureau of Diplomatic Security:

- Prevent loss of life, injury to personnel, and damage/destruction of facilities or equipment, worldwide as specified by individual Task Orders issued under this contract.
- Ensure security and safety of personnel and facilities in static (fixed) locations and/or in mobile (in transit) operations.
- Expedite the movement of personnel in the accomplishment of their missions.
- Secure the environment to enable personnel to conduct their business and complete their missions.
- Protect personnel and the organizations they represent from harm or embarrassment.

C.1.4 GOALS OF THIS ACQUISITION

DS has reviewed past personal protective service contracts. These reviews have highlighted specific areas in need of improvement. These desired improvements are expressed in the following goals for this acquisition:

- High quality Contractor security and suitability screening of personnel.
- High Contractor retention of trained protective services (PRS) personnel, including instructors and PRS detail members.
- High quality Contractor leadership of PRS details.
- High quality personal protective services details.
- High quality instant, situational decision-making, e.g., response to threats.
- High quality capabilities of Contractor lead instructors (training instructors) and instructors.
- High quality Contractor training facilities and training of PRS personnel.
- High quality Contractor planning of PRS details, including establishing and adhering to schedules for all major milestones for screening, training, and deploying personnel.
- High quality Contractor planning for logistics in support of PRS details.
- High quality Contractor planning for accommodations for PRS personnel, including housing, recreation, feeding, etc.

C.1.5 ORGANIZATION AND MANAGEMENT OF DS PERSONAL PROTECTIVE SERVICE DETAILS

The following is a general description of the organization and management approach to be applied by DS to the management of the services required under this contract. The Government reserves the right to change this organization and management approach at any time during the period of performance of this contract, at no cost to the Government.

C.1.5.1 HIGH-THREAT PROTECTION DIVISION

The management of the personal protective services detail program within the DS organization is the responsibility of the Chief, High Threat Protection Division (HTPD). The Government desires to establish a close link with the Contractor's senior management to ensure the necessary coordination, cooperation, and rapid problem solving required in this area of great national significance, and to ensure that this is accomplished in accordance with the DS mission.

C.1.5.2 TASK ORDERS

As required, the Contracting Officer (CO) will issue Task Order Requests to the holders of this WPPS contract. The Contractor(s) shall develop proposals in response to the Task Order Requests. The Government will evaluate the proposal(s), negotiate as necessary, and notify the winning Contractor(s) of award of the Task Order. Currently, DS plans on using Optional Form 347 for Task Orders under this contract. The Government reserves the right to switch to a different form at any time during this contract.

C.1.5.3 MANAGEMENT OF PERSONAL PROTECTIVE SERVICE DETAILS

Upon award of a Task Order, DS will assign a U.S. Government Agent in Charge (AIC) at the site where the PRS Detail is to perform. The AIC will have on-site authority over the Contractor's PRS detail. The Contractor's PRS detail, under the leadership of the Project Manager, and Detail Leader, shall perform the PRS detail in accordance with the Standard Operating Procedures (SOPs) identified in the Task Order and the direction of the AIC.

C.1.5.4 EVALUATION PERFORMANCE PERIOD, ASSESSMENT OF CONTRACTOR PERFORMANCE

The evaluation performance periods in the contract shall be six months. At the end of each six-month period, the performance of the Contractor will be assessed in accordance with the procedures described in Section H. The Contractor's performance shall be an assessment of all of the Contractor's performance in each of the Service Areas, using the cumulative assessment of the performance against the requirements under all Task Orders.

personnel are fully apprised of these possibilities, and that they are fully willing to accept these living/working conditions.

Performance Measures	Performance Standards
a) Quality	100% as specified in the Task Orders
b) Qualifications of Personnel	100% qualified prior to assignment to any detail
c) Timeliness	100% within the schedules specified in the Task Orders.

The target standard is 100%. During each six-month Contractor performance assessment, the COR will take into account any extenuating circumstances that might have precluded the Contractor from meeting the target.

C.4.3 NECESSARY CONDITIONS

C.4.3.1 RECRUITMENT, SCREENING, SELECTION OF PERSONAL PROTECTIVE SERVICE AND PPS SUPPORT SERVICES APPLICANTS

C.4.3.1.1 RECRUITMENT

Necessary Condition No. 4.3.1.1 – The Contractor shall:

- Recruit applicants for the various PRS and PRS support positions.
- Ensure that prospective applicants are made aware of the performance requirements of the positions for which they are applying, including the importance of honoring the periods of service in the contracts between the Contractor and the applicants, and the consequences of failing to do so.
- Ensure that applicants understand the nature of the work and working environment in which they may be working.
- Prior to commencement of the Contractor’s applicant screening process, forward the resumes of all of the applicants to the DS HTPOPS for pre-screening.

Performance Measures	Performance Standards
a) Quality of Recruitment Efforts	Contractor conducts awareness briefing of all applicants 100% of applicant resumes forwarded to the DS HTPOPS

C.4.3.1.2 SCREENING AND SELECTION

Necessary Condition No. 4.3.1.2 – The Contractor shall:

- Develop, submit to DS HTPOPS, and implement an applicant screening process that satisfies the requirements in Appendix F. DS reserves the right to approve or disapprove of an applicant screening process.
- Ensure that Contractor personnel engaged in the screening process are experienced screeners, e.g., demonstrated success in the difficult task of researching personnel information, verifying personnel histories, claimed backgrounds, etc.
- Upon receiving the results of the DS HTPOPS pre-screening, complete an investigation of each applicant for a PRS or PRS support position in accordance with the DS approved Contractor screening procedure.
- Screen out any applicant who does not meet the security and suitability qualifications required for the position to which the applicant has applied.
- Forward to the DS HTPOPS, only those applicants verified by the Contractor as meeting the screening requirements in this contract and each individual Task Order.

Performance Measures	Performance Standards
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a) Quality of Screening Efforts	100% conformance with approved screening procedures
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C.4.3.2 TRAINING

The Contractor shall ensure that only personnel satisfactorily trained in accordance with Department of State standards are used in the performance of work under this contract. This includes the completion of training before entering into work and maintaining that level of training throughout the performance of work under any specific Task Order. Training is valid for one year from the date of completion of training. Weapon requalification is required for all personnel per DS standards. Contractor shall submit to DS High Threat Protection (HTP) Operations documentation of successful completion of all training for all personnel under the task orders. Documentation requirement should be in accordance with Section C.4.6, Training Record, Title 4.6.e.

C.4.3.2.1 PERSONAL PROTECTIVE SECURITY TRAINING

The Contractor shall establish and implement a personal protection security training capability. The facility shall be used to train Contractor furnished personal protection security personnel, foreign government, third party nationals, or other personnel identified by DS. The training provided for all personnel shall be the same, e.g., that training program approved by DS.

Note: The Government reserves the right to inspect the training facilities and observe any or all training activities at the Contractor furnished sites.

Necessary Condition 4.3.2.1 – The Contractor shall:

- Establish and maintain the necessary personal protection security training capability in accordance with the specifications in Appendix G.
- Develop and submit completed training plans to DS for approval within 30 days of contract award.
- Conduct training in accordance with the DS training curriculum, DSTC Lesson Plans and DS-approved, Contractor Training Plans (see Appendix G).
- Ensure that only those individuals who have successfully completed the DS personal protection security training are employed on DS personal protection services details.
- Ensure that all retraining and/or re-certification of Contractor personnel is accomplished in-country, e.g., in the location in which the Contractor was tasked to provide the personnel protective service detail, unless otherwise directed by the COR.
- Ensure that all armed PRS detail members and armed guards are re-qualified on all required firearms on a quarterly basis using the prescribed courses of fire to DS standards. All re-qualification shall be documented on Qualification Record Forms (see Appendix H).

Performance Measures	Performance Standards
a) Quality of Training	100% training satisfies specifications in Appendix E. 100% in accordance with DS approved Contractor training plans 100% conducted by DS certified trainers
b) Timeliness	100% contractor developed training plans submitted to DS for approval within 30days of contract award. 99% contractor conducted training is completed within 5 days of scheduled completion dates.
c) Firearms qualification/re-	Minimum standard for

qualification standards	pistol/rifle/carbine, shotgun is 80%
d) Retrain/recertify personnel in-country	100% certification

C.4.3.2.2 RECRUIT, SCREEN, TRAIN, DEPLOY LOCAL NATIONAL/THIRD COUNTRY NATIONALS

Necessary Condition 4.3.2.2 - In certain circumstances, and as specified in Task Orders, the Contractor shall:

Recruit, screen, and train local national (LN) or third country nationals (TCN) in DS established protective security procedures. See Appendix D for general qualifications of local nationals or third country nationals.

Train these personnel:

- In accordance with the requirements in this section above.
- In country of origin or country of operation, unless otherwise directed by the COR.
- Conduct personal protective service details with Contractor-trained foreign government/third-country nationals.

Performance Measures	Performance Standards
a) Quality	-100% as specified in the Task Orders
b) Qualifications of Personnel	-100% qualified prior to assignment to any detail
c) Timeliness	-100% on time and for the length of time specified in the Task Orders.

C.4.3.2.3 IN-COUNTRY/COUNTRY OF ORIGIN TRAINERS

To comply with the requirements of 4.3.1 and 4.3.2 above, the Contractor shall provide qualified instructors to retrain/recertify/re-qualify personnel in country or in country of origin, unless otherwise directed by the COR.

Necessary Condition 4.3.2.3 - The Contractor shall:

- Provide the instructors necessary to comply with the requirements of 4.3.2.1 and 4.3.2.2.
- Ensure that only approved instructors are used for such training.

Performance Measures	Performance Standards
a) Quality of Instructors	-100% training satisfies specifications in Appendix G 100% in accordance with DS approved, contractor training plans.
b) Approved instructors	100% approved

C.4.3.3 ROTATION, REASSIGNMENT, AND REPLACEMENT

Necessary Condition 4.3.3 - The Contractor shall:

- Maintain a list of qualified (See Appendixes C and D) standby personnel who are immediately available for normal rotation or for replacement action in case of illness, injury, humanitarian, and/or other reasons.
- For a normal rotation, notify the DS HTPOPS, in writing, at least seven days in advance with the following rotation particulars:
 - DS Task Order Number
 - Detail location
 - Planned rotation date

**Appendix B
(to Section C)**

General Provisions

Positions: Positions within the Worldwide Personal Protective Services (WPPS) are divided into the following three levels:

- (1) **Personal Protective Service (P)** positions are those positions that are directly involved in providing protective security services, as specified by the task order. These services, which vary by task order, primarily include providing (a) protection of U.S. Embassy non-government and government personnel supporting official U.S. government business, (b) individuals or groups who are directly supporting development or reconstruction for or in conjunction with the U.S. Agency for International Development and (c) personnel under Chief of Mission authority. The necessary skills and required qualifications for these positions are addressed later in this appendix.
- (2) **Support (S)** positions are those positions that directly assist the efforts being performed by the protective security specialists. These positions can be categorized, as follows: administrative, logistics, health and welfare, program/business management, and life support. The specific labor category qualifications for the support positions are addressed later in this appendix.
- (3) **Guard Force (G)** positions are those positions used for static protection of facilities, which primarily include housing and office space.

Qualifications:

The WPPS program is not an entry level program. Contractors shall ensure candidates meet the minimum experience, training, and certification required by each labor category. Contractors shall maintain copies of the certifications and ensure these certifications are current at deployment and are updated, as required.

Supervisory promotions within protective details, to positions such as Shift Leader, Deputy Detail Leader, and Detail Leader, demand specialized experience in the area/region of operation. Promotions to these labor categories require candidates to have a minimum of experience performing under a WPPS contract, as outlined later in this appendix, unless otherwise authorized by the Contracting Officer.

Positions will be grandfathered for those individuals working on the task order prior to October 18, 2006. All personnel submitted past this date shall meet the new base contract requirements, as specified herein.

Recruiting:

High Threat is defined as a high potential for and/or a high probability of an attack against the principal with the intent to harm. High Threat Protection Skills are those skills that demonstrate a candidate's experience or training in the application, participation, knowledge, and understanding of skills or skill sets required to mitigate, eliminate or prevent high threat actions. Refer to Attachment 1 to Appendix G, Section C, which is the DS Training Curriculum, as an outline for skills and skill sets required for WPPS. Required experience can be gained in the employ of any Federal, State, Local, military or law enforcement agency, as well as in private sector corporate security.

Experience and qualifications presented by candidates must indicate the actual timeframe and location where required skills were performed. Refer to the biography (BIO) format in the Vendor Handbook, which is provided as Appendix Y to Section C of the base contract.

Any decisions on BIO disapproval by the High Threat Protection Divisions shall be final unless substantial information regarding the individuals eligibility is presented to the Contracting Officer Representative (COR) and it is determined that another review is warranted.

Vetting:

The following positions will be vetted and approved by the High Threat Protection program office:

- LPM
- PM
- DPMO
- AFSO
- ALSSL
- DL
- APM
- AAC
- DLGFC
- GFC
- Instructors (including PSS/Firearms Instructor)

All other positions shall be vetted, approved, and certified by the contractor. The contractor shall submit biographies/resumes for each position not vetted and approved by the High Threat Protection program office. The government reserves the right to perform random reviews of the biographies/resumes to ensure contract compliance. Submission of certified biographies/resumes must occur prior to the individual working in the position.

**APPENDIX E
(TO SECTION C)
REQUIREMENTS AND PROCEDURES FOR
PROCESSING SECURITY CLEARANCES**

1. Contractor Facility Clearance

The Contractor must currently possess or be able to obtain a TOP SECRET facility security clearance issued by the Defense Security Service in accordance with the National Industrial Security Program Operating Manual (DOD 5220.22-M).

2. Personnel Security Clearance/Background Investigations

Personnel Security clearance investigations, as well as High and Moderate Risk Public Trust investigations, will be conducted by the Bureau of Diplomatic Security (DS) for all U.S. citizens, local nationals or third country nationals to perform on this contract and subsequent Task Orders.

All contractor personnel performing on this contract must possess either a Personnel Security clearance or a Public Trust certification (Moderate Risk Public Trust (MRPT) or High Risk Public Trust (HRPT)) issued by the Bureau of Diplomatic Security (DS/SI/PSS).

The specific requirements are cited in Appendix J. Only US citizens will be processed for security clearances. Non-US citizens will be processed for Public Trust certifications.

2.1 Investigations to be conducted by the Bureau of Diplomatic Security (DS/SI/PSS)

All requests for personnel security clearances or Public Trust certifications shall be submitted 10 calendar days after task order award and at least 30 calendar days prior to the start of the person's training. The following are the requirements and procedures for initiating investigations through the Bureau of Diplomatic Security :

Contractor shall complete contractor screening of all personnel prior to submission to DS. Contractor shall delete all applicants deemed unacceptable through their contractor screening process. Prior to assignment to this contract, the contractor must submit all required forms to DS:

-For Secret/Top Secret personnel clearances:

See Attachment 1 and Attachment 3 to Appendix E, Section C

-For Moderate Risk Public Trust (MRPT) /High Risk Public Trust (HRPT) certifications

See Attachment 2 and Attachment 3 to Appendix E, Section C

These forms should be hand-carried or sent by courier to:

Industrial Security Division
Bureau of Diplomatic Security, DS/IS/IND, SA-20
1801 North Lynn Street
Arlington, Virginia 22209

The Government reserves the right to require the use of different forms. The contractor will be advised if the use of different forms is required.

Those personnel who require security clearances or Public Trust certifications may not perform on this contract until their security clearance or Public Trust certification has been issued. A preliminary background check will be conducted in conjunction with security clearance processing and Public Trust certification processing and, if possible, an interim clearance or Public Trust certification will be issued. An interim clearance or Public Trust certification is acceptable for initial contract performance.

Those contractor personnel whose preliminary background check is deemed unfavorable will not be issued an interim clearance or Public Trust certification. He/she will not be approved for initial contract assignment and will not be considered for contract assignment until his/her investigation has been

favorably adjudicated. A personal interview will be conducted if deemed necessary by the Bureau of Diplomatic Security.

If, during the conduct of the investigation, substantive issues are raised, or if the contractor employee does not pass the security clearance or Public Trust investigation, an interim clearance/determination may be withdrawn and he/she shall be removed from the contract at no cost to the government.

2.2 Visit Request/Visit Terminations/Resignations

When an employee is terminated or resigns and is no longer performing on the contract, the contractor must notify DS/IS/IND and DS HTP OPS so their access can be terminated and, if an investigation is still pending, the investigation can be cancelled.

2.3 Non-US Citizens

Non-U.S. citizens performing on the contract/task order must be investigated and adjudicated by the Bureau of Diplomatic Security (DS/IS/PSS). As an exception to paragraph 2.1 above, non-US Citizens will not be approved for contract assignment until the Public Trust certification is completed and favorably adjudicated by DS/IS/PSS. Non-US citizens will not be eligible for interim Public Trust certifications, unless, in extenuating circumstances, an exception is granted by DS/IS/IND.

2.4 Adverse Information

The contractor shall report any adverse information pertaining to contractors assigned to the contract, in any capacity, to DS/IS/IND and DS HTP OPS immediately.

2.5 Prior Security Clearances

All employees to perform on this contract must submit the required security clearance or Public Trust documents to DS/IS/IND for appropriate processing. If DS/IS/PSS determines that a contractor personnel has been issued a security clearance previously, a copy of the previous investigation will be requested for their review.

3. Minimum Personnel Security Requirements for Specific Human Intelligence Threat Posts

3.1 HUMINT Threat Post – In Excess of Sixty Days

The security requirements in Appendix J are applicable to all assignments, though assignments to specific human intelligence (HUMINT) threat posts must also meet additional criteria.

Cleared contractor personnel who will perform tasks at specific human intelligence (HUMINT) threat posts for a period in excess of sixty (60) days or who will make cumulative visits in excess of sixty (60) days during a one-year period must possess a final TOP SECRET personnel security clearance and undergo a favorable DS review. (The COR will advise, in the specific Task Order, if this paragraph will apply.)

3.2 Approval by DS

All assignments to specific HUMINT threat posts must be approved by DS.

ATTACHMENT 1
(TO APPENDIX E, SECTION C)

PLEASE READ ALL THE FOLLOWING BEFORE COMPLETING YOUR SF-86

SECRET & TOP SECRET PROCESSING

To facilitate the processing of your security clearance background investigation, which is a requirement of the position for which you have applied, please complete the forms and/or submit the following information with your package. Completion of the Standard Form 86 (Questionnaire for National Security Position) and other appropriate documentation for security clearance processing is imperative.

Although you may have to do some research to obtain the required needed information, it will help Diplomatic Security (DS) tremendously in expediting your security clearance background investigation. The following guidance is provided for your assistance in completing your package:

STANDARD FORM 86 (SF-86): Every section of this form must be completed in detail and all signature pages with an original signature (where requested). Failure to complete the form properly or having the required signatures will result in your clearance not being initiated until all information is received.

Form must be completed going back 10 years. If you do not go back 10 years, it will slow down the processing time of your background investigation. The SF-86 form requests information back 7 years for employment and residence; however, to comply with the investigative standards, 10 years is required.

Citizenship of yourself and "immediate" family members (spouse, children, mother, father, brothers and sisters). If you or any of your "immediate" family members were born outside the United States, please ensure you annotate on the form, or separate sheet of paper, the appropriate manner of how U.S. citizenship was obtained (i.e., naturalization, derived or born abroad of U.S. parents). Please provide copies of naturalization certificates, citizenship certificate or report of birth abroad for your parents, yourself, your children, brothers and sisters, if at all possible. A copy of a U.S. passport will suffice to show proof of U.S. citizenship. Which ever is available will be accepted. If family members are not U.S. citizens and have an alien registration number from the INS, please provide that number. Your U.S. citizenship and that of your immediate family members have to be verified by DS.

Under question 8d, please annotate whether you are a dual citizen with another country or annotate "none" instead of N/A for question 8d.

If you are a dual citizen, please complete the enclosed memorandum concerning exercising your rights of a citizen of another country while holding a security clearance. (See Section J, Attachment D).

All residences (the actual physical address – no P.O. Box number or APO address) need to be annotated. There should be no gaps in the months/years. If you were traveling for a couple of months, fully explain where you went and how long you were there. Annotate who can corroborate your travel and activities during these periods. Provide name address and contact phone number. All housing at colleges and universities should be listed separately by year. The specific building and room number should be annotated.

All employments should be listed in appropriate order and in detail. If there were periods of unemployment, those periods must also be annotated appropriately under code "7." A listed verifier will also be listed with their name, address, and contact phone number. Periods as a full-time student do not need to be annotated in the employment section because that is listed under question 10 (where you went to school). Remember no gaps between listed employments, unemployment, and school.

All current and all former spouses will be annotated. If the location of a former spouse is unknown, provide the names and addresses of your former in-laws in the remarks section so they may be contacted.

Selective service numbers are required for males born after December 31, 1959 in question 20. If you do not know your selective service number, you can obtain it by calling 1-847-688-6888 and obtain the number from the automated system or by going to the website https://www4.sss.gov/regver/verif_response.asp. Not registering for the Selective Service is a *felony*.

SIGNED CREDIT RELEASE: The DS 4002 is required to obtain a copy of your Credit Bureau Report. Credit check is required under the investigative standards.

One of the biggest problems with applicant is adverse credit. If you have or had adverse credit, please try to locate any documentation to support your claims during your interview. This could include letters sent to or received from creditors and copies of canceled checks etc.

SIGNED DS 7601: If married to a U.S. citizen and applying for a Top Secret clearance, the spouse must sign the DS Form 7601 for appropriate checks.

COPY OF BIRTH CERTIFICATE: A copy of your birth certificate should be sent in with the package. Do not send in the original.

COPY OF PASSPORT: A copy of your U.S. passport is requested to assist in corroborating citizenship. If you possess a copy of a foreign passport (current or expired), provide a copy.

COLLEGE TRANSCRIPTS: Please provide a copy of your college transcripts, if you have a copy.

U.S. CITIZENSHIP: Reiterated again here, for any "immediate" family members who were born abroad, please annotated the manner in which they obtained their U.S. citizenship. All U.S. citizenship needs to be verified and your assistance will greatly speed up this process. Copies of citizenship forms or U.S. passport would enhance the process, but if you can not obtain them, it will not stop your package from being processed. We are only asking for your assistance.

FOREIGN RELATIVES: If you or your spouse have any foreign relatives whether residing in the U.S. or abroad, please provide a separate listing that includes the following: (a) their full names, dates and place of birth; (b) current address; (c) country of citizenship; (d) occupation; (e) current employer; (f) whether they now or in the past have worked for a government agency, police, security or intelligence organization, if so what; (g) types of contact you have with them (i.e., phone, email, none etc), how often and date of last contact. (See Attachment (3))

FOREIGN SPOUSES AND THOSE IN A "SPOUSE-LIKE" RELATIONSHIP WITH A FOREIGN NATIONAL: The Department requires that a SF-85P and SF-85PS be completed on all foreign spouses and foreign national individuals that are in a "spouse-like" relationship with a Department applicant that requires a security clearance (secret or top secret.) This does not apply to individuals who are foreign born and now an U.S. citizen. This only applies to non-U.S. citizens. Please complete it in detail and provide it with your package. The SF-85P should also be completed back 10 years.

FINGERPRINT CARDS (FD258): Provide two completed cards. Ensure you fill in all the required sections and you and the person fingerprinting you sign the card. *Please ensure the prints are rolled and you can see the "ridges" otherwise the cards will be rejected and another set obtained.*

The objective of these instructions is to assist you in processing your package. A little time invested in obtaining all the required information will greatly enhance the subsequent processing of your clearance.

Item	Equipment	Model	Source	Qty
SPECIALIZED EQUIPMENT (Other)				
1	Magazines, [] Law Enforcement Capacity			
2	Mobile/Hand-Held Explosive Detection Unit, with Consumables	[]		As Req.
2a	Maintenance Log Books			As Req.
3	Vehicle Search Mirror with Flashlight			As Req.

B2

ATTACHMENT 2
(TO APPENDIX E, SECTION C)PLEASE READ ALL THE FOLLOWING BEFORE COMPLETING YOUR SF-85P
MODERATE & HIGH RISK PUBLIC TRUST PROCESSING

To facilitate the processing of your public trust background investigation which is a requirement of the position for which you have applied, please complete the forms and/or submit the following information with you package. Standard Form 85P (Questionnaire for Public Trust Positions) and other appropriate documentation for public trust processing to include the SF-85PS, is imperative.

Although you may have to do some research to obtain the required needed information, it will help Diplomatic Security (DS) tremendously in expediting your security clearance background investigation. The following guidance is provided for your assistance in completing your package:

STANDARD FORM 85P (SF-85P): Every section of this form must be completed in detail and all signature pages with an original signature (where requested). *Failure to complete the form properly or having the required signatures will result in your processing not being initiated until all information is received.*

Form must be completed going back 5 years for MODERATE RISK. If you do not go back the appropriate number of years, it will slow down the processing time of your background investigation.

Form must be completed going back 10 years for HIGH RISK. If you do not go back the appropriate number of years, it will slow down the processing time of your background investigation.

Citizenship of yourself and "immediate" family members (spouse, children, mother, father, brothers and sisters). If you or any of your "immediate" family members were born outside the United States, please ensure you annotate on the form, or separate sheet of paper, the appropriate manner of how U.S. citizenship was obtained (i.e., naturalization, derived or born abroad of U.S. parents). Please provide copies of naturalization certificates, citizenship certificate or report of birth abroad for your parents, yourself, your children, brothers and sisters (if at all possible.)

A copy of a U.S. passport will suffice to show proof of U.S. citizenship. Which ever is available will be accepted. If you or your family members are not U.S. citizens and have an alien registration number from the INS, please provide that number. Your U.S. citizenship or legal status for you and your immediate family members has to be verified by DS.

All residences (the actual physical address – no P.O. Box number or APO address) need to be annotated. There should be no gaps in the months/years. If you were traveling for a couple of months, fully explain where you went and how long you were there. Annotate who can corroborate your travel and activities during these periods. Provide name address and contact phone number. All housing at colleges and universities should be listed separately by year. The specific building and room number should be annotated.

All employments should be listed in appropriate order and in detail. If there were periods of unemployment, those periods must also be annotated appropriately under code "7." A listed verifier will also be listed with their name, address and contact phone number. Periods as a full-time student do not need to be annotated in the employment section because that is listed under question 10 (where you went to school). Remember no gaps between listed employments, unemployment, and school.

All former spouses will be annotated on a separate sheet of paper as there is an investigative requirement if you are processing for a High Risk Public Trust position. If the location of a former spouse is unknown, provide the name(s) and address(es) of your former in-laws too.

Selective service numbers are required for males born after December 31, 1959. If you do not know your selective service number, you can obtain it by calling 1-847-688-6888 and obtain the number from the automated system. Not registering for the Selective Service is a felony.

SIGNED CREDIT RELEASE: The DS 4002 is required to obtain a copy of your Credit Bureau Report. Credit check is required under the investigative standards.

One of the biggest problems with applicant is adverse credit. If you have or had adverse credit, please try to locate any documentation to support your claims during your interview. This could include letters sent to or received from creditors and copies of canceled checks etc.

COLLEGE TRANSCRIPTS: Please provide a copy of your college transcripts, if you have a copy.

FOREIGN RELATIVES: If you or your spouse have any foreign relatives whether residing in the U.S. or abroad, please provide a separate listing that includes the following: (a) their full names, dates and place of birth; (b) current address; (c) country of citizenship; (d) occupation; (e) current employer; (f) whether they now or in the past have worked for a government agency, police, security or intelligence organization, if so what types of contact(s) you have with them (i.e., phone, email, none etc), how often and date of last contact. (See Attachment (3) above.)

FINGERPRINT CARDS (FD258): Provide two completed cards. Ensure you fill in all the required sections and that you and the person fingerprinting you sign the card. *Please ensure the prints are rolled and you can see the "ridges" otherwise the cards will be rejected and another set obtained.*

The objective of these instructions is to assist you in processing your package. A little time invested in obtaining all the required information will greatly enhance the subsequent processing of your clearance.

**APPENDIX F
(TO SECTION C)
CONTRACTOR SCREENING OF PRS AND PRS SUPPORT APPLICANTS**

The Contractor shall complete the actions and steps in the following process in connection with the screening of PRS and PRS support applicants.

COR Pre-screening

The Contractor shall submit the resumes of all individuals being considered for jobs under this contract to the COR. The COR will conduct an initial screening for acceptability into the Contractor's screening process. The COR will notify the Contractor of the results of this pre-screening.

Contractor Screening

Note: The screening accomplished by the Contractor is intended to determine whether or not the applicant can satisfy the following:

- Ability to obtain the appropriate security clearance/public trust determination
- Ability to satisfactorily pass the DS training curriculum
- Ability to physically and mentally perform the duties of the position for which the applicant is applying
- Suitability to represent the US Department of State in on-duty and off-duty situations

The Contractor shall conduct a thorough screening of individuals accepted by the COR for the screening process. The Contractor's screening process shall include, but not be limited to:

- Available past work history
- Police records check, if available
- Review of DD 214, if applicant is ex-military
- Credit Check
- Psychological screening
- Physical fitness determination
- Medical check-up, including stress test

Selection of Candidates and Submission to COR

The Contractor shall review the results of the applicant screening and select those that pass the Contractor's screening criteria (Part of DS approved Contractor Screening Process, Sub-Service Area 4.3.1.2). Upon selection, the Contractor shall submit the list of candidates along with the results of the Contractor's screening process for each submitted individual, to the COR.

DS HTPOPS screening and selection process

DS reserves the right to approve or disapprove of an applicant screening process.

The Contractor shall:

Ensure that Contractor personnel engaged in the screening process are experienced screeners, e.g., demonstrated success in the difficult task of researching personnel information, verifying personnel histories, claimed backgrounds, etc.

Screen out any applicant who does not meet the security and suitability qualifications required for the position to which the applicant has applied.

Forward to DS High Threat Protection Operations (DS HTP OPS), only those applicants verified by the Contractor as meeting the screening requirements in this SOW.

UNCLASSIFIED

In order to expedite the processing of bios please ensure the bios are submitted using a consistent format that clearly denotes the required experience for the labor category. Bios received by DS/OPO/HTP will remain in recruitment status for a period of 6 months. Special consideration will be made for specialized labor categories, i.e. IAs, FAV/LAV Mechanics, Armorers, etc. that require a more extensive screening and clearance process. Our database will place bios that exceed the 6-month period in an inactive recruitment status. Personnel that are approved must be in a training class date prior to the end of the 6-month period. If an individual's bio was approved and the 6-month period has expired, an updated bio will be required prior to the individual attending training.

Questions regarding bios should be directed to the designated HTP Operations POC for each vendor. Any additional questions or comments should be directed to the Operations Manager and DS HTP Operations at 571-345-2363 or DSHTPOPS@state.gov.

Three responses will be sent to vendors as DS/OPO/HTP's notification on bios submitted. The responses are as follows:

a) Response if a bio does not include sufficient information:

Based on a review of the biographical information provided by (VENDOR) a determination cannot be made due to insufficient information to support the labor category as applied. Please review the minimum requirements as stated for the labor category and resubmit supplemental information as required.

1. Jones, John - DPM - 12 years generalized, 8 years specialized protective security experience and 3 years in charge capacity.
2. Smith, Tim - PSS - 1 year protective security experience with law enforcement, military or commercial equivalent.

These examples provide an abbreviated summary of the required experience for the labor category.

b) Response if a bio does not support the labor category requirements and a disapproval determination has been made (disapproval):

Based on a review of the biographical information provided by (VENDOR) an approval determination cannot be made to support the labor category as applied on the following individuals:

1. Smith, John - PSS - Insufficient protective security experience
2. Jones, Tim - PSS-Medic - Insufficient protective security experience, no documentation to support EMT-I certification.

These examples provide an abbreviated summary of the reason for disapproval.

c) Response if a bio supports the labor category requirements and an approval determination has been made (approval):

Based on a review of the biographical information provided by (VENDOR) an approval determination has been made to support the labor category as applied on the following individuals):

1. Smith, Todd - PSS-Medic - Bio received 1/5/05. Response submitted 1/7/05.

This example provides an example of the date the bio was received and the date of the response.

**APPENDIX G
(TO SECTION C)
SPECIFICATIONS FOR CONTRACTOR FURNISHED TRAINING
CAPABILITY**

1. Facility

The Contractor furnished facility shall include all ranges, tracks, classrooms, and supporting equipment and materials necessary to satisfactorily complete all required training, including such considerations as the following:

- The facility shall be conducive to quality personal protection security services training
- Training classrooms shall be properly climate controlled
- All audio/video equipment provided, including computer-controlled projection equipment must be compatible with MS PowerPoint
- Must include multi room, multi-building equipped facility to allow for Defensive Tactics (DT), Room Entry Tactics, Protective Security (PRS) training scenarios
- Facility must be discrete
- Facility equipped with document reproduction capability sufficient to support normal student throughput

2. Location

The training facilities must be in the continental United States (CONUS). Unless specified by Task Order, there may be more than one geographical site.

3. Facility Ownership

The facility may be owned by the Contractor, leased by the Contractor, or provided to the Contractor by subcontract.

4. Training Throughput Capability

- a. The Contractor furnished training capability shall support a normal throughput of one training group per month. A training group may consist of no more than thirty-five (35) students. Maximum capacity per training group is thirty-five students.
- b. The training capability shall be able to ramp up to two training groups per month (total throughput of 70 students) within 60 days of being tasked by DS. The higher rate of throughput shall be maintained throughout the rest of the contract if so requested by DS.

5. DS Training Curriculum/Diplomatic Security (DS) Lesson Plans/Contractor Training Plans

5.1 Curriculum

- a. The outline of the DS training curriculum is provided in Attachment 1 to this appendix.
- b. Only DS approved training curriculum and/or DS Lesson Plans shall be used for training in DS personal protection security procedures.

- c. The Contractor shall maintain and update the training curriculum as follows:
- DS must approval all curriculum changes before they are enacted.
 - Minor updates shall be at Contractor expense
 - Major curriculum revisions directed by DS, shall be subject to negotiation between DS and the contractor

5.2 Lesson Plans

The Contractor shall develop Training Plans and lesson plans that satisfy the DS Training Curriculum and (Attachment 1 to Appendix G. In the case of conflict the DS Training Curriculum takes precedence over the Contractor Training Plans.

5.3 Contractor Training Plans

Using the DS training curriculum as a source, the Contractor shall develop training plans and lesson plans for all of the courses described in this statement of work. The Contractor training plans shall satisfy the following specifications for format, and content. Format for lesson plan is provided in Attachment 4.

5.3.1 Contractor Training Plan Format

Training Plans, prepared in accordance with Task Order instructions, shall be equal to or better than those used by DS and subject to DS approval. (See Attachment 1 to this appendix for a sample of a training schedule incorporated into training plans.) The Contractor shall develop two versions of each training plan. One version shall be the participant's version. The other shall be the instructor's version. The instructor's versions of the training plans shall provide guidance to the instructors, e.g., teaching points (points to be emphasized), special instructions, safety reminders, placement of slides/viewgraphs or other material and /or equipment. These notes shall be placed where appropriate throughout the training plans. Note: Best practice indicates that Instructor's Notes should be inserted into text boxes formatted with a border and a 10% grey shading to make them stand out and easily read.

5.3.2 Content

The Training Plans shall, at a minimum, address the following:

- a. What is the subject of the instruction?
- b. How will course be introduced? This section shall contain opening statements, the instructor's background, benefits of the subject to the student, and a training overview.
- c. What are the terminal and enabling performance objectives? (What must student(s) know or perform at the end of this period of instruction?)
- d. What is each of the module learning objectives? (What must the student know or be able to perform at the end of each chapter, each teaching point to be covered, and schedule of activities?)
- e. Who are the students?

- f. What is the maximum or minimum number of students?
- g. How much time is required to deliver this instruction?
- h. What is the method of instruction? (This must be an explicit, step by step description of the set-up and conduct of the training)
- i. Description of exercises. Each module shall indicate whether or not there are any chapter exercises. If there are any exercises, a step-by-step description of the exercises shall be provided, including practical (classroom) and/or laboratory or field exercises to be conducted. The descriptions shall include the complete exercise scenario, standards, exercise conditions, and pass/fail criteria. The enabling objectives that the exercises support must be clearly identified. If there is no practical exercise in the chapter, the word "NONE" shall be written. If there is no laboratory or field exercise in a chapter, the word "NONE" shall be written.
- j. Each module must indicate whether or not there is an assignment that supports the main teaching points of the chapter. If there is a module assignment, it shall be described in detail. If there is no assignment in this section, the word "NONE" will be written.
- k. What types of locations are required?
- l. What equipment/logistics are needed?
- m. What audio visual media are used?
- n. What audio visual equipment is needed?
- o. What kind of training aids and materials are needed?
- p. How many instructors/assistants are needed?
- q. What method of evaluation is used?
- r. Does the Training Plan clearly portray a picture of the teaching events?
- s. Examples, personal experiences, etc. that the instructor uses to supplement the lesson.

Note: Instructors may personalize training plans for the following reasons:

1. Reminders to employ specific instructional techniques to enhance the lesson.
2. Relate personal experiences.
3. Add examples or analogies to clarify difficult teaching points.
Personalization must be accomplished without deviating from the approved course of instruction.

5.4 Changes

The Contractor may submit in writing suggested revisions to their lesson plans DS. If the CO or COR approve the suggestions, the Contractor will be so notified in writing. The Contractor shall not change lesson plans or training plans unless approved by the CO or COR in writing.

5.4.1 DS Training Curriculum and DS Lesson Plans

Only DS may authorize deviations from the DS curriculum and DS Lesson Plans.

5.4.2 Contractor Training Plans

Changes to DS approved Contractor training plans, shall be made only with prior approval of the COR.

