



TRAINING & CONSULTING
Solutions LLC.

CAPABILITY STATEMENT · FEDERAL AGENCY & CONTRACTING OFFICERS

The Gap Between What HR Should Deliver and What It Actually Does Has a Cost.

4T Closes It.

✓ WOSB SBA CERTIFIED

✓ EDWOSB SBA CERTIFIED

✓ MINORITY-OWNED SB

✓ SAM.GOV ACTIVE

SET-ASIDE & SOLE SOURCE

UEI: DD83A2CX5HH3 · CAGE: 15K89

THE RISK

Staff Who Can't Execute at the Level the Work Requires

Whether direct hire or contracted — **capability gaps produce the same result.** Incorrect pay. Unresolved benefits. Backlogs compounding. Audit exposure. Financial liability. Grievances. Leadership managing chaos instead of mission.

THE COST TO MISSION

Not a Processing Problem. A Mission Problem.

Employees impacted. Management looks incompetent. **Claims of mismanagement become visible.** The agency cannot perform at the level it exists to serve.

THE 4T SOLUTION

Performance Built Into the Contract

4T ensures the work is performed accurately, compliantly, and ready for audit — at-the-desk, on live federal casework, in real agency systems. Not by adding bodies. By correcting failures at the source.

THE BOSS FRAMEWORK™ OPERATIONALIZED BY AHROT™

Build · Operations Support · Sustain

AHROT™ Applied HR Operations Training™

Not classroom. Not theory. Not general. Not optional. A proprietary performance methodology delivered at-the-desk, on live federal casework, in real agency systems — from day one. The BOSS Framework™ is how AHROT™ Applied HR Operations Training™ is operationalized across every engagement.

B · AHROT™ BUILD

At the Desk. On Live Casework.

At-the-desk practitioner development on live federal casework, in real agency systems. Meets practitioners exactly where they are — zero experience or deeply rooted habits — and builds from there. Confidence. Accuracy. Operational independence.

The skills lock in.



OS · AHROT™ OPERATIONS SUPPORT

Embedded Execution. Errors Corrected at Source.

Embedded execution that stabilizes operations and corrects errors at the source. Not patching around problems — correcting the failures driving recurring errors. Backlogs clear. Production stabilizes. The function performs.

The work moves.



S · AHROT™ SUSTAIN

Stay Embedded. Knowledge Never Leaves.

Stay embedded. Absorb turnover. Knowledge never walks out the door. Capability never erodes after the base period ends. The organization is stronger after every engagement than before it started.

The work holds. The mission is served.



~99%

ERROR REDUCTION

\$16.5M

AVOIDABLE COSTS PREVENTED

\$2.4M

CORRECTED PAY · 200+ EMPLOYEES

275

PRACTITIONERS BUILT · 20 COMPONENTS

100%

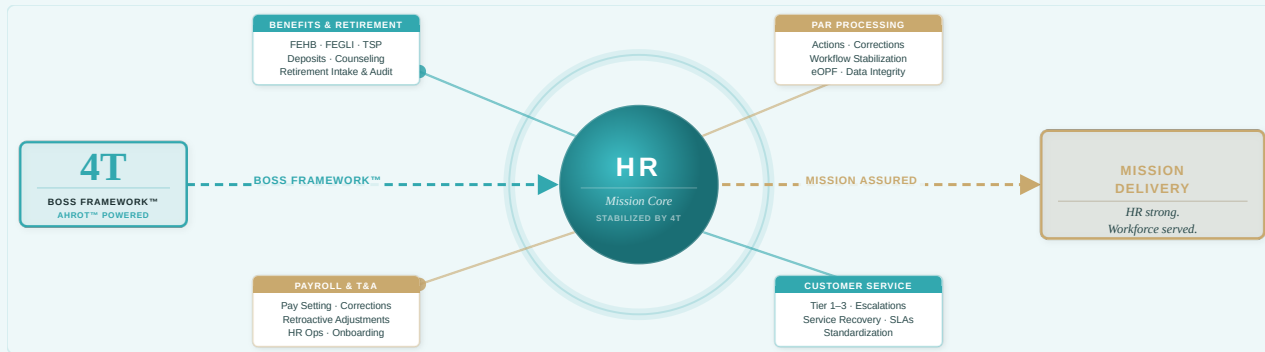
OPM GRADE · 9 MONTHS SUSTAINED

The Work Moves. The Work Holds. The Mission Is Served.



