

EVERGREEN MOUNTAIN

**AURORA – NAPERVILLE SWAT
ANTI-TERRORIST TACTICAL TRAINING
SUBMITTED FEBRUARY 7TH, 2018**

SOURCE SELECTION SENSITIVE

**SUBMITTED TO:
Aurora – Naperville
SWAT Team
ATTN: Commander Rick Robertson
Commander Chad Bissegger**

**SUBMITTED BY:
Evergreen Mountain, LLC
P.O. Box 1169
Taos, New Mexico 87571-1169
rob@evergreenmountainusa.com
910-635-2217**

This proposal includes data that shall not be disclosed outside the Government and shall not be duplicated, used, or disclosed--in whole or in part--for any purpose other than to evaluate this proposal. If, however, a contract is awarded to this offeror or the proposal is used to create contract work 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. The data subject to this restriction is contained in all sheets.

Table of Contents

Table of Contents.....	2
1.0 Introduction.....	3
1.1 Evergreen Mountain, LLC.....	3
2.0 Management Approach.....	3
3.0 Training Philosophy.....	3
4.0 Instructor Bios.....	4
5.0 Training Overview, Proposed Dates, and Course Descriptions.....	5
5.1 Training Overview.....	5
5.1.1 Proposed Dates.....	6
5.2 SWAT Team Anti-Terrorist Tactical Training.....	6
6.0 Pricing.....	7

1.0 INTRODUCTION

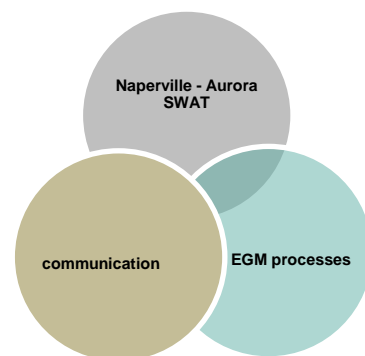
We have organized this document with the objective of providing government evaluators with cogent insight into our methodology for a support organization which optimizes the response to task order requirements in terms of our best value staffing innovations and structure with reduced risk. This proposal format and organization will provide the evaluator with a clear understanding of Evergreen Mountain, LLC's (EGM) approach to training each of the functional areas delineated in the Proposal.

1.1 EVERGREEN MOUNTAIN, LLC (EGM)

Evergreen Mountain, LLC is a Small Business Administration (SBA) 8a. Program participant, SBA HUBZone certified, Service Disabled Veteran Owned Small Business (SDVOSB) verified through the Veterans Administration and Native American owned small business that provides leadership and tactical instruction for a variety of organizations operating in an ever changing, dangerous world. Previous clients include the U.S. military, law enforcement, and private civilian groups. The owner and primary instructor Robert Trivino has extensive operational experience in military special operations and is dedicated to providing the best instruction possible in order to satisfy clients' needs. His instruction is informed by near peerless real world experience; this is what separates EGM from others. We tailor our training based on the customer's needs and training requirements. Evergreen Mountain's former military instructors have the same special operations background as its owner and we also have seasoned, experienced current and former Police Officer instructors that round out our instructor cadre.

2.0 MANAGEMENT APPROACH

Project Management is the key to contract success and client satisfaction. EGM applies effective, mature project management tools and processes based on proven industry practices. Our project manager is well versed in the successful application of all training aspects and has learned through real-world experience how to use the model to enhance program success. This is crucial since it has been shown that the processes used and not the people cause 85 percent of program problems. EGM recognizes the need to establish solid lines of communication with the customer thus forming a cooperative partnership. The EGM project manager will maintain these lines of communication by establishing an on call coordination model with the Aurora – Naperville SWAT team points of contact. We will also work closely with these points of contact to identify any additional specific key contract support that is needed to keep systems operational. We will conform to all working hours and conditions required by the Aurora – Naperville SWAT Team. One call to EGM is all the point of contact will need to make to get the right people working to solve the problem. EGM has demonstrated throughout the years its commitment to deliver exceptional quality and only through a complete "PARTNERSHIP" can complete "PROJECT SUCCESS" be attained.



3.0 TRAINING PHILOSOPHY

The EGM approach to training is to fully understand the customer's requirements up front in order to determine a way forward. Our instructors possess near peerless experience in counter terrorist and law enforcement operations and it will be our goal to pass our knowledge and

experience to Aurora – Naperville SWAT officers attending the training. We believe in fully partnering with our customers—your mission becomes our mission—and we will settle for no less than total mission success. We promise to train hard to achieve established goals and to train to real world situations based on years of real world experience. EGM understands the potential terrorist threat on United States soil and the responsibility that all officers have to combat that threat. Our instructors will make every effort to ensure that all Aurora – Naperville SWAT officers understand the philosophy, methods, and tactics successfully used to counter the growing terrorist threat in the United States.