6. Training Facility Staff**6.1 Director of Training**

The prime Contractor shall assign the Director of Training to manage the Contractor's WPPS overall training capability. This person shall:

- Be experienced in establishing and maintaining qualified instructional staff
- Have a minimum of five (5) years experience in managing PRS type (firearms, defensive driving, etc.) training programs
- Have a minimum of five (5) years experience in protective security assignments at least three (3) of the above years of experience must have been in a supervisory capacity. This experience and background may have been gained in any of the following organizations:
 - U.S. Department of State Diplomatic Security Service
 - U.S. Secret Service
 - U.S. Federal Agencies, e.g., FBI (Former special agents with protective security background)
 - U.S. Special Operations Forces
 - U.S. Military
 - Commercial executive protection services with military or police background
 - Law enforcement experience
 - U.S. Military Police/Criminal Investigation Division;
 - Local and state law enforcement agencies, with Emergency Services Unit, Special Weapons, and Tactical training
 - Clearance level is secret

6.2 Lead Instructors/Subject Matter Experts

The Contractor shall provide a cadre of lead instructors ("instructors of instructors") who are fully qualified subject matter experts (SMEs) in each of the subjects identified in the outline of the DS training curriculum in Attachment 1 to this appendix. Lead instructors may be a fully qualified SME in more than one subject, but as a minimum, a lead instructor must be a fully qualified SME in at least one subject. At a minimum, lead instructors must be at the designated training facility for all instruction and shall attend all practical exercises

Note: Lead Instructors may be used as instructors at the Contractor's training facility(ies).

6.3 Training Plan Developers/Maintainers

It is expected that the Contractor-provided lead instructors shall be those Contractor personnel responsible for development and maintenance of the Contractor Training Plans (see 5.4.2, above.)

6.4 Support to DS

(Not Used)

6.5 Lead Instructor Qualifications

6.5.1 Protection (Motorcade Operations and/or PRS)

Lead Motorcade Operations or PRSe Instructors shall have:

- A minimum of three (3) years of full-time instructional experience in their field of expertise and/or anti-terrorist techniques
- Attended at least 80 hours of training in adult learning and/or instructional techniques or 24 hours of contractor provided instructor refresher course
- Worked on a protective security detail two (2) years or more, or successfully held the position of responsibility for a detail, such as, Agent in Charge (AIC) or Shift Leader (SL) for a minimum of one (1) year
- This experience and background may have been gained in any of the following organizations:
 - U.S. Department of State Diplomatic Security Service
 - U.S. Secret Service
 - U.S. Federal Agencies, e.g., FBI (Former special agents with protective security background)
 - U.S. Special Operations Forces
 - U.S. Military
 - Commercial executive protection services with military or police background
 - Law enforcement experience
 - U.S. Military Police/Criminal Investigation Division;
 - Local and state law enforcement agencies, with Emergency Services Unit, special Weapons, and Tactical training

6.5.2 Special Skills

Lead Special Skills Instructors shall have a minimum of five (5) years of full-time instructional experience in their field of expertise, e.g., firearms, vehicle dynamics, CQB, defensive tactics, medical, counter terror driving, chemical/biological, etc

Lead Special Skills Instructors shall have:

- A minimum of five (5) years of full-time instructional experience in their field of expertise and/or anti-terrorist techniques

UNCLASSIFIED

- Attended at least 80 hours of training in adult learning and/or instructional techniques or 24 hours of contractor provided instructor refresher course
- Experience must be current
- Related operational or tactical experience such as law enforcement, military, EMT, etc.
- This experience and background may have been gained in any of the following organizations:
 - U.S. Department of State Diplomatic Security Service
 - U.S. Secret Service
 - U.S. Federal Agencies, e.g., FBI (Former special agents with protective security background)
 - U.S. Special Operations Forces
 - U.S. Military
 - Commercial executive protection services with military or police background
 - Law enforcement experience
 - U.S. Military Police/Criminal Investigation Division;
 - Local and state law enforcement agencies, with Emergency Services Unit, Special Weapons, and Tactical training

7. **Motorcade Operations and/or PRS Instructors**

Instructors shall have:

- A minimum of one (1) year of full-time instructional experience in their field of expertise and/or anti-terrorist techniques
- Attended at least 24 hours of training in adult learning and/or instructional techniques or 24 hours of contractor provided instructor refresher course
- Worked on a protective security detail for a minimum of one (1) year . Working on a detail must include full participation in the "diamond" on a detail (close in protection)
- This experience and background may have been gained in any of the following organizations:
 - U.S. Department of State Diplomatic Security Service
 - U.S. Secret Service
 - U.S. Federal Agencies, e.g., FBI (Former special agents with protective security background)
 - U.S. Special Operations Forces
 - U.S. Military
 - Commercial executive protection services
 - Law enforcement experience
 - U.S. Military Police/Criminal Investigation Division;
 - Local and state law enforcement agencies, with Emergency Services Unit, Special Weapons, and Tactical training

DS will periodically observe and critique the skills of the Contractor instructors. Should an instructor's performance be deemed unacceptable, the contractor shall

have thirty days to remediate the instructor during which time, the contract instructor shall not instruct on the contract.

7.1 Instructor Qualifications

Only DS approved instructors shall conduct training at the Contractor furnished training facility(ies) in support of this contract. The Contractor shall submit resumes for all Contractor instructors to the designated DS contracting officer representative (COR). The resumes shall be completed using the standard resume form displayed in Attachment 2 to Appendix G.

Note: The Contractor shall not use any instructors until they are approved by DS. Using the following applicable guidelines, the Contractor shall provide an instructor development plan for their "Train the Trainer". The Contractor will certify that this requirement has been met prior to the instructor teaching. Documentation of this requirement shall be maintained by the Contractor and available for the COR's inspection.

- Motorcade Operations/Attack on Motorcades – 40 hour minimum
- Protective Operations/Attacks on Protectee – 40 hour minimum
- Close Quarters Battle - 40 hour minimum
- Defensive Tactics – 40 hour minimum
- Driving/Vehicle Dynamics - 40 hour minimum
- Firearms – 40 hour minimum
- Chem/Bio – 16 hour minimum
- First Responder – 16 hour minimum
- IEDs – 16 hour minimum

7.1.1 General qualifications for instructors are as follows:

- a. Can provide verifiable evidence of successful training in their field of expertise with a total of five (5) years work experience in their area of expertise and/or in a field related to their area of instruction.
- b. Evidence of formal certification as an instructor in necessary areas, such as, firearms, DT, CQB, detail driver, explosive ordnance disposal, etc.
Note: The firearms training instructors shall meet all DS firearms instructor qualification standards (see Appendix (N)) and adhere to DS firearms policy and instructional procedure.
- c. Clearance requirement for all instructors under the WPPS program shall be Secret.

7.2 Instructor to Student Ratios

For practice exercises, the Contractor shall maintain an instructor to student ratio of one to four (1 to 4) at all times. Vehicle Dynamics and Defensive Driving Techniques require an instructor to student ratio of one to three (1 to 3).

7.3 Support Personnel.

- a. For Attack on Motorcade. The Contractor shall provide eight (8) training support personnel (in addition to instructors) for each training exercise. This includes role players acting as terrorists, bystanders, etc.
- b. For Attack on Principal (e.g., walking moves or close in protection). The Contractor shall provide twenty (20) training support personnel (in addition to instructors) for each training exercise. This includes role players acting as terrorists, bystanders, etc.

8. Facility(ies)

The Contractor training capability shall include the following facility(ies):

- A variety of ranges
- Road Course
- Explosives/pyrotechnics range
- Classroom
- Observation building
- Storage vault
- Storage building

If, two or three courses will be conducted concurrently, simultaneous use of multiple Contractor provided ranges may be required. For reasons of personnel safety, if the ranges are within close proximity (200yd radius) of each other, no other Contractor clients will use any of the vacant ranges.

The facility(ies) shall provide all of the characteristics required to demonstrate and/or practice all of the activities or techniques that will be addressed in the DS training curriculum. For instance, the facility must provide adequate places for cover and concealment by terrorists; the road course must contain a variety of hills and turns to demonstrate vehicle dynamics.

8.1 Ranges

The Contractor provided ranges shall meet the following specifications:

- Firing Ranges Specifications:
 - A minimum 100 yard range with fifteen (15) firing points and fifteen (15) movable target stands
 - A minimum 100 yard steel plate range with two (2) firing points (minimum of six steel reactive plates per firing point) and one stand-a-lone steel reactive plate placed between the two firing points
 - A minimum fifteen (15) firing point 100 yard live fire range to handle up to [redacted] ammo
 - A 350-Yard [redacted] Range, as outlined in the DS [redacted] Qual Course (attached) – Ammo fired shall be [redacted] Practice (No [redacted] and [redacted] Non-Lethal).

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- Drive and Shoot Range Specifications:
 - A minimum of 50 yards of straight, drivable terrain to include vehicle turn-around areas at each end
 - Drivable terrain shall be flat and consist of road gravel or hard paved surface
 - A safe firing range, at least twenty (20) yards wide and fifteen (15) yards deep, located at the midway point of the drive area and a minimum of six (6) movable target stands with attached backers, set up on the firing range

Note: Range width measurements shall be from the side berm to side berm, and depth measurements shall be from the backstop to the front edge of the side berm.

- Live Fire or Simunition Shoot House Specifications:
 - Minimum of three (3) separate rooms with entry doors
 - Constructed in such a manner that no fired rounds can penetrate through interior walls into another room, nor penetrate through exterior walls or windows to the outside
 - Minimum of two (2) pieces of furniture shall be in each room, e.g., sofa and chair in living room, chair and bed in bedroom, etc.
 - All rooms shall be electrically lighted and shall have operable wall-mounted light switches that approximate the same location and height as a normal residence or office.

8.2 Road Course

The Contractor shall provide a safe (defined below), paved, two lane, asphalt, or concrete road course meeting the following specifications:

- a. A minimum of 1.25 miles in length
- b. To induce multi-vehicle handling situations, the course must have:
 - (1) Straight-aways
 - (2) Flat sections
 - (3) Uphill and downhill sections
 - (4) One section suitable for at least 90+ MPH emergency speeds
 - (5) Uphill turn
 - (6) Downhill turn
 - (7) Constant radius turn
 - (8) Increasing and decreasing radius turns
 - (9) Flat turn
 - (10) Negative and positive camber turns
 - (11) S-turns
 - (12) Two turns which can be constantly covered with water when required

- c. Shoulders of the two-lane road-course shall be of natural terrain, i.e., gravel, dirt, grass, to allow students to sense off the road surfaces and experience the loss of vehicle control due to differing conditions. This will also allow the student to employ proper off-road recovery techniques to regain control and safely re-enter the road.
- d. The driving facility shall also have a separate safe skid pad capable of being completely flooded with water for instructing over and under-steer skid control.
- e. The road course shall have natural foliage and/or natural terrain cover and concealment areas along straight-aways and turns to allow for realistic surprise, vehicle and on-foot attack, and ambush scenarios.
- f. At multiple locations on the road course/facility, the Contractor must be able to accommodate the application of various pyrotechnic explosives used in attack scenarios.

Note: "Safe" is defined as free of hazards such as broken pavement, potholes, road edge drop-offs of more than eight (8) inches, trees, barriers, ditches, or any dangerous obstructions too close to the road course and excessive training vehicles on the track.

8.3 Explosives/Pyrotechnics Facility

The facility must include an explosive/pyrotechnics facility that supports the use of explosives/pyrotechnics during training exercises.

- Specifications:
 - A minimum of 75 yards from detonation point to observation building
 - Capability to detonate a maximum of of various explosive material
 - One inoperable, but undamaged, vehicle provided at detonation point for explosive demonstration purpose
 - A fifty (50) foot area around the detonation point cleared of all foliage or other flammable material

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For the life of the contract, the facility shall meet or exceed all 27 CFR Part 55, Federal Explosives Law and Regulations.

8.4 Classroom

The Contractor-provided facility(ies) shall include a classroom that meets the following requirements:

- a. Climate-controlled.

- b. Seating, with writing surfaces for 35 students (with ability to ramp up to 70 students) writing surfaces for all students.
- c. As a minimum, equipped with the following:
 - (1) One VCR/DVD
 - (2) One monitor
 - (3) One overhead projector
 - (4) One 35mm slide projector
 - (5) One projection screen
 - (6) One blackboard or dry erase marker board

8.5 Observation Building for Demolition

The Contractor shall provide an explosives observation building for explosives/pyrotechnics training.

Specifications:

- Allows unobstructed view for a minimum of thirty-five (35) students
- Front facing and roof shall be constructed so that blast fragments shall not penetrate to the inside
- Front viewing window(s) shall be blast fragmentation resistant material

8.6 Weapon Storage

Storage of Weapons and support equipment:

If an armory is not available or non-existent, a GSA-approved class five security container or vault is required and must be alarmed and monitored at a central monitoring facility/command post. Contractor's proposed mechanism/processes for weapon storage shall be submitted to DS for review and approval.

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8.7 Target Stands/Range Setup

Prior to each course offering, the Contractor shall:

- Ensure that all target stands are in good repair and completely usable (i.e., target stands are upright and not excessively damaged by previous firearms training).
- Set up ranges as follows:
 - 100 Yard Range
 - Fifteen (15) target stands (with cardboard backers attached, on each firing line)
 - Distances marked at 3, 7, 15, 25, 50, and 100 yard line
 - Five (5) spare target stands in reserve (with cardboard backers attached)
 - All trash and dangerous materials, such as sharp objects, removed
 - Grass mowed, if applicable
 - 50 Yard Steel Plate Range

- Plate stands in place
 - All plates in operable condition
 - All trash and dangerous materials, such as sharp objects, removed
 - Distances marked at 15, 25, and 50 yard lines
 - Grass mowed, if applicable
- o Drive and Shoot Range
 - Six (6) target stands, with cardboard backers attached, in place on range
 - Three (3) spare target stands in reserve, (with cardboard backers attached)
 - Road graded and in drivable condition
 - A serviced, operational, and ready drive and shoot vehicle
 - Live Fire or Simunition Shoothouse
 - All trash removed
 - Floors swept and free of debris
 - All unsafe/sharp objects removed from floors, walls, furniture, etc.
 - Required furniture in place
- Explosive Range
 - o All debris removed
 - o Grass mowed, if applicable

9. Training Program Acceptance

- a. Overall Training Program. Prior to commencement of training operations, the Contractor shall successfully demonstrate their personal protection training program capability to DS: If the Contractor furnished capability involves more than one site, the demonstration shall be completed at each site. If the Contractor subcontracts for any part of the training capability, the demonstration shall include all parts that are subcontracted.
- b. Instructors. At the beginning of performance under the Task Order, and for every new instructor proposed by the Contractor, the Contractor furnished instructors shall be evaluated by DS for the following:
 - Their knowledge of the topic(s)
 - Their skill in conducting training
 - Their conformance to the DS personal protection training curriculum

The evaluation of the initial Contractor furnished trainers (beginning of contract) shall be incorporated into the demonstration of the Contractor's overall training capability.

10. Training Logistics

10.1 Training Vehicles

All vehicles required for training shall be furnished by the Contractor.

10.2 Motorcade Operations

The Contractor shall furnish (3) vehicles for each twelve (12) student group. The vehicles shall comfortably accommodate a maximum of four (4) students per vehicle and one (1) instructor.

The training vehicles shall be Chevrolet Caprice or Ford Crown Victoria 4 door sedans. The vehicles may be new or used. They shall:

- Not be more than three (3) years old
- Not have been driven more than 50,000 miles
- Have V8 engines
- May be either two wheel or four wheel drive

Vehicles shall be kept in operable condition during the training course or replacement vehicles shall be available (no more than five (5) minutes of student downtime shall be allowed due to inoperable vehicles.

10.3 Vehicle Dynamics/Defensive Driving

a. The Contractor shall furnish five (5) vehicles for each fifteen (15) student group. The vehicles shall comfortably accommodate three (3) students per vehicle and one instructor.

b. The training vehicles shall be Chevrolet Caprice or Ford Crown Victoria 4 door sedans. The vehicles may be new or used. The vehicles:

- Shall not be more than three (3) years old
- Shall not have been driven more than 50,000 miles
- Shall have V8 engines

c. Vehicles shall be kept in operable condition during the training course or replacement vehicles shall be available (no more than five (5) minutes of student downtime shall be allowed due to inoperable vehicles.

10.4 Armored Vehicle Driving Familiarization and Vehicle Dynamics

a. The Contractor shall furnish fully armored FAV, Chevrolet Suburbans (C Class in accordance DS Standards) that can comfortably accommodate three (3) students per vehicle and one (1) instructor.

b. The vehicles may be new or used. The vehicles:

- Shall not be more than two (2) years old
- Shall not have been driven more than 30,000 miles
- Shall have V8 engines
- May have two wheel or four wheel drive

- c. Vehicles shall be kept in operable condition during the training course and replacement vehicles shall be available (no more than five (5) minutes of student downtime shall be allowed due to inoperable vehicles.)

10.5 Decoy Training Vehicles

The Contractor shall provide all decoy training vehicles (See Attachment 1). Decoy training vehicles shall be fully operable and safe to operate.

11. Communications

- a. The Contractor shall furnish radios for all students, instructors, and training support personnel to permit inter-personnel radio communication during training exercises.

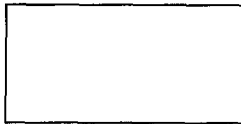
- b. The Contractor shall furnish additional radios amounting to 20% of the radios required to satisfy 9.a above.

- c. The Contractor shall furnish a radio base station to support the training exercises.

- d. The radios shall be [redacted] with compatible base station and standard PRS surveillance kit.

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If required by Task Order, the Contractor shall conduct training on the use and maintenance of the following radios:



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Note: The Contractor may subcontract training on these radios to the Original Equipment Manufacturers (OEM).

12. Training Aids

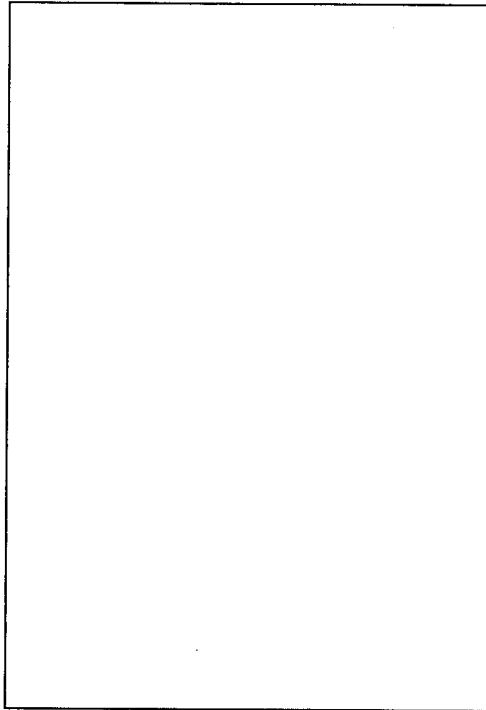
Note: Certain training aids, e.g., weapons, ammo, explosives may require the Contractor to obtain DS authorization letters to be able to purchase the equipment/material. The procedure for obtaining such letters will be provided immediately after contract award by the Contracting Officer.

12.1 Weapons (real and prop)

The Contractor shall furnish the [redacted] new or used and all other training weapons shall be furnished by the US Government: Refer to DEAV for clarification of used weapons and weapons to be used.

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12.1.1 Real



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- * The Contractor shall provide a 20% reserve for the [redacted]
- ** Including (1) Upper sections to convert from live fire to simmunitions and (2) SOP Mod Kit for every [redacted]

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Note: A complete SOP Mod Kit is not required. The following will be provided by the Government for each [redacted]

- Detachable carrying handle with sight assembly
- Sling
- [redacted]

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12.1.2 Prop - "Red Guns" (Dummy, non-firing training weapons)

Weapon	Number*
[redacted]	One per student
	One per student

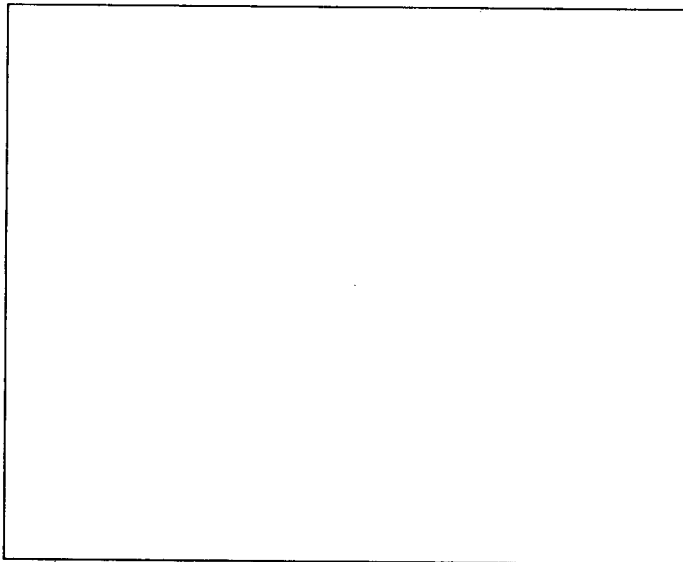
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12.2 Ammunition

- a. Live fire. The Contractor shall furnish all live fire ammunition required for the training exercises. Live fire ammunition shall be as follows:

Weapon	Ammunition
[redacted]	

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- b. **Simmunitions or UTM.** The Contractor shall furnish all simmunitions or UTM required for the training exercises

12.3 Munitions

The Contractor shall procure, transport, receive, store and account for all pyrotechnics and explosives required for training in accordance with DS training curriculum.

The Contractor shall obtain and maintain all required facility qualifications and ratings required by statute, Federal, state and local regulations, and DS requirements for the procurement, transportation, receipt, storage, use (ignition), and cleanup of pyrotechnics and explosives.

When conducting simmunitions or UTM training, the Contractor must furnish all requisite safety equipment to include masks and throat protectors for all students, role players and instructors.

12.4 Special Facility/Rooms/Equipment

- a. The Contractor shall furnish a mat room(s) sufficient to support the normal student Lesson Plans.
- b. The Contractor shall provide a striking dummy(ies) sufficient to support the required student throughput.

13. Miscellaneous Equipment

- a. **Fire Extinguishing Equipment.** The Contractor shall provide on-site fire suppression equipment suitable for suppressing a vehicle fire, and personnel trained in its operation.

- b. **Emergency Medical.** The Contractor shall provide on-site emergency medical equipment and personnel trained in the treatment of injuries associated with vehicular, firearms, and explosives accidents.
- c. **Telephone.** The Contractor shall provide an operable telephone for use by DS personnel for placing authorized long distance calls to the Washington, DC area.
- d. **Miscellaneous Gear.** The Contractor shall provide all other miscellaneous gear, such as, but not limited to:
 - **Holsters**
 - **Handcuffs**
 - **Fanny packs**
 - **All blank firing firearms,**
 - **Blank ammunition**
 -
 - **Electronically activated smoke canisters used in attack scenarios**

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14. Training Recertification

There are three types of absences under the WPPS contract and training recertification schedules:

- a. The PSS that has a leave of absence for less than 120 days – must re-qualify on all DS weapons before redeployment.
- b. The PSS that has a leave of absence for more than 120 days, but less than 365 days – must re-qualify on all DS weapons, successfully complete eight (8) hours of formations/attack on protectee training and eight (8) hours of armored vehicle dynamics/motorcade operations before redeployment
- c. The PSS that has a leave of absence for more than 365 days – must successfully complete the full 155 hours of training prior to redeployment.

**ATTACHMENT 1
(TO APPENDIX G, SECTION C)
DS Training Curriculum**

1. Outline of DS Training Curriculum

The following outline provides identification of the subject areas addressed in the DS training curriculum, what the training candidate must be able to demonstrate as a result of participating in the training, and the hours of the program of instruction.

2. Subjects

2.1 Organization of a Personal Protective Service Detail

Candidate shall demonstrate a working knowledge of the duties, organization, responsibilities, and position nomenclature within a personal protective service detail. This includes

[Redacted box]

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2.2 Terrorist Operations

Candidate shall demonstrate general working knowledge of the terrorist attack style and current information e about terrorist groups (indigenous or transnational) for their AOR..

2.3 Formations

Candidate shall demonstrate:

- Functional knowledge of the following protective formations:
- One man escort detail
- Two person escort detail
- Wedge
- Simple diamond
- Diamond
- Extended diamond
- Proper formations and positioning during:
- Fence line
- Press conference
- Speech
- Receiving lines
- Proper deployment procedures during arrival and departure scenarios
- Understand and implement basic protective doctrine of "sound off, cover, and evacuate" during attack on protective drills

2.4 Motorcade Operations

Candidate shall:

- Demonstrate knowledge of DS tactical motorcade operations terms and procedures

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- Demonstrate knowledge of anti-terrorism driving skills

2.5 Protective Security Advances

Candidate shall:

- Demonstrate an understanding of the duties and responsibilities of a site advance agent
- Demonstrate ability to designate primary, secondary, and tertiary routes

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- Demonstrate ability to conduct a site advance in accordance with DS procedures (12 FAH-2)
- Demonstrate an ability to write a site survey in an approved DS format
- Demonstrate an ability to perform a hospital survey

2.6 Radio Procedures

Candidate shall demonstrate:

- Knowledge of DS radio procedures, terms for arrivals and departures, motorcade operations, and advances
- Ability to correctly wear and operate a radio with surveillance wires

2.7 Countermeasures

Candidate shall demonstrate an understanding for protective security countermeasures and their methods of use for the following:

- Surveillance detection
- Protective intelligence investigations
- Threat analysis

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2.8 Emergency Medical Training

Candidate shall demonstrate:

- An understanding of, and capability to, perform basic emergency life support and first aid/CPR
- An ability to render first aid treatment to victims of a chemical or biological attack

2.9 Firearms Shooting Proficiency

Candidate shall demonstrate:

- Acceptable proficiency in the use and handling of all issued personal firearms, to include handguns and shoulder-fired weapons
- Knowledge of the DS deadly force policy
- Qualification to DS or Contractor standards, whichever is the higher standard, on the weapons identified in Appendix E, Section 11
- Note: Proficiency with the [redacted] pistol includes concealed carry with belt/hip, and drop holster

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2.10 Driver Training

Candidate shall demonstrate acceptable proficiency in all of the following driving situations.

Note: Instructors shall be in the vehicles with the students during all Vehicle Dynamics, Evasive Maneuvers, and basic motorcade operations exercises.

Vehicle Dynamics

- Serpentine
- Braking (threshold non-ABS)
- Braking (with ABS)
- Braking and Turning (accident avoidance)
- Turning and Braking
- Skid control
- Emergency and Speed Transitional driving using full road surface and then travel lane only
- Drive from right front seat

Evasive Maneuvers

- Y Turn
- Backing through/around traffic and then performing turnaround maneuver

[redacted]

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- Precision immobilization technique
- Defensive line

Basic Motorcade Operations

- DS tactical motorcade operations, terms, and procedures
- Motorcade immediate action drills [redacted]

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- [redacted]
- [redacted]
- Drive & Shoot

Defensive Tactics

- Functional knowledge in basic survival skills in defensive tactics, including:
- Fundamentals of survival skills for non-lethal and lethal force situations
- Basic strikes
- Takedowns
- Control techniques using pressure points and joint manipulations
- Weapons retention and takeaways
- Applications of intermediate weapons using the straight baton and OC spray.
- Defense against weapon attacks

Land Navigation and Equipment

- Functional knowledge and proficiency in:
- Basic map reading
- Terrain feature identification
- Determining grid coordinates using military grid reference system
- Use of lensatic compass
- Use of GPS chart plotting receivers
- Ability to mark waypoints; plot routes
- Perform basic navigation with designated handheld GPS devices

DS Training Curriculum
COURSE INFORMATION
 Hours of Program of Instruction

Course	Lecture	Practical Exercise	Total
Firearms	3.5	20.5	24
LMG/MMG Training	6	10	16
Defensive Tactics/Use of Force/Force Continuum	1.5	14.5	16
Intel Brief	1	0	1
Organization of Protective Detail	1.5	0	1.5
Terrorist Operations	2	0	2
Formations	1	2	3
AOP benign		2	2
DS Radio Procedures/CP Operations	2	0	2
Arrivals and Departures	1	2.5	3.5
Running Fenders and Emergency Evacuation Drills	1	2.5	3.5
Land Navigation - GPS // Lensatic Compass (NEW)	1	4	5
Chem-Bio	4	0	4
Advances	2.5	6	8.5
First Responder	4	0	4
Vehicle Dynamics//Evasive Maneuvers	17	0	17
DS Motorcade Operations	2	3	5
CQB	1	7	8
Attack on Motorcade	0	6	6
AOP/PRS Scenarios	0	16	16
IED w. demo/Vehicle Search	2	2	4
Armored Vehicle Driving//Drive & Shoot	1	7	8
TOTAL (Proposed)	55	105	160
M-203 (Reserved)	1	3	4

SAMPLE TRAINING SCHEDULE

Day 1	Firearms	
0700 - 0800	Gear issue, Overview Safety Brief, Deadly Force	Classroom
0800 - 0900	Review: [] Pistol (Dummy Ammo) Load/Unload/Reloads/Immediate Action Concealed Carry Draw & Presentation/Re-holster Disassembly/Care & Cleaning/Assembly Handgun Marksmanship (As Needed)	Classroom
0900-1000	Live Fire: [] Firing Drills (CC Belt Holster) Grouping/Slow Fire/5, 7, 15, 25 Yards	Range
1000-1100	Review: [] (Dummy Ammo) Load/Unload/Reloads/Immediate Action Carry & Presentation Disassembly/Care & Cleaning/Assembly Shoulder Weapon Marksmanship (As Needed)	Classroom
1100 - 1145	Lunch	
1145 - 1230	Live Fire: Zeroing the [] - Iron Sights (Tri-Fire/36 Yards)	Range
1230 - 1330	Live Fire: [] Firing Drills - Iron Sights Grouping Drills/100, 50, 25, 15 Yards Qualification Course for Practice (Not For The Record)	Range
1330 - 1400	Live Fire: DS [] QUALIFICATION Course - Iron Sights	Range/ For The Record
1400 - 1545	Live Fire: [] "Post Qual." Firing Drills - Iron Sights Auto Burst Fire Drills Transition Drill - [] To Pistol Multiple Target Drills Step and Shoot	Range
1545 - 1600	Range Cleanup/Maintenance	Range
	Logistics: Day One Weapon Requirements: 25 [] Pistols w/belt Holsters 25 [] with complete SOPMOD kits Ammo Requirements: [] = 125 Rounds per Shooter, [] = 300 Rounds Per Shooter 100 [] and [] magazines 100 Dummy Ammo Rounds for [] Pistol 100 Dummy Ammo Rounds for [] Rifle	

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Day 2	Firearms	
0730 - 0745	Review: Safety	Classroom
0745 - 0830	Review: [redacted] Dummy Ammo) Load/Unload/Reloads/Immediate Action Concealed Carry Draw & Presentation/Re-holster	Classroom
0830 - 0930	Live Fire: [redacted] Firing Drills (CC Belt Holster)	Range
0930 - 0945	Live Fire: DS Pistol Qualification Course (CC Belt Holster)	Range (For the Record)
0945 - 1145	Live Fire: [redacted] "Post Qual" Firing Drills (CC Belt Holster) Point Shooting/Failure Drills/Multiple Targets/"Discrimination" Shooting	Range
1145 - 1230	Lunch	
1230 - 1300	Review: [redacted]	Classroom
1300 - 1345	Live Fire: Zeroing the [redacted] Sights	Range
1345 - 1515	Live Fire: [redacted] Firing Drills - [redacted] Sights	Range
1515 - 1545	Live Fire: DS [redacted] Qualification Course - [redacted]	Range For the Record
1545 - 1700	Live Fire: [redacted] "Post Qual" Firing Drills Turn & Shoot/Shoot while moving - Forward & Backward/Shoot while moving Lateral/Shoot while moving Diagonally	Range
1700 - Comp	Range Clean-up and Maintenance	
	Logistics: Day Two Weapon Requirements: 25 [redacted] pistols with belt Holsters 25 [redacted] with complete [redacted] kits Day Two Ammo Requirements: [redacted] = 260 Rounds per Shooter [redacted] = 50 Rounds per Shooter. [redacted] = 300 Rounds per Shooter 100 Dummy Ammo Rounds for [redacted] Pistol 100 Dummy Ammo Rounds for [redacted] Rifle Flashlights for Low Light/Dark/Flashlight Fire for [redacted] & Pistol	

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Day 3	Firearms	
0730-0745	Review: Safety	Classroom
0745-0815	Review: Tactical/Drop Holster	Classroom
0815-0930	Live Fire: [] Firing Drills (Drop Holster) Presentation and Multiple Shot Drills Stages of Qual Course Drills	Range
0930-0945	Live Fire: DS Pistol Qualification Course (Drop Holster)	Range
0945-1145	Live Fire: [] "Post Qual" Firing Drills (Drop Holster) Turn & Shoot/ Shooting while moving forward & Backward/Gas Mask Shooting Drills	Range
1145-1230	Lunch	
1230-1315	Review: Shotgun (Dummy Ammo) Load/Unload/Reloads/Immediate Action Carry & Presentation Disassembly/Care & Cleaning/Assembly Shoulder Weapon Marksmanship (As Needed)	Classroom
1315-1330	Live Fire: Shotgun practice Qualification Course	Range
1330-1345	Live Fire: Shotgun Qualification (For Record)	Range For Record
1345-1415	Live Fire: Shotgun Post Qual. Drills Five Shot Drill With Combat Reload/Five Shot Drill With Tactical Reload/Transition Drill - Shotgun to Pistol (Drop Holster)	Range
1415-1500	Review: [] Rifle (Dummy Ammo) Load/Unload/Reloads/Immediate Action Carry & Presentation Disassembly/Care & Cleaning/Assembly	Classroom
1500-1530	Live Fire: [] Familiarization Fire	Range
1530-Comp.	Range Clean-up & Weapon Maintenance Clean/Inspect ALL Firearms	Range/ Classroom

B2

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Day 3	Firearms	
	<p>Logistics:</p> <p>Day Three Weapon Requirements:</p> <p>25 [redacted] Pistols with 25 Tactical/Drop Holsters,</p> <p>12 [redacted] Rifles</p> <p>25 [redacted] Shotguns</p> <p>Day Three Ammo Requirements:</p> <p>[redacted] = 275 Rounds per Shooter</p> <p>[redacted] = 50 Rounds Per Shooter</p> <p>[redacted] = 20 Rounds per Shooter</p> <p>[redacted] = 35 Rounds per Shooter</p> <p>100 Dummy Ammo Rounds for [redacted]</p> <p>100 Dummy Ammo Rounds for [redacted] Shotgun</p> <p>Day Three Accessories:</p> <p>25 [redacted]</p> <p>TOTAL AMMO REQUIREMENT:</p> <p>[redacted] = 700 Rounds Per Shooter</p> <p>[redacted] = 100 Rounds per Shooter</p> <p>[redacted] = 600 Rounds per Shooter</p> <p>[redacted] = 20 Rounds Per Shooter</p> <p>[redacted] = 35 Rounds Per Shooter</p>	

B2

Day 4	Firearms / [redacted]	
0800-0815	Review Safety / Daily Overview	Classroom/Range
0815-1000	Class: [redacted] (Dummy Ammo) / Load/Unload/IA/Disassy/C&C/Assy// Carry Conditions / Firing Techniques/Positions	Classroom/Range
1000-1200	Live Fire: Zero (10-Meters) & 10-Meter ("Tombstone") Drills	Range
1200-1245	Lunch	
1245-1400	Live Fire: Zero (10-Meters) & 10-Meter ("Tombstone") Drills	Range
1400-1500	Live Fire: Confirm Zero (10-Meters) & 10-Meter ("Tombstone") Quals	Range
1500-1645	Live Fire: "Field Firing" Techniques / 25-300 Yards	Range
1645-Comp	Weapon Cleaning/Maintenance Logistics: 15 x [redacted] [redacted] Per Shooter [redacted] [redacted] DUMMY Ammo Appropriate Targets, Lubrication, and Weapon Cleaning Gear	Cleaning Area

B2

Day 5	Firearms / [redacted]	
0800-0815	Review Safety / Daily Overview	Classroom/Range
0815-0945	Class: [redacted] (Dummy Ammo) / Load/Unload/IA/Disassy/C&C/Assy// Carry Conditions / Firing Techniques/Positions	Classroom/Range
0945-1200	Live Fire: Zero (12.7-Meters) & 12.7-Meter ("Tombstone") Drills	Range
1200-1245	Lunch	
1245-1400	Live Fire: Zero (12.7-Meters) & 12.7-Meter ("Tombstone") Drills	Range
1400-1500	Live Fire: Confirm Zero (12.7-Meters) & 12.7-Meter ("Tombstone") Quals	Range
1500-1645	Live Fire: "Field Firing" Techniques / 25-300 Yards	Range
1645-Comp	Weapon Cleaning/Maintenance Logistics: 15 x [redacted] [redacted] Per Shooter [redacted] [redacted] DUMMY Ammo Appropriate Targets, Lubrication, and Weapon Cleaning Gear	Cleaning Area

B2

Day 6	Defensive Tactics	
0800 - 0900	Principles & Mindset	Lecture
0900 - 0930	Pressure Points & Striking Areas	Lecture
0930 - 1000	Fence Line Crowd Movement, Non-lethal PRS Situations	Practical
1000 - 1100	Foot Movement, Strike Principles, Strikes	Practical
1100 - 1200	Front & Rear Takedowns	Practical
1200 - 1300	Lunch	
1300 - 1400	Handgun Retention	Practical
1400 - 1500	Long Gun Retention	Practical
1500 - 1600	Simple Weapons Disarms	Practical
1600 - 1700	Handgun & Long Gun Disarms	Practical
	Logistics: 25 - Red Training Pistols w/holsters 25 - Red Training <input type="checkbox"/> Rifles w/Slings 25 - Red Training Knives 30 - Training Straight Batons (Padded/Foam) 50 - Hip Striking Pads 6 - Man Sized Striking Dummies	
Day 7	Defensive Tactics	
0800 - 0945	Review Pressure Points & Striking Areas	Practical
0945 - 1015	Review Strikes	Practical
1015 - 1030	Review Handgun Retention	Practical
1030 - 1100	Review Weapons Disarms	Practical
1100 - 1130	Review Takedowns	Practical
1130 - 1200	Review Non-lethal PRS Situations	Practical
1200 - 1300	Lunch	
1300 - 1400	ASP Familiarization, Carry & Draws	Practical
1400 - 1430	Baton Retention	Practical
1430 - 1500	Baton Strikes	Practical
1500 - 1530	Intro to OC, Delivery Systems & Effects	Lecture
1530 - 1630	OC Procedures	Practical
1630 - 1700	OC Decon	Practical
	25 - Red Training Pistols w/holsters 25 - Red Training <input type="checkbox"/> Rifles w/Slings 25 - Red Training Knives 30 - Training Straight Batons 50 - Hip Striking Pads 6 - Man Sized Striking Dummies Sufficient active OC Spray to conduct familiarization training on each student, Sufficient inert OC spray to conduct familiarization training Issued Asps w/holster	

