



**General Services Administration  
Federal Supply Service**

**Authorized Federal Supply Schedule Price List**

**The Professional Service Schedule (PSS)**

Contract Number: **GS-10F-0142S**

Federal Supply Class: 874

**Special Item Numbers (SINs):**

**874-1**, Integrated Consulting Service

**874-1 RC\***, Consulting Services (Disaster Recovery Purchasing)

**874-4**, Training Services: Instructor Led Training, Web Based Training and Education Courses,  
Course Development and Test Administration, Learning Management, Internships

**874-4RC** Disaster Recovery

\*Cubic has been awarded the authority to accept disaster recovery purchasing.

Contract Period: **February 06, 2016 through February 05, 2021**

Business Size: Large

Corporate Address:  
**CUBIC GLOBAL DEFENSE, INC.**  
**205 Van Buren St., Suite 310**  
**Herndon, VA 20170**  
**Main Number: (703) 821-8930**  
[www.abraxascorp.com](http://www.abraxascorp.com)

Contract Administration POC: John Grindle office: (703) 462-5817, (703) 821-8930 x261  
e-fax#: (703) 563-9541,  
email: [john.grindle@abraxas.cubic.com](mailto:john.grindle@abraxas.cubic.com)

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*, a menu-driven database system. The Internet address for GSA *Advantage!* is <http://www.GSAAdvantage.gov>. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).

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## Part I: Information for Ordering Offices

### 1a. Special Item Number(s) (SINs) Awarded

SIN 874-1, Integrated Consulting Service (reference p.8)

SIN 874-1 RC\*, Consulting Services (Disaster Recovery Purchasing)

SIN 874-4, Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships (reference p.17)

### 1b. Lowest Unit Price

Not applicable

### 1c. Proposed Hourly Rates

See p. 15

### 2. Maximum Order:

\$1,000,000.00

### 3. Minimum Order:

\$ 100.00

### 4. Geographic Coverage (delivery area):

FOB Destination, "Domestic and Overseas Delivery", the exact delivery time to be specified on individual Delivery/Task Orders.

### 5. Point(s) of Production (city, county, and State or foreign country):

Not Applicable

### 6. Discount from List Prices:

Prices shown herein are net prices

### 7. Quantity Discounts:

SIN 874-1, Integrated Consulting Services: **None**

SIN 874-4, Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships

**Quantity discounts for DDER Web Based Training are outlined on page 23.**

### 8. Prompt Payment Terms:

Net 30 Days

### 9a. Use of Government Commercial Credit Card:

Cubic will accept the Government Purchase Card (Visa and MC).

### 9b. Use of Government Purchase Card above Micro-Purchase Threshold:

Cubic will accept the Government Purchase Card (Visa and MC) above the Micro-Purchase Threshold.

### 10. Foreign Items:

None

### 11a. Time of Delivery:

Delivery will be specified in individual task and delivery orders under this Federal Supply Schedule.

### 11b. Expedited Delivery:

Not Applicable

### 11c. Overnight and 2-Day Delivery:

Not Applicable

**11d. Urgent Requirements:**

Not Applicable

**12. FOB Point(s):**

FOB Destination

**13a. Ordering Address:**

Cubic Global Defense, Inc.  
205 Van Buren St., Suite 310  
Herndon, VA 20170

**13b. Ordering Procedures:**

Refer to FAR 8.405-3

**14. Payment Address:**

Union Bank  
Attn: Chris Poci, VP, (619) 230-3382, [Christopher.poci@unionbank.com](mailto:Christopher.poci@unionbank.com)  
500 Ross St., 154-0455  
Pittsburg, PA 15262-0001

**15. Warranty Provisions:**

Not Applicable

**16. Export Packing Charges:**

Not Applicable

**17. Terms and Conditions of Government Purchase Card Acceptance**

Visa and MasterCard only

**18. Terms and Conditions of Rental, Maintenance, and Repair**

Not Applicable

**19. Terms and Conditions of Installation**

Not Applicable

**20. Terms and Conditions of Repair Parts**

Not Applicable

**20a. Terms and Conditions for Any Other Services**

Reference Individual Task Orders/Delivery Orders

**21. List of Service and Distribution Points**

Not Applicable

**22. List of Participating Dealers**

Not Applicable

**23. Preventive Maintenance**

Not Applicable

**24a. Special Attributes (such as Environmental Attributes)**

Not Applicable

**25. Data Universal Numbering System (DUNS) number:**

03-374-7226

**26. Central Contractor Registration (CCR):**

Cubic Global Defense, Inc. is registered in the SAM/CCR database.

