PERFORMANCE WORK STATEMENT (PWS)
Small Arms Simulation Gunfighter Gym
JUNE 03 2026

Part 1

General Information

1. <u>Introduction</u>: This is a Training as a Service (TaaS) contract under which the personnel rendering the services are not subject, either by the contract's terms or by the manner of its administration, to the supervision and control usually prevailing in relationships between the Government and its employees. The United States (U.S.) Government shall not exercise supervision or control over the Contractor's employees performing the tasks herein. Such contract employees shall be accountable solely to the Contractor who, in turn shall be responsible to the U.S. Government.

1.1 <u>Description of Service</u>: The Contractor shall provide all personnel, equipment, supplies, tools and materials needed to support Training as a Service via a Small Arms Weapons Simulation Training System (SAWSTS) with Grid pattern sports vision, Cognitive, and human performance drills shot with Synthetic or live fire converted weapons as defined in this Performance of Work Statement (PWS). The Contractor shall perform to the standards in this contract. Instructor-triggered real-time branching video drill creation. The instructor will select targets in the shoot-house by walking through and selecting branching video threats, hostage threats, non-threats, future threats and furniture in real time. Smooth pursuit sports vision drills where secondary stimulus flashes in the center of the screen to measure smooth pursuit and situational awareness. Backgrounds separated at horizontal locations that span the entire length of the screens. The bottom zone is for firing in the prone position. The middle of the screen is for firing from the kneeling, and the top zone is for firing in the standing position. Human performance, cognitive and drills ramp from slow to beyond the shooters capabilities then return to capable speeds. Synthetic weapons are zeroed at the actual distance of 25 meters, not a simulated 25 meters. Weapons are 1:1 weight and output minimum of 200PSI of pure air. Data is stored in a central database where any drill and any user or group of users can access their trend performance data, the type of targets they shot, how many decisions were made, what kind of decisions were made, decision latency, the firing positions they shot from, distance from center of the shot and hits, misses, kills, penalties and many other customizable data points. Systems have Ready for range algorithms. When a qualification is entered into the system, an algorithm will forecast when a shooter is ready to qualify on the live-fire range. The system can combine different drills with different scoring types to create one overall ranking. This ranking can be seen in the center of the training platform on the leaderboard. Rapid Subject Matter Recognition Drills. These cognitive drills allow for improved decision fidelity, while decreasing decision latency, thus increasing the decisive advantage all capabilities as defined in this PWS.

1.1 <u>Background</u>: 5th Armored Brigade, First Army (Division West) mission comprises of the requirement to train Soldiers in small arms combat skills, to include operations and tactics in a multinational environment, requiring significant efforts to establish and maintain the highest

level of proficiency and relevancy in security force operations and combat marksmanship operations. Operations and combat marksmanship training on these skills, includes, but is not limited to, support to doctrine and policy as outlined in FM 3-22, ATP 3-07-10, TRADOC PAM 325-8-5, CALL Handbook, GUARDIAN ANGEL, ISAF Insider Threat Handbook (2.0), FM 3-50, and TC 3.22.69, as well as, Commander's Mission Essential Task List (METL) training for the tasks outlined in FM 3-22.9, FM 3-21.8, FM 3-23.35, FM 3-06, ATP 3-39.11, ATP 3-39.45, ATP 3-06.20 and TC 3-21.8 and TC 90-1, and others. Combat marksmanship requires skills to rapidly recognize, categorize and engage threats in all environments while moving, turning, stationary and using non-standard firing positions. Training on these skills using simulators that specifically enhance human performance factors, provides increased survivability and lethality. The system must be an advanced virtual marksmanship training system that continually stresses Soldier capabilities and drives marksmanship improvement. Advanced marksmanship training is the ability to perform these same skills with multiple weapons, at varying ranges, under specific time constraints and accuracy requirements. Further, training these skills through the use of simulators which *specifically enhance human performance factors*, provides increased survivability and lethality, with significant savings in time, money, and a commensurate statistical analysis of training effect, not achievable on live-fire ranges or current small arms training systems within the Army or DoD.

The system must continually stress Soldier capabilities and drive improvement. Drills conducted are not memorable; drills force new reaction by Soldiers in every iteration, providing varying environments (interior, urban, rural, complex), selectable by on-site operators. The process and system deliver a high volume of quick-change, skill-specific scenarios designed to stress the four key elements: Sight, mind, central/peripheral nervous system, and body, while training and assessing the Soldier's ability to respond to threats at varying ranges, and with opposing target profiles. The system also provides skill-specific scenarios designed to stress the four types of insider threats, three classes of threat indicators, and six domains of threat detection, while training and assessing the Soldier's ability to respond. Targets in the drills move, are of varying sizes, lethality and depiction. The result is a measurable and significant increase in the soldier's situational awareness within the environment and improved decision-making and reduced reaction speeds when engaging targets. This process enables soldiers to identify threats, process information and effectively react to stimuli at a faster pace in order to enhance readiness and reduce the threat to Soldiers during combat and SFA missions. This patented training process is critical in stressing the Soldier's ability to quickly recognize, categorize and engage threats at varying ranges, with varying target profiles, speed, varying lethality and increasing difficulty. Through increasingly difficult drill sets, Soldiers will achieve higher levels of performance through the cognitive principles of acceptance, adaption and confidence; all measurable using integrated system algorithms to evaluate detection speed, rate of response, and shooter accuracy corrected for lethality. This concept provides the Trainer and Trainee the ability to quantitatively assess survivability and lethality as a function of the training, and immediately remediate, as required.

Finally, the system integrates Army physical training, as desired, can employ complex mission tasks, such as a combat casualty response and 9-Line. Able to integrate the unit POI within the system software file-set to allow on-site POI delivery and is able to change

scenarios/drill in less than three (3) minutes with all drill sets being selected and executed by on-site personnel, requiring no external support. On site personnel have the ability to edit, create and modify scenarios/drills as required for local use.

1.2 Responsibilities: The Contractor shall assume total responsibility for all requirements stated herein on the commencement date of the performance period. The Contractor shall perform as specified in this Contract and under the direction of the Contracting Officer (KO).

1.2.1 Work Responsibility: The Contractor shall perform all work and assume responsibility for planning, programming, administering, managing, and executing all functions necessary to provide the services specified in this PWS. The Contractor shall conduct work in accordance with this PWS and all applicable United States (U.S.), and local laws, regulations, standards, provisions, and directives to include applicable publications in PART - 6. The Contractor shall ensure that all work meets the level of service, performance standards, or tolerances specified in the PWS or in applicable referenced documents. Some services under this Contract may be performed at designated facilities, or portions of installations, by in-house Government personnel.

1.2.2 Administrative Responsibility: The Contractor shall perform all related administrative actions required to provide services or perform work such as material requisitioning, quality control (QC), financial control, meetings, and correspondence. The Contractor shall also maintain accurate and complete records, files, and libraries of documents to include all U.S. and local regulations, standards, provisions, codes, laws, technical manuals, policies and manufacturers' instructions and recommendations that are necessary and related to the functions being performed. The Contractor shall compile historical data, prepare required reports, and submit information as specified by the Deliverable List presented in this PWS.