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Day 8	Protective Operations	
0830 - 1030	Terror Ops	Lecture
1030 - 1130	Organization of a Detail	Lecture
1130 - 1230	DSS Communication Procedures	Lecture
1230 - 1330	Lunch	
1330 - 1430	DSS Command Post Operations	Lecture
1430 - 1530	PRS Formations	Lecture
1530 - 1730	PRS Formations	Practical
	Logistics: 25 Red Training Pistols w/holsters 25 Red Training [] Rifles w/Slings [] and holster 20 Role Players, 60 feet of Rope and Stanchion, 6 Chevrolet Suburbans Prop Kit to include but not limited to (Dummy grenade, Dummy Syringes, Dummy Camera, Fake Media Credentials, "Red"/Fake knives, "Red Pistol", 3 Training pistols for blank ammunition , Backpack, Dummy Suicide Vest, padded striking baton, "explosives" sound effects, etc), generic demonstrator signs, Bull Horn, podium for use in scenarios, Medical Kit, and Medical Transport vehicle.	
Day 9	Protective Operations	
0830 - 0930	Arrivals & Departures	Lecture
0930 - 1200	Arrivals & Departures	Practical
1230 - 1300	Lunch	
1300 - 1500	AOP Drills (walking formations, fence lines, etc.)	Practical
1500 - 1830	Running the Fenders/Emergency Evacuation Drills	Lecture/ Practical
	Logistics: 25 Red Training Pistols w/holsters and 25 Red Training [] Rifles w/Slings, [] (no holster), 25 Radios [] and holster), 20 Role Players, 60 feet of Rope and Stanchion, 6 Chevrolet Suburbans Prop Kit to include but not limited to (Dummy grenade, Dummy Syringes, Dummy Camera, Fake Media Credentials, "Red"/Fake knives, "Red Pistol", 3 Training pistols for blank ammunition Blank pistol with Blanks, Backpack, Dummy Suicide Vest, padded striking baton, "explosives" sound effects, etc), generic demonstrator signs, Bull Horn, podium for use in scenarios, Medical Kit, and Medical Transport vehicle.	
Day 10	Protective Operations	
0800 - 1000	Advances and Contingency Planning	Lecture
1000 - 1200	Advance	Practical
1200 - 1300	Lunch	
1300 - 1700	Advances	Practical
1700 - 1830	Site Surveys	Presentation
	Logistics: 10 Role Players	

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Day 11	Advanced Driver Training	
0900 - 0930	Vehicle Dynamics I	Lecture
0930 - 1030	Vehicle Dynamics I	Practical
1030 - 1100	Vehicle Dynamics II	Lecture
1100 - 1200	Vehicle Dynamics II	Practical
1200 - 1300	Lunch	
1300 - 1330	Vehicle Dynamics III	Lecture
1330 - 1430	Vehicle Dynamics III	Practical
1430 - 1500	Technical Driving/Mental Aspects	Lecture
1500 - 1600	Technical Driving	Practical
1600 - 1700	Technical Driving	Evaluation
1700 - 1730	Night Driving	Lecture
1730 - 1830	Night Driving	Practical
	Logistics: 1 vehicle per 3 students 25 crash helmets	
DAY 12	(Advanced Driver Training)	
0900-1000	Precision Immobilization Technique (PIT)	Practical
1000-1045	Barricade Breaching	Practical
1045-1130	Evasive maneuvers	Practical
1130-1230	Backing and Right Front Seat Driving	Practical
1230-1330	Lunch	
1330-1400	Attack Recognition	Lecture
1400-1430	Evasive Maneuvers Review	Practical
1430-1530	Barricade Confrontations	Practical
1530-1600	Street Line	Practical
1600-1700	Street Line Practical	
	Logistics for PIT: 1 Disposable but operable vehicle per 3 students 6 spare vehicles as back-ups. 4 crash helmets per car Logistics for Ramming: 2 Target Cars per Course 4 operable ramming cars per Course 4 crash helmets per car	

Day 13	Armored Vehicle Driver Training	
0800 - 1630	Armored Vehicle Driver Training	Lecture/ Practical
	Lecture on Armored Vehicles	
	Skid pad/recovery techniques	
	Familiarization drive	
	Drive and Shoot Familiarization Fire Exercise	
	Serpentine exercises	
	Swerve to avoid exercises	
	ABS braking exercise	
	Y turn review	
	Backing exercise	
	Logistics:	
	6 Armored Vehicles with one instructor for each Vehicle (3 vehicles per motorcade for 2 motorcades for DSS motorcade Ops with Armored Vehicle.), 1 instructor vehicle w/instructor [redacted] - Live Fire [redacted] (Simmunition Upper Receiver) - Simmunitions [redacted] Ammo [redacted] (Simmunition) Ammo 15 x 2 Safety Equipment (Simmunition) 30 Rds. Dummy Rounds 30 Rds. Magazine [redacted] 30 Targets (Izzy) Drive & Shoot Range (complete with target stands) 3 Range Safety Officers 1 PA (loud speaker) System - Range	

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Day 13	Motorcade Operations	
0800 - 1000	DSS Motorcade Operations	Lecture
1000 - 1300	DSS Motorcade Operations	Practical
1300 - 1400	Lunch	
1400 - 2000	Motorcade Drills (Attacks on Motorcade, Immediate Action Drills)	Practical
	<p>Logistics: [redacted] for attack on motorcade and immediate action drill (IAD) scenarios. [redacted] with one instructor for each [redacted] motorcade for 2 motorcades for DSS motorcade Ops.), 1 instructor vehicle w/instructor, [redacted] decoy vehicles w/drivers and 1 spare Suburban, 25 "Red Guns" [redacted] with Sling), 25 "Red Guns" ([redacted] with holster), 3 Training rifles for blank ammunition, 25 Radios [redacted] and holster), 2 Role Players to act as protectee, 7 role players for remaining cast, 12 roadside flares, 2 battery operated spotlights.</p> <p>Logistics: (pyrotechnic shots) Shot (1) black powder concussion and bird scares</p> <p>Shot (2) Fireball using, 1-4oz lifter, 2 cups of gasoline, 1 black powder concussion.</p> <p>Shot (3) 38mm comet and one black powder concussion</p> <p>Shot (4) Fireball in truck, one black powder concussion.</p> <p>Shot (5) one black powder concussion.</p>	
Day 14	CQB (Simmunition Training Only - NO LIVE FIRE)	
0800 - 0900	CQB Principles & Survival	Lecture
0900 - 1000	Tactical Procedures at Initial Entry Point	Practical
1000 - 1200	Basic Procedures for Clearing & Securing a Room	Practical
1200 - 1230	Lunch	
1230 - 1330	Tactical Procedures for Clearing Danger Areas	Practical
1330 - 1630	2-4 Man CQB	Practical
	<p>Logistics: 25 [redacted] w/sling Simmunition Kits w/ammo 25 [redacted] w/holster Simmunition Kits w/ammo, total 3,000 Rds. 60 complete Simmunition Protective suits (helmet, throat and groin protector and gloves) 10 Role players</p>	
Day 15	First Responder/Chem-Bio	
0800 - 1200	Chem-Bio	Lecture/ Practical
1200 - 1300	Lunch	
1300 - 1700	First Responder	Lecture/ Practical

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Day 16	AOP Scenarios (Simmunition Only – NO LIVE FIRE)	
0800-1600	AOP Scenarios/AOP Debrief	Practical
Lunch Hour	Intel Brief	Lecture
	<p>Logistics: 25 "Simmunitions" ([redacted] with Sling), 25 "Simmunitions" ([redacted] with holster) Total 200 simmunition rounds per student. Sufficient "Simmunitions" protective gear for all students, instructors, and role players, 25 Radios ([redacted] and holster), 20 Role Players 60 feet of Rope and Stanchion [redacted] Prop Kit to include but not limited to (Dummy grenade, Dummy Syringes, Dummy Camera, Fake Media Credentials, "Red"/Fake knives, "Red Pistol", Blank pistol with Blanks, Backpack, Dummy Suicide Vest, padded striking baton, explosive sound effects, etc), Generic demonstrator signs Bull Horn Podium for use in scenarios Medical Kit Medical Transport vehicle.</p>	
Day 17	AOP Scenarios (Simmunition Only – NO LIVE FIRE)	
0800-1600	AOP Scenarios/AOP Debrief	Practical
1200-1300	Lunch Hour	
1300-1600	AOP Scenarios/AOP Debrief	Practical
	<p>Logistics: 25 "Simmunitions" ([redacted] with Sling), 25 "Simmunitions" ([redacted] with holster) Total 200 simmunition rounds per student. Sufficient "Simmunitions" protective gear for all students, instructors, and role players, 25 Radios ([redacted] and holster), 20 Role Players 60 feet of Rope and Stanchion [redacted] Prop Kit to include but not limited to (Dummy grenade, Dummy Syringes, Dummy Camera, Fake Media Credentials, "Red"/Fake knives, "Red Pistol", Blank pistol with Blanks, Backpack, Dummy Suicide Vest, padded striking baton, explosive sound effects, etc), Generic demonstrator signs Bull Horn Podium for use in scenarios Medical Kit Medical Transport vehicle.</p>	

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Day 18	IED Demonstration [redacted]	
0800-1200	IED Recognition/Demonstrations	Lecture/ Demonstrations
1200-1300	Lunch	
1245-1400	Class: [redacted] / Load/Unload/IA/ Types of Ammo/Disassy/C&C/Assy // Firing Techniques/Positions / Zeroing Procedures	Range/Classroom
1400-1530	Live Fire: Zeroing (200-Meter) & Live Fire Drills	Range
1530-1645	Live Fire: Confirm Zero (200-Meter) & [redacted] Qual Course	Range
1645-Comp	Weapon Cleaning / Maintenance	Cleaning Area
	Logistics: 15 x [redacted] 20 Rounds of [redacted] Per Shooter ([redacted]) [redacted] 06 Rounds of [redacted] Per Shooter [redacted] 30 Rounds [redacted] Ammo Appropriate Targets and Weapon Cleaning Gear	

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Day 19	Land Navigation/GPS	
0800-1300	Basic Map Reading	Lecture/ Demonstrations
	Terrain Feature Identification	
	Grid Coordinates Using Military Grid Reference System	
	Use of Lensatic Compass	
	Use of GPS Chart Plotting Receivers – GPS-76S	
	Marking Waypoints & Plot Routes	
	Basic Land Navigation Using Handheld GPS Devices	
	Logistics: 15 X 2 Lensatic Compass 15 X 2 Garmin GPS VI or Garmin GPS 76S 15 X 2 Military Spec Terrain Maps (Military Grid) 1 Audio/Visual Projection System - Classroom 1 Surveyed Land Navigation Course (Points) 15 X 2 Map Protractor's (1/50,000 Scale)	

ATTACHMENT 5
(TO APPENDIX G, SECTION C)

TRAINING REQUIREMENTS
(PSS POSITIONS)

Contractor management, PRS, and EMT personnel shall attend and successfully complete pre-deployment training that consists of 55 hours of instruction delivered by instructors previously vetted by the Diplomatic Security Service. The training requirements are described below. All training will be conducted in accordance with DS lesson guides provided to the contractor.

1. Organization of a Protective Detail

Candidate shall demonstrate a working knowledge of the duties, organization, responsibilities, and position nomenclature within a protective detail. This includes

[REDACTED]

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2. Terrorist Operations

Candidate shall demonstrate general working knowledge of the terrorist attack cycle and specific knowledge about designated terrorist groups which represent a threat to the principal, his immediately family, and members of his staff (indigenous or transnational).

3. PRS Formations and Standard Operating Procedures

Candidate shall demonstrate functional knowledge of the following protective formations: One man escort detail, two person escort detail, wedge, simple diamond, diamond, extended diamond; demonstrate proper formations and positioning during fence line, press conference, speech, and receiving lines; demonstrate proper deployment procedures during arrival and departure scenarios; "running the fenders, Emergency Evacuation Drills, understand and implement basic protective doctrine of "sound-off, cover, and evacuate" during attack on protectee drills. Candidates will receive scenario-based training for responses to attacks on protectee.

4. Motorcade Operations

Candidate shall demonstrate knowledge of DS tactical motorcade operations, terms, and procedures; understand and implement motorcade immediate action drills, i.e.

[REDACTED]

knowledge of anti-terrorism driving skills.

demonstrate

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5. Protective Security Advances

Candidate shall demonstrate an understanding of the duties and responsibilities of a site advance agent; designate primary, secondary, and tertiary routes; identify choke points, ideal attack sites and safe havens on designated routes; conduct a site advance in accordance with DS procedures (12 FAH-2); write a site survey in an approved DS format; perform a hospital survey.

6. Radio Procedures

Candidate shall demonstrate knowledge of DS radio procedures, terms for arrivals and departures, motorcade operations, and advances. The candidate should also be able to correctly wear and operate a radio with surveillance wires.

7. Countermeasures

Candidate shall demonstrate an understanding for protective security countermeasures and their methods of use for the following: surveillance detection, protective intelligence investigations, threat analysis, and [redacted]

B2

8. Emergency Medical Training

Candidate shall demonstrate an understanding of, and capability to perform basic emergency life support and first aid. Medical training will also encompass first aid treatment to victims of a chemical or biological attack.

9. Firearms Shooting Proficiency

Candidates shall demonstrate acceptable proficiency in the use and handling of all issued personal firearms, to include handguns and shoulder fired weapons. Candidates shall also demonstrate knowledge of the DS deadly force policy and Mission Fire arms Policy (See Attachments 14 and 15). Qualifications shall be to DS standards, which are determined by the DSS Subject Matter Experts (SMEs): [redacted] with Iron Sights, [redacted] with Optics, [redacted] pistol (Concealed Carry with Belt/Hip, and cross-draw holsters), [redacted] machineguns. In the future, candidates may receive training on the [redacted] (reserved).

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10. Driver Training

Candidates shall demonstrate acceptable proficiency at an appropriate driving location. Training vehicles will be automatic, four-door sedans, suitable to accommodate three students and one instructor per vehicle. Instructors shall be in the vehicles with the students during all Vehicle Dynamics, Evasive Maneuvers, and basic motorcade operations exercises. Vehicles shall be kept in safe, operable condition during the training course or replacement vehicles shall be immediately available (no more than 5 minutes of training down time. As a minimum the following topics will be taught:

- a. Vehicle Dynamics: Serpentine, Braking (threshold non-ABS), with ABS, Braking and Turning (accident avoidance), Turning and braking. Skid Control, Emergency Speed Transitional driving using full road surface and then travel lane only, drive from right front seat.
- b. Evasive Maneuvers: Y turn, backing through/around traffic and then performing turn around maneuver, ramming vehicle blockades (single and multiple blocking cars, forward and reverse); precision immobilization technique, and defensive line.
- c. Basic Motorcade Operations: DS tactical motorcade operations, terms and procedures (The Contractor shall provide [redacted] for the basic motorcade operations training portion of the training), motorcade immediate action drills, [redacted]
- d. Armored Vehicle Dynamics: Lecture covering characteristics of armored vehicle. Practical exercises to include recovery techniques utilizing the skid pad, serpentine exercises both forward and backwards, swerve to avoid, braking exercises, and Y turns.

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11. Defensive Tactics

Candidates will demonstrate functional knowledge and proficiency in basic survival skills in defensive tactics. This will include: fundamentals of survival skills for non-lethal and lethal force situations; basic strikes; takedowns; control techniques using pressure points and joint manipulations; weapon retention and takeaways; applications of intermediate weapons using the straight baton and OC spray; and defense against weapon attacks.

12. Room Entry Techniques

Candidates will demonstrate proper room entry techniques in accordance with DS standard operating procedures

13. Oversight

The HTPD may observe training and recommend corrections as needed during the course of training.

[Redacted]

QUALIFICATION COURSE OF FIRE #2

B2

PAGE	DISTANCE	# RND	TIME	POSITION / DESCRIPTION / REMARKS
1	50 Yards	20	N/A (Fast As Possible)	From a [Redacted] Engage a Single Man-Sized Target (IPSC Target) Firing Bursts of Six to Eight Rounds. ALL Rounds Must Impact on the Target. (Evaluate, Score, and Mark)
2	25 Yards	20	N/A (On Command) (On Command) (Fast As Possible)	From a [Redacted] Engage TWO IPSC "Shoot" Targets (Numbered 1 & 2) with All Rounds. There Shall be a "No Shoot" Target on Either Side of the "Shoot" Targets. Additionally, There Shall be a "No Shoot" Target between the "Shoot" Targets. (See Diagram Next Page) The "No Shoot" Targets shall face the same direction as, be on-line with, and be spaced within six inches of the "Shoot" Targets. The shooter shall be able to identify differences between "Shoot" and "No Shoot" Targets. The instructor shall call out the Target Numbers to be Engaged until all rounds have been expended. Targets will be engaged using Two to Three Round Bursts. ALL Rounds Must Impact on the "Shoot" Targets. (Evaluate, Score, & Mark or "Reface")

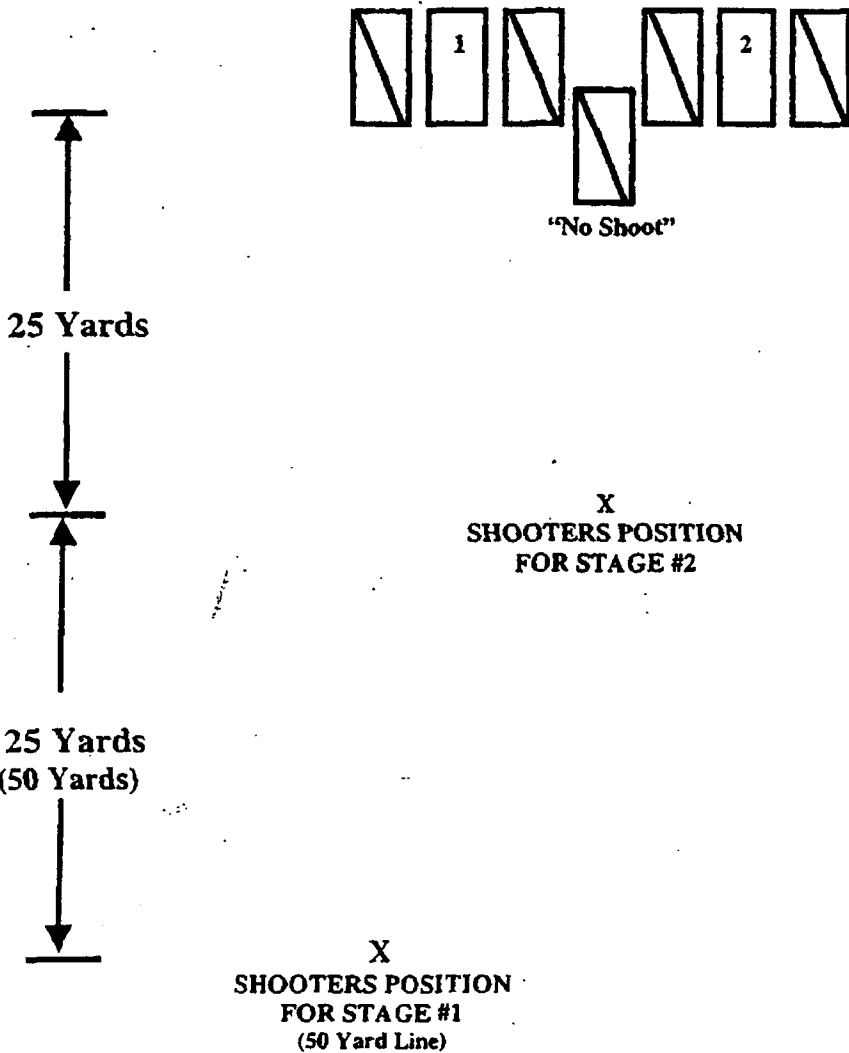
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SCORE: Maximum of 40 Hits anywhere on IPSC ("Shoot") Targets / Minimum Passing is 32 Hits (80%) anywhere on IPSC ("Shoot") Targets // Deduct 5 for each Hit on "No Shoot" Targets // **80 Rounds**

FAM FIRE DRILLS FOR PSS TRAINING //NOT QUALIFICATION

**RANGE SET UP / IPSC TARGETS
(NOT TO SCALE)**



SCORE: Require 32 out of 40 Hits anywhere on IPSC "Shoot" Targets / No Hits on "No Shoot" Targets // Deduct 5 for each Hit on "No Shoot" Targets //

“QUALIFICATION COURSE OF FIRE # 2”

B2

-- EVERY ONE WILL FIRE EACH OF THE PRECEDING STAGES OF FIRE ONE TIME THROUGH FOR PRACTICE, THEN A SECOND TIME THROUGH FOR A SCORE (FOR RECORD).

[Empty rectangular box for notes or additional instructions]

B2

-- SCORING WILL BE HIT OR MISS ON THE "SHOOT" TARGETS. DEDUCT FIVE FOR EACH HOLE IN A "NO-SHOOT" TARGET. MAXIMUM OF 40 FOR BOTH STAGES. MINIMUM PASSING IS 32 HITS (80%)

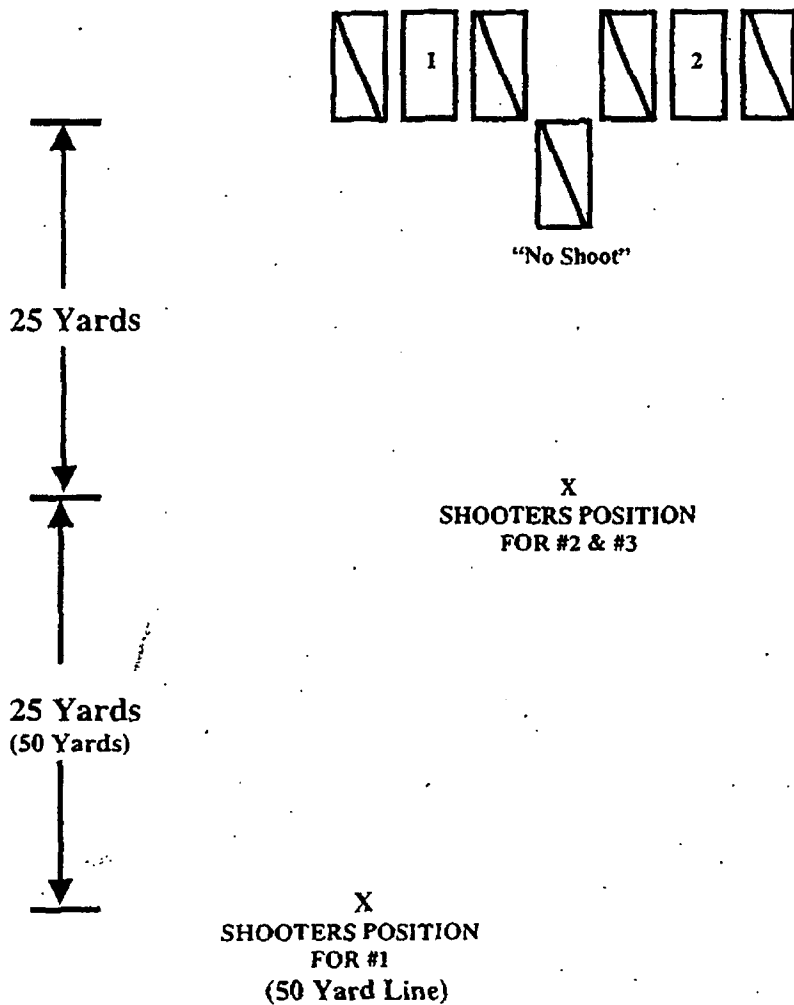
[Redacted] 'QUAL COURSE OF FIRE #2'

STAGE	DISTANCE	# RND	TIME	POSITION / DESCRIPTION / REMARKS
1	50 Yards	20	N/A (Fast As Possible)	From a [Redacted] Engage a Single Man-Sized Target (IPSC Target) Firing Bursts of Six to Eight Rounds. ALL Rounds Must Impact on the Target. Target #1 Only. (Eval. Score, & Mark)
2	25 to 05 Yards	30	N/A (Fast As Possible)	While Walking Forward Towards the Target (IPSC), Engage a Man-Sized Target Firing Two to Three Round Bursts, While Moving. Alternating Bursts on Targets 1 & 2. Additionally, there Shall be a "No Shoot" Target between the "Shoot" Targets. (See Diagram Next Page) The "No Shoot" Targets shall face the same direction as, be on-line with, and be spaced within six inches of the "Shoot" Targets. The shooter shall be able to identify differences between "Shoot" and "No Shoot" Targets. All Rounds Must be Fired Before Stopping at the Five-Meter Line. ALL Rounds Must Impact on the Targets (1 & 2). (Evaluate, Score, & Mark)
3	25 Yards	20	N/A (On Command) (Fast As Possible)	From a Static Standing Position, Engage TWO IPSC "Shoot" Targets (Numbered 1 & 2) with All Rounds. There Shall be a "No Shoot" Target on Either Side of the "Shoot" Targets. Additionally, There Shall be a "No Shoot" Target between the "Shoot" Targets. (See Diagram Next Page) The "No Shoot" Targets shall face the same direction as, be on-line with, and be spaced within six inches of the "Shoot" Targets. The shooter shall be able to identify differences between "Shoot" and "No Shoot" Targets. The instructor shall call out the Target Numbers to be Engaged until all rounds have been expended. Targets will be engaged using Two to Three Round Bursts. ALL Rounds Must Impact on the "Shoot" Targets. (Evaluate, Score, & "Reface")

SCORE: Require 56 out of 70 Hits anywhere on IPSC "Shoot" Targets / No Hits on "No Shoot" Targets // Deduct 5 for each Hit on "No Shoot" Targets // 140 Rounds

FAM FIRE DRILLS FOR PSS TRAINING // NOT QUALIFICATION

RANGE SET UP / IPSC TARGETS
(NOT TO SCALE)



SCORE: Require 56 out of 70 Hits anywhere on IPSC "Shoot" Targets / No Hits on "No Shoot" Targets // Deduct 5 for each Hit on "No Shoot" Targets //

"QUAL COURSE OF FIRE #2"

B2

-- EVERY ONE WILL FIRE THE PRECEDING COURSE OF FIRE ONE TIME THROUGH FOR PRACTICE, THEN A SECOND TIME THROUGH FOR A SCORE (FOR RECORD).

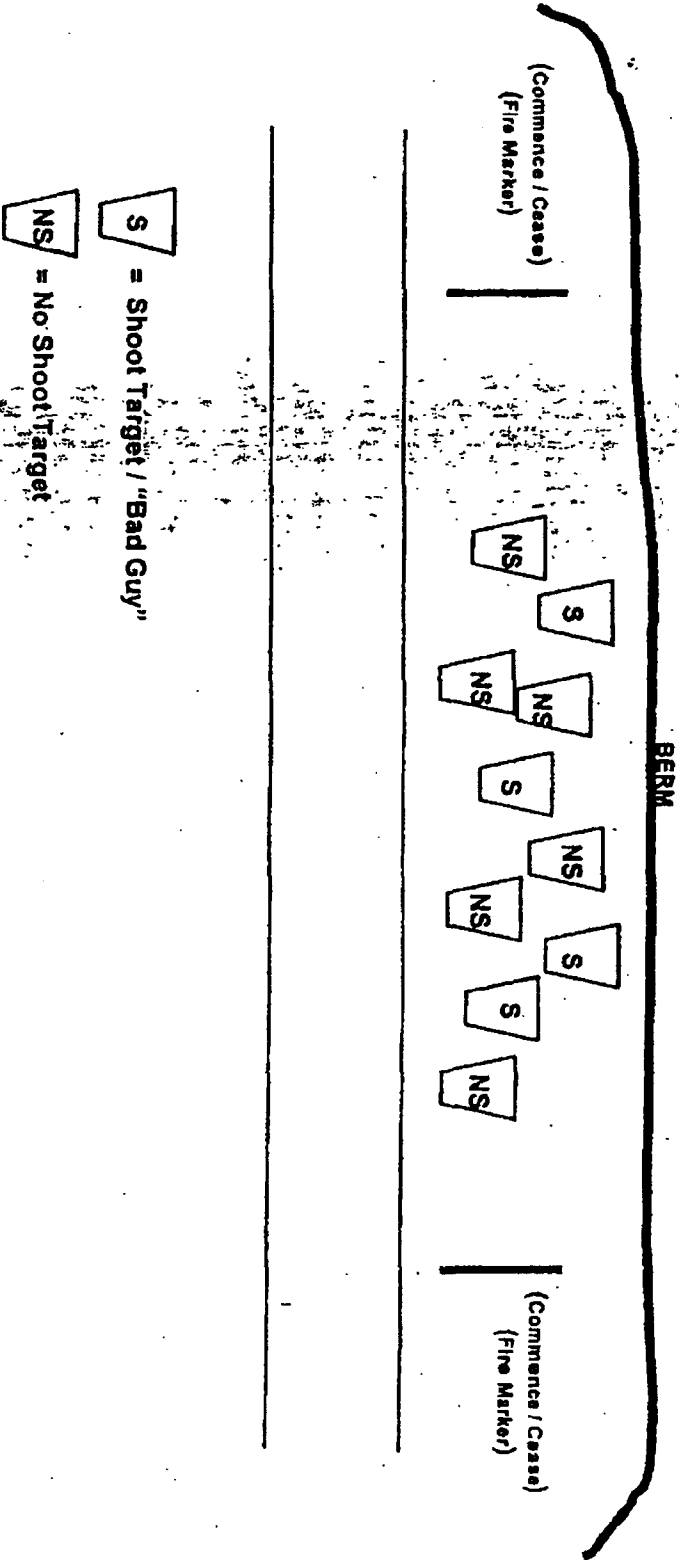
-- A MINIMUM OF FIVE IDENTICAL "LANES" WILL BE SET UP.

- SCORING WILL BE HIT OR MISS ON THE "SHOOT" TARGETS. DEDUCT FIVE FOR EACH
HOT HOLE IN A "NO-SHOOT" TARGET. MAXIMUM OF 70 FOR ALL THREE STAGES.
MINIMUM PASSING IS 56 (80%).

ATTACHMENT 9

APPENDIX G TO SECTION C

SHOOTING FROM A MOVING VEHICLE / FAM-FIRE // (NOT TO SCALE)



THIS EXERCISE IS CONDUCTED AS A FAMILIARIZATION-FIRE (FAM-FIRE) EXERCISE ONLY. TARGETS ARE POSITIONED, AS A CROWD, FROM THREE TO TEN YARDS FROM THE "ROAD". INITIAL FAM-FIRE RUNS ARE EXECUTED TRAVELLING AT AROUND FIVE TO TEN MILES PER HOUR IN ORDER TO GET THE FIRING TECHNIQUE DOWN. TARGETS SHOULD BE EVALUATED AND MARKED AFTER EACH RUN. RUNS ARE CONDUCTED GOING BOTH DIRECTIONS, FIRING FROM RIGHT REAR AND LEFT REAR, AS APPLICABLE.

SAFETY IS PARAMOUNT

R-17001
6/22/0

APPENDIX N
(TO SECTION C)
FIREARMS QUALIFICATIONS STANDARDS

BUREAU OF DIPLOMATIC SECURITY

This attachment consists of firing courses for nine weapons. The firing courses are:

Semi-Automatic Pistol Qualification Course of Fire

Shotgun Qualification Course of Fire

DS [redacted] Qualification Course of Fire

[redacted] Courses

Basic [redacted] Qualification - Mod-01

Basic [redacted] Qualification - Mod-02

[redacted] Courses

[redacted] Familiarization Course of Fire #1

[redacted] Qualification Course of Fire #2 (25-50 Yard Course)

[redacted] Qualification Course of Fire #2 (10-Meter Course)

[redacted] Courses

[redacted] Familiarization Course of Fire #1

[redacted] Qualification Course of Fire #2 (25-50 Yard Course)

[redacted] Qualification Course of Fire #3 (12.7-Meter Course)

[redacted] Qualification Course of Fire

[redacted] Qualification Course of Fire

[redacted] Familiarization and Qualification Course

B2

1. Semi-Automatic Pistol Qualification Course of Fire

a. **PRE-FIRING:** Each shooter will be given three (3) magazines; two magazines of 13 rounds each and one magazine of 14 rounds; 40 rounds. Shooters must wear jacket or suit coat – which covers holster when firing this course.

b. **TARGETS:** The DSQ-1A ("IZZY") target is used for this course.

c. **SCORING:** Five (5) points for each hit within the "Vital Area", four (4) points for each hit on the silhouette outside the "Vital Area"; a total of 200 points maximum. 160 out of 200 points (80%) is minimum qualifying score.

Note: This course is also used for the "Drop Holster" re-qualification course.



B2

Stage	Distance	#Rounds	Time	Position/Description
1	25 Yards (75 Feet)	2	6 Sec.	Standing, Strong Side Barricade. On command/target facing, shooters will engage target with 2 rounds, coming from the holster.
2	15 Yards (45 Feet)	6	10 Sec.	Standing. On command/target facing, shooters will engage target with 6 rounds, coming from the holster.
3	7 Yards (21 Feet)	12 (6+6)	14 Sec.	Standing. On command/target facing, shooters will engage target with 6 rounds, combat reload, and fire 6 more rounds, coming from the holster.
4	3 Yards (9 Feet)	7	4 Sec.	Standing. On command/target facing, shooters will draw and fire 7 rounds, using two hands.
5	3 Yards (9 Feet)	6 (2 x 3)	2 Sec. (Each Facing)	Standing. On command/target facing, shooters will draw and fire 2 rounds. Targets will be exposed/faced for 2 seconds. Fired three times for a total of six rounds.
6	3 Yards (9 Feet)	7	4 Sec.	Standing, Strong Hand Only. On command/target facing, shooters will draw and fire 7 rounds using the strong hand only. Non-firing hand will be held behind the back. Upon completion, make all weapons safe, holster a safe and empty weapon.

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2. Shotgun Qualification Course of Fire

- a. **PRE-FIRING:** Each shooter is given ten (10) rounds of
- b. **TARGETS:** The DSQ-1A ("IZZY") target is used for this course.
- c. **SCORING:** Ten (10) rounds of total. One (1) point per pellet hit anywhere on the body of the silhouette of the target. 72 out of 90 is the minimum qualifying score.

B2

Shotgun Course

Stage	Distance	#Rounds	Time	Position/Description
1	7 Yards (21 Feet)	5	15 Sec.	Standing, Shoulder Position. Shotgun loaded to the DS Carry Condition <input type="text"/> in the magazine tube). On facing/command/whistle, Shooters will engage target with <input type="text"/> and combat reload the fifth Unload, Make the Weapon Safe
2	15 Yards (45 Feet)	5	25 Sec.	Standing, Shoulder Position. Shotgun loaded to the DS Carry Condition <input type="text"/> in the magazine tube). On facing/command/whistle, Shooters will engage target with <input type="text"/> and combat reload the fifth Unload, Make the Weapon Safe

B2

B2

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B2

3. DS Qualification Course of Fire

- a. **PRE-FIRING:** Each shooter is given three (3) magazines of 20 rounds each.
- b. **TARGETS:** The DSQ-1A ("IZZY") target is used for this course.
- c. **SCORING:** Five (5) points for each hit within the "Vital Area", four (4) points for each hit on the silhouette outside the "Vital Area"; a total of 300 points maximum. 240 out of 300 points (80%) is the minimum qualifying score.

Course

B2

Position	Range	#Rounds	Time	Position/Description
Prone to Prone	100 Yards	15	75 Sec.	Start in prone position. On command/whistle, shooters engage target with 15 rounds of semi-automatic fire. Upon completion, put all weapons on safe.
Standing to Kneeling and Prone	100 Yards	10	65 Sec.	On command/whistle, shooters will drop into kneeling, engage target with 5 rounds of semi-automatic fire, Drop into the prone, combat reload, and engage target with 5 more rounds semi-automatic fire.
Standing to Kneeling	50 Yards	10	35 Sec.	On command/whistle, shooters will drop into kneeling and engage target with 10 rounds of semi-automatic fire.
Standing to Kneeling	25 Yards	10	30 Sec.	On command/whistle, shooters will engage target with 5 rounds semi-automatic fire from standing, drop to the kneeling, combat reload, and engage target with 5 more rounds of semi-automatic fire.
Standing to Standing	25 Yards	10	20 Sec.	On command/whistle, shooters will engage target with 10 rounds of semi-automatic fire, coming from the standing low ready.
Standing to Standing	15 Yards	5	8 Sec.	On command/whistle, shooters will engage target with 5 rounds of semi-automatic fire, coming from the standing low ready. Upon completion, make all weapons safe.

4. [Redacted] Qualification Courses

4.1 Basic [Redacted] Qualification - Mod-01

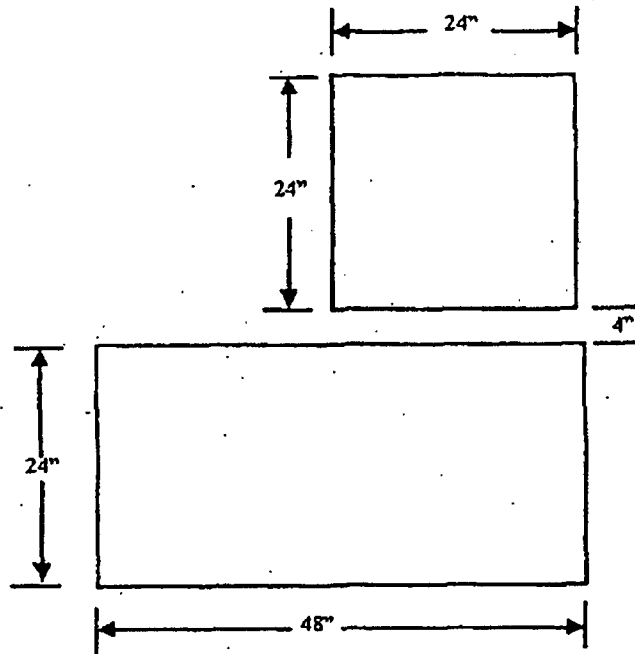
- a. **PRE-FIRING:** Teams will be explained the Course of Fire then given time to set up, identify the targets, and make a range card. At the end of the preparation time - time limit, team(s) will get off of their guns / optics and stand up. Each team will be given ten (10) rounds.
- b. **TARGETS:** Five targets will be required. All targets will be the same, simulating the front of a vehicle and the position occupied by a driver. Targets will be placed at 500, 600, 800, 900, and 1000 yards.
- c. **SCORING:** One (1) point per hit in each of the target "Scoring Blocks" (24 x 24 & 24 x 48). Eight (8) out of ten (10) points is the minimum qualifying score.