**27. Uncompensated Overtime**

Not Applicable

**Additional Terms and Conditions**

**Travel and Other Direct Costs:**

Travel Costs shall be handled in accordance with FAR 31.205-46, Travel Costs.

**Security Requirements:**

Cubic will provide the appropriate personnel with security clearances as specified by the task order.

**Service Contract Act**

The Service Contract Act (SCA) is applicable to this contract and as it applies to the entire PSS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to the exemptions for professional employees (FAR 22.1101, 22.1102, and 29CRF 5413.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the Contractor adds SCA labor categories / employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and applicable wage determination (WD) number. Failure to do so may result in cancellation of the contract.

## **PART II: CUBIC GLOBAL DEFENSE, INC. EXECUTIVE SUMMARY**

Cubic Global Defense, Inc. provides services to the US GSA Professional Services Schedule (PSS) under SIN 874-1, Integrated Consulting Service, and SIN 874-4, Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships.

Cubic Global Defense, Inc. operates as members of the Cubic Corporation family of companies within the Cubic Global Defense (CGD) business unit. Cubic is a global risk mitigation services provider headquartered in Herndon, Virginia. Cubic provides its clients with a unique competitive information edge. Whether helping investment decisions, mergers, acquisition negotiations, market entry strategy, or global expansion, Cubic ensures its clients are the best informed player.

Cubic combines proven expertise and business strategy, superior intelligence collection and analysis capabilities to deliver the most effective guidance on risk management.

Cubic's skills and experience include teams of seasoned intelligence experts, successful executives, and uniquely qualified business strategists to deliver the transparency and perspective needed to navigate the global business terrain with integrity and competitive advantage.

Cubic consulting services consist of one or more, or any combination of the following:

- Data collection and analysis,*
- Fraud investigation and containment,*
- Domestic and international due diligence,*
- Competitive market intelligence,*
- Political, economic and security assessment,*
- Behavior analysis,*
- Evaluate, analyze and examine organizational and business processes,*
- Develop methodologies to analyze stated and implied customer requirement,*
- Evaluate alternative solutions in terms of risk, performance, and cost*
- Develop process implementation strategies to meet requirements*
- Establish organizational, management and business improvement metrics and measurement techniques.*

As an employee-owned company Cubic has a critical eye on potential employees and our new hires are vetted not only in the security process, but by our employees. Cubic has competed for and won long term competitive classified contracts within the Intelligence Community. These contracts require Cubic personnel to possess no less than Top Secret level clearances and experience levels that require/include a deep understanding of cultural, political, military, language and historical knowledge of different cultures.

Cubic also offers training seminars that teach the techniques of information elicitation and behavioral analysis. The training helps the client learn how to obtain better information so that the client can ultimately make better decisions

Cubic offers custom designed training courses using formal classroom and less formal settings that act as a catalyst for understanding the subject matter. The topics range from risk management to security awareness.

### Ability to Acquire Personnel Proposed

Cubic maintains aggressive recruiting networks and is able to hire or contract with experts throughout the world. Cubic is constantly increasing its network of technology contacts throughout the United States and Asia. Due to this networking strategy, Cubic will be able to fully support all of the projects awarded under the PSS contract.

### How We Ensure Quality of Services & Products (Reports)

Cubic's management is intimately involved with the services and products offered by Cubic. Weekly operational meetings are held to review contract progress and to identify and resolve any personnel, staffing, technical, facility, equipment or other obstacles or challenge. Cubic's technical approach utilizes an extensive network of proven experts composed of managers, analysts, trainers, subcontractors and consultants to carry out task assignments. Rapid electronic communication provides wide dissemination and interaction with Cubic's employees, subcontractors, consultants and customers located worldwide. Staff and management located in Cubic's Herndon, VA home office ensure that there is a strong and direct relationship and communication between Cubic's employees and customer sponsors.

