



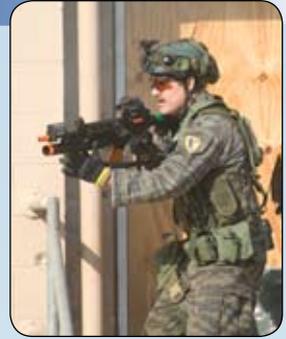
# COMPOSITE ADVERSARY TEAM PROGRAM

**Office of Independent Oversight  
U.S. Department of Energy**



## INTRODUCTION

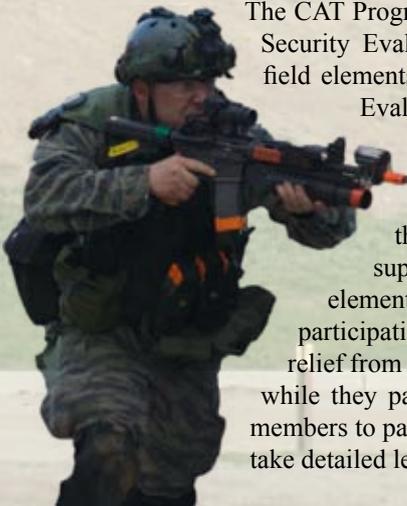
The Office of Security Evaluations, within the Office of Health, Safety and Security's Office of Independent Oversight, provides national-level oversight of safeguards and security programs throughout the Department of Energy (DOE) and the National Nuclear Security Administration. Independent Oversight established the Composite Adversary Team (CAT) to provide a group of tactical operators to role-play as terrorist adversaries and facilitate rigorous performance testing of the Department's most critical protection systems. This brochure provides basic information about the CAT Program and its role in the Independent Oversight process.



## ABOUT THE CAT PROGRAM

The Composite Adversary Team – commonly known as the “CAT,” and whose members are referred to as “CATs” – is an elite group of specially-trained Security Police Officers and Federal Agents selected from throughout the DOE complex. Prior to being selected for probationary membership, site nominees are subjected to a rigorous screening process involving a formal interview before a panel of subject matter experts as well as training and physical fitness evaluations. Full membership is not granted until CAT nominees complete one evolution of semi-annual CAT training and demonstrate mastery of adversary tactics during one force-on-force performance test during a safeguards and security inspection. The Office of Security Evaluations' CAT Program Manager and CAT Program Coordinator are principally responsible for program management and oversight functions, while the Core CAT (a small cadre of dedicated instructor-certified team members) ensures that CAT members are carefully screened and selected and adequately trained, equipped, and ready to support Independent Oversight's force-on-force and physical security systems performance testing processes.

The CAT Program is a cooperative effort involving the Office of Security Evaluations and various protective forces and DOE field elements across the Department. The Office of Security Evaluations manages the program, utilizes the CAT, provides necessary team and individual weapons and equipment, and pays for all members' travel expenses related to CAT assignments. However, the program depends upon the cooperation and support of site protective force and DOE field element management to allow individual CAT member participation. By providing CAT members with adequate relief from their regular duties and by continuing their salaries while they participate in CAT activities, management enables members to participate in Independent Oversight inspections and take detailed lessons learned back to their home sites.



## CAT MISSION

The CAT's primary mission is to role-play as an adversary force during performance tests of protective forces and physical security systems conducted by the Office of Security Evaluations during Independent Oversight inspections of safeguards and security programs at DOE facilities. Common mission requirements include:



- Role-playing as the adversary in force-on-force performance tests of DOE protective forces. This mission requirement includes planning, preparing, and executing tactical assaults against significant targets to achieve test objectives established by the Office of Security Evaluations.
- Role-playing in limited-scope performance tests to assess specific elements of a site's protection system. These activities vary in size and complexity, and may include executing scenarios of many different types whose structures range from closely-scripted to free-play.
- Testing the effectiveness of detection and assessment systems and delay barriers by employing basic and advanced techniques during deliberate attempts to penetrate or otherwise defeat them.

It is important to note that while the CAT's mission is to support the performance testing portion of Independent Oversight inspections, the CATs themselves are not inspectors and are never asked or allowed to evaluate the performance of the site being inspected.

## WHO ARE THE CATS?

The CAT is made up of protective personnel from across the DOE – Security Police Officers from DOE sites and Federal Agents from the Office of Secure Transportation.



