About Us:

Advanced Computer Learning Company, LLC (ACLC) is a Center for Veterans Enterprises (CVE) verified Service-Disabled Veteran-Owned Small Business (SDVOSB), Minority-Owned Small Business (MOSB), and Small Business Administration (SBA) 8(a) Business Development Program participant through 2021 headquartered in the heart of downtown Fayetteville, NC.

Since our founding in 2003, ACLC has been a trusted partner in providing Federal, Department of Defense (DoD), and Commercial customers with Training and Education (T&E), Mission Support, and Technology Integration services.

Client Base:

- U.S. Army Special Operations Command (USASOC)
- U.S. Army Training and Doctrine Command (TRADOC)
- U.S. Army Forces Command (FORSCOM)
- U.S. Air Force
- U.S. Navy, Space and Naval Warfare Systems Command (SPAWAR)
- Department of Veterans Affairs (VA)
- Veterans Health Administration (VHA)
- General Services Administration (GSA)
- Nuclear Regulatory Commission (NRC)
- National Highway Institute

Capabilities:

ACLC provides customized training and development services; customized human capital strategy services; and customized organizational performance improvement. A selection of our HCaTS SB Pool 2-specific services is below:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611 - Administrative and General Management</td>
<td>Records management, Business process improvement, Logistics, Billing and recordkeeping, Office Administrative Services</td>
</tr>
<tr>
<td>541613 - Marketing Consulting Services</td>
<td>Records management, Business process improvement, Logistics, Billing and recordkeeping, Office Administrative Services</td>
</tr>
<tr>
<td>514612 - Human Resources Consulting Services</td>
<td>Human resource and personnel policies, Professional and Management Development Training, Employee assessment consulting services</td>
</tr>
<tr>
<td>541618 - Other Management Consulting Services</td>
<td>Human Resources Consulting Services, Marketing Consulting Services</td>
</tr>
<tr>
<td>611710 - Educational Support Services</td>
<td>Educational processes or systems, Educational consultants, Educational consultants</td>
</tr>
<tr>
<td></td>
<td>Research and Development in the Social Sciences and Humanities, Educational guidance counseling services, Knowledge Management and Consulting Services</td>
</tr>
</tbody>
</table>
AE Strategies was formed in 2003 with one primary goal - to develop, implement and sustain programs that enhance the efficiency and effectiveness of our government’s most valuable resource - its people. We continually strive to create and deploy innovative human capital solutions while nurturing and developing a staff comprised of seasoned professionals and technical experts that understand the complex workforce issues faced by federal government agencies and want to work to help solve them.

**CORE SERVICE OFFERINGS**

- **Strategic Workforce Planning**
  - Strategic Planning
  - Strategic Recruitment
  - Succession Planning
  - Workforce Data Analysis
  - Workforce Gap Analysis
  - Strategic Workforce Plan Writing Support

- **Learning & Development**
  - Instructional Systems Design
  - Competency Assessment
  - Executive and Leadership Development
  - Training Delivery
  - Training Evaluation
  - Training Administration

- **Information Technology**
  - Agile Software Development
  - Business Intelligence
  - Database and System Administration
  - Requirements Elicitation and Analysis
  - Web Administration
  - Testing and Quality Assurance

- **Performance Management**
  - Competency Development
  - Alternative Personnel Systems Support
  - Program Development
  - Talent Management
  - Performance Management System Implementation

- **Program Management**
  - Agile PMO
  - Business and Systems Analysis
  - Business Process
  - Improvement
  - Change Management
  - Financial Management
  - Knowledge Management

**Support Offerings:** Data Visualization, Decision Support Tools, Strategic Communications & Policy Analysis

*www.aestrategies.com ©2019*
Points of Contact:  Patrick Niehus | patrick_niehus@aestrategies.com | 703.314.0298
Allan Walters | awalters@aestrategies.com | 202.236.8027

Corporate Office:  1751 Pinnacle Dr. Suite 600, McLean, VA 22102 | 703.286.0880

SOLUTIONS FOR THE DYNAMIC WORKPLACE

Contract Vehicles:
- GSA IT Schedule 70
  - Contract Number: 47QTCA19D004S
  - SINS: 132-51
- GSA/OPM HCaTS Small Business
  - Pool 1 Contract Number: GS02Q16DCR0074
  - Pool 2 Contract Number: GS02Q16DCR0083
- GSA 00CORP
  - Contract Number: GS10F0101S
  - SINS: 874-1, 874-4, 874-7
- SeaPort NxG
  - Contract Number: N00178-18-R-7000
- SeaPort-e
  - Contract Number: N00178-12-D-6752

Company Information:
- Organization: Small Business LLC
- Duns Number: 136483547
- CAGE Code: 3h7m0
- TAX ID: 770599025
- NAICS Codes: 541330, 541512, 541513, 541519, 541611, 541612, 541618, 611430

Sample Client List:
About Us:
Since 2007, A P Ventures (APV) has been a valued and trusted partner in providing the government with innovative, streamlined solutions. We leverage our small business agility and readiness to deliver a wide breadth of large-scale capabilities. Our diverse team of seasoned and skilled professionals provides custom solutions to improve and unleash human performance. We collaborate with leaders in federal, state, and local government **transforming the way organizations acquire, design, manage, and deliver human capital services.** Our key differentiators include:

- Successful delivery on 70+ prime contracts over the past 11 years, with exceptional client ratings
- PMO that has successfully managed simultaneous execution of 22 active contracts

Through an unyielding commitment to quality and integrity, we enable our clients to translate key business strategies into operational realities.

Diverse Client Base:
- Air Force (USAF)
- Army (USA)
- Centers for Medicare & Medicaid Services (CMS)
- Department of Defense (DoD)
- Department of Health and Human Services (HHS)
- Department of Homeland Security (DHS)
- Department of Defense Education Activities (DoDEA)
- Department of Education (ED)
- Food and Drug Administration (FDA)
- The Health Resources and Services Administration (HRSA)
- The United States Department of Agriculture (USDA)
- State and Local Government Agencies

Company Information:
- **SBA 8(a) Certified** valid through 7/2022
- Woman-Owned (WOSB/EDWOSB)
- CMMI DEV/3
- ISO 9001: 2015

Unique Qualifications:
- Staff Certifications/Advanced Degrees: PhDs, PMP, PMI-RMP, CSPO, ATD, ITIL-certified staff
- Highest Quality of Deliverables, Timeliness and Cost Control
- Exceptional CPARS on Every Single Contract
- Low-Risk, Highly Mature SB
- Cleared Personnel that hold up to Top Secret Clearance
- Self Funded and Financially Stable
- Approved Government Accounting System

CONTACT INFO:
Estelle Sarricks
HCaTS Program Manager,
Calvin Fletcher
HCaTS Contract Manager

Phone: 443-542-9188
Email: HCaTS-SB@apvit.com

DUNS #00-575-2289

Address: 9520 Berger Road, Suite 107
Columbia, MD 21046

https://www.apvit.com/
ContractVehicles/hcats

CONTRACT INFORMATION

**Pool 1 – Training and Professional Development**
Contract # GS02Q16DCR0073
NAICS: 611430, 611699, 624310

**Pool 2 – Human Capital and Organizational Improvement**, Contract # GS02Q16DCR0082
NAICS: 541611, 541612, 541613, 541618

CAPABILITIES

- eLearning/Training
- Knowledge Management & Web Collaboration
- Human Capital Management
- Program & Project Management
- Strategic Staffing & Management Consulting
- Systems Integration & Data Management
- Enterprise Solutions

We obsess, deliver, and excel in what we do.
The Arbinger Institute is a global training and consulting firm that helps individuals, teams, and organizations achieve breakthrough results by shifting from the default self-focus of an inward mindset to the impact-focus of an outward mindset. Drawing on decades of research and client experience, we offer training, coaching, consulting, and a suite of implementation tools that enable organizations and their people to reach levels of performance that are only possible with an outward mindset.

Arbinger’s customizable solutions are designed to enable agencies to build a culture that will help them thrive. We have a wide range of experience working with local, state, federal, and international government agencies, providing specialized expertise and a focus on long-lasting results. As an indication of our quality of service, our U.S. federal government practice has received maximum performance scores each time we have been rated.

**Sector Challenges We Solve**

Like other organizations, government agencies operate in an increasingly fast-paced, complex, and interconnected world. On top of this, they must also deliver on their missions while operating under additional constraints and limitations. In particular, governmental organizations can only thrive by successfully navigating three major challenges: Doing More with Less, Dealing with Ambiguity, and Operating Under Intense Scrutiny. These challenges lead to symptoms such as employee burnout, high turnover, poor team cohesion, lack of cross-functional collaboration, and low scores on employee surveys such as the Federal Employee Viewpoint Survey and Command Climate Surveys. In this context developing a trust-based, cohesive, adaptive, and collaborative culture will allow governmental agencies to not just survive, but thrive.

“Arbinger is the answer to the question you didn’t know to ask and the way forward on the path you didn’t know you should follow. They provide opportunities for deep introspection that help improve self-awareness, strengthen relationships, increase results, reinforce accountability, and reduce conflict.”

- Van Zeck, Former Commissioner of the Public Debt | U.S. Department of the Treasury

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**Sample Client List**

- United States Army
- United States Army Medical Command
- United States Navy
- United States Air Force
- Office of Personnel Management
- General Services Administration
- United States Secret Service
- United States Department of the Treasury
- National Aeronautics and Space Administration
- United States Department of State
- United States Department of Justice
- Department of Health and Human Services
- Naval Criminal Investigative Service
- United States Public Health Service

**Contractor Key Personnel POC Information**

**HCaTS Program Manager:** Cameron Cozzens  
**Director – Government Practice**  
hcats@arbinger.com  
202-792-8718

**HCaTS Contract Manager:** Amy Sadeghzadeh  
**Director – Government Practice**  
hcats@arbinger.com  
619-243-6896

---

**Company Information**

Organization: Small Business LLC  
Duns Number: 840239586  
CAGE Code: 1UMN6  
Tax ID:  
NAICS Codes: 611430  
The Arbinger Company  
1379 N 1075 W, Suite 100  
Farmington, UT 84025

**Contract Vehicles**

**HCaTS Small Business Pool 1**  
Customized Training & Development Services  
Contract Number: 47QREB19D0011

**General Services Administration**  
00Corp Professional Service Schedule (PSS)  
Contract Number: GS10F099AA  
SINS: 874-1, 874-4, 100-03
Human Capital Capabilities

Arc Aspicio enhances the future of our nation by creating bold ideas and bringing them to life. Arc Aspicio is a strategy, design, human capital, and technology consulting and solutions firm. We partner with the Federal Government and apply mission-focused insight and proven methods to solve its most difficult workforce and organization challenges. By applying our Human Capital Framework, formal Strategy Method, and Design+Data/People Analytics, we engage the workforce around the Government’s mission and support the most important agency-level initiatives through organizational performance and workforce strategies. We work collaboratively with clients and leave behind long-term capabilities and mission results.