1.3 Objectives: The objective of this contract is to provide a Small Arms Weapons Simulation Training System with the ability to perform the same skills with multiple weapons, at varying ranges, under specific time constraints to meet accuracy requirements. Insider threat mitigation, in the context of security force assistance operations, includes the effective application of the six domains of threat detection in an ambiguous threat environment.
The Contractor shall support Soldier training in Combat Marksmanship and Advanced Marksmanship at McGregor Base Camp, Chaparral New Mexico 88081, Building 9348. The synthetic training shall include threat/non-threat recognition, eye tracking and human performance simulation/stimulation. The simulation system shall leverage research in advancements in cognitive neuroscience, sports reaction training, learning theory, motivation and human performance. This includes site surveys, operations, sustainment, maintenance, set up and disassembly, providing support to facilitate instructor training, content management, and reports as indicated to the local Quality Assurance Representative (QAR) and Contracting Officer's Representative (COR).

The Contractor shall provide TaaS via a SAWSTS to include Grid pattern sports vision, Cognitive, and human performance drills shot with either a Synthetic or live fire converted weapons to support Soldier's training in Combat Marksmanship and Advanced Marksmanship training at Marksmanship at McGregor Base Camp, Chaparral New Mexico 88081, Building 9348. The simulation system shall influence research in advancements in cognitive

neuroscience, sports reaction training, learning theory, motivation, and human performance. This includes operations, sustainment, and maintenance, to include support to facilitate instructor training, content management, and reports as indicated to the local Quality Assurance Representative (QAR) and Contracting Officer's Representative (COR). The Contractor shall ensure system availability (core components and associated equipment) are always ready to meet scheduled training requirements.

The Contractor shall provide TaaS at McGregor Range training area New Mexico and perform operations, system sustainment, system hardware/software updates, technology insertion, technology refresh, and assessments including the upkeep, repair and or replacement equipment associated with all core and associated equipment to support TaaS. The Contractor shall provide analysis, subject matter expertise, operational and technical support and project management support. Specific tasks involve, but are not limited to operation, development of plans, strategies, processes and procedures, and support of the training systems.

The Contractor shall provide training support services at home station and deployed locations, and technical services development, site survey, operations, system sustainment, system hardware/software updates, technology insertion, technology refresh, and assessments including the upkeep, repair and or replacement equipment associated with all core and associated equipment.

1.4 Functional Areas:

1.4.1 Home Station Training: Post Mobilization training is any training conducted at the permanent site utilized by 5TH AR BDE, by units located in McGregor Range New Mexico. Post Mobilization training is scheduled by 5th AR BDE. De-confliction of Post Mobilization training support issues will be resolved by 5TH AR BDE Operation Officer (S3)/Commander, as required. De-confliction and scheduling will not be performed by the Contractor. A typical training week will involve Army active duty, reserve units, Air Force, Navy, and the possibility of multinational Allied Forces training.

1.4.2 Deployed Training Support:

Omitted

1.4.3 Instructor Training:

The Contractor shall conduct (2) train-the-trainer classes annually at McGregor Range training location as outlined below. Instructor training shall focus on enabling unit leaders to operate the system and plan training based on system capabilities and established scenarios. The Contractor shall provide Subject Matter Experts to instruct the classes, and all classroom materials, references, and materials required to conduct the training. Each 40-hour training class shall be delivered over five (5) consecutive business days (8 hours per day, typically Monday through Friday, excluding federal holidays) unless otherwise coordinated and approved in writing by the

Contracting Officer. Each class shall be capable of supporting ten (10) students. Breakdown of the number of sessions and locations are below:

a. (5TH AR BDE), McGregor Base Camp, Chaparral New Mexico 88081, Building 9348, (2 for year 2026) sessions annually.
b. (5TH AR BDE), McGregor Base Camp, Chaparral New Mexico 88081, Building 9348, (2 for year 2027) sessions annually.
c. (5TH AR BDE), McGregor Base Camp, Chaparral New Mexico 88081, Building 9348, (2 for year 2028) Sessions annually.

The government will and Contractor shall coordinate for scheduling instructor training. Training sessions may run consecutively but will not overlap. The government will ensure scheduling availability of the appropriate training suite required for instructor training. Additional instructor training sessions beyond that outlined above will be scheduled, cost-effective and funded separately.

1.5 Period of Performance: The period of performance shall be for one (1) Base Year
The Period of Performance (15 JUL 26- 14 JUL 27) reads as follows:

Base Year (15 JUL 2026) to (14 JUL 2027)

1.6 Management and Administration:

1.6.1 Phase In /Phase Out Period: To minimize any decreases in productivity and to prevent possible negative impacts on additional services, the Contractor shall have personnel on board, during the 30-day phase in/ phase out periods. During the phase in period, the Contractor shall become familiar with performance requirements in order to commence full performance of services on the contract start date. The Contractor shall ensure all required Contractor procured/Contractor-owned equipment is present and ready for training on the start date of the contract and all personnel are ready to support training on the start day of the contract. For Phase Out, the training schedule of the sites will be locked out 30 days prior to the contract end date. This is to allow Contractor personnel time to ship all Contractor owned equipment back to their company headquarters and out-process all Contractor personnel.

1.6.2 Contractor Management: The Contractor shall perform continual management of the functional areas contained in this PWS and shall provide a Theater Lead physically present on-site during normal duty hours. At the Post Award conference, the Contractor shall submit to the COR, in writing, the name, title, office, home and mobile telephone number of the Site Lead. The Contractor shall designate an alternate Site Lead who will act for the Site Lead when work is being performed outside of duty hours, or during the and/or Site Lead's absence. Contractor shall have the authority to change Site Lead, and their alternates as the Contractor deems necessary.

1.6.3 Contractor Responsiveness: The Site Lead or the designated alternate shall be available for telephone communication or site attendance, during work hours. The Program Management team and any individuals designated to act in that capacity shall have full authority to

contractually bind the Contractor for prompt action on matters pertaining to execution of the PWS.

1.6.4 Meetings, Conferences, and Briefings: The Contractor shall attend, participate in, and furnish input to scheduled and unscheduled meetings, conferences, and briefings that relate to the functions and services herein as required by the Government to provide effective communication and impart necessary information. The Program Manager or his/her designated representative shall attend meetings as requested by the Government. Meeting attendees shall at times include Contractor managerial, supervisory, and other personnel knowledgeable of the subject matter. Meetings may start or end outside of regular duty hours.

