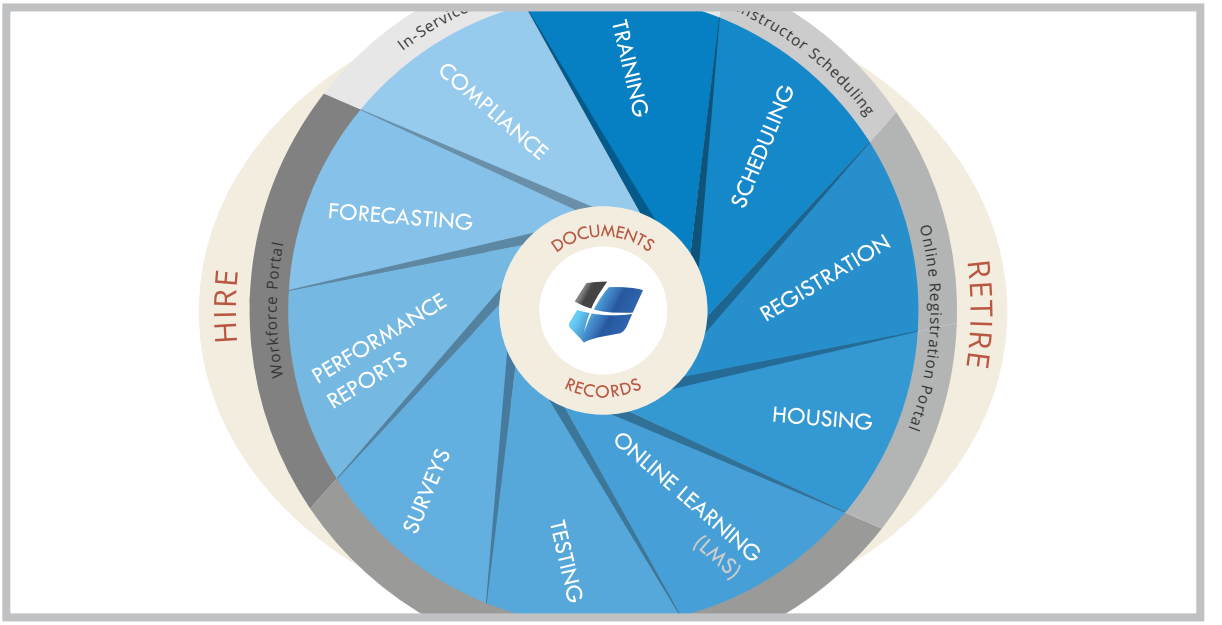
ACADIS BENEFITS



Streamline Training Management Like Never Before

No matter where your readiness priorities rest — on individual personnel, resources, teams or your entire organization — you'll find the Acadis® Readiness Suite an irreplaceable resource. Because it's a proven, enterprise software suite that simplifies complex operational tasks and addresses many of the biggest challenges facing public safety and homeland defense — managing training, resources and equipment in a way that generates complete confidence during crisis response. Whether you rely on a single Acadis module or a dozen, you'll be capitalizing on these powerful benefits:

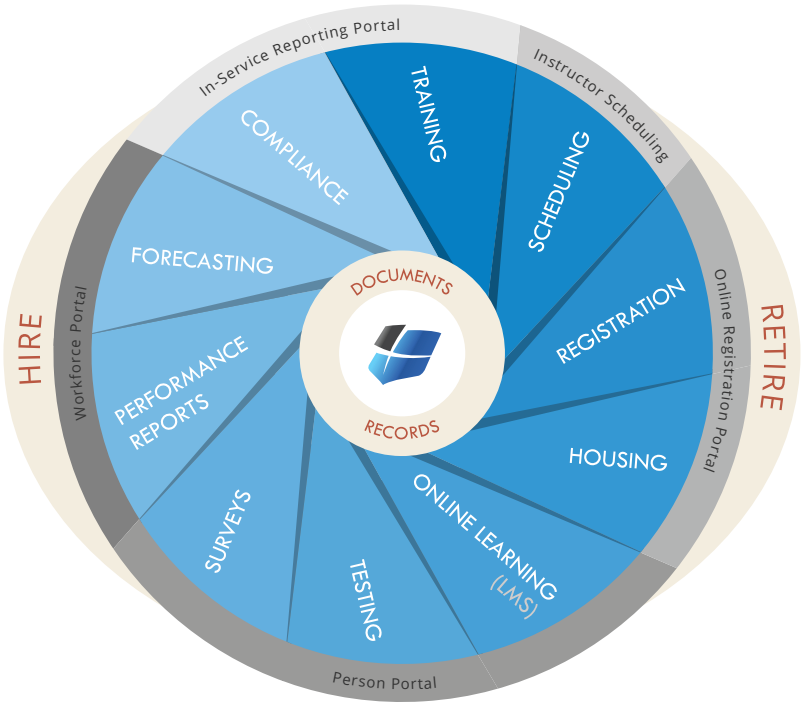
- Maximize Efficiency — Processes like handling class registrations, scheduling or managing resources that took weeks can now be done in hours, if not minutes.
- Save Money — At a time when government officials at all levels are under constant pressure to do more with less, Acadis helps you streamline and automate laborious, time-consuming training management and reporting tasks. So you can reposition your personnel in places where you need them most, eliminate inefficient paper processes, and devote fewer resources maintaining disconnected software tools that were not designed specifically for your needs .
- Maintain Compliance & Mitigate Litigation — Expirations, conferral requirements, security clearances, age — you define whatever variables are most critical for your team's certifications and qualifications. By ensuring accurate recording of your team's compliance through Acadis, you build a legally defensible position for potential failure-to-train litigation.
- Create Accountability — You can standardize and institutionalize the processes of your training organization so that virtually anyone can be assigned to run it — freeing up your qualified manpower to help keep the public safe. Plus, every step of the way, you can ensure accountability across all dimensions of readiness.
- Future-Proof Your Readiness — Through Agile development, we bring new features to market faster — features identified and refined in close collaboration with our clients. So you benefit from best practices advanced by your peers all across the country, all while managing readiness on a platform that's dynamic, flexible and future-proof.

That's just for starters. Since the Acadis Readiness Suite is a module-based system, it's designed to grow with you as your needs evolve. So you can start with the components that address your most pressing challenges and go from there. Each time you introduce a new module, you'll find new ways to standardize your processes and make them more efficient, effective and compliant. And you'll help ensure the readiness that's so essential to fulfilling your organization's core mission.

LIFELONG WORKFORCE TRACKING

EMPLOYMENT ◆ TRAINING ◆ CERTIFICATION

APPLICANTS **RETIRED PERSONNEL**



The Acadis® Readiness Suite is comprised of the following modules:

- Acadis Training
- Acadis Documents
- Acadis Workforce Portal
- Acadis Personal Portal
- Acadis Dashboards
- Acadis Scheduling
- Acadis Instructor Scheduling Portal
- Acadis Registration
- Acadis Online Registration
- Acadis Housing
- Acadis Testing
- Acadis Online Testing
- Acadis Performance Evaluation
- Acadis Compliance
- Acadis LMS
- Acadis Inventory
- Acadis Performance Evaluations with Portal
- Acadis Surveys
- Acadis Forecasting

READINESS SAVES LIVES.

To us, that's more than a tagline. It's a simple truth. And it's what inspired us to develop the Acadis Readiness Suite.

Acadis is a flagship family of solutions from Envisage Technologies that embody a single, powerful idea: to make certain our police, emergency services and military communities are trained, equipped and ready to respond.

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ACADIS® READINESS SUITE

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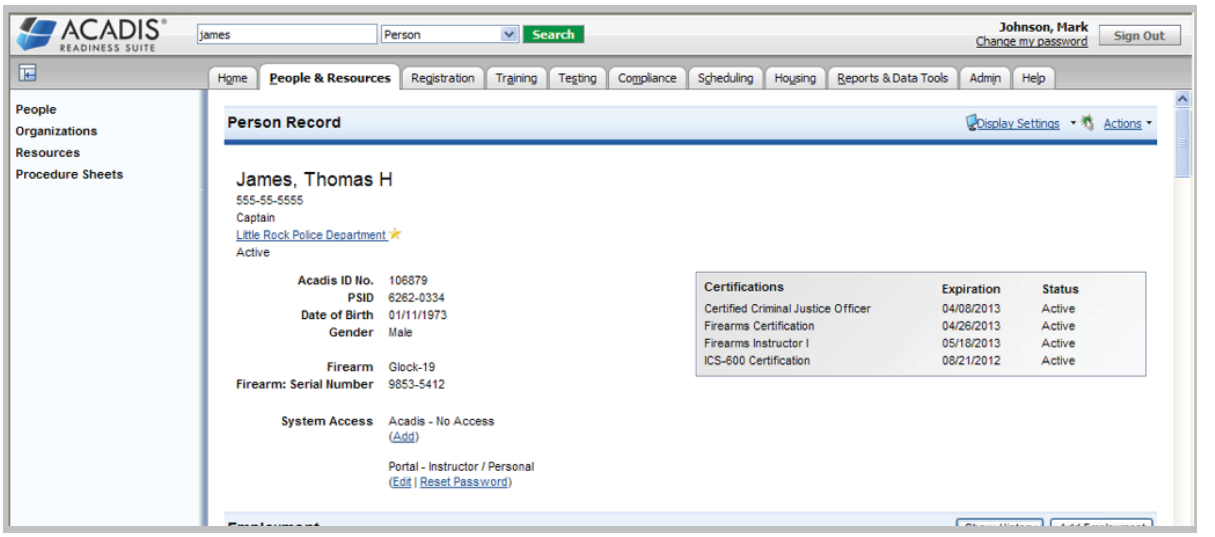
MODERNIZE TRAINING



ACADIS TRAINING

In a perfect world, you'd be able to quickly and easily build an accurate, detailed training record of every member of your team, one that covers every move from basic training to retirement.

Thankfully, even in an imperfect world like ours, you can still do just that.

Acadis Training maintains a single, robust record for your personnel that conveniently aggregates everything you need to know to ensure they're properly qualified and certified.

Tests (even observed ones like firearms or driving), grades, transcripts, certifications — all of these (and many more) are captured in Acadis Training, helping you automate and track lifelong learning. So as the professionals on your team advance through the ranks, you're helping ensure — in real time — that they are in compliance with key standards.

Best of all, you're tracking it through an intuitive tool that can be fully integrated with your entire training process. So whether your training takes place in the classroom, online or on the range, you're producing a detailed, accurate and legally defensible record of what your personnel are authorized to do.

KEY BENEFITS

Streamline Training Management: Capitalize on the efficiencies of a single system of record that automates otherwise costly, often fragmented training and workflow processes

Ensure Compliance: Plan training to ensure certifications are up-to-date

Mitigate Litigation: Defend your staff with the backing of comprehensive records maintained in a legally defensible manner

Generate Savings: Distribute certificates automatically through the system, eliminating the need for time-consuming and costly distribution of hard-copy certificates

Standardize Curriculum: Use program templates to quickly and simply create reusable training and certification classes with defined workflows

Track Advancement: Utilizing Career Role functionality, assign training to your staff based on their career goals and advancement criteria

"Acadis drastically reduced the amount of time our staff spends on time-consuming tasks, eliminating paper-intensive processes and giving our management the tools critical for accomplishing our mission."

– Indiana Law Enforcement Academy

ACADIS READINESS SUITE

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ACADIS TRAINING

FEATURE COMPARISON

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● *Comparable* ◐ *Partial* ○ *Limited*

FEATURE	ACADIS	GENERIC
Track classroom, in-service and online training	●	●
Track certifications and qualifications with expiration dates	●	●
Manage, score and track observed skills and practical exercises (physical fitness, firearms, drivers training, physical skills, etc.)	●	
Set automated alert thresholds for "at-risk" students	●	○
Maintain legally defensible training records	●	○
Support accreditation audits (FLETA, CALEA and others)	●	○
Automated weighting and scoring of student exams	●	
Track test retakes/remediation	●	
Create and manage career roles	●	
Custom student certificates and awards	●	○
Automated class creation templates	●	
Automated graduation processing (final grades, certificate conferral, personnel records updates)	●	
Store comprehensive "hire-to-retire" records	●	◐
Full integration with Registration, Housing, Scheduling, Testing, Compliance, LMS and Field Training Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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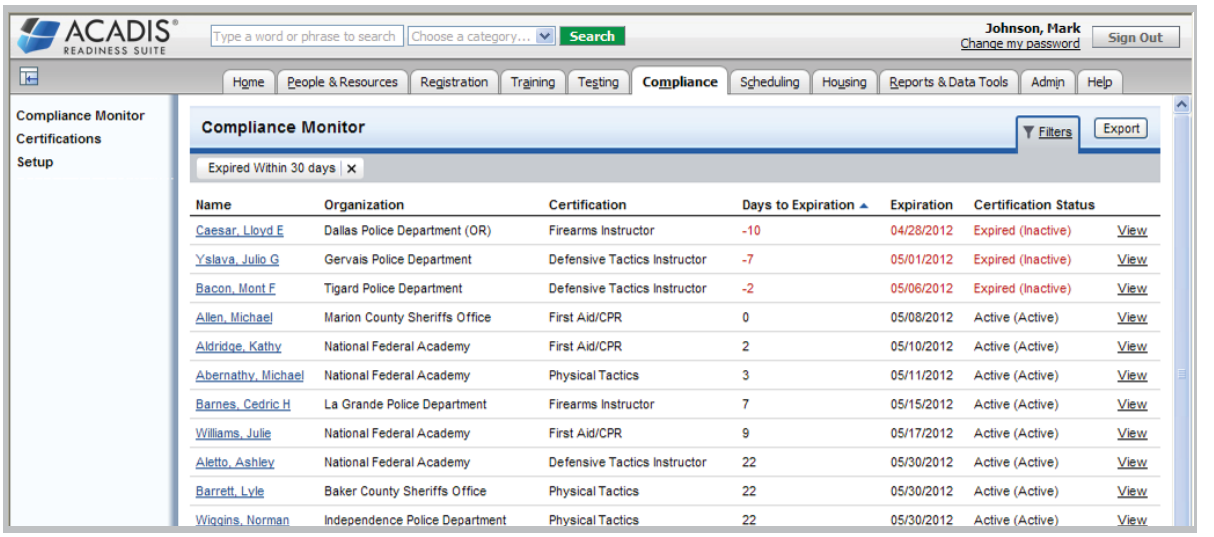
ENFORCE COMPLIANCE



ACADIS COMPLIANCE

During a crisis response, when there's a gap between "expectations" and "experience," failure is not only an option, but a likely outcome.

