



# Proposal

In response to:

**W900KK-07-D0001**

## Afghanistan National Army Weapons Training

Submitted by Paravant Corporation  
850 Puddin Ridge Road  
Moyock, NC 27958

This proposal includes data that shall not be disclosed outside the Government and shall not be duplicated, used, or disclosed—within whole or in part—for any purpose other than to evaluate this proposal. If, however, a contract is awarded to this Offeror as a result of—or in connection with—the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use information contained in this data if it is obtained from another source without restriction. All data in this Volume are subject to this restriction.



June 8, 2008

Mr. Rich Otton

RE: RFP # W900KK-07-D000, Afghanistan National Army Weapons Training

Dear Mr. Otton,

Paravant Corporation is pleased to submit the following response for RFP # W900KK-07-D000, Afghanistan National Army Weapons Training. We understand the project requirements as set forth in the Statement of Work. No other Federal, State, or local agencies or parties are receiving this proposal or funding the proposed effort.

The proposed rate will be valid for 120 days from the date of this offering.

If you have any questions, please do not hesitate to call.

Sincerely,

A handwritten signature in black ink, appearing to read "Fred Roitz".

Fred Roitz  
Vice President of Contracting and Compliance  
Paravant Corporation  
PO Box 1029  
Moyock, NC 27958



## Introduction

Paravant Corporation provides innovative advanced training solutions to US Government, US Law Enforcement and friendly foreign clients. In 2007, we trained over 30,000 military and law enforcement personnel from the U.S. and foreign nations. We employ handpicked, seasoned professionals to serve as our instructors. They represent the very best in practical knowledge and experience. We assess our clients' needs and then develop cost efficient and operationally effective solutions tailored to those needs. The company's ability to deliver a superior solution to the ANA's training requirements is made possible through the integration of sustained superior performance training foreign clients, mastery of advanced curriculum development, and the use of exceptional training professionals.

Paravant Corporation's history of training friendly foreign clients is unmatched. Whether at our expansive facility in North Carolina or in austere conditions in a foreign country, our methodologies have been successful time and time again.

Paravant's training methods have been specifically designed to provide efficient, cost-effective, and relevant courses of instruction. Our training center provides a significant foundation and reach-back support for all of our training programs worldwide. To date, we have provided an array of tactical training solutions to military and law enforcement professionals from over 20 partner nations to include Afghanistan, Azerbaijan, Niger, Tanzania, Kuwait, UAE, Republic of Georgia, Mali, and others. We truly understand how to provide tactical weapons training to foreign nationals and overcome the associated challenges that come with such training.

## 2.0 Experience and Qualifications of Key Personnel

We have over 2,000 personnel deployed overseas supporting U.S. Government contracts worldwide in a training, aviation, and/or security capacity. Because of the demand for experienced personnel with unique qualifications, we have a dedicated internal corporate division devoted exclusively to personnel recruitment. We have a team of internal and external recruiters strategically positioned throughout the country, allowing us to tap additional markets of qualified professionals.

Our database has over 26,000 individuals with varied degrees of expertise in a wide range of skill sets. Over the past 10 years, we have trained tens of thousands of individuals, foreign and domestic, in wide array of disciplines. We could not have conducted operations of such magnitude without a fully functional, robust, and continuously regenerating source of highly skilled trainers, instructors, and experts. We have proven over the course of the past decade that we have the capability and expertise to maintain a world-class stable of highly trained instructors. Using our time-tested methods, we can easily track the myriad of logistical and personal requirements associated with a large personnel database. Utilizing these methods, we keep our Government customers informed about the status of all personnel, preventing manning shortages.

### Key Personnel

The CONUS PM will maintain responsibility for the overall success of the contract. Our CONUS and OCONUS PMs will oversee the recruitment, selection and qualification of instructors as well as provide the administrative support that is required for contract success. The PMs will ensure that the appropriate licenses are initiated and will coordinate with the CSTCA and ANA POCs, and that the appropriate reporting and quality assurance requirements are met, as set forth by the customer.

Our instructors are subject matter experts in tactical weapons training with direct and relevant experience in teaching firearms training to foreign nationals in the U.S. and overseas. Additionally, they have completed formal instructor development courses and possess a thorough understanding of adult learning theory. The Lead Instructor will be primarily responsible for the consistent presentation of the course material, the quality of the instructors' presentations, the degree to which the students attain the course objectives and identifying the need for and administering remedial instruction. All instructors will be fully qualified and possess extensive experience in each of the various weapons systems they will be teaching. Furthermore, they are proficient in providing tactical training through both simultaneous and sequential translation when there are language barriers. They will provide observation and evaluation of student performance and participate in all After Action Reviews (AARs).

Appendix A includes the resumes of our CONUS PM and an example resume of our Lead Instructor.