1.6.5 Hours of Operation: Time management of its personnel in performing the contractual obligations is the Contractor's sole responsibility. While specific schedule and time for each training event may vary, the normal operating hours for the sites are 0730 to 17:00 daily with lunch between 12:00 and 13:00. The Contractor shall utilize flexible work schedules, alternate work schedules, or any other work schedules available in managing its personnel, provided it satisfies its contractual obligations. Such personnel management practice should be in full compliance with applicable labor standards and fully utilized to avoid incurring unnecessary overtime costs to the Government. Scheduling of flex time shall be conducted by the Program Manager and responsible TSC. In the unlikely but possible situation where overtime pay is unavoidable due to Government's need, the Contractor shall coordinate with the COR to obtain the responsible KO's concurrence prior to granting overtime pay to its employees. Such request must include the proposed rates for overtime for each Contractor personnel who will be receiving the overtime pay for each occurrence, and justification for such overtime pay. Any overtime pay authorized by the Contractor without the KO's concurrence will be at no additional cost to the Government. The Range Facility Management Support System (RFMSS) is used by units to schedule training. The training schedule will be reviewed and de-conflicted by the site lead and COR. The Contractor shall inform and coordinate with the COR of any closures required in order ensure costs are in alignment with contract requirements. These closure days will be entered into RFMSS. The Contractor shall be responsible for supporting training as scheduled through RFMSS except when the Government facility is closed due to local or national emergencies, administrative closings, or similar Government directed facility closings. For other than firm fixed price contracts, the Contractor shall not be reimbursed when the government facility is closed for the above reasons. The Contractor shall at all times maintain an adequate workforce for both suites for the uninterrupted performance of all tasks defined within this PWS when the Government facility is not closed. When hiring personnel, the Contractor shall keep in mind that the stability and continuity of the workforce are essential due to the additional time and work in maintaining compliance with host nation and US government DoD Contractor requirements.

1.6.6 Recognized Holidays: The Contractor shall be required to support training on US Federal Holidays. Work hours on Federal holidays will be compensated by flex time for home station training and for deployed training, either costed or compensated by flex time. US Federal holidays are listed below:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
President's Day	Veteran's Day

Memorial Day
Independence Day
Juneteenth
Thanksgiving Day
Christmas Day

1.6.7 Training Holidays: The Department of Defense has historically granted military personnel Training Holidays as compensation for time that they spent in field training. These are typically combined with regular holiday leave schedules (for example, Christmas half days or days on day off schedules). Training Holidays may affect scheduling of training. Training on Training Holidays will be treated as regular work hours. If training is not scheduled, the Contractor shall take full advantage of such opportunities by planning maintenance or actions that are better accomplished when training is not occurring.

1.6.8 Quality Control: The Contractor shall develop and maintain an effective quality control program to ensure services are performed in accordance with this PWS. The Contractor shall develop and implement procedures to identify, prevent, and ensure non-recurrence of defective services. The Contractor's quality control program is the means by which he assures himself that his work complies with the requirement of the contract. The Quality Control Plan (QCP) shall be provided within thirty (30) days after contract award to the Contracting Officer for approval. After acceptance of the QCP the Contractor shall receive the contracting officer's acceptance in writing of any proposed change to the QC program.

1.6.9 Quality Assurance: The government shall evaluate the Contractor's performance under this contract in accordance with the Quality Assurance Surveillance Plan (QASP). This plan is primarily focused on what the Government must do to ensure that the Contractor has performed in accordance with the performance standards. It defines how the performance standards will be applied, the frequency of surveillance, and the minimum acceptable defect rate(s). Quality Assurance surveillance will be performed by the COR and on-site Quality Assurance Representatives (QARs).

1.6.10 Place of Performance: The work to be performed under this contract will be performed at (5TH AR BDE), (9348 McGregor Range New Mexico).

1.6.11 Type of Contract: The government will award a Firm Fixed Price (FFP) type contract.

1.6.12 Security Requirements: The tasks to be performed are UNCLASSIFIED. Any training conducted with the suite/system will be unclassified. Contractor personnel shall not be required to possess a security clearance, but a background check will be conducted in order to be issued appropriate DoD identification required for installation access.
1.6.12.1 AT Level I Training: All Contractor employees, including Subcontractor employees, requiring access to Army installations, facilities, or controlled access areas shall complete Antiterrorism (AT) Level I awareness training within five (5) working days after contract start date or effective date of incorporation of the requirement into the contract, whichever applies. The Contractor shall submit Certificates of completion for each affected contract employee and Subcontractor employee to the COR (or to the contracting officer, if a COR is not assigned) within five (5) working days after completion of training by all employees and Subcontractor personnel on a recurring annual basis. AT Level I awareness training is available at the

following site: https://atlevel1.dtic.mil/at.army.mil. If access to a computer is not available, the unit's Level II ATO will conduct AT Level I training for the Contractor and employees within five (5) working days after contract start and maintain a copy of the attendance roster for one year. Any Contractor hired after contract start will be required to receive AT Level I training within five (5) working days by the ATO. It will also be acceptable for the new hire to take the training online and present the training certificate to the ATO within three (3) calendar days. AT Level I training is an annual requirement with the 12-month period starting on the date of initial training and re-certification no later than (NLT) the last day of the 12-month period. If the requiring activity does not have an ATO, the first ATO in the chain of command will conduct this training.

1.6.12.2 Access and General Protection/Security: Policy and Procedures: Contractor and all associated sub-Contractor employees shall comply with applicable installation, facility, and area commander's access and local security policies and procedures (provided by Government representative). The Contractor shall also provide all information required for background checks to meet installation access requirements to be accomplished by installation Provost Marshal Office, Director of Emergency Services, or Security Office. Contractor workforce shall comply with all personal identity verification requirements as directed by DoD, Headquarters Department of the Army, and/or local policy. In addition to the changes otherwise authorized by the changes clause of this contract, should the Force Protection Condition at any individual facility or installation change, the Government may require changes in Contractor security matters or processes.

1.6.12.3 iWATCH Training: The Contractor and all associated Subcontractors shall brief all employees on the local iWATCH program (training standards provided by the requiring activity ATO). This locally developed training will be used to inform employees of the types of behavior to watch for and instruct employees to report suspicious activity to the COR. This training shall be completed within five (5) working days of contract award and within five (5) working days of new employees' commencing performance, with the results reported to the COR NLT five (5) working days from employment start. Documentation to be used by the COR to satisfy this requirement can be found at https://www.bliss.army.mil/iWATCH.

1.6.13 Physical Security: The Contractor shall be responsible for safeguarding all government equipment, information and property provided for Contractor use. At the close of each workday, government facilities, equipment, and materials shall be secured. The Contractor shall be responsible for accountability of all Contractor owned equipment and physical security of provided Government facilities. All synthetic weapons shall be under double lock security when not in use.

1.6.14 Key Control: The Contractor shall establish and implement methods of making sure all keys issued to the Contractor by the Government are not lost or misplaced and are not used by unauthorized persons. No keys issued to the Contractor by the Government shall be duplicated. The Contractor shall develop procedures covering key control that shall be included in the QCP. Such procedures shall include turn-in of any issued keys by personnel who no longer require access to locked areas. The Contractor shall immediately report any occurrences of lost or duplicate keys/key cards to the Contracting Officer. In the event keys, other than master keys, are

lost or duplicated, the Contractor shall, upon direction of the Contracting Officer, re-key or replace the affected lock or locks; however, the Government, at its option, may replace the affected lock or locks or perform re-keying. When the replacement of locks or re-keying is performed by the Government, the total cost of re-keying or the replacement of the lock or locks shall be deducted from the monthly payment due to the Contractor. In the event a master key is lost or duplicated, all locks and keys for that system shall be replaced by the Government and the total cost deducted from the monthly payment due the Contractor. The Contractor shall prohibit the use of Government issued keys/key cards by any persons other than the Contractor's employees. The Contractor shall prohibit the opening of locked areas by Contractor employees to permit entrance of persons other than Contractor employees engaged in the performance of assigned work in those areas, or personnel authorized entrance by the Contracting Officer. These procedures shall be included in the Contractor's Quality Control Plan.