OUR APPROACH
Driving change and strengthening the workforce through a human-centered approach to achieve mission goals.
Arc Aspicio applies industry insights, research, and analytics to design and implement solutions that address mission needs. Our innovative, customizable, and proven methods incorporate:
• The rigor, experience, and best practices of traditional human capital approaches combined with a focus on innovation
• Intense client empathy and iterative design approaches from Design Thinking
• A collaborative approach that aligns and accounts for stakeholder needs and capabilities through intense, engaging communication

OUR SERVICES
Supporting organizations to transform, lead, and innovate by providing services in:
• Strategic and Organizational Planning
• Organizational Performance Improvement
• Organizational Change Management
• Business Process Improvement
• Data Visualization / People Analytics
• Human Resources Consulting Services
• Personnel Management Consulting Services
• Organizational Development
• Customer Services Management
• Marketing Consulting Services
• Leadership Training and Development
• Knowledge Management

OUR CLIENTS
• Department of Homeland Security
• Federal Emergency Management Agency
• U.S. Customs and Border Protection
• U.S. Coast Guard
• Immigration and Customs Enforcement
• Transportation and Security Administration
• U.S. Citizenship and Immigration Services
• Cybersecurity and Infrastructure Security Agency
• U.S. Secret Service
• Department of Justice
• Federal Bureau of Investigation
• Drug Enforcement Administration

GSA Human Capital and Training Support (HCaTS) Small Business, Pool 2
Human Capital Services and Organizational Performance Improvement
Contract #GS02Q17DCR000; DUNS number 16-871-9552; NAICS Codes 541612, 541611, 541613, and 541618
• Woman-owned Small Business with a Top Secret Facility Clearance
• Personnel Certified in Project Management, Change Management, Strategic Workforce Planning
• Contact us at: Program Manager, Tim Faulkner, tdf@arcaspicio.com; Contracts Manager, Lynn Ann Casey, lac@arcaspicio.com; 1.703.465.2060, Information Requests: HCaTS@arcaspicio.com

Arc Aspicio employs the resources and assets of our Strategy Innovation Lab (SiLab) to serve our clients on every project. Our SiLab is a knowledge hub offering methods, tools, thought leadership, events, and other resources. The SiLab helps our employees and clients solve complex problems with innovative thinking. Learn more at www.arcaspicio.com.
ABOUT US

Founded in 2008 by military, health and academic leaders, Atlas Research works with Federal clients by effectively partnering in the development and implementation of impactful and cost-effective solutions to plan and execute enterprise-level transformation and performance improvement initiatives. We empower creative, mission-driven employees to deliver efficient and sustainable solutions that fuse deep domain knowledge with industry best practices. Our staff’s knowledge and insights about how government works and our expertise in human capital enables us to deliver solutions that accelerate organizations’ performance to meet their mission. We partner with clients to design and execute solutions to advance workforce development and reskilling, fill mission critical vacancies, implement program and enterprise-wide modernization initiatives, and improve employee performance and accountability.

CLIENT BASE

Department of Veterans Affairs
- Veterans Health Administration
- Veterans Benefits Administration
- Office of Human Resources and Administration
- Office of Enterprise Integration
- Veterans Experience Office
- Office of Information and Technology
- Office of Public and Intergovernmental Affairs
- Office of Research and Development

Department of Health and Human Services
- Agency for Healthcare Research and Quality
- Centers for Disease Control and Prevention
- Centers for Medicaid and Medicare Services
- Health Resources and Services Administration
- National Institutes of Health
- Office of Minority Health
- Substance Abuse and Mental Health Services Administration

Department of Defense
- Defense Security Service
- Defense Health Agency
- Program Executive Office, Assembled Chemical Weapons Alternative's Occupational Health Program

Department of Treasury
- National Science Foundation
- Small Business Administration
- Georgetown University

CONTRACT VEHICLE DETAILS

Unrestricted Pool 1 GS02Q16DCR0004
Unrestricted Pool 2 GS02Q16DCR0037

Small Business Pool 1 GS02Q16DCR0075S
Small Business Pool 2 GS02Q16DCR0084

CAPABILITIES

Human Capital Strategy
- Human Capital Management
- Workforce Planning and Development
- Talent Management
- Performance Management

Organizational Excellence and Transformation
- Strategic Planning
- Organizational Assessment and Design
- Strategic Communications
- Employee Engagement
- Organizational Performance Improvement

Learning and Performance
- Needs Analysis
- Curriculum/Course Design and Development
- Training and Education Program Management
- Leadership Development
- Learning Systems

Change Management
- Policy Analysis
- Business Process Improvement and Reengineering
- Project/Program Management
- Facility/Services Activation
- Digital Solutions
- Human-Centered Design
BARBARICUM

HUMAN CAPITAL AND TRAINING SOLUTIONS (HCaTS)

Barbaricum Introduction
Barbaricum is an ISO 9001:2015-certified and CMMI Level 3-appraised, Service-Disabled Veteran-Owned Small Business (SDVOSB) providing full-scale Mission Support, Integrated Communication, and Cyber / Intel services to the federal government. Since 2008, Barbaricum has been awarded over 80 contracts, leading more than half as prime. We focus on providing our clients with full-scale professional support services, backed by cutting-edge business practices and innovative technologies.

Clients
Barbaricum works across government to support our clients’ needs. A selection of current clients can be found below:

- Department of Defense, Office of the Inspector General
- Department of State
- Department of Veterans Affairs
- US Army Office of the Chief of Public Affairs
- US Citizenship and Immigration Services
- Defense Security Service
- Department of the Interior
- Department of Energy
- US SOCOM

Contract Overview
As a prime contractor on the Small Business Pool 2, Barbaricum leverages its in house expertise to deliver client based solutions To learn more about Barbaricum’s full solution, please visit:

Contract Number – GS02Q17DCR0002
DUNS Number – 827620308

Barbarium Key Capabilities
The HCaTS vehicle provides the whole of government a highly customizable human capital contracting vehicle with Key Services Areas including:

- Integrated Communications and Marketing
- Change Management
- Process Improvement
- Data Analytics
- Program Management
- Metrics and Evaluation
- Multidisciplinary Training

Contact Information
Barbaricum HCaTS Email – HCaTS@barbaricum.com
Barbaricum HCaTS Lead - Noah Albro
Email: noah.albro@barbaricum.com


KEY FEATURES

.75% Contract Access Fee (CAF) for Direct Acquisitions

Selective Small Business Pool – only 35 Vetted Small Business awardees

Both Direct and Assisted Acquisition Support Available

Highly specialized and customizable Human Capital Services
CG Strategy & Human Capital and Training Solutions

CG Strategy is a woman-owned small business with 30 years of experience applying organizational science methods to help our clients deliver on their public promise.

CUSTOMIZED ORGANIZATIONAL PERFORMANCE IMPROVEMENT
- Organizational Change Management
- Strategic Planning & Alignment
- Performance Metrics & Improvement
- Business Process Improvement & Reengineering
- Facilitation & Meeting Design
- Data Analytics
- Organizational Assessment & Transformation

CUSTOMIZED HUMAN CAPITAL STRATEGY SERVICES
- Organizational & Resource Analysis
- Human Capital Management
- Performance Management
- Knowledge & Competency Management

CUSTOMIZED TRAINING AND DEVELOPMENT SERVICES
- Individual & Group Assessments
- Executive & Team Coaching
- Leadership, Management, and Supervisory Training & Development
- General Skills & Knowledge Training Development
About Us:
Cherokee Nation Management & Consulting, LLC (CNMC) is a Small Business Administration (SBA) certified 8(a), tribally-owned small disadvantaged, business (SDB) whose primary mission is to provide professional and technical support services across defense and civilian agency clients.

CNMC is part of, and backed by, Cherokee Nation Businesses (CNB) – the $1.04 billion economic engine of the Cherokee Nation of Oklahoma. We share the advantages of CNB’s outstanding employee benefit programs, organizational maturity, financial strength, enterprise solutions, and nationwide recruiting capabilities. This support includes mature business tools and mission tested in-house Program Management features that enable our firm to take on unique missions and complex programs such as this.

Client Base:
Air Force
Navy/Marine Corps
Army
Department of Homeland Security, Customs and Border Patrol
Defense Logistics Agency
United State Army Corps of Engineers

Capabilities:
Instructional Systems Design
Instructor-led Training Development
Web-based Training Development
Develop and Maintain Standard Operating Procedures
Human Capital classification
Gap Analysis
Onsite Training Staffing
Training Metrics development and tracking
Instructor-led training provided (Instructors/Content)
ABOUT US

CI International is a small business which has been providing high-impact, customized human capital management, training, and coaching solutions since 1996. Our Mile Marker 360 assessment is aligned with the Office of Personnel Management (OPM) Executive Core Qualifications (ECQs) and is accessible for individuals with disabilities.

Known in industry as the small business with big business capabilities, we have made working with the Federal Government our specialty and we have been privileged to serve individuals and teams at all levels, reaching across the United States and internationally with our web-based, traditional-based, integrated modules and platforms.

We transform individuals, organizations, and communities through custom solutions that lead to lasting results.

KSA 1 Customized Training and Development Services
Training Program Management Support
Technical Skills and Knowledge Training / Learning
Career Development and Management
Leadership, Management, and Supervisory Training
General Skills and Knowledge Training Development and Coaching

KSA 2 Customized Human Capital Strategy Services
Talent Management
Human Capital Management
Integrated Business Management
Change Management
Performance Management
Employee Value Proposition
Knowledge and Competency Management

KSA 3 Organizational Performance Improvement
Performance Metrics and Improvement
Change Management
Strategic Planning and Alignment
Facilitation
Data Analytics
Employee Value Proposition
Business Process Improvement and Reengineering
Organizational Assessment and Transformation

Travel the road to greatness. We’ll be your guide.
About Us — Partners in Performance

Colleague Consulting (Colleague) is a small business with a more than 20-year history of providing expert training and development services to federal agencies. Specializing in grants, acquisition, and program and project management training, and multi-level leadership development, we maintain a sharp focus on performance improvement. Our training provides federal personnel with more than just an understanding of content. We move beyond understanding to action. Our performance improvement services include professional coaching, competency assessment and modeling, competency-based integrated curriculum design, and course development and delivery in sophisticated classroom and on-line (webinar) formats. Areas of expertise also include federal financial assistance, and PMIAA program management training requirements.