Fortunately, **Acadis Compliance** helps you close that gap — with confidence and conviction.

Training and certifications, documentation, security clearances, age — whatever the unique policy specifications, you can use Acadis Compliance to customize job requirements. Plus, you can easily track personnel, resources (like vehicles or service animals), organizations and facilities against certification or recertification criteria. So you'll always know if your entire team is ready to respond, ready to advance, and ready to lead.

What used to be an incredibly time-consuming, paper-based process is replaced by an automated tool that helps you continually track primary and advanced certifications. No matter how complex or intricate the job requirements, you have an always-on virtual assistant at your side providing alerts that help ensure all compliance requirements are met.

KEY BENEFITS

Ensure Compliance: Maintain essential safety and accountability standards by managing the compliance of personnel, facilities, organizations and inventory

Save Time: Assign active periods to qualifications and certifications, and then easily manage impending expirations and renewals (by, for example, planning training events for groups with expiring certifications)

Customize Content: Include as many compliance requirements as you like through user-defined fields, and design your own certifications for individual professionals and groups

Stay Current: Make the most of management dashboards and reports that help ensure all personnel (including instructors) are in compliance with all key qualification and re-qualification/certification criteria

Maximize Efficiencies: Allow your team members (through the Acadis Portal) to see, print and renew their certifications online with full audit support — freeing you to spend less time administering paperwork and more time perfecting your training programs

"Automating our provider and resource certification process saves us significant time and money, and also helps us better serve our first responders. Additionally, this is another crucial step in providing vital response capability information including which personnel, EMS providers and vehicles are certified as ready for deployment in the case of emergency."

— Indiana Department of Homeland Security

ACADIS READINESS SUITE

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ACADIS COMPLIANCE

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FEATURE	ACADIS	GENERIC
Track training compliance	●	●
On-screen alerts of certification expirations	●	●
Manage training compliance by job category	●	○
Track multiple dimensions of compliance including certification, skills, age, documentation or custom attributes	●	
Track compliance of resources, organizations and facilities in addition to people	●	
Support online renewal with customizable compliance checklists	●	
Enable auditing of online renewals	●	
Set custom audit thresholds	●	
Maintain compliance history on personnel, facilities and resources	●	○
Customizable compliance checklists to track personnel, equipment and organizational readiness	●	
Full integration with Acadis Training, Inventory, Registration and Instructor	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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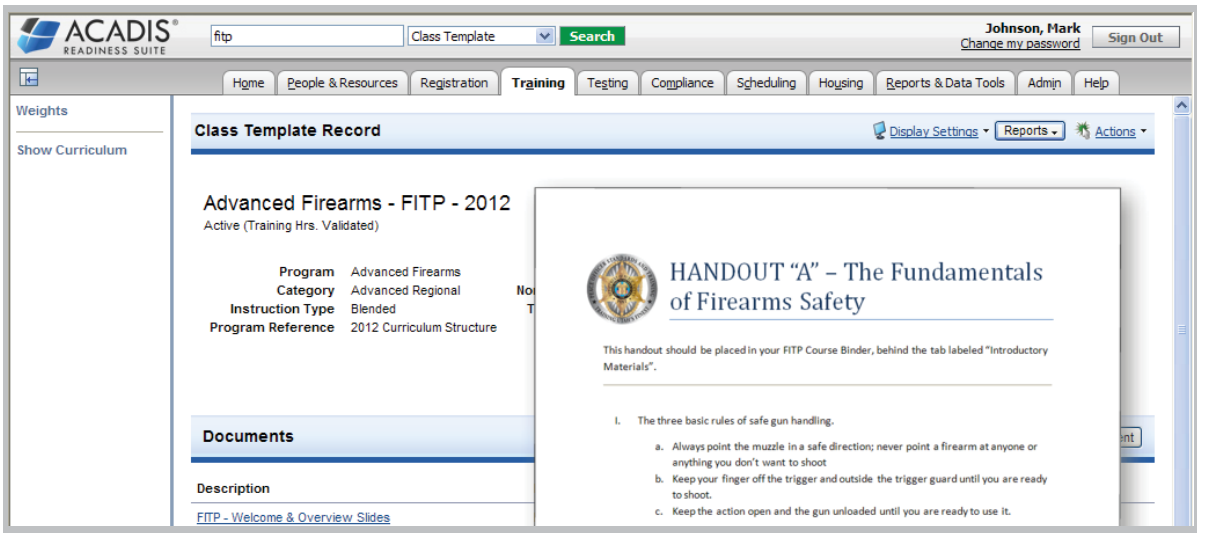
CENTRALIZE DOCUMENTS



ACADIS DOCUMENTS

Knowing that members of the team under your command have completed certification in First Aid is important. But imagine if you could take the next step — to know precisely what content was taught in the class, how it was taught and by which instructor, all by simply accessing attachments to that specific training record.

That's exactly what **Acadis Documents** delivers.

It provides a convenient, single-source tool for uploading, storing and retrieving vital training and human resources (HR) documents related to specific trainees. Not only can you use Acadis Documents to track certifications, counseling forms, etc. for individual team members, but you can also use it to attach key curriculum documents to each training event. (And permissions you set determine who's authorized to view those documents.)

Whether it's a Microsoft® Word® or PowerPoint® lesson plan or Adobe® PDF instructor guide, you have instant access to precisely the information that was presented during training. So you can fulfill compliance requirements and create historically accurate references that both aid the creation of legally defensible records and help streamline accreditation.

KEY BENEFITS

Save Time and Resources: Replace bulky, inefficient and expensive paper-based records with digital archives that can be used to recreate the training in a court of law or provide instant access to the most current document for use by instructors, training managers or HR personnel

Support Accreditation: Maintain comprehensive, linked and accessible files for every class, student, instructor and program

Support Compliance: Capitalize on the availability of a complete, authentic training reference to support legally defensible records

Attach (Almost) Anything: Pin a broad variety of file types (from audio and video files to Microsoft Office® documents) to individual personnel records, classes (including activities within a class) and certifications

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ACADIS DOCUMENTS

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FEATURE	ACADIS	GENERIC
Store standard documents (Microsoft® PowerPoint®, Word®, Excel®, JPEG, PNG, PDF)	●	●
Associate documents with individual personnel	●	●
Upload documents to fulfill compliance requirements	●	
Store/associate documents with training programs, curricula or individual training events	●	
Support accreditation audits and legal proceedings	●	○
Full integration with Acadis Training, Compliance and Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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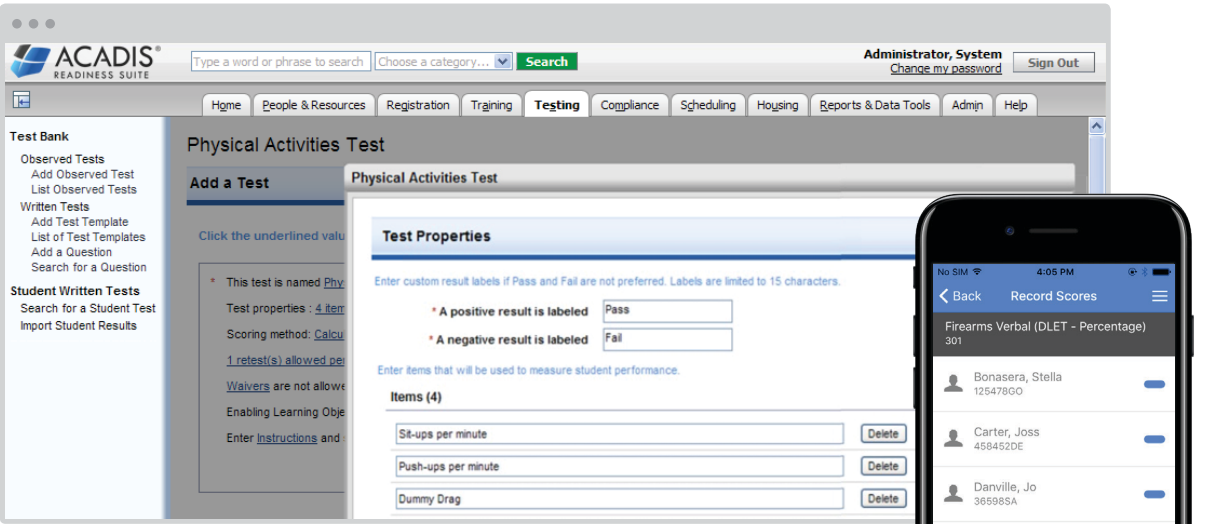
AUTOMATE TESTING



ACADIS TESTING

In complex, high-risk situations, your team has fractions of a second to make life or death decisions.

That's why traditional pen-and-paper assessments fall so short of providing an accurate gauge of your true readiness for those moments. And it's why Acadis Testing has become such a prized resource for training professionals who demand a more complete perspective of their team's capabilities.

Acadis Testing puts the information you need right where you need it. It gives you a complete view of students' test scores, range skills, physical fitness levels and adherence to proper procedures.

Acadis Mobile allows you to easily record observed tests and practical exercises right to your mobile device, making pen and paper record keeping a thing of the past.

So with a quick review, you'll know who's ready to meet the challenges of the job (and, perhaps more importantly, who's not). And since Acadis Testing is fully integrated with the rest of the Acadis Readiness Suite, you won't need to invest time, energy or resources in a costly standalone system or dual data entry.

KEY BENEFITS

Save Time: Define testing rules and rely on templates to quickly develop new tests, securely add or update test questions, and administer tests online

Stay on Target: Develop learning objectives for effective testing practices that ensure your class curricula is aligned to training goals — and that your training goals are aligned with your organizational directives

Support Accreditation: Match learning objectives to class curricula to ensure adherence to key accreditation standards

Measure Everything – Track written, online or observed tests (including physical skills assessments) and transfer them automatically to personal records

Optimize Evaluation: Benefit from initial test, make-up and re-take versioning, and use statistical analysis of classes, exams or questions to improve future testing and curricula

Ensure Integrity: Capitalize on randomization features that ensure no two tests administered present the same questions in the same fashion

"The Office of Training and Development (OTD) is employing this software [Acadis Testing Module] as the standard by which all online testing will be conducted for Customs and Border Protection (CBP) training. This new system will have an immediate impact in reduced costs, better efficiency, and greater effectiveness across all CBP field component academies . . ."