1.6.15 Special Qualifications: The Contractor shall be qualified to perform the efforts specified in this contract prior to starting work. Contractor employees identified as operators shall have relevant combat marksmanship and advanced marksmanship experience which shall consist of current DoD combat marksmanship training, such as Small Arms Master Gunner course or equivalent, advanced marksmanship training:

1.6.16 Post Award Conference/Periodic Progress Meetings: The Contractor shall agree to attend any post award conference convened by the contracting activity or contract administration office in accordance with Federal Acquisition Regulation Subpart 42.5. The contracting officer, Contracting Officers Representative (COR), and other Government personnel, as appropriate, may meet periodically with the Contractor to review the Contractor's performance. At these meetings the contracting officer will appraise the Contractor of how the government views the Contractor's performance and the Contractor shall appraise the Government of problems, if any, being experienced. Appropriate action shall be taken to resolve outstanding issues. These meetings shall be at no additional cost to the government.

1.6.17 Contracting Officer Representative (COR): The (COR) will be identified by separate letter. The COR monitors all technical aspects of the contract and assists in contract administration. The COR is authorized to perform the following functions: assure that the Contractor shall perform the technical requirements of the contract: perform inspections necessary in connection with contract performance: maintain written and oral communications with the Contractor concerning technical aspects of the contract: issue written interpretations of technical requirements, including Government drawings, designs, specifications: monitor Contractor's performance and notifies both the Contracting Officer and Contractor of any deficiencies; coordinate availability of government furnished property, and provide site entry of Contractor personnel. A letter of designation issued to the COR, a copy of which is sent to the Contractor, states the responsibilities and limitations of the COR, especially with regard to changes in cost or price, estimates or changes in delivery dates. The COR is not authorized to change any of the terms and conditions of the resulting order.

1.6.18 Key Personnel: The following personnel are considered key personnel by the government: Team Lead, Secondary Team Lead.

1.6.19 Identification of Contractor Employees: All Contractor personnel attending meetings, answering Government telephones, and working in other situations where their Contractor status is not obvious to third parties are required to identify themselves as Contractors to avoid creating an impression in the minds of members of the public that they are Government officials. They must also ensure that all documents, communications, or reports produced by Contractors are suitably marked as Contractor products or that Contractor participation is appropriately disclosed. Contractor will wear identifying badges or clothing during all training.

1.6.20 Contractor Travel: All travel shall be conducted IAW the JTR.

1.6.21 Other Direct Costs: Not Applicable.

1.6.22 Data Rights: Contractor proprietary systems, documentation and software shall be identified in the response to this PWS prior to start of contract. The Government has unlimited rights to all non-proprietary documents/material produced under this contract. All documents and materials, excluding Contractor identified proprietary systems/software, produced under this contract shall be Government owned and are the property of the Government with all rights and privileges of ownership/copyright belonging exclusively to the Government. These documents and materials may not be used or sold by the Contractor without written permission from the Contracting Officer. All materials supplied to the Government shall be the sole property of the Government and may not be used for any other purpose. This right does not abrogate any other Government rights.

1.6.23 Organizational Conflict of Interest: Contractor and subcontractor personnel performing work under this contract may receive, have access to or participate in the development of proprietary or source selection information (e.g., cost or pricing information, budget information or analyses, specifications or work statements, etc.) or perform evaluation services which may create a current or subsequent Organizational Conflict of Interests (OCI) as defined in FAR Subpart 9.5. The Contractor shall notify the Contracting Officer immediately whenever it becomes aware that such access or participation may result in any actual or potential OCI and shall promptly submit a plan to the Contracting Officer to avoid or mitigate any such OCI. The Contractor's mitigation plan shall be determined to be acceptable solely at the discretion of the Contracting Officer and in the event the Contracting Officer unilaterally determines that any such OCI cannot be satisfactorily avoided or mitigated, the Contracting Officer may affect other remedies as he or she deems necessary, including prohibiting the Contractor from participation in subsequent contracted requirements which may be affected by the OCI.

1.6.24 Safety: The Contractor shall comply with applicable US safety standards, specifically those regarding HAZMAT care, storage and disposal. The Contractor shall also comply with US safety and transport standards for all Contractor equipment, including synthetic weapons and any compressed air storage systems/devices.

1.6.24.1 Safety Plan and Program:
The Contractor shall establish and maintain a safety plan. In order to provide safety control for protection to the life and health of employees and other persons; for prevention of damage to

property, materials, supplies, and equipment; and for avoidance of work interruptions in the performance of this contract, the Contractor shall comply with the following Safety Accident Prevention Standards: 29 CFR 1910, Occupational Safety and Health Standards. The Contractor shall comply with the above and all other applicable DoD, Army, Federal, State, and Local safety and health requirements.

1.6.24.2 Reporting of Fire and Safety Hazards. The Contractor shall train personnel to recognize fire and safety hazards and encourage personnel in the performance of their duties to report fire and safety hazards and unsafe conditions to their supervisor. The Contactor shall take corrective action to remedy reported deficiencies IAW the terms of this contract. The COR shall be notified of deficiencies beyond the terms of this contract.

1.6.25 Environmental Compliance: The Contractor shall be responsible for the correct disposal of all controlled or hazardous waste produced as a result of this effort in accordance with EPA regulations.40 CFR Part 260 contains all of the RCRA regulations governing hazardous waste identification, classification, generation, management and disposal. The Contractor shall comply with local European requirements, including waste recycling requirements.
The government will provide appropriate HAZMAT containers for storage of synthetic weapon propellant or other GfG generated waste in accordance with European Union standards. The Contractor shall be responsible for inventory, stocking and handling of HAZMAT.

1.6.25.1 Environmental Compliance Plan and Program

1. During performance of this contract, the Contractor shall be encouraged to protect and improve the quality of the environment by reducing or preventing pollution and using environmentally preferable products containing recovered materials and bio-based products.

    a. Bio-Based Products Under Service and Construction Contracts - In the performance of this contract, the Contractor shall be encouraged to make maximal use of bio-based products defined as commercial or industrial products (other than food or feed) that are composed in whole, or in significant part, of biological products, renewable agriculture materials (including plant, animal, and marine materials), or forestry materials.

    b. Use of Recovered Materials under Service and Construction Contracts - In the performance of this contract, the Contractor shall be encouraged to make maximal use of recovered materials. Recovered materials are materials or finished products that have served their intended use and have been discarded for disposal having completed their life as a consumer item; waste materials and by-products recovered or diverted from solid waste.

    c. Waste Reduction and Recycling -

        i. In the performance of this contract, the Contractor shall be encouraged to incorporate environmentally friendly programs such as waste reduction and recycling. Waste reduction means preventing or decreasing the amount of

waste being generated through waste prevention, recycling, or purchasing recycled and environmentally preferable products.

ii. Recycling means the series of activities, including collection, separation, and processing, by which products or other materials are recovered from the solid waste stream for use in the form of raw materials in the manufacture of products other than fuel for producing heat or power for combustion.

2. The Contractor shall explain to the Contracting Officer's Representative (COR) the programs and business practices the company utilizes to help protect the environment. When choosing to implementation of the above, the Contractor shall retain the responsibility to meet host nation's laws and regulations. Implementation does not relieve the Contractor of meeting the performance requirements of the contract nor entitle the Contractor to propose unreasonable costs.