What We’re Proud Of

4.6 Average CPARS score across all contracts
9.6 Average score for quality of instructor on 10-point scale
100+ Courses in our catalog
1,800 Federal employees we have coached

Sample Client List

U.S. Department of Energy
U.S. Defense Logistics Agency
U.S. Federal Housing Finance Agency
U.S. General Services Administration
U.S. Department of the Treasury
U.S. Office of Personnel Management
National Nuclear Security Administration

Capabilities

Training Development and Delivery

- We offer a catalog of more than 100 off-the-shelf, but customizable, courses. All courses are delivered in classroom or virtual formats
  - Program and Project Management (26 courses)
  - Federal Financial Management (8 courses)
  - Acquisition and Contract Management (17 courses)
  - Supervision, Middle Management and SES Leadership Development (30 courses)
  - Federal Grants and Financial Assistance (16 courses)
  - Career Development (13 courses)

Coaching

- High potential, middle management, and executive coaching with International Coaching Federation-certified coaches

Competency Analysis and Modeling

- Mapping to curriculum design

www.ColleagueConsulting.com
Bringing Inspiration and Innovation to the World of Work

Data Management Services Inc., is an award-winning professional services firm with over 25 years of experience in delivering business solutions to both government and commercial clients.

At DMS, we bring knowledge and experience to employ strategic advisory services, professional development and innovative technologies to enhance organizational performance.

About Us

We have an uncompromising focus to mission completion, quality standards and a clear commitment to service.

What We Do

Advisory Services
Strategic Consulting & Program Management
- Program Management
- Quality Assurance/Control

Learning Services
Professional Development & Workforce Transformation
- Enterprise Learning
- Production Services (audio, video/live stream, manuals)
- Gaming & Simulation
- Learning Analytics

Information Technology Services
Technology Solutions & Information Assurance
- Platform Development
- Cybersecurity
- Data Analytics

Our team of experienced architects and designers prepare our customer’s workforce to meet the demands of an ever-changing world.

We produce creative, unique and engaging learning experiences that enhance capabilities of the workforce and optimize the productivity of organizations.

75,505 LEARNERS
160 INSTRUCTORS
92% Customer Satisfaction
90 Custom Courses Designed
12848 Courses Delivered
Our Core Values

- Quality
- Integrity
- Responsiveness
- Teamwork
- Leadership
- Innovation

We do business with the following values in mind.

HCATS Capability

To provide reliable, flexible, fast and efficient ways to obtain best-value, customized solutions for human capital management and training requirements.

Training and Development
- Training needs analysis
- Curriculum development and maintenance
- Instructor-led training
- Program management
- Training support
- Mobile training teams
- Technical skills training
- Career enhancement training
- Leadership management and supervisory training
- General skills and knowledge training
- Virtual instructor-led training (vILT)
- Podcasts

Human Capital Strategy
- Change management
- Performance management
- Talent management
- Human capital management
- Knowledge and competency management

Organizational Performance Improvement
- Business process improvement
- Change management
- Performance metrics and improvement
- Data Analytics

Why DMS?

Our clients’ mission is our mission.

- Quality Standards maintained through continuous improvement
- Control & Compliance adhered through internal & external audits
- Corporate Culture defined by focusing on our customers & employees
- Social Engagement towards the betterment of the world around us

Market Recognition

Satisfied customers as demonstrated by our numerous awards.

Sample Client Base:
- Department of Defense
- Department of the Navy
- Department of the Army
- Department of the State
- United States Air Force
- Department of Transportation
- Federal Aviation Administration

Points of Contact
Mark St. Moritz | mark.stmoritz@dmsinetwork.com | 407.790.1149
Sandy Stone | sandy.stone@dmsinetwork.com | 301.362.0999 x 1150
Rick McNik | richard.mcinnis@dmsinetwork.com | 404.741.6025
ABOUT US:
DeepMile Networks, LLC is a premier provider of custom training solutions, data science services, and management consulting to the Federal government.

The Company’s industry best practices, technically sophisticated solutions, and advanced methodologies have been developed and refined through years of experience across the Department of Defense (DoD) and the Intelligence Community (IC), the broader U.S. Government, as well as the Commercial sector.

Founded in 2006, DeepMile is a small business based in Arlington, Virginia.

CLIENT BASE:
• Department of Defense
• Defense Intelligence Agency
• Department of Health and Human Services
• Department of Homeland Security
• Federal Bureau of Investigation
• Central Intelligence Agency
• Center for Innovative Technology
• State and Local Governments

CASE STUDIES:

BUSINESS CHALLENGE: An Intelligence Community (IC) agency wanted to bring innovative training programs to a global workforce and enhance overall human capital management capabilities, while simultaneously reducing costs agency-wide and maximizing return on investment.

HOW DEEPMILE HELPED: DeepMile supported the agency in its design, development, execution, and management of live, webinar-based leadership and professional development programs.

BUSINESS CHALLENGE: A unified Combatant Command needed support in managing the full life-cycle of training, and in delivering operationally relevant training for every phase of the intelligence cycle.

HOW DEEPMILE HELPED: DeepMile supported the agency in designing, developing, implementing, and optimizing a broad range of training and development solutions and services.

BUSINESS CHALLENGE: During a time of fiscal constraint, a defense intelligence enterprise wanted to fund and deliver the most relevant, valuable, impactful training and professional development opportunities to maximize their return on investment.

HOW DEEPMILE HELPED: DeepMile designed, developed, and implemented an initiative to incorporate rigor into the processes of identifying skill gaps, articulating training needs, and prioritizing training requirements and expenditures.
DSFederal

About Us:
Founded in 2007, DSFederal is a 160-person, woman-owned small business (WOSB) headquartered in Rockville, MD. We combine world-class technical expertise with a broad understanding of our clients’ missions and a passion for making the world a better place. Our research, IT, business process improvement, and training solutions help our clients to improve health and safety for people around the world. Through leading-edge capabilities in data analytics, training, mobile development, and process improvement, DSFederal “connects the dots” between data, organizations, outcomes, and individuals.

Client Base:
- Health and Human Services (HHS)
- United States Department of Agriculture (USDA)
- National Aeronautics and Space Agency (NASA)
- Consumer Product Safety Commission (CPSC)
- Department of Army
- United States Army Medical Research Institute of Infectious Diseases (USAMRIID)
- Defense Health Agency (DHA)
- Defense Human Resource Activity (DHRA)
- Army Research Laboratory (ARL)

Capabilities:
DSFederal’s Training and Curriculum Development Team brings an overall focus on adult learning, instructional design, higher education, innovative delivery methods, classroom facilitation, and evaluation/assessment development linked to learning standards. Functional competencies include: Training Support Services, Learning Management System (LMS) Support, Program and Project Management, Human Capital Management (e.g., leadership development, coaching, agile coaching, agile organizational development, agile organizational development, performance improvement services, workforce planning, and change management), and Strategic Communications Services.
About Us
As a company founded by service-disabled Veterans, we at Duty First Consulting (DFC) are driven by a duty to serve our clients, our employees, and our community. We are committed to helping organizations achieve their goals by cultivating a team of talented professionals that delivers exceptional service, creative insights, and high-quality results. DFC offers a broad range of human capital and change management services to help our clients train, develop, and ultimately transform the people-side of their organizations. Leveraging our insights and experience to address organizational and personnel challenges, DFC offers human resource solutions that allow clients to reach mission objectives. Our activities develop workforces, manage organizational change, and improve performance.

Capabilities
- Talent Management
- Organizational Change Management
- Competency Modeling and Professional Development
- HCM Project and Program Management
- HR Process Improvement
- Workforce Planning
- Employee Onboarding
- Succession Planning
- Human Resource Consulting
- Organization Development Support
- Professional and Management Development Training

Details
- Service-Disabled Veteran-Owned Small Business (SDVOSB)
- Veteran-Owned Small Business (VOSB)
- Under $15 million
- HCaTS Small Business
- Professional Services Schedule (PSS)

Client Base
- Department of Housing and Urban Development
  - Office of Chief Human Capital Officer
  - Office of Public and Indian Housing
- Department of Health and Human Services
  - The Centers for Medicare & Medicaid Services (CMS)
- Department of Veterans Affairs
  - Office of Human Resources Administration
  - Office of Information Technology
  - Veterans Health Administration

Connect with DFC
Jennifer Smiley, Vice President
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703.462.1424
kevin.waugh@dutyfirst.com

DUNS Number: 362623170
SIN 874-1: Integrated Consulting Services
SIN 874-4: Training Services
SIN 874-7: Integrated Business Program Support Services
SIN 00CORP 500: Order-Level Materials
SIN C595 21: Agency Human Capital Strategy, Policy, and Operational Planning
Dynamis, Inc.

Contact Information:
Dynamis, Inc.
8260 Willow Oaks Corporate Drive, Suite 800
Fairfax, VA 22031
www.dynamis.com
DUNS Number: 809429728
POC: Sarah Smith, Director, Business Administration
P: 703-465-4400, ext. 105
E: hcats@dynamis.com

About Us:
Dynamis, Inc. is a small professional services business that specializes in providing low risk, best value solutions to address our customers’ human capital requirements. As an HCaTS SB Pool 2 awardee, we have the breadth and depth of human capital and organizational development expertise to provide our clients with tailored solutions. Our subject matter experts possess the necessary skills, responsiveness, and experience to effectively provide the variety of analytical, strategic human resource planning, workforce assessment, and human capital expertise that HCaTS customers can rely upon to achieve mission-specific human capital goals and objectives. We specialize in Training, Exercises, Organizational Development, and Strategy Development and Implementation to build institutional preparedness and resilience.

Testimonial:
“Dynamis provided Transportation Security Administration’s Office of Training and Development with exceptional capability and support for over two years. They are at the forefront of our organizational realignment and were essential in developing and implementing a new strategic direction that will transform TSA and our training for years to come.”