Basic [Redacted] Course - Mod-01

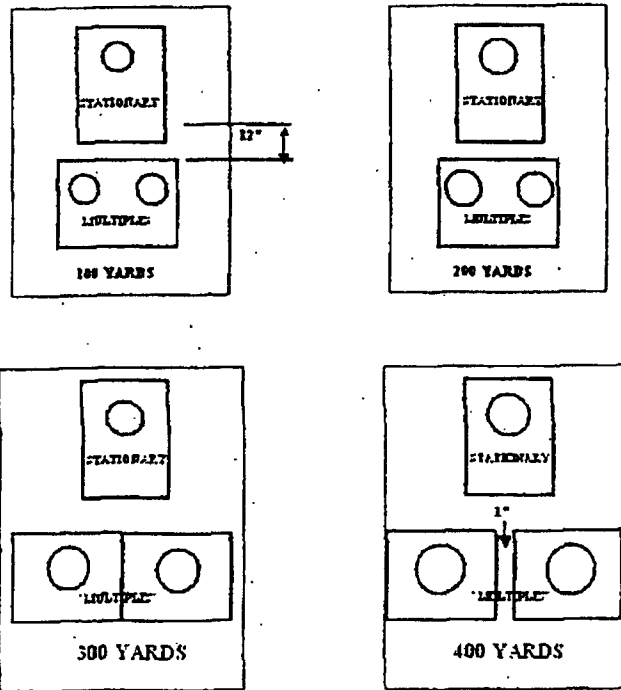
B2

Stage	# of Rounds	Distance in Yards	Time Limits	Description
1	02 (1 & 1)	500	Prep=30 Seconds Fire=10 Seconds	On Command, Team Drops Behind Gun & Optics and Will Have 30 Seconds to ID/Locate 500 Yard Target & Prepare to Fire. At End of 30-Second Prep Time, Team Will Have 10-Seconds to Engage Target with One Round Each into the Two "Scoring Blocks". Weapon ON Safe. Team Stands. Stand By for Next Stage of Fire.
2	02 (1 & 1)	600	Prep=30 Seconds Fire=12 Seconds	On Command, Team Drops Behind Gun & Optics and Will Have 30 Seconds to ID/Locate 600 Yard Target & Prepare to Fire. At End of 30-Second Prep Time, Team Will Have 12-Seconds to Engage Target with One Round Each into the Two "Scoring Blocks". Weapon ON Safe. Team Stands. Stand By for Next Stage of Fire.
3	02 (1 & 1)	800	Prep=45 Seconds Fire=14 Seconds	On Command, Team Drops Behind Gun & Optics and Will Have 45 Seconds to ID/Locate 800 Yard Target & Prepare to Fire. At End of 45-Second Prep Time, Team Will Have 14-Seconds to Engage Target with One Round Each into the Two "Scoring Blocks". Weapon ON Safe. Team Stands. Stand By for Next Stage of Fire.
4	02 (1 & 1)	900	Prep=60 Seconds Fire=16 Seconds	On Command, Team Drops Behind Gun & Optics and Will Have 60 Seconds to ID/Locate 900 Yard Target & Prepare to Fire. At End of 60-Second Prep Time, Team Will Have 16-Seconds to Engage Target with One Round Each into the Two "Scoring Blocks". Weapon ON Safe. Team Stands. Stand By for Next Stage of Fire.
5	02 (1 & 1)	1000	Prep=60 Seconds Fire=18 Seconds	On Command, Team Drops Behind Gun & Optics and Will Have 60 Seconds to ID/Locate 1000 Yard Target & Prepare to Fire. At End of 60-Second Prep Time, Team Will Have 18-Seconds to Engage Target with One Round Each into the Two "Scoring Blocks". Weapon ON Safe. Team Stands. Stand By for Next Stage of Fire.

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TARGET LAY-OUT
2' x 3' Cardboard "Backers"



4.2 Basic Qualification Course - Mod-02

B2

a. PRE-FIRING:

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(1) Teams will be given time prior to the beginning of the course to locate/identify targets and make a range card. Shooter preparation time will be given before each and every stage of fire. At the end of each shooter preparation time period, the SWS will remain in place and the Observer can remain in place behind his optics, but the Shooter will get into the "Front-Leaning-Rest" (Push-Up) Position behind his gun. On command, the shooter will drop behind his gun and engage the target with the prescribed number of rounds within the prescribed time limit.

(2) Shooter Preparation Time will be as follows:

Confirm Zero, as needed, prior to shooting qualification course.

100 Yards = 30 Seconds 400 Yards = 45 Seconds

200 Yards = 30 Seconds 500 Yards = 50 Seconds

300 Yards = 45 Seconds 600 Yards = 60 Seconds

(3) Each shooter is given 30 rounds.

b. **TARGETS:** Targets will be set up in lanes and off-set. Targets will be emplaced at 100, 200, 300, 400, 500, and 600 yards. Targets shall be set up in the manner illustrated on the previous page. The actual targets ("scoring circles") can be provided if needed.

c. **SCORING:** 48 out of 60 points is the minimum qualifying score.

Note: (ALL FIRE IS "FRONT-LEANING-REST - TO - PRONE")

Basic Course - Mod-02

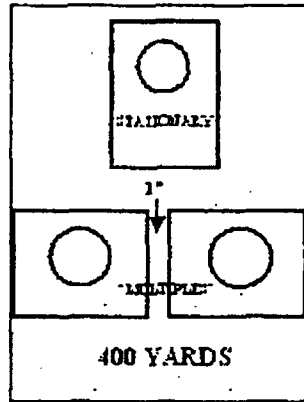
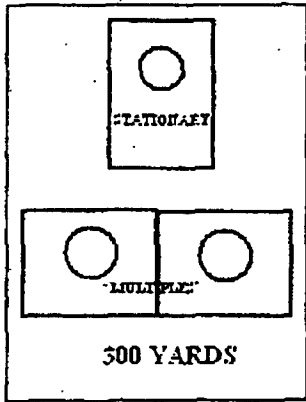
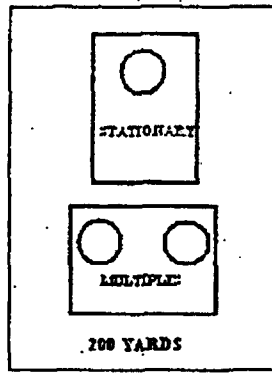
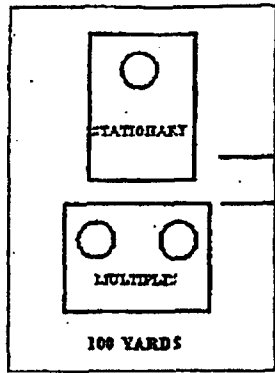
B2

Stage	# of Rounds	Range in Yards	Time Limits	Description/Remarks
1	03	100	B=15 Seconds G=12 Seconds	On Command, shooter will drop behind the gun And engage "100 Yard Stationary Target" With THREE Rounds within prescribed time limit. Scoring is 2 points inside the circle and zero points anywhere else.
1A	02	100	B=12 Seconds G=10 Seconds	"Multiple Targets". One round into each circle within the prescribed time limit. "Inner Circle" = 1" diameter. "Outer Circle" = 1.5" diameter. Scoring is 2 points inside the circle and zero points anywhere else.
2	03	200	B=18 Seconds G=15 Seconds	On Command, shooter will drop behind the gun And engage "200 Yard Stationary Target" With THREE Rounds within prescribed time limit. Scoring is 2 points inside the circle and zero points anywhere else.
2A	02	200	B=15 Seconds G=13 Seconds	"Multiple Targets". One round into each circle within the prescribed time limit. "Inner Circle" = 2" diameter. "Outer Circle" = 3" diameter. Scoring is 2 points inside the circle and zero points anywhere else.
3	03	300	B=21 Seconds G=18 Seconds	On Command, shooter will drop behind the gun And engage "300 Yard Stationary Target" With THREE Rounds within prescribed time limit. Scoring is 2 points inside the circle and zero points anywhere else.
3A	02	300	B=18 Seconds G=16 Seconds	"Multiple Targets". One round into each circle within the prescribed time limit. "Inner Circle" = 3" diameter. "Outer Circle" = 4.5" diameter. Scoring is 2 points inside the circle and zero points anywhere else.

Stage	# of Rounds	Range in Yards	Time Limits	Description/Remarks
4	03	400	B=27 Seconds G=24 Seconds	On Command, shooter will drop behind the gun And engage "400 Yard Stationary Target" With THREE Rounds within prescribed time limit. Scoring is 2 points inside the circle and zero points anywhere else.
4A	02	400	B=24 Seconds G=22 Seconds	"Multiple Targets". One round into each circle within the prescribed time limit. "Inner Circle" = 4" diameter. "Outer Circle" = 6" diameter. Scoring is 2 points inside the circle and zero points anywhere else.
5	03	500	B=33 Seconds G=30 Seconds	On Command, shooter will drop behind the gun And engage "500 Yard Stationary Target" With THREE Rounds within prescribed time limit. Scoring is 2 points inside the circle and zero points anywhere else.
5A	02	500	B=30 Seconds G=28 Seconds	"Multiple Targets". One round into each circle within the prescribed time limit. "Inner Circle" = 5" diameter. "Outer Circle" = 7.25" diameter. Scoring is 2 points inside the circle and zero points anywhere else.
6	03	600	B=36 Seconds G=33 Seconds	On Command, shooter will drop behind the gun And engage "600 Yard Stationary Target" With THREE Rounds within prescribed time limit. Scoring is 2 points inside the circle and zero points anywhere else.
6A	02	600	B=33 Seconds G=31 Seconds	"Multiple Targets". One round into each circle within the prescribed time limit. "Scoring Circle" = 7.5" diameter. Scoring is 2 points within "scoring" circle, zero points anywhere else.

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TARGET LAY-OUT
2' x 3' Cardboard "Backers"



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- 5. [redacted] Qualification Courses
- 5.1 [redacted] Familiarization Course of Fire #1
 - a. **PRE-FIRING:** Each shooter is given a [redacted] rounds.
 - b. **TARGETS:** The IPSC target is used for this course.
 - c. **SCORING:** 70 out of 70 hits anywhere on the IPSC targets (no hits on "No Shoot" targets) are required to qualify.

Loading the [redacted] to the DS Carry Condition:

Start with a SAFE and EMPTY weapon

Perform Safety Check:

- Open [redacted] for physical and visual inspection
- Take OFF of SAFE
- Cock bolt to rear then return cocking handle to forward and LOCKED position (palm up)
- Conduct physical and visual inspection of chamber area
- Bring cocking handle to rear and press trigger - riding the bolt forward on the empty chamber
- [redacted] is still open / weapon is still OFF of SAFE / bolt is still in forward position
- Place [redacted] (brass to the grass) on [redacted]
- Close [redacted]

DS Carry Condition for [redacted]

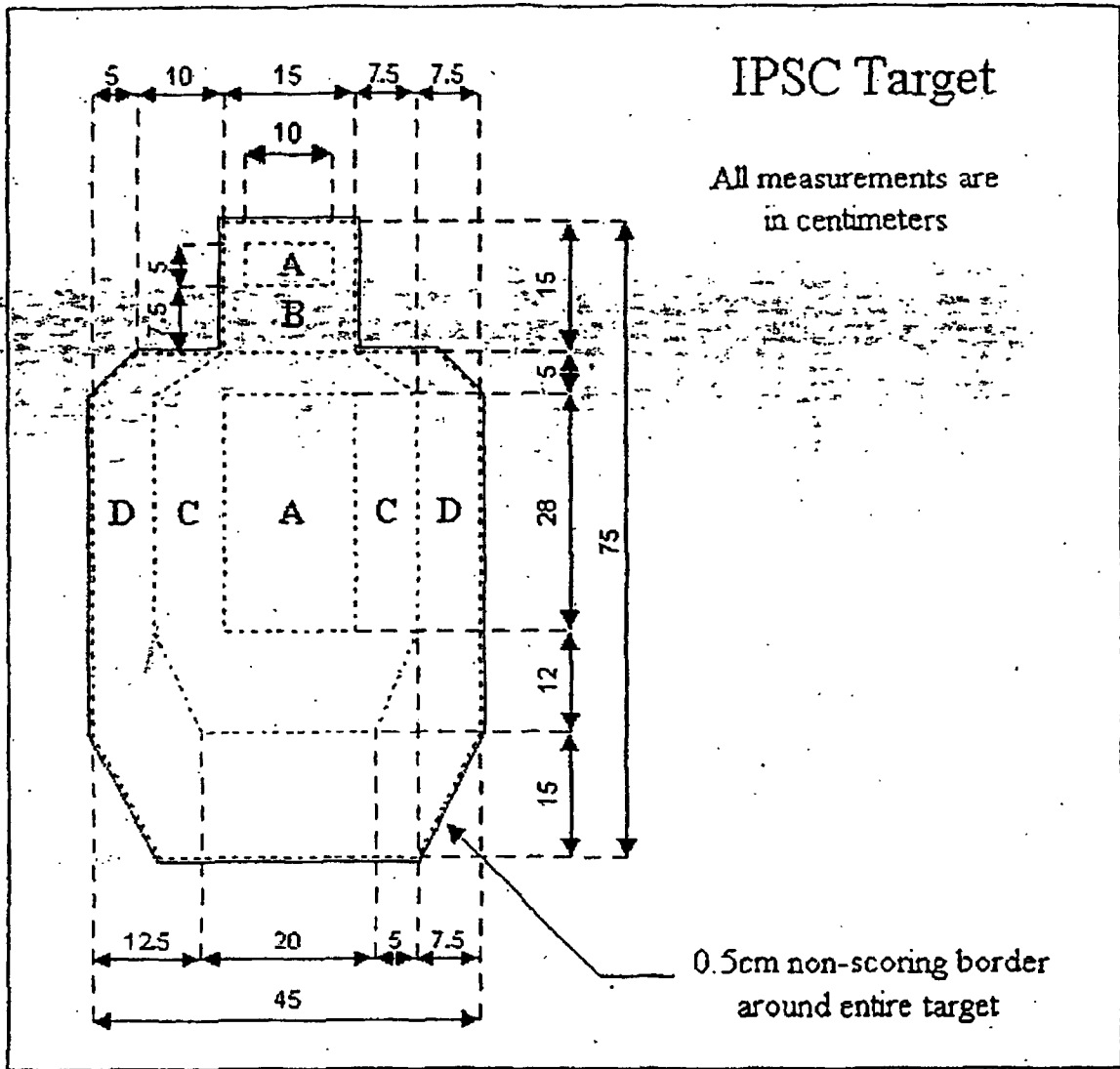
Bolt forward on an empty chamber

[redacted]

Weapon OFF of SAFE

B2

IPSC Target

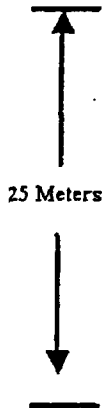


Course #1

Stage	Distance	#Rounds	Time	Position/Description
1	50 Meters	20	N/A (Fast as Possible)	From a [redacted] Engage a Single Man-Sized Target (IPSC Target) Firing Bursts of 6 to 8 Rounds. ALL Rounds Must Impact on the Target.
2	25-50 Meters	30	N/A (Fast as Possible)	While Walking Forward Towards the Target (IPSC), Engage a Single Man-Sized Target Firing 2 to 3 Rounds Bursts, While Moving. All Rounds Must be Fired Before Stopping at the Five Meter Line. ALL Rounds Must Impact on the Target.
3	25 Meters	20	N/A (On Command) (Fast as Possible)	From a Static Standing Position, Engage TWO IPSC "Shoot" Targets (Numbered 1 & 2) with All Rounds. There Shall be a "No Shoot" Target on Either Side of the "Shoot" Targets. Additionally, There Shall be a "No Shoot" Target between the "Shoot" Targets. (See Diagram Below) The "No Shoot" Targets shall face the same direction as, be on-line with, and be spaced within six inches of the "Shoot" Targets. The shooter shall be able to identify differences between "Shoot" and "No Shoot" Targets. The instructor shall call out the Target Numbers to be Engaged until all rounds have been expended. Targets will be engaged using 2 to 3 Round Bursts. ALL Rounds Must Impact on the "Shoot" Targets.



"No Shoot"



X
SHOOTERS POSITION

5.2 [] Qualification Course of Fire #2 (25-50 Yard Course) B2

- a. **PRE-FIRING:** A minimum of five (5) identical "LANES" will be set up. Each shooter will fire this course one time through for practice, then a second time through for a score (for record).
- b. **TARGETS:** The IPSC target is used for this course.
- c. **SCORING:** 56 out of 70 hits anywhere on the IPSC targets (no hits on "No Shoot" targets) are required to qualify. Five (5) points are deducted for each Hit on the "No Shoot" targets.

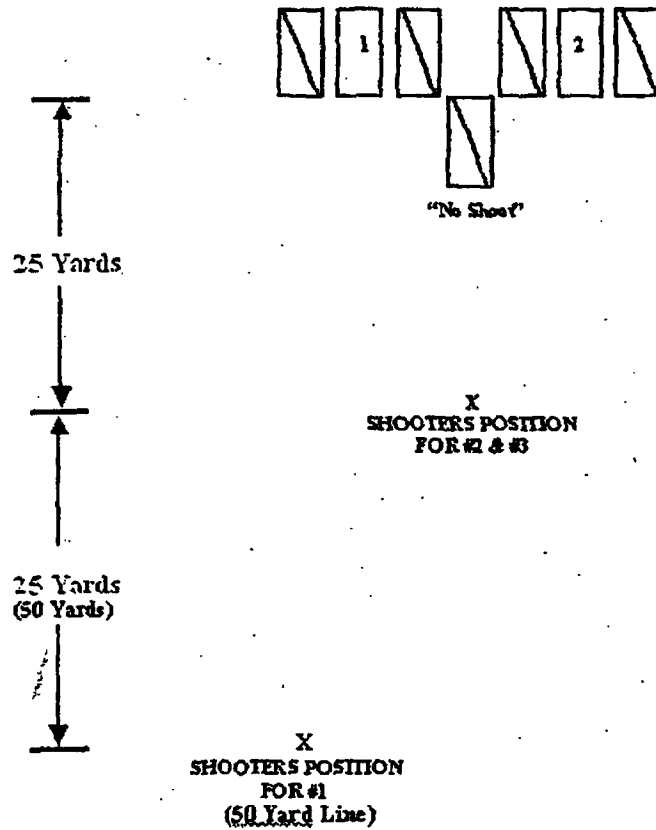
M249/Mk46 Course #2

Stage	Distance	#Rounds	Time	Position/Description
1	50 Yards	20	N/A (Fast as Possible)	From [] engage a single man-sized target (IPSC Target) firing bursts of 6 to 8 rounds. ALL rounds must impact on the target. Target #1 only. (Evaluate, Score, and Mark)
2	25-50 Yards	30	N/A (Fast as Possible)	While walking forward towards the target (IPSC), engage a single man-sized target firing 2 to 3 rounds bursts, while moving. All rounds must be fired before stopping at the five (5) meter line. ALL rounds must impact on the targets 1 & 2. (Evaluate, Score, and Mark)
3	25 Yards	20	N/A (On Command) (Fast as Possible)	From a Static Standing Position, engage TWO IPSC "Shoot" targets (Numbered 1 & 2) with all rounds. There shall be a "No Shoot" target on either side of the "Shoot" targets. Additionally, there shall be a "No Shoot" target between the "Shoot" targets. (See diagram below) The "No Shoot" targets shall face the same direction as, be on-line with, and be spaced within six inches of the "Shoot" targets. The shooter shall be able to identify differences between "Shoot" and "No Shoot" targets. The instructor shall call out the target numbers to be engaged until all rounds have been expended. Targets will be engaged using 2 to 3 round bursts. ALL rounds must impact on the "Shoot" targets. (Evaluate, Score, and "Reface")

B2

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RANGE SET UP / IPSC TARGETS
(NOT TO SCALE)

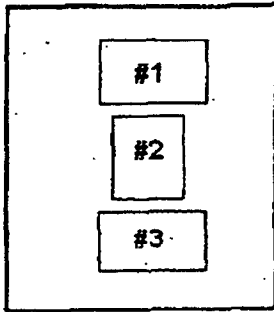


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5.3 Qualification Course of Fire #3 (10-Meter Course)

B2
B2

1. Shooters Load to the DS Carry Condition with a
2. All three required Qualification Targets are on a Backer – 10-Meters from the Muzzle of the Gun:



3. Give the Command to "Make Ready" / Weapons then Go ON Safe.
4. First Stage: One – Three-Round Burst into Each One of the Four "Horizontal Tombstones". Left to Right / One through Four. Twenty Second Time Limit. Put Weapons ON Safe.
5. Second Stage: One – Three-Round Burst into Each of the Five "Slanting Tombstones". Top Right (#5) – Down and Left to Bottom Left (#6). Forty Second Time Limit. Put Weapons ON Safe.
6. Third Stage: One – Three-Round Burst into Each of the Seven "Horizontal then Rising Tombstones". Left (#7) to Right and Up (#8). Forty Second Time Limit. Unload, Make All Weapons SAFE (SI).

7. **SCORING:** There are a total of 50 "Points" per Course of Fire (50 Rounds Total). Minimum Qualifying is 32 Points (64%). A Three-Round Burst is fired at each "Tombstone". One Point is Subtracted from the Total of Fifty for Each Shot Hole Outside of a "Tombstone". If One "Tombstone" has Four Shot Holes and another "Tombstone" next to it only has Two Shot Holes, the Shooter will only receive "credit" for Three of the Four Shots, since he/she "Missed" a Shot on the "Tombstone" with only Two Shot Holes. If all "Tombstones" on a particular Target Sheet have Three Shot Holes Each, a shooter shall receive "credit" for any fourth or fifth Shot Holes. (Fifty Rounds Total / Forty-Eight Rounds are required to put Three Rounds Each into all Sixteen "Tombstones".) See Score Sheet on next page.

TEN-METER QUALIFICATION COURSE - SCORE SHEET

B2

DATE: _____ LOCATION: _____

Name: _____ STAGE 1: =
1 2 3 4

SN: _____ STAGE 2: =
5 6

Office: _____

AR Serial#: _____ STAGE 3: =
7 8

Comment: _____ TOTAL SCORE: ³

Name: _____ STAGE 1: =
1 2 3 4

SN: _____ STAGE 2: =
5 6

Office: _____

AR Serial#: _____ STAGE 3: =
7 8

Comment: _____ TOTAL SCORE: ³

Name: _____ STAGE 1: =
1 2 3 4

SN: _____ STAGE 2: =
5 6

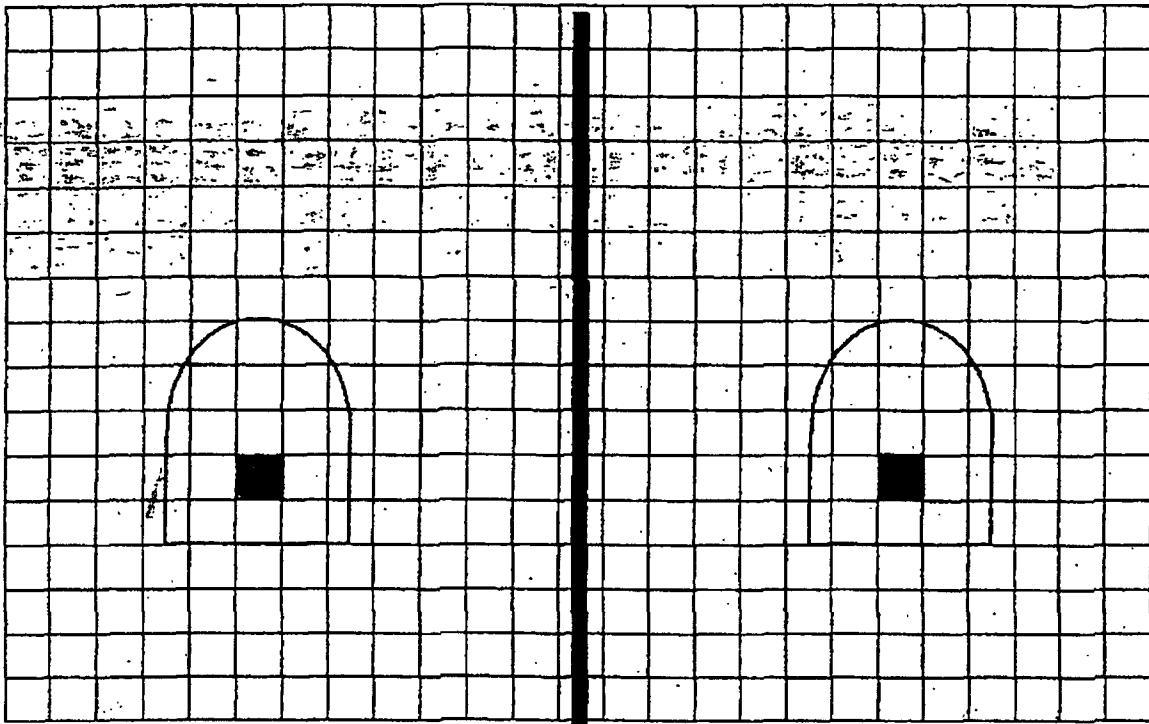
Office: _____

AR Serial#: _____ STAGE 3: =
7 8

Comment: _____ TOTAL SCORE: ³

10 Meter Zero Target

B2



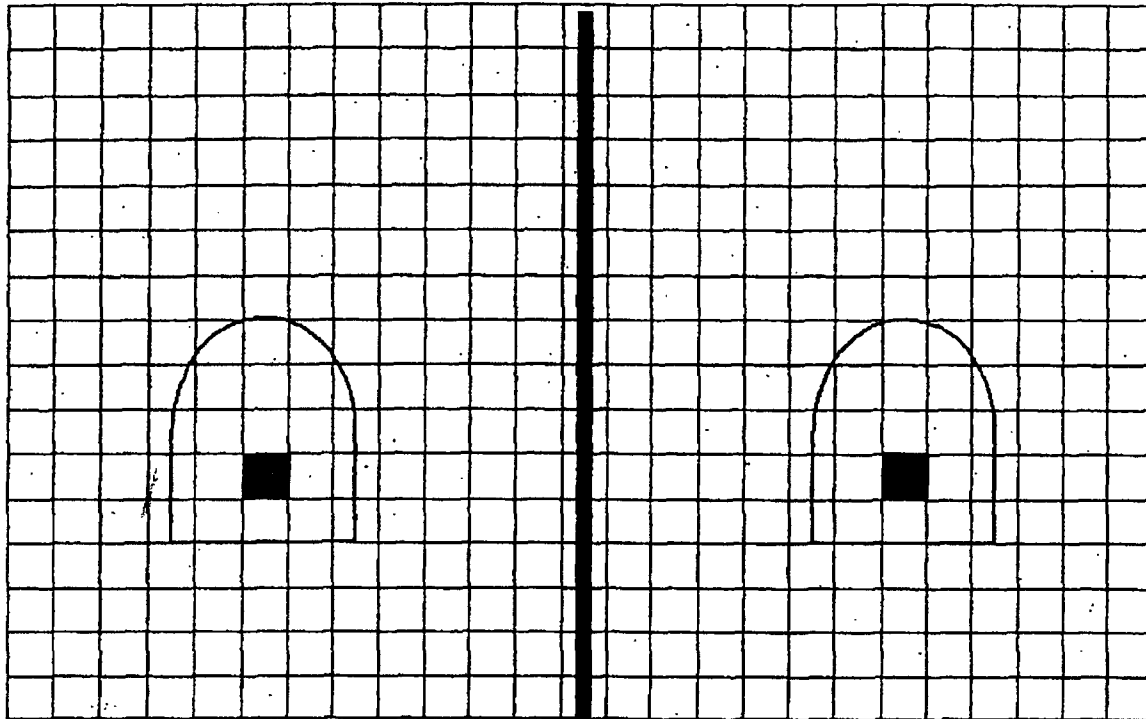
EACH SQUARE EQUALS ABOUT 1 CENTIMETER

2 CLICKS WINDAGE = 1 CM Turn windage knob toward the muzzle to move the strike of the round to the right.
 2 CLICKS ELEVATION = 1 CM Turn peep sight counterclockwise to move the strike up / clockwise to move it down.
 Zero Sight Services 456912

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12.7 Meter Zero Target

B2



EACH SQUARE EQUALS ABOUT 1 CENTIMETER

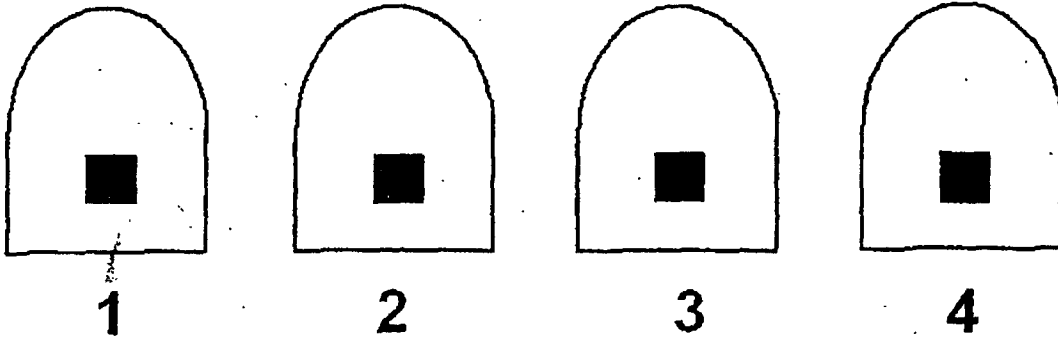
- 2 CLICKS WINDAGE = 1 CM. Turn windage knob toward the muzzle to move the strike of the round to the right.
- 2 CLICKS ELEVATION = 1 CM. Turn peep sight counterclockwise to move the strike up / clockwise to move it down.

Ever-Sight Peep Sight # 10013

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 Qualification Target #1 // 10 - Meters

B2

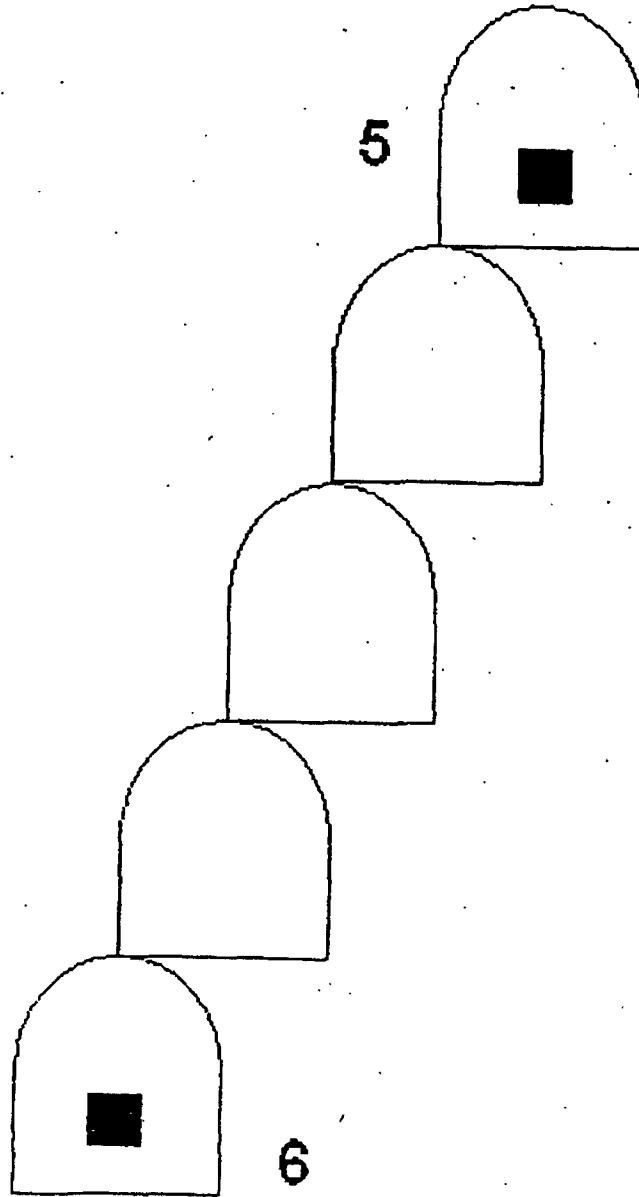


ONE X THREE-ROUND BURST INTO EACH "TOMBSTONE" / 20 SECONDS

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Qualification Target #2 // 10 - Meters

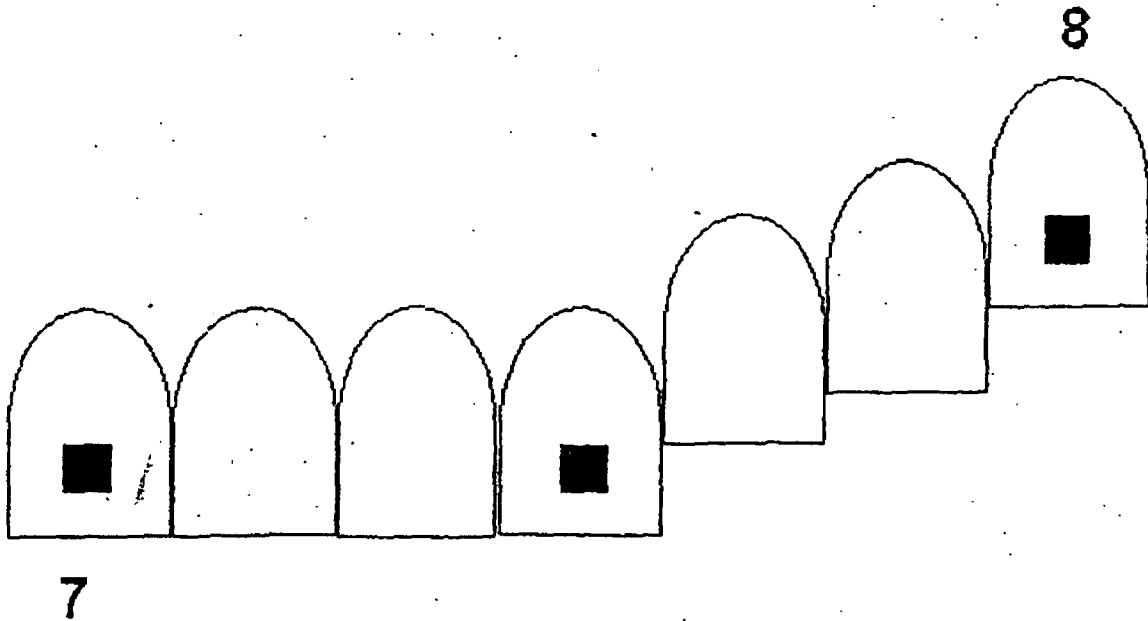
B2



ONE X THREE RND BURST INTO EACH "TOMBSTONE" / 40 SEC.

 Qualification Target #3 // 10 - Meters

B2



ONE X THREE-ROUND BURST INTO EACH "TOMBSTONE" / 40 SECONDS

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6. [redacted] Qualification Courses

B2

6.1 [redacted] Familiarization Course of File #1

- a. **PRE-FIRING:** Each shooter is given a [redacted]
- b. **TARGETS:** The IPSC target is used for this course.
- c. **SCORING:** 40 out of 40 hits anywhere on the IPSC targets (no hits on "No Shoot" targets) are required to qualify.

B2

Loading the [redacted] to the DS Carry Condition:

Start with a **SAFE** and **EMPTY** weapon

Perform Safety Check:

- Open [redacted] for physical and visual inspection
- Take **OFF** of **SAFE**
- Cock bolt to rear then return cocking handle to forward and **LOCKED** position (palm up)
- Conduct physical and visual inspection of chamber area
- Bring cocking handle to rear and press trigger - riding the bolt forward on the empty chamber
- [redacted] is still open / weapon is still **OFF** of **SAFE** / bolt is still in forward position

Place [redacted] (brass to the grass) on [redacted]

Close [redacted]

DS Carry Condition for [redacted]

Bolt forward on an empty chamber

[redacted]

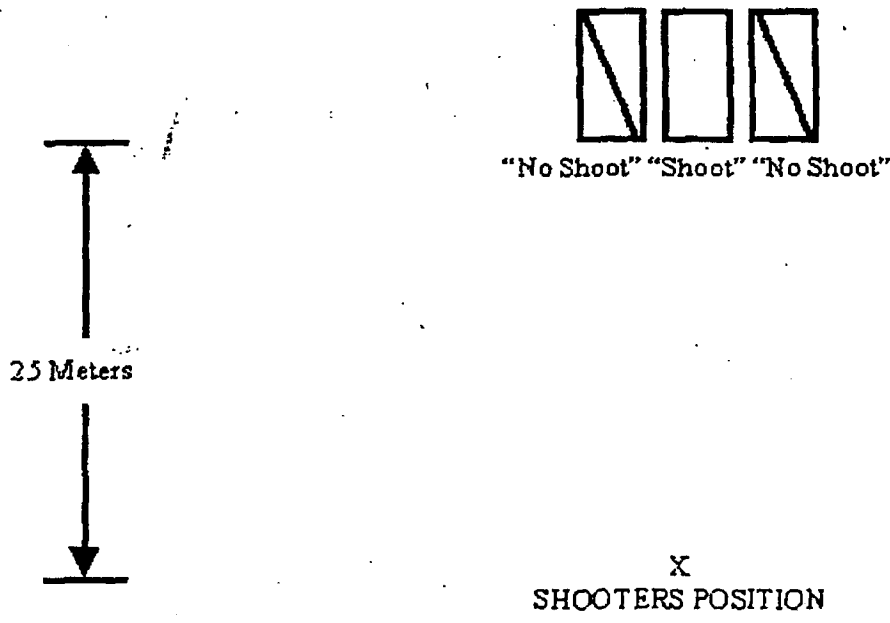
Weapon **OFF** of **SAFE**

B2

Course #1

Stage	Distance	#Rounds	Time	Position/Description
1	50 Meters	20	N/A (Fast as Possible)	From a engage a Single Man-Sized Target (IPSC Target) firing Bursts of 6 to 8 Rounds. ALL Rounds Must Impact on the Target.
2	25 Meters	20	N/A (On Command) (Fast as Possible)	From a engage One IPSC "Shoot" Target with all Rounds. There Shall be a "No Shoot" Target on Either Side of the "Shoot" Target. (See Diagram Below) The "No Shoot" Targets shall face the same direction as, be on-line with, and be spaced within six inches of the "Shoot" Target. The shooter shall be able to identify differences between "Shoot" and "No Shoot" Targets. The instructor shall call out when the Target is to be Engaged and will do so until all rounds have been expended. Targets will be engaged using 2 to 3 Round Bursts. ALL Rounds Must Impact on the "Shoot" Targets.