PART 2
DEFINITIONS & ACRONYMS

2. Definitions and Acronyms:

2.1 Definitions:

Contractor - A supplier or Contractor awarded a contract to provide specific supplies or service to the government. The term used in this contract refers to the prime.

Contracting Officer (KO) - A person with authority to enter into, administer, and or terminate contracts, and make related determinations and findings on behalf of the government. Note: The only individual who can legally bind the government.

Contracting Officer's Representative (COR) - An employee of the U.S. Government appointed by the KO to administer the contract. Such appointment shall be in writing and shall state the scope of authority and limitations. This individual has authority to provide technical direction to the Contractor as long as that direction is within the scope of the contract, does not constitute a change, and has no funding implications. This individual does NOT have authority to change the terms and conditions of the contract.

Defective Service - A service output that does not meet the standard of performance associated with the Performance Work Statement.

Deliverable - Anything that can be physically delivered but may include non-manufactured things such as meeting minutes or reports.

Key Personnel - Contractor personnel that are evaluated in a source selection process and that may be required to be used in the performance of a contract by the Key Personnel listed in the PWS. When key personnel are used as an evaluation factor in best value procurement, an offer

can be rejected if it does not have a firm commitment from the persons that are listed in the proposal.

Physical Security - Actions that prevent the loss or damage of Contractor or Government property.

Quality Assurance - The government procedures to verify that services being performed by the Contractor are performed according to acceptable standards.

Quality Assurance Representative (QAR) - Appointed by the COR, the QAR is a local government representative that provides contract performance surveillance when the COR is not available. QARs assist the Contractor in scheduling, de-confliction, and assists the Contractor with any facility or government equipment issue. The QAR provides daily contract performance surveillance and reports to the COR.

Quality Assurance Surveillance Plan (QASP) - An organized written document specifying the surveillance methodology to be used for surveillance of Contractor performance.

Quality Control - All necessary measures taken by the Contractor to assure that the quality of an end product or service shall meet contract requirements.

Subcontractor - One that enters into a contract with a prime Contractor. The Government does not have privet of contract with any subcontractor(s).

Synthetic (mock) Weapon - a Synthetic weapon is a non-firing weapon that very closely resembles the real-world equivalent in shape, weight, form and function. Synthetic weapons should be capable of mounting standard issued Soldier optics. If needed, weapon optics will be provided by the training unit, not the Contractor. The Contractor shall be responsible for accountability and sustainment of synthetic weapons.

Weapon Modification Kit (WMK) - Contractor provided equipment provided to allow a Soldier to utilize his issued weapon when training with the simulation. The Contractor shall be responsible for accountability, sustainment and installation/de-installation of WMKs and all associated equipment.

Workday - The number of hours per day the Contractor provides services in accordance with the contract.

Work Week - Monday through Friday, unless specified otherwise.

2.2 <u>Acronyms</u>:

ACOR	Alternate Contracting Officer's Representative
AFARS	Army Federal Acquisition Regulation Supplement
AR	Army Regulation
CCE	Contracting Center of Excellence

CFR	Code of Federal Regulations
CONUS	Continental United States (excludes Alaska and Hawaii)
COR	Contracting Officer Representative
COTR	Contracting Officer's Technical Representative
COTS	Commercial-Off-the-Shelf
DA	Department of the Army
DD250	Department of Defense Form 250 (Receiving Report)
DD254	Department of Defense Contract Security Requirement List
DFARS	Defense Federal Acquisition Regulation Supplement
DMDC	Defense Manpower Data Center
DOD	Department of Defense
FAR	Federal Acquisition Regulation
HAZMAT	Hazardous Materials as defined in _____
HIPAA	Health Insurance Portability and Accountability Act of 1996
KO	Contracting Officer
NATO	North Atlantic Treaty Organization
OCI	Organizational Conflict of Interest
OCONUS	Outside Continental United States (includes Alaska and Hawaii)
ODC	Other Direct Costs
PIPO	Phase In/Phase Out
POC	Point of Contact
PRS	Performance Requirements Summary
PWS	Performance Work Statement
QA	Quality Assurance
QAP	Quality Assurance Program
QAR	Quality Assurance Representative
QASP	Quality Assurance Surveillance Plan
QC	Quality Control
QCP	Quality Control Program
SW	Synthetic Weapon
TE	Technical Exhibit
TSE	Training Support Activity
TSC	Training Support Center
WMK	Weapon Modification Kit

PART 3
GOVERNMENT FURNISHED PROPERTY, EQUIPMENT, AND SERVICES

3. <u>Government Furnished Items and Services</u>:

3.1 <u>Services</u>: The Government will provide, coordinate and fund all transportation of Contractor provided, required training equipment for deployed training, including HAZMAT and customs paperwork and permissions if required. The government will provide, at minimum, two (2) government personnel to assist Contractor personnel with teardown/packing/loading prior to deployment/return to home station and unloading/unpacking/setup when deployed.

3.2 Facilities: The Government will provide facilities to support training at the home stations. Training site station facilities will include training areas, maintenance/weapons security areas, and office areas suitable for supporting two (2) permanent employees at each home station location. Training site station offices will have local Defense Subscriber Network (DSN) connectivity and instruments. The government will NOT provide government computer network access for Contractor personnel. The government will provide suitable, approved HAZMAT containers if needed. The Contractor shall be responsible for physical security of government provided facilities. The Contractor shall be responsible for notifying the local COR regarding any maintenance required for government facilities when discovered and coordinating with the COR for improvements in capacity of government facilities.

3.3 Utilities: The Government will provide all utilities in the facility for the Contractor's use in performance of tasks outlined in this PWS. The Contractor shall instruct employees in utilities conservation practices. The Contractor shall be responsible for operating under conditions that preclude the waste of utilities, which include shutdown of unneeded training modules, turning off the water faucets or valves after using the required amount to accomplish cleaning of equipment and conservation of electricity where applicable.

3.4 Equipment: The Government will provide supporting equipment, such as transit cases, movable barriers and other items that enhance training or eases transportation. Support equipment provided is intended to reduce shipping costs, reduce procurement costs OCONUS and facilitate training at training site location. The government will provide desks, office chairs, bookshelves and storage containers appropriate for the office needs projected. The Contractor shall provide all office automations including printers. Government provided equipment is subject to a 25% quarterly inventory by the 5TH AR BDE. During contract execution, requirements for additional government provided equipment will be subject to discussions with the COR and approval by the COR, subject to availability of funds and resources.

3.5 Materials: The Government will provide facility cleaning materials (brooms, mops etc.) and cleaning supplies. The government will provide basic office supplies. Site leads will coordinate with local COR for requirements. The government will NOT provide printer support materials (toners, etc.). Office supply requirements will be provided to the local QAR on the 1st of each month.

PART 4
CONTRACTOR FURNISHED ITEMS AND SERVICES

4. Contractor Furnished Items and Responsibilities:

4.1 General: The Contractor shall furnish all supplies, equipment and services required to perform work under this contract that are not listed under Section 3 of this PWS, including support equipment such as tools and test equipment, compressors, data cabling, electrical power conditioners/power supplies, and electrical cabling. The Contractor shall be responsible for accountability, maintenance, safety and industrial compliance and availability of all Contractor provided equipment

4.2 Secret Facility Clearance: Not applicable.

4.3 Materials: The Contractor shall provide expendable supplies and repair parts necessary for sustainment of the core hardware/software and all supporting equipment.