– U.S. Border Patrol Academy

ACADIS TESTING

FEATURE COMPARISON

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FEATURE	ACADIS	GENERIC
Learning item bank with question repository	●	●
Multiple question types: true/false, yes/no, multiple choice and multimedia questions	●	●
Randomize test questions	●	●
Integrated learning objectives repository	●	○
Simple test setup wizard	●	○
Easily embed written, practical and observed tests into curricula	●	
Track exam and question versions	●	○
Compare question validity statistics by class, student groups and historical question use	●	○
Easily combine exams across types (observed, practical and timed) into multi-part exams.	●	
Flexible custom grading scales (timed tests, point ranges and pass/fail checklists)	●	
Reusable test templates - link tests to curriculum	●	
Easily import existing questions from CSV and/or Microsoft Excel®	●	○
Append test results directly to student record	●	
Create retests (option to exclude or include questions from the initial test)	●	
Online testing portal with "save-as-you-go" and timed test features	●	
Full integration with Acadis Training and Performance	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	
Record observed tests directly to a tablet or mobile device	●	
Test scores may be recorded offline and uploaded when a data connection is available	●	

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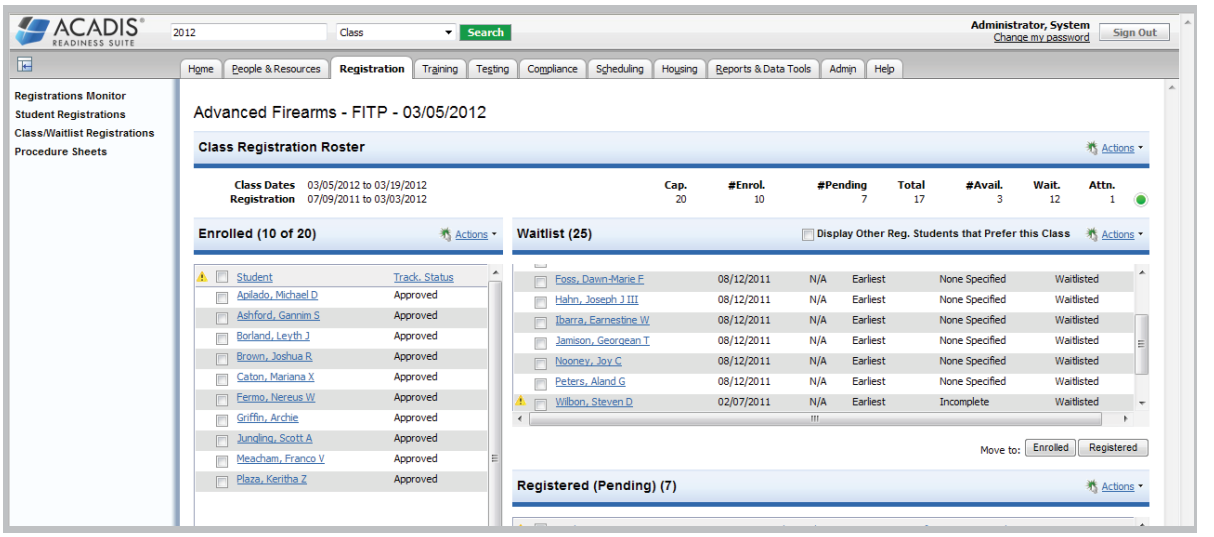
MAXIMIZE REGISTRATION



ACADIS REGISTRATION

Whether a routine class, a multi-week course or an intensive field exercise, every training program can track its roots to a shared origin: the registrar's office. If not managed effectively, enrollment creates a bottleneck that impacts students, instructors, facilities and, ultimately, a team's readiness.

Acadis Registration helps prevent those bottlenecks — and, in the process, keeps your training funnel full and flowing freely.

The end result? Maximized class fill rates and optimized throughput.

In simplest terms, Acadis Registration automates time-consuming processes and manages multiple registrations, waitlists, prerequisites and student preferences. So you'll be filling classes with the right students — and filling more of them easier than ever before. Meaning you'll be generating more efficiencies (and fewer headaches) in the process.

KEY BENEFITS

Save Time: Eliminate cumbersome and time-consuming faxes, emails and phone calls through secure online registration, and capitalize on customizable fields to capture additional information during registration

Enforce Prerequisites: Fill your courses with the right students by defining and tracking prerequisite criteria, including training, certifications, skills and documents

Optimize Capacity: Take advantage of advanced waitlist functions to schedule trainees as soon as seats become available

Support Planning: Publish program waitlists and use that information to help forecast demand and inform strategic planning

"Without this tool, we would not have been able to properly track the required training within our aggressive timeframe. We needed a way to keep track of who had or had not completed the 15 mandatory cross-training exams. Envisage's Acadis Readiness Suite helped us complete and deploy the technology in record time, and our training managers appreciated how easy it was to navigate."

– U.S. Immigration and Customs Enforcement Academy

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ACADIS REGISTRATION

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FEATURE	ACADIS	GENERIC
Support online registration	●	●
Define/manage/track prerequisites	●	●
Manage class waitlists	●	●
Publish training program waitlists (for long-range capacity planning)	●	
Easy, reusable registration templates	●	
At-a-glance registration monitoring (fill rates, waitlists)	●	
Filter registration by timeframe, custom date or program	●	○
Point and click student transfer into classes	●	
Student-provided waitlist preferences (individual classes or soonest available)	●	
Flag individual registrations for attention	●	○
Publish available seats to Acadis Online Registration	●	
Set custom registration parameters (start/end dates and maximum/minimum student seats)	●	
Publish tuition costs	●	●
Enable/disable training coordinator registration in Portal	●	
Enable/disable student self-registration	●	
Full integration with Acadis Training, Housing, Online Registration and Person Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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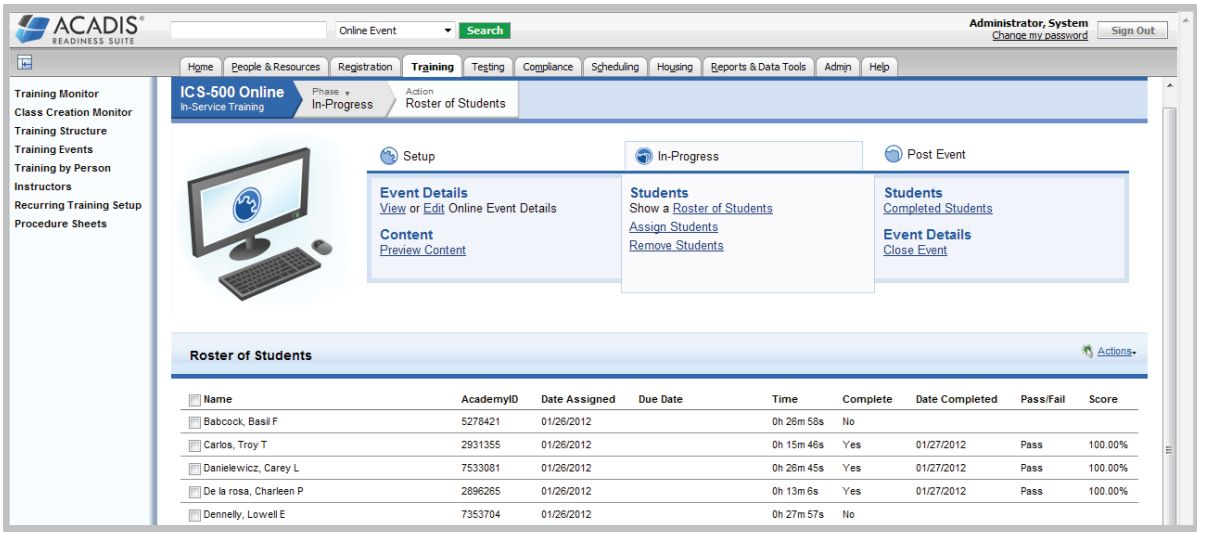
BEYOND LMS



ACADIS LEARNING MANAGEMENT SYSTEM

Thanks to the continued evolution of technology, Learning Management Systems (LMS) and interactive online courses are here to stay. And thanks to Acadis LMS, they won't wear out their welcome anytime soon.

The **Acadis LMS** module helps you streamline the delivery and management of coursework from all of your SCORM*- and AICC-compliant learning content providers.

Think of it as the "central hub" for all your online training content. As the professionals on your team pursue individual education programs and get on-the-job training, Acadis LMS automatically tracks their participation. The date a course was assigned, its due date, the time it took to complete, pass/fail status and test scores — they're all automatically captured and fed into each professional's Acadis Workforce Portal for easy reference by your training management group.

In addition to supporting blended learning, the Acadis LMS module also provides a low-cost delivery platform for online, pre- and post-basic training courses. So whether it's delivering content you develop internally or from proven third-party sources, Acadis LMS gives your team a powerful resource for managing, delivering and tracking online training.

KEY BENEFITS

Save Costs: Reduce costs by delivering classes online, saving on classroom space, instructor hours and student travel.

Gain Efficiencies: Upload and manage new coursework from multiple content providers through one central point, and aggregate all dimensions of lifelong learning in a single system

Automate Tracking: Track completion statistics and grades for all your personnel automatically

Ensure Compliance: Develop individualized learning plans and assign mandatory courses to all appropriate personnel all while collecting data to support legally defensible training records

Streamline Course Selection: View available courses, filter by subject, date and course types (like Incident Command Systems or EMS), and register and complete online courses

Create Events: Establish online events that support sophisticated retake rules, and specify certifications to automatically confer or renew once a student successfully completes online training

The Acadis Learning Management System supports Version 1.2 through 2004 r4 SCORM-compliant content.

ACADIS LMS

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FEATURE	ACADIS	GENERIC
Deliver self-paced training online – 24/7	●	●
Support for SCORM 2004 r4 compliant content (Backwards compatible to SCORM 1.2)	●	●
Add discussions (with notifications) to online classes and activitiesv	●	●
Assign courses to students and set reminders	●	○
Integrate online course completion metrics and test grades into personnel training record	●	●
Secure student portal	●	
Attach certifications to online events	●	○
Maintain online course library	●	○
Assign course by organization	●	
Course retake rules	●	
Custom certificates	●	
Online course administrative dashboard	●	○
Full integration with Acadis Training, Registration and Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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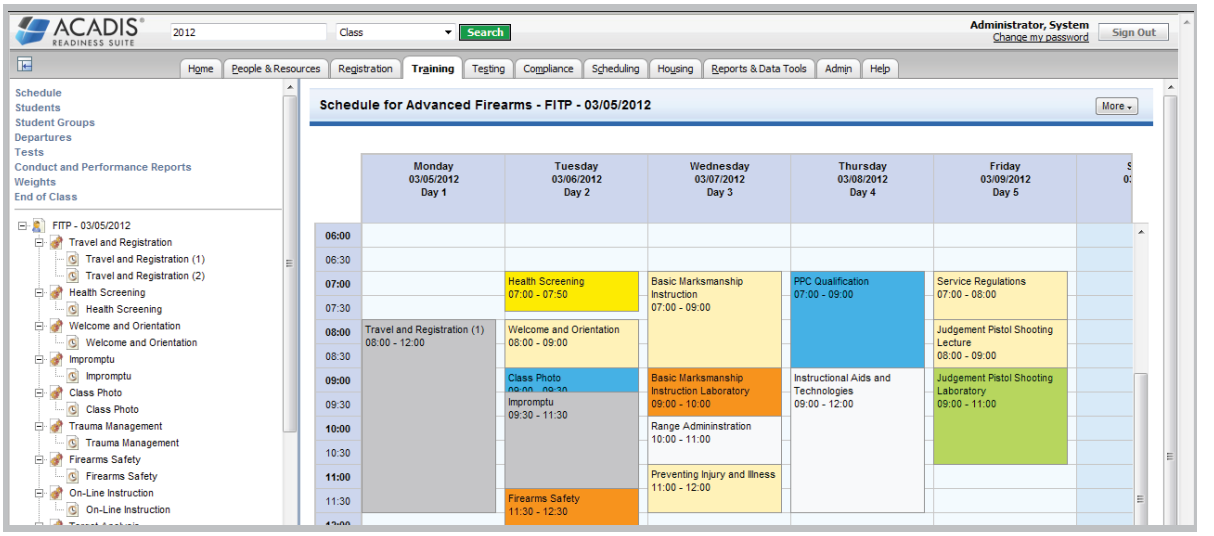
Acadis is a flagship family of solutions from Envisage Technologies that embody a single, powerful idea: to make certain our police, emergency services and military communities are trained, equipped and ready to respond.

Please contact us for more information on all of our Acadis solutions and to schedule a demonstration.

Toll Free: (888) 313 - 8324
Local: (812) 330 - 7101
Email: sales@envisagenow.com

GSA Contract Holder
Contract: GS-35F-0058N

ACCELERATE SCHEDULING



ACADIS SCHEDULING

Unlike Microsoft® Outlook®, standard appointment books or campus calendaring software, Acadis Scheduling was specifically designed to automate the scheduling of high-liability, multi-subject, blended-training classes.

Acadis Scheduling uses a rules-based approach to automatically assign appropriate instructors, facilities and training equipment to your classes. It puts everyone on the same page: Registrars know when classes are starting, facility managers know when classrooms and training sites need to be ready, and instructors know precisely where they need to be.

And as conditions change (and they always do), you can rely on Acadis Scheduling to help you stay agile and flexible. You can adjust scheduling in real time, all while continually optimizing use of your training resources.

You set your unique business rules. Then the scheduling engine kicks in to make capacity planning and conflict resolution a snap. So you can stay on top of a constantly changing training landscape — and in command of all the variables that can determine your training success.

Whether your trainees are in the classroom, on the range or online, you can finally manage class schedules, instructors, facilities and resources with ease.

KEY BENEFITS

Cut Scheduling Time by up to 90%: Set your business rules and automatically schedule multiple classes, instructors, and resources based on those parameters — and save countless hours of legwork in the process

Optimize Resources: Ensure the right instructors and right equipment are assigned to the right class (and facilities) at the right time

Avoid Conflicts: Readily identify scheduling conflicts and automatically receive suggestions for which resources can help resolve those conflicts

Fill in the Gaps: Identify instructor and resource shortfalls for scheduled classes, and use them to aid short- and long-term planning

"At the time we installed the Acadis scheduling module, we were moving to a large training facility with many more classrooms and a highly complex curriculum design. By implementing Acadis' easy-to-use curriculum model, we were able to avoid hiring two additional full time schedulers."