B2
B2
B2



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B2

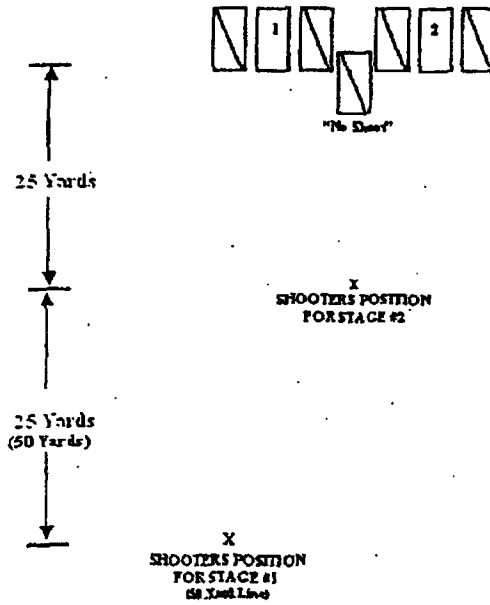
6.2 Qualification Course of File #2 (25-50 Yard Course)

- a. **PRE-FIRING:** A minimum of five (5) identical "LANES" will be set up. Each shooter will fire this course one time through for practice, then a second time through for a score (for record).
- b. **TARGETS:** The IPSC target is used for this course.
- c. **SCORING:** 40 out of 40 hits anywhere on the IPSC targets (no hits on "No Shoot" targets) are required to qualify. Five (5) points are deducted for each Hit on the "No Shoot" targets.

M240B MMG Course #2

Stage	Distance	#Rounds	Time	Position/Description
1	50 Yards	20	N/A (Fast as Possible)	From a engage a Single Man-Sized Target (IPSC Target) firing Bursts of 6 to 8 Rounds. ALL Rounds Must Impact on the Target.
2	25 Yards	20	N/A (On Command) (Fast as Possible)	From a engage One IPSC "Shoot" Target with all rounds. There Shall be a "No Shoot" Target on Either Side of the "Shoot" Target. (See Diagram Below) The "No Shoot" Targets shall face the same direction as, be on-line with, and be spaced within six inches of the "Shoot" Target. The shooter shall be able to identify differences between "Shoot" and "No Shoot" Targets. The instructor shall call out when the Target is to be Engaged and will do so until all rounds have been expended. Targets will be engaged using 2 to 3 Round Bursts. ALL Rounds Must Impact on the "Shoot" Targets.

RANGE SET UP / IPSC TARGETS
(NOT TO SCALE)

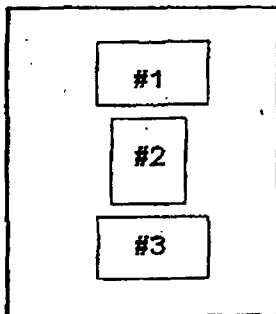


6.3 [redacted] Qualification Course of File #3 (12.7-Meter Course)

[redacted] Course #3

1. Shooters Load to the DS Carry Condition with a [redacted]
2. All three required Qualification Targets are on a Backer - 12.7-Meters from the Muzzle of the Gun.

B2



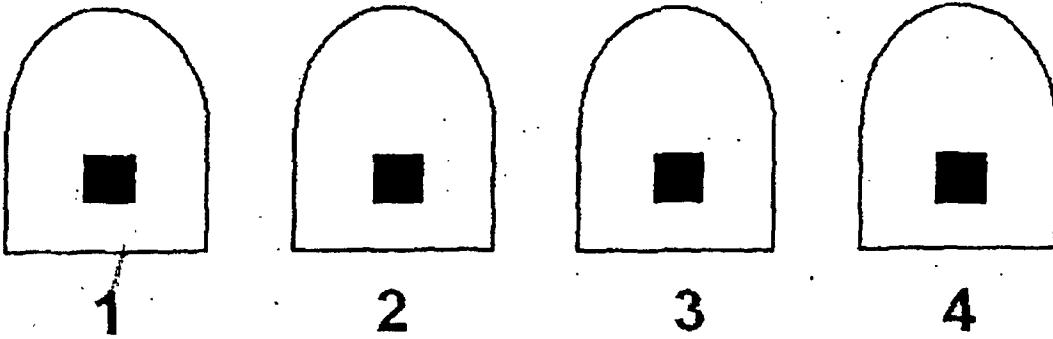
3. Give the Command to "Make Ready" / Weapons then Go ON Safe.
4. **First Stage:** One - Three-Round Burst into Each One of the Four "Horizontal Tombstones". Left to Right / One through Four. Twenty Second Time Limit. Put Weapons ON Safe.
5. **Second Stage:** One - Three-Round Burst into Each of the Five "Slanting Tombstones". Top Right (#5) - Down and Left to Bottom Left (#6). Forty Second Time Limit. Put Weapons ON Safe.
6. **Third Stage:** One - Three-Round Burst into Each of the Seven "Horizontal then Rising Tombstones". Left (#7) to Right and Up (#8). Forty Second Time Limit. Unload, Make All Weapons SAFE (SI).
7. **SCORING:** There are a total of 50 "Points" per Course of Fire (50 Rounds Total). Minimum Qualifying is 33 Points (66%). A Three-Round Burst is fired at each "Tombstone". One Point is Subtracted from the Total of Fifty for Each Shot Hole Outside of a "Tombstone". If One "Tombstone" has Four Shot Holes and another "Tombstone" next to it only has Two Shot Holes, the Shooter will only receive "credit" for Three of the Four Shots, since he/she "Missed" a Shot on the "Tombstone" with only Two Shot Holes. If all "Tombstones" on a particular Target Sheet have Three Shot Holes Each, a shooter shall receive "credit" for any fourth or fifth Shot Holes. (Fifty Rounds Total / Forty-Eight Rounds are required to put Three Rounds Each into all Sixteen "Tombstones".) See Score Sheet on next page.

12.7-METER QUALIFICATION COURSE - SCORE SHEET												
DATE: _____					LOCATION: _____							
Name: _____	STAGE 1:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>		
		1	2	3	4							
UNIT: _____	STAGE 2:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>	
Office: _____	STAGE 3:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>
ICG Serial#: _____					TOTAL SCORE:						<input type="text"/>	
Name: _____	STAGE 1:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>		
			2	3	4							
UNIT: _____	STAGE 2:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>	
Office: _____	STAGE 3:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>
ICG Serial#: _____					TOTAL SCORE:						<input type="text"/>	
Name: _____	STAGE 1:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>		
			2	3	4							
UNIT: _____	STAGE 2:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>	
Office: _____	STAGE 3:				<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	=	<input type="text"/>
ICG Serial#: _____					TOTAL SCORE:						<input type="text"/>	

R-M001
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Qualification Target #1 // 12.7 - Meters

B2

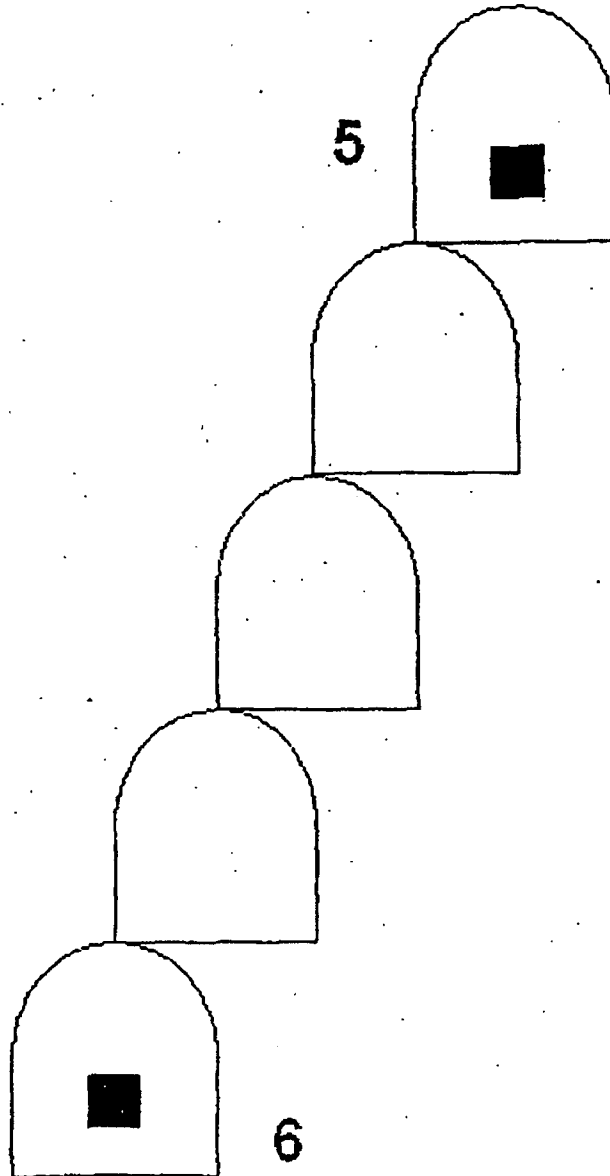


ONE X THREE-ROUND BURST INTO EACH "TOMBSTONE" / 20 SECONDS

R-17001
6/22/05

 Qualification Target #2 // 12.7 - Meters

B2

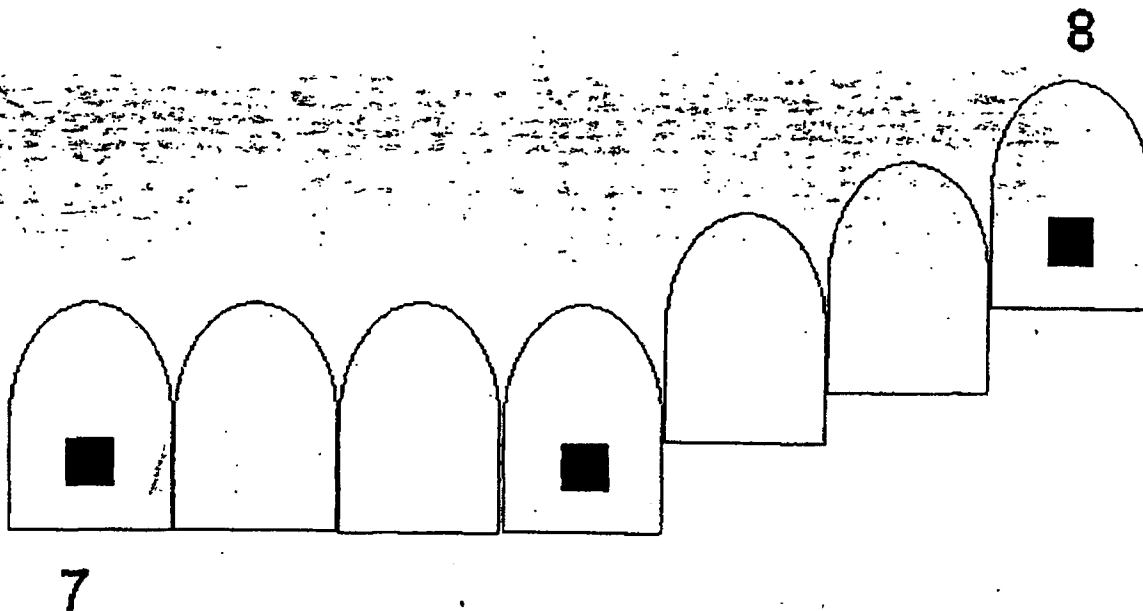


ONE X THREE RND BURST INTO EACH "TOMBSTONE" / 40 SEC.

R-M001
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Qualification Target #3 // 12.7 - Meters

B2



ONE X THREE-ROUND BURST INTO EACH "TOMBSTONE" / 40 SECONDS

7. [Redacted] Qualification Course of Fire

a. **PRE-FIRING:** This course consists of two stages. Each shooter is given a [Redacted] 20 rounds for stage 1 and 50 rounds for stage 2.

b. **TARGETS:** A one (1) vehicle target is used for stage 1 and a three (3) vehicle target is used for stage 2 of this course.

c. **SCORING:**

(1) Stage 1. 14 out of 20 hits anywhere on the vehicle or within 5 meters of the vehicle is the minimum qualifying score for stage 1.

(2) Stage 2. 32 out of 50 hits on the three (3) vehicles or with 5 meters of the three (3) vehicles (as designated by the instructor) is the minimum qualifying score for stage 2.

[Redacted]

Stage	Distance	#Rounds	Time	Position/Description
1	UNKNOWN 200 to 800 Meters	20	N/A (Fast as Possible)	From a [Redacted] Engage a Vehicle-Sized Target (Vehicle Hulk). No More than One [Redacted] is Allowed. ALL Remaining Rounds Must Impact the Vehicle or Impact the Immediate Area of the Vehicle-Within 5 Meters. Target Engagement will be Conducted using Five to Six Round Bursts.
2	UNKNOWN 200 to 800 Meters	50	N/A (On Command) (Fast as Possible)	From a [Redacted] Engage Three Vehicle-Sized Targets (Vehicle Hulks), Each at Different and Varying Distances. No More than One [Redacted] is Allowed for Each Target. The Instructor Will Call Out the Target to be Engaged (by Pre-arranged Numbers) and the Shooter will shift fire appropriately. This will be done until all rounds are expended. After the Initial Adjustment Rounds, ALL Remaining Rounds Must Impact the Vehicles or Impact the Immediate Area of the Vehicles-Within 5- Meters. Target Engagement will be Conducted using Five to Six Round Bursts.

B2

B2

B2

B2

B2

8. [redacted] Qualification Course of Fire

a. **PRE-FIRING:** This course consists of two stages. Each shooter is given a [redacted] of 16 rounds for stage 1 and 32 rounds for stage 2.

b. **TARGETS:** A one (1) vehicle target is used for stage 1 and a three (3) vehicle target is used for stage 2 of this course.

c. **SCORING:**

(1) Stage 1. 11 out of 16 hits anywhere on the vehicle or within 10 meters of the vehicle is the minimum qualifying score for stage 1.

(2) Stage 2. 22 out of 32 hits on the three (3) vehicles or with 10 meters of the three (3) vehicles (as designated by the instructor) is the minimum qualifying score for stage 2.

Stage	Distance	#Rounds	Time	Position/Description
1	UNKNOWN 200 to 800 Meters	16	N/A (Fast as Possible)	From a [redacted] Engage a Vehicle-Sized Target (Vehicle Hulk). No More than One [redacted]s Allowed. ALL Remaining Rounds Must Impact the Vehicle or Impact the Immediate Area of the Vehicle-Within 10 Meters. Target Will Be Engaged using Three to Five Round Bursts. [redacted] Ammo will be fired.
2	UNKNOWN 200 to 800 Meters	32	N/A (On Command) (Fast as Possible)	From a [redacted] Engage Three Vehicle-Sized Targets (Vehicle Hulks), Each at Different and Varying Distances. No More than One [redacted]s Allowed for Each Target. The Instructor Will Call Out the Target to be Engaged (by Pre-arranged Numbers) and the Shooter will shift fire appropriately. This will be done until all rounds are expended. After the Initial Adjustment Rounds, ALL Remaining Rounds Must Impact the Vehicles or Impact the Immediate Area of the Vehicles-Within 10 Meters. Target Engagement will be Conducted using Three to Five Round Bursts. [redacted] Ammo will be fired.

9. OVERALL [redacted] QUALIFICATION STANDARDS

To qualify with an [redacted], a [redacted] must perform to prescribed standards and must score at least 45 of 70 possible points. Each target hit is worth 10 points. Zeroing is not included in any part of the scoring because the weapon must be zeroed before qualification firing.

Qualification / record fire gives the [redacted] the confidence and experience he or she needs to progress from dry-fire and live-fire exercises to record fire and eventual real-world deployment. This exercise is conducted on a [redacted] range IAW Firing Table 1. Before they fire for qualification, [redacted] must first zero their weapons and receive instruction on the objectives, range, targets, and qualification standards. [redacted] fire this exercise from the following (fighting) positions: kneeling supported, mid-range supported, long-range supported. For each of these tasks, the [redacted] can designate which target he / she will engage first.

WARNING

Before allowing anyone to move between stations, ensure that all rifles and [redacted] have been cleared, bolts are to the rear, and barrel assemblies are in the open position. Anyone observing an unsafe act should call CEASE FIRE and notify range personnel immediately.

B2

a. Stage 0, Zeroing. The [redacted] zeroes with both [redacted] sights, if both are present on the weapon system. Up to five rounds [redacted] may be fired for each sight.

B2

(1) [redacted] From a kneeling or prone supported firing position, fire to zero the weapon. This reinforces the experience gained during previous dry and live firing and allows practice in loading and firing with the most accurate sensing and adjustments obtainable. If the shooter zeroes in three rounds, use the other two rounds to confirm the zero. All zeroing rounds may only be fired at the (200 meter) zero targets. If the shooter cannot zero with five rounds, the trainer must remove the shooter from the firing line for remedial training.

B2

(a) Prepare the sight for zeroing.

(b) Assume a good prone supported (or supported kneeling) firing position.

(c) When the shooter receives the following fire command, they repeat each element as it is given:

[redacted]
FRONT
200 (ZERO PANEL)
ONE ROUND
COMMENCE FIRING

B2

(d) (On command), load one round [redacted] obtain the proper sight picture, and announce "UP".

(e) When the line instructor or tower operator gives the command to commence firing, fire one round at the panel marked "Z" (Zero Target/Panel).

B2

(f) Sense the impact of the round. If the round did not [redacted] of the zero panel, adjust the sights for windage and/or elevation - as needed.

(g) Repeat until a round [redacted] of the zero panel.

(h) Once the shooter has zeroed the weapon, they record the zero data. As soon as possible, transfer the information to a small piece of paper and tape inside the [redacted] pistol grip.

(2) [redacted] From a kneeling or prone supported firing position, fire to zero the weapon. This reinforces the experience gained during previous dry and live firing and gives practice in loading and firing with the most accurate sensing and adjustments you can obtain. The steps for zeroing with the [redacted] are the same as those for zeroing with the [redacted].

B2

b. Stage 1, Short to Mid-Range, Standing or Kneeling Position. (Only [redacted] rounds may be used on this stage of fire.)

B2

B2

(1) When the shooter receives the command "DESIGNATE THE TARGET", the shooter identifies the (first) target they intend to engage by announcing "WINDOW" or "BUNKER".

(2) When the shooter receives the command "DETERMINE THE RANGE", they announce the range to the target.

(3) Load one of the three rounds allotted [redacted]
[redacted]

B2

(4) When the shooter receives the following fire command, they repeat each element as it is given:

[redacted]
FRONT
3 ROUNDS
[redacted]
COMMENCE FIRING

B2

(5) Acquire the proper sight picture and announce "UP" to the grader / instructor.

(6) Engage the target given in the fire command until it is hit. Fire any remaining rounds at the second target. You need no other fire command. For each round fired, the line instructor announces "HIT" or "MISS".

c. Stage 2, Mid-Range, Kneeling or Prone Position.

(1) When the shooter receives the command "DESIGNATE THE TARGET", they identify the target they intend to engage first by announcing "BUNKER" or "AUTOMATIC WEAPON".

(2) When they receive the command "DETERMINE THE RANGE", they announce the range to the target.

(3) Load one of the three rounds allotted [redacted]

B2

(4) When they receive the following fire command, they repeat each element as it is given:

[redacted]
FRONT
3 ROUNDS
[redacted]
COMMENCE FIRING

B2

(5) Acquire the proper sight picture and announce "UP" to the grader.

(6) Engage the target given in the fire command until it is hit. Fire any remaining rounds at the second target. You need no other fire command. For each round fired, the Line Instructor announces "HIT" or "MISS".

d. Stage 3, Long-Range, (Supported) Prone Position.

(1) When the shooter receives the command "DESIGNATE THE TARGET", they identify the target they intend to engage first by announcing "HOSTILE COMBATANTS IN THE OPEN EMPLACEMENT" or "HOSTILE COMBATANTS IN THE OPEN".

(2) When they receive the command "DETERMINE THE RANGE", they announce the range to the target.

(3) Load one of the three rounds allotted [redacted]

(4) When they receive the following fire command, they repeat each element as it is given:

[redacted]
FRONT
3 ROUNDS
[redacted]
COMMENCE FIRING

B2

B2

(5) Acquire the proper sight picture, and announce "UP" to the line instructor / grader.

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(6) When the line instructor / tower operator gives the command to FIRE, engage the target given in the fire command until it is hit. Fire any remaining rounds at the second target. You need no other fire command. (Before firing, the shooter must know the procedure to follow in the event of a stoppage.) For each round fired, the Line Instructor announces "HIT" or "MISS".

e. Stage 4, Less-Than-Lethal, Standing Position.

(1) On command from the Line Instructor, the shooter will load one round of [] The other two rounds must be on the shooter's person. All reloads must come from the shooter's person, i.e. [] pouch or pocket. B2

(2) On command from the Line Instructor, the shooter, coming from the low ready, will acquire the proper sight picture, and engage each of the three targets with one round of [] The time limit is 25 seconds. B2

RECORD FIRE QUALIFICATION STANDARDS

Before qualification firing, each [] must know the course of fire - tasks, the time and ammunition required, the procedures to follow if a stoppage occurs, the penalties for failure to stop firing when commanded or signaled to do so, and the method used for scoring targets. B2

a. Time and Ammunition. Each [] determines the target and its distance before loading any rounds. When the [] receives the command to FIRE, the time allotted for that stage / task in Firing Table I begins. B2

b. Stoppages. The [] must apply immediate action procedures if a stoppage occurs. If he / she can reduce the stoppage, he / she can continue to fire the course. The trainers allow the [] an extra 15 seconds for each application of immediate action. B2

(1) If a stoppage occurs that you cannot reduce by immediate action, the shooter raises his / her hand and announces "TIME".

(2) When they say "TIME", the trainer notes the time, ensures that a real stoppage exists, and tries to clear the stoppage. If he / she clears it, they can complete firing. If he / she is unable to clear it, the grader will clear it, and they will be allowed 15 seconds for each round remaining to complete firing.

(3) If the shooter made an error that caused the stoppage, they do not receive extra time, and their score consists only of whatever they had earned when the stoppage occurred.

(4) If the [] must be replaced, the shooter is allotted 10 rounds to zero a new one; then they may repeat the exercise. B2

(5) If malfunctions prevent the shooter from finishing the exercise in the time allowed, they can finish it in an "alibi run" after all other [] complete firing.

c. Penalties. Five points are deducted from the score of any [] who fails to stop firing when the trainer commands or signals to do so are sounded. If a [] fires at the wrong target, he / she loses the rounds allotted for the other target, which leaves him / her only the remainder of his / her rounds to expend on both targets. B2

d. Target Scoring. The trainer records scores on the DS [] Qualification Score Sheet. They determine whether each [] fired is a hit or miss and assign 0 points for a miss or 10 points for a hit. B2

Stages 1 through 3 each consist of two targets, so the total available for each of these tasks/stages is 20 points. The [] may select which of the two targets to engage first. If he / she scores a hit on the first, the trainer permits him / her to engage the second. Once he / she hits both targets, he / she returns any unexpended rounds to the trainer. There is a two-minute time limit for stages 1 through 3. Stage 4 consists of firing three rounds of [] at three DSQ-1A (IZZY) Targets. B2

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(1) **Zero Target / Zero "Panel"**. The [] Zeroing Target is positioned 200 meters from the firing line. The target should be six feet wide by six feet long and clearly visible from the firing line. []

B2

(2) **Window or Door**. To score a hit on a window or door, the [] must either strike the target or go through the opening in the center of the target ("window"). The target should be positioned in an upright manner and the size should be no greater than three feet wide and seven feet tall. The "window" should be no greater than 30 inches wide and 36 inches tall.

B2

(3) **Bunker**. To score a hit on a bunker, the [] must strike anywhere on the face of the bunker. The target can be made up of sandbags and the size should be no greater than six feet wide at the base and no taller than three feet.

B2

(4) **Automatic Weapon**. To score a hit on an automatic weapon, the [] must strike within [] of the target. The target should be a single silhouette centered in a visible circle (paint, engineer tape, etc.). The circle shall be ten meters in diameter. (The round must impact inside the circle.)

B2

(5) **Hostile Combatants (in the Open)**. To score a hit on hostile combatants, the [] must strike within [] of the targets. The targets should be five silhouettes centered (clustered within a five-meter span) in a visible circle (paint, engineer tape, etc.). The circle shall be fifteen meters in diameter. (The round must impact inside the visible circle.)

B2

(6) **Hostile Combatants (in Open Emplacements)**. To score a hit on "emplaced" hostile combatants, the [] must strike within [] of the targets. The targets should be five silhouettes centered (on line within a five-meter span) in a visible oval (paint, engineer tape, etc.). The oval shall be fifteen meters wide and ten meters deep (to simulate an uncovered trench). (The round must impact inside the visible oval.)

B2

(7) **Less-Than-Lethal**. To score ten points, the shooter must obtain a minimum of [] hits between the three targets. [] [] If the shooter obtains between 64 and 71 "hits" among the three targets, they shall receive five points. Sixty-three or fewer hits equals zero points. The targets shall be the standard DSQ-1A (Izzy) stapled to a standard cardboard backer. Only hits on "Izzy" shall be counted. The three targets shall be positioned on line and no more than one foot apart. Targets shall be located ten yards from the firing line.

B2

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DS QUALIFICATION COURSE OF FIRE
(Fired After Zeroing the)

B2

Stage	Time	Rounds	Type	Targets and Ranges
1 (Standing or Kneeling)	2 Minutes	3	TP <input type="checkbox"/>	
2 (Kneeling or Prone)	2 Minutes	3	TP	
3 (Prone)	2 Minutes	3	TP	
4 (Standing)	25 Seconds	3	L-T-L <input type="checkbox"/>	Three Izzy Targets at 10 meters/yards. Targets are spaced, on line, no more than one foot apart.

B2
B2

B2

Firing Table 1. DS Record Fire Qualification.

B2

DS QUALIFICATION SCORE SHEET

Date: _____ Range Name/Location: _____

Name: _____
SSN: _____
Office / Post: _____
 Serial #: _____

Successfully Zeroed: YES // NO

Comments: _____

Stage	Points	Total
1	1A _____ 1B _____ =	
2	2A _____ 2B _____ =	
3	3A _____ 3B _____ =	
		Sub-Total = _____
4 (Hits)	4A _____ + 4B _____ +	
	4C _____ = _____ = _____	
		Final Score: _____

B2

Name: _____
SSN: _____
Office / Post: _____
 Serial #: _____

Successfully Zeroed: YES // NO

Comments: _____

Stage	Points	Total
1	1A _____ 1B _____ =	
2	2A _____ 2B _____ =	
3	3A _____ 3B _____ =	
		Sub-Total = _____
4 (Hits)	4A _____ + 4B _____ +	
	4C _____ = _____ = _____	

B2

Final Score: _____

Name: _____

SSN: _____

Office / Post: _____

Serial #: _____

Successfully Zeroed: YES // NO

Comments: _____

Stage	Points	Total
1	1A _____ 1B _____ =	
2	2A _____ 2B _____ =	
3	3A _____ 3B _____ =	
		Sub-Total = _____
4 (Hits)	4A _____ + 4B _____ +	
	4C _____ = _____ = _____	
		Final Score: _____

B2

DS QUALIFICATION SCORE SHEET - SAMPLE

Date: 11 / 25 / 2004 Range Name/Location: R-14F / MCB Quantico x

Name: SMITH, John T.

SSN: 123-45-6789

x

Office / Post: DS/FLD/WFO

x

Serial #: A 207104

x

Successfully Zeroed: YES // NO

Comments: _____

Stage Points Total

1 1A 10 1B 10 = 20

2 2A 0 2B 10 = 10

3 3A 10 2B 0 = 10

Sub-Total = 40 x

4 (Hits) 4A 24 + 4B 30 +

4C 26 = 80 = 10 x

Final Score: 50 x

Name: JONES, Thomas J.

SSN: 223-45-6789

x

Office / Post: DS/T/MSD

x

Serial #: A 209212

x

Successfully Zeroed: YES // NO

Comments: _____

Stage Points Total

1 1A 10 1B 10 = 20

2 2A 10 2B 10 = 20

3 3A 10 2B 10 = 20

Sub-Total = 60 x

4 (Hits) 4A 22 + 4B 28 +

4C 16 = 66 = 05 x

B2

B2

Final Score: 65 x

Name: KARZAI, Moamar

SSN: 923-45-6789

Office / Post: DS/P/DP

Serial #: A 207137

Successfully Zeroed: YES // NO

Comments: Did Not Fire Qual Course

Set up for Remedial Training for

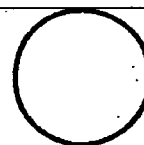
12/06/2004

Stage	Points	Total
1	1A _____ 1B _____ =	
2	2A _____ 2B _____ =	
3	3A _____ 3B _____ =	
Sub-Total = _____		
4 (Hits)	4A _____ + 4B _____ +	
	4C _____ = _____ = _____	
Final Score: _____		

B2

RANGE SET UP / NOT TO SCALE

B2



3B
(340 M)



3A
(280 M)



2B
(225 M)



Z
0
(200 M)



2A
(145 M)



1A
(100 M)



1B
(110 M)



4 / 10 M



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0	1	2	3	4
Zero Prone or Kneeling)	Short-Range (Standing or Kneeling)	Mid-Range (Kneeling or Prone)	Long-Range (Prone)	L-T-L / Close (Standing)

**DESIGNATED DEFENSIVE MARKSMAN
SELECTION AND TRAINING
NOT UTILIZED CURRENTLY/OPTIONAL**

- a. **Role:** Perform as long-range defensive marksman.
- b. **Responsibility:** Provide services as assigned.
- c. **Qualifications:**

Three (3) years experience as DDM
Level 2 English proficiency
See paragraph for Protective Security Specialist (PSS)

- U.S. Citizen. This experience and background may have been gained in any of the following organizations:
 - U.S. Department of State Diplomatic Security Service
 - U.S. Secret Service
 - U.S. Federal Agencies, e.g., FBI (Former special agents with protective security background)
 - U.S. Special Forces, Special Operations
 - U.S. Military Infantry (Army or USMC)
 - Commercial executive protection services with military or police background
 - Law enforcement experience (U.S. Military Police/Criminal Investigation Division; or an Emergency Services, Special Weapons, or Tactical Operations type unit of a local or state law enforcement agency)

**SELECTION GUIDELINES FOR DS DESIGNATED DEFENSIVE
MARKSMAN**

Selection of DDM

General. DS management and DS team leaders must carefully screen candidates. Requires a high degree of motivation. Ability to learn and maintain a variety of skills while sustaining PSD / PSS skills. Previous Military or LEO sniper / counter-sniper training and qualifications are highly desirable.

Selection Requirements.

Marksmanship.

Repeated Qualification of 95% (285 out of 300) or better.
Basic knowledge/skills of rifle marksmanship is requisite.

B2

Physical Condition / Characteristics.

Should be in good physical condition. Must qualify "good" on the DSS physical fitness test per 3 AM 1975.1.

Undesirable Physical Characteristics (but not "show stoppers"):

Wearing Eye-Glasses (can cause glare or might be broken)

Smoking (smoke can be seen and smelled and abstinence might cause needless uneasiness / shaking)

Left-Handed (requires excess motion to operate the bolt)

Mental Condition.

Must be able to cope with anxiety and remorse.

Must be decisive, self-reliant; use good judgment and common sense.

Must be composed under stress (equanimity).

Must possess emotional balance and maturity.

Must show *positive and favorable results* from the Minnesota Multi-Phasic Personality Inventory (MMPI) test.

Must show positive and favorable results from the Meyer Briggs Test.

Must show favorable results from a psychiatric history mental status examination.

Field Craft / Skills.

Must show an understanding of PRS advances and site assessments.

Must show an understanding of the principles of individual and team movement.

Must have a sound grasp of Close Quarters Battle (CQB) techniques for clearing / occupying sites.

DESIGNATED MARKSMANSHIP TRAINING

Purpose: To impart basic DS defensive long-range marksmanship skills and employment techniques.

Training Objectives: students must perform the following:

One shot engagement of a stationary target out to 800 yards.

One shot engagement of a moving target out to 600 yards.

One shot engagement of a moving "stop-and-go" target out to 700 yards.

One shot engagement of a "bobbing" target out to 800 yards.

Judging distance to 1,000 yards with +/- 10% error (range estimation).

Using maps and aerial photos to select routes of advance and positions.

Observing, collecting, and reporting information/intelligence data.

Selecting, occupying, and preparing Final Firing Positions (FFP).

Deploy as a Designated Defensive Marksman (DDM) team.

Organization

PSD / PSS DDM Organization.

The threat situation will dictate if the APD / PRS Detail will require a DDM team.

DDM team will be composed of the following:

i. Primary Marksman

ii. Observer

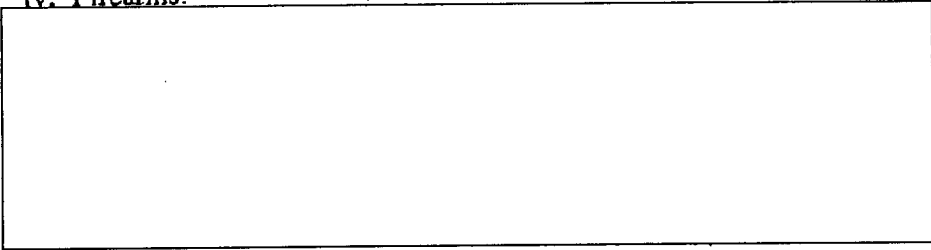
Additional Security as needed (Situation / Threat Dependant)

(Both primary marksman and observer will be qualified DD Marksmen.

R-17001
6/22/05

iv. Firearms:

B2



EXCERPT FROM 3 FAM 1975

3 FAM 1975 PHYSICAL FITNESS TESTING AND STANDARDS**3 FAM 1975.1 Testing and Standards**

(TL:PER-449; 08-07-2002) / (State Only) / (Applies to Civil Service and Foreign Service Employees)

a. All employees, except as noted in 3 FAM 1975.2, must be tested in all of the specified categories to determine their fitness level. Refusal to be tested may result in an admonishment or disciplinary action (see 3 FAM 4300 Foreign Service (FS) and 3 FAM 4500 Civil Service (CS)).

b. Testing shall take place at the DS Training Center (DS/T/TPS) and be administered by the DS Fitness Coordinator. Employees not assigned permanently to the Washington, DC area may be tested upon return to the area as a result of reassignment or temporary duty (TDY). Employees may schedule to be tested if they are in the Washington, DC area for other reasons. Employees may also be tested in locations outside the Washington, DC area in accordance with the procedures and guidelines developed by DS/T/TPS.

c. Initial testing shall commence within 12 months of the implementation date of these regulations, and employees shall be tested annually thereafter. DS/T/TPS shall notify each employee of his or her annual test date. Subsequent annual testing shall occur within one month of the employee's anniversary date of the previous testing. If a work assignment, training, or leave precludes testing when scheduled, employees must contact DS/T/TPS within 10 working days to *reschedule* an alternate date.

d. For those employees unable to meet the *average* physical fitness standards in one or more of the *following* categories, the DS Fitness Coordinator shall recommend an exercise program to help them improve their fitness level.

e. Employees shall be tested in the following categories:

- (1) Muscular endurance (push ups) – number per minute;
- (2) Muscular endurance (sit ups) – number per minute; and
- (3) Aerobic capacity (run) – 1.5 mile run.

DSS PHYSICAL FITNESS TEST
COMBINED AGE/GENDER - WELLNESS PROGRAM

FITNESS LEVEL	PERCENTILE	PUSH-UPS	SIT-UPS	1.5 MILE RUN
		# per minute	# per minute	Min/sec
Excellent	100	>OR = 66	>55	<9:15
	95	66	53	9:47
	90	61	47	9:56
Good	85	57	46	10:07
	80	56	45	10:18
Average	75	51	44	10:45
	70	48	42	11:02
	65	47	40	11:59
	60	46	37	12:48
	55	44	35	12:50
Fair	50	43	34	12:54
	45	42	33	13:21
	40	41	32	13:30
Poor	35	40	31	13:47
	30	38	30	13:51
	25	37	28	14:04
	20	35	27	14:48
	15	29	25	15:53
	10	21	23	16:16
	5	15	16	17:30
0	<7	<7	>20:06	

APPENDIX P
(TO SECTION C)

DEADLY FORCE POLICY

1. DEFINITION OF "DEADLY FORCE"

"Deadly force" is the use of any force that is likely to cause death or serious physical injury. When a Protective Security Specialist (PSS) uses such force, it may only be done consistent with this policy. Force that is not likely to cause death or serious physical injury, but unexpectedly results in such harm or death, is not governed by this policy.

2. PROBABLE CAUSE FOR THE USE OF DEADLY FORCE

Probable cause, reason to believe or a reasonable belief, for purposes of this policy, means facts and circumstances, including the reasonable inferences drawn there from, known to the PSS at the time of the use of deadly force, that would cause a reasonable PSS to conclude that the point at issue is probably true. The reasonableness of a belief or decision must be viewed from the perspective of the PSS on the scene, who may often be forced to make split-second decisions in circumstances that are tense, unpredictable, and rapidly evolving. Reasonableness is not to be viewed from the calm vantage point of hindsight.

3. PRINCIPLES ON USE OF DEADLY FORCE

The Contractor adopts the Department of State policy, which recognizes and respects the integrity and paramount value of all human life. Consistent with that primary value, but beyond the scope of the principles articulated here, is the full commitment by the Contractor to take all reasonable steps to prevent the need to use deadly force, as reflected in Diplomatic Security (DS) approved training and procedures. Yet even the best prevention policies are on occasion insufficient, as when a PSS is confronted with a threat to his or her life and/or the life of protectee or other individuals. With respect to these situations and in keeping with the value of protecting all human life, the touchstone of this policy regarding use of deadly force is necessity. Use of deadly force must be objectively reasonable under all the circumstances known to the PSS at the time.