4.4 Equipment: The Contractor shall provide all equipment needed to support training as proposed. The Contractor shall provide all tools and test equipment required to support the system. The Contractor shall provide office automations equipment and any associated network and communications support. The Contractor shall provide at least two power transformer or line conditioners and un-interruptible power supply per site. The Contractor shall also provide one (1) set of spare power support equipment per site. Power support equipment will be included in all deployment plans. The Contractor shall provide all electrical and data cabling required for home station and deployed training. The Contractor shall be responsible for accountability and storage of all Contractor owned equipment, utilizing provided government facilities.

PART 5
SPECIFIC TASKS

5.1 Basic Services: The Contractor shall provide analysis, subject matter expertise, operational and technical support, resource management, administrative and Site Lead support. The Contractor shall provide TaaS with a Synthetic Small Arms Simulation Gymnasium to include Grid pattern sports vision, Cognitive, and human performance drills that can shoot with Synthetic or live fire converted weapons driven by a compressed air charging station to support Soldier training in Combat Marksmanship and Advanced Marksmanship training at McGregor Range New Mexico location. The synthetic training shall include threat/non-threat recognition, eye tracking and human performance simulation/stimulation. The simulation system shall leverage research in advancements in cognitive neuroscience, sports reaction training, learning theory, motivation, and human performance. The Contractor shall provide operations, sustainment, maintenance, and facilitate instructor training, content management, and reports. The Contractor shall ensure system availability (core components and associated equipment) are always ready to meet scheduled training requirements.

5.1.1 Training Weapon: The system must provide skill-specific scenarios designed to stress insider threats, classes of threat indicators, and threat detection, in combination training and assessing the Soldier's ability to respond. The drills shall capture movement of varying sizes, lethality, and picture. Creating a measurable significant increase in the soldier's situational awareness within the environment with improved decision-making.

Task: 5th AR BDE's Mission is to train and validate Reserve, Nation Guard, and Air Force service members and units for deployment. The system must be capable of providing training on US forces synthetic weapons (non-firing weapons with the same look, weight, function and recoil of its real-world equivalent) and issue weapons. Issue weapons are those weapons issued to a Soldier that he/she carries in combat. Any modification to issue weapons to allow training will be temporary and must be rapidly installed and removed by Contractor personnel (maximum of 5 minutes per weapon). The minimum requirement for US weapons by type is: M4, M9 and M17. Later fielding, upgrades, and obsolescence of individual weapons will be addressed by the

Contractor and the COR and be costed and funded separately. Any crew served weapon will be costed and funded separately in coordination with the Contractor and COR.

Standard: Synthetic Weapons (SW) and Weapon Modification Kits (WMK) as indicated in para 5.4.1 with a sustained 220-degree environment.

Task: The current threat environment is at minimum of 220 degrees around the Soldier. The ability of a Soldier to move/turn to face threats outside a 90-degree environment is a clear survivability trait that must be trained. At least one module of the system will provide a permanent minimum 220-degree environment. The environment must have dedicated sports vision, cognitive, neuromotor ramping and performance drills preloaded. A 220-degree environment places targets outside normal peripheral vision, requiring the Soldier to turn and/or move. The 220-degree environment must be capable of supporting training of a minimum of four (4) Soldiers concurrently. Soldiers in the environment must be able to doctrinally move and assume firing positions in the environment. The 220-degree environment should allow placement of barriers and furniture to replicate a complex environment.

Standard: The 220-degree system must be available at all times for scheduled training.

5.1.2 <u>Collective and Individual Training</u>: The Contractor shall provide an original training process that will stress the Soldier's ability to quickly recognize, categorize and engage threats at varying ranges, with varying target profiles, speed, varying lethality and increasing difficulty. The Contractor shall provide quantifiable and integrated system algorithms to evaluate detection speed, rate of response, and shooter accuracy corrected for lethality. The Contractor shall provide a system integrates Army physical training, and can employ complex mission tasks, such as a combat casualty response and can integrate the unit Program of Instruction (POI) within the system software file-set to allow on-site POI delivery, and able to change scenarios/drill in less than three (3) minutes, with all drill sets being selected and executed by on-site personnel, requiring no external support.
Task: At least one module of the system will be capable of training with fifteen Soldiers concurrently, utilizing issued or synthetic weapons. The system must provide enough space for doctrinal spacing, movement and capability for firing from covered and awkward firing positions. The system must also provide a venue for training individual Soldiers that require additional training or skills. The system should provide visual cues to indicate to the soldier the posture he should be firing from for that drill (standing, kneeling or prone), if applicable to that drill.

Standard: The collective and induvial systems must be available for scheduled training.

ACL: 100% compliance.

5.1.3 <u>Training Statistics</u>:

Task: The Contractor shall provide a centralized database where any drill and any user or group of users can access their trend performance data, the type of targets they shot, how many decisions were made, what kind of decisions were made, decision latency, the firing positions they shot from, distance from center of the shot and hits, misses, kills, penalties and many other

customizable data points. Systems have Ready for range algorithms. When a qualification is entered into the system, an algorithm will forecast when a shooter is ready to qualify on the live-fire range. The system can combine different drills with different scoring types to create one overall ranking. This ranking can be seen in the center of the training platform on the leaderboard. Rapid Subject Matter Recognition Drills. These cognitive drills allow for improved decision fidelity, while decreasing decision latency, thus increasing the decisive advantage all capabilities as defined in the performance of work statement. The system must track training progression by individual Soldier. The system must have past performance tracking of tracking over 200,000 shots in a single location (site) during a single month. The training effect in a specific drill must be detailed, indicating individual Soldier metrics for time required to recognize, categorize and engage (RCE) targets and resulting lethality (wounding and lethal hit or miss). Statistics must be maintained, ensuring the Commander can track progression of individual Soldiers or groups of Soldiers as they progress through multiple sessions. The system must maintain statistics by type of weapon employed by each Soldier training in the system. The system, over time, must increase the individual Soldier's ability to recognize, categorize and engage threats as evidenced by statistical data. This data must be measurable against established metrics. The statistics should be able to serve as the basis of reports received by the Commander appropriate to the type of unit training, the drills conducted and the historical performance of the Soldier(s). The system must have the ability to combine scoring from single or multiple drills with different weapons and produce an overall metric report which ranks individual or group performance.

Standard: Retention of data for individual Soldier described above is three (3) years at minimum. The data must be backed up regularly to preclude total loss of data in event of system crash.

5.1.4 Non-Tethered Soldiers and Weapons:

Task: Soldiers must be able to move freely at a walk or run, allowing unhindered lateral and forward/rearward movement and turning during all training. All individual weapons must have no tether of any type. Weapons must be ballistically accurate, reflecting an accuracy of less than 1 minute of angle deviation at a 25-meters range. Introduction of any tethered system/module (i.e. crew served weapons) will not occur without specific permission of the COR in writing.