## **PART III: Cubic Labor Category Rates and Descriptions**

### **LABOR CATEGORIES & RATES**

This section describes the labor categories and rates offered. It includes the following:

- A. Contract Special Item Number (SIN)*
- B. Labor Category List*
- C. Substitution Tables*
- D. Labor Category Descriptions*
- E. Rate Table*

#### **A. Contract Special Item Number (SIN)**

SIN 874-1, Integrated Consulting Service (reference p.8)  
SIN 874-1 RC\*, Consulting Services (Disaster Recovery Purchasing)

#### **B. Labor Category List**

The following labor category disciplines are offered in this SIN:

<b>Labor Category</b>	<b>Levels</b>	<b>Labor Category Nos.</b>
<b>Senior Manager</b>	<b>Ia-II</b>	<b>1-3</b>
<b>Program Manager</b>	<b>I-III</b>	<b>4-6</b>
<b>Team Leader</b>	<b>Ia-III</b>	<b>7-10</b>
<b>Training Specialist</b>	<b>I-III</b>	<b>11-13</b>
<b>Intelligence Analyst</b>	<b>Iab-III</b>	<b>14-18</b>
<b>Operations Analyst</b>	<b>Iab-III</b>	<b>19-23</b>
<b>Subject Matter Expert</b>	<b>I-III</b>	<b>24-26</b>
<b>Consultant</b>	<b>Ia-III</b>	<b>27-30</b>
<b>Program Support</b>	<b>Ia-II</b>	<b>31-33</b>

#### **C. Substitutions and Equivalency Tables**

Cubic recognizes that successful performance depends on having personnel with the right skills and experience. These skills and experience are acquired through a proper mix of education and professional experience. We have found that skills required to support today's problems and tomorrow's challenges are not always supported by the traditional formal education and work experience combination. Therefore, we have incorporated substitution allowances between equivalent education and experience in order to provide the quality of services required by the customer at the most reasonable price. The two tables below present substitution equivalencies for education and experience requirements.

- **Substitutions for educational requirements:** Additional years of related experience may be substituted for degree requirements.

<b>Degree Requirement</b>	<b>Equivalent Experience Substitution</b>
<b>High School</b>	<b>GED</b>
<b>Associate</b>	<b>High School plus two years additional related experience</b>
<b>Bachelor's</b>	<b>High School plus four years additional related experience or Associate's degree plus two years of additional related experience</b>
<b>Master's</b>	<b>Bachelor's Degree plus two years additional related experience or six years additional related experience</b>
<b>Doctorate</b>	<b>Bachelor's degree plus four years or Master's degree plus two years or eight years additional related experience</b>

- **Substitutions for work requirements:** Degrees may be substituted for work experience requirements.

<b>Degree</b>	<b>Equivalent Years of Experience</b>
<b>Bachelor's</b>	<b>Four</b>
<b>Master's</b>	<b>Six</b>
<b>Doctorate</b>	<b>Eight</b>

#### **D. Labor Category Descriptions**

Today's dynamic, technology-driven environment demands a broad array of multi-disciplinary skills and talents to solve complex, multi-dimensional problems. Customers seek a wide assortment of technologists, subject matter experts and analysts capable of strategic planning; concept development; process improvement; change & organizational management; and requirements analysis. Cubic offers multi-talented personnel with subject matter expertise and business/generalist acumen.

The following labor category descriptions illustrate the general qualifications of personnel that Cubic will provide in support of the GSA PSS contract. Specific task orders may require individuals to possess a specified security clearance in addition to these requirements. Most clearances will be at least at the Secret level, and many will be at the Top Secret or SCI level. Academic credentials and years of experience may be substituted as outlined in the tables on the previous pages.

## 1. Senior Manager

### **Functional Responsibility**

Acts as the senior manager for his/her work area performed within the company. Provides high-level functional analysis, documentation and implementation advice on complex problems which require extensive knowledge of the subject matter for effective implementation. Serves as the authorized contact point for the company and is able to commit the company contractually. Is responsible for holding periodic summary contract status reviews and resolve any schedule or technical issues identified by the contract program/project manager.