4. PERMISSIBLE USES OF DEADLY FORCE

a. The necessity to use deadly force arises when all other available means of preventing imminent and grave danger to PSS or other persons have failed or would be likely to fail. Thus, employing deadly force is permissible when there is no safe alternative to using such force and without it the PSS or others would face imminent and grave danger. A PSS is not required to place himself or herself, another PSS, or the public in unreasonable danger of death or serious physical injury before using deadly force. PSS will fire at a person only in response to an imminent threat of deadly force or serious physical injury against the PSS, protectee, or other individuals.

b. Determining whether deadly force is necessary may involve instantaneous decisions that encompass many factors, such as:

The likelihood that the subject will use deadly force on the PSS or others if such force is not used by the PSS;

The PSS' knowledge that the subject will likely acquiesce if the PSS uses lesser force or no force at all;

The capabilities of the subject;

The presence of other persons who may be at risk if force is or is not used; and

The nature and the severity of the danger posed.

c. Deadly force should never be used upon mere suspicion that the actions of an individual or group of individuals will result in serious injury or death of a PSS, protectee(s), or others.

5. USE OF LESSER MEANS THAN DEADLY FORCE

- a. **Intermediate Force.** If force less than deadly force could reasonably be expected to accomplish the same end, such as restraining a dangerous subject, without unreasonably increasing the danger to the PSS or to others, then it must be used. Deadly force is not permissible in such circumstances, although the reasonableness of the PSS' understanding at the time deadly force was used will be the benchmark for assessing applications of this policy.
- b. **Verbal Warnings.** Prior to using deadly force, if feasible, PSS will audibly command the subject to submit to their authority. If, however, giving such a command would itself pose a risk of death or serious physical injury to the PSS or others, it need not be given.

6. WARNING SHOTS AND SHOOTING TO DISABLE

- a. Warning shots are not authorized. Discharge of a firearm is usually considered permissible only under the same circumstances when deadly force may be used—that is, only when necessary to prevent loss of life or serious physical injury. Warning shots themselves may pose dangers to PSS or others.
- b. Attempts to shoot to wound or to injure are unrealistic and, because of high miss rates and poor stopping effectiveness, can prove dangerous for the PSS and others. Therefore, shooting merely to disable is strongly discouraged.

7. MOTOR VEHICLES AND THEIR OCCUPANTS

Shooting to disable a moving motor vehicle is forbidden. A PSS who has reason to believe that a driver or occupant poses an imminent danger of death or serious physical injury to the PSS or others may fire at the driver or an occupant only when such shots are necessary to avoid death or serious physical injury to the PSS or another, and only if the public safety benefits of using such force reasonably appear to outweigh any risks to the PSS or the public, such as from a crash, ricocheting bullets, or return fire from the subject or another person in the vehicle.

8. VICIOUS ANIMALS

Deadly force may be directed against vicious animals when necessary in self-defense or the defense of others.

9. INVESTIGATION OF INCIDENTS OF DEADLY FORCE

- a. **Investigative Jurisdiction.** The Regional Security Officer and local law enforcement authority having jurisdiction will conduct the investigation of the incident of deadly force. PSS personnel will cooperate fully with the investigating authority.
- b. **Diplomatic Security Service Investigation.** The Chairman, DS Firearms Policy Review Board, shall establish procedures for internal review and investigations.
- c. **Administrative Leave/Duty.** PSS who make use of deadly force will be placed, as circumstances dictate, on administrative leave or assigned to duties not requiring the carrying of a firearm until the internal review and investigation are completed and PSS is authorized to return to duty.

10. FIREARMS

No PSS shall carry a firearm unless:

- a. The PSS has qualified with assigned weapon(s) in accordance with contract terms and conditions;
- b. The PSS is not disqualified by any law of the United States including 18 USC 922(g) relating to convictions for misdemeanor crimes of violence; and
- c. The PSS has been authorized by the Regional Security Officer and any applicable host country authority to carry and use firearms in the performance of their duties with respect to maintaining the security and safety of persons designated in the WPPS contract and Task Order.

11. RESPONSIBILITY

A PSS is responsible for having a complete understanding of his or her authority and its limitations, and applicable guidelines and procedures.

12. ISSUES REQUIRING CLARIFICATION

All issues relating to this policy which require clarification shall be directed to the Chief of the High Threat Protection Division, Bureau of Diplomatic Security, and Overseas Protective Operations.

13. AUTHORIZED FIREARMS AND RELATED EQUIPMENT

PSS may carry only handguns, holsters, support weapons, and ammunition that the Department of State has issued or approved. Under no circumstances is a PSS to modify any support weapon or ammunition that the Department of State has issued.

14. QUALIFICATION

To be authorized to carry a Department-issued or approved firearm, a PSS shall qualify by meeting or exceeding a specified score with a Department-issued or approved firearm in accordance with the contract. Under no circumstance shall a PSS carry a firearm if he or she has not successfully completed the required firearms qualification procedures.

15. FIRING RANGE PROCEDURES

The firing range instructor shall ensure that all training is conducted safely in accordance with DS approved guidelines, lesson plans, and manuals.

16. PRESCRIPTION MEDICATION

A PSS who is taking prescription medication, except for short-term antibiotics, anti-malarial prophylaxis, or oral contraceptives, which are not already a matter of record with the Contractor, shall notify his or her supervisor and submit a medical certificate or other administratively acceptable documentation of the prescription and its effect(s) to the Regional Security Officer and DS/OPO/HTP. The Regional Security Officer with the assistance of DS/OPO/HTP shall determine whether such PSS shall be allowed to continue to carry a firearm while taking the medication. Pending written approval, the PSS shall not perform PSS duties.

17. STANDARDS OF CONDUCT FOR ARMED PSS PERSONNEL

- a. PSS shall remember at all times the serious responsibility and potential dangers attendant to their authority to carry firearms and conduct themselves accordingly;
- b. PSS are accountable for their actions and shall conduct themselves in a manner, which shall not bring discredit to the Department of State or to themselves;
- c. A PSS shall treat a firearm at all times as if it were loaded; and
- d. All incidents involving misconduct with a firearm shall be reported immediately to the Regional Security Officer and DS/OPO/HTP. Any such incidents shall be considered serious, and the PSS involved may be subject to criminal, civil penalties and disciplinary action.

18. AVAILABILITY OF FIREARMS

Protective Security Specialists (PSSs) may carry their firearms in the United States and abroad as long as they comply with applicable procedures, guidelines, contract and/or task order requirements, and consistent with applicable authority.

19. SECURING FIREARMS

- a. A PSS is responsible for maintaining the safety and security of his or her firearm. A PSS shall secure his or her firearm in accordance with established Post policy and company policy.
- b. If a PSS loses his or her firearm, or if the firearm is stolen, the PSS shall immediately notify the Regional Security Officer.

c. The PSS shall immediately report any loss or theft to his or her supervisor who shall promptly notify DS/OPO/HTP. On the next business day, the PSS shall prepare a memorandum, through his or her immediate supervisor, to the Regional Security Officer, thoroughly explaining the circumstances of the loss.

20. DRAWING FIREARMS

A PSS will not draw his or her firearm unless confronted with the threat of deadly force or serious physical injury.

21. DISCHARGES

a. **Reporting** - A PSS who has discharged a firearm shall orally report such discharge immediately to his or her direct supervisor and shall prepare a written report delineating the circumstances of the discharge within 24 hours.

b. **Investigation** - Internal investigations of all discharges of firearms shall be under the direction of the Regional Security Officer and DS/OPO/HTP. Pending the results of the investigation, the PSS who has discharged his or her firearm may be placed on administrative leave or may be assigned duties that do not require the carrying of a firearm.

c. **Media Inquiries** - PSS personnel shall make no comment to the media regarding a discharge. PSS shall refer inquiries from the press regarding a discharge to the Regional Security Officer.

d. **Discharge Involving Injury or Death** - After meeting the exigencies of a shooting situation and securing the area as required, the first concern of PSS personnel shall be the physical and mental well being of all PSS personnel.

e. **Notification of Appropriate Law Enforcement Authorities** - The responsible PSS supervisor shall notify the Regional Security Officer immediately of the discharge.

f. **Investigation** - PSS on the scene at the time of the discharge shall not investigate the discharge. The firearm that was discharged shall be secured, preserved as evidence, and relinquished to the Regional Security Officer.

22. DISCIPLINARY AND OTHER ACTIONS

a. The Regional Security Officer, Contracting Officer, and/or Contracting Officer's Representative shall be kept fully informed of any discharge of a firearm by a PSS, or of any incident, which results in an allegation of misconduct with a firearm by a PSS.

b. The Regional Security Officer, Contracting Officer, and/or Contracting Officer's Representative may ask the Contractor to reassign a PSS to duties that do not require the carrying of a firearm, require the PSS to undergo remedial training, or ask the Contractor to reassign the PSS to another contract other than the WPPS contract with the Department of State.

c. The Regional Security Officer or the Chief of the High Threat Protection Division may refer matters to relevant law enforcement authorities, when appropriate.

23. APPLICABILITY OF POLICY AND REGULATION

a. Nothing contained in this policy shall be construed to limit or impair the authority or responsibility of any other Federal law enforcement agency of the United States or host country with respect to investigative, protective, or intelligence activities.

b. This policy will be used in conjunction with an Embassy's firearm policy written by the Regional Security Officer and approved by the Chief of Mission. If any provision of this policy conflicts with the Embassy's firearm policy, the Embassy's firearm policy is controlling.

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MISSION FIREARMS POLICY

JUNE 2005

RELEASED IN PART
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U.S. EMBASSY
BAGHDAD
IRAQ



Approved: _____

David Satterfield
Chargé d'Affairs

Date: _____

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UNITED STATES DEPARTMENT OF STATE
REVIEW AUTHORITY: CLARKE N ELLIS
DATE/CASE ID: 10 SEP 2009 S200900019

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MISSION FIREARMS POLICY
American Embassy - Baghdad**I. INTRODUCTION**

This policy is in accordance with U.S. Department of State Foreign Affairs Manual 12 FAM 023 and applies to all individuals who are under Chief of Mission (COM) Authority.

In accordance with 22 USC 3927, the COM is the ultimate authority in determining who may possess and carry firearms and under what conditions. This policy applies to all U.S. citizens and their dependents (whether civilian or military), direct-hire or contractor, permanently assigned to Post or on temporary assignment, who fall under COM authority. (NOTE: This excludes those under a U.S. Military Regional Combatant Commander.)

This policy also applies to all foreign national employees, third country nationals, and contractors who may be authorized to possess and/or carry firearms, as a result of their duties within the Mission. Furthermore, this policy is only valid within the territory of Iraq.

The regulations and guidelines contained within this Mission Firearms Policy (MFP) supplement the official weapons policies of the various Agencies represented at Post. In areas in which this MFP and those official weapons policies vary, the more restrictive guidelines will be followed.

Finally, all individuals subject to the MFP must acknowledge in writing that they have read, understand, and will comply with the MFP.

II. DEFINITIONS

For the purpose of the MFP, official "firearms" are defined as those weapons owned by the U.S. Government, or personally owned firearms that are: (1) authorized for use by employees serving in security, law enforcement, or similar positions; and (2) required in the performance of their official duties.

"Personal" firearms are defined as those weapons owned by an employee and intended for sporting purposes.

"Employee" is an all-inclusive term for individuals subject to COM authority.

"Armed" is defined as actively carrying a firearm on one's person. Not within a carrying case or accompanied baggage.

III. DEADLY FORCE

Deadly force is the use of any force that is likely to cause death or serious physical injury. When an individual under COM authority uses such force, it may only be done consistent with this policy. Force that is not likely to cause death or serious physical injury, but unrepentantly results in such harm or death, is not governed by this policy.

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Probable Cause for the use of Deadly Force

Probable cause, reason to believe or a reasonable belief, for the purposes of this policy, means facts and circumstances, including the reasonable inferences drawn, known to the individual at the time of the use of deadly force, that would cause a reasonable person to conclude that the point at issue is probably true. The reasonableness of a belief or decision must be viewed from the perspective of the individual on the scene, who may often be forced to make split second decisions on circumstances that are tense, unpredictable, and rapidly evolving. Reasonableness is not to be viewed from the calm vantage point of hindsight.

Principles on Use of Deadly Force

The United States Department of State recognizes and respects the integrity and paramount value of all human life. Consistent with that primary value, but beyond the scope of the principles articulated here is the commitment by the State Department and the United States Mission Baghdad to take all reasonable steps to prevent the need to use deadly force. The touchstone of Embassy Baghdad policy regarding the use of deadly force is necessity. The use of deadly force must be objectively reasonable under all the circumstances known to the individual at the time.

Permissible Uses

- a. The necessity to use deadly force arises when all other available means of preventing imminent and grave danger to a specific individual or other persons have failed or would be likely to fail. Thus, employing deadly force is permissible when there is no safe alternative to using such force, and without the use of deadly force, the individual or others would face imminent and grave danger. An individual is not required to place himself or herself, another mission member, other known or unknown individuals or the public in unreasonable danger or death or serious injury before using deadly force. Individuals under COM authority will discharge a firearm at a person only in response to an imminent threat of deadly force or serious physical injury against the individual, those under the protection of the individual, or other individuals.
- b. Determining whether deadly force is necessary may involve instantaneous decisions that encompass many factors, such as the likelihood that the subject will use deadly force on the individual or others if such force is not used by the individual; the individual's knowledge of the capabilities of the threatening party or situation; the presence of other persons who may be at risk if force is not used; and the nature and the severity of the subject's conduct or the danger posed.

IV. AUTHORITY TO CARRY FIREARMS

Only employees whose responsibilities involve security, law enforcement, or similar duties may be authorized to carry firearms by the COM in the performance of their official duties.

Normally, only personnel assigned to the following offices will be authorized to carry firearms in the performance of their official duties:

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- Regional Security Office
 - Mission Protective Security Specialists
 - Force Protection
- Marine Security Detachment
- Marine Security Forces
- Military Units in support of the COM
- All Federal Law Enforcement Agencies that are under COM
- Local Guard Force
- Other Governmental Agencies as authorized by the COM

To obtain authorization to carry a firearm, each Agency Head or Section Chief must obtain written approval for each employee. The request must be submitted to the COM via the Regional Security Office (RSO). COM authority to carry firearms is valid for the duration of an employee's tour of duty and may be rescinded and/or amended at any time by the RSO with the concurrence of the COM. **Blanket authorization will not be issued for any office:**

Certain U.S. uniformed military units assigned in support of the COM have been granted blanket authorization to carry firearms in the performance of their official duties. However, these units must still abide by the MFP (armed) carry policy within Mission Facilities. Annex A lists the units granted blanket authorization.

COM authority to carry firearms does not automatically imply that an employee has the authorization to be armed within Mission facilities. Employees with the authority to carry firearms but not to be armed within Mission facilities are authorized to transport unloaded firearms to and from secure storage facilities within Mission facilities.

V. CARRY POLICY WITHIN MISSION FACILITIES

All personnel entering mission facilities must download their weapons (chamber empty, magazine removed and weapon on safe) at an approved clearing barrel next to all facility entrances. The only personnel authorized to carry loaded firearms (armed) within Mission facilities are RSO personnel, Mission guard force personnel, Marine Security Guards, FAST Marines, Military units in support of the COM, and all Federal Law Enforcement Agencies that are under COM.

VI. PROTECTIVE SECURITY DETAILS NOT UNDER COM

Most protective security details will not be authorized access onto Mission facilities. However, with prior notification and approval from the RSO, protective details may be allowed onto Mission facilities in order to drop their protectee at the entrance to a facility. If this is authorized, the AIC of the detail may also be permitted to disembark from his/her vehicle and escort the protectee within Mission facilities. All other detail personnel must remain inside their vehicle(s) at all times. If there is a need for additional detail personnel to disembark from their vehicle(s) they may only do so if they are unarmed and upon the approval of the RSO.

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VII. PRESUMPTION OF PROFICIENCY

The COM requires that all employees covered by this MFP are adequately trained and knowledgeable in the safe handling, firing, transport, and storage of firearms in their control or custody. Each Agency Head or Section Chief is responsible and will be held accountable for ensuring and certifying that the employee has been adequately trained and is knowledgeable in the aforementioned requirements. Agency Heads and/or Section Chiefs will also be required to confirm firearm proficiency levels for each employee in writing to the RSO when requesting COM authority to carry a firearm. The RSO may require verification of proficiency in each case.

The Mission is not responsible for providing firearms familiarization, training, or qualifications. The Mission accepts no responsibility or liability for the misuse of firearms that are carried in accordance with this MFP.

VIII. PERSONAL FIREARMS

Personal firearms are not authorized at Post. This includes firearms that have been procured locally, imported into Iraq or acquired from any source other than official U.S. Government procurement. Personnel who have acquired personal firearms prior to the establishment of the U.S. Mission must surrender the firearm(s) to the RSO office. Any violation of this policy will lead to immediate expulsion from Post.

IX. SHIPMENT

Official firearms assigned to employees who have received COM authority must be shipped to Post in accordance with State Department regulations and consistent with this MFP. Only official firearms may be shipped to post.

Absent specific authorization from the COM, employees may not ship firearms [redacted] [redacted] procured in Iraq to the U.S. or any other country. Additionally, employees are advised that all authorized firearms brought into the country must be shipped out at the end of their assignment.

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X. STORAGE

Except when being carried in the performance of official duties and consistent with the relevant procedures of this MFP, employees with official firearms must secure them in an appropriate storage container, as approved by the RSO.

Each individual employee will be responsible for the proper storage of all official firearms within their custody and/or control. However, each Agency Head or Section Chief is ultimately responsible for ensuring and certifying that all weapons under his/her purview are stored in accordance with this MFP.

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XI. SAFETY

Employees authorized by the COM to possess firearms are expected to exercise good judgment and reasonable caution, in order to avoid negligent discharges or other safety-related issues. Employees who exhibit safety concerns will be subject to disciplinary action per the MFP.

Due to safety concerns, loaded shoulder weapons and [redacted] are not permitted within Mission facilities, except for RSO personnel, Marine Security Guards, Marine Security Forces and other individuals assigned internal defense duties. Violations of this policy may lead to the immediate expulsion from Mission facilities.

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XII. INTERNAL DEFENSE

The RSO office is solely responsible for coordinating internal defense for Mission facilities. In the event the internal defense plan is activated, all mission personnel must follow the direction and guidance of internal defense forces personnel. Personnel who are not a part of the internal defense plan must not interfere with or "assist" internal defense forces. Protective security details have no internal defense responsibilities except to cover their respective protectees.

XIII. INVENTORY REQUIREMENTS

Each Agency Head and Section Chief is required to maintain an inventory of all firearms and [redacted] maintained by their office. A copy of the inventory must be provided to the RSO by January 1 of each year.

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XIV. RESTRICTION ON THE USE OF ALCOHOL AND DRUGS

Employees will not consume any alcoholic beverages while armed or consume any alcohol six hours prior to working. When an employee's agency has a more restrictive policy regarding the consumption of alcohol, the more restrictive policy will apply. Employees using any prescription medication that would impair their judgment may not carry a firearm. Use of illegal drugs or controlled substances while armed is strictly prohibited. An employee who is caught breaking this policy will be relieved of their duties and be denied future access to the Embassy compound.

XV. INCIDENTS OR ACCIDENTS INVOLVING FIREARMS

In addition to whatever reporting obligations are required by the respective Agencies, employees must immediately report the following events verbally to the RSO/TOC Room N100E, and submit a written report within 24 hours:

- A. Loss or theft of a firearm;
- B. Any discharge of a firearm;
- C. All incidents in which any individual under Chief of Mission authority was threatened or involved in an incident in which the individual attempted to use deadly force;
- D. Death or injury resulting from the use of a firearm; and
- E. Any inappropriate display of firearm in public.

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The discharge of a firearm for qualifications, training or competition purposes is specifically exempt from this notification requirement.

XVI. NON-U.S.G. PERSONNEL

Normally, only personnel authorized by the COM will be permitted to carry firearms within Mission facilities. However, through prior coordination with the RSO, exceptions, such as third country national and local national bodyguards accompanying their protectee or high-ranking police or military officers, may be granted specific exceptions to this prohibition. Third country national personnel (Mission Protective security services personnel) employed by the U.S. Mission may be authorized to carry firearms in the performance of their official duties.

All offices requesting an exception to this regulation must coordinate these requests with the RSO at least 24-hour in advance. The office responsible for coordinating the visit may be tasked to provide armed-escorts.

XVII. ISSUING WEAPONS TO LOCALLY ENGAGED STAFF

Official firearms will not be issued to Locally Engaged Staff (LES) for any reason.

[Redacted]

[Large Redacted Area]

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XIX. DISCIPLINARY ACTION

COM authorization to carry firearms requires the employee to exercise sound judgment and caution. Non-judicious use of firearms, to include inappropriate display or operation of a firearm, possession of a firearm while under the influence of alcohol or drugs, and similar acts of gross negligence may result in disciplinary action including the revocation of COM authority to carry firearms and/or removal from Post. Other violations of MFP may also result in disciplinary action.

XX. RULES OF ENGAGEMENT (ROE)*Permissible Uses of Deadly Force*

The necessity to use deadly force arises when all other available means of preventing imminent and grave danger to PSS or other persons have failed or would be likely to fail. Thus, employing deadly force is permissible when there is no safe alternative to using such force, and without it the PSS or others would face imminent and grave danger. A PSS is not required to place himself or herself, another PSS, or the public in unreasonable danger of death or serious physical injury before using deadly force. The PSS will fire at a person only in response to an imminent threat of deadly force or serious physical injury against the PSS, protectees, or other individuals.

Warning Shots and Shooting to Disable

Warning shots are not authorized. At no time will a weapon be fired into the ground or air as a warning to stop a threat. Warning shots may pose dangers to PSS or others in the vicinity of where the shot was fired.

Shooting to disable a vehicle is authorized. In order to ensure safe separation from motorcade and suspected or likely VBIED, shots may be fired into the vehicle's engine block as needed to prohibit suspected or likely VBIED from entering into an area where the protective detail would be exposed to a VBIED attack. If at all feasible, other warnings, visible, verbal, and combination will be used before the use of these shots. If the vehicle continues to be a threat after shooting into the engine block the PSS is authorized to fire into the windshield to stop the threat. The PSS must use their discretion at the number of rounds fired into the engine block to stop the threat.

XXI. REVISIONS

The MFP may be revised periodically as required. The RSO will be responsible for revising and updating the MFP and will notify Mission personnel of all changes as they occur.

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ANNEX A

U.S. Military Units with Blanket Carry Authority

The following United States military units assigned in support of the U.S. Mission have blanket authorization to carry firearms and [redacted] within Mission facilities in the performance of their official duties. However, personnel assigned to these units must still abide by the carry policy within Mission facilities.

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- Marine Security Guard Detachment
- Marine Security Forces
- 1-151 Charlie Company (Military Police for Ambassador's Detail)
- 1-76 Field Artillery (Patriots)
- U.S. military personnel/units while providing protective security

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ATTACHMENT A

Carry Authority

Date:

To: Ambassador Zalmay Khalilzad

Through: Deputy Chief of Mission – David M. Satterfield
Regional Security Officer – Mark J. Hunter

From: Agency/Section Chief –

Subject: Authorization to Carry a Weapon

Ref: Mission Firearms Policy

This is to request authorization for the individual listed below to carry a firearm. The individual is in a protective security, law enforcement liaison or higher risk assignment that places him/her in a position which warrants justification to carry a weapon. The individual will only carry firearms with which he/she is qualified to in accordance with his/her agency/department regulations and standards.

NAME: _____

POSITION: _____

LAST QUAL. DATE: _____

CERTIFYING AGENCY: _____

Signature of Agency/Section Chief

RSO recommendation: Approve Disapprove

DCM recommendation: Approve Disapprove

Chief of Mission Action:

Approve _____ Disapprove _____ Date _____

SENSITIVE BUT UNCLASSIFIED

SENSITIVE BUT UNCLASSIFIED



B2

SENSITIVE BUT UNCLASSIFIED

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ATTACHMENT C

ACKNOWLEDGEMENT FORM

I understand that the Chief of Mission will not condone the use of a firearm for any reason other than self-defense – when the individual reasonably believes he/she or another person is in immediate and imminent danger of death or grievous bodily harm. The sole purpose for drawing and discharging a firearm at another person is to STOP the assailant from continuing what is believed to be a DIRECT, IMMINENT, AND LIFE-THREATENING ATTACK.

I am aware that the standards of conduct for individuals authorized to carry a firearm (concealed or not) or to use a firearm are no different than those of personnel who are unarmed. All individuals must avoid situations that place them at risk.

U.S. Law Enforcement, military, or security-related personnel may perform his/her prescribed duties, including carrying a firearm in Iraq, only to the extent permitted by local law and as authorized by the Chief of Mission.

The approval of this request is only the Chief of Mission's authorization for me to use a firearm in the country. I understand that any use of this firearm, including its discharge or public display, will be investigated by Regional Security Office personnel and may be grounds for disciplinary action. The following rules of engagement will guide any such investigation.

1. Use of this firearm is authorized only as delineated in the MFP.
2. I will only use firearm(s) with which I am qualified per my agency/department standards and regulations.
3. I will not consume alcohol or controlled substances and carry a weapon contrary to the terms set forth in the MFP.
4. I have read, understand and will abide by the standards of conduct as set forth in the most current Mission Firearms Policy.

Printed Name: _____ Date: _____

Signature: _____

SENSITIVE BUT UNCLASSIFIED

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SECTION H -- SPECIAL CONTRACT REQUIREMENTS RELEASED IN FULL LIC

H.1 H-005 CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS MAY 1995

Any written commitment by the Contractor within the scope of this contract shall be binding upon the Contractor. Failure of the Contractor to fulfill any such commitment shall render the Contractor liable for liquidated or other damages due to the Government under the terms of this contract. For the purpose of this clause, a written commitment by the Contractor is limited to the proposal submitted by the Contractor, and to specific written modifications to the proposal. Written commitments by the Contractor are further defined as including (1) any warranty or representation made by the Contractor in a proposal as to hardware or software performance; total systems performance; and other physical, design, or functional characteristics of equipment, software package or system, or installation date; (2) any warranty or representation made by the Contractor concerning the characteristics or items described in (1) above, made in any publications, drawings, or specifications accompanying or referred to in a proposal; and (3) any modification of or affirmation or representation as to the above which is made by the Contractor in or during the course of negotiations, whether or not incorporated into a formal amendment to the proposal.

H.2 H-006 GOVERNMENT-FURNISHED EQUIPMENT AND SPCE (ON-SITE) MAY 1995

For Contractor personnel performing work on Government premises, the Government shall provide: on-site office space, furniture, telephone service, and any other necessary supplies and equipment.

H-007 INSURANCE REQUIREMENTS MAY 1995

In accordance with FAR 52.228-5, "INSURANCE--WORK ON A GOVERNMENT INSTALLATION," the Contractor shall, at no additional expense to this contract, provide and maintain, in addition to any other insurance coverage required elsewhere in this contract, the following types of insurance in the amounts specified. Before commencing work under this contract, the Contractor shall certify to the Contracting Officer in writing, that at least the kinds and minimum amounts of insurance required below have been obtained. On specific task orders higher insurance limits may be required.

(a) Workers' Compensation and Employer's Liability--The Contractor is required to comply with applicable Federal and State workers' compensation and occupational disease statutes. If occupational diseases are not compensable under those statutes, they shall be covered under the employer's liability section of the insurance policy, except when contract operations are so commingled with a Contractor's commercial operations that it would not be practical to require this coverage. Employer's liability coverage of at least \$100,000 is required, except in States with exclusive or monopolistic funds that do not permit worker's compensation to be written by private carriers.

(b) General Liability--The Contractor shall provide bodily injury liability insurance coverage written on the comprehensive form policy of at least \$500,000 per occurrence.

(c) Automobile Liability--The Contractor shall provide automobile liability insurance written on the comprehensive form of policy. The policy shall provide for bodily injury and property damage liability covering the operation of all automobiles used in connection with performing the contract. Policies covering automobiles operated in the United States shall provide coverage of at least \$200,000 per person and \$500,000 per occurrence for bodily injury and \$20,000 per occurrence for property damage. The amount of liability coverage on other policies shall be commensurate with any legal requirements of the locality and sufficient to meet normal and customary claims.

(d) Aircraft Public and Passenger Liability--When aircraft are used in connection with performing the contract, the Contractor provide aircraft public and passenger liability insurance. Coverage shall be at least \$200,000 per occurrence for property damage. Coverage of passenger liability bodily injury shall be at least \$200,000 multiplied by the number of seats or passengers, whichever is greater.

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1) Vessel Liability--When contract performance involves use of vessels, the Contractor shall provide vessel collision liability protection and indemnity liability insurance.

H.4 H-014 GOVERNMENT-FURNISHED MATERIAL MAY 1995

GOVERNMENT-FURNISHED MATERIAL (05/95)

(a) "Material," as used in this clause, means property that may be incorporated into or attached to a deliverable end item, or that may be consumed or expended in performing this contract.

(b) Notwithstanding any term or condition of this contract to the contrary, the Government will provide only that material set forth below:

<u>Description</u>	<u>Quantity</u>	<u>Date*</u>
--------------------	-----------------	--------------

DETERMINED AT TIME OF TASK ORDER AWARD

Or upon written request after this date.

H.5 H-015 GOVERNMENT-FURNISHED PROPERTY MAY 1995

GOVERNMENT-FURNISHED PROPERTY (05/95)

Notwithstanding any term or condition of this contract to the contrary, the Government will provide only that property set forth below for use in the performance of this contract.

<u>Description</u>	<u>Quantity</u>	<u>Date</u>
--------------------	-----------------	-------------

DETERMINED AT TIME OF TASK ORDER AWARD

H.6 H-016 KEY PERSONNEL FEBRUAR
Y 1996

KEY PERSONNEL (02/96)

(a) The Contractor shall assign to this contract the following key personnel:

LABOR CATEGORY	NAME
PROGRAM MANAGER	
DEPUTY PROGRAM MANAGER	
DETAIL LEADERS	
SHIFT LEADERS	

THESE ARE TO BE EVALUATED AT TASK ORDER AWARD

[Names to be inserted by Offeror at time of task order proposal submission.]

(b) The Contractor agrees that a partial basis for award of this contract is the list of key personnel proposed. Accordingly, the Contractor agrees to assign to this contract those key persons whose resumes were submitted with the proposal necessary to fulfill the

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requirements of the contract. No substitution shall be made without prior notification to and concurrence of the Contracting Officer. During the first ninety days of performance, the Contractor shall make no substitutions of key personnel unless the substitution is necessitated by illness, death, or termination of employment.

(c) All proposed substitutes shall meet or exceed the qualifications of the person to be replaced. The Contracting Officer shall be notified in writing of any proposed substitution at least forty-five days, or ninety days if a security clearance is to be obtained, in advance of the proposed substitution. Such notification shall include: (1) an explanation of the circumstances necessitating the substitution; (2) a complete resume of the proposed substitute; and (3) any other information requested by the Contracting Officer to enable him to judge whether or not the Contractor is maintaining the same high quality of personnel that provided the partial basis for award.

H.7 H-020 SAFEGUARDING OF INFORMATION

MAY 1995

The Contractor and its employees shall exercise the utmost discretion in regard to all matters relating to their duties and functions. They shall not communicate to any person any information known to them by reason of their performance of services under this contract which has not been made public, except in the necessary performance of their duties or upon written authorization of the Contracting Officer. All documents and records (including photographs) generated during the performance of work under this contract shall be for the sole use of and become the exclusive property of the U.S. Government. Furthermore, no article, book, pamphlet, recording, broadcast, speech, television appearance, film or photograph concerning any aspect of work performed under this contract shall be published or disseminated through any media without the prior written authorization of the Contracting Officer. These obligations do not cease upon the expiration or termination of this contract. The Contractor shall include the substance of this provision in all contracts of employment and in all subcontracts hereunder.

H-024 NONPAYMENT FOR UNAUTHORIZED WORK

MAY 1995

No payments will be made for any unauthorized supplies or services, or for any unauthorized changes to the work specified herein. This includes any services performed by the Contractor of his own volition or at the request of an individual other than a duly appointed Contracting Officer. Only a duly appointed Contracting Officer is authorized to change the specifications, terms, and/or conditions of this contract.

H.9 H-025 TECHNICAL DIRECTION

MAY 1995

TECHNICAL DIRECTION (05/95)

(a) Performance of the work hereunder shall be subject to technical instructions, whether oral or written, issued by the Contracting Officer's Representative specified in SECTION G of this contract. As used herein, technical instructions are defined to include the following:

















(1) Directions to the Contractor which suggest pursuit of certain lines of inquiry, change work emphasis, fill in details or otherwise serve to assist in the Contractor's accomplishment of the Statement of Work.

(2) Guidance to the Contractor which assists in the interpretation of drawings, specifications or technical portions of work description.

(b) Technical instructions must be within the general scope of work stated in the contract. Technical instructions may not be used to: (1) assign additional work under the contract; (2) direct a change as defined in the "Changes" clause of this contract; (3) increase or decrease the contract price or estimated contract amount (including fee), as applicable, the level of effort, or the time required for contract performance; or (4) change any of the terms, conditions or specifications of the contract.

