

**TECHNICAL EXHIBIT 4.1
CONTRACTOR-FURNISHED TRAINING**

COURSE	COMPLETION DATE	REFRESHER TRAINING
HAZARDOUS MATERIAL/HAZARDOUS WASTE/SAFETY TRAINING		
Compressed Gas Cylinders	Prior to the end of phase-in	Every year
First Responder Awareness Level	Prior to the end of phase-in	Every year
Handling HW	Prior to the end of phase-in	Every year
Hazard Communication	Prior to the end of phase-in	As necessary
HAZMAT Transportation	Prior to the end of phase-in	Every two years
HAZMAT Preparer Certification	Prior to the end of transition	Every 2 years
Packaging Radioactive Material	Prior to the end of phase-in	Every two years
Radiation Protection Officer (RPO)	Prior to the end of phase-in	Every year
Radiation Workers (Monitors)	Prior to the end of phase-in	Every year
Radioactive Training	Prior to the end of phase-in	Every year
Respirator Training	Prior to the end of phase-in	Every year and as necessary
IT DATA SYSTEMS AND OTHER REQUIRED TRAINING		
Combating Trafficking in Persons	Prior to the end of phase-in	As necessary
DPAS	Prior to the end of phase-in	As necessary
Equipment Operation and Maintenance	Prior to the end of phase-in	Every three years
Environmental Reporting Logistics (ERLS)	Prior to the end of phase-in	As necessary
Federal Logistics Information System (FLIS)	Prior to the end of phase-in	As necessary
Financial and Airlift Clearance Transportation System (FACTS)	Prior to the end of phase-in	As necessary
Information Assurance	Prior to the end of phase-in	Every year
Information Technology (IT) and Computing Environmental (CE) Certifications	Within six months of notification	120 hours of Continuous Education to be completed in a continuous three year cycle
Integrated Booking System (IBS)	Prior to the end of phase	As necessary
Packaging Training	Prior to the end of phase	As necessary
Powertrack	Prior to the end of phase	As necessary
Security Training	Prior to the end of phase	As necessary
WEB Supply Discrepancy Reports (WEBSDR)	Prior to the end of phase	As necessary
Wide Area Workflow-Receipts and Acceptance (WAWF-RA)	Prior to the end of phase	As necessary
Wood Packaging Material	Prior to the end of phase	As necessary

1. **COMPRESSED GAS CYLINDERS.** IAW CFR Title 29, Part 1910.101, Compressed Gases, this training is required for employees who handle, use, fill, and/or store compressed gas cylinders and who offer compressed gas cylinders for shipment. This training will provide employees with a general knowledge of compressed cylinder types, uses, and markings, and the specific safety issues in handling and storing them. The training includes information regarding the characteristics of different types of gases and the necessity for adhering to prescribed safety rules and practice in storage, handling, use, and transportation of compressed gases in cylinders.
2. **FIRST RESPONDER AWARENESS LEVEL.** This training is for employees who are likely to witness or discover a hazardous substance release or who have been trained to initiate an emergency response sequence by notifying the proper authorities of the release. Compliance requirements are set forth in CFR Title 29, part 1910.120(q)(6)(i), as well as skill and knowledge levels required for all new responders before they are permitted to take part in actual emergency operations in an incident. Sufficient training includes but is not limited to:
 - a. An understanding of what hazardous substances are and the risks associated with them in an incident.
 - b. An understanding of the potential outcomes associated with an emergency created when hazardous substances are present.
 - c. The ability to recognize the presence of hazardous substances in an emergency.
 - d. The ability to identify the hazardous substance, if possible.
 - e. An understanding of the role of the first responder awareness individual.
 - f. The ability to realize the need for additional resources and to make appropriate notifications to the communications center.
3. **HANDLING HAZARDOUS WASTE (HW).** This training is specifically designed for workers who are involved in clean-up operations, voluntary clean-up operations, emergency response operations, and storage, disposal, or treatment of hazardous substances or uncontrolled hazardous waste sites. Topics include protection against hazardous chemicals elimination of hazardous chemicals, safety of workers, and the environment and OSHA regulations.
4. **HAZARDOUS COMMUNICATION.** This training provides employees with up-to-date regulatory information and training on hazardous chemicals in their work area at the time of their initial assignment and when a new physical or health hazard is introduced into their work area. Training includes, but is not limited to:
 - a. Methods and observations that may be used to detect the presence or release of a hazardous chemical in the work area.
 - b. Information on physical and health hazards of the chemicals and/or RAM in the work area as it relates to the employee's work area.
 - c. Measures employees can take to protect themselves from these hazards including specific procedures the Contractor has implemented to protect employees from exposure to hazardous chemicals.
 - d. Details of the hazard communication program developed by the Contractor, including an explanation of the labeling system and the MSDS and how employees can obtain and use the appropriate hazard information.

5. **HAZARDOUS MATERIAL PREPARER CERTIFICATION.** This training is required for all employees who perform handling, packaging and/or certifying HAZMAT and/or operating HW accumulation sites; preparing, verifying, and/or certifying HAZMAT shipping papers and related documents; and performing the function-specific duties set forth in DLAI 4145.3, Preparing Hazardous Materials for Military Air Shipments, Chapter 1 and Attachment 25. The initial training and the appointment order is required before the employee performs the requirements and refresher training and a new appointment order is required at 24-month intervals. If refresher training is not completed within the 24-month timeline the initial training must be retaken. Refresher training may be taken via Video Tele-Conference/Interactive Video Tele-Training (VTC/IVT) if available. The only sources that provide the approved required level of training are those identified in the Defense Transportation Regulation (DTR) Part II, Cargo Movement, Chapter 204-7, Training, DLAI 4145.3 Preparing Hazardous Material for Military Air Shipment, and DLAD 5025.30, DLA One Book, Hazardous Material (HAZMAT) Training for Packaging and Transportation Personnel Process Guidance.
6. **HAZARDOUS MATERIAL TRANSPORTATION.** Current DoT regulations require initial and recurrent training of all employees who perform work functions covered by the Hazardous Materials Regulations (HMR; 49 CFR parts 171-180). Any employee whose work directly affects hazardous materials transportation safety is required to have training. Refresher training is required every two years. Department of Transportation (DoT) template training modules are available at <http://www.phmsa.dot.gov/hazamat/training/publications/modules>. These training modules meet the requirements for General Awareness Training as prescribed in Title 49 CFR, Part 172, Subpart H. The training includes but is not limited to:
- a. HAZMAT identification
 - b. DoT Regulations
 - c. Shippers' responsibilities including shipping papers, packaging, marking, labeling, and placarding.
 - d. Carrier's responsibilities including loading, unloading, segregation, and separation.
7. **RADIATION PROTECTION OFFICER (RPO).** This training is required in the event of a change in Contractor personnel performing RPO functions after the beginning of full performance. Eighty hours of initial training and twenty-four hours of annual refresher training are required from approved sources identified by the KO or designee. A minimum passing score of 70% is required. This training includes the following:
- a. Radiation principles and fundamentals
 - b. Measurement and control of exposure and RAM (contamination)
 - c. Details of the radiation protection program
 - d. Medical and biological hazards of radiation exposure
 - e. Preparations for radiological emergencies and incidents
 - f. NRC license requirements
 - g. Use of RPO database
8. **RADIATION WORKERS (MONITORS).** This training is required for individuals who handle RAM. Training includes the following:
- a. Storage, transfer, and use of radiation and/or RAM.

- b. Health protection problems associated with exposure to radiation and/or RAM, precautions or procedures to minimize exposure, and the purposes and functions of protection devices employed.
- c. Applicable provisions of NRC regulations and licenses for the protection of personnel from exposure to radiation and/or RAM.
- d. Employee's responsibility to report promptly to the licensee any condition which may lead to or cause a violation of NRC regulations and licenses or unnecessary exposure to radiation and/or RAM.
- e. The appropriate response to warnings made in the event of any unusual occurrence or malfunction that may involve exposure to radiation and/or RAM
- f. The radiation exposure reports that workers may request
- g. The fundamentals of radiation
- h. Radiation units and concepts
- i. Biological effects of radiation
- j. Fundamentals of radiation detection
- k. Principles of radiation protection
- l. DDC RHP elements
- m. Federal, DLA, and DDC regulations
- n. Occupational radiation exposure limits
- o. Surveys
- p. Receipt and storage of RAM
- q. Spill response
- r. Radioactive training program

9. RESPIRATOR TRAINING. The Contractor's respirator training shall include the following:

- a. Reason(s) the respirator is necessary and how improper fit, usage, or maintenance can compromise the protective effect of the respirator.
- b. Limitations and capabilities of the respirator.
- c. Effective use of the respirator in emergency situations, including situations in which the respirator malfunctions.
- d. Hands-on demonstrations and practice in how to inspect, put on, determine proper fit, adjust, use, remove, and test the face-to-face seals of the respirator.
- e. Procedures for maintenance and storage of the respirator.
- f. How to recognize medical signs and symptoms that may limit or prevent the effective use of respirators.
- g. Wearing the respirator in normal air for a long familiarity period.
- h. Wearing the respirator in a test atmosphere.
- i. In addition to annually, refresher training shall be administered when the following situations occur:
 - i. Changes in the workplace or the type of respirator render previous training obsolete.
 - ii. Inadequacies in the employee's knowledge or use of the respirator indicate that the employee has not retained the requisite understanding or skill.

- iii. Any other situation in which retraining appears necessary to attain safe respirator use.

- 10. COMBATING TRAFFICKING IN PERSONS.** DoD requires Contractor employees to complete CTIP Computer Based Training (CBT) within 30 days of employment and thereafter on an annual basis. Training time for the completion of this course is approximately 20 minutes. This training is online at <http://www.dodig.mil/Inspections/IPO/combatinghuman.htm>.
- 11. DEFENSE PROPERTY ACCOUNTABILITY SYSTEM (DPAS) WEB VERSION.** This training is for all users of DPAS. DPAS Web Version training is available online at <http://www.dpas.dod.mil>. These courses are self-paced and available through the DPAS Learning Management System (LMS). Contractor employees using DPAS will have three online courses to complete. Training modules include:
- a. **Custodian-DPAS 1070.** This course provides a basic overview of DPAS for personnel with actions limited to Assets and Fields for Property updates and transfers. Estimated time to complete the course is 6.5 hours. When successfully completed the employee will be able to access DPAS for the following types of property depending upon their job function:
 - i. Accountable
 - ii. Non-accountable only
 - iii. Both Accountable and Non-Accountable
 - b. **Data Inquiry-DPAS 1130.** This course provides a basic overview of the DPAS for employees with responsibility for viewing inquiry and report data. No report generation is allowed by this user role and function. Estimated time to complete the course is 6 hours.
 - c. **Reports and forms Generation-DPAS 1140.** This course provides basic overview of the DPAS for employees with responsibility for generating reports and forms in DPAS. Estimated time to complete this course if 6 hours.
- 12. EQUIPMENT OPERATION AND MAINTENANCE.** This training is required for all Contractor employees who operate and maintain motor vehicles, MHE, crane, and rigging or other equipment with the required licensing, certification, or specialized training. Training includes but is not limited to the requirements identified in CFR Title 29, Part 1910.178; CFR Title 49; American Society of Mechanical Engineers (ASME) B30.13-1996, Storage/Retrieval (S/R) Machines and Associated Equipment; and DLAI 4500.36, Management, Acquisition, and Use of DLA Operating Equipment, Sections E3m and E3n; and Federal, State and Local Laws. Refresher training is required at a minimum of every three years or when warranted IAW OSHA, DoD, and manufacturer's guidance.
- 13. ENVIRONMENTAL REPORTING LOGISTICS SYSTEMS (ERLS).** ERLS is a DLA automated data warehouse system that gathers environmental report data for each DLA activity. ERLS tracks the Depot's hazardous material chemical inventory for use in Emergency Planning and Community Right-to-Know Act (EPCRA) reporting. The ERLS functions are described in a step-by-step format. Based on the user's role and responsibilities as they relate to ERLS, the training group to which the user belongs is selected from the options available. The ERLS training provides information on everything needed to know about the ERLS. Training for ERLS is self-taught using the software user manual located at <http://www.dlis.dla.mil/erls.asp>. The operational process

of receipt and posting to DSS that interfaces with ERLS is taught during Stock Readiness and Shelf-Life Training (see TE 3.9, Government-Furnished Training).

14. **WEB FEDERAL LOGISTICS INFORMATION SYSTEM (WebFLIS).** The Federal Logistics Information System via the World Wide Web (FLIS) is a 4 hour course essential for all Contractor employees. WebFLIS provides read only access to information housed within the Federal Logistics Information System (FLIS). WebSDR training is available on-line at http://www.dla.mil/j-6/dlms0/eApplications/Training/websdr/WebSDR_Training.ppt
15. **FEDERAL LOGISTICS DATA (FEDLOG).** FEDLOG is a logistics information system published on CD-ROM or DVD-ROM by the Defense Logistics Information Service (DLIS) and allows the user to search for an item of supply even when the NSN is not known by using the item's physical and performance descriptive values. FEDLOG is a tool used to perform the distribution services to identify and search data stored within the FLIS. This 8-hour course is designed to teach Contractor employees how to use this function. FEDLOG can be accessed through WebFLIS.
16. **FINANCIAL AIRLIFT CLEARANCE TRANSPORTATION SYSTEM (FACTS).** FACTS is a system used to request airlift clearance IAW DTR, Part II, Cargo Movement. FACTS provides the ability to view the entire flow of DoD sustainment cargo in near real-time which enables decision makers to control the flow of sustainment material into APOEs. FACTS is an integrated database that uses quick reference files to ensure compliance with DTR formats and Service-unique air-eligible cargo movement criteria. It generates challenge messages from the respective Service-ACA to consignees and consignors on ATCMDs. Assistance to acquire training can be obtained by contacting the Consolidated Help Desk at 877-962-3365 or DSN: 430-6122 or by accessing <https://mzc.mech.disa.mil/FACTS> .
17. **GLOBAL FREIGHT MANAGEMENT (GFM) SYSTEM.** The Global Freight Management System is an automated DoD-wide freight traffic management system. SDDC has developed the GFM system as a web-based DoD-wide freight traffic management system with a carrier tender database as an integral part. Access to GFM is through the Electronic Transportation Acquisition (ETA). A training tutorial is available on-line at <https://eta.sddc.army.mil/default.asp?fa+freight>.
18. **INFORMATION TECHNOLOGY (IT) and COMPUTING ENVIRONMENT (CE) CERTIFICATIONS.** This specific requirement for IAT Certification and continuous education is a requirement in the revision of DoD 8570.01-M, Information Assurance Workforce Improvement, dated December 19, 2005. As a result, the Government will reimburse the Contractor for the actual cost of this specific IAT Certification training, continuous education, and travel in accordance with the terms and conditions of the contract as stated in Sections C-3.2.3 and C-3.4, based upon documented proof of successful completion of the course and certification. Contractor employees must be certified IAW DoD 8570.01-M, Information Assurance Workforce Improvement at the IAT Level I and receive the additional 120 hours of sustainment training/continuing education of 120 hours every three years to perform the Contractor IT requirements addressed in paragraph C-3.2.2.4. The following table provides the required certifications.

Function	Computing Environment (CE) Cert	IAT L1	IAT L2
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Sys Admin (WIN)	M2003, MCSA ¹ , MCSE ¹ , GCWN	X	
Sys Admin (UNIX)	HP UX CSA, GCUX, SCNA, SCNA	X	
DBA Admin	OCP, OCM, GSOC	X	
IAO	M2003, MCSA ¹ , MCSE ¹ , GCWN, HP UX CSA, GCUX, SCNA	X	
Help Desk	MCDST ¹ , Windows XP, MCSA ¹ , MCSE ¹	X	X

¹ Any certification Microsoft still supports.

19. INFORMATION ASSURANCE. This training is required for all employees with access to DDC computer systems. This training is available via a web-based, self-taught course. This 40-minute course is part of the vital effort to ensure the confidentiality, integrity, availability, and non-repudiation of DLA information and data. An employee failure to complete this training may result in loss of his/her access to DDC computer systems. The KO or designee will provide the website address for this training during phase-in.

20. INTEGRATED BOOKING SYSTEM. IBS training is a self-taught course available upon request via CD-ROM. Training CDS are acquired by contracting the IBS Help Desk at 1-800-851-8449. The IBS Help Desk can also be used for assistance during the training period once the employee is online and using the system.

21. PACKAGING TRAINING. Packaging training is required for all employees who have current or anticipated assignments involving preservation, packaging, and marking, quality control, packaging instruction, or other related fields. The following courses are available through the US Army Ammunition Center and School at McAlester, OK, <https://www3.dac.army.mil>,

- a. Defense Basic Preservation and Intermediate Protection (Course No. 822-F13). This course is oriented toward DoD Packaging Policies, specifications and standards, cleaning and drying, preservation, cushioning, and blocking, packing for shipment, marking, unit pack, construction, and unitization of cargo.
- b. Defense Preservation and Intermediate Protection (Course No. 8B-F1). This course is oriented toward DoD packaging policies, specifications, cleaning and drying, preservation, marking, economy in packing, packaging codes, unit containers, unit pack inspection, and resources conservation.
- c. Defense Packing and Unitization (Course No. 8B-F2). This course describes DoD packing policies and shows how to construct, reinforce, weatherproof, cushion, and block and brace containers. The DoD Container Design Retrieval System program is discussed, along with marking and labeling for shipment and storage. Containerization, palletization, and resource conservation are other topics covered.

Additional information regarding these courses is available from the US Army Training Support Center (ATSC), <http://www.atsc.army.mil/search>. Access to this website requires registration to the Army Knowledge Online (AKO).

- 22. PACKAGING RADIOACTIVE MATERIAL.** This course includes HAZMAT classification, HW labeling, types of packaging and containers, packaging and container limits, radiation level standards, reporting and record keeping requirements, NRC requirements and disposal of RAM. The initial training is required before the employee assumes his/her position and refresher training is required every two years.
- 23. POWERTRACK.** This training is required for employees performing traffic management functions. POWERTRACK is available via a web-based self-taught course located at <http://www.powertrackglobal.com/training.aspx>. The 90-minute training session consists of interactive demonstration of the POWERTRACK service.
- 24. SECURITY TRAINING.** The Government will provide the materials necessary for employee training in the following areas:
 - a. **Counterintelligence.** IAW DoDI 5240.6, Counterintelligence (CI) Awareness and Briefing Program (Training time is 30 minutes or less).
 - b. **Operations Security.** IAW DoDD 5205.2, DoD Operations Security Program (Training time is 60 minutes or less)
 - c. **Handling of Classified Material/Clearance.** IAW DLAR 5200.12, Chapter 15, Standards for Handling Classified Material (Training time is 30 minutes or less)In addition, the Government will include employees in the Antiterrorism Training IAW DoDD 2000.12, DoD Antiterrorism/Force Protection (AT/FP) Program as directed by the KO or designee (Training time is 60 minutes)
- 25. WEB SUPPLY DISCREPANCY REPORTS (WEBSDR).** WebSDR training is available online at http://www.dla.mil/j-6/dlms0/eApplications/Training/websdr/WebSDR_Training.ppt.
- 26. NAVY SUPPLY DISCREPANCY REPORTING SYSTEM (NSDRS).** NSDRS is web-enabled system that provides shipment monitoring and shipment alerting so that in-transit losses can be prevented or identified and corrected quickly. Training is one-day course available at <https://sdr.navsup.navy.mil/sdr/>.
- 27. WIDE AREA WORKFLOW.** WAWF is secure web-based system for electronic invoicing and receipt and acceptance enabling electronic form submission, of invoices, government inspection and acceptance documents. Training is available at <http://www.wawftraining.com>.
- 28. WOOD PACKAGING MATERIAL (WPM).** This training addresses and provides familiarization training with current IPPC, USADA/APHIS, and DoD WPM policy and procedural changes. This training is provided for inspectors, packers, wood fabricators, and assemblers. The training also familiarizes employees with the established industry-wide standards and the inspection process. WPM training is a web-based training course available to all Services, Military, DoD Civilian, and Contractor personnel operating Government-Owned, Contractor-Operated facilities. The course can be accessed at https://www.icptarp.net/wpm/wpm_training.nsf.