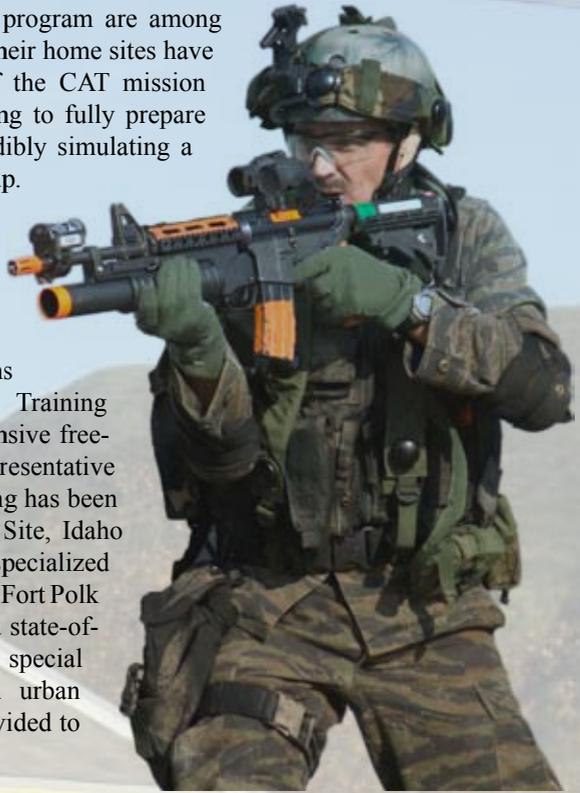
They are all volunteers, nominated by their sites from among their home organizations' most highly trained, qualified, and motivated personnel. Many are members of their sites' Special Response Teams. Typically, over a dozen DOE sites and organizations are represented in the CAT membership.

## CAT TRAINING

While CAT members joining the program are among the best trained and qualified that their home sites have to offer, the specific demands of the CAT mission require additional advanced training to fully prepare them to perform their role of credibly simulating a terrorist or other adversary group.

To that end, the Office of Security Evaluations assembles the CAT semi-annually for a week of intensive training under the instruction of world-class experts in tactical operations and weapons and equipment deployment. Training locations are chosen to allow extensive free-play activities in environments representative of DOE sites. For example, training has been conducted at the Savannah River Site, Idaho National Laboratory, and at other specialized training ranges such as U.S. Army's Fort Polk Joint Readiness Training Center (a state-of-the-art "combat city" used by the special operations personnel to train in urban warfare). Specialized training provided to the CAT includes:

- Planning, preparation, and execution of tactical missions
- Adversary tactics, techniques, and procedures for mission execution
- Rapid, violent, individual and small-unit movement, maneuver, and attack techniques
- Use of smoke, simulated chemical agents, and simulated explosives
- Use of specialized equipment, weapons, and marksmanship techniques
- Techniques to test/defeat detection and assessment sensors and barriers
- Teamwork
- Tactical leadership





## CAT SELECTION PROCESS

Each CAT member typically serves a minimum two-year commitment, though longer duration membership is welcomed and encouraged. The Office of Security Evaluations follows a formal selection process for identifying new CAT members. Basic requirements and selection steps include:

- Candidates must be currently certified DOE Security Police Officers or Federal Agents; proficient in the tactical, marksmanship, and other duty skills required by their site; and in excellent physical condition with no medical limitations. While advanced training and experience such as membership on a Special Response Team is welcome, it is not required in all cases. Both male and female applicants are welcome.
- Candidates must be volunteers for the program.
- Candidates must be recommended by their (protective force/safeguards and security) management. Such recommendation implies that management will make the individual reasonably available to participate in CAT assignments, site protection priorities permitting. Typically, the Office of Security Evaluations requests a minimum of three recommendations for each position to be filled.
- The responsible DOE field element (typically safeguards and security organization director) must concur in the recommendation of a prospective CAT member. Such concurrence also implies concurrence in the willingness to make the individual reasonably available for CAT assignments.
- Candidates must be accepted into the program by the CAT Program Manager. The Program Manager and/or the Core CAT typically interview each candidate, review their experience and skills performance record, and discuss each candidate with protective force supervisors and others who are familiar with his/her abilities.

Once accepted into the program, a CAT member is expected to participate in and successfully complete required training; demonstrate the appropriate levels of tactical skills, teamwork, and initiative; and be willing to accept CAT assignments when called upon.



## PROGRAM BENEFITS

The CAT Program is beneficial to Independent Oversight, to the individual CAT members, to the participating sites and organizations, and to the American public. The CAT provides the Office of Security Evaluations' oversight program with a credible adversary force to performance-test the Department's protection systems. This enables Independent Oversight to conduct the most rigorous tests possible under realistic conditions at each inspection site. The individual CAT members benefit personally and professionally from the rigorous and specialized training provided by Independent Oversight's expert instructor cadre. They similarly benefit from the interchange of ideas and techniques between members from various sites, and from the experience gained in planning and executing attacks against various protective forces. The participating sites and organizations benefit from the knowledge and experience their CAT members gain and take back to their sites. These include: information about current inspection techniques and areas of emphasis; advanced tactical training methods, skills, and techniques; and practical intrusion detection sensor testing techniques – all of which can be used to improve the performance of the site's protective force and improve protection system effectiveness. The U.S. Government and the American public benefit from the increased security resulting from the CAT's contribution to the rigor and effectiveness of the Independent Oversight performance test program. It inspires confidence to know that the forces protecting critical U.S. assets have practical experience in countering a highly trained and capable adversary team—the CAT.



*Core CAT Members (left to right): Roy Neal, Gallus Bader, and Clay Stephens. Ben Bitonel (not pictured) was deployed to Iraq with the U.S. Army Special Forces at time of printing.*

**For more information regarding the Composite Adversary Team Program, please contact the program manager by calling the Office of Security Evaluations at (301) 903-5895.**