APPENDIX U
TO SECTION C

BASIC FIELD FIREARM OFFICER COURSE (BFFOC) SYLLABUS/TRAINING
REQUIREMENTS

- 
BFFOC Syllabus
2005.pdf
- 
FFO01-IndexTO
C.pdf
- 
FFO02-Standard
s.pdf
- 
FFO03-Safety.pd
f
- 
FFO04-RoleInst.
pdf
- 
FFO05-InstTech.
pdf
- 
FFO06-FARequal
.pdf
- 
FFO07-OpLine.p
df
- 
FFO08-RangePr
ep.pdf
- 
FFO09-Pistol.
pdf
- 
FFO10-pdf
- 
FFO23-pdf
- 
FFO24-
pdf
- 
FFO25-TrngAm
moRec.pdf
- 
FFO26-AuthHol.
pdf
- 
FFO27-Crseoffr
Bk.pdf

B2

DAY ONE – MONDAY – xx XXXX 2005

<u>Time</u>	<u>Subject / Activity</u>
0800-0830	Course Introduction
0830-0915	Firearms and Range Safety / DS Deadly Force Policy / Course Requirements
0915-0930	Gear Issue (Temp Loan)
0930-1000	Class: Qualification Procedures
1000-1100	Class: Operation of the Firing Line
1100-1130	Student Instructor Team - Assignments
1130-1230	Lunch
1230-1300	Pistol Class: Block 1 (Holsters and Magazine Holders) <ul style="list-style-type: none">- Wearing & Positioning<ul style="list-style-type: none">- Belt/Hip & Shoulder- Weapon Fanny Pack- Safety Considerations
1300-1500	Pistol Class: Block 2 (Weapon Handling Review /) <ul style="list-style-type: none">- Nomenclature / Characteristics – All 3 Pistols- “Safe” Weapon – All 3 Pistols- Load and Unload – All 3 Pistols- Reloads (“Tactical” & “Combat”) – All 3 Pistols- Stoppages & Malfunctions / Immediate & Remedial Action – All 3 Pistols- Disassembly / Care & Cleaning / Assembly – All 3 Pistols
1500-1630	Pistol Class: Block 3 (Handgun Marksmanship) <ul style="list-style-type: none">- Marksmanship Fundamentals / Skills<ul style="list-style-type: none">- Stance- Grip- Sighting- Trigger Control- Aiming- Breathing- Follow Through- Drawing / Presenting the Handgun- Coaching / Fault Checking Techniques<ul style="list-style-type: none">- Target & Shooter Analysis / Target Options- Off-Set Aiming- Running Dry Fire / Dry Fire Drills- Diagnostic & Training Techniques<ul style="list-style-type: none">- The “Dominant Eye”- Running “Ball & Dummy” Drills- Trigger Reset Drill

B2

1630-Comp Range / Weapon Maintenance

Note: Homework Assignment – Read FFO04 Role of the Firearms Instructor and FFO05 Instructional Techniques (Firearms)

Team Advisors: Week 1 = / Week 2 =

*** Notes: ***

UNCLASSIFIED
BASIC FIELD FIREARMS OFFICER COURSE

05 July 2005

DAY TWO – TUESDAY – xx XXXX 2005

<u>Time</u>	<u>Subject / Activity</u>	
0800-0915	Class: Range Preparation (Range Suitability / Inspection) & Class: (Equipment Requirements)	
0915-1100	Pistol Live Fire: Block 4 (Basic Marksmanship / Familiarization)	
	- [redacted] // FTU Review / Demo as Needed	B2
	- 3 x Magazines to Capacity for each Pistol	
	- All Fire from 7 Yards // FBI Circle Target // Fired from "Ready" / "Position 3"	
	- Shooter / Coach // Individual Lanes / From Booth // See Drill Sheets	
1100-1200	Pistol Live Fire: Block 4 (Ball & Dummy Drills and Instructor Trigger Press Drills)	
	- [redacted] Only	B2
	- Shooter / Coach // Individual Lanes // FTU Review / Demo as Needed	
	- 3 x Magazines of 9 Live and 4 Dummy Mixed ("Ball & Dummy" Drills)	
	- All Fire from 7 Yards // FBI Circle Target // Coming from the Holster	
	- 3 x Magazines of 6 ("Instructor Trigger Press" Drills)	
	- All Fire from 7 Yards // FBI Circle Target // Fired from "Ready"	
	- Shooter fires 3 / Coach fires 3 // See Drill Sheets	
1200-1245	Lunch	
1245-1400	Pistol Live Fire: Block 5 (Firing from Cover) // (FTU Oversees Drills)	
	- [redacted] Only // FTU Review and Demo // Shooter/Coach / Individual Lanes	B2
	- Izzy Targets / Targets at 16 Yards / Fired from Booths / Just in Front of Booth	
	- 4 Rounds x 3 Each: Standing-Strong Side / Standing-Weak Side / Kneeling-Strong Side / Kneeling-Weak Side / Kneeling-Over Top (Low Cover) // 60 Rounds Total	
	- See Drill Sheets	
1400-1430	Pistol Live Fire: Block 6 (Point Shooting) // (FTU Oversees Drills)	
	- [redacted] Only // FTU Review and Demo // Shooter/Coach / Moving Line	B2
	- Izzy Targets / Target Line at 42 Feet / 2 Relays // Firing from 3 Yards	
	- 2 Rounds x 6 // 3 Rounds x 4 // 4 Rounds x 4 // 40 Rounds Total	
	- See Drill Sheets	
1430-1500	Pistol Live Fire: Block 7 (Failure Drills) // (FTU Oversees Drills)	
	- [redacted] Only // FTU Review & Demo // Shooter/Coach / Moving Line	B2
	- Izzy Targets / Target Line at 42 Feet / 2 Relays // Firing from 7 Yards	
	- 2 to Chest & 1 to Head x 4 // 2 to Chest & 1 to Pelvis x 4 // 2 to Chest & 2 to Head OR Pelvis x 4 // 40 Rounds Total // Unload, Make Safe / Secondary Inspection	
1500-1600	Pistol Live Fire: Block 8 (Multiple (2) Targets) // (FTU Oversees Drills/Staff Run?)	
	- [redacted] Only // FTU Review and Demo // Shooter/Coach / Moving Line	B2
	- IDPA Targets x 8 / Target Line at 42 Feet / 6 Relays // Firing from 7 Yards	
	- 1 & 1 x 5 // 1-2-1 x 5 // 2 & 2 x 5 // Tgts at 2/3 & 5/6 & 8/9 // 50 Rounds Total	
	- See Drill Sheets	
1600-1630	Range Clean-Up / Pistol Maintenance (All Three Pistols)	
1630-1730	Student Team Preparation Time	

Notes:

UNCLASSIFIED
BASIC FIELD FIREARMS OFFICER COURSE

05 July 2005

DAY THREE – WEDNESDAY – xx XXXX 2005

<u>Time</u>	<u>Subject / Activity</u>	
0700-0830	Class: Introduction to Small Arms Weapons	
0830-0925	Pistol Live Fire: Block 9 (Turn and Shoot) // (FTU Oversees Drills)	
	- [] Only // FTU Review and Demo // Shooter/Coach / Moving Line	B2
	- IDPA Targets / Target Line at 42 Feet / 2 Relays // Firing from 5 Yards	
	- LOOK – TURN/PIVOT (into “Known”) – DRAW & FIRE	
	- Turn to Right-2 Rounds x 5 / Turn to Left-2 Rounds x 5 / Turn 180 to Right-2 Rounds x 3 / Turn 180 to Left-2 Rounds x 3 // 32 Rounds Total // See Drill Sheets	
0925-1000	Pistol Live Fire: Block 10 (Shooting While Moving)	
	- [] Only // FTU Review and Demo // FTU Runs Drills / Moving Line	B2
	- Izzy Targets / Target Line at 65 Feet / 2 Relays // From Booth to Target	
	- Coaches Control Shooter Line // Fire Until Signaled to Stop // Forward / Backward / Back to Target-Walk-Turn-Fire While Moving Backward /// Approximately 60 Rnds	
	- See Drill Sheets	
1000-1100	SMG Class: Weapon Handling / Disassembly / Care & Cleaning / Assembly	
	- []	B2
1100-1145	SMG Class: [] Marksmanship Fundamentals / Skills	B2
1145-1200	SMG Class: Shooter and Target Analysis / Fault Checking	
1200-1245	Lunch	
1245-1330	SMG Live Fire: Grouping Drills / [] / 60 Rounds Total	B2
	- Shooter/Coach // Individual Lanes // Izzy Targets // (FTU Oversees)	
	- 10 Rounds Each – Semi-Auto from 7 / 15 / 25 Yards // See Drill Sheets	
	- Unload, Make Safe / Secondary Inspections (Both) / Leave Both Grounded	
1330-1400	SMG Live Fire: [] QUAL COURSE	B2
	- FTU Staff Run // For Record	
1400-1415	SMG Live Fire: Semi-Auto and Full Auto (Burst) Drills / FTU Oversees	
	- [] Only // Shooter/Coach // Individual Lanes // Izzy Targets	B2
	- (FTU Demo?) // 3 x Magazines of 20 // 60 Rounds Total	
	- Rapid Aimed Fire S/A 4 Rounds x 5 from Low Ready @ 5 Yards	
	- Rapid Aimed Fire S/A 4 Rounds x 5 from Low Ready @ 7 Yards	
	- 1 x Magazine of 20 – Full Auto 2 to 3 Round Bursts @ 7 Yards	
	- See Drill Sheets	
1415-1445	SMG Live Fire: Immediate Action Drills // FTU Oversees	
	- [] Only // Shooter/Coach // Individual Lanes // Izzy Targets	B2
	- (FTU Demo?) // One Magazine with 20 Live and 5 Dummy Interspersed	
	- Fired S/A // Targets @ 7 Yards // See Drill Sheets	
1445-1500	SMG Live Fire: Failure Drills // FTU Oversees	
	- [] Only // Shooter/Coach // Target Line at 42 Feet / Fired from 7 Yards	B2
	- (FTU Demo?) // 3 x Magazines of 20 / All S/A Fire // 60 Rounds Total	
	- 4 to Chest & 1 to Head x 4 // 3 to Chest & 2 to Pelvis x 4 // 2 to Chest & 2 to Pelvis & 1 to Head x 4 // Combat Reload as Required // See Drill Sheets	
	- Unload, Make Safe / Secondary Inspection – Both SMGs	
1500-1545	Range Clean-Up // Weapon Maintenance []	B2
1545-1645	Class: [] Family of Weapons	B2
1645-1730	Student Team Preparation Time	

Notes:

UNCLASSIFIED
BASIC FIELD FIREARMS OFFICER COURSE

05 July 2005

DAY FOUR – THURSDAY – xx XXXX 2005

<u>Time</u>	<u>Subject / Activity</u>	
0800-0930	Shotgun Class: Weapon Handling // Disassembly / Care & Cleaning / Assembly // Shotgun Marksmanship Fundamentals / Skills	
0930-0945	Shotgun Live Fire: Patterning Demonstration & RAF Demo / FTU Staff	
0945-1145	Shotgun Live Fire: (FTU Staff Run Drills) / Moving Firing Line / Target Line at 42 Feet - 4 & 1 Drills x 2 from 7 Yards (4 from the Tube & 1 Combat Reload) - Timed - 4 & 1 Drills x 2 from 15 Yards (4 from the Tube & 1 Combat Reload) - Timed - 5 Round – 3 Stage CR Drill / Timed / from 7 Yards - 5 Round – 3 Stage TR Drill / Timed / from 7 Yards - Transition Drills from 7 Yards // 5 Rounds Shotgun & 10 Rounds Pistol - Two Relays // 35 Rounds Total (Shotgun) & 10 Rounds Total (Pistol) - See Drill Sheets	
1145-1215	Range Clean Up // Weapon Maintenance (Shotgun and Pistol)	
1215-1300	Lunch	
1300-1500	<input type="checkbox"/> Class: Weapon Handling // Disassembly / Care & Cleaning / Assembly // Rifle/Carbine Marksmanship Fundamentals / Skills	B2
1500-1545	Class: Weapons Inspections (DS Armorers)	DS Armorers
1545-1730	Student Team Preparation Time // First Draft Due by 1700 // Prep for Day 5 Range (MCB) / Pre-Stage Equipment / Pre-Load (-) Vehicles // Range Maintenance	

Notes:

DAY FIVE – FRIDAY – xx XXXX 2005

<u>Time</u>	<u>Subject / Activity</u>	
0630-0645	Load Vehicle	
0645-0715	Movement to MCB Quantico Range (Range-14A)	
0715-0745	Range Suitability / Range Inspection Practical	
0745-0755	Range Safety Brief (Outdoors)	
0755-0845	Range Set Up	
0845-1115	<input type="checkbox"/> Live Fire: FTU Staff Run Drills / Moving Firing Line / One Relay - Zeroing / 36 Yards / 3-3-4 - 100 Yards / No Time Limit - 50 Yards & 25 Yards / No Time Limit - 100 Yards / Timed - 50-25-15 Yards / Timed // 150 Rounds Total /// See Drill Sheets	B2
1115-1145	<input type="checkbox"/> Live Fire: FTU Staff Run / Moving Firing Line / One Relay - Qual Course / For Record // 60 Rounds Total /// See Drill Sheets	B2
1145-1230	Lunch	
1230-1345	Pistol Live Fire: FTU Staff Run Drills / Moving Firing Line / One Relay - Disabled Officer Techniques / Dry (Dummy) then Live - Approximately 75 Rounds Total // <input type="checkbox"/> / See Drill Sheets	B2

DAY FIVE – FRIDAY – xx XXXX 2005 – CONTINUED

<u>Time</u>	<u>Subject / Activity</u>
1345-1515	Shotgun Live Fire: FTU Staff Run Drills / Moving Firing Line / One Relay* / Order (Time): (See Drill Sheets) <ul style="list-style-type: none">- (1) (1345-1415) Slug Grouping / Cardboard/Paper – Izzy- (2) (1415-1430) Slug “Qual” / Cardboard/Paper – Izzy- (3) (1430-1445) Tear Down/Police “Paper/Cardboard” Range- (4) (1445-1515) Select Shell Drill / Steel Targets
1515-1700	SMG Live Fire: FTU Staff Run Drills/ Moving Firing Line/ One Relay?/ Steel Targets <ul style="list-style-type: none">- // Order of Priority /// (Neck Slings) // See Drill Sheets- (1) Turn and Shoot // 10 Yards // 2 Rnds x 5 L / 2 Rnds x 5 R // 180 R / 180 L- (2) Transition: S/A 3 SMG & 2 Pistol x 3 /// F/A 3 SMG & 2 Pistol x 3 // 10 Yards- (3) Multiple Targets (2) / S/A & F/A // 1 & 1 // 1-2-1 // 3 Mags of 20 // 12 Yards- (4) Shoot While Moving / Odds & Evens- Approximately 200 Rounds Total
1700-1715	Tear Down Range / Range Clean Up / Police Call (Steel Range(s))
1715-1800	Movement from Range to SA-7
1800-Comp	Off Load Vehicles

B2

Notes:

UNCLASSIFIED
BASIC FIELD FIREARMS OFFICER COURSE

05 July 2005

DAY SIX - MONDAY - xx XXXX 2005

<u>Time</u>	<u>Subject / Activity</u>	
0700-0755	Weapon Maintenance - Pistols (as needed) then (get a start on) []	B2
0800-0900	Revolver(s) Class: Weapon Handling// Care & Cleaning/ Assembly// Revolver Marksmanship Fundamentals / Skills // []	
0900-1200	Revolver Live Fire: FTU Staff Run Drills / From Booth Positions / Two Relays - Grouping / Both Revolvers / Circle Targets // Drills / Both Revolvers - [] Practice Qual Course - If Time - [] Qual Course for Record - "Partial" Drills [] Only (If Time is Available) - See Drill Sheets	B2
1200-1245	Lunch	
1245-1315	Class: Low Light / Flashlight Techniques (Pistol / [] Shotgun)	B2
1315-1500	Live Fire: Low Light / Flashlight Techniques - Pistol (Low Light / Back Light / Flashlight) - [] (Low Light / Back Light / Flashlight) - Shotgun (Low Light / Back Light / Flashlight) - See Drill Sheets	B2
1500-1700	Student Team Preparation Time / Final Drafts due by 1630 // Pre-Stage Gear / Pre-Load Vehicle(-)	

Notes:

DAY SEVEN - TUESDAY - xx XXXX 2005

TEAM ONE - [] PISTOL-AM / [] SHOTGUN-PM B2

<u>Time</u>	<u>Subject / Activity</u>	
0645-0700	Load Vehicles	
0700-0740	Movement to MCB Quantico (R-14A)	
0740-0800	Range Set-Up	
0800-0830	Live Fire: [] // Close Quarter Fire / Dry then Live / FTU Staff Run	B2
0830-1215	Team One [] Pistol (Qual Course then Follow-On Drills)	
1215-1300	Lunch	
1300-1645	Team One - [] Shotgun (Qual Course then Follow-On Drills)	B2
1645-1700	Tear Down Range / Police Call	
1700-1745	Movement to SA-7	
1745-Comp	Off Load Vehicles // (Team Prep) Pre-Stage Gear / Pre-Load Vehicle(-)	

Notes: Bring back ALL Score Sheets and Grade Sheets ///

UNCLASSIFIED
BASIC FIELD FIREARMS OFFICER COURSE

05 July 2005

DAY EIGHT - WEDNESDAY - xx XXXX 2005

TEAM TWO - [REDACTED]

B2

<u>Time</u>	<u>Subject / Activity</u>
0645-0700	Load Vehicles
0700-0730	Movement to MCB Quantico (R-14A)
0730-0750	Range Set Up
0750-0830	Live Fire: [REDACTED] Pistol - Prone / Roll Over Prone / FTU Staff Run
0830-1215	Team Two - [REDACTED] (Qual Course then Follow-On Drills)
1215-1300	Lunch
1300-1645	Team Two - [REDACTED] (Qual Course then Follow-On Drills)
1645-1700	Tear Down Range / Police Call
1700-1745	Movement to SA-7
1745-Comp	Off Load Vehicles // (Team Prep) Pre-Stage Gear / Pre-Load Vehicle (-)

Notes: Bring back ALL Score Sheets and Grade Sheets ///

B2

DAY NINE - THURSDAY - xx XXXX 2005

TEAM THREE - [REDACTED]

B2

<u>Time</u>	<u>Subject / Activity</u>
0645-0700	Load Vehicles
0700-0730	Movement to MCB Quantico (R-14A)
0730-0745	Range Set Up
0745-0830	Live Fire: [REDACTED] Fam-Fire & [REDACTED] Fam-Fire / FTU Staff Run
0830-1215	Team Three - [REDACTED] Pistol (Qual Course then Follow-On Drills)
1215-1300	Lunch
1300-1645	Team Three - [REDACTED] (Rifle) (Qual Course then Follow-On Drills)
1645-1715	Tear Down Range / Police Call
1715-1800	Movement to SA-7 / Off Load Vehicles
1800-1830	Exam Review

B2

[REDACTED] FAM-FIRE /// 20 Rounds Total for [REDACTED] AND 20 Rounds Total for [REDACTED] ///
10 Rounds Semi-Auto / 10 Rounds Full Auto Burst

B2

Notes: Bring back ALL Score Sheets and Grade Sheets ///

DAY TEN – FRIDAY – xx XXXX 2005

<u>Time</u>	<u>Subject / Activity</u>
0700-0800	Written Exam
0800-0945	Standard Requal / FTU Staff Run / Pistol/Colt SMG/Shotgun // For Record – IF NEEDED
0945-1100	“Drop Holster” Training Drills and Qualification Course for Record (See Drill Sheets)
1100-1130	Lunch (Working Lunch?)
1130-1500	Weapon Maintenance / (LTI) / ALL FIREARMS / STAFF INSPECTS
1500-1530	Range / Classroom / Weapon Cleaning Area – Clean Up / Maintenance / (Vehicles)
1530-Comp	Equipment Inventory/Turn-In /// Course Critique / Course Close Out

NOTE: If Needed: “Standard” Requal will be “run” by FTU Staff and will include the “pre-fire” classroom portion. Four relays total, two for handgun, one for and shotgun.

B2

Notes:

**WORLDWIDE PERSONAL PROTECTIVE SERVICES (WPPS II) CONTRACTS
TASK ORDER REQUEST**

LIE

February 8, 2006

RELEASED IN PART
B6, B2

TASK ORDER REQUEST NUMBER: 2006-0006

1.0 TASK TITLE:

Iraq Central Region (Baghdad, Baquba, and Ramadi (Reserved), or as directed by the HTP program office). Personnel Protective Services (PSS), and Site Security Services WPPS II "Camp Baghdad".

2.0 CONTRACTING OFFICER'S REPRESENTATIVE

Mr. Frederic M. Piry
Division Chief
Overseas Protection Operations,
High Threat Protection Division (HTPD)
Bureau of Diplomatic Security
DS/OPO/HTP
Tel. [redacted]

3.0 REGIONAL SECURITY OFFICE (RSO)

American Embassy, Baghdad, Iraq
Senior Regional Security Officer:
Mr. Mark J. Hunter
Tel [redacted]

B6

Protection Security Manager
Special Agent, [redacted]
Tel. [redacted]

B6

B6

4.0 PERIOD OF CONTRACT PERFORMANCE

This Task Order shall include a base period of one year and four 1-year option periods. The anticipated start date of the base year shall be March 27, 2006.

- Base Period: 4/4/06 – 4/3/07
- Option 1: 4/4/07 – 4/3/08
- Option 2: 4/4/08 – 4/3/09
- Option 3: 4/4/09 – 4/3/10
- Option 4: 4/4/10 – 4/3/11

5.0 LOCATION OF CONTRACT PERFORMANCE

Due to the unsettled conditions in Iraq, the U.S. Department of State (DoS) was tasked to provide for the personal protection and safety of U.S. Embassy personnel and facilities in Iraq. Contractor personal protective services and site security are required for protective services in Baghdad, Ramadi and Baquba for (1) U.S. Embassy non-government and government personnel supporting official U.S. government business, (2) individuals or groups who are directly supporting development or reconstruction for or in conjunction with the U.S. Agency for International Development and (3) personnel under Chief of Mission authority, upon RSO request.

Note: The Ramadi coverage will be provided by the PSS working in Baghdad, on an as needed basis. The positions for the coverage in Ramadi are included in the Baghdad PSS totals.

In addition, the contractor may be required to protect visiting dignitaries and visiting U.S. Embassy personnel assigned to other at these sites at the direction of the RSO, CO, HTP or COR. Additional requirements of this Task Order include (1) housing, (2) meals, (3) life support, (4) vehicle maintenance services, (5) facility maintenance support, (6) medical services and an office with 1 medical officers and 1 physician's assistant, (7) armory services, (8) office space for management personnel, (9) facility security, (10) communication, (11) dog team services, (12) morale and welfare, and (12) WPPSII Camp Baghdad Guard Services.

Performance, housing, meals and life support at other additional locations in Iraq, not currently identified in this Task Order, will be determined on a case-by-case basis depending on the Government requirements. The scope and costs for additional locations not identified in this statement of work will be incorporated in a modification to the Task Order.

6.0 SERVICE AREA – PROTECTIVE SERVICE DETAILS

During the past ten years, Diplomatic Security (DS) has become increasingly involved in providing protective services for high-level U.S officials and certain designated foreign leaders in several areas of the world. As a result of wars, political unrest, and most recently – terrorist activity, these areas have become extremely dangerous places in which to live and work. The return of a democratic government to Haiti in October 1994, the continual turmoil in the Middle East, and the post-war stabilization efforts by the United States Government (USG) in Bosnia, Afghanistan, and Iraq are all types of world events that require priority deployment of contractor protective services teams for indefinite duration. DS is unable to provide protective services on a long-term basis from its pool of special agents thus, outside contractual support is required for emergency protective requirements, and on extremely short notice.

DS has setup and is operating a large protective services operation in Iraq to provide for the personnel protection and safety of the U.S. Embassy in Baghdad, Iraq, Regional Embassy Offices and State Embedded Sites, with this Task Order specifically covering Baghdad, Ramadi, and Baquba. Ramadi and Baquba are operating from U. S. Embassy Baghdad, as directed by the RSO. DS will operate contractor protective service details for the protection of U.S. and, if required, certain foreign government high-level officials in other regional areas of Iraq whenever the need arises. This contingent is comprised of experienced, specially trained contractors working under the direction of DS Special Agents from the Regional Security Office (RSO) and under the auspices of the Department of State (FAR and DOSAR), Diplomatic Security Standards such as Standard Operation Procedures, Rules and Regulation. To mitigate some losses during training, personal emergencies, resignations, and tour-end attrition, DS requires trained replacements and additional, qualified personnel security specialist (PSS) immediately or on short notice.

The contingent required under this Task Order are provided in Paragraph 7.3 (Staffing Positions). Baghdad support contractors shall work under the direction of the RSO and under the auspices of the Department of State's (DoS's) Worldwide Personal Protective Services (WPPS) II contracts.

DS will require trained replacements or current qualified personnel to be available to ensure all positions required under this Task Order are filled 100 percent of the time. The total number of billable days per position identified in this task order shall be 313 days, but personnel shall be available on post, in case of emergency, 365 days per year. Protective security operations shall be conducted in accordance with the requirements specified in Section C of the WPPSII base contract, along with its attachments and enclosures. This includes any operational directives issued by the COR or RSO that fall within the contract scope. Any new work requirements or potential contract changes considered out of the contract's scope must be identified to and approved by the Contracting Officer (CO) and COR prior to performance. Continued technical monitoring and direction within the contract scope will be issued by the COR as deemed necessary.

Note:

In view of the unsettled conditions in Iraq, the Government reserves the right to curtail, defer, and/or suspend services under this Task Order when required for political, security, or other reasons as deemed in its best interest.

The contractor's effort shall be under the daily oversight of the RSO or the RSO's designee.

6.1 SUB-SERVICE AREA – PROTECTIVE SERVICE DETAILS – STRUCTURE AND OPERATION

- Specific detail size and complement will be based upon a security assessment of the area in which protection is to be provided and as directed by RSO.
- Normally, one protective detail shall be comprised of: One (1) Shift Leader, ten (10) PSS Detail Members, one (1) PSS/EMT-I, two (2) PSS/DDM, and shall be supported by EDD, QRF, CAT and air assets as deemed necessary by the RSO.
- Overall in-country management shall be the responsibility of the Project Manager (PM) and shall be supported by a Deputy PM (DPM).
- One Detail Leader (DL) and Deputy DL (DDL) shall be responsible for the management and oversight from four (4) to five (5) details and report to in-country management.
- All teams shall be supported by PSS/Firearms Instructors (OCONUS) (PSS/FI), Administrative and Logistics Security Specialists (ALSS), Operational Security Specialists (OSS), Intel Analysts (IA), PSS/Operations Chief (PSS/OC) and other support positions as noted in the staffing table.
- All personnel shall work under the direction of the RSO Baghdad.
- Qualifications and responsibilities for positions identified in the staffing table shall be in accordance with Section C, Appendix B Labor Categories.
- Detail complement and configuration may be adjusted at any time at the discretion of the appropriate DS Agent in Charge (AIC).
- Details may include, but are not limited to, EDD dog teams, and/or Designated Defensive Marksman Teams. These personnel requirements are specified as appropriate in the personnel listing, in Section 7.3.
- Operate PRS details in accordance with DS PRS Standard Operating Procedures (SOPs). See sample as provided in Appendix I, Section C of the WPPSII base contract. The SOP shall be submitted to HTPD for review and approval.
- Protective services specialists and all other support personnel, with exception of the medical officer and physician assistant, shall not exceed 12-hour workdays, unless directed by the Government and in case of emergency.
- Provide protective services specialist(s) as needed for residence watch while principal is off-duty and resting in quarters.
- As schedule permits, the Contractor shall schedule detail members to ensure each member has one day off after not more than six (6) consecutive workdays.
- Detail coverage shall include the principal's official travels to all parts of Iraq, as authorized by the RSO.
- Most frequently, travel will be by automobile. Such moves require strict adherence to established RSO SOPs and security measures, as directed by the RSO.
- Occasionally, waterborne or airborne travel may be required in the performance of protective duties.
- Additionally, adequate coverage shall be provided for all of the principal's walking movements.

6.2 KEY PERSONNEL

The following labor categories are considered key personnel under this Task Order:

Project Manager (Overall)
 Deputy Project Manager (OPS)
 Deputy Project Manager (Facilities)
 Deputy Project Manager (Support)

Detail Leaders for Protective Details, as specified in Paragraph 2.2 of Appendix B in the base contract

Detail Leader/Guard Force Commander, as specified in Paragraph 7.1 of Appendix B in the base contract

Aviation Project Manager
 Medical Officer

Any changes regarding key personnel shall be reported and approved by the HTP Division.

6.3 STAFFING POSITIONS

- Contractor shall provide protective security and support personnel that meet the requirements specified herein and in the base WPPSII contract.
- Contractor shall provide a protective detail, detail support, and a non-traditional guard force for WPPS II Camp Baghdad

CLIN	Position	Nationality	Number of Personnel	100% Staffing requirements	Clearance Requirement
	Baghdad Management				
1006-AA	Project Manager (Overall)	US	1	1	TS
1006-AB	Deputy Project Manager (OPS)	US	1	1	TS
	Chief of Mission PRS Positions				
1006-BA	Detail Leader (Dedicated to COM Detail)	US	1	1	Secret
1006-BB	Deputy Detail Leader (Dedicated to COM Detail)	US	1	1	Secret
1006-BC	Shift Leader/Team Leader (Dedicated to COM Detail)	US	4	4	Secret

- Contractor shall provide administrative support and support for the operation and maintenance (O&M) of WPPS II "Camp Baghdad".

Examples of current Camp Baghdad Support/Maintenance Personnel	Nationality	Clearance Requirement
Interpreters	TCN/LN	MRPT
Warehouse Clerk	TCN/US	MRPT
Business Management Specialist	TCN/US	MRPT
Morale Welfare Recreation Clerk	TCN/US	MRPT
Expeditors	TCN/LN	MRPT
Generator Mechanics	TCN/US	MRPT
Electricians	TCN/US	MRPT
Maintenance Personnel	TCN/LN	MRPT
Laundry Service Personnel	TCN/LN	MRPT
Communication Network Personnel	TCN/US	MRPT
Dinning Facility Personnel	US/TCN/LN	MRPT
Plumber	TCN/US	MRPT
Generator Technician	TCN/US	MRPT
Air Conditioning Technician	TCN/US	MRPT
Ground Keepers	TCN/LN	MRPT

6.4 PERFORMANCE OBJECTIVE

The Contractor shall comply with Performance Objective 4.2.1 in Section C 4.2.1 of the base contract:

During each six-month Contractor performance assessment, the COR will take into account any extenuating circumstances that might have precluded the Contractor from meeting the target.

6.5 RECRUITMENT, SCREENING, SELECTION OF PERSONNEL PROTECTIVE SERVICE AND PPS SUPPORT SERVICES APPLICANTS

The Contractor shall comply with recruitment, screening, selection of personnel protective services and PRS support services applicants in accordance with Base Contract Section C. 4.3.1

6.6 TRAINING

The Contractor shall ensure that only personnel satisfactorily trained in accordance with Department of State standards are used in the performance of work as specified in Section C, Appendix G of the Base Contract and in accordance with Base Contract Section C. 4.3.2

This includes the completion of training before entering into work and maintaining that level of training throughout the performance of work under the TASK ORDER.

6.7 RECRUIT, SCREEN, TRAIN, DEPLOY LOCAL NATION/THIRDCOUNTRY NATIONALS

The Contractor shall comply with Section C.4.3.2.2, Recruit, Screen, Train, and Deploy Third Country Nationals for the Non-Traditional Guard Force of the Base Contract. The Third Country Nationality shall be approved by the COR. The Contractor shall consider Human Intelligence Restrictions, host government authorization, and any political positions that may restrict Third Country National employment.

Contractor personnel under this task order who are terminated or resign from employment shall immediately surrender all issued documentation sponsored by the Department of State for performance under this task order (i.e. country clearance, embassy ID cards, etc.). These documents shall be returned via secured mail to HTP Division at 1801 N. Lynn St, Rosslyn, VA 22209. The employee shall be returned to CONUS within 72 hours at no additional expense to the U.S. government.

6.8 IN-COUNTRY/COUNTRY OF ORIGIN TRAINERS

The Contractor shall comply with Section C.4.3.2.3, In-Country/Country of Origin Trainers of the Base Contract.

6.9 ROTATION, REASSIGNMENT, AND REPLACEMENT

The Contractor shall comply with rotation, reassignment and replacement of personnel in accordance with Base Contract Section C. 4.3.3.3.

6.10 PRS INTELLIGENCE SUPPORT

The Contractor shall comply with Section C.4.3.4, PRS Intelligence Support, of the Base Contract.

6.11 MEDICAL SUPPORT SERVICES

The Contractor shall provide medical support services for its contractor personnel, which shall include:

1.11 Rationale for the Need

With the requirements of supplemental support to the RSO consisting of four (4) ALSS and the additional 200 personnel Blackwater proposed four (4) additional personnel to support the administrative and logistical elements. Blackwater provides a comprehensive indoctrination for all new PSS Professionals arriving in Baghdad. Please reference attachment D to review Blackwater's Iraq Indoctrination Program Continuity Handbook. The handbook consists of Blackwater in country indoctrination, in processing check list and applications and Blackwater's WPPS II out-processing checklist. Smooth administrative processing comes from thoughtful planning and dedicated execution. Blackwater's attention to detail in this area has gained Blackwater a reputation for on time data delivery and industry leader in personnel tracking.

1.12 Include Cost in Price

The fees associated with these personnel have been included in Blackwater's proposed price proposal.

2.0 Operations Plan

Blackwater has been providing services to the Department of State in accordance with the Diplomatic Mission in Iraq since June of 2004. Since inception of the first Blackwater WPPS Teams it was clear that the mission of the Department of State is one that frequently has to change quickly depending on the local situation. Blackwater's Operational plan is uniquely tailored to address the ongoing need to remain flexible and adapt to different and changing scenarios.

The LPMO, Director Of DS Programs and Blackwater's Senior Leadership have structured operations that allow the in-country management to adapt to the immediate needs of the Department of State and the Regional Security Office in Baghdad, Iraq while maintaining oversight to ensure the principles established by the Department of State Bureau of Diplomatic Security Office of High Threat Protection are adhered to.

Similar to DoD Operations (OP) Plans, these pre-defined actions, roles, milestones, etc. will be reviewed for TO-specific requirements and modified accordingly. The OP Plans address all elements considered by the Task Order Management Plan (TOMP) and will help the Blackwater WPPS II Team collaborate on the quick-turn around TO proposals. This standard OP Plan was adapted for Task Order 2006-0006 in support of the Baghdad, Iraq Task Order. The specifics of the TO 2006-0006 OP Plan were adjusted and then used to develop the technical and pricing proposals.

2.1 Analysis of Current Operations with the Incumbent to Address;

Blackwater maintains the largest contingent of PSS Professionals in Iraq for the WPPS Program. Current operations are supported entirely by a dedicated cadre of professionals based in Moyock, North Carolina. The staff dedicated to the Department of State WPPS Program has received accolades from the DSHTOPS for their efficiency regarding recruiting, training and processing of candidates, as well as the continued support of PSS Professionals while on leave or injured in the line of duty.

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The need for Medium Lift Air Support has been addressed in the past by Blackwater. It is clear that the Department of State requires an independent source of transportation to compliment the current transportation available through the U.S. Military in Iraq. Blackwater has already demonstrated the ability to provide air support to the Department of State in the form of four (4) MD 530 Helicopters ("Little Birds"). These Helicopters come with maintenance and support that will require minimum adjustment to support four (4) medium lift helicopters. Blackwater provides the most logical solution to increased mobility to the Department of state with the least amount of risk. The RSO in country and Blackwater have a well established relationship when it comes to air support. Please refer to section 7.6 titled Veterinary Support, Aviation Support, Communication, Medical Equipment and Supplies, for a more detailed outline of the proposal for the medium lift helicopters and Blackwater's capability to provide air support. Blackwater will perform additional tasks as directed by the RSO to further assist in the Department of State's mission.

2.10 Analysis of perceived Risks and Proposed Mitigation

Besides the obvious risk of attack from insurgents that Blackwater is very familiar with and has established an excellent track record in mitigating, there are other tangible risks associated with Task Order 2006-0006. Blackwater PSS Professionals are trained in Moyock and Baghdad in order to succeed in Blackwater's mission, the principal must arrive safely at the meeting and discuss the topics of the meeting. The topic of the principals meeting should not be the PSD Team or the manner in which the principal arrived.

There is also the risk of manning the positions outlined in the task order section 6.3 titled Staffing Positions. Blackwater has signed a dynamic recruiting initiative with Monster.com and TMP Worldwide Services at no additional cost to the Government and combined that sourcing with the already robust recruiting infrastructure that has kept Blackwater at the manning levels the Department of State is accustomed to. Blackwater has a proven record of manning large projects on short notice for the Department of State and anticipates being instrumental in the success of the U.S. Ambassador's PRT initiative.

Clearances can prove to be a difficult obstacle to overcome if careful planning and attention to detail is not implemented for clearance submittals. Blackwater requires course enrolment to suspend thirty days out from the start date of the course. This is done to ensure there is ample time for the candidate's clearance submittal to be processed with the Department of State / Industrial Security Division and a security clearance to be granted by the time the candidate completes their 164 WPPS II Training course. This allows for a minimum of 8 weeks for a clearance determination for each candidate. Blackwater will not deploy candidates until an interim Secret, Moderate Risk Public Trust or High Risk Public Trust security clearance is granted by the DS/IS Division.

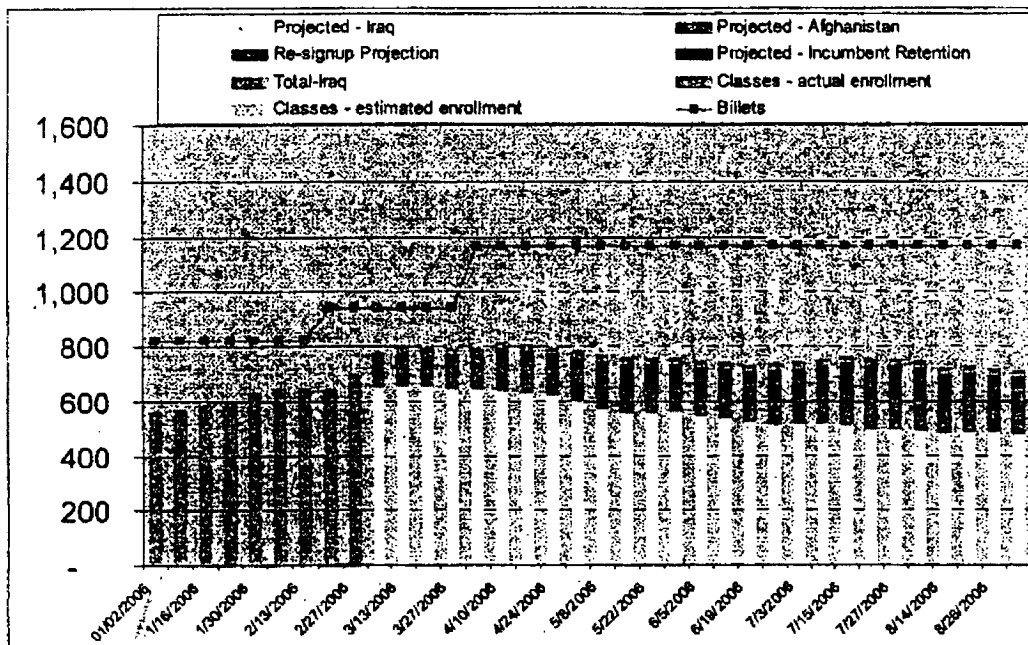
As of November 17, 2005, Blackwater has been training WPPS II Candidates to the 164 hour Department of State standard even before required by the Department of State. Currently Blackwater is ahead of projections for providing The Department of State with WPPS II qualified PSS Professionals. As you can see from the chart below Blackwater is also in a position to staff additional requirements without having to draw from current programs. While Blackwater will take advantage of the experience of some of the seasoned PSS Professionals in

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Iraq, it will not come at the expense of mission integrity in current programs. Please refer to the staffing projection below:



In order to fulfill the requirements of Task Order 2006-006 Blackwater plans to utilize currently trained PSS Professionals already in place as well as drawing from the incumbents sources. In the past Blackwater has used this strategy successfully to promote goodwill within the PSS Professional Community as well as to maximize the impact of Department of State dollars already spent on training for the WPPS II Program. In the event Blackwater is unable to retain incumbent personnel we can still without difficulty fulfill the August 31, 2006 transition deadline, however, the goal of Blackwater is to exceed the Department of State's expectations and maintain efficiency in the process.

Blackwater is currently providing PSS Professionals the opportunity to attend their choice of four (4) WPPS II certification classes per month. This training is open to all candidates that have completed the initial training for the WPPS I (135 hour PSS Training Course) requirement and is offered regardless of which company the candidates received the training after receipt of approval from DSHTPOPs. Blackwater trains candidates from other companies to the 40.5 hour WPPS II certification providing a cost saving to the Government for training as well as a rapid deployment for PSS Professionals. Our understanding is the common practice among our competitors is to have all candidates complete the full 164 hour training course regardless of the level of training candidates have already received at the expense of the U.S. Government. Also, Blackwater verifies each candidate's training level claims through DSHTPOPs.

Since October, 2005, Blackwater has initiated policies within the PSD Teams that have resulted in a 75% drop in serious incidents involving the local nationals. The decline in serious incidents has accelerated recently and is a priority with in-country leadership. Some of the policies implemented are directly related to the understanding of the PSS Professionals of the local

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culture and concerns. Below, please find outlines of significant policies changes that Blackwater has implemented in order to mitigate the risk of incidents with local nationals:

Risk Mitigation Techniques:

1. All Blackwater PSS Professionals are selected based on their technical and tactical background to ensure their ability to operate in this environment.
2. Team members receive initial and in-service training on the Use of Force and the continuum that must be followed.
3. Every Blackwater PSS Professionals member has a security clearance and receives a classified intelligence briefing prior to each mission.
4. Cultural awareness training at Blackwater and updated in country during classes arranged by the U.S. Embassy Office of Protocol.
5. The design and promotion of "motorcade awareness" publications and broadcast media to advise the Iraqi citizens on how to react when they encounter a PSD team has been submitted to the RSO in Baghdad.
6. Blackwater leadership has requested a meeting with Iraq PSD elements to enhance understanding on both sides and possibly develop new techniques that are less invasive while maintaining safety.
7. Use of Force and the COM rules of engagement are continually reiterated to ensure understanding at every level.
8. Improved communications support through newly issued PRC117 radio systems allows continual support from the tactical operations center on developing situations. This allows the team to adjust mission plans real time and avoid trouble spots.

Blackwater team members understand the mission we support and the importance it has to our country and the people of Iraq. We also recognize that Iraq is a dangerous place and harm will come to those that ignore this fact. For these reasons Blackwater management will continue to lead the way in finding new methods of completing the mission while causing the least amount of intrusion possible to the citizens of Iraq.

The policy referenced above is merely one example of the seriousness with which Blackwater treats the risk to the US Government in the daily operations of our PSD Teams. Blackwater provides a briefing to the PSD Teams in order to inform them of the areas of risk and forms of attacks on PSD Teams. Blackwater believes if the PSS Professional is aware of the real threats they are less likely to take action against perceived threats.

Lastly, external media effects can be just as damaging to the Blackwater and Department of State WPPS II Mission. Blackwater adheres to a media policy throughout the company. All media requests and concerns are handled at the highest levels of Blackwater management. In the event a PSS Professional or Blackwater employee comes in contact with the media they are to refer all matters to the Vice President of Strategic Initiatives for Blackwater. From the first day of training until the last day of employment all Blackwater personnel are reminded of the serious nature of media contact and relations. It is clear to all personnel that Blackwater will pursue punitive damages if necessary to protect our partners from embarrassment through media exposure.