– Oregon Department of Public Safety Standards and Training

ACADIS® READINESS SUITE

LEARN MORE ONLINE: ACADIS.COM

ACADIS SCHEDULING

FEATURE COMPARISON

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● *Comparable* ◐ *Partial* ○ *Limited*

FEATURE	ACADIS	GENERIC
Create and print class calendars	●	●
Schedule instructional resources	●	●
Schedule individual classrooms, facilities and equipment	●	●
Supports complex, multi-week training programs	●	◐
Single-click automated class creation based on business rules	●	
Intelligent auto-assignment of instructor, facility and equipment	●	◐
Automated conflict avoidance and alerts	●	○
Instructor and personnel load balancing	●	
Individual calendars (instructor, class, facility, resource)	●	◐
Distributed management of instructor and personnel availability	●	
Analyze and publish instructional staff shortfalls and requests for instructor support	●	
Model scheduling scenarios to optimize class start dates	●	◐
Unlimited schedule creation templates	●	
Monitor schedule conflicts in real time	●	
E-mail instructor schedules/online instructor calendars	●	●
Full integration with Acadis Training, Housing, Registration and Instructor Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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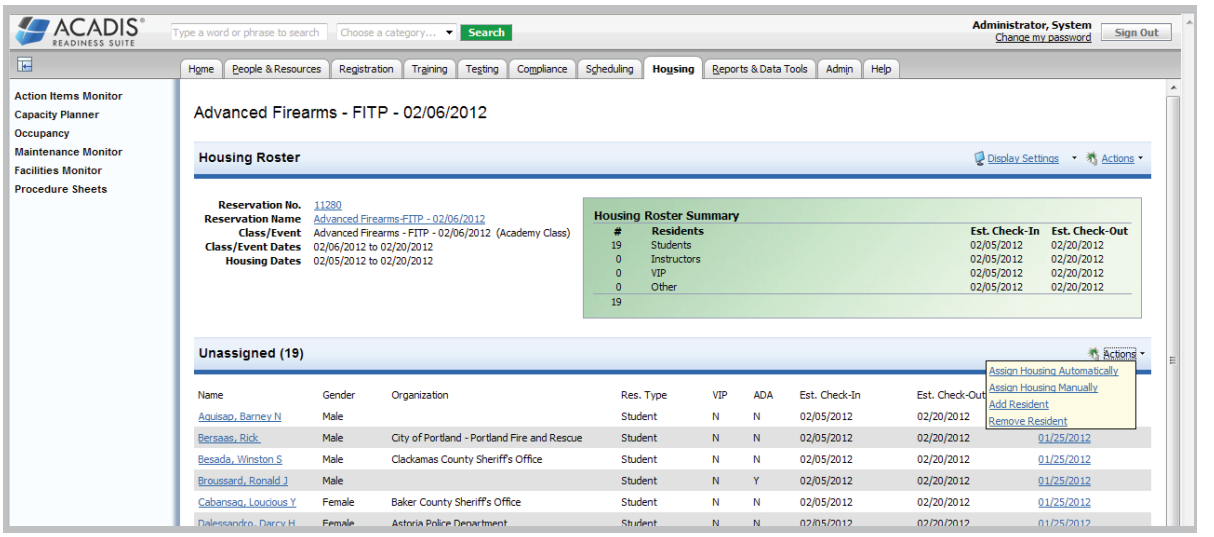
SIMPLIFY HOUSING



ACADIS HOUSING

Few training management dynamics are more vexing than housing. It represents an extremely time-intensive, tedious function that begs for an intelligent, automated solution — one that makes accommodating last-minute enrollments (and constant changes) a snap.

Acadis Housing puts a powerful, intuitive tool in your hands to easily manage building, floor and dorm room configurations and to monitor the current status of each room. On-center housing, leased housing, overflow hotel housing — no matter what you suddenly need to accommodate, Acadis Housing helps you manage it all more efficiently than ever before.

Set your own rules based on key variables you choose: housing types, class proximity, seniority/ VIP rules, cost rules, Americans with Disabilities Act (ADA) requirements, and more. Then, based on reservations and availability, Acadis Housing automatically assigns students to rooms and beds.

Plus, it also provides rich, valuable information to aid capacity planning and demand modeling. So you can stay ahead of what's coming tomorrow, all while better managing what's happening today.

KEY BENEFITS

Save Time: Automate reservations, room assignments and checkout, eliminating the need to devote additional resources to coordinating what would otherwise be a convoluted, cumbersome process

Simplify Planning: Ensure gender-appropriate room assignments and load balancing, and identify current and future dormitory needs to maintain optimal housing capacity

Optimize Capacity: Capitalize on real-time views of dorm/barracks utilizations to make the best use of all available space

Ensure Safety: Track upcoming, ad-hoc or emergency facility maintenance to keep your housing in top shape

"The Acadis housing module provided a level of efficiency and customization that allowed us to manage multiple, overlapping cohorts of police, corrections and other public safety officers at our new dormitory facilities."

– Oregon Department of Public Safety Standards and Training

ACADIS® READINESS SUITE

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ACADIS HOUSING

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FEATURE	ACADIS	GENERIC
Customizable housing/dorm configuration (building, floors, rooms, beds and bathrooms)	●	
Automatically assign students to housing based on business rules	●	
Track housing assignments by building/room number	●	●
Store student emergency contact information	●	●
Track housing costs for invoicing	●	●
Occupancy report	●	●
Flag gender-specific housing down to the room level	●	
Automatically load balance room assignments	●	
Track and assign VIP and ADA rooms	●	
Capacity monitor	●	
Track maintenance tickets	●	
Reassign housing	●	
Actions monitor (check-in/check-out)	●	
Alerts for changes in check-in/check- out dates (class changes)	●	
One-click check-in/out for individual students or entire classes	●	
Full integration with Acadis Training, Registration and Scheduling	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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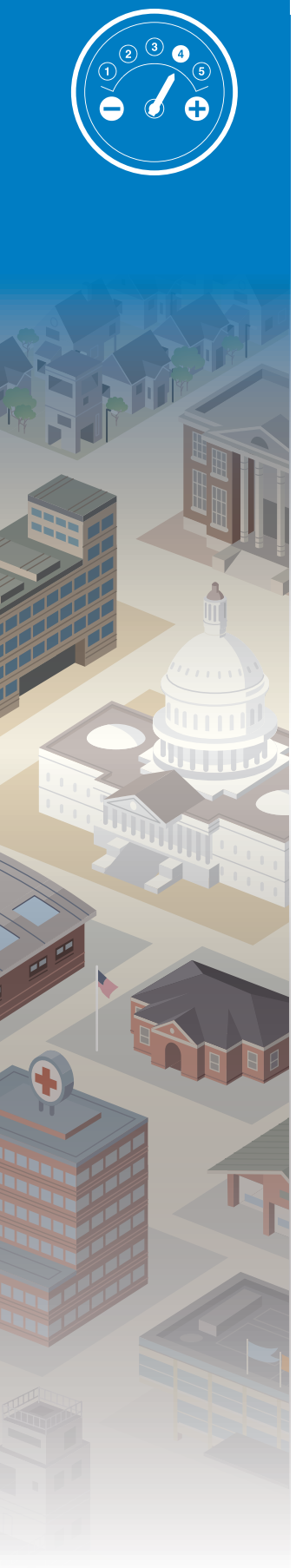
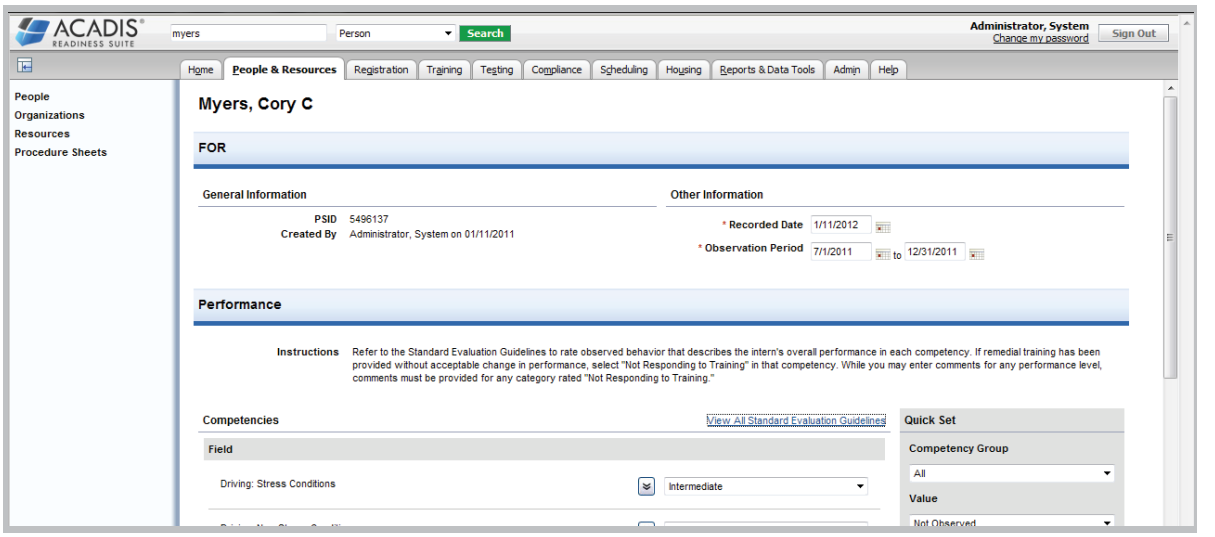


IMPROVE PERFORMANCE



ACADIS PERFORMANCE EVALUATIONS

In your line of work, a checkmark next to a completed course doesn't necessarily reflect an employee's readiness to perform on the job. That's why evaluating on-the-job performance has become so critical.

And that's precisely where **Acadis Performance Evaluations** add so much value.

With Acadis Performance Evaluations, you can easily capture supervisory reviews (also known as "field observation reports") during on-the-job and classroom training programs.

Through user-defined fields, you decide precisely which variables to track — like "Performance of Duty: Non-Stress Conditions" or "Judgment/ Decision Making" — and then use the evaluations to keep a running record of performance along those dimensions.

As you track subjective ratings that are so critical to personal and team readiness, you can collect detailed notes and determine how well personnel are tracking against specific guidelines or job requirements.

KEY BENEFITS

Customize Assessments: Select the competencies most critical to your team's success through user-defined fields

Save Time: Automatically append results to individual personnel records when supervisory reports are completed and filed

Take Corrective Action: Assign remediation actions to specific personnel as their reviews are filed (and store those remediation steps as part of each team member's personal record)

Enhance Lifelong Learning: Ensure personnel increase competencies and job-task ratings, and identify problems that require corrective action

Increase Workforce Performance: Pinpoint specific areas for performance improvement and assess the validity of ongoing training programs provided to your workforce

Manage Field Training: Establish uniform processes for conducting and analyzing the performance and effectiveness of your field training operations

"Since the events of September 11, our academies have seen significant increases in training demands. To meet these escalating needs, we have implemented a strategy to identify critical training bottlenecks early and apply technology where appropriate to alleviate resource constraints. As a result, our training academies have been able to keep pace with skyrocketing demands and continue to provide world-class training to all of our law enforcement personnel."

- US Customs and Border Protection

ACADIS® READINESS SUITE

LEARN MORE ONLINE: ACADIS.COM

ACADIS PERFORMANCE EVALUATIONS

FEATURE COMPARISON

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● *Comparable* ◐ *Partial* ○ *Limited*

FEATURE	ACADIS	GENERIC
Setup competencies or criteria by job or certification	●	●
Attach competencies or criteria to personnel	●	●
Custom rating scales	●	
Track both in-class and on-the-job training and field observation reports	●	
Customize rating standards and evaluator instructions	●	
Unlimited competencies per job role	●	
Automatically append evaluations to personnel records	●	
Utilize individual ratings and/or test scores as evaluation criteria	●	
Track conduct and performance	●	
Customize print-outs using template watermarks	●	
Granular security by individual evaluation types	●	
Full integration with Acadis Training, Acadis Testing, and the Acadis Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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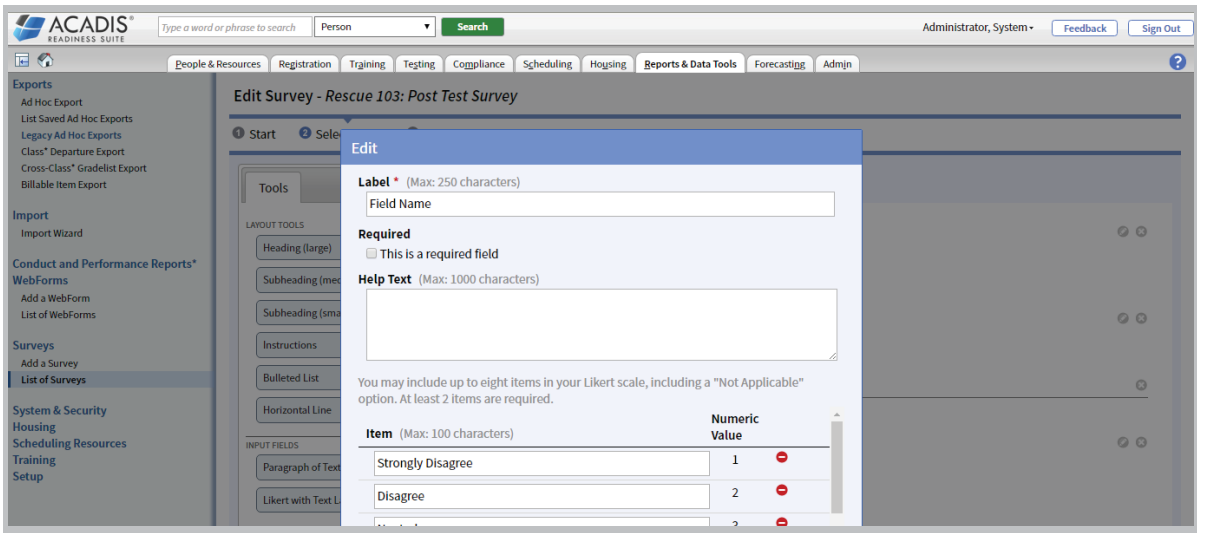
CONDUCT SURVEYS



ACADIS SURVEYS

Ever wonder what your professionals really think about the training they are provided? Was it worth their time? Was it meaningful? Was it well-delivered? Did they learn what you taught?