Brett Gunter,
Assistant Administrator
Office of Training and Development (OTD)

Client Base:

**Department of Homeland Security**
- Cybersecurity and Infrastructure Security Agency (CISA)
- Homeland Security Acquisition Institute (HSAI)
- Immigration and Customs Enforcement (ICE)
- DHS Science and Technology Directorate (S&T)
- Transportation Security Administration (TSA)
- United States Secret Service (USSS)

**Department of Defense**
- Defense Threat Reduction Agency (DTRA)
- United States Air Force (USAF)
- Office of Net Assessment (DoD)

**Department of Transportation**
- Federal Aviation Administration (FAA)

**Department of Treasury**
- Terrorism and Financial Intelligence, Office of Foreign Asset Control

Capabilities:

**541611 – Administrative & General Management Consulting Services**
- Administrative management consulting services
- Strategic & organizational planning consulting services
- Business management consulting services
- Financial planning, budgeting, & records management
- Reorganizational consulting services
- Business process improvement

**514612 – Human Resources Consulting Services**
- Professional & management development training
- Employee assessment consulting services
- Organization development consulting services
Eagle Hill Consulting: HCaTS Capability Statement

Founded in 2003, Eagle Hill Consulting is a 200-employee boutique consulting firm with offices in DC, Seattle, and Boston. We are a family-run, woman-owned business applying the best practices and methodologies of larger consultancies, together with the flexibility and collaborative approach of a smaller firm. We specialize in Strategy & Performance, Talent, and Change.

Forbes’ “America’s Best Management Consulting Firms” (2019-2016)  
Vault’s “Vault Consulting 50” (2018-2016)  
ALM Intelligence “Leader in Communications and Change Management” (2018)

**CAPABILITIES**

**STRATEGY & PERFORMANCE**
- Strategy Development
- Strategy Assessment
- Customer Experience Strategy
- Operational Planning
- Organizational Design
- Program Leadership
- Operational Effectiveness
- Workload Capacity Analysis
- Scenario-Based Planning
- Business Performance Measurement
- Quality Management

**TALENT**
- Talent/Hiring Strategy
- Strategic Workforce Planning
- Organizational Design
- Culture & Core Values
- Diversity & Inclusion
- Training & Exercises
- Competency Modeling
- Performance Management
- Leadership Development

**CHANGE**
- Change Management
- Impact Analysis
- Risk Management
- Stakeholder Engagement & Analysis
- Change Improvement
- Leadership Support
- Change Monitoring
- Strategic Communications

**CLIENT BASE**

Eagle Hill Consulting has 90+ Clients Across the Private, Public, and Nonprofit Sectors

- Dept. of Agriculture (USDA)
- Dept. of Health/Human Svcs. (HHS)
- Dept. of Homeland Security (DHS)
- Dept. of Justice (DOJ)
- Dept. of the Treasury (USDT)
- Fannie Mae
- Federal Bureau of Investigation (FBI)
- Federal Emergency Mgmt. Agency (FEMA)
- Freddie Mac
- General Services Administration (GSA)
- Transportation Security Administration (TSA)
- U.S. Coast Guard (USCG)
- U.S. Customs and Border Protection (CBP)
- U.S. Food & Drug Administration (FDA)
- U.S. Secret Service (USSS)

**HCaTS CONTRACT OVERVIEW**

- **DUNS Number**: 137206202
- **Contract Number**: GS02Q16DCR0089
- **Eagle Hill Category**: Small Business (SB) Pool 2
- **Small Business Size Standard**: EDWOSB
- **HCaTS NAICS Codes**:
  - 541611 Administrative Management and General Management Consulting Services
  - 541612 Human Resource Consulting Services
- **Expiration**: November 9, 2021

**HCaTS CONTACTS**

- **Matt Pettinato**, Director  
  mpettinato@eaglehillconsulting.com  
  914.329.2583
- **Nathan Weinman**, Director  
  nweinman@eaglehillconsulting.com  
  202.437.0710

**Eagle Hill Consulting**

241 18th Street S., Suite 615
Arlington, VA 22202
https://www.eaglehillconsulting.com/
**E-PAGA, INC.** is a strong small business steadily adding to its full-time staff and cadre of consultants. We have invested in people, processes, and infrastructure to fulfill our vision of becoming a top-tier professional services firm that is energized by delivering value to its customers. Our corporate culture centers on the philosophy of **high-performing teams** defined by the willingness of each team member to help the other. Our expert staff serves as trusted advisers to clients ensuring strong communications, expert solutioning, and quality outcomes. We are a capable prime and have been awarded seventeen task orders on the HCaTS SB Pool 2 contract, to date, all with exceptional CPARS ratings.

### CAPABILITIES

**Human Capital Solutions**

Our expert industrial-organizational psychologists, consultants, and executive coaches utilize best practices and apply their expert knowledge to provide customized solution-sets to meet your human capital business needs.

**Customized Training Development**

Every training development project has a unique target audience, but all share a single common goal – improved employee and organizational performance. Our expert Instructional Systems Designers and performance improvement consultants will work closely with you to analyze, design, develop, implement, and evaluate the training program solutions that best serve your organization’s needs.

<table>
<thead>
<tr>
<th>E-PAGA CONTRACT GS02Q16DCR0090</th>
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<tbody>
<tr>
<td><strong>Joseph M. Cheek,</strong> HCaTS SB Contract Manager</td>
</tr>
<tr>
<td><a href="mailto:jcheek@e-paga.com">jcheek@e-paga.com</a> (703) 994-3732</td>
</tr>
<tr>
<td><strong>Sophia Ni,</strong> HCaTS SB Program Manager</td>
</tr>
<tr>
<td><a href="mailto:sni@e-paga.com">sni@e-paga.com</a></td>
</tr>
<tr>
<td><strong>Group Email</strong> <a href="mailto:sbhcats@e-paga.com">sbhcats@e-paga.com</a></td>
</tr>
<tr>
<td><strong>Corporate Address</strong></td>
</tr>
<tr>
<td>9201 Corporate Boulevard, Suite 430</td>
</tr>
<tr>
<td>Rockville, MD 20850</td>
</tr>
</tbody>
</table>

### CLIENT BASE AS PRIME

- **U.S. Department of Defense**
  - USARMY Headquarters, DCS, G-3/5/7
  - USARMY PEO Missiles and Space

- **U.S. Department of Health & Human Services**
  - Food and Drug Administration
  - National Institutes of Health

- **U.S. Department of Homeland Security**
  - Federal Emergency Management Agency
  - United States Coast Guard

### HCaTS SB POOL 2 NAICS CODES

- 611710 – Educational Support Services
- 541612 – Human Resources Consulting Services
- 541613 – Marketing Consulting Services
- 541618 – Other Management Consulting Services

### CORPORATE IDENTITY

**E-PAGA, INC.** Asian Pacific American, Other Minority Owned, Self-Certified Small Disadvantaged Business (SDB)

**DUNS** 624889189
EMI is a prime contractor for the Human Capital and Training Solutions Small Business (HCaTS SB) – Pool 1. This is a 100% small business set-aside, multiple award indefinite delivery, indefinite quantity (MA-IDIQ) government-wide contract vehicle. HCaTS is a Best-in-Class (BIC) solution for human capital and training solutions. HCaTS contract vehicles provide reliable, flexible, fast, and efficient ways to obtain best-value, customized solutions for human capital management and training requirements. Through HCaTS SB, EMI can provide any government agency with customized, "good-for-government" purchasing solutions in training and development, human capital strategy, and organizational performance improvement.

**NAICS CODES**
- 541611 Admin & Gen Mgmt Consulting
- 541612 HR Consulting Services
- 541618 Other Mgmt Consulting
- 541720 Research & Development
- 561110 Office Adm Services
- 561320 Temporary Help Services
- 611430 Professional & Mgmt Training

**PSC CODES**
- B542, B550, B552, B553, B599, R408, R410, R426, R431, R497, R499, R702, U001, U002, U008, U009, U099

**DUNS Number**
- 92-962-8089

**CAGE CODE**
- 1ZAM9

“In conducting the OCFO organizational assessment, EMI demonstrated a thorough understanding of OD techniques and methodologies. Their holistic approach incorporated an unbiased view of past and future requirements and alignment of people and processes for improving organizational efficiencies and effectiveness. The resulting phased-approach recommendations included actionable solutions reflecting an innovative approach for CDC to satisfy the diverse needs of our customers.”

M. Brown, Former CFO, Centers for Disease Control and Prevention

**EMI Capabilities for HCaTS SB**

<table>
<thead>
<tr>
<th>KSA 1: Training &amp; Development Services</th>
<th>KSA 2: Human Capital Strategy Services</th>
<th>KSA 3: Organizational Performance Improvement</th>
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<tbody>
<tr>
<td>Assess, Design, Develop, &amp; Facilitate</td>
<td>Competency Models</td>
<td>Change Management</td>
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<td>Career Transition</td>
<td>Employee Engagement</td>
<td>Organization Assessment &amp; Development</td>
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<tr>
<td>Executive Coaching</td>
<td>HR Strategy &amp; Management</td>
<td>Process Improvement</td>
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<tr>
<td>eLearning</td>
<td>Staffing Support</td>
<td>Strategic Planning</td>
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EMI’s eLearning modules, developed for the CDC, were recognized for excellence by each program winning OMNI Awards in the Government and General Education Training Categories!
FORS MARSH GROUP, LLC (FMG) combines the power of science and strategy to improve people’s lives. Each day, we work with organizations that seek to disrupt markets, understand or influence behavior, drive action on a global scale, and create a positive impact on the world. FMG offers human capital consulting, training and organizational behavior research under the HCaTS program. FMG has significant experience conducting program evaluations, needs assessments, process improvement and change management initiatives. FMG conducts full life-cycle training development in support of instructor-led, eLearning and blended programs. FMG has conducted experimental, survey, and meta-analytic research related to models of training evaluation, training outcomes, motivational and self-regulatory processes during training, and web-based instructional design. FMG provides organizational and learning development services in defense and civilian agencies throughout the Federal Government.