Standard: All individual weapons (pistols and rifles/carbines) will remain untethered. The Contractor shall clearly describe any tethered weapon designs along with methods or equipment to maximize the capability for unhindered movement of tethered weapons. The Contractor shall provide a Synthetic Small Arm Gun Fighter Gymnasium simulation system that maintains an operational readiness rating of 95% or better for all scheduled trainings.

5.1.5 Non-standard positions:

Task: The system must retain capability to allow Soldiers to recognize, categorize and engage targets in a variety of non-standard positions, such as lying down (not prone), strong/weak side, shooting on the move, offhand firing, shooting through holes, shooting around or under vehicles/barriers. Combat marksmanship is the ability to accurately engage targets wherever you are, at whatever posture you are, using whatever cover is available.

Standard: All modules of the system will retain this capability. The Contractor shall provide designs for scenarios that emphasize this ability. The Contractor shall provide designs to the COR for any additional equipment to enhance non-standard firing position training. This is largely the support equipment described in section 3.

5.1.6 Multiple Weapons and Magazines:

Task: The system must allow a Soldier to carry and employ at minimum a rifle and a pistol concurrently. The ability to transition between weapons is a critical skill that must be trained. Additionally, the magazines for the weapons must be in sufficient quantity and durable enough to support multiple magazine changes in a single drill for every Soldier. Contractor provided magazines should replicate the ammunition load carried in that weapon as closely as possible. The Contractor shall also provide magazines that are unmarked to the Soldier that fire less than the normal number of rounds, induce a misfire or weapon jam drill by the Soldier.

Standard: At minimum, each Soldier will have the ability to carry at least 4 magazines beyond that in his weapon. The magazines must maintain less than 20% failure per magazine type.

5.1.7 Scenarios and Drill Variance:

Task: The system must continually stress Soldier capability and improvement. Drills conducted will not be learnable but force new reaction by Soldiers in every iteration. Drills should provide varying environments (interior, urban, rural, complex), selectable by on-site operators. The system must provide a high volume of quick-change, skill-specific scenarios designed to stress the four key elements: sight, mind, central/peripheral nervous system, and body, while training and assessing the Soldier's ability to respond to threats at varying ranges, and with differing target profiles. The system must provide skill-specific scenarios designed to stress the four types of insider threats, 3 categories of indicators, and six domains of threat detection, while training and assessing the Soldier's ability to respond to threats at varying ranges, and with differing target profiles. Targets in the drills must move, be of varying sizes, lethality and depiction. The system must increase the soldier's situational awareness within the environment and improve decision-making and reduce reaction speeds when engaging targets. This process will enable Soldiers to identify threats, process information and effectively react to stimuli at a faster pace in order to enhance readiness and reduce the threat to Soldiers during combat. This ability is critical in stressing the Soldier's ability to quickly recognize, categorize and engage threats at varying ranges, with varying target profiles, speed, varying lethality and increasing difficulty. Through increasingly difficult drill sets, Soldiers will achieve higher levels of performance through the cognitive principles of acceptance, adaption and confidence. The system must be able to change scenarios/drill in under three (3) minutes. Drills must be able to be selected and executed by on-site personnel and require no external support. On site personnel must have the ability to edit, create and modify scenarios/drills as required for local use.

Standard: No external support required to select or modify scenarios. All scenario/drill selection modification must occur on site by assigned personnel. Any change to scenario must require less than three (3) minutes.

5.1.8 Target Survivability:

Task: The threat environment is made up of unarmed civilians, militias with little or no equipment, partially armored Soldiers and fully armored threats. The environment must maintain the capability to replicate this and the ability of a Soldier to know how/where to engage targets for the desired effect.

Standard: Survivability of targets must be visible to the Soldier as appropriate. Obstacles and terrain features in the simulation must have the ability to provide realistic levels of cover and protection.

5.1.9 Set Up:

Task: The Contractor shall set up, test, operate and maintain all training support equipment, including all support systems (i.e., power transformers, air compressors, data cabling, servers and required electrical cabling). The Contractor shall provide qualified personnel to edit, create, and modify scenarios/drills as required for local use. Backgrounds separated at horizontal locations that span the entire length of the screens. The bottom zone is for firing in the prone position. The middle of the screen is for firing from the kneeling, and the top zone is for firing in the standing position. Human performance, cognitive and drills ramp from slow to beyond the shooters capabilities then return to capable speeds. Synthetic weapons are zeroed at the actual distance of 25 meters, not a simulated 25 meters. Weapons are 1:1 weight and output minimum of 200PSI of pure air.

Standard: Training support equipment shall be fully functional during all training evolutions. There shall be no more than a one hour delay due to system or training support equipment malfunctions. Complete setup of the system for training should not require more than 36-man hours (4.5 days) and be performed by on-site personnel only. Tear down should require no more than 36 hours (4.5 days) and be performed by on-site personnel only.

5.1.10 Training Preparation:

Task: The Contractor shall ensure that the equipment and simulators are properly prepared prior to the daily start of training.

Standard: The training areas shall be clean, orderly, and all training stations are in place and function properly prior to the start of training. Any delays shall be requested in writing 24 hours in advance and authorized by the COR in writing. The Contractor shall be responsible for ensuring availability of Contractor owned simulated weapons and weapon modification kits and shall inform the QAR and the COR immediately if there is a lack of sufficient synthetic weapons or weapon modification kits, or needed training modules in any way hinder scheduled training. Contractor staff personnel shall always present a professional appearance and demeanor. The Contractor shall participate in pre-training meetings and coordination.

5.1.11 System Throughput:

Task: The Contractor shall ensure all required system and system capabilities are available for scheduled training events. All modules used for training must be available for scheduled and unscheduled (opportunity) training.

Standard: System capabilities must be able to support a minimum of 20 individuals per training session (morning and afternoon sessions). Soldier throughput on any specific training day will vary. The system will be capable of supporting 20 Soldiers for every training event, even if fewer Soldiers are present for training.

AQL: 100% training event supported

5.1.12 Reporting:

Task: The Contractor shall track system availability and student throughput using Microsoft Office products for submission to the US Government. At minimum, this shall consist of a weekly activity report indicating the number of Soldiers trained and number of simulated rounds fired per week, per site. This report shall be provided to the COR and QARs not later than 0800 on Tuesday of the following week. Monthly the Contractor shall provide a status report of the systems in Europe to the COR, focusing on overall system availability, simulated weapon and weapon modification kit availability and training hours lost due to maintenance issues and corrective actions. The monthly report should be consolidated, addressing both suites. The monthly report shall be provided not later than 10 working days of the next month, covering the previous month's activities. The Contractor shall report any issues with core equipment that hinders training capability within two hours of discovery to the QAR/COR. The Contractor shall report daily Soldier throughput to the local QAR either telephonically or via email not later than 15:30 of each training day.

Standard: Weekly and Monthly reports are emailed to the COR. Equipment failure notifications should be via phone initially and email follow-up within one day to the COR. Daily report received or emailed NLT 15:30 each training day to COR as appropriate.

5.1.13 Sustainment and Upgrades:

Task: The Contractor shall perform all maintenance and repairs to ensure the integrity and availability of the training system, support equipment, computer hardware and software, repairable items and consumables required to maintain the system. The Contractor shall notify the Government of any update or enhancement affecting system availability not later than forty-five (45) days prior to the proposed install date.