Knowledge is power, and now, with Acadis Surveys, you can know what you are doing well and what could use some fine-tuning.

Acadis Surveys is a fully integrated survey builder module that affords instructional designers the ability to develop and automate key aspects of student surveying. This module provides the ability to customize and automatically distribute electronic surveys, collect student reaction to training and instruction, and store data in Acadis for evaluation.

Acadis Surveys brings disparate information together. Know how students with credentials or experiences are doing in a specific class. Discover which instructors are best suited for each part of your training curriculum. Collect valuable feedback on training scenarios, processes and equipment. And correlate all the information you gather about students, faculty, facilities and more.

Together with Acadis Testing and Acadis Performance Evaluations, the Suite now supports Kirkpatrick® Levels 1, 2 and 3, allowing assessment of reaction, learning, and behavior. In addition, Acadis Surveys is flexible enough to support non-instructional surveys and polls, allowing your agency to quickly gather information from constituents on various topics.

KEY BENEFITS

Create Custom Surveys: Use Likert-type scales and free-form text fields to create surveys that gather the information most impactful to your organization

Make Better Decisions: Have the data you need to maximize value from every investment in your training program

Optimize Efficiency: Automate data collection and eliminate the aggravation (and cost) involved in compiling information from multiple survey sources

Categorize and Analyze Impact: Define survey groups for categorizing and grouping response data for further analysis

"The Office of Training and Development (OTD) is employing this software [Acadis Testing Module] as the standard by which all online testing will be conducted for Customs and Border Protection (CBP) training. This new system will have an immediate impact in reduced costs, better efficiency, and greater effectiveness across all CBP field component academies . . ."

– U.S. Border Patrol Academy

ACADIS SURVEYS

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FEATURE	ACADIS	GENERIC
Design customer surveys using Likert-type scales and free-form text fields	●	◐
Distribute surveys through automated emails	●	◐
Distribute surveys to list of person search results	●	◐
Define respondent groups for easy response grouping	●	○
Collect feedback on training and instruction for continuous improvement	●	○
Automatic survey results tallying with graphical analysis	●	○
Easily view and export survey responses	●	○
Filter survey results	●	○
Distribute surveys upon completion of an online test*	●	○
Supports Kirkpatrick level 1 evaluation (Reaction)**	●	○

**Requires Acadis Online Testing Module*
***Additional Kirkpatrick feedback requires Acadis Testing and/or Acadis Performance Evaluations Module*

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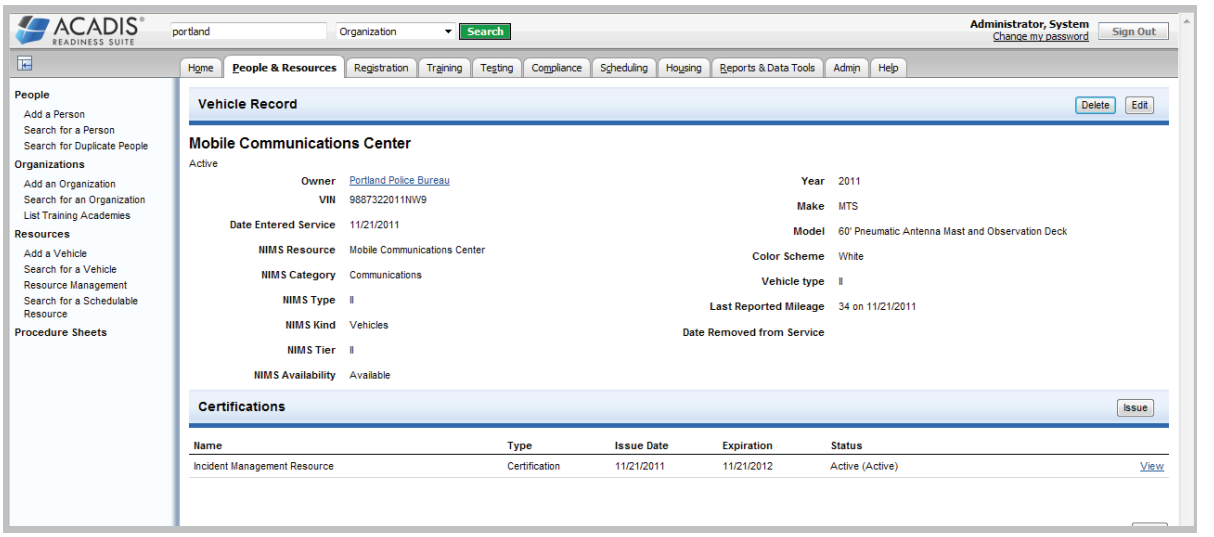
READY INVENTORY



ACADIS INVENTORY

Even the most proficient, well-trained response teams need the right resources to effectively mitigate or manage emerging crises. Without them, what should be a "non-event" can quickly escalate to front-page news.

Acadis Inventory is designed to help organizations track, manage, certify and deploy critical resources. Put simply, it helps you know exactly what you have on hand — and whether or not that resource is ready to go on a moment's notice.

Through the Acadis Inventory module, you can track essential attributes for each asset: individual, agency or department ownership; date entered into service (or removed from service); National Incident Management System (NIMS) typing definitions, and more.

And as your team adds new resources — vehicles, communications gear, service animals, med kits, etc. — to its inventory, you can build, edit and maintain new records throughout the lifecycle of each resource.

That means you can track chain of custody records as resources are transferred, and even use Acadis Inventory to monitor certifications attached to each asset.

KEY BENEFITS

Stay Ready: Know precisely what you have, who's responsible for it, and its current status, all while ensuring you have an accurate stock of NIMS resources prepared to be deployed during incident response

Strengthen Forecasts: Identify gaps in required assets to justify proposed budget allocations

Support Compliance: Track the chain of custody of assets quickly and easily, to ensure your team maintains federal, state and local certification and NIMS requirements

Increase Response Efficiency: Generate more effective incident response by avoiding time-consuming searches for crisis-ready resources

Support Litigation: Access robust records to support requests for information during litigation

Facilitate Personnel Moves: Ease transfer and retirement processes by knowing what inventory is assigned to each member of your team

"You've done it again..... This capability will take us up to another level. I love this team! "

- US Customs and Border Protection

ACADIS READINESS SUITE

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ACADIS INVENTORY

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FEATURE	ACADIS	GENERIC
Track resources and organizational ownership	●	●
Maintain resource status	●	●
Store service entry and removal dates	●	●
Search for resources by type, location and organization	●	●
Certify select resources as ready	●	
Manage resource expirations/recertification requirements	●	○
Store National Incident Management System (NIMS) typing data	●	
Track service animals and their training (e.g., K-9, horses, etc.)	●	
Track weapons including firearms (make, model, caliber, serial number and other vital information)	●	
Schedule individual resources (requires Scheduling license)	●	
Maintain chain of custody records	●	○
Full audit of chain of custody including all edits for legal defensibility	●	
Full integration with Acadis Training, Scheduling, Compliance and Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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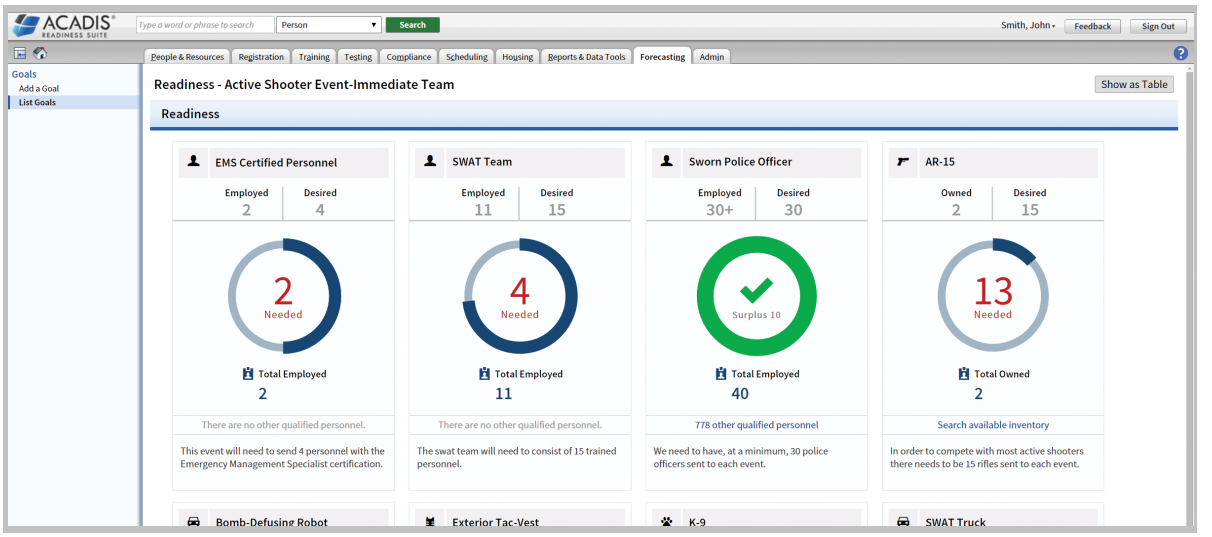
FORECAST READINESS



ACADIS FORECASTING

For some organizations, readiness means responding to a disaster safely, quickly, and efficiently. For other organizations, readiness means training a certain number of new first responders each year.

However you define it, **Acadis Forecasting** provides the tools that allow you to determine which goals and capabilities are necessary to successfully measure your current organizational readiness and appropriately plan for future needs. The Acadis Forecasting design is flexible enough to allow you to configure each goal and the supporting capabilities that will meet your department's unique organizational requirements.

KEY BENEFITS

Define Goals: Set the measurable thresholds that will place your department's readiness in line with the unique needs of your organization and the community you serve

Future Planning: Identify gaps that have inhibited prior readiness and course correct your planning for future needs

Monitor Resources: With defined goals in place, the Acadis Resource Monitor is the scale that tells you where you are versus where you need to be

Identify Outside Sources: In conjunction with the Acadis Inventory module, view qualified personnel and inventory resources from other agencies that may be available to you

"The Office of Training and Development (OTD) is employing this software [Acadis Testing Module] as the standard by which all online testing will be conducted for Customs and Border Protection (CBP) training. This new system will have an immediate impact in reduced costs, better efficiency, and greater effectiveness across all CBP field component academies . . ."

– U.S. Border Patrol Academy

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FEATURE	ACADIS	GENERIC
Define agency readiness goals with multiple capabilities to measure readiness	●	○
Identify gaps and plan for future needs	●	○
Specify number and characteristics of required personnel for each capability*	●	○
Monitor resources against stated goals	●	○
View other qualified personnel or inventory resources*	●	○

**Requires Acadis Inventory module*

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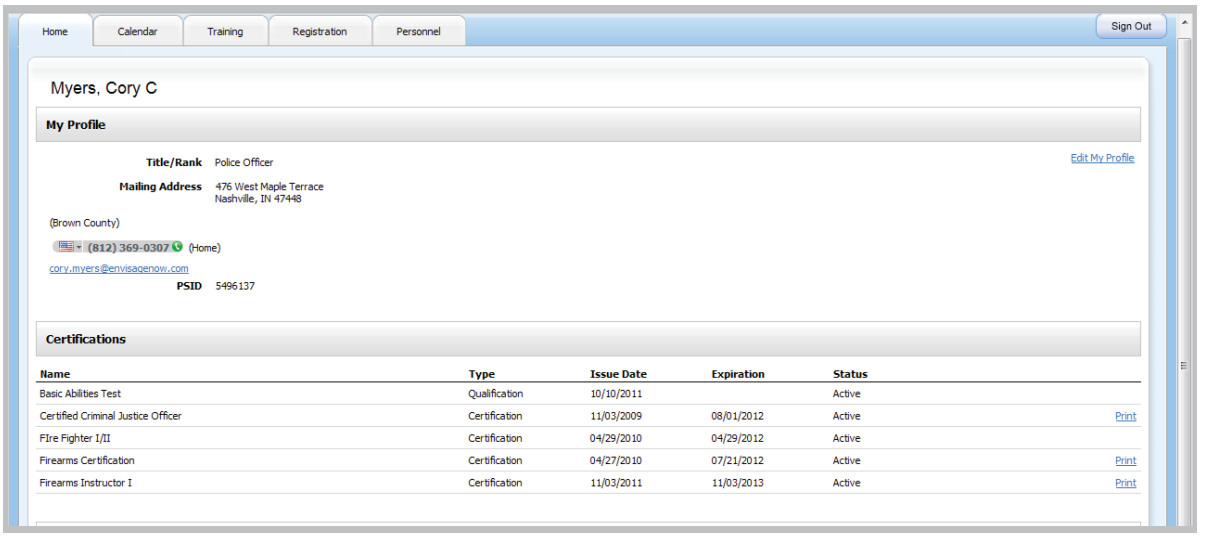
MANAGE WORKFORCE



ACADIS WORKFORCE PORTAL

It's been said that "many hands make light work." But when resource-starved training departments have fewer hands to do the work, gaining efficiencies in every corner of their operations becomes that much more critical.