THE HR ECOSYSTEM · EVERYTHING CONNECTS TO MISSION

AHROT™ stabilizes every node



WHAT SETS 4T APART

- ROOT CAUSE — NOT SYMPTOM**
 4T doesn't add bodies to a broken system. It corrects the actual failures driving recurring errors — at-the-desk, on live federal casework, in real agency systems.
- PERFORMANCE BUILT INTO THE CONTRACT**
 The BOSS Framework™ operationalized by AHROT™ ensures compliance, accuracy, and audit readiness are built in — not hoped for after award.

- EVERY SIDE OF THE TABLE**
 4T's CEO wrote the SOWs, managed the contracts, assessed contractor performance, and led federal HR programs as a GS-15. She has been the agency and the solution.
- SMALL BUSINESS. GS-15 DEPTH.**
 WOSB & EDWOSB (SBA Certified), MOSB, SWaM. Responsiveness of a small business with the operational depth of a GS-15 federal HR executive.

CORE CAPABILITIES

NAICS: 541611 · 541612 · 611430

- BENEFITS & RETIREMENT PROGRAM MANAGEMENT**
 - FEHB, FEGLI, FEDVIP, FSAFEDS & TSP case management
 - Retirement intake, auditing & corrective action execution
 - Deposits, redeposits, military service credit & eligibility
 - Employee counseling & retirement readiness support
 - Surge & continuity support during workforce shortages
- TIME, ATTENDANCE & PAYROLL OPERATIONS**
 - T&A corrections, retroactive adjustments & leave audits
 - Pay setting, premium pay & leave share administration
 - HR-payroll-timekeeper coordination for end-to-end resolution
 - Elimination of recurring pay discrepancies & systemic errors

- HR OPERATIONS & WORKFORCE SUPPORT**
 - End-to-end HR lifecycle — onboarding, accessions, separations
 - PAR processing, corrections & workflow stabilization
 - HR data integrity, quality review & error trend mitigation
 - eOPF audits & corrective actions aligned to OPM standards
 - Surge support for high-volume actions & chronic bottlenecks
- HR SERVICE CENTER & CUSTOMER OPERATIONS**
 - Tier 1–3 inquiry support & escalation management
 - Service-level stabilization & customer experience improvement
 - SOP/SLC development aligned to policy & operational realities
 - Risk analysis, audit remediation & enterprise standardization

PAST PERFORMANCE

U.S. PATENT & TRADEMARK OFFICE
 GS-15 Branch Chief, Compensation & Benefits · 13,000 Employees
32-week applied training on live casework. Team became audit-ready and fully independent. TSP +9%, FSA +10%, FLTCIP +6%, Wellness +30%.

DEPARTMENT OF DEFENSE / DCPAS
 Senior Benefits Program Manager · \$2.5M Erroneous Costs Identified
Built Reemployed Annuitant Program from zero. Corrected erroneous retirement coverage across all 20 DoD Components enterprise-wide.

EXECUTIVE OFFICE OF THE PRESIDENT
 Presidential Transition · 600+ Individuals
95% accuracy across PAR, benefits & retirement. 100% OPM grade sustained nine consecutive months. The work held.

Connect Before the Solicitation Drops. Not After the Problem Starts.

Whether protecting mission delivery, managing audit exposure, or strengthening a requirement — 4T ensures the work is performed accurately, compliantly, and ready for audit. One partner. Every stage. From requirement to results.

Mickey Theall · President & CEO

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