### 3.0 Human Resources Management Plan

Paravant has many years of experience in identifying and selecting top candidates for training, security, and consulting positions. Instructor candidates are vetted through our Operational Support Unit (OSU), whose primary function is to identify and vet qualified candidates. Upon contract award, an Instructor Selection Panel consisting of our Vice President of Training, Vice President of Contracts, OSU Director, and several lead instructors will select the most qualified candidates to conduct training. Character, integrity, reliability, and professionalism are the key attributes the panel will look for.

Instructors chosen for this project will have extensive experience in their field of instruction. It is Paravant's management philosophy to ensure that each instructor's background closely matches the course of instruction they will teach. All Paravant instructors go through an inter-company training program, ensuring that our instructors understand the adult learning process, are familiar with the latest methods of instruction, and provide the highest degree of customer satisfaction.

The course will be instructed by Paravant instructors that possess qualifications exceeding the minimum required by nationally acceptable industry or academic standards for certification as an instructor in firearms. This includes passing a prescribed shooting evaluation, passing a NCIC certified records check, and providing documentation of previous experience in firearms instructor training. All qualifying documents will be gathered, maintained and presented to a CSTC-A or appropriate ANA official upon request.

#### Paravant Instructor Personnel Qualifications:

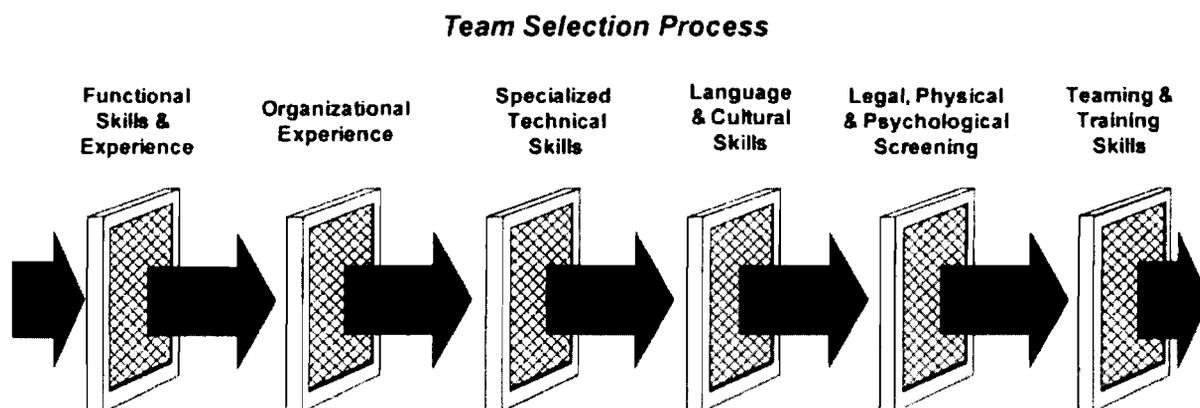
- Each instructor shall possess at least the minimum qualifications required by a nationally acceptable industry or academic standards for certification as an instructor in firearms instructor training per course requirements.
- Pass a prescribed shooting test / evaluation
- Pass a NCIC certified records check
- Submit a certified state records check
- Personal / Employer reference check
- Physical Fitness requirements
- Standards in grooming (as a condition of service)
- Instructor must possess an authoritative and professional bearing

Paravant requires the following from all employed instructors;

- Each instructor must go through IUT Training (Instructor Under Training), successfully completing the course of instruction
- Instructors are required to show previous experience in firearms instructor training
- High Risk Training certification

- After hire they must attend Organizational Risk Management Training
- Core Value and Sexual Harassment Training
- Documentation will show compliance of each instructor with the Lautenberg Amendment to the Gun Control Act (no convictions of domestic violence related incidents / Legally qualified to possess firearms)
- Each instructor must have on file a copy of DD214 if that instructor has prior military experience
- Shooting qualifications each quarter to maintain proficiency on each course taught

We have a robust recruiting and rigorous screening process in place to ensure qualified personnel who meet the basic criteria above also have the proper disposition and personal skills necessary for this contract. To illustrate, here is our Team Selection Process used to vet candidates for overseas mentor/training programs:



If a candidate can make it through all the gates identified above, we are confident that individual will be successful in the field and will overcome challenges presented to him.

#### 4.0 Performance Management Plan

Paravant will utilize an Issues Tracking Log (ITL) to monitor performance. The ITL is a quality tool for documenting all potential operational, administrative and quality delivery issues that are faced across the entire spectrum of the program. The ITL is a daily quality management tool for the PMOs to properly assign and align their management resources to attend to the ongoing health and effectiveness of the entire program. The ITL highlights all issues that are presently involved in the execution of the program, allows PMOs to focus in on the largest issues in terms of potential impact and time criticality, and define the proper plan and assign the proper resources to mitigate and resolve the issue in a rapid manner. At its most basic level the ITL will contain the following information: