



# BlackWater Private Military Company LLC.

"Elite Training, Trusted Protection!"

## Protocol & Guidelines Hand Book

Production Date; 06.06.2015

Volume 1.0

Revised On; 06.06.2015

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Printed in the U.S.A  
First ULG Printing  
May 06, 2015

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## **Section 1: About Us**

### **1.1 Purpose**

The Purpose of the Blackwater PMC is to; Provide Security, Provide Protection, Provide Training to the CIA, DEA, Local Law Enforcement, SWAT Team, SEAL Team, Sailors, and Government Security Officials.

### **1.2 Back Ground**

Blackwater USA was formed in 1997, by Al Clark and Erik Prince in North Carolina, to provide training support to military and law enforcement organizations. In explaining Blackwater's purpose, Prince stated: "We are trying to do for the national security apparatus what FedEx did for the Postal Service". After working with SEAL and SWAT teams, Blackwater USA received its first government contract after the bombing of the USS Cole off of the coast of Yemen in October 2000. After winning the bid on the contract, Jamie Smith ran the program at Blackwater that trained over 100,000 sailors.

Blackwater Security Company (BSC) was the brainchild of Jamie Smith, a former CIA officer who became Vice President of Blackwater USA and the Founding Director of Blackwater Security Company, holding both positions simultaneously. BSC's first assignment was to provide 20 men with top secret clearance to protect the CIA headquarters and another base that was responsible for hunting Osama bin Laden. Blackwater was one of several private security firms employed following the U.S. invasion of Afghanistan. BSC was originally formed as a Delaware LLC and was one of over 60 private security firms employed during the Iraq War to guard officials and installations, train Iraq's new army and police, and provide other support for coalition forces. Smith left Blackwater to start his own firm, SCG International Risk, in 2003. Blackwater was also hired during the aftermath of Hurricane Katrina by the United States Department of Homeland Security, as well as by private clients, including communications, petrochemical, and insurance companies. Overall, the company received over US\$1 billion in U.S. government contracts. The company consisted of nine divisions and a subsidiary, Blackwater Vehicles.

In August 2003, Blackwater received its first Iraq contract, a \$21 million contract for a Personal Security Detachment and two helicopters for Paul Bremer, head of the U.S. occupation in Iraq.

In July 2004 Blackwater was hired by the U.S. State Department under the Bureau of Diplomatic Security's Worldwide Personal Protective Services (WPPS) umbrella contract, along with DynCorp International and Triple Canopy, Inc. for protective services in Iraq, Afghanistan, Bosnia, and Israel. The applied for two years and expired on June 6, 2006. It authorized 482 personnel, and Blackwater received \$488m for its work.

On September 1, 2005 following Hurricane Katrina, Blackwater dispatched a rescue team and helicopter, free of charge, to support relief operations. Following that, it was reported that the company also acted as law enforcement in the disaster stricken areas, such as securing neighborhoods and "confronting criminals". Blackwater moved about 200 personnel into the area hit by Hurricane Katrina, most of whom (164 employees) were working under a contract with the Department of Homeland Security to protect government facilities, but the company held contracts with private clients as well. Overall, Blackwater had a "visible, and financially lucrative, presence in the immediate aftermath of Hurricane Katrina as the use of the company contractor's cost U.S. taxpayers \$240,000 a day."

In May 2006, the U.S. State Department awarded WPPS II, the successor to its previous diplomatic security contract. Under this contract, the State Department awarded Blackwater, along with Triple Canopy and DynCorp, a contract for diplomatic security in Iraq. Under this contract, Blackwater is authorized to have 1,020 staff in Iraq. Blackwater's responsibilities include the United States embassy in Iraq.

At the time it was a privately held company and published limited information about internal affairs. Its founder and CEO at the time, Erik Prince, a former Navy SEAL, attended the Naval Academy and graduated from Hillsdale College.

Cofer Black, the company's vice-chairman from 2006 through 2008, was director of the CIA's Counterterrorist Center (CTC) at

the time of the September 11 attacks in 2001. He was the United States Department of State coordinator for counterterrorism with the rank of Ambassador-at-Large from December 2002 to November 2004. After leaving public service, Black became chairman of the privately owned intelligence-gathering company Total Intelligence Solutions, Inc., as well as vice-chairman of Blackwater.

Robert Richer was vice president of intelligence until January 2007, when he formed Total Intelligence Solutions. He was formerly the head of the CIA's Near East Division.

Blackwater tried to open an 824-acre (3.33 km<sup>2</sup>) training facility three miles north of Potrero, a small town in rural east San Diego County, California, located 45 miles (72 km) east of San Diego, for military and law enforcement training. The opening had faced heavy opposition from local residents, residents of nearby San Diego, local Congressman Bob Filner, and environmentalist and anti-war organizations. Opposition focused on a potential for wildfire increases, the proposed facility's proximity to the Cleveland National Forest, noise pollution, and opposition to the actions of Blackwater in Iraq. In response, Brian Bonfiglio, project manager for Blackwater West, said: "There will be no explosives training and no tracer ammunition. Lead bullets don't start fires." In October 2007, when wildfires swept through the area, Blackwater made at least three deliveries of food, water, personal hygiene products and generator fuel to 300 residents near the proposed training site, many of whom had been trapped for days without supplies. They also set up a "tent city" for evacuees. On March 7, 2008, Blackwater withdrew its application to set up a facility in San Diego County.

### **1.3 Mission Statement**

**Blackwater** delivers advisory, security, training, mission support and technology solutions to its clients enabling them to succeed in challenging environments around the world. Our elite training and security solutions are primarily focused on counterterrorism, force protection, law enforcement, and security operations. We provide training at our world-class facilities and through mobile training teams around the world.

## 1.4 Vision Statement

Guided by integrity and a commitment to excellence and professionalism, we provide our global clients the most trusted source of advisory, support, training, logistics, technology and security services.

## 1.5 Our Guiding Principles

- **Integrity:** We demonstrate integrity in every aspect of what we do. We are committed to instilling professional and ethical behavior in all our employees, teammates, and associates.
- **Governance:** We take responsibility for our performance legally and ethically. We have a diverse Board of Directors that provides oversight and guidance to best serve our customers.
- **Excellence:** We set the bar for the best-in-class operational excellence. We empower our people to deliver customer-focused solutions with the highest levels of professionalism and commitment to excellence.
- **Dignity:** We honor the rights and beliefs of our fellow associates, our customers, our employees, and the communities in which we operate. We treat others with dignity and respect.
- **Teamwork:** We promote and support a diverse, yet unified, team. While respecting the individuality of our people, we work together as a team to meet our customers' goals. We deploy willingly worldwide to the most remote and dangerous regions, leveraging our unique skill set in support of our customers' missions.
- **Innovation:** We value, encourage, and enable our employees, teammates, and associates to develop innovative and pragmatic solutions to real-world challenges.

## 1.6 Violations and Sanctions

Any employee who violates an applicable law or any Company policies, including the Code, is subject to strict disciplinary action, which may include action up to and including termination of employment. Additionally, any employee who engages in reckless or malicious reporting, knowingly makes or refers a false allegation with knowledge that the incident reported has no factual basis, deliberately provides false information, or

refuses to cooperate when subject to an investigation shall be subject to strict disciplinary action up to and including termination.

## **1.7 Accountability for Upholding the Code**

You are responsible for adherence to the standards of conduct set forth in this Code and for raising questions if you are concerned that these standards are not being met.

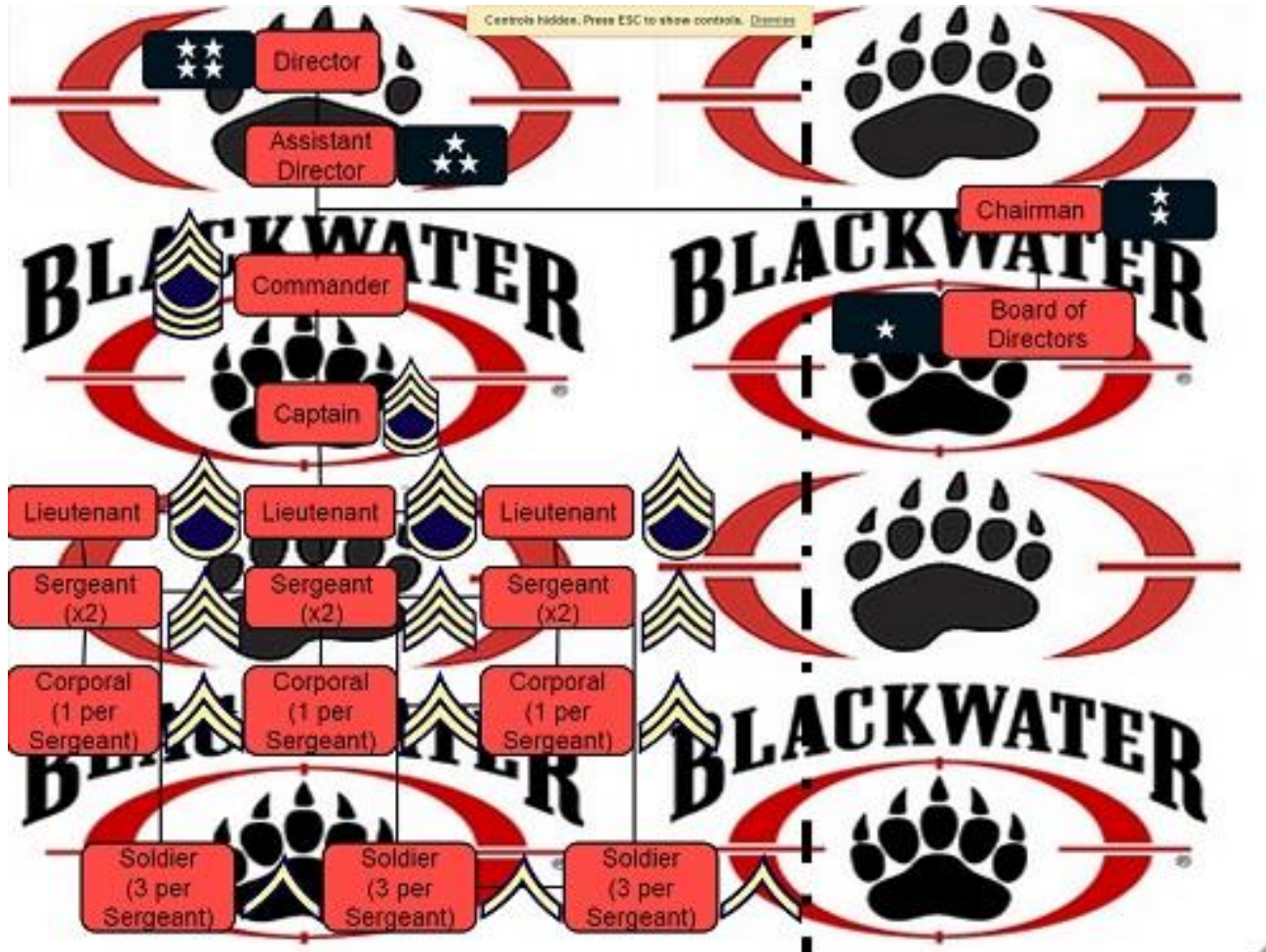
**Blackwater** supervisors and managers must be particularly careful with their words and conduct to avoid placing, or seeming to place, pressure on subordinates that could cause them to perform in a way that is contrary to the ethical standards set forth in this Code and Company policies. If someone approaches you with a question or concern relating to the Code, listen carefully and ask for clarification and additional information to ensure that you fully understand the question or concern. Answer any question that you can, but do not feel that you must provide an immediate response. Seek help if necessary before responding. If the concern raised requires that an investigation be conducted to determine whether a violation of an applicable law or the Code occurred, refer it to the appropriate resource identified in the section entitled, "Reporting Violations of the Code."

Any waiver, including implicit waiver or pre-approval, of one or more provisions of the Code must be reviewed and approved by the Chief Legal Officer, the Chief Executive Officer, or the Board of Directors or a Board committee. This includes a conflict of interest or corporate opportunity, in any material respect, for any BlackWater or affiliated company Chief Executive Officer or President, principal financial officer, principal accounting officer or controller, any other executive officer, or a member of the Board of Directors.



## Section 2 Rank Structure

### 2.1 Rank Structure Chart



## 2.2 Rank Description

<b>Director</b>	Oversees day to day operations. Would watch training programs, and overview the Chairman/Board of Directors, and the Assistant Director as well as the Mobile Legion. Would take command during Mobilization. Would assign the names of operations that are to happen.
<b>Assistant Director</b>	Oversees day to day operations. Would watch and conduct training programs with contracted Emta Law Enforcement Departments. Would, oversee the Chairman/Board of Directors, and the Mobile Men/Legion. Would take command during Mobilization. Would assign the names of operations that are to happen.
<b>Chairman</b>	Would Establish new protocols, and enforce the rules that was established by the Board's' vote. Is basically the 3rd in command and voted into this spot. Can't command the army.
<b>Board of Directors</b>	Would vote on new regulations that are approved by the Directors, and chairman and then under a vote of 2/3. They are to conduct to meetings and discuss contracts with local law enforcement agencies, and local law enforcement departments. Can't command the Army.
<b>Commander</b>	Would command the BlackWater men into combat, or training. Would assume command unless the Director or Assistant Director wants to take command of an operation. Is next in line for Assistant Director. Is 3rd in command. Is the operations commander.
<b>Captain</b>	Is a platoon leader, and would report to the commander about promotions/demotions, training, and comments. Is the operations leader.
<b>Lieutenant (x3)</b>	They are the squad leaders, and would command their squad which consists of 2 teams: Sergeant, 1 Corporal, 4 Soldiers; 1 Sergeant, 1 Corporal, 4 Soldiers. Are to be assigned squad names: Alpha, Bravo, Charlie.
<b>Sergeant (x6) (x2/Lieutenant)</b>	They are the team leaders, and would command their team during operations, and would conduct individual trainings if needed. Their team consists of: 1 corporal, and 4 Soldiers. Their Team name will be assigned by their Section leader (Lieutenant).
<b>Corporal (x6) (x1/Sergeant)</b>	Is Second in line to become a Team leader. Would enforce the Sergeant's order and is the Sergeant's right hand man. Corporals are assigned this rank by their Fire Team Leader (Sergeant).
<b>Soldier (x18) (x4/Sergeant)</b>	Is a Trained Personnel that was accepted and trained into this Private Military Company. They are chosen into a team by a Sergeant.

## 2.3 Weapons|Vehicles By Ranks

<b>Director</b>	Any Weapon/Vehicle
<b>Assistant Director</b>	Any Weapon/Vehicle
<b>Chairman</b>	Only a Pistol - Must be Holstered   Black Tahoe/Black Taurus/Black CV
<b>Board of Directors</b>	Only a Pistol - Must be Holstered   Black Tahoe/Black CV
<b>Commander</b>	Any Weapon   Armored SUV/Anything Below
<b>Captain</b>	KSVK DMR/Stinger/Anything Below   Armored SUV/Anything Below
<b>Lieutenant</b>	Lapua Green/MK 12 Mod 1 SPR/SMAW/Anything Below   Ka60/Anything Bellow
<b>Sergeant</b>	M24 Sniper/L85A2/M4A_RCO_GL/AT4/Anything Below   MH-60S/HUMVV/Black Taurus/Anything Bellow
<b>Corporal</b>	M4 Eotech Silenced/M4/P99 Laser Gun   Black Tahoe/Anything Below
<b>Soldier</b>	PN-90/AR 15/Mk 48 Mod U/M4 Aimpoint, Eotech GL/Glock 19 9mm/USP   SUV

## Section 3 Procedures/Services

### 3.1 Convoy Escort

Below are some convoy choices you can have when using Academic's services and they are our preferred convoy types but if you (the client) would like a different type of convoy please put in the contract what vehicles it consists of and we will do our best to comply to your requests.



### **Presidential Convoy**

Consists of a front SUV, a middle Stretch for the VIP, and a back SUV, followed by a MH-60 in the air.



### **Military Convoy**

Consists of: 1 Armored HUMMV-Front; 1 Armored SUV-Middle; 1 Armored HUMMV-Back in Front with the middle for the VIP followed in the air by a Ka-60.



### **Air Convoy**

Consists of either UH-1Y, 2 Ka-6 or 1 Bell, 2 MH60s if you have many people that need to be transported along with our contractors.

## 3.2 Provided Services

The services that are provided by **BlackWater** PMC to the government and Private VIP, are listed below:

- Full Service Risk Management Consulting
- Security Consulting
- Maritime Security Service
- Intelligence
- Threat Analysis
- Security Training
- Defense Services
- Mobile Escort
- Air Support
- Recon Support
- Infantry Support
- Bounty Hunting
- Firing Squad
- Training Services
  - Local Law Enforcement Departments,
  - SWAT Department,
  - Drug Enforcement Agencies,
  - Marine Navy Seals,
  - Marine Navy Sailors,
  - Canine
  - Security Efficiency
  - Helicopter Piloting

## Section 4 Roster

### 4.1 Weapons Roster

The weapons we have at **BlackWater** PMC are listed below as follows, but are not limited to:

### Sniper Rifles

- LPR Sniper Rifflles Green
- M24 Sniper
- KSVK DMR

### Rifles

- M4 Variants
  - Eotech Silenced
  - Aimpoint GL
  - Eotech GL
  - M4A RCO GL
- HK416 Aim
- MK12 Mod1 SPR
- G36
- MK 48 ModU
- L85A2
- HK-53

### Pistols

- Glock 18 9mm
- USP
- Kimber 1911 45
- Kimber Classic
- P99 Laser Green

### Heavy Artillery

- AT4 Anti-Tank
- Stinger
- SMAW
- NLAW

## 4.2 Vehicle Rosters

Below is a list of vehicles, and air transport vehicles we have, they are listed below as follows, but are not limited to:

#### Ground Vehicles

- Black CV
- Black Taurus
- Black Tahoe
- Black Suburban
- SUV
- Armored SUV
- HUMMV

#### Air Vehicles

- Ka-60
- Ka-52
- MH-60S
- UH-1Y
- MQ-9
- C-130

### **4.3 Employee Roster**

The roster of Employees in this company is as follows, but not limited to:

- CEO/Director
  - Justen Smith
- COO/Asst. Director
  - Jonathan Smith
- Chairman
  - Henri Dauntlesso
- Board of Directors
  - Cloney Baker
  - TBD
  - TBD
- Commander
  - Makarov
- Captain
  - TBD
- Lieutenant
  - TBD
  - TBD
  - TBD
- Sergeant
  - TBD

- TBD
- TBD
- TBD
- TBD
- TBD
- Corporal (X6)
  - Chosen by their Sergeant
- Trained Personnel (Soldier)
  - Chosen by a Sergeant

## Section 5: Contacting US/Contracts

### 5.1 How to apply for BlackWater?

How to apply for BlackWater you ask so dearly. Well, first you must send you application to this website (a simple application. Then secondly you are conducted into an interview as soon as possible after your application was approved. Thirdly your application would be approved or denied, and you are given a rank by the recruiting officer.

### 5.2 How to schedule a training?

How to schedule for training for/with your men. Well first, if you are already contracted with us, you need submit a form with the said desired date you would like. Secondly, you would be pulled into a meeting with the Board of Director of Training, and the time will be selected, in that money. Lastly, you need to just show up for the meeting on time, and your men will get the best training they can ever have.

If you aren't in our contract you will have to submit a contract application to us, there you need to poke an administrative **BlackWater** Board (Board of Directors and up), to accept your contract from there you can get training for free. Next you need to tell them that you want to schedule a meeting and to add you to the list of contracts, and the rest is the sky.



## 5.3 Our Contracts

Below are the list of contracts we have with local federal/government organizations.

Name of Organization:

Signature of approval: \_\_\_\_\_

Name of Organization:

Signature of approval: \_\_\_\_\_

Name of Organization:

Signature of approval: \_\_\_\_\_

Name of Organization:

Signature of approval: \_\_\_\_\_

Name of Organization:

Signature of approval: \_\_\_\_\_

Name of Organization:

Signature of approval: \_\_\_\_\_

Name of Organization:

Signature of approval: \_\_\_\_\_