The **Acadis Workforce Portal** lets agencies and departments decentralize tasks involved in training management. Through the Workforce Portal, designated representatives have secure access to the full training records for all of their personnel.

That means you can view your team members' contact information and training records and certifications. In conjunction with other Acadis portal modules, you can also register your personnel for coursework, add in-service training events, and more.

The Acadis Workforce Portal makes it easy to track your compliance, even if your team is geographically distributed and manages training and compliance through a whole host of stakeholders. Since data entry is available to authorized reviewers, you can eliminate paperwork bottlenecks that would otherwise obstruct effective training management, all while creating a more complete view of individual and team readiness.

KEY BENEFITS

Get the Complete Picture: Provide agency and department managers with the ability to access authoritative training and certification information for their personnel

Ensure Compliance: Coordinate certification renewal activities proactively by monitoring certification expiration information (including status and expiration dates of certifications for all agency or department personnel)

Empower Action: Let authorized agency officers submit in-service training events and personnel change requests that can be approved — or even auto-approved — through the Acadis Workforce Portal

Access Anywhere: Access key information through the Acadis Portal Framework, which allows secure remote access to training records across your entire organization

"The strategic planning session that you navigated for IDHS was fantastic and all the feedback I got was the same from those who participated. I must say that your knowledge of our domain separates Envisage from other IT solution providers. It is one thing to know technology but it is quite another thing to know our business needs. As one who believes IT is a tool for the business need it is nice to know we have a partner who is on the same page."

- Indiana Department of Homeland Security

ACADIS WORKFORCE PORTAL

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FEATURE	ACADIS	GENERIC
Online access to employee training and certification history	●	●
Report in-service training events and hours with roster (requires Field Training Portal license)	●	●
Calculate in-service training hours	●	●
Submit personnel changes for approval (e.g., hire, separate, resign, etc.)	●	
Monitor employee compliance, certification and qualification expirations (requires Compliance license)	●	
Register and assign training events to individual learning plans (requires Registration licenses)	●	
Full integration with Acadis Training, Housing, Registration and other Portal modules	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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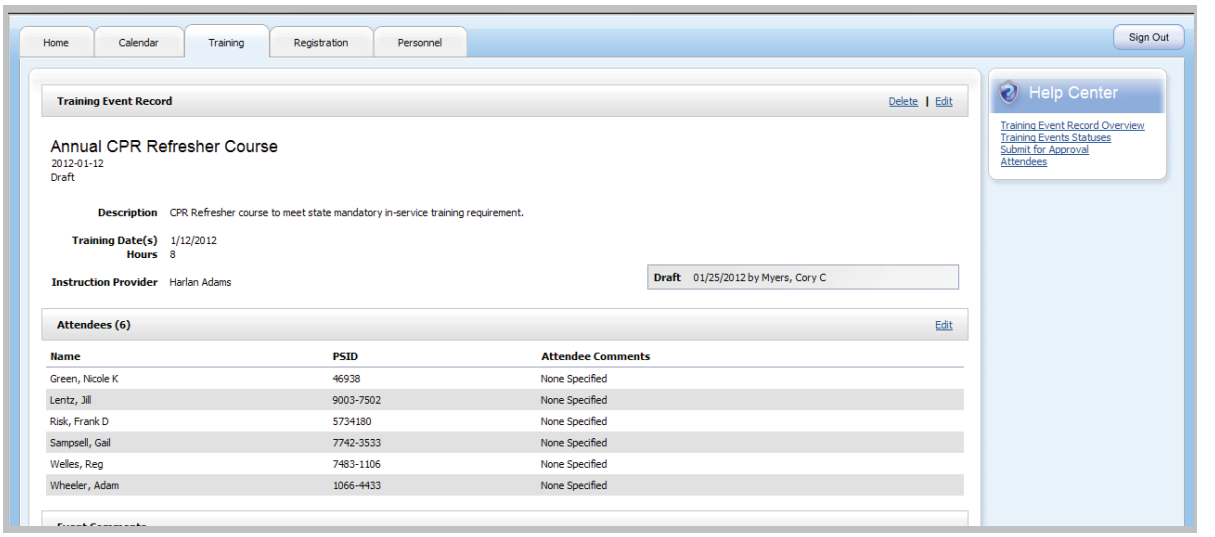
ANYTIME ACCESS



ACADIS PORTAL

It only fits that your increasingly mobile, interconnected workforce would need anywhere, anytime access to essential training, registration and scheduling information. And through the Acadis Portal, that's exactly what you get.

The Acadis Portal provides a Web-based platform for your training organization to publish information to — and collect data from — agencies and field offices. Its key components help you maintain convenient access to accurate, comprehensive and legally defensible training records.

Acadis Field Training Portal

With the Acadis Field Training Portal, you can capture and compile training and recertification information from remote offices. You can also submit detailed training events, append personnel rosters and track attendance as part of each professional's lifelong learning record. So you'll increase the accuracy of training records, all while reducing paper-based reporting and duplicative data entry.

Acadis Workforce Portal

The Acadis Workforce Portal lets authorized personnel from agencies and field offices to secure access to their employees' data, including contact information, certification status, expirations and more. You can get a firm view of individual and team readiness, ensure compliance and eliminate paperwork bottlenecks that come from "over-centralized" data management.

Acadis Registration Portal

Thanks to the Acadis Registration Portal, your training coordinators and personnel can view information on upcoming training events and then immediately register for them. And integration with the Acaids Registration module provides course catalogs with prerequisites, calculates seat availability, and even adds students to waitlists.

Acadis Scheduling Portal

Through the Acadis Scheduling Portal, you can let your instructors view their training calendars, report availability and immediately notify academy staff of scheduling conflicts.

Acadis Personal Portal

Your personnel can better manage their professional development through the Acaids Personal Portal. It lets them review their training history and qualifications, and flag certifications that are out-of-status or about to expire.

ACADIS FIELD TRAINING PORTAL FEATURES	ACADIS	GENERIC
Online access to field training records	●	●
Submit in-service training events	●	●
Calculate in-service training hours	●	●
Administrative approval	●	○
Supervisor review	●	
Link field training reports to personnel records	●	
Full integration with Acadis Training, Housing, Registration, Personal Portal, Performance Evaluations, and LMS	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

ACADIS WORKFORCE PORTAL FEATURES	ACADIS	GENERIC
Online access to employee training and certification history	●	●
Report in-service training events and hours with roster	●	●
Calculate in-service training hours	●	●
Submit personnel changes for approval (e.g., hire, separate, resign, etc.)	●	
Monitor employee compliance, certification and qualification expirations (requires Acadis Compliance module)	●	
Register and assign training events to individual learning plans (requires Acadis Registration module)	●	
Full integration with Acadis Training, Housing, Registration and Personal Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

ACADIS REGISTRATION PORTAL FEATURES	ACADIS	GENERIC
Browse for available training events (classroom or online training)	●	●
Access information about class details, reporting instructions and location	●	●
Review number of seats remaining	●	
Register for classes with waitlist preferences	●	
Register employees for restricted classes	●	
Register self or employee into program waitlists	●	
Full integration with Acadis Training, Registration, Housing, LMS, Personal Portal and Workforce Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

ACADIS SCHEDULING PORTAL FEATURES	ACADIS	GENERIC
Manage instructor availability	●	
Review instructional assignments (Calendar)	●	
Access open Instructional requests	●	
Full integration with Acadis Training, Scheduling and Personal Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

ACADIS PERSONAL PORTAL FEATURES	ACADIS	GENERIC
View individual training history	●	●
Review certifications and expirations	●	●
Change contact information	●	●
Renew certifications online	●	
Print certificates	●	
Launch e-learning courses	●	●
Full integration with Acadis Training, Compliance and Workforce Portal	●	
High-security system framework (FISMA & DHS 4300 compliant)	●	

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ACADIS® READINESS SUITE

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ENVISAGE TECHNOLOGIES

Seizing Opportunities by Seizing the Future

At Envisage Technologies, we're passionate about solving some of public safety's most pressing problems. We don't believe that those problems are too hard to solve — or that the inherent resistance to change involved in solving them can't be overcome. We ask the hard "Why?" and "What if?" questions and don't rest until we find the answers.

Put simply, we always assume there are better and smarter ways to do things and that innovation, the art of the possible, requires a mind free of pre-conceptions. The key, as we see it, is to envisage a possible future before it exists, and then create and nurture the high-value innovations that can bring that vision into reality. That's our core purpose.

For the past decade, that purpose has been squarely focused on law enforcement and public safety. Because in those professions, lives are often at stake, and the big, complex, yet-to-be-solved problem there is fragmentation — an inability of the right people to access the right information at the right time to effectively respond to crises.

Ten years ago, we imagined what could happen if federal, state and local public safety agencies could suddenly increase their readiness through more effective training management and resource tracking. Today, through the Acadis® Readiness Suite, our clients are doing just that. And the benefits of solving fragmentation can't be understated: government agencies will be stronger and more efficient, communities will be safer, and lives will be saved. We know that because that future we saw years ago is already being embraced by hundreds of thousands of law enforcement and public safety professionals across the U.S.

The development of the Acadis Readiness Suite fit the Envisage model perfectly. It gave us an opportunity to couple a profound, real-world understanding of key issues with our Agile software development process to deliver a platform that has transformed how training is managed, automated, recorded and institutionalized (a process that was completely ad hoc before we took on the challenge).

Developing Acadis fit our size perfectly, too: We're big enough to have all the right resources (subject matter experts, software developers and technical experts), but small and agile enough to deploy new solutions to our markets fast. We keep our team inspired, our focus tight, and our clients loyal.

CUSTOMERS SPEAK

Envisage Technologies has a proven track record of collaborating with clients to develop powerful logistics tools that help them prepare their workforces and ensure public safety. So don't just take our word for it. Read a few of our customer testimonials and be sure to contact us if you would like to speak with any of our past or current clients.

"I appreciate the Agile process where changes are seen to the product in smaller release cycles versus larger ones. Support is very responsive and I feel comfortable with sending in a email ticket knowing it will get handled and responded to. I don't feel the need to have to call to get attention to tickets like I have to do with other vendors. Weekly status calls are very valuable since I can take time to understand changes to the system and save any issues or follow up to one meeting which free's up my schedule. Custom development is a big plus so when I am in staff meetings if the need is strong enough we can fund the functionality. I enjoy having a responsive product manager I feel like we have an advocate in the "system" that can coordinate issues and also keep an eye out for items that effect our operations."

— Utah Peace Officers Standards and Training

"Thank you so much! I appreciate the attention Envisage pays to the customers' needs. The customer service is fantastic!

— US Border Patrol Academy

"You always solve my problems."

— Indiana Department of Homeland Security

"Acadis keeps things simple and easy to understand."

— US Customs and Border Patrol

"ENVISAGE should be awarded for their outstanding service. The quality of work is beyond excellent and is proven by the end-product."

— Immigration and Customs Enforcement

"To me the thing that Envisage does best is making people available for support."

— Oregon, Dept. of Public Safety, Standards and Training

"In my twenty-three years of government service and dealing with contractors, ENVISAGE is the first contractor that I have found who is truly concerned with providing the best possible product and service to the customer. It has been my experience that when this company states it will provide a service by a particular date, the service is always delivered when stated."

— Citizenship and Immigration Services Academy

On behalf of ICE-OCIO-SDD, I would like to thank you for Envisage's effort in working with us to install the latest version of your software. As you know, the release was successfully deployed and the security scans were clean. This is an outstanding achievement and I wanted to express our deep appreciation of your team's hard work in support of ICE. Thank you!

— DHS - U.S. Immigration and Customs Enforcement

"Your customer service is fantastic. The willingness to stay in touch with the clients is great."

— US Border Patrol

"Your people are good people who try to serve us well on the frontlines."

— Oregon, Dept. of Public Safety, Standards and Training

"I always look forward to hearing the professional guidance you provide."

— Indiana Law Enforcement Academy

"Your customer service is AWESOME!"