4.0 INSTRUCTOR BIOGRAPHIES

4.1 ROBERT TRIVINO

Rob Trivino is retired from a long career in the United States Army. During his time on active duty he was assigned to several units including the 2nd Ranger Battalion and he spent the majority of his time assigned as an operational member a Special Missions Unit (SMU) under the United States Army Special Operations Command (USASOC). Rob has extensive peacetime and wartime leadership and tactical experience combating terrorists overseas. He has led small teams and larger maneuver elements in combat at the ground tactical level. He has deployed on 14 combat missions to Haiti, the Balkans, Afghanistan, and Iraq (Operations Desert Shield, Desert Storm, and Operation Iraqi Freedom) and has planned and participated in numerous training exercises in the United States and overseas. He served as a Sniper Team Leader, Operations Sergeant Major, Assault and Sniper Element Sergeants Major, Low Signature Operations Team Leader, Troop Master Breacher (Manual/Mechanical/Explosive), and Assault Team member. In his final assignment, Rob served as a senior enlisted advisor for a multi-service organization supporting the special operations community. Rob's awards and decorations include the Silver Star, the Legion of Merit, 5 Bronze Stars (2 for Valor), and the Defense Meritorious Service Medal. In January of 2009 Rob created Evergreen Mountain, LLC, a small business offering specialized training in various aspects of conflict and leadership. He recently wrote and published, [A Warrior's Path - Lessons In Leadership](#), a book about leadership lessons learned throughout his life and career.

4.2 ANARGYROS “AK” KEREAKES

Sergeant Kereakes served as a full-time member of the Chicago Police Department's (CPD) SWAT Team for ten years. He held positions including Entry, Team Leader and Assistant Commander for nine years. Past assignments also included working on tactical teams focusing on drug, weapon, and gang suppression in Chicago's public housing. Prior to joining the Chicago Police Department, AK served with the Chicago Housing Authority Police Department. He currently serves as a patrol sergeant in the 19th District of the Chicago Police Department. AK also has extensive experience as a contractor with DynCorp International Worldwide Protection Services under programs administered by the U.S. Department of State Diplomatic Security Service. He has served in diplomatic protection roles in Bosnia-Herzegovina, Afghanistan, and Israel, as well as a team leader for a war crimes investigative unit in Kosovo. Additionally, he has served as an instructor for the U.S. Department of Justice in Indonesia, instructing the Indonesian Police Force in civil disturbance control tactics.

4.3 RANDALL WILLIAMS

Sergeant Major (retired) Randall Williams was on active duty for 25 years. He served as the J8 Senior Enlisted Advisor (SEA) to Joint Special Operations Command (JSOC) where he oversaw all aspects of planning, programming, requirement validation, and technology exploitation in support of the Joint Special Operations Command and six supported units. He was the Senior Enlisted Supervisor for Technology, Exploitation, Research, Development, and Acquisition Process for the Commands national mission force. SGM Williams served over 20 years of operational service in the Special Mission Units (SMU) and Special Forces (SF). His previous assignments include Troop Sergeants Major, Assault Team Leader, Sniper Team Leader, Breacher (Mechanical/Explosive) and Close Quarters Battle (CQB) Instructor while in Special Mission Unit at Ft. Bragg, NC. Sergeant Major Randall Williams has extensive experience in real world special operations missions and participated in Desert Shield and Desert Storm (Iraq), Operation Restore Democracy and Operation Uphold Democracy (Haiti), Operation Joint Endeavor (Bosnia), Operation Enduring Freedom (Afghanistan) and Operation Iraqi Freedom (Iraq) while participating in 14 combat deployments and multiple training exercises. His military awards and decorations include the Legion of Merit, Bronze Star Medal (x8) 3 for Valor and 5 for Service, Purple Heart, and the Defense Meritorious Service Medal.

4.4 PETROS MILIONIS

Petros is a U.S. Army veteran and was a Chicago Police Officer with over 15 years of experience, serving as the primary firearms/carbine instructor for the S.W.A.T. team for over 10 years. A full-time operational member of the team, serving as an element leader in the execution of Hostage Rescue/Barricaded Subjects, and High Risk Search Warrants. He also served as a member of the team which trained many of the departments specialized units including the Narcotics High Risk Entry Team, Fugitive Apprehension Unit, School Unit, Airport Detail, and the Marine Unit. Petros has presented at numerous tactical conferences and has trained S.W.A.T. Teams across the United States. He worked as a firearms instructor for one of the largest U.S. private military contractor organizations, training civilians through special operation personnel. Petros has also served as a subject matter expert and lead instructor for the U.S. State Department Anti-Terrorism Assistance Program. This included the training of high threat protection details responsible for the protection of national leaders overseas. Petros has been competitive in U.S.P.S.A. earning the classification of Grandmaster. He has been the recipient of numerous championship titles, including 4-time Steel Challenge IDPA World Champion, 2-time Steel Challenge IDPA National Champion, as well as High Law Enforcement USPSA National Champion.