Level	Labor Category No.	Degree	Years Experience	Comments
Ia	1	BA/BS	10	Must have at least 5 years experience planning and managing related operational projects
I	2	BA/BS	15	Must have at least 7 years experience planning and managing related operational projects
II	3	BA/BS	20	Must have at least 10 years experience planning and managing related operational projects

## 2. Program Manager

### **Functional Responsibility**

Provides planning, direction, and coordination functions of a designated project to ensure contract performance requirements and objectives are accomplished. Manages staff, budget, prioritization, and other contractual matters. Responsible for setting and attaining budget, schedule, and performance standards. Monitors and controls expenditures within limitations of project budget. Acts as the single focal point for planning and executing task orders awarded. Is the primary point of contact for the customer. Oversees all work and takes corrective action as necessary to ensure project success. May also serve as the technical lead.

Level	Labor Category No.	Degree	Years Experience	Comments
I	4	BA/BS	7	Must have at least 5 years experience planning and managing related operational projects
II	5	BA/BS	15	Must have at least 7 years experience planning and managing related operational projects
III	6		20	Must have at least 10 years experience planning and managing related operational projects

### 3. Team Leader

#### **Functional Responsibility**

Responsible for a wide range of operational support tasks. Assists the Project/Program Manager in the development and management of project plans for task order performance, and serves as the day-to-day manager for performance. This includes the review of task performance and work products for correctness as well as adherence to user requirements, and for progress in accordance with schedules. Coordinates with the Project/Program Manager and the customer to ensure solution and user satisfaction for technical matters. Prepares and delivers presentations to peers, subordinates, and user representatives.

Level	Labor Category No.	Degree	Years Experience
Ia	7	BA/BS	3
I	8	BA/BS	5
II	9	BA/BS	10
III	10	BA/BS	15

### 4. Training Specialist

#### **Functional Responsibility**

Responsible for a wide range of operational support tasks such as the following:

- Identifies customer training requirements, establishes student knowledge level, creates training objectives, and writes the plans of instruction and course outline.
- Responsible for completing the analysis, design and development phases for instructional models
- Develops lesson plans, criterion and diagnostic testing instruments, student workbooks and presentation media.
- Compiles computer based training program, if required, from established formats.
- Delivers platform training

Level	Labor Category No.	Degree	Years Experience
I	11	BA/BS	5
II	12	BA/BS	10
III	13	BA/BS	15

### 5. Intelligence Analyst

#### **Functional Responsibility**

Responsible for a wide range of analytical tasks such as the following:

- Gather and review current and/or historical intelligence information and assess its credibility and relevance.
- Conduct follow-up search as necessary to complete analysis.
- Develop outline that conforms to the objective(s) established for the reporting requirement.
- Develop final report after client review

Level	Labor Category No.	Degree	Years Experience
Ia	14	BA/BS	3
Ib	15	BA/BS	5
I	16	BA/BS	10
II	17	BA/BS	15
III	18	BA/BS	20

## 6. Operations Analyst I

### **Functional Responsibility**

Provides technical knowledge and analysis of highly specialized applications and operational environment, functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems which require high-level knowledge of the subject matter. Design and prepares technical reports, and related documentation.

Level	Labor Category No.	Degree	Years Experience
Ia	19	BA/BS	3
Ib	20	BA/BS	5
I	21	BA/BS	10
II	22	BA/BS	15
III	23	BA/BS	20

## 7. Subject Matter Expert

### **Functional Responsibility**

Recognized at the industry level in a technical field or specialized organizational, training or management area. Applies experience, skills, and expert knowledge within a specific discipline. Generates unique concepts as evidenced by synthesis of new products or processes. Serve as technical expert in the subject area.

Level	Labor Category No.	Degree	Years Experience
I	24	BA/BS	10
II	25	BA/BS	15
III	26	BA/BS	20

## 8. Consultant

### **Functional Responsibility**

Possesses unique experience, skills, and expert knowledge in highly specialized technical, functional, and/or process areas within management, organizational, or training disciplines. Applies best industry practices and standards, leading-edge technology, and innovative solutions to intractable problems. Works directly with staff and / or customer management to apply advanced principles, theories, and concepts and develops comprehensive solutions to complex problems. Defines key concepts for planning, deployment, integration, operation and/or enhancement of state-of-the-art and/or legacy systems. Employs methodologies for guiding others in problem resolution.

