



CAPABILITY STATEMENT · PRIME CONTRACTORS

Contract Performance Doesn't Break at Award. It Breaks in Delivery.

4T Protects What You've Won.

✓ WOSB SBA CERTIFIED · ✓ EDWOSB SBA CERTIFIED · ✓ MINORITY-OWNED SB · ✓ SAM.GOV ACTIVE · SET-ASIDE & SOLE SOURCE ELIGIBLE · UEI: DD83A2CX5HH3 · CAGE: 15K89

THE RISK

Subcontractor Gaps That Become Your Problem

Staff who can't execute at the SOW level. **CPARS scores at risk.** Rework. Escalations. The agency holds you accountable — not the sub. The performance risk is yours from day one.

THE COST TO YOUR CONTRACT

Poor Delivery Doesn't Stay Quiet. It Follows You.

Negative CPARS. Cure notices. Contract modifications. **Reputational damage that follows you into the next procurement.** One underperforming HR engagement costs more than the contract is worth.

THE 4T SOLUTION

Performance Built Into the Teaming Agreement

4T brings **The BOSS Framework™ operationalized by AHROT™ Applied HR Operations Training™** — ensuring your HR delivery is accurate, compliant, and audit-ready before the agency ever has a reason to ask questions.

WHY PRIMES CHOOSE 4T

4T is fully vetted, SBA-certified, and operationally ready from day one. We deliver scalable capacity that meets your contract demands without lag, accountable delivery tied to measurable outcomes, and a methodology that reduces your performance risk before the agency ever has cause to ask questions. You won't have to manage us — and we won't embarrass you on award.

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.

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 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. Backlogs clear. Production stabilizes. The function performs at the level the contract and the mission require.

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.

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. *Your CPARS Reflects It.*

✓ WOSB SBA CERTIFIED · ✓ EDWOSB SBA CERTIFIED · ✓ MINORITY-OWNED SB · ✓ SAM.GOV ACTIVE · SET-ASIDE & SOLE SOURCE ELIGIBLE

WHERE 4T PLUGS IN · CONTRACT PERFORMANCE FLOW

The BOSS Framework™ protects delivery from day one



WHAT SETS 4T APART FOR PRIMES

◆ PERFORMANCE BUILT INTO THE CONTRACT

Most primes assume capability will arrive with the sub. It won't. The BOSS Framework™ ensures compliance, accuracy, and audit readiness are built in — not hoped for after award.

◆ CPARS PROTECTION FROM DAY ONE

4T's AHROT™ Applied HR Operations Training™ methodology ensures your HR delivery is accurate, compliant, and defensible before the agency has reason to question it.

◆ SHE'S BEEN ON YOUR SIDE OF THE TABLE

4T's CEO has written SOW/PWS requirements, procured contractor support, and assessed sub performance as a GS-15. She knows exactly what primes need — and what agencies are watching for.

◆ SMALL BUSINESS. GS-15 DEPTH.

WOSB & EDWOSB (SBA Certified), MOSB, SWaM. Meets your small business subcontracting goals while delivering senior federal HR executive depth on your team.

CORE CAPABILITIES

NAICS: 541611 · 541612 · 611430

BENEFITS & RETIREMENT

- FEHB, FEGLI, FEDVIP, FSAFEDS & TSP case management
- Retirement intake, auditing & corrective action execution
- Deposits, redeposits, military service credit & eligibility
- Surge & continuity support during workforce shortages

TIME, ATTENDANCE & PAYROLL

- 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
- eOPF audits & corrective actions aligned to OPM standards
- Surge support for high-volume actions & chronic bottlenecks

HR SERVICE CENTER & CUSTOMER OPS

- 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 Employees

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.

Add 4T to Your Team Before the Solicitation Drops.

Whether protecting a CPARS score, eliminating delivery risk, or meeting small business subcontracting goals — 4T ensures your HR delivery is performed accurately, compliantly, and ready for audit. One partner. Every stage.

Mickey Theall · President & CEO

mtheall@4TConsultingLLC.com

571.207.5434

www.4tconsultingllc.com