OUR CLIENTS
+ United States Air Force
+ United States Army
+ Army National Guard
+ Centers for Medicare & Medicaid Services
+ Consumer Financial Protection Bureau
+ Consumer Product Safety Commission
+ Council of State Governments
+ Defense Human Resources Activity
+ Department of Health and Human Services
+ Food and Drug Administration
+ Federal Emergency Management Agency
+ General Services Administration
+ Internal Revenue Service
+ United States International Trade Commission
+ United States Navy
+ National Highway Traffic Safety Administration
+ National Institutes of Health
+ National Institute of Standards and Technology
+ National Protection and Programs Directorate
+ United States Postal Service
+ Substance Abuse and Mental Health Services Administration

CONTACT
Ben Garthwaite
Senior Vice President
bgarthwaite@forsmarshgroup.com
(571) 858-3799

AWARDS AND CERTIFICATIONS
+ Certified B Corp
+ Inc. 5000 Fastest Growing Companies
+ AMA Top 50 Research Firms
+ CMMI Maturity Level 3
+ FMG has passed annual external security reviews at the FISMA moderate risk level and has received Authority to Operate (ATO) from multiple government agencies.

CONTRACT INFORMATION
HCaTS Small Business Pool 2 (GS02Q17DCR0004)

OUR CAPABILITIES
+ Program Evaluation
+ Needs Assessment
+ Business Process Improvement
+ Learning and Development
+ Operational Planning
+ Career Development Programs
+ Competency Modeling
+ Knowledge Management Consulting

www.ForsMarshGroup.com
Just A Few of Our Successes

- Completed multi-year Job Task Analysis (336 tasks), and instructor-led and web-based curriculum design & development (170.25 hours) for large Federal Government agency.
- Co-developed innovative blended learning program earning PMI’s Professional Development Product of the Year Award.
- Created processes & templates to decrease Federal Agency long-term planning cycle from 2 years to 3 months on approx. 200 projects annually.
- Ranked as #1 or #2 speaker for 2016-2018 based on downloaded recordings for a leader in online PDUs.
- PMP® class participants achieve 92% first-time pass rate; industry average is 74%.
- Designed / created custom curriculum in a variety of industries.
- Recommended one streamlined curriculum for large State Government by completing gap analysis (383 hours of training, 33 courses, 491 files).
- Selected to serve on PMI’s committee to write & review the PMBOK® Guide 4th edition.
- Earned awards from PMI, Skillsoft, ITMPI, Global Knowledge

Our Award-Winning Team

Just like you, we expect the best from our people. We hire those who expect a lot from themselves and are naturally curious. While the accolades and awards we’ve earned help showcase our successes, what matters is how well we do for you.

- The Forward Momentum staff – led by training & leadership veteran Vicki Wrona, PMP – each boasts over 15 years of experience in project management and/or learning & development in a variety of industries
- Certified and current, including PMP®, CPLP, CRI, Langevin, and more
- Experience spans across the globe in a myriad of industries, in both F500® & government organizations
- Consistently deliver successful projects, both large and small
- Mentor and coach employees, as desired
- Successfully design, launch, & implement platforms, including managing complex platform migrations
- Passionate about sharing our knowledge through free resources and speaking engagements

CONTACT US TODAY!
dobusiness@forwardmomentum.net  |+1.972.489.2029
hcats@forwardmomentum.net  HCaTS Contract #47QREB-20-D-0001
Focus & clarity on how to best address the right learning solutions for my organization

Employees that stick with the program & apply what they’ve learned

Globally dispersed populations ramped-up quickly

Resources that provide custom design & delivery

Consistent learning & development that’s leveraged... everywhere

Resources to effectively implement large, complex programs

High-impact, measurable employee & team performance

Develop employees by mapping learning & talent development to job roles & competencies

Technology-based learning solution expertise

Unique solutions to meet MY unique needs

Realize Your Organization’s Potential Today!

Learning Solutions

- Instructional Design services, including Job Task Analysis, Gap Analysis, Curriculum Design and Development
- Off-The-Shelf & Custom Development & Delivery
- Classroom (ILT), Virtual (vILT), Self-Paced, eLearning, Blended Learning Solutions
- Over 50 Globally Available Off-the-Shelf Courses & Workshops in Project Management, PM Certification, Leadership, Communication, Professional Skills
- Learning Strategy Road Map
- Expert Classroom & Virtual Facilitators for Classes, Meetings & Conferences
- Learning Design, Implementation & Management
- eBooks, White Papers, Blogs & Templates

Project & Program Management

- Certification Boot Camps (PMP®, CAPM®)
- Off-The-Shelf and Custom Project Management, Leadership and Communication Classes
- Design or Improve Processes and Templates
- Establish or Enhance a PMO
- Coach & Mentor Individuals or Teams
- Design and Implement Organizational Changes, Initiatives, Improvements, Upgrades
- Rescue Troubled Projects
- eBooks, White Papers, Blogs & Templates

Contact Forward Momentum Today:
dobusiness@forwardmomentum.net, +1.972.489.2029
hcats@forwardmomentum.net, HCaTS SB Pool 1 Contract #47QREB-20-D-0001
FYI specializes in providing the highest quality Human Capital, Management, IT and Educational services. With 30 years of Federal Government experience, FYI delivers dependable, low risk solutions customized to meet specific requirements and exceed all expectations. Since 1987, FYI has successfully completed hundreds of task orders without canceling a single project. While striving for 100% customer satisfaction, FYI enhances the skills and abilities of all FYI professionals, keeping pace with new technologies, techniques, and regulations. No matter the question, rest assured, FYI has the answer.

**COMPANY OVERVIEW**
- 30 years Federal experience!
- Located in the DC Metropolitan area
- Woman Owned Small Business

**CONTRACT VEHICLES**
- GSA HCaTS: GS02Q16DCR0091
- GSA IT Schedule 70: GS-35F-0104L
- GSA HR Schedule 738X: GS-02F-0009U

**CAPABILITIES**
- Staffing & Recruiting
- Position Classification
- Labor & Employee Relations
- HRIS
- Organization Design
- HR Administration
- Records / E-OPF Management
- Benefits / Retirements
- Executive Resources
- Program / Project Management
- Position Management
- Pay Administration
- Policies & Procedures
- Employee Assistance Programs
- Performance Management
- Training & Development
- Workforce Planning
- Payroll & Timekeeping
- Workforce Development
- Personnel Security
- Arbitration

**YOUR NEEDS - OUR SOLUTIONS**
- Competency Modeling
- ISO 9001:2015 Certified
- Top Secret Facility Clearance
- Project Management Professionals (PMP)
- Process reengineering
- Succession planning
- Organizational design
- Human Resource Information Systems

**OUR CLIENTS**
- WHCA
- USCG
- DEA
- DOI
- NAVY
- DOL
- NGA
- HUD
- NOAA
- USDA
- DHS
- EEOC
- USMC
- HHS
- USCIS

FYI-For Your Information, Inc. • 4061 Powder Mill Road, Suite 620, Beltsville, MD 20705 • www.fyinfo.com
Tel: (301) 477-1107 • Fax: (301) 477-4126
Jefferson Solutions (Jefferson) is the government consulting company of Jefferson Consulting Group, LLC, a Washington, DC-based, woman-owned small business. Jefferson provides human capital, acquisition, program management support and policy analysis to help federal agencies successfully achieve their missions through sound, results-focused solutions.

Since its formation in 1996, Jefferson has supported more than 50 federal agencies on a host of human capital, acquisition and program management initiatives, including:

- USAID
- Agriculture
- Energy
- Commerce
- Homeland Security
- Veterans Affairs
- Defense
- GSA
- State
- Transportation

**Human Capital Strategy Services**
- Talent Management
- Human Capital Management
- Change Management
- Performance Management
- Knowledge and Competency Management

**Organizational Performance Improvement**
- Performance Metrics and Improvement
- Strategic Planning and Alignment
- Facilitation
- Data Analysis
- Business Process Improvement and Reengineering
- Organizational Assessment and Transformation

**Operational Human Resources Solutions**

**Position Classification**
- Write and classify position descriptions (PD)
- Position evaluation statements
- Desk Audits
- Appeals
- Build and maintain PD libraries

**HR Management**
- Employment Contracts
- Personnel files and record retention
- Tracking and reporting
- Employee development
- Awards programs

**Policy and Procedure**
- Federal regulations
- Policy interpretation and development
- Internal controls
- Standard operating procedures
- Streamline processes

**Position Management**
- Needs assessments
- Counseling managers
- Competency based career ladders
- Reorganization & Realignment
- Organizational Structure
- Workforce Planning

**Recruitment and Selection**
- Prepare and post job solicitations
- Determine eligibility and qualifications
- Rating and ranking candidates
- Interviews and reference checks
- Salary determinations and job offers

**Training**
- Leadership Development
- Competency and soft skills
- Professional, Technical, Compliance
About Us:
Founded in 1997, Job Performance Systems (JPS) has worked with more than 40 federal agencies to align and improve their human capital and training systems. Having performed on projects ranging in value from $20,000 to $7.1 million, JPS is composed of highly experienced and talented behavioral scientists, project managers, HR professionals, management analysts, instructional designers, and trainers. Many JPS staff members have had distinguished careers as executives and managers in federal government HR and other offices.

Client Base:

<table>
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<th>DOE</th>
<th>USCIS</th>
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</table>

Capabilities:
Organizational Analysis and Redesign
Training Needs Assessment
Morale Studies
Talent Management
Workforce Studies
Employee Selection
Diversity and Inclusion
Leadership Development
KnowledgeBank has been recognized for providing exceptional contract management execution and customer service regarding the management, oversight, and execution of human capital (HC) contracts involving a wide variety of strategic and operational task assignments and labor categories. Our primary services include human capital, organizational effectiveness, and learning solutions. KnowledgeBank is currently providing human capital consulting services on 17 separate human capital/resource contracts (four as a subcontractor), employing 80+ human capital professionals around the country performing a wide variety of both strategic and operational services.

