



4T

TRAINING & CONSULTING
Solutions LLC.

TEAMING & SUBCONTRACTING CAPABILITY STATEMENT

Every Team Submits a Bid. Not Every Team Can Prove It Will Deliver.

4T brings federal HR operational depth your team can put in the proposal — and deliver on award. AHROT™ Applied HR Operations Training™ is the methodology that turns capability claims into verified performance.

THE BOSS FRAMEWORK™

Operationalized by AHROT™ Applied HR Operations Training™ — Build. Operations Support. Sustain. Three phases. One unbroken delivery chain your team can stand behind at proposal and at performance review.

THE RISK

Teams win awards on paper, then miss deliverables because HR subcontractors can't execute at the operational level federal agencies actually require. That failure lands on the prime's CPARS — and evaluators remember it at recompetes.

THE COST

One poor-performing team member disrupts processing timelines, triggers backlogs, and creates audit exposure. Without a subcontractor who fills critical gaps in federal HR execution, CPARS ratings follow the prime for years — and your next proposal pays the price.

WHY 4T STRENGTHENS YOUR BID

4T brings niche expertise that scores at every evaluation factor — a named delivery methodology, verified operational readiness, and seamless integration from day one. We fill critical gaps in technical approach and set-aside utilization. Your bid becomes defensible. Your delivery becomes provable.

Three Phases. One Unbroken Delivery Chain.

AHROT™ Build

At-the-desk practitioner development on live federal casework, in real agency systems. Your team's capability gap closes before performance begins.

The skills lock in.

B

AHROT™ Operations Support

Embedded execution that stabilizes operations and corrects errors at the source. 4T personnel work alongside your team — not above them.

The work moves.

OS

AHROT™ Sustain

Stay embedded. Absorb turnover. Knowledge never walks out the door. Your team maintains performance continuity through transitions and recompetes.

The work holds. The mission is served.

S

500+
FEDERAL HR PRACTITIONERS
DEVELOPED

20+
YEARS FEDERAL HR
OPERATIONS

15+
FEDERAL AGENCIES
SUPPORTED

GS-15
SUBJECT MATTER
EXPERTISE LEVEL

3
SBA SET-ASIDE
CERTIFICATIONS

Your proposal says your team can deliver. 4T makes that provably true.

WHAT 4T ADDS TO YOUR TEAM — BID DIFFERENTIATION AT EVERY EVALUATION FACTOR

WITHOUT 4T	VS	WITH 4T
<ul style="list-style-type: none"> ✗ Generic HR training — not tied to federal systems or live casework ✗ Staff narrate process knowledge — cannot demonstrate at-the-desk execution ✗ Set-aside goals met on paper — operational depth unverified ✗ Past performance entries lack operational HR specificity ✗ Knowledge walks out the door with every turnover event ✗ Evaluators see capability claims with no proof of delivery methodology 		<ul style="list-style-type: none"> ✓ AHROT™ Applied HR Operations Training™ — at-the-desk, on live federal casework, in real agency systems ✓ Team executes from day one — verified operational readiness before first deliverable ✓ WOSB · EDWOSB · MOSB certifications strengthen your set-aside utilization narrative ✓ Past performance grounded in GS-15-level federal HR division leadership ✓ Embedded sustain phase — knowledge continuity through turnover and recompetes ✓ The BOSS Framework™ gives evaluators a