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- 3.) Upon receipt of Bio approval the candidate is required to provide Blackwater a copy of the following items;
 - a. DD214 (Former Military)
 - b. Signed Credit Release Form
 - c. Signed Single Scope Background Investigation Release Form
 - d. Copy of Education Transcripts (if applicable)
 - e. List of Foreign Relatives
 - f. Current Active Passport
 - g. Current Active Drivers License
- 4.) Blackwater then submits the candidate for a Single Scope Background Investigation through the Virginia State Police for a criminal record. If criminal activity shows up on the candidates' criminal record, they become ineligible to proceed; if however, the background investigation, is unsuccessful in the recovery of such criminal information, the candidate is then allowed to proceed to the next step.
- 5.) The candidate is contacted to submit for a Clearance with the Department of State via the EQUIP system to include foreign spouses.
- 6.) The candidate will then attend a 164 hour Department of State Approved Training Course at Blackwater Training Center. There are 2 Administrative Days dedicated to further screening of the candidate prior to attending training. This screening includes; (If the candidate fails any one if these pre-screening elements they will be deemed ineligible for the program unless readily correctable.)
 - a. Psychological Evaluations
 - b. Medical Examination (Immunization, HIV test, Stress Test, Hernia Test, and General Exam)
 - c. Dental Examination (abscessed teeth, cavities, cracks, breaks or anything could cause them problems during the future deployment)
- 6.) During the course the candidate's paperwork are submitted for a Visa, International Travel Orders, CRC Number, and a Letter of Authorization from the Contracting Officers Representative (COR).
- 7.) Throughout the training course the candidate is closely monitored for stability and performance. Candidates may be dropped from training at any time for behavioral or performance issues.
- 8.) Upon successful completion of the course and the receipt of a Department of State Secret Clearance they are scheduled for the Forward Deployment Command (FCD) at Fort Belvoir where they give a DNA sample, provide all medically fit for duty documentation and are photographed and issued their CAC for deployment.

While deployed Blackwater conducts 90 day and post deployment performance evaluations to measure effectiveness of personnel and suitability for future assignments to include leadership capability, aptitude, and areas for improvement.

3.3 Third Country Nationals:

Prior to engaging in recruiting Third Country Nationals (TCN) Blackwater researches the host countries political and legal position in reference to supporting the United States mission. This allows the Department of State to support mission's conflict free of host country concerns. Blackwater also receives an approved Technical Assistance Agreement from the Department of State, Defense Trade Controls prior to proceeding with training and contractual agreements with any TCN's as required by federal law. Currently, Blackwater has Defense Trade Controls

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the host country to individually sit with the candidate to fill out all required package information and prepare the package for submittal. This has proven successful in the past and Blackwater intends to continue this practice to ensure the clearances can be granted in a timely 8-10 week.

Blackwater schedules candidates for training after they have submitted their clearance through EQIP. Then the candidate is scheduled for the next available training course that is no sooner than 30 days from the days of EQIP submittal. Blackwater allows for 8-10 weeks prior for clearance processing in all of the transition and deployment elements outlined in this task order.

3.7 Capability of Filling Emergency Replacement/Additional Personnel Needs

Within the last 45 days, the Department of State, has relied on Blackwater to staff emergency/surge position requirements when others were unable to do so. When an additional five (5) Intelligence Analysts (IA) were required to meet the needs of the RSO TOC in Baghdad Blackwater was able to comply with cleared, vetted and trained IA's in a matter of three (3) weeks. Additionally, Blackwater was also required to staff two (2) more IA billets in Afghanistan at the same time. Through an intense recruiting campaign and adjustment of classes to make room for the new candidates, Blackwater was able to meet the needs of the Department of State. The facility in Moyock is a self contained training and deployment center that provides a unique capability over our competitors that allows Blackwater the time needed to fill emergency vacancies and needs where training throughput can be an insurmountable obstacle.

4.0 Training Plan

Blackwater has reviewed the training requirements for this task order. The training required is the standard WPPS II 164 hour course which most Blackwater PSS personnel proposed for this task order have already successfully completed. The rest of the proposed PSS personnel for this TO have already been fully trained and certified through Blackwater's DSHTPOPs-approved 135 hour training curriculum or the incumbents 135 hour training curriculum. The proposed PSS Professionals that have not completed the WPPS II 164 hour course will attend training at Blackwater Training Center (BTC) prior to re-deployment to fulfill the 40.5 additional hours required under WPPS II Section C, Appendix G of the base contract and the Baghdad, Iraq Task Order 2006-0006. Along with this core training and administrative, to include the Blackwater Leadership and Professional Ethics Training, an area of operation specific session will be conducted by the Blackwater WPPS II training cadre. Combining the personnel's previous experience and extensive training received during Blackwater's DSHTPOPs-approved training course assures all protective security functions required under TO 2006-0006 will be successfully practiced and implemented.

The Blackwater WPPS II Training cadre stands ready to implement all training required to facilitate a rapid and efficient transition to the WPPS II base contract #SAQMPD-05-D1098 standards for this Task Order. Blackwater continues to strive for excellence and to exceed all Department of State training expectations through the provision of a state of the art training facility, approved and consistent curriculum, unsurpassed safety standards, and a professional, full-time, WPPS II approved and vetted training staff. Blackwater has dedicated nineteen (19) different training ranges and areas to the WPPS II training cadre and prioritized the support of all WPPS II training courses conducted on its Moyock facility. The Blackwater WPPS II training

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cadre is committed to excellence in the performance of the Department of State WPPS II training requirements and standards.

Blackwater has been conducting the 160 hour WPPS training course requirement since November 17, 2005. Blackwater implemented the 164 hours training course, which includes the Colt M-203 training for WPPS II class # 46 on January 6, 2006. Additionally, Blackwater is conducting the 40.5 hour re-certification training for our security professionals to bring them from the WPPS I standard to the WPPS II standard.

Blackwater classes began training to the WPPS II standard on 17 November 2005, upon approval of the curriculum from the Department of State. Blackwater began training for the 40.5 hour WPPS II Transition training on November 29, 2005. In order to fulfill the requirements of this Task Order Blackwater will accomplish the following classes per the DSHTPOPS and Department of State Training Center (DSTC) approved WPPS II training schedule (Attachment H) in 2006;

- Forty-eight (48) 40.5 hour WPPS II transition training courses.
- Thirty-seven (37) 164 hour WPPS II training courses.
- Eleven (11) Designated Defensive Marksman (DDM) training courses.
- Seven (7) Basic Field Firearms Officer Course (BFFOC) training courses.
- Eight (8) Third Country National, Guard training courses.
- Twenty-Seven (27) 42.5 hour non-PSS training courses.

138 Total WPPS II approved training courses.

The additional courses above will enable Blackwater to meet all staffing outlined within this Task Order. In addition to enabling us to transition our personnel from a WPPS I to a WPPS II qualification, the extra 40.5 hour course will allow approximately 50 slots per month for the incumbents WPPS I IC's to transition to the WPPS II qualification standards. Those incumbent PSS Professionals that are not already qualified to the WPPS I standard 135 hour course will be processed through Blackwater's 164 hour WPPS II training course prior to redeployment. The training courses mentioned above will serve to provide us with the below numbers of WPPS II qualified personnel to staff this Task Order by August 31, 2006;

- 1,470 WPPS II certified PSS personnel (At maximum class capacity)
- 112 WPPS II certified DDM Personnel (At maximum class capacity)
- 70 WPPS II certified BFFOC Personnel (At maximum class capacity)
- 160 WPPS II certified TCN Guard Personnel (At maximum class capacity)
- 150 WPPS II certified Non-PSS/PRS Personnel (At maximum class capacity)

The numbers of classes and personnel in class will ensure that Blackwater will have sufficient deployable assets to support all task orders in spite of attrition, emergency leave, rotations, class failures and terminations.

4.1. Organization Structure of Training Program

The Blackwater WPPS II Training cadre is fully staffed and organized in accordance with the WPPS II base contract training standards and able to exceed all directives, regulations and

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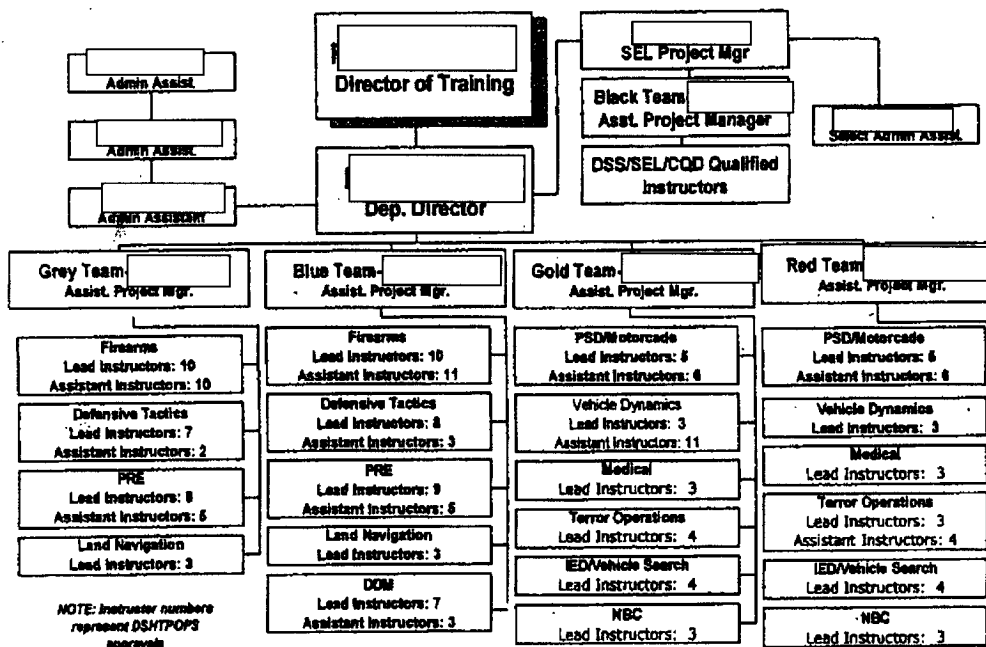
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guidelines contained therein. The Blackwater WPPS II Director of Training [redacted] has aggressively pursued the recruitment and hiring of seasoned WPPS II approved professionals and organized his staff in a manner that facilitates the development of leadership in a team environment, promoting professional growth from within. The Blackwater WPPS II training cadre organization enables mentoring and development of the WPPS II instructors for increased responsibilities and ensures the continuity and consistency of training provided to the WPPS II candidates. The Blackwater WPPS II instructor cadre is organized and staffed to deliver a fully vetted and qualified WPPS II PSS Professionals while providing accountability at all levels of work, including leadership and management. (reference chart below)

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Blackwater WPPS Training Organizational Chart



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4.2 Training Program Evaluation Plan

The Blackwater WPPS II Instructor cadre is a team of experienced professionals dedicated to the support of WPPS II training curriculum, standards and directives. The Blackwater WPPS cadre continuously solicits feedback on the training conducted through the implementation of training course critiques, instructor critiques conducted by the candidates, and instructor evaluations conducted by the Blackwater WPPS II Instructor cadre supervisors.

The compilation of the following project control techniques; trainees input, instructor evaluations, course critiques and feedback from WPPS personnel, directly affect the training improvement process. Suggested changes in training tactics, techniques and procedures will be

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formally documented using a training improvement report which will be reviewed and approved at the appropriate level to include DSHTPOPS. The Blackwater WPPS II Programs training cadre will further our efforts to consistently evaluate and improve our training by conducting quarterly Tactics, Techniques and Procedures (TTP) Panel meetings. This Panel of PSD Subject Matter Experts will be directed to review reports from the field and solicit input from DoS in order to ensure that the training taking place at BW is current with field operations and compliant with DoS directives. Blackwater will continue to hold the Blackwater WPPS II program instructor cadre to performance standards exceeding those required of the WPPS II candidates and to a level of professionalism that serves as an example to all.

4.3 Student Evaluation Plan

Blackwater performs daily evaluations of the WPPS II candidates utilizing the DSHTOPS approved format. The evaluations are distributed throughout the Blackwater WPPS II training cadre and utilized to observe and record the level of competency of each trainee. This also serves to illuminate the attrition and failure modes of the students and to identify trends and possible areas of improvement.

The WPPS candidate's evaluations are accomplished through the observation, by the WPPS Instructor cadre, of the following traits:

- Knowledge
- Performance
- Attitude

Other areas an instructor will document in the evaluation process are the following:

- Individuals who are demonstrating strong leadership traits and skills
- Individuals who are demonstrating strong organizational skills
- Individual situational awareness
- Individuals who are demonstrating a high degree of subject matter expertise or knowledge
- Individual interaction with peers and personnel in authority positions

These observations are documented daily on the trainees evaluation form. In addition to the instructor evaluation form for the trainees, Blackwater conducts a weekly peer evaluation of the trainees as well. In the event a trainees performance is marginal and/or below standard a student counseling form is filled out on the trainee. The student is verbally informed of the concern and the document is signed and dated by the instructor and then submitted to the trainees personnel file.

The Blackwater WPPS II Training cadre conducts continuous evaluations of all WPPS II training candidates throughout all courses of instruction utilizing the pre-described evaluation system. At the conclusion of a training course the cadre reviews each participants record of performance in order to determine the candidates overall suitability for an overseas deployment on the WPPS II contract. Each candidate receives a pass or fail recommendation from the cadre that is fully and unconditionally supported by the Blackwater WPPS II Training and Operations management team.

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Blackwater will not deploy a WPPS II candidate that is determined to be unsuitable for field duty regardless of their ability to pass Department of State WPPS II standards and requirements. Blackwater is committed to providing skilled, professional, and quality personnel for the staffing of all WPPS positions and we continue to take all steps necessary to ensure that we are deploying the right personnel for the job that will guarantee and support the mission success of our client.

4.4 CONUS and OCONUS Instructors

Blackwater has aggressively pursued the hiring of WPPS II approved full-time staff instructors in support of our planned CONUS and OCONUS WPPS II training courses in 2006. Through our staffing efforts we have ensured our compliance with WPPS II training requirements and standards, the consistency of all curriculum, the quality of the training received by the candidates, and the quality of life for our instructor staff. Due to our possession of a robust training cadre we are able to respond to all OCONUS training requirements at little or no notice without negatively impacting our CONUS training programs. Our size and dedicated instructor staff have a ready pool of short term instructors for OCONUS TCN training. Blackwater also recruits successfully through the aforementioned recruiting process BFFOC instructors who are certified in accordance with WPPS II standards. All the members of our WPPS II instructor staff are hand picked for their experience, professionalism, integrity, initiative, and their commitment to excellence in the accomplishment of assigned tasks.

4.5 Recruitment

The Blackwater WPPS II training cadre recruits its members via the recommendations of proven WPPS operators, the recommendations of vetted WPPS II instructors and resume input. As noted in Section 3.1 titled Recruiting Program, Screening, Processes and Standards, Blackwater receives roughly 2,000 résumés a month. This resource, augmented by the Monster.com and TMP Worldwide Services initiative, allows the WPPS II Training Program to select only the most qualified trainers to go through the screening and vetting process. Blackwater also attends industry events soliciting resumes and conducting a pre-screening with the candidate in person. (i.e. - ASIS International convention, ASLET convention, and ATAP Association conventions).

Once pre-screened, potential instructors will then submit their resumes in the required WPPS II biographic form with a validation sheet. These documents are reviewed and if appropriate submitted to DSHTPOPs for approval under the candidate's area of expertise. The Blackwater WPPS Instructor recruitment policies and procedures have enabled us to staff our cadre with instructors that results in a significant positive impact on our ability to effectively train and qualify our WPPS training candidates.

4.6 Vetting of Instructors

The Blackwater WPPS II training leadership places great emphasis on the importance of the WPPS II training candidates receiving the skill development needed to ensure WPPS II mission success while deployed. The professional conduct of all WPPS II training staff members is not just an "expectation", it is a high priority requirement understood by all. To this end, we ensure that all new instructors are mentored and developed to the highest of standards prior to any solo interaction with the WPPS II training candidates. All Blackwater WPPS II instructor candidates are required to function in an "under instruction" role for one month or until the training cadre

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leadership is confident that they will be the example for the WPPS II training candidates to emulate in training and overseas operations. The first step in the vetting process is receiving bio approval from DSHTPOPs, after approval receipt the potential Blackwater WPPS II instructor is required to attend the 3 day vetting process that is outlined below:

Vetting (Estimated time line)

Day 1:

- Assigned a period of instruction in which the candidate is a Subject Matter Expert
- WPPS PT Test (IAW the age standard)
- Rifle, Pistol [] Shotgun Qualifications (WPPS II courses of fire)

Day 2:

- Work with current WPPS II classes (Instructors are evaluated on performance, professionalism, and interaction with the candidates)

Day 3:

- Presentation of the instructor candidates assigned class to WPPS II lead instructors in accordance with the WPPS II instructor evaluation checklist. Oral board and results presented. Hire agreement if applicable, continue with "under instruction" period.

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4.7 Instructor Training and Evaluation

Blackwater staffs, and is continuing to recruit, WPPS II instructors that set the standard for our competitors to emulate. The Blackwater WPPS II training cadre has been fully vetted and approved by the DSHTPOPs and continues to grow on a weekly basis. The Blackwater WPPS II Director of Training, [] has developed and implemented WPPS II instructor standards that exceed all WPPS II requirements. At Blackwater, the training cadre is truly expected to retain the ability to execute the tactics, techniques and procedures that they are entrusted to instruct to a level that exceeds participant performance standards and requirements. To this end, the Blackwater WPPS II training leadership team has ensured that all instructors attend training to further their professional development and their expertise in all areas of WPPS II instruction. All Blackwater WPPS II instructors are continuously evaluated by their supervisors and their peers in accordance with WPPS II standards to guarantee the highest levels of skill development in our WPPS II training candidates.

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4.8 Initial (Instructor Training and Evaluation)

Blackwater employs a robust and dedicated instructor cadre who facilitate the WPPS II training requirements. The Blackwater WPPS II training cadre easily supports multiple classes per month in the WPPS II training program. Most instructors have successfully worked in high risk/high threat environments, as Shift Leaders and/or assistant AICs. Other instructors have PSS operational experience in Afghanistan, Former Republic of Yugoslavia, Bosnia, Israel, Haiti and/or Iraq. All have vast experience and expertise in their field of instruction and are approved by DSHTPOPs to teach their assigned blocks of training.

During the Blackwater WPPS II vetting process the potential instructor begins their initial instructor training in the WPPS II standard operating procedures as found in the WPPS II base contract #SAQMPD-05-D1098. Once they have successfully completed the three-day vetting process all new Blackwater WPPS instructors are continuously evaluated during their "under

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instruction” phase of Blackwater’s WPPS II instructor development plan. To begin their “under instruction phase, they are immediately assigned to a WPPS II lead instructor for mentoring, further training, and evaluation consisting of; observation of the blocks of instruction that they will be required to support, studying the WPPS II approved curriculum, conducting teach-backs of required periods of instruction to peers and supervisors, and professionalism in their interaction with other WPPS II instructors and training candidates.

Additionally, all new Blackwater WPPS II instructors are required to attend the Blackwater Leadership, Professionalism, and Ethic’s Training Course. This training serves to focus the Instructors awareness to the reality that they are the first impression a training candidate will receive in reference to Blackwater and the WPPS II Program. The impression and leadership the instructors impress upon the candidate is Blackwater’s first and best opportunity to provide an example of the type of person and traits that the student can use as an example to emulate while deployed as a Blackwater WPPS II PSS Professional.

4.9 Sustainment (Instructor Training and Evaluation)

In addition to the checks and balances implemented to ensure that the Blackwater WPPS II instructor staff is fully screened, trained, and evaluated at the beginning of their employment, Blackwater has implemented and maintained a vigorous instructor evaluation program that serves to measure the instructor’s effectiveness, knowledge of the topic, and responsiveness to students. The evaluation program utilized by the Blackwater WPPS II training cadre is outlined below:

- Instructors are continuously evaluated by unannounced evaluations conducted by a member of the WPPS II training cadre supervisory staff during a period of instruction. This evaluation is completed in accordance with the “Classroom Instructor Evaluation Checklist” provided by DSHTPOPs. An additional evaluation of the instructors is conducted by the Supervisory – Lead Instructor in charge of the P.O.I. which the instructor is teaching. This ensures compliance with the contract and ensures the instructor is maintaining curriculum objectives and standards.
- All WPPS II instructors are required to re-qualify with all WPPS II weapons systems every six months.
- All WPPS II instructors are required to pass the WPPS II physical readiness evaluation every six months.

Professional development (training) of instructors is maintained by the following:

- Instructor Development Training by WPPS II approved Subject Matter Experts. This training is to ensure that all instructors understand the standards for the P.O.I. and how to evaluate candidates in this area.
- Outside training programs in the area of expertise of the individual instructor
- When applicable, a continuous transition of instructors into the operational arena to ensure up to date information, assessment of current training practices and maintenance of individual skill level at Blackwater’s expense

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- Blackwater WPPS II training management ensures that WPPS II instructors are conducting both Professional development training and Personal Development training on a quarterly basis.

4.10 Training Personnel Security Clearance Requirements and Process

Blackwater submits all of its WPPS II CONUS instructor candidates for a Moderate Risk Public Trust clearance in accordance with Section C appendix G, 7.1.1, c, of the WPPS II base contract #SAQMPD-05-D1098 standards for this task order. In order to facilitate the stated clearance requirements, Blackwater WPPS II instructor candidates follow the below process prior to participating in any WPPS II training courses in an instructor role;

- 1.) Upon submittal of their Bio for approval to DSHTPOPS the instructor candidate is required to provide Blackwater a copy of the following items;
 - d. DD214 (Former Military)
 - e. Signed Credit Release Form
 - f. Signed Single Scope Background Investigation Release Form
 - g. List of Foreign Relatives
 - h. Current Active Passport
 - i. Current Active Drivers License
- 2.) Blackwater then submits the candidate for a Single Scope Background Investigation through the Virginia State Police for a criminal record. If criminal activity shows up on the candidates' criminal record, they become ineligible to proceed; if however, the background investigation, is unsuccessful in the recovery of such criminal information, the candidate is then allowed to proceed to the next step.
- 3.) The candidate submits for a Clearance with the Department of State via the EQIP system to include foreign spouses.

4.11 Plan and Process for Training

The Blackwater WPPS II training cadre continues to excel in the development and implementation of curriculum that exceeds Department of State standards and expectations. We constantly monitor our candidates to ensure that they are operationally and professionally beyond reproach. We strive to maintain a professional atmosphere that promotes teamwork and development of strong leadership traits to enhance our core values and ensure the higher skill development of our training candidates, and the success of the WPPS II overseas mission.

Additionally, the Blackwater WPPS II training cadre has completed the development of the range facility's, curriculum, and associated materials needed to implement the [] DDM, BFFOC, and Adult Learning training. The Adult Learning, [] DDM and BFFOC courses have been verbally approved by DSHTPOPS and Blackwater is currently awaiting signed, written approval from the WPPS II Contracting Officer. The Blackwater WPPS II training cadre implemented the above training into the 2006 WPPS II training schedule.

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In order to facilitate the skill development of our WPPS II training candidates Blackwater has worked diligently to obtain all required WPPS II curriculum approval, weapons, equipment, and training facilities necessary to ensure compliance with the training requirements for the 164 hour WPPS II PSS training course, the 40.5 hour recertification course, the DDM course, and the BFFOC course. Blackwater also implemented leadership and professionalism training and case study exercises throughout all Department of State WPPS II training curriculum to ensure that we provided a professional end product in support of the WPPS II mission.

In addition, Blackwater has dedicated a total of six (6) ranges for the use of the Department of State training programs, and built an [] range and a known and-unknown distance range for the DDM course. Blackwater continues to strive for excellence in exceeding all Department of State training expectations through the provision of a state-of-the-art training facility, and a professional, full-time, WPPS II approved and vetted training staff.

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4.12 Plan and Process for Training - American Citizens

As a result of our significant investment of time and effort, Blackwater's WPPS training schedule, training hours, instructor bios, curriculum, student handouts and instructor guides have been submitted for approval by DSHTPOPS. The Blackwater facility meets all requirements and is fully compliant with WPPS II APPENDIX G. Blackwater's execution of all pre-deployment training requirements, as mentioned in ATTACHMENT 1 (TO APPENDIX G, SECTION C) have been approved by HTPD and DSHTPOPS subject matter experts (SMEs). Therefore, no additional WPPS II curriculum development is expected for this task order. American citizens will be required to complete the WPPS II training required by the intended and approved position that they will be filling on the WPPS II contract.

Blackwater has added a four (4) hour Leadership and Professional Ethics Training course to all required WPPS II training courses. The Blackwater Leadership and Professional Ethics Training focuses on preparing emerging leaders in the security profession for increasingly demanding and visible roles. The 4 hour training course consists of lecture, group discussion, case studies from the field and practical application methods of instruction. This training is held as an addition to the Department of State's (DS), Worldwide Personal Protection Services (WPPS II) 164 hour and 40.5 hour transition training courses. The course will be conducted as a collaborative effort from members of Blackwater's Executive management, WPPS II Local Program Management and key members of Blackwater's WPPS II Instructor Cadre.

The goal of the Leadership and Professional Ethics training is to prepare participants to become more conscious of the responsibility and challenges associated with the security profession. To achieve this goal, the Blackwater Leadership and Professional Ethics Training accomplish the following objectives:

- Strengthening management, leadership, professionalism, and decision-making skills;
- Increasing working knowledge of current trends, challenges and issues in the security profession;
- Developing a network of mentors who will guide and nurture the direction and development of the security professional;

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Alternate ranges have been identified in case the DoS ranges inside the International Zone are not available. Also, reinforcement training will be provided on core subjects based on the leader's assessment to include subjects covered in the four (4) hour Leadership and Professional Ethics training course.

Blackwater WPPS Subject Matter Experts (SME's) currently deployed in support of Baghdad operations have developed and implemented emergency vehicle extraction standard operating procedures (SOP's) and training in order to facilitate the safety of our principal's and the skill development of all Blackwater WPPS IC's. The vehicle extraction SOP's and associated training is crucial to the operational readiness posture of our personnel and will greatly enhance the survivability of our principal's and protective teams. This valuable training will be conducted OCONUS and will be disseminated to all Blackwater WPPS PSS teams. Reference Attachment I.

Additionally, we will conduct scheduled OCONUS training courses on cultural awareness. The WPPS Program management team understands the importance of winning the hearts and minds of the Iraqi people. This training will greatly enhance our ability to conduct protective operations in a manner that will strengthen our relationship with the people of Iraq while ensuring our personnel are aware of the expectations and customs of important Iraqi Government personnel that our principal's meet with, while providing our security professionals with an ability to sense minute changes to the normal actions of bystanders and raise their overall awareness levels thereby enhancing our overall security posture. Reference section 2.1 titled Environmental Concerns for a complete outline of the training.

Blackwater provides TCN Static Guard Force Training at the host country facility. The Calvary Military School base contains all necessary facilities and ranges for the conduct of the 120 hour TCN Guard training in accordance with the WPPS II training facility requirements in Appendix G (to section C). The candidates are housed on campus and meals are provided by the Calvary dining and kitchen facility. All required weapons and ammunition are provided through the on base armory and the requisite firearms ranges meet the WPPS II range specifications for the 120 hour curriculum requirements.

The Calvary Military School maintains a campus medical facility and a staff that is present during all training hours. Should the need arise, there is a hospital with a functioning trauma center within 4 blocks of the training facility. The Calvary Military School base is easily capable of supporting the 120 hour TCN Guard training and has proven to be a safe and secure training facility staffed with a team of professionals to support our OCONUS training needs.

4.17 Contractor Owned

The Blackwater Moyock, NC facility and the infrastructure housed there is owned and operated solely by Blackwater USA. Blackwater does not have a need to subcontract to another company for any of our curriculum, range facilities, force on force training sites, drivers training, or the weapons systems utilized for WPPS II training efforts and tasking. Our training facility is readily compliant with all requirements outlined in the WPPS II base contract.

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4.18 Sub contracted Facility

Blackwater subcontracts to Greystone LTD for the Third Country National Static Guard Force services in providing OCONUS training facilities and screened and cleared personnel for all Third Country National (TCN) training and deployment in support of the WPPS II requirement. The Blackwater TCN training currently takes place at the Calvary Military School in Bogota Columbia.

4.19 Training Logistics

Blackwater Training Center is unparalleled in its ability to provide the necessary ranges, facilities, equipment, and materials necessary to conduct all of the WPPS II training in one location. All of the WPPS II training facility requirements are easily met at Blackwater's 7000-acre, state of the art facility. The quantity and quality of the training logistical support that is readily available at Blackwater ensures a very efficient and effective training process and learning environment for the WPPS II contractor candidates.

4.20 Describe the Procurement, Inventory, and Replacement of Weapons, Vehicles, and Communications Equipment

As the premier provider of tactical training and security services, Blackwater has implemented and maintained a logistical support infrastructure that is second to none. Blackwater owns and operates an equipment supply division (Blackwater Gear), construction division (Raven Construction), and a robust logistics division (Blackwater Logistics and Transport). These divisions serve to support and enhance the successful completion of the Blackwater WPPS Programs directives and task's. Additionally, the Blackwater training facility retains a professional maintenance staff dedicated to the implementation and management of comprehensive Preventive Maintenance Schedules for all ranges, vehicles, weapons systems, and communication's devices.

Blackwater has purchased and furnished sixty (60) vehicles (4-FAV), three hundred and thirteen (313) weapon systems, and the necessary communication equipment to ensure compliance with WPPS II training requirements and standards. All of the aforementioned items are for sole use in the support of the WPPS II training program and serve to greatly enhance the skill development of our WPPS training candidates.

4.21 Describe the Procurement, Inventory, and Replacement of Weapons

Blackwater has purchased all of the necessary weapon systems, targets and ammunition to ensure compliance with the WPPS II training requirements. In support of the [] requirement we purchased twelve (12) [] that arrived at Blackwater on Tuesday, 13 December, 2005. Blackwater implemented the required [] training and qualifications during our January, 2006 164 hour WPPS training, 40.5 hour re-qualification/transition training, and our BFFOC training courses. Blackwater has hired Manufacturer Certified weapons Armorer's and implemented Scheduled Maintenance Programs for all facilities, ranges, weapon systems.

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Additionally, Blackwater has purchased twenty-four (24) [] and twenty-four (24) [] weapons systems along with the required amount and type of optics, ammunition and targets needed to satisfy all DDM course requirements. Blackwater will provide our DDM candidates with the Bolt and Gas gun shooting experience. This allows the Blackwater DDM candidate to train on both weapon systems so they are prepared to utilize either weapon system in the field.

Per Appendix O (to section C) in the base contract, Blackwater utilizes a GSA Class V security vault for the storage of all WPPS II training weapons systems. The WPPS II weapons storage area is vaulted and alarmed and is restricted access to only key WPPS II personnel and supervisors. Weapons that are checked out of the WPPS II vault require two signatures upon check out and two (2) signatures to verify return. The Blackwater WPPS II training cadre utilizes a three-tier inventory system in order to ensure accountability of equipment at all levels of responsibility. The first tier of our inventory process is the check in/out procedures utilized by our armory staff. This ensures that all weapons that were issued for the day are returned, clean and operable for the next days work. The second tier is the accomplishment in-house, bi-weekly, full accountability inventory conducted by the WPPS II training cadre armory supervisor and assistants. The third and final tier of our weapons inventory system is a monthly weapons systems inventory by the WPPS II armory supervisor and The Blackwater USA facility armory Project Manager.

In order to ensure that all Blackwater WPPS II training can continue to take place in the most efficient and effective manner, Blackwater has hired Manufacturer Certified weapons armorers and implemented Scheduled Maintenance Programs for all weapon systems designated for the sole use of Blackwater's WPPS II training cadre. Blackwater employs a full staffing compliment of maintenance personnel dedicated to ensuring the up-keep and serviceability of all WPPS II programs support requirements.

4.22 Describe the Procurement, Inventory, and Replacement of Vehicles

Blackwater has also purchased four level C Armored vehicles for the WPPS II FAV driving training requirement in accordance with the WPPS II base contract requirements. The four armored vehicles have been signed over to DSHTP and are now GFM located at Blackwater's facility. Blackwater has purchased and furnished sixty (60) vehicles for sole use in the support of the WPPS II training program. These vehicles are used for the skill development of WPPS II training candidates, training transportation, and the transport of the WPPS II training candidates to and from their lodging locations to the Blackwater facility.

The Blackwater WPPS II training mobility supervisor conducts bi-weekly inventories of all support vehicles assigned and assigns them to the WPPS II classes in accordance with the number of WPPS II training candidates in each class. Additionally, the WPPS II mobility supervisor submits inventory reports to the WPPS II Director of Training on a monthly basis that outlines the number of vehicles on inventory, their operational condition and the classes that the vehicles were assigned to.

The Blackwater USA rental vehicle fleet keeps a large number of vehicles on campus for the purpose of providing replacement vehicles to the WPPS II training program in case of any shortfalls. In order to ensure that all Blackwater WPPS II training can continue to take place in

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the most efficient and effective manner, Blackwater has hired Manufacturer Certified vehicle mechanics and implemented Scheduled Maintenance Programs for all vehicles designated for the sole use of Blackwater's WPPS II training cadre. Blackwater employs a full staffing compliment of maintenance personnel dedicated to ensuring the up-keep and serviceability of all WPPS II programs support requirements.

4.23 Describe the Procurement, Inventory, and Replacement of Communications

Blackwater is upgrading / enhancing the communications training in the 164 hour WPPS II training course utilizing the same radios that are currently being employed in the field. Blackwater purchased (100) [redacted] portables, (5) [redacted] portables and impress batteries (Ruggedized), along with a [redacted] control station to ensure that all WPPS II communication standards are met in training. This valuable communications equipment is expected to arrive to the Blackwater facility by 15 March, 2006.

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The Blackwater WPPS II training radios are considered sensitive items and will be stored in a locked room with access granted to the WPPS II training communications representative and his designated assistants. The communication representative will be responsible to conduct an entire communications inventory on a weekly basis and to report any discrepancies to the Blackwater WPPS II Director of Training immediately. The WPPS II communications representative will provide an inventory report to the WPPS II training leadership team on a monthly basis.

In order to ensure that all Blackwater WPPS II communications training can continue to take place in the most efficient and effective manner, Blackwater will require the WPPS training communications representative to follow the care and maintenance program recommended by the manufacturer for the [redacted] portables, (5) [redacted] portables and impress batteries. The WPPS II communications representative will be responsible for implementing a scheduled maintenance program for the WPPS II communications inventory.

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4.24 Training Curriculum

As a result of our significant investment of time and effort, Blackwater's WPPS II training schedule, training hours, instructor bios, curriculum, student handouts and instructor guides have been submitted for approval by DSHTPOPs. Blackwater's execution of all pre-deployment training requirements, as mentioned in ATTACHMENT 1 (TO APPENDIX G, SECTION C) have been approved by HTPD and DSHTPOPs subject matter experts (SME's). Additionally, The Blackwater WPPS II training cadre has completed the development of the range facility's, curriculum, and associated materials needed to implement the [redacted] DDM, BFFOC, and Adult Learning training. The Adult Learning, [redacted] DDM and BFFOC courses have been verbally approved by DSHTPOPs and Blackwater is currently awaiting written approval from the WPPS Contracting Officer. The Blackwater WPPS II training cadre implemented the above training into the 2006 WPPS II training schedule.

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4.25 Lesson Plans

All required Blackwater WPPS II lesson plans have been submitted to, and approved by, DSHTPOPs. Blackwater is currently awaiting signed, and written approval from the WPPS II Contracting Officer for the [redacted] DDM, BFFOC, and Adult Learning courses of instruction.

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4.26 Vetting

The Blackwater WPPS II training cadre has developed and implemented all of its WPPS II training curriculum in accordance with Appendix G (to section C) of the WPPS II base contract. The current Blackwater WPPS II training curriculum has been vetted through DSHTPOPs and through the compilation of the following project control techniques; trainees' input, instructor evaluations, course critiques and feedback from WPPS II personnel. Suggested changes in training tactics, techniques and procedures will be formally documented using a training improvement report which will be submitted and approved at the appropriate level to include DSHTPOPs. The Blackwater WPPS II Programs training cadre will further our efforts to consistently evaluate, vet, and improve our training by conducting quarterly Tactics, Techniques and Procedures (TTP) Panel meetings. This Panel of PSD Subject Matter Experts will be directed to review reports from the field and solicit input from DoS in order to ensure that the training taking place at BW is current with field operations and compliant with DoS directives. There are two categories for recommended improvements the first being a priority request when a failure to change may result in significant equipment damage or loss of life. These requests will be sent via a semiannual/annual performance report.

Blackwater will continue to hold the Blackwater WPPS II program instructor cadre to performance standards exceeding those required of the WPPS II candidates and a level of professionalism that serves as an example to all. To this end Blackwater recently implemented a quarterly safety stand-down policy in order to review all WPPS II training curriculum and range procedures for unidentified or un-mitigated risks. During this time all Blackwater WPPS II instructors will meet with the designated lead instructors for each curriculum segment and review all safety briefs and standards that are applicable. A Quarterly Safety Report (QSR) will then be drafted and sent to the Blackwater Local Program Manager [redacted] for further dissemination. This system has successfully provided all WPPS II instructors and candidates with an accident free working environment.

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5.0 Maintenance Plan

Blackwater has conducted a maintenance analysis reviewing all facilities, equipment, supplies and materials required for the Task Order. Based on the analysis and Task Order requirements Blackwater has identified the following maintenance plan and support structure.

Proposed Blackwater in-country management and ALSS personnel have sufficient knowledge of the Contractor Furnished Equipment (CFE) to provide first-tier problem diagnosis and resolution. Problems exceeding first-tier will be referred to the LPMO and Regional Coordinators (RC) for routing of trouble calls, expediting emergency or standard replacement shipment, or assigning regional maintenance expertise.

Government Furnished Property (GFP) maintenance responsibility, as assigned to Blackwater personnel, will be turned over to the government when it exceeds the authorized level of maintenance for Blackwater support personnel.

Specific to TO 2006-0006, second-tier maintenance of all Government Furnished Weapons will be performed by the two (2) Department of State Certified and Approved Armorer's at the

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