Overview

- Small Business Founded in 2003
- Headquartered in Ashburn, Virginia
- Seasoned leadership team combining both former federal sector and private sector professionals with varied backgrounds
- Named to Inc. Magazine’s list of fastest growing private companies in the United States in 2007, 2008, 2017 and 2018
- Washington SmartCEO Magazine’s “Future 50” list of fastest growing companies for three straight years
- Department of Agriculture Small Business Contractor of the Year
- Small and Emerging Contractor Advisory Forum’s (SECAF) Special Recognition award

Clients

- National Oceanic and Atmospheric Administration
- Patent and Trademark Office
- Department of Commerce
- Immigration and Customs Enforcement
- Federal Emergency Management Agency
- U.S. Citizenship and Immigration Services
- Transportation Security Administration
- U.S. Citizenship and Immigration Services
- Department of Transportation
- Federal Highway Administration
- Bureau of Alcohol, Tobacco, Firearms and Explosives
- Executive Office for United States Attorneys
- Department of Education
- Small Business Administration
- Animal and Plant Health Inspection Service
- Foreign Agricultural Service
- Farm Service Agency
- Food Safety and Inspection Service
- Department of Housing and Urban Development
- Department of Labor
- Internal Revenue Service
- Office of the Comptroller of the Currency
- Department of Veterans Affairs
- Consumer Financial Protection Bureau
- Securities and Exchange Commission
- U.S. Geological Survey
- National Park Service
- Bureau of Land Management

Program Support Areas

Human Capital

- Strategic Planning
- Business Process Engineering and Assessment
- Lifecycle Workforce Planning and Succession Planning
- Talent Management
- Leadership Assessment, Development and Coaching
- Strategic Recruitment and Executive Search
- HR Operation Support
- Classification and Staffing
- Compensation and Performance Management
- Talent Management, Recruitment and Hiring Solutions

Organization Effectiveness

- Strategic Planning, Development, Execution and Implementation Support
- Organizational Assessments and Analysis
- Business Process Engineering
- Change Management and Communications
- Customer Relationship Management
- Leadership Development and Executive Coaching
- Program and Project Management

Learning

- Strategy and Management Consulting
- Instructional Systems Design
- Web-based Training
- Blended Learning Development and Delivery
- Print-Based Instructional Materials
- Instructor Led Training and Facilitation
- Performance Support Tools
- Program and Project Management

KnowledgeBank HCaTS Contract and GSA HCaTS Webpage

For additional information, KnowledgeBank HCaTS Contract and GSA HCaTS Webpage

KnowledgeBank POC: Michele Borg, PMP, Vice President Federal Consulting Practice
703-448-8070, Ext. 703, mborg@knowledgebank.us.com and hcats@knowledgebank.us.com
About Us:
LinkVisum is a woman-owned management consulting firm that brings over 10 years of corporate experience, human capital professionals and subject matter experts, and leading-edge tools and methodologies to supporting client human capital and training requirements. Our strong record of delivering low-risk, high-impact results has garnered LinkVisum with a Dunn & Bradstreet Open Ratings score of 96.

Client Base:
LinkVisum has served most federal agencies, including U.S. Departments of Agriculture, Commerce, Defense, Education, Health and Human Services, Homeland Security, Housing and Urban Development, Justice, Labor, Transportation and Treasury, as well as the National Aeronautics and Space Administration and the Nuclear Regulatory Commission.

Capabilities:
Human Capital Consulting: HC/HR strategy, professional development training and coaching, HR and personnel management consulting, employee assessment, organizational development, position classification, workforce planning, diversity and inclusion, HR and learning management systems

Marketing Consulting: public relations, customer service management, communications, social media

Management Consulting: strategic planning, change management, business process reengineering, program and project management

Educational Support: processes, systems, knowledge management
MSCG’s Innovative Solutions & Capabilities

Management Solutions Consulting Group, Inc. (MSCG) is a woman-owned small business (WOSB), which has the talent, subject matter expertise, and years of successful government contracting experience to provide a wide range of customized training solutions to help Federal agencies in accomplishing their mission-critical goals and other key objectives. Since its inception in 2001, MSCG helps clients to enhance the quality of their programs through training, onsite technical assistance, and program management.

Training and Technical Assistance Services

We offer training solutions for an audience of just a few attendees to a session that involves up to 2,000 participants. MSCG uses the latest technology to provide cost-effective distance learning through live and recorded webinars, webcasts, and interactive computer-based training sessions. We develop customized training for a variety of topics dependent on the client's needs—most of which revolve around effective leadership and business/program management practices:

- Assessments of operational efficiencies within an organization for baseline (front-end analyses) and post-training performance indicators (evaluation of transfer of training to job performance)
- Impact analyses of business management changes on quality and financial sustainability
- Leadership development training and coaching for the organization's "C-level" managers and/or board of directors
- Financial management training to help organizations sustain their operations in the face of budget and/or staff reductions
- Practice management training geared toward nonprofit organizations to learn methods for providing services more efficiently while maintaining or improving quality outcomes
- Cultural competency and diversity awareness training

Our technical assistance support services are also client driven. Whether it is onsite individualized guidance, helpline support, or information made accessible to an infinite number of staff using an online resource center, MSCG provides the expertise, technology, and innovation to resolve organizational and technological challenges. We are proactive in our approach and recommend assistance or training based on trending data collected from staff. We believe in mitigating risk by attacking problems while they are small.

MSCG’s Federal Government Clients - Sample List

- DOD: Defense Intelligence Agency (DIA); Office of Military Commissions (OMC)
- DHS: Federal Emergency Management Agency (FEMA)
- DHHS: Centers for Medicare and Medicaid Services (CMS); Health Resources and Services Administration (HRSA); National Institutes of Health (NIH)
- Dept. of Transportation (DOT)
- GSA, Office of Civil Right
- Dept. of Housing and Urban Development (HUD)
- National Credit Union Administration (NCUA)
MSCG views each client as a partner and sees each engagement as a unique opportunity to make a positive impact at the individual, organizational, community, and national level.

**Solutions Tailored to Meet Your Goals and Budget**

MSCG’s training solutions are tailored around the needs of our clients. We are adept at using multiple channels to provide the type of session you need—webinar, classroom instruction, individual and group coaching, facilitated listening sessions, and digital-on-demand. After an interview and careful analysis, we will propose the training solution for your objectives, budget, and schedule.

MSCG’s sample list of training and human capital topics are:

- Leadership development
- Administration/leadership transition support and change management
- Strategic planning/implementation
- Organizational management
- Operational assessment and planning
- Financial management
- Teambuilding
- Quality assessment and improvement planning/implementation

MSCG is also uniquely qualified to provide employee relations expertise for training, special emphasis programs, coaching, counseling, and analyses including:

- Diversity awareness and inclusion
- Environmental assessment, e.g., barrier analysis and reporting
- Facilitated listening sessions, mediations, conflict resolution, and management inquiries
- Certified trauma stress specialists (CTSS) and behavioral health experts to offer training and coaching to resolve workplace stress, emotional trauma, and other behavioral health concerns that impede a peaceful and productive workplace

**Ancillary Support Services**

In conjunction with the delivery of our key service areas, MSCG is fully equipped to provide ancillary support services, such as, IT services and/or components to offer a technology-based solution, administrative support, logistics support, data entry, training materials development, and subject matter expertise.

For more information, contact:

**Kelly Garry Burks, RN, MBA**

Corporate HCaTS Contract Manager
Management Solutions Consulting Group, Inc.
4601 Presidents Drive, Suite 200
Lanham, MD 20706
301.577.3100, ext. 111
kburks@mscginc.com

Contract information:

- Contract No. Pool 2 - GS02Q16DCR0097
- Period of Performance: 11/10/16 – 11/09/26
- Website: [www.mscginc.com/clients/hcats](http://www.mscginc.com/clients/hcats)
- GSA HCaTS PMO Website: [http://www.gsa.gov/portal/content/236199](http://www.gsa.gov/portal/content/236199)
About Us:
METIS Solutions, LLC (METIS) is an AS9100 certified company providing customized professional support services to the defense and intelligence communities. Our focus is on the highly-specialized requirements of our clients, education and training needs of our professionals, dedicated recruiting efforts necessary to support our tasks, expertise in complex OCONUS deployment and human resources support, and retention programs that ensure mission continuity, all while providing our clients the best possible value. METIS is a premier provider of training and education, program management, and intelligence and security professional support services.

METIS’ Global Professional Support Services:
METIS offers services such as: training and education, intelligence and security, and program management to our customers across the globe. Since 2010, METIS has performed on tasks in over 37 countries. METIS has permanently located employees across 21 states and in countries such as: Afghanistan, Kuwait, Qatar, Bahrain, Jordan, England, Djibouti.

METIS personnel include, but are not limited to: training and education professionals, intelligence analysts, counter threat finance SMEs, security specialists, business & policy analysts, program managers, and operational advisors who provide a wide variety of capabilities and expertise for agencies across the United States Government and for commercial clients.

METIS HCaTS SB Capabilities:
HCaTS SB POOL 1:
611430 - Professional & Management Development Training
(611699 & 624310)
- Training and Education
- Military Training
- Educational Institution Support
- Electronic and Distance-Learning Methods
- Professional Development
- Classroom Training

HCaTS SB POOL 2:
541611 Administrative and General Management Consulting Services
(514612, 541613, 541618, 611710)
- Professional Support Services
- Counter Threat Finance Support
- Training and Education
- Management Consulting Services
- Strategic and Organizational Planning
- Financial Planning, Budgeting, Asset Management, Records Management
- Program Management
- Intelligence Analysis
- Policy and Advisory Support
- Administrative Management
- Business Process Improvement
About Us:
The Millennium Group International, LLC (TMG) is a small disadvantaged business (SDB) dedicated to strengthening organizational capacity. TMG has over 20 years of experience in providing high impact organizational performance improvement consulting, particularly in the areas of organizational transformation and business process transformation. TMG is a trusted, well-respected management consulting partner noted for our exemplary credentials, objective advice and recommendations, and our consultants’ specialized business experience and expertise.

Client Base:
- Department of the Army
- Congressional Budget Office
- Department of Commerce
- Department of Agriculture
- Department of Defense
- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Homeland Security
- Department of Housing and Urban Development
- Department of the Interior
- Department of Transportation
- Department of the Treasury
- Environmental Protection Agency
- General Services Administration
- Library of Congress
- Military Sealift Command
- NASA
- Social Security Administration
- United States Postal Service
- USAID

Capabilities:

Organizational Transformation
- Organizational Assessment & Design
- Reorganization Support
- Surveys
- Stakeholder Analysis
- Strategic Planning
- Change Management
- Strategic Communications

Human Resources
- Classification
- HR Service Delivery
- Onboarding
- Job Design
- Compensation
- Recruitment & Retention
- Performance Management

Human Capital Strategies
- Strategy Development
- Talent Management
- Diversity & Inclusion
- Facilitation
- Employee Engagement
- Workforce Planning
- Competency Development

Business Process Support
- Program Management
- Program Support Staff
- Business Process Improvement
- Standard Operating Procedures
- Knowledge Management
- Financial & Budget Management
- Project Management

Leadership Development
- Design, Development & Delivery
- Executive Coaching
- Succession Management
- Strategic Thinking
- Teambuilding
- Mentorship Programs
ABOUT US
Established in 2008 and headquartered in the Washington Metro Area, OBAN Corporation is a Service-Disabled Veteran-Owned Small Business and SBA-certified 8(a) participant that provides practical, strategic and tactical management solutions to public and private sector clients.