Standard: The system and all components will be available for training. Any upgrades or enhancements will be described in advance and in writing to the COR. Work to install upgrades or enhancements will comply with the agreed upon schedule between the Contractor and the COR. Unless specifically approved in writing by the COR, upgrades and enhancements will not affect scheduled training.

5.1.14 Government provided Training:

Task: Contractor permanent party personnel shall be highly encouraged to attend the training indicated below. The local COR will inform the Contractor team(s) of available training times and locations at Fort Bliss.

- Anti-Terrorism Level 1
- Operational Security (OPSEC) Level 1
- Threat Awareness Reporting Program (TARP)

5.1.15 Non-Firing Capability Training:

Task: Mental and visual acuity skills are required for combat marksmanship training as much as weapon firing skills. The Contractor shall provide systems and methodology for increasing Soldier's ability to smoothly and clearly track fast objects and quickly recognize and categorize those objects. The system will provide these systems with drills of increasing difficulty. This training will meet the applicable statistical data retention/generation performance described in paragraph 5.1.13 and be included in reports as applicable to training unit Commanders.

Standard: The Contractor shall provide systems and methodology that clearly increases Soldier performance in non-firing tasks.

5.2 Recurring Services: The Contractor shall provide services for training support.

5.2.1 Site Surveys:

Task: Depending on location, the Contractor shall provide a minimum of one (1) person to conduct a site survey of future training location. This should normally be the Site Lead. The purpose of the site survey is to determine suitability of projected facilities to support training, enable direct coordination with the training unit and local TSC and conduct coordination with local QAR. The Contractor shall notify the COR in writing of any specific deficiencies in facilities at training location. A trip report outlining results, issues and concerns and a proposed site diagram will be provided to the COR not later than five working days following return from a site survey.

Standard: Site survey notes and diagram will be provided to the COR not later than five (5) working.

5.2.2 Deployed Training: N/A

5.3 On-Demand Services:

5.3.1 Train the Trainer instruction:

Task: The Contractor shall plan to conduct one of the train-the-trainer classes annually. The government and Contractor shall coordinate for scheduling exact dates of instructor training. Training sessions may run consecutively but will not overlap. The government will ensure scheduling availability of the appropriate suite required for training. The Contractor shall provide Subject Matter Experts to instruct the class, and all classroom materials, references and materials

required to conduct the training. These classes are to be conducted over a 40-hour period and be capable of supporting ten (10) students. Following training, the Contractor shall provide the COR a listing of students that successfully complete the program. Breakdown of the number of sessions and locations are:

Base Year (15 JUL 2026) to (14 JUL 2027)

Standard: The Contractor shall include the capability of training unit personnel as instructors. During unit training, the Contractor shall operate/maintain the system and unit instructors will conduct training. The Contractor shall provide unit instructors the knowledge to maximize usage and capabilities of the system. This instructor training must include system capabilities combined with utilization of the system and other aspects to maximize training effect. The Contractor shall provide experienced personnel with extensive system knowledge and Combat Marksmanship training, preferably based on real world personal experience. The Contractor shall ensure that training reflects the current capabilities of the system, and any upgrades are included in the training. Instructor training will result in unit instructors gaining full understanding and the capability to train Soldiers using the equipment and utilization of the Program of Instructions, Drills and standards available.

5.4 Functional Areas:

5.4.1 Weapon Training Support:

Task: The Contractor shall provide synthetic (mock) weapons (SW) and weapon modification kits (WMK) to support training with Contractor and Soldier issued weapons. Government will indicate if both US and Allied weapons must be available for training. The below SW/WMKs will be available for training in the type and quantity indicated per site. The Contractor shall be responsible for availability and sustainment of all SW/WMKs, including any ancillary equipment such as consumable parts/supplies, air compressors and storage tanks. Changes to the indicated type and quantity of SW/WMKs will be coordinated with local Subject Matter Experts (International Special Operations Training Center and the Joint Multinational Readiness Center Wolverine team), the COR and approved by the KO through a contract modification. The breakdown below is per individual suite/site. This is the minimum required quantity. The Contractor shall also have adequate spares, so weapon failures do not affect training:

Synthetic Weapons (SW)	
Type Weapon	Available
M4 SKRCA-includes one	27

compressed air synthetic magazine	
M4 compressed air magazines - RMAG	27
M9 SKPCA-includes one compressed air synthetic magazine	25
M9 compressed air magazines - PMAG	25
M249 Weapons Conversion Kits-includes one compressed air magazine	2
M249 Compressed Air Magazines	2
M250 (Estimated prototype delivery date FEB 2026)	TBD QTY
M7 (Estimated prototype delivery date MAY 2026)	TBD QTY

Standard: All SW/WMK indicated weapons listed above will be available at the start of the contract.

5.5 Enterprise-Wide Contractor Manpower Reporting Application (eCMRA):

Task: The Contractor shall ensure ALL Contractor labor hours (including subcontractor labor hours) required for the performance of services provided under this contract are reported via a secure data collection site. The Contractor (and all subcontractors providing direct labor under this contract) shall report complete and accurate data for the labor executed during the period of performance during each Government fiscal year (FY), which runs from October 1 to September 30. The Contractor shall input the data into the appropriate eCMRA reporting tool, which can be accessed via a secure web site at http://www.ecmra.mil/. There are four separate eCMRA tools: Army, Air Force, Navy and All Other Defense Components. The appropriate eCMRA reporting tool to use is determined by the requiring activity being supported (e.g., if DISA awards a contract for an Air Force requiring activity, the Contractor shall load the required reporting data in the "Department of Air Force CMRA" tool).

eCMRA User Manuals and Frequently Asked Questions (FAQs) are available at http://www.ecmra.mil/.

Contractors shall direct technical questions to the eCMRA help desk at dodcmra@pentagon.af.mil.

Standard: The Contractor shall completely fill in all required data fields. The Contractor shall enter initial data into the appropriate eCMRA tool to establish the basic contract record no later than 15 working days after receipt of contract award or contract modification incorporating this clause. The Contractor shall notify the COR when the basic contract record has been established in the appropriate eCMRA tool. While inputs may be reported any time during the FY, all data shall be reported no later than October 31 of each calendar year.

ACL: 100% compliance

PART 6

APPLICABLE PUBLICATIONS

6. Applicable Publications (Current Editions):

6.1 Training Publications:

- AR 350-1, The Army Training Program, 19 Aug 14
- AE REG 350-1, Training in Europe, 14 Apr 14
- FM 3-22, Army Support to Security Cooperation
- ATP 3-07.10, Advising
- TRADOC PAM 525-8-5, Engagements, 2014
- CALL Handbook 12-07, Guardian Angel MTP, Nov 12
- ISAF Insider Threat Handbook (2.0)
- FM 3-50, Army Personnel Recovery
- TC 3-22.69, Advanced Situational Awareness

6.2 Administrative Publications:

- AE Reg 27-715, DTD 24 Nov 09 – Contractor Identification
- DA REG 190-13 – The Army Physical Security Program

6.5 Contractor Adherence: The Contractor shall abide by all applicable regulations, publications, manuals, and local policies and procedures, including requirements outlined in AE 715-9, AE 27-715 and DA/AE 190-13 at their appropriate level of compliance.