Level	Labor Category No.	Degree	Years Experience
Ia	27	BA/BS	5
I	28	BA/BS	10
II	29	BA/BS	15
III	30	BA/BS	20

## 9. Program Support I

### **Functional Responsibility**

Responsible for providing general program and administrative support to project staff; updating and maintaining staff schedules; providing logistical support (making travel arrangements); coordinating conference rooms; arranging conference calls; maintaining files and records; ordering supplies and equipment; submitting and maintaining reports; etc.

Level	Labor Category No.	Degree	Years Experience
Ia	31	HS	3
I	32	HS	5
II	33	BA/BS	10

**E. Cubic Global Defense, Inc. GSA PSS Labor Category Rates**

Cubic rates for Option 2 are presented in the following table.

SIN	Labor Category	Year 11 (2/6/16 - 2/5/17)	Year 12 (2/6/17 - 2/5/18)	Year 13 (2/6/18 - 2/5/19)	Year 14 (2/6/19 - 2/5/20)	Year 15 (2/6/20 - 2/5/21)
<b>Labor Categories</b>						
874-1	1 Senior Manager Ia	\$189.68	\$195.56	\$201.62	\$207.87	\$214.31
874-1	2 Senior Manager I	\$231.35	\$238.53	\$245.92	\$253.54	\$261.40
874-1	3 Senior Manager II	\$250.31	\$258.07	\$266.07	\$274.31	\$282.82
874-1	4 Program Manager I	\$174.51	\$179.92	\$185.50	\$191.25	\$197.18
874-1	5 Program Manager II	\$191.95	\$197.90	\$204.03	\$210.36	\$216.88
874-1	6 Program Manager III	\$234.73	\$242.00	\$249.51	\$257.24	\$265.22
874-1	7 Team Leader Ia	\$121.33	\$125.09	\$128.97	\$132.96	\$137.09
874-1	8 Team Leader I	\$174.11	\$179.51	\$185.07	\$190.81	\$196.73
874-1	9 Team Leader II	\$178.59	\$184.13	\$189.84	\$195.72	\$201.79
874-1	10 Team Leader III	\$197.21	\$203.32	\$209.62	\$216.12	\$222.82
874-1	11 Training Specialist I	\$120.02	\$123.74	\$127.57	\$131.53	\$135.61
874-1	12 Training Specialist II	\$159.56	\$164.50	\$169.60	\$174.86	\$180.28
874-1	13 Training Specialist III	\$203.08	\$209.38	\$215.87	\$222.56	\$229.46
874-1	14 Intelligence Analyst Ia	\$109.02	\$112.40	\$115.88	\$119.47	\$123.18
874-1	15 Intelligence Analyst Ib	\$126.68	\$130.61	\$134.66	\$138.83	\$143.14
874-1	16 Intelligence Analyst I	\$162.47	\$167.51	\$172.70	\$178.06	\$183.58
874-1	17 Intelligence Analyst II	\$182.12	\$187.77	\$193.59	\$199.59	\$205.78
874-1	18 Intelligence Analyst III	\$196.20	\$202.28	\$208.55	\$215.02	\$221.68
874-1	19 Operations Analyst Ia	\$112.55	\$116.04	\$119.63	\$123.34	\$127.17
874-1	20 Operations Analyst Ib	\$126.12	\$130.03	\$134.06	\$138.22	\$142.50
874-1	21 Operations Analyst I	\$163.84	\$168.92	\$174.16	\$179.56	\$185.12
874-1	22 Operations Analyst II	\$192.21	\$198.17	\$204.31	\$210.65	\$217.18
874-1	23 Operations Analyst III	\$208.13	\$214.58	\$221.23	\$228.09	\$235.16
874-1	24 Subject Matter Expert I	\$183.29	\$188.97	\$194.83	\$200.87	\$207.10
874-1	25 Subject Matter Expert II	\$222.41	\$229.30	\$236.41	\$243.74	\$251.29
874-1	26 Subject Matter Expert III	\$237.12	\$244.47	\$252.05	\$259.86	\$267.92
874-1	27 Consultant Ia	\$161.24	\$166.24	\$171.39	\$176.70	\$182.18
874-1	28 Consultant I	\$180.93	\$186.54	\$192.33	\$198.29	\$204.44
874-1	29 Consultant II	\$218.95	\$225.73	\$232.73	\$239.95	\$247.38
874-1	30 Consultant III	\$231.35	\$238.53	\$245.92	\$253.54	\$261.40
874-1	31 Program Support Ia	\$95.35	\$98.31	\$101.35	\$104.49	\$107.73
874-1	32 Program Support I	\$102.54	\$105.72	\$109.00	\$112.38	\$115.86
874-1	33 Program Support II	\$122.59	\$126.39	\$130.31	\$134.35	\$138.51