OBAN works with our clients to meet their mission-critical objectives through expert advisory, administrative and implementation support solutions. We develop and implement efficient and effective near-term and long-term roadmaps to build client success and help our clients navigate through some of their toughest and most complex business challenges.

CLIENT BASE
- U.S. Department of Agriculture
- U.S. Department of Commerce
- U.S. Department of Defense
- U.S. Department of Health and Human Services
- U.S. Department of State, Diplomatic Security Service
- U.S. Department of Veterans Affairs
- U.S. Food and Drug Administration
- U.S. Small Business Administration
- U.S. Department of Transportation, Transportation Security Administration
- Genesis Health Systems

CAPABILITIES

Human Capital and Workforce Solutions
- Workforce Assessment
- Workforce Modeling and Analytics
- Resource Optimization
- Survey Research and Design
- Succession Planning
- Career Management
- Training and Development

Human Resources Solutions
- Position Classification
- Benefits Administration
- Personnel Processing
- Recruitment and Staffing
- Employee and Labor Relations
- Employment Administration
- Retirement Counseling and Calculations
- Performance Management
- Lean HR Process Improvements
- Non-core HR Capabilities
- HRIT Implementation

Program Management Solutions
- Program and Project Management and Tracking
- Data Analysis and Quality Verification
- Earned-Value Management
- Portfolio Planning and Analysis
- Program Evaluation and Audit
- Quality Management
- Requirements
- Development/Analysis
- Reporting
- Risk Analysis and Mitigation

Business Management Solutions
- Business Case Development
- Benchmarking
- Cost-Benefit Analysis
- Knowledge Management
- Organizational Performance Measures and Analysis
- Performance Management Training
- Process Reengineering
- Service Delivery Models
- Strategic Planning
- Procurement Support
- Budget Formulation Support

Organizational Change Management Solutions
- Organizational Performance Metrics and Improvement
- Organizational Assessment and Transformation
- Strategic Communications
- Business Process Improvement
- Change Readiness Assessment
- Shared Services Migration and Transition Support
About Us:
An ISO-certified Veteran-Owned Small Business, Paltech has been a provider of innovative technology solutions, helping government agencies adapt to changing environments and achieve their goals since 1987. Paltech specializes in training and education, technical assistance, human capital, and the integration of technologies and learning management systems. Paltech has led the way in improving and adapting to the maturing landscape of training and learning management services, beginning with traditional classroom training and evolving to include distance learning solutions to provide cost and time efficiencies. Our personnel provide the most advanced and effective technologies, methods, and tools to support our clients with a broad spectrum of training and administrative services.

Client Base:
Paltech supports a broad spectrum of Departments and Agencies, to include:
- Department of Commerce
- Department of Defense
- Department of Education
- Department of Energy
- Department of Homeland Security
- Department of Labor
- Department of State
- Department of Health and Human Services
- Department of Veterans Affairs
- Federal Deposit Insurance Corporation
- Office of Personnel Management
- Social Security Administration

Capabilities:
The below represent Paltech’s capabilities in the HCaTS service areas:

Key Service Area (KSA) 1: Customized Training and Development Services
- Training Program Management Support
- Technical Skills & Knowledge Training/Learning
- Career Development & Management
- Leadership, Management & Supervisory Training and Development
- General Skills & Knowledge Training Development & Coaching
- Web-Based, Traditional-Based, Integrated Modules and Platforms

Key Service Area (KSA) 2: Customized Human Capital Strategy Services
- Talent Management
- Human Capital Management
- Integrated Business Management
- Change Management
- Performance Management
About Us

Parker Tide offers human capital management services that provide critical support to existing federal HR staff and resources. Our services range from providing a complete human resources function to project based efforts in support of existing HR, acquisition, and personnel security departments. At Parker Tide, our people are our greatest strength. We are seasoned, national recruiters and are well versed in managing geographically dispersed staff.

As a veteran-owned, small business operating in downtown Washington DC, we have a cost effective strategy that improves efficiency and compliance in all human capital areas. Our service offerings include:

- Classification and Position Management
- Recruitment and Hiring
- Delegated Examining Certified Specialists
- Human Capital Strategy and Accountability
- Performance Management and Awards
- Employee and Labor Relations
- Retirement and Benefits
- Personnel Action Processing
- Records Management/eOPF Review and Audit
- Separations
- Executive Resources
- HR Administrative Support
- Personnel Security and National Security Adjudication
- Learning and Development

Client Base

| Agency for International Development | Department of Veterans Affairs |
| American Battle Monuments Commission | Environmental Protection Agency |
| Corporation for National and Community Service | Federal Communications Commission |
| Defense Intelligence Agency | Federal Election Commission |
| Department of Agriculture | Federal Housing Finance Agency |
| Department of Commerce | Federal Reserve Board |
| Department of Defense | Federal Trade Commission |
| Department of Health & Human Services | General Services Administration |
| Department of Homeland Security | Internal Revenue Service |
| Department of Interior | International Trade Commission |
| Department of Justice | National Gallery of Art |
| Department of Labor | National Institutes of Health |
| Department of State | Securities and Exchange Commission |
| Department of the Navy | Smithsonian Institution |
| Department of Transportation | Trade and Development Agency |
| Department of Treasury | |

Capabilities

- **Human Resources**: Federal staffing, recruitment and outplacement support management
- **Personnel and payroll processing, human capital strategy**
- **Acquisition Support**: Budgeting, planning, administration, closeout
- **Personnel Security**: Suitability and national security adjudication, HSPD-12 compliance, case processing and case management, administrative support
- **Professional Services**: Human capital strategy and executive consulting
- **Senior executive service program operations support**
- **Administrative and clerical support (temporary and long-term)**
- **Leadership and employee development**
Since 1999, Performance Excellence Partners (PEP), an award-winning management consulting firm and certified woman-owned small business, has been improving the efficiency and effectiveness of people and processes for federal and state agencies, public companies, and non-profit organizations. Year after year, PEP has successfully executed complex, multi-task projects, bringing in-depth experience in a wide range of management and operations areas.

Completing more than 45 projects for the Department of Labor alone, PEP has supported some of the most crucial national priorities. From cybersecurity to workforce development, with work in Departments of Energy, Homeland Security, Health and Human Services and the Air Force, PEP has established itself as a trusted partner in both the public and private sectors.

Human Capital Services
- Customized Training
- Talent Management
- Strategic Planning and Alignment
- Organization and Team Effectiveness
- Performance Improvement Solutions
- Change Management and Communications

Workforce Development
- Career ladders
- Employer engagement strategies
- Industry-driven education and training
- Sector- and place-based employment strategies
- Sustainable employment and economic stability strategies
- Work readiness programs
- Workforce data and labor market research

Program Management & Business Operations Support
- Executive secretariat operations and front office administration
- Project and program management
- Surge and transition support
- Federal travel support using GOVTrip

Technical Assistance and Training
- Coaching, virtual and in-person
- Conference planning and event logistics
- Content development and facilitation
- Grant implementation support
- In-person and virtual trainings
- Technical assistance program development, implementation, and evaluation

Communications and Outreach
- Communities of practice
- Information campaigns
- Section 508 compliance
- Virtual meetings, webinars and web casts
- Websites and social media sites

GOVERNMENT CONTRACTING MECHANISMS
DUNS: 062756759
CAGE CODE: 3GCN4
Primary NAICS Code 541611: Administrative Management & General Management Consulting Services
GSA HCaTS SB Pool 2: Contract # GS02Q16DCR0101
General Services Administration (GSA) PSS:
Contract # GS-10F-0281T
- 874-1: Consulting Services
- 874-4: Training Services
WOSB, DBE/ACDBE

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ORGANIZATIONAL TRANSFORMATION CONSULTING
Pherson provides expert advice and guidance to support government agencies, organizations, and commercial enterprises transform their processes and cultures through building shared knowledge, designing innovative solutions, and forging consequential change. Strategy planning, development, implementation, and execution support to client’s executive leadership, directorates, and offices.

Pherson executes defined requirements through innovative, substantive, and programmatic advice that adapts solid thinking and decision-making techniques to specialized problem sets. We assist clients in a broad range of areas to include culture and organizational assessments, strategic planning, leadership development, program management, operations improvement, and the implementation of innovative solutions.

LEADERSHIP DEVELOPMENT INSTRUCTION AND COACHING
Our certified coaches use well-established, proven, and comprehensive coaching methodologies to help government managers and leaders navigate professional challenges and recognize opportunities, enhance critical thinking and decision making, and drive leaders and emerging leaders to bring out the best in their teams and collaborative groups. We provide an integrated approach to building a leadership culture within our clients’ complex environments by educating and training supervisors in coaching skills and techniques and cascading this learning down and across organizational boundaries.

FACILITATION AND TRAINING
Pherson provides facilitation, coaching, mentoring, and instruction to all levels of management, including senior government executives across the intelligence, homeland security, and defense communities on political, technical, managerial, and operational issues.

Over the past 16 years, we have developed over 300 courses of varying lengths and cover the entire analytic process from learning about an issue to finding and evaluating sources and data to conceptualizing, drafting, and fine-tuning analytic products, as well as leadership development and communications skill-building.

Our specialty includes tailoring instructional materials to the specific needs of the customer environment. We have refined our courses and instructional methods through substantively relevant exercises, cross-training, and the application of critical thinking best practices.
About Us: Piton’s systems engineering focused “Team-as-One” movement extends and magnifies “Best in Class” benefits by assembling subcontractor company teams whose core competencies are synchronized and optimized with the federal agency and the unique solicitation requirements.