5.0 TRAINING OVERVIEW, PROPOSED DATES, AND COURSE DESCRIPTION

5.1 TRAINING OVERVIEW

This proposal is for a five day SWAT tactical training course in 2018, an additional training course (dates TBD by the Aurora – Naperville SWAT team) in 2019, with an option for a third course in 2020. This training will be conducted at the Aurora – Naperville SWAT Team location of choice, tentatively at, The Site, located at Mount Carroll, IL. Each day will begin at approximately 8am and will conclude at approximately 5pm with a maximum of 8 hours of training a day. All training will be conducted during normal business hours unless members of the course request that some training be conducted at night. EGM instructors will coordinate early with Aurora – Naperville SWAT Team points of contact to determine if night training is

desired and supported with training areas and select instructional tools such as white boards and markers, etc. Our instructors will be flexible and will make all attempts to satisfy Aurora – Naperville SWAT Team requests for training. At the start of each day, EGM instructors will conduct a review of the previous day’s training. At the end of each training day the instructor will conduct an After Action Review (AAR) of the day’s events to ensure all the officers understand what was instructed throughout that particular day and to answer any and all questions. All Aurora – Naperville SWAT Team attendees are required to bring their own weapons and equipment to the training.

The intent with the training is to provide a foundation of basic skills and then to build upon that foundation of skills. The dates identified for the course have been approved by EGM leadership. EGM will provide the correct amount of instructors in order to maintain at least a 10:1 student to instructor ratio unless directed otherwise by the Aurora – Naperville SWAT Team points of contact. The following dates have been approved by EGM for each training event.

5.1.1 PROPOSED DATES 2018

SWAT Team Anti-Terrorist Tactical Training, September 23-27, 2018. EGM is able to shift the dates if requested no less than 30 from the first day of training. Coordination with Aurora – Naperville SWAT Team leadership will determine course dates for years 2019 and 2020.

5.2 SWAT TEAM ANTI-TERRORIST TACTICAL TRAINING

COURSE DESCRIPTION: This course is designed to increase the SWAT Team member’s abilities to react to terrorists threats. The key focus areas will include; leadership and planning, weapons handling (Carbine and Handgun), team and individual external movement, internal room combat commonly known as CQB, vehicular tactics, using the ballistic shield, and tactical medical care (under fire and in a secure area). Specific scenario training will include; barricaded suspects, hostage rescue (urban and vehicular), extremely dangerous terrorist suspects (open area, vehicle, and urban), deliberate clearing operations, and utilizing the ballistic shield in these environment. EGM instructors will begin with the basics – we understand the key to any task is the correct application of core, fundamental skills. We will then place the officers in situations where they must execute these skills in a stressful environment. Below are specific training subjects and course objectives.

1. The primary training goals and objectives are.
 - a. Each officer will understand and be able to execute his or her core tasks when reacting as a team to counter an extremely dangerous terrorist threat in an open area or urban environment.
 - b. Element leaders will gain an appreciation and general understanding of maneuver, tactical leadership, coordination between elements, and rapid-tactical decision making.
2. We also want each officer to understanding the terrorist threat and how different it is from the common criminal threat in the United States.
3. We will conduct debriefs on past engagements combating terrorists overseas. Many of the lessons learned from these engagements can be applied by US law enforcement in order to combat very dangerous, terrorist threats on US soil.
4. Using the ballistic shield to aid in countering these threats.

5. Vehicular assaults – hostage rescue and dangerous, terrorist subjects.
6. Handling large numbers of unknown people during an active threat (active shooter) situation.
7. Leadership principles, mission planning and execution, and using the After Action Review (AAR).
8. Coordination between elements – mitigating fratricide.
9. Basic Tactical Combat Casualty Care (TCCC)
10. Manual and mechanical breaching considerations
11. Basic and advanced weapons handling skills including: rapid target engagements, multiple targets, shooting and moving, using cover/barricade shooting, transitioning from primary to sidearm, non-traditional shooting positions, team shooting and moving drills, and shooting around-through-and form inside vehicles.
12. Sniper training: equipment/basic sniper skills review, sniper marksmanship, multiple long range unknown distance rapid target engagements; understanding environmental considerations, reducing collateral damage, observation and reporting procedures, and a discussion on extreme high/low angle shooting.

6.0 PRICING

1. Performance of this program will be provided by Evergreen Mountain, LLC.
2. The Offeror agrees to hold the prices in its offer firm through the end of the calendar year, 2018, and will agree to offer the course for the same price + 3% in 2019, and again in 2020 if the Aurora-Naperville SWAT team so chooses.
3. Evergreen Mountain, LLC will be prepared to conduct additional training outside of the dates outlined in this document if agreed upon by both parties with the same pricing quote listed here.

4. EGM charges a flat rate as described below.

Our flat rate is \$200.00 per person for each day of training. As an example:

The cost for a five (5) day course with 40 officers is: \$40,000.00
 $5 \text{ days} \times 40 \text{ officers} \times \$200.00 = \$40,000.00$

5. Additional charges are priced individually.

Training vehicles: cost per vehicle - \$500.00
 $4 \text{ training vehicles} \times \$500.00 = \$2,000.00$

6. Cost breakdown year one (1), 2018:

\$40,000.00	Training
\$2,000.00	Vehicles and support items
TOTAL:	\$42,000.00

7. Please contact Robert Trivino at Evergreen Mountain with any questions you may have at; email: rob@evergreenmountainusa.com
 Cell: 910.635.2217