## **PART IV: Cubic Training Courses**

**This section describes the training courses offered. It includes the following:**

- A. Contract Special Item Number (SIN)*
- B. Schedule of Training Courses*
- C. Course Descriptions*
- D. Course Pricing*

### **A. Contract Special Item Number (SIN)**

SIN 874-4, Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships (*reference p.17*)

### **B. Schedule of Training Courses**

Cubic offers a Detecting Deception and Eliciting Responses (DDER) training program providing a specialized skill set that is critically relevant to the development of leaders and managers tasked with focusing on issues involving counterterrorism and counterintelligence related operations. The DDER training program facilitates the development and improvement of leadership and management skills in the areas of behavioral analysis. In today's business environment, information is the key to resolving problems encountered in any professional arena. The unique challenges facing the federal government in the areas of domestic and international counterterrorism and counterintelligence operations requires leaders and managers with sophisticated interviewing skills that enable them to harvest information designed to bring understanding and resolution to the multi-faceted challenges facing the United States. DDER training augments the manager's ability to effectively elicit time-critical, operational information, thus providing him with the necessary intelligence needed to make operational decisions in the field in a timely fashion. Effective communication is of paramount importance in today's workplace. The DDER training thus becomes applicable to all critical business related activities, including customer service, quality and change management, and process and productivity improvement. This type of training is currently neither available nor offered in any standard leadership or management training program.

Cubic offers 4 off-the-shelf Detecting Deception and Eliciting Responses training packages to meet specific agency needs. The DDER training packages range from self-paced, Web-based training to intensive 5-day programs involving ethnic role players from all parts of the world skilled in scenario based role-playing.

The following is a summary of the DDER training courses offered.

Title of Course	Description	Length of Course
Detecting Deception and Eliciting Responses (DDER) – Course Instructor Lecture & Scenario Based Training (3 Day)	DDER training by a recognized expert instructor plus scenario based training conducted by four (4) ethnic consultants/role-players. Intensive level of training covering 3 days.	3 days
Detecting Deception and Eliciting Responses (DDER) – Course Instructor Lecture & Scenario Based Training (4 Day)	DDER training by a recognized expert instructor plus scenario based training conducted by four (4) ethnic consultants/role-players. More intensive level of training covering 4 days.	4 days
Detecting Deception and Eliciting Responses (DDER) – Course Instructor Lecture & Scenario Based Training (5 Day)	DDER training by a recognized expert instructor plus scenario based training conducted by four (4) ethnic consultants/role-players. Most intensive level of training covering 5 days.	5 days
Detecting Deception and Eliciting Responses (DDER) – Web Based Training	DDER training presented in state-of-the-art Web based training.	Self-paced program

### C. Course Descriptions

**Title of Course: Detecting Deception and Eliciting Responses (DDER) - Course Instructor Lecture & Scenario Based Training (3 Days)**

**Length of Course: 3 Days**

**Minimum Number of Participants: 1**

**Maximum Number of Participants: 24**

#### **Description of Course:**

The DDER training program provides a specialized skill set that is critically relevant to the development of leaders and managers tasked with focusing on issues involving counterterrorism and counterintelligence related operations. This type of training is currently neither available nor offered in any standard leadership or management training programs.