Client Base: Defense Health Agency (DHA), Defense Security Service (DSS), Defense Insider Threat Management and Analysis Center (DITMAC), Department of the Army, Defense Medical Readiness Training Institute (DMRTI), Defense Threat Reduction Agency (DTRA), Veteran Affairs (VA)

Capabilities: Administration; benefits; communications; customer services management; educational consultants, services and testing; employee assessment and benefits; executive search; human capital; management; organizational improvement; personnel management, policies, and planning; management development training; reorganization; research and development; strategic planning; training; vocational rehabilitation services; wage and salary administration
Turning Your Ideas into Powerful Results

At PowerTrain, we offer a variety of learning, human capital, and web solutions. PowerTrain was founded in 1994 as a woman-owned, small business. Since then, we have supported thousands of government and commercial clients on a wide variety of human capital and training initiatives. In a rapidly evolving industry in which adaptability and innovation are critical, we are proud to be celebrating 25 years in the business.

Training and Development
- Section 508 compliant web-based, instructor-led, micro, and blended learning solutions
- Leadership development
- xAPI and SCORM implementation
- Training analysis, assessment, and evaluation
- Technical skills and knowledge training
- Virtual conferences, webinars, and hiring fairs

Cloud-Based Solutions
- FedRAMP-authorized hosting
- Responsive design solutions
- User experience design (UX/UI)
- Learning management solutions

Talent Management
- Talent acquisition and onboarding
- Workforce planning
- Performance management
- Knowledge management
- Competency management
- Succession planning
- Executive coaching
- Career mapping

Multimedia Design
- Audio production
- Custom animation
- Game creation
- Graphic and interface design
- Video production and editing
- Flash to HTML 5 conversion

Our Team
Our creative, multidisciplinary staff is the best in the business. We’ll make sure you receive a dynamic, expertly produced product that meets your needs. Known for our flexibility and innovative ideas in project design and development, we’ve been on the cutting edge of training, learning management, and performance solutions since our inception. With everything from analysis, design, and development through implementation and evaluation — we’ve got you covered.

We’re experts in developing blended learning solutions as well as interactive and informative web-based training, instructor-facilitated distance learning, and mobile apps.

Our Goal
Improving the engagement, productivity, performance, safety, health, and job satisfaction of your employees. In short – you’ve already got good people. Let us help you make them great.
About Us

Founded in 2004, PQC is an accomplished professional services firm dedicated to providing innovative and cost-effective solutions that create significant value for our clients. We specialize in performing program/project management, acquisition management, health and medical support, and emergency and response planning services. PQC is a successful 8(a) graduate – honored as the SBA's 2019 national 8(a) Graduate of the Year – with 200+ employees in more than 20 states who are committed to exceeding client expectations in support of their most critical mission requirements.

Client Base

- U.S. Army
- U.S. Air Force
- U.S. Navy
- Army National Guard
- Air Force Medical Service
- Defense Health Agency
- Federal Emergency Management Agency
- Food and Drug Administration
- Department of Agriculture
- U.S. Patent and Trademark Office
- Commercial Clients

Capabilities

- Project management
- Medical support services
- Acquisition management
- Human capital management
- Emergency management & response planning
- Office administrative services
- Records management
- Administrative management
- Organizational development consulting
- Marketing consulting
- Logistics
- Business process improvement
- Vocational rehabilitation
About Us
R3 Government Solutions (R3) enables Federal Chief Human Capital Officers to provide exceptional services for the organization’s most critical asset – their workforce. Many of R3’s personnel have held positions in Federal Human Resource organizations and bring a passion for delivering Strategic Human Capital Services and Human Resource Operations support that produce tangible, mission-aligned results. R3 prides itself in being an organization that not only does continuous process improvement to enhance our methods and continuous monitoring of regulatory changes impacting our customers, but also continuous personnel improvement as we recognize education and training is essential for our most critical asset – R3’s workforce.

Client Base
- Department of Commerce, National Oceanic and Atmospheric Administration
- Department of Education
  - Office of Human Resources
  - Federal Student Aid
- Department of Homeland Security
  - Office of the Chief Financial Officer
  - Federal Emergency Management Agency
  - US Citizenship and Immigration Services
- Department of Transportation, Federal Railroad Administration
- Department of Veterans Affairs
- Office of Personnel Management

Capabilities

**HR Operations Support**
- Classification and Position Management
- Recruiting and Staffing
- Personnel and Payroll Processing
- Timekeeping
- Performance Management
- Records Management
- Retirement and Benefits
- Surge Support

**Human Capital Consulting**
- Human Capital Strategic Planning
- Organizational Assessment and Design
- Workforce Planning
- Studies and Analysis
- HR Efficiency and Effectiveness
- Employee and Labor Relations
- Leadership Development

**Business Consulting**
- Program and Project Management
- Strategic Planning
- Communications and Stakeholder Management
- Change Management
- Business Process Improvement
- Policy and Procedure Development
- Administrative Services

**Training**
- Design
- Development
- Delivery
- Evaluation
Human Capital and Training Solution (HCaTS)

Organizational transformation solutions that raise workforce productivity, improve customer service, and deliver long-term value.

**Rigil’s D³ Collaborative Approach**

1. **DISCOVER**
   - Facilitated Assessment
   - Collaborative Storyboarding
   - Identify Organizational Symptoms

2. **DIAGNOSE**
   - Thematic Synthesis - Identify Core Themes
   - Perform Gap Analysis
   - Establish Strategic Clarity

3. **DEVELOP**
   - Strategic Focus (Model)
   - Determine Path & Solution
   - Establish an Execution Framework
   - Seek Organizational & Team Alignment
   - Implement & Integrate Solution
   - Set Performance Metrics

**EXPERIENCE**

- 30+ contracts with government agencies including DOC, FAA, GSA, USDA, DOL, DHS, SSA, U.S. Navy, and NASA

**STRENGTHS**

- 93% Past Performance Rating
- DiSC© Assessment Authorized Partner
- The Five Behaviors of a Cohesive Team© Authorized Partner
- ICF Certified Coaches
- Certified CoreClarity (StrengthsFinder) Facilitators

**CERTIFICATIONS**

- GSA HCaTS #: GS02Q16DCR0081, GS02Q16DCR0106
- DCAA Audited Financial System
- Top Secret Facility Clearance Certifications
- CMMI Maturity Level 3 for Software Development
- ISO 9001 Quality Management System (QMS) Certified
- ISO 27001 Security Management System (SMS) Certified
- ISO 20000-1 IT Service Management (ITSM) Certified

**NOTABLE ACCOLADES**

- Ranked 8th in Inc. Magazine’s Top 100 D.C. Companies list and 385th in the 500/5000 list (2013)

**HCaTS CAPABILITIES & SERVICES**

**Organizational Culture**

- Culture Shift
- Culture Audit
- Organizational Design
- Employee Engagement
- Change Management

**Strategy & Execution**

- Data Driven Strategic Planning
- Execution Framework
- Metric-based Dashboard
- Execution Coaching

**Business Process**

- Performance Management
- Business Intelligence
- Communication
- Talent Management: Acquisition, Recruitment, Learning & Development, and Training

**People: Individuals, Teams, Groups**

- Data-driven Performance Development: Competency-based model
- Individualized development and training
- Executive Coaching/Advising
- Skill-specific Training
- Talent Development Process
- Succession Planning
- Workforce Planning
- Facilitation
- Conflict Navigation

**RIGIL CORPORATION CONTACT INFORMATION**

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202.747.3720

Corporate HCaTS SB Program Manager (COPM)
Shane Roberson
Shane@rigil.com

Corporate HCaTS SB Contract Manager (COCM)
Jim Nunez
Jim@rigil.com
About Us:
For over 10 years, RiVidium, Inc. (dba TripleCyber) has been providing human capital management services to our federal clients. RiVidium has four Service Business Units (Human Capital Management, Logistics, Health & IT, and Cyber). To prepare our Clients for the future, RiVidium has balanced all parts of its organization to attract the finest employees in order to “strive to be the missing element defining tomorrow’s technology.” With a lean organization, less overhead, reformed Lines of Business and Operational Structures, RiVidium keeps pace and surpasses its competitors. RiVidium meets the challenges of advancements in Human Capital, Logistics, Cyber, Intelligence & Technology. RiVidium has earned an impeccable reputation in providing client services effectively and efficiently.

Our Client Base includes, but is not limited to:
- Department of Defense
- Environmental Protection Agency
- U.S. Secret Service
- U.S. Department of Agriculture
- Department of Energy
- Veterans Affairs
- National Science Foundation
- Armed Forces Retirement Home
- General Services Administration

HCaTS Capabilities/Strengths include:
- Human Resources Lifecycle Operations, including Workforce Planning, Staffing, Recruitment, Position Management, Classification, Benefits, Consulting, ER/LR, Organizational Design, Salary Administration, Training
- Marketing/Public Affairs
- Management, Logistics Consulting
- Education Support
Technology, Automation & Management, Inc.

About Us:
Technology, Automation & Management, Inc. (TeAM), a Veteran-Owned Small Business (VOSB), was founded in 1985 on the principle that innovation, quality service, and client satisfaction are the keys to a successful business. Through the years, we have applied this principle to ensure that our corporate reputation demonstrated our Competence, Integrity and Accountability. As we study the past, make note of the present and prepare for a successful future TeAM aims to Adapt : Innovate : Create.

TeAM is an International Standards Organization (ISO) 9001:2015 and 20000-1:2011 certified company that has been providing a wide range of professional support services for U.S. government agencies for over 30 years.

Client Base:
Defense Health Agency (DHA)
Walter Reed National Military Medical Center (WRNMMC)
Defense Health Information Management Systems (DHIMS)
Navy Bureau of Medicine and Surgery (BUMED)
Regional Healthcare Command—Atlantic (RHC-A)
Air Force Medical Operations Agency (AFMOA)
Air Force Medical Support Agency (AFMSA)
AF Medical Education and Training Campus (METC)
AF Air University (AU)
59th Medical Wing: Wilford Hall Ambulatory Surgical Center

Capabilities:
TeAM is a provider of training program management services, instructional services and technical support services for government and educational institutions. TeAM applies methodologies and processes based on Project Management Body of Knowledge (PMBoK), Information Technology Infrastructure Library (ITIL), Capability Maturity Model Integration (CMMI), and Lean Six Sigma best practices. Our training staff apply Educational Community accepted methodologies, such as Instructional Systems Design (ISD) and Systems Approach to Training (SAT) as well as the ADDIE model in Defense training programs. We utilize automated support tools, such as Interactive Courseware Implementation System (ICIS), Go2Training, Blackboard and QuestionMark.