— US Customs and Border Patrol

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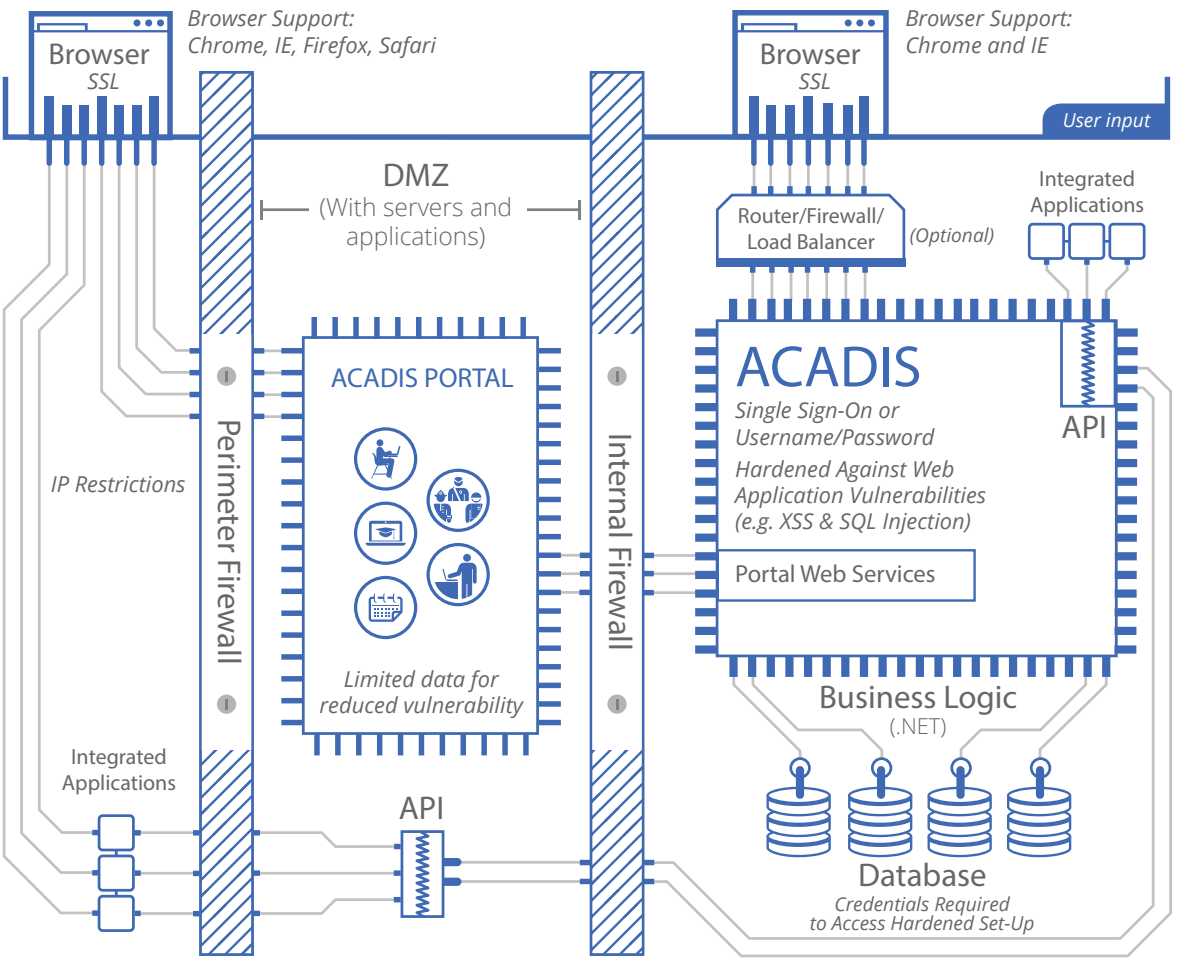
SECURE FRAMEWORK



ACADIS ARCHITECTURE & SECURITY

During the past decade, the Acadis® Readiness Suite has become a go-to tool of choice for training innovators in law enforcement, public safety and military communities. And while that growth was fueled by continual, client-driven product development, it also owes much of its success to two key attributes: a stable, intelligent architecture and a rock-solid security framework.

That's why you'll always find us eager to dive into the details about the underlying dynamics that make Acadis run so well — and run securely.

Acadis Hosting and System Architecture

As a turnkey solutions provider, we run Acadis software on our hardware, using our Windows® and Oracle® licenses at our government secure-cleared facility. Then, through our secure web interface, you can instantly access all your Acadis modules.

If you want to host it yourself, we can do that. If you use Linux to host your databases, we can do that. Don't have an Oracle DBA on staff? That's okay; we work with a lot of customers to perform the necessary updates and tuning.

While all portions of Acadis are tested to work with Internet Explorer®, we understand that field users will have a broader variety of browsers, so we support the latest versions of Internet Explorer, Firefox®, Chrome™ and Safari® in the

(Continued on reverse.)

SECURE FRAMEWORK (Continued)

portal modules. Add a PDF viewer, and your users are good to go in reading reports and getting their certifications directly, reducing your printing and mailing costs. Importing and automated functions will eliminate paper scanners and microfiche needs.

Regardless of how you host Acadis, we'll recommend using SSL (Secure Sockets Layer), so that all data passing between users' desktops and the servers is encrypted. Because of the sensitive data stored in the Acadis database, Acadis application servers and the database server are always housed behind a firewall. The portal can be placed in an Internet-accessible location (typically a DMZ) or inside the firewall.

We've got security through restricted web services so that portal users make limited calls for each individual user's information, rather than opening up the entire database. In addition, we'll configure the system to use IP restrictions, allowing data inquiry only from approved networks or computers.

Acadis Security Features

Application security features can be individually configured to your specifications. More precisely, Acadis administrators can set security parameters like password expirations, password length and password strength. You can also have authentication through Active Directory Single Sign-On.

Role-based permissions management allows your Acadis administrator to define functional roles, and then simply apply common sets of security permissions to that group of users. Functions like accessing personally identifiable information or seeing someone's training are controlled by a separate permission. Changing grades, deletions, scheduling changes and everything else within Acadis are controlled by discrete permissions that allow varying levels of access to ensure ultimate authority rests in the hands of those it should.

To create and maintain legally defensible records, you need to know who did what and when. You also need to know when someone changed or deleted information. With our audit tables and audit report, we've got you covered.

Acadis Security Framework

We think about security a lot. Since our business was formed, we've been doing work for the Good Guys. Unfortunately, bad guys target the Good Guys, and the security built into Acadis was designed with this in mind.

Most outside security breaches come from either a weak network configuration or weak code. You won't find either here.

Our developers are trained to recognize security vulnerabilities in coding and make sure they don't exist. During our code reviews, you're likely to hear discussion about ways to prevent cross-site scripting, SQL injection attacks and cross-site request forgery. We're comfortable with complex terminology and serious technology. Our code goes through several security scans to verify we conform to the Department of Homeland Security 4300A and 4300B security guidelines.

Our hosted environments are FISMA (Federal Information Security Management Act) conformant. If you need the extra assurance of a certified and accredited environment, we can provide that with our hosting environment through either a NIST (National Institute of Standards & Technology) or a DOD DIACAP (Department of Defense Information Assurance Certification and Accreditation Process) methodology.

We employ an overarching security strategy that can be best described as "defense in depth." The Acadis security framework is designed to give your system administrator the flexibility to work efficiently, yet never at the risk of compromising secure data and systems.

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SELECT CLIENTS

Acadis® Readiness Suite customers have included military commands, federal law enforcement academies, and state law enforcement and public safety organizations. We're proud to have helped clients like those listed here know that they're ready to respond to whatever crisis awaits.

Acadis® Readiness Suite By the Numbers:

- Supports compliance and training for over one million first responders nationwide
- Serving more than 5,000 public safety and law enforcement departments across 20 states
- In use by 16 Federal training academies across four federal agencies

ACADIS® READINESS SUITE

LEARN MORE ONLINE: ACADIS.COM

SELECT CLIENTS (Continued)

Agencies and Organizations using our Products

Envisage takes pride in the relationships we have developed with military, law enforcement and public safety organizations. The list below shows examples of clients we assisted with implementing best practices and streamlining their complex operations.

Federal Clients

U.S. Department of Homeland Security

- Customs and Border Protection
- Federal Air Marshals Service
- Federal Protective Service
- Immigration and Customs Enforcement
- Transportation Security Administration
- Federal Law Enforcement Training Center (Glynco, GA)

U.S. Department of Veterans Affairs

- Law Enforcement Training Academy

U.S. Department of State

- Foreign Service Institute
- Office of Anti-Terrorism Assistance

U.S. Department of Veterans Affairs

- Drug Enforcement Administration

State Clients

- Alaska Police Standards Council
- Arkansas Law Enforcement Training Center
- Colorado POST
- Indiana Department of Homeland Security
- Indiana Law Enforcement Academy
- Indiana State Police Training Academy
- Kentucky Department of Criminal Justice Training
- Massachusetts Municipal Police Training Committee
- New Jersey Police Training Commission
- New York Division of Criminal Justice Services
- North Carolina Justice Academy
- Ohio State Fire Marshal
- Oregon Department of Public Safety Standards and Training
- South Carolina Criminal Justice Academy
- Tennessee Corrections Institute
- Tennessee Emergency Management Agency
- Tennessee Fire and Codes Academy
- Tennessee Law Enforcement Training Academy
- Utah Department of Corrections
- Utah POST Academy
- Washington Criminal Justice Training Commission
- West Virginia Department of Criminal Justice
- Wisconsin Department of Justice
- Wyoming POST

Local and Private Clients

- Hillsborough County Sheriff (Florida)
- Jacksonville Sheriff (Florida)
- Las Vegas Metropolitan Police Department (Nevada)
- Management & Training Corporation (Private Corrections)
- Salt Lake City Police Department (Utah)
- Technical College of the Rockies (Colorado)
- Washington D.C. Metro Police Department and Academy

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CASE STUDY

Utah POST Academy

Situation

All across America, Peace Officer Standards and Training (POST) organizations track the vast, detailed training records for thousands of officers statewide to ensure compliance with legislative mandates for certification. But they're often hampered by disparate, stove-piped systems and a lack of strategy to manage the entire training ecosystem (that is, tracking training from "recruitment to retirement" in a single, comprehensive fashion).

The end result?

Incomplete, inconsistent, or incorrect training records — the kind that can generate excessive training costs, paper volume, mailing and storage, compliance issues and inaccurate reporting of certifications (not to mention arrests being dismissed if the certification of the arresting officer has lapsed).
In Utah, the Utah POST Academy maintains all training, certification and employment records for the 9,280 officers who are part of 210 law-enforcement and related agencies across the state. It also supports continuing education through satellite programs at six Utah colleges and universities, and provides online training for advanced certifications. Put simply, it's an environment that's ripe for "disconnectedness" among all the disparate groups reporting on training statewide.

In fact, state agencies counted no less than six separate data management systems. And problems originating from a reliance on disparate systems were compounded by the fact that local law enforcement agencies and institutions throughout the state maintained their own training records and followed non-standard data collection procedures. Those inconsistencies in data collection and reporting threatened the tracking of legally defensible training and certification records — and potentially the integrity of arrests made by officers who were out of compliance.

Because of the threats inherent in their processes and inconsistencies of training data and certification, the POST sought a distributed, web-based solution to: (a) track comprehensive training records for all officers; and (b) provide agencies throughout the state with an online in-service reporting option.

"We had no consistency or consolidation in our record keeping," explains John Jacobs, POST academy training manager. "We had many ways to track things and everyone used them differently. We even had K-9 names and breeds in the system at one point."

The cost of collecting and reporting training data was increasing (paper, mailing, storage, manpower), just as the accuracy of data was decreasing. Since there was no way to report statistics on training and certifications for Utah law enforcement officers, Jacobs knew critical record-keeping functions had to be brought together under a single, all-encompassing enterprise system. It was the only way to ensure legally defensible training and certification records could be matched against POST-defined certification (and recertification) requirements.

Solution

After a thorough review of potential systems, the POST selected Acadis Readiness Suite because it is designed specifically for law-enforcement and public safety training institutions, and because it could help standardize training recordation and distribute in-service data collection securely through the Internet.

(Continued on reverse.)

CASE STUDY (Continued)

Utah Post Academy

To solve its immediate problems, the POST first relied on Acadis Training. This module provided the ability to track all law enforcement agencies and officers — including employment, training and certifications — in a standard and legally defensible manner. It also provided the foundation for development of the basic law enforcement curriculum and tests required to ensure that all cadets graduate the academy with the requisite skills and knowledge.

The POST next implemented Acadis Compliance to track against user-defined certification, recertification, training and job-task criteria. The Compliance module is also used to monitor expiring certifications, and ensures that sufficient training is available to the State's law enforcement workforce to fulfill all their certification and recertification requirements.

Finally, the POST put the Acadis Portal to work. It enabled law enforcement organizations statewide to submit in-service training event reports for their officers electronically. By providing a secure, web-based reporting vehicle, the Portal greatly reduced redundant data entry and the high costs associated with creating, mailing and storage of paper-based records.