The DDER training program facilitates the development and improvement of leadership and management skills in the areas of behavioral analysis. In today's business environment, information is the key to resolving problems encountered in any professional arena. The unique challenges facing the federal government in the areas of domestic and international counterterrorism and counterintelligence operations requires leaders and managers with sophisticated interviewing skills that enable them to harvest information designed to bring understanding and resolution to the multi-faceted challenges facing the United States. DDER training augments the manager's ability to effectively elicit time-critical, operational information, thus providing him with the necessary intelligence needed to make operational decisions in the field in a timely fashion. These same skills ensures that critical information required to create effective policy at headquarters is reliable and credible, thus ensuring desired resolution to management prerogatives.

Today's global environment also requires an understanding of the cultural aspects that come to play during the interview process. DDER training employs ethnic role players from all parts of

the world skilled in scenario based role-playing. Understanding the cultural discriminators present in hard to control operational environments is essential to facilitating the communication process. These role players provide course participants with realistic interviewing experiences that highlight the stifling impact that potentially non-conforming behavior can have on the communication process and enables the participant to alter their behavior before encountering similar circumstances in real-world experiences.

Effective communication is of paramount importance in today's workplace. The DDER training thus becomes applicable to all critical business related activities, including customer service, quality and change management, and process and productivity improvement.

Cubic offers DDER training in a variety of seminar formats designed to accommodate every customer's unique requirements. Training is conducted at the customer's facility or a preferred location. Cubic provides a recognized expert instructor and four (4) ethnic consultants/role-players as a part of the three (3) day training program.

**Title of Course: Detecting Deception and Eliciting Responses (DDER) - Course Instructor Lecture & Scenario Based Training (4 Days)**

**Length of Course: 4 Days**

**Minimum Number of Participants: 1**

**Maximum Number of Participants: 24**

**Description of Course:**

The DDER training program provides a specialized skill set that is critically relevant to the development of leaders and managers tasked with focusing on issues involving counterterrorism and counterintelligence related operations. This type of training is currently neither available nor offered in any standard leadership or management training programs.

The DDER training program facilitates the development and improvement of leadership and management skills in the areas of behavioral analysis. In today's business environment, information is the key to resolving problems encountered in any professional arena. The unique challenges facing the federal government in the areas of domestic and international counterterrorism and counterintelligence operations requires leaders and managers with sophisticated interviewing skills that enable them to harvest information designed to bring understanding and resolution to the multi-faceted challenges facing the United States. DDER training augments the manager's ability to effectively elicit time-critical, operational information, thus providing him with the necessary intelligence needed to make operational decisions in the field in a timely fashion. These same skills ensures that critical information required to create effective policy at headquarters is reliable and credible, thus ensuring desired resolution to management prerogatives.

Today's global environment also requires an understanding of the cultural aspects that come to play during the interview process. DDER training employs ethnic role players from all parts of the world skilled in scenario based role-playing. Understanding the cultural discriminators present in hard to control operational environments is essential to facilitating the communication process. These role players provide course participants with realistic interviewing experiences that highlight the stifling impact that potentially non-conforming behavior can have on the communication process and enables the participant to alter their behavior before encountering similar circumstances in real-world experiences.

Effective communication is of paramount importance in today's workplace. The DDER training thus becomes applicable to all critical business related activities, including customer service, quality and change management, and process and productivity improvement.

Cubic offers DDER training in a variety of seminar formats designed to accommodate every customer's unique requirements. Training is conducted at the customer's facility or a preferred location. Cubic provides a recognized expert instructor and four (4) ethnic consultants/role-players as a part of the four (4) day training program.

**Title of Course: Detecting Deception and Eliciting Responses (DDER) - Course Instructor Lecture & Scenario Based Training (5 Days)**

**Length of Course: 5 Days**

**Minimum Number of Participants: 1**

**Maximum Number of Participants: 24**

**Description of Course:**

The DDER training program provides a specialized skill set that is critically relevant to the development of leaders and managers tasked with focusing on issues involving counterterrorism and counterintelligence related operations. This type of training is currently neither available nor offered in any standard leadership or management training programs.

The DDER training program facilitates the development and improvement of leadership and management skills in the areas of behavioral analysis. In today's business environment, information is the key to resolving problems encountered in any professional arena. The unique challenges facing the federal government in the areas of domestic and international counterterrorism and counterintelligence operations requires leaders and managers with sophisticated interviewing skills that enable them to harvest information designed to bring understanding and resolution to the multi-faceted challenges facing the United States. DDER training augments the manager's ability to effectively elicit time-critical, operational information, thus providing him with the necessary intelligence needed to make operational decisions in the field in a timely fashion. These same skills ensures that critical information required to create effective policy at headquarters is reliable and credible, thus ensuring desired resolution to management prerogatives.

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Effective communication is of paramount importance in today's workplace. The DDER training thus becomes applicable to all critical business related activities, including customer service, quality and change management, and process and productivity improvement.

Cubic offers DDER training in a variety of seminar formats designed to accommodate every customer's unique requirements. Training is conducted at the customer's facility or a preferred location. Cubic provides a recognized expert instructor and four (4) ethnic consultants/role-players as a part of the five (5) day training program.

**Title of Course: Detecting Deception and Eliciting Responses  
(DDER Web-Based Training©)**

**Length of Course: Self-paced**

**Minimum Number of Participants: N/A**

**Maximum Number of Participants: N/A**

**Description of Course:**

DDER training is also presented in a state-of-the-art Web Based Training format (DDER WBT©). This rendition of the DDER training is designed to expose the customer to the essential elements of the training while allowing him/her the luxury of working through the program in the privacy of his/her office or home, at his or her own pace. The program features study modules that present the course material via lectures and video vignettes designed to highlight the lecture material through scenario-based interview exercises. Once finished the lecture portion of the program, students are challenged with self-test video-based scenarios involving investigators and role-players engaging in operational activities. At various points, students must decide which questions are best used in a particular fashion to elicit information required to resolve the video scenarios. Once the student makes a decision, immediate feedback is provided as to his performance and he is shown the results of his decision-making process via video-based vignettes. Upon completing the course, the student should understand the basics of rapport-based information elicitation techniques and how behavioral analysis can be used to augment his elicitation activities.

DDER WBT© access is for one full-year and renewal is on a subscription basis. There is no minimum sign-up requirement. Cubic extends quantity discounts based on the number of users.

## D. Course Pricing

SIN	Description	Year 11 (2/6/16 - 2/5/17)	Year 12 (2/6/17 - 2/5/18)	Year 13 (2/6/18 - 2/5/19)	Year 14 (2/6/19 - 2/5/20)	Year 15 (2/6/20 - 2/5/21)
<b>Training</b>						
874-4	DDER Training: Course Instructor Lecture & Scenario Based Training (3 Day)	\$32,643.86	\$33,655.81	\$34,699.15	\$35,774.82	\$36,883.84
874-4	DDER Training: Course Instructor Lecture & Scenario Based Training (4 Day)	\$39,120.98	\$40,333.73	\$41,584.08	\$42,873.18	\$44,202.25
874-4	DDER Training: Course Instructor Lecture & Scenario Based Training (5 Day)	\$44,727.37	\$46,113.91	\$47,543.45	\$49,017.29	\$50,536.83
874-4	DDER Training: Web Based (DDER WBT©) - 1 User	\$439.58	\$453.20	\$467.25	\$481.74	\$496.67
874-4	Web Based (DDER WBT©) - 25 Users	\$425.16	\$438.34	\$451.93	\$465.94	\$480.39
874-4	Web Based (DDER WBT©) - 100 Users	\$404.75	\$417.29	\$430.23	\$443.57	\$457.32
874-4	Web Based (DDER WBT©) - 500 Users	\$371.12	\$382.62	\$394.48	\$406.71	\$419.32
874-4	Web Based (DDER WBT©) - 1,000 Users	\$337.49	\$347.95	\$358.74	\$369.86	\$381.32

Fixed prices are based on restrictions specified in the course descriptions.

The following applies to prices for the 3-day, 4-day and 5-day courses:

- Prices do not include travel costs.
- Prices are based on one instructor and four (4) role players.
- Prices assume that a maximum of 24 students will attend training.
- Cubic can provide additional instructors at an additional price. The customer has the option to provide their own qualified instructors. To be qualified, the instructor/coach must have attended an Cubic conducted DDER course.