Results

By combining key features in Acadis Training and the Acadis Portal, the POST was able to efficiently accomplish key tasks with minimal effort:

- Real-time requests for officer rosters who have not completed requisite annual in-service training take just seconds to complete — a vast improvement over the once-per-week response time prior to Acadis integration.
- Empowering agency training officers to securely submit annual in-service training hours for their personnel has considerably streamlined the process (to the point where Jacobs believes his team will no longer require deadline extensions from the state legislature to complete its annual reports).
- Implementing standard, approved course titles for training officers to select when submitting in-service training hours has: (a) improved consistency; and (b) reduced the need to edit or correct course title information before recording training hours.
- Letters notifying officers of pending suspension due to insufficient annual training hours are now sent proactively, resulting in near real-time updates and corrections to the officers' training history.

By making use of these Acadis features – combined with the ability to easily approve or reject submitted training hours – Jacobs believes a process which historically required approximately 2,200 person-hours to complete is now reduced to less than one hour.

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CASE STUDY

US Border Patrol

Situation

The U.S. Border Patrol, the uniformed law enforcement arm of the Department of Homeland Security, provides trained officers to detect and prevent illegal immigration and smuggling of contraband across America's borders.

Through its Glynco, Georgia and Charleston, South Carolina training facilities, the Border Patrol holds more than 40 training sessions annually that enhance the knowledge and skills of approximately 8,000 students. So with that kind of volume and throughput, it had a great incentive to migrate from a manual record-keeping system to an online and secure database to streamline the training academy's business processes.

Built with the past, present and future in mind, the Border Patrol specified that a replacement system must: (a) help the organization efficiently collect training performance information to streamline response to queries by government officials; and (b) help Border Patrol stem its 25% annual attrition rate — which, due to an average cost of $30,000 per trainee (for recruiting, security screening, travel, etc.), represented an annual loss of more than $60 million.

At first, a vendor was selected by the Border Patrol to develop customized software; that new system, as it turned out, had to be loaded on each computer used by the Border Patrol, and required extensive technical support to load and configure the software. After several problems during the final phase of the project, our team at Envisage Technologies was retained to analyze the situation and recommend the best long-term business solution. Following our analysis, we were retained to migrate the original database from one platform into another, and quickly discovered that the original software didn't work — and, worse yet, that the Department of Justice had a nonstandard network.

Solution

Collaborating closely with our client contacts at the Border Patrol, we carefully analyzed all the issues to ensure we could accurately define the business requirements (which were ultimately based on a combination of existing business practices and anticipated class management system capabilities). Once those requirements were defined and approved, we suggested a solution that would make the best use of available tools.

Our fundamental recommendation was to re-engineer the system so it would use standard, yet "free" browser technology. More specifically, we developed a web-based training and assessment system utilizing Oracle® and Microsoft® .NET.

This new approach offered considerable benefits to the Border Patrol. First, it eliminated the time, expense and complexity involved in hiring technical experts to install and configure hardware and load software on every computer. Second, it allowed the software and database to be run from network servers (which offered inherent advantages in security, efficiency, redundancy and archiving, etc.). Finally, it anchored everything to a new set of standards — it was based on a secure, centralized database, provided for standardized reporting from site to site, and enabled standardized business processes to be used to manage the academy's training reporting.

(Continued on reverse.)

CASE STUDY (Continued)

US Border Patrol

Results

The Intranet project exceeded the client's expectations, delivering streamlined business processes that helped reduce paper flow, improve productivity and save money:

- Before Acadis, many personnel were involved in calling, emailing and faxing to fill positions for 500 Border Patrol field instructors. Thanks to the Acadis solution, Border Patrol today automates the analysis of available workforce, instructor applications, qualifications and availability review, assignment and scheduling. During the past 10 years, two staff members have been able to handle a growing workload.

- When Congress authorized funding to increase the Border Patrol workforce, the agency's training organization suddenly found itself managing 20 simultaneous classes, a four-fold increase from its pre-funding position. But by relying heavily on Acadis templates, Border Patrol officials were able to set up classes easily. Plus, they imported student test responses into Acadis, allowing them to automatically grade and analyze results, all with just a minimal increase in permanent staff.

- The Agile Development process at the heart of Acadis' evolution paid considerable dividends for Border Patrol when Congress mandated that the agency introduce a richer post-academy training program with more accountability — and implement it "ASAP." In less than 90 days, the most critical features were delivered, with new features being introduced based on the group's key priorities over the next year. And in the four and a half years since its initial release, nearly a half million evaluations have been completed through the program.

- To reduce cost in academic testing (think "printing, bubble sheets, scanning, and storage"), the Border Patrol Academy piloted multiple automated testing systems. Based on overwhelmingly positive scores related to "ease of use," Acadis Automated Testing was selected. Before Acadis, question changes due to legislative changes or poor wording meant incurring a cost in new printing, and security features (like randomized student tests) were impractical and prohibitively expensive. Once Acadis was introduced, though, Academy officials were able to fast track question changes and randomize the question order on every student exam, all while still improving the timeliness of grading and analysis.

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CASE STUDY

Indiana Law Enforcement Academy

Situation

The Indiana Law Enforcement Academy (ILEA) is responsible for training and compliance for all police officers employed by law enforcement agencies in the state, preparing law enforcement professionals for service through rigorous, high-liability training. It provides basic, police chief, and in-service training for nearly 600 departments with 13,000 officers statewide – which is no small task. The 15-week basic law enforcement course, for example, includes 13 written tests and up to six practical exams. And beyond basic training, the state of Indiana requires officers to complete 24 hours of ongoing training each year.

All in all, ILEA tracks approximately 312,000 training hours annually for all departments and their officers.

In the past, each Indiana police department would manually compile and submit its in-service training paperwork, often via fax or traditional mail. It took four ILEA full-time employees a minimum of four months to sort through the thousands of officer records, to verify each officer completed the required number of training hours to meet the state's certification requirements, and enter the data into their legacy system. According to Indiana State Police's annual report, ILEA processed more than 14,000 training records in 2008. And according to U.S. Department of Justice data, on average, it takes a minimum of 20 paper documents a year to manage one law enforcement officer. Manual processes were just not keeping pace with the volume of paper records ILEA is required to process every year.

Solution

ILEA's legacy system managed course registration, but the academy needed a much more comprehensive system that would deliver far more. It sought to migrate its core training management processes from labor-intensive and costly paper systems to a full-featured automated solution, one that would allow for uniform, repeatable processes across the entire ILEA campus.

This vision for the transformation pivoted around the seamless integration of student registration, training management, automated testing, dormitory management and electronic capture of mandated in-service training. Given the high-liability associated with the law enforcement profession, it was vital that ILEA establish a secure system of record to track every officer's lifelong learning (from basic training to annual in-service courses) in a legally defensible manner. And with the need to increase homeland security in every state, ILEA had the added responsibility to ensure that officers statewide were prepared to handle everything from suicide bombing incidents to addressing suspicious packages.

ILEA officials realized that getting from "A" (the vision) to "B" (the optimum reality) would require the consolidation of multiple systems into a single, wide-ranging enterprise system. This new system would provide the backbone to track training and compliance for all officers, all while automating many of ILEA's manual operations.

Envisage Technologies' Acadis® Readiness Suite was the obvious solution. Designed specifically to address the needs of law enforcement, public safety and military communities, Acadis was an ideal fit for the requirements. The Acadis Training and Registration modules would provide ILEA with the ability to create classes and publish them to the Acadis Online Registration Portal. The Portal, meanwhile, would enable remote access to view scheduled classes, manage officer registration, report in-service training events and view officer training history for compliance status.

(Continued on reverse.)

CASE STUDY (Continued)

Indiana Law Enforcement Academy

Results

In 2009, ILEA rolled out a beta version of the Acadis Portal with Online Registration and In-service Reporting modules.

The system was then implemented statewide in early 2010, and has since generated considerable benefits to ILEA:

- Time Savings: Rather than tasking four full-time staff to process each police department's in-service reporting records at year's end, ILEA now gets training reports recorded from law enforcement agencies in real time throughout the year. Not only does that spare ILEA a resource-depleting "time crunch" each December, but it also lets the academy publish more timely annual reports based on data captured through Acadis modules.

- Improved Resource Allocation: The time that ILEA staff used to devote to processing tedious paperwork is now devoted to investigative reporting and revocations.

- Local Agency Support: Since the In-service module captures and compiles each ILEA officer's training and certification records throughout his or her career, Indiana police departments have real-time access to the data they need to request funding, defend against litigation and continue to protect the public with a well-trained workforce.

- Enhanced Litigation Defense: By capturing detailed training records, ILEA will be better prepared for legal defense. (And since there are more than 22,000 civil litigation cases filed against law enforcement officers each year in the U.S. — each with an average jury award of $4 million — it's immediately evident why maintaining training records that stand up in court is so essential.)

- Stronger Federal-State Cooperation: ILEA shares its secure Acadis database with the Indiana Department of Homeland Security, providing identification of emergency responders with specific skill sets and quickly determine what kind of physical resources are available. Centralizing employee's information in this way ensures the state responds effectively and efficiently in times of crisis.

By automating its training process with the Acadis Readiness Suite, ILEA is working hard to ensure a qualified workforce dedicated to meeting ILEA's mission to "provide the most professional, effective and courteous police service possible."

READINESS SAVES LIVES.

To us, that's more than a tagline. It's a simple truth. And it's what inspired us to develop the Acadis Readiness Suite.

Acadis is a flagship family of solutions from Envisage Technologies that embody a single, powerful idea: to make certain our police, emergency services and military communities are trained, equipped and ready to respond.

Please contact us for more information on all of our Acadis solutions and to schedule a demonstration.

Toll Free: (888) 313 - 8324
Local: (812) 330 - 7101
Email: sales@envisagenow.com

GSA Contract Holder
Contract: GS-35F-0058N

DEPLOY ACADIS

Flexible Implementation Options

The Acadis® Readiness Suite is a modular system that allows you to tailor our solutions to meet your unique needs and budget. So whether you're directing a small department, large academy or a statewide certification authority, we have you covered. Just select the specific modules you need (or capitalize on the opportunity to save by choosing among three popular Acadis bundles). Then decide if you want to host the software yourself or if you'd like us to provide you with Acadis benefits through a secure turnkey service that we'll host. Either way, we can deliver just the right mix of technology and services to help you streamline and optimize training management in a whole new way.

MODULE	BASIC	ADVANCED	ENTERPRISE
Acadis Training	●	●	●
Acadis Documents	●	●	●
Acadis Workforce Portal	●	●	●
Acadis Personal Portal	●	●	●
Acadis Dashboards	●	●	●
Acadis Scheduling		●	●
Acadis Instructor Scheduling Portal		●	●
Acadis Registration		●	●
Acadis Online Registration		●	●
Acadis Housing		●	●
Acadis Testing		●	●
Acadis Online Testing		●	●
Acadis Performance Evaluations		●	●
Acadis Compliance			●
Acadis LMS			●
Acadis Inventory			●
Acadis Performance Evaluations Portal			●
Acadis Forecasting			●
Acadis Surveys			●
Acadis Accounting			●

DEPLOY ACADIS (Continued)

Acadis as a Service — FISMA Compliant SecureCloud Hosting

Everything you need to deploy and maintain your Acadis solution is included in our Software as a Service (SaaS) subscription. There's no hardware to buy and no software to maintain — just a flat monthly subscription fee gives you access to all the same functionality as the licensed version, without the added expense of hardware, IT staff and system support. Let our experts maintain the hardware, software, operating systems and network security. That way, you'll have both peace of mind and the confidence of knowing your system is being supported by security-cleared professionals and backed by the company that built it. Our FISMA-compliant hosting option includes the same stringent security controls required by Federal and Military networks, so you can rest easy knowing your data is always in good hands.

Acadis as a Service — Full Federal C&A or Military DIACAP SecureCloud

If you require full Certification and Accreditation or DIACAP of your hosted solution, we can provide that, too, including all required C&A paperwork. In fact, we even provide an Authority to Operate (ATO) guarantee. Our Certified hosting option includes dedicated hardware, a complete C&A/DIACAP paperwork package, and ongoing updates to your security paperwork throughout the year. Andbecause our SecureCloud is already Government-certified, we can help you achieve full ATO in a fraction of the time it traditionally takes.

Software as a Servvice (SaaS)

As we continuously develop and enhance the Acadis platform, our SaaS plan keeps our customers up-to-date through regularly scheduled version releases. Envisage plans releases to occur approximately every eight (8) weeks, providing Acadis clients with updates to their licensed modules.

- New Features for Existing Modules developed as part of the Agile development process. Feature enhancements, via periodic releases, are included with our SaaS offering.
- Enhancements to Current Features that improve and/or expand the use and function of the current version of Acadis.
- Bug Fixes applied to critical issues with no known workaround. These fixes are our highest priority, and sometimes require an unscheduled release if the issue is of acute criticality.

Agile Deployment

At Envisage Technologies, we embrace the concepts of Agile Development. All of our Readiness Solutions have been designed in close collaboration with organizations like yours. When we deploy your Acadis installation, we'll pair your technical team leader with one of our in-house experts to ensure tight alignment of the software and implementation schedule with your requirements. Once your installation is complete, our Customer Care team will continue to provide you with support and weekly feature demonstrations, so that you can help us create new features that will provide the greatest benefits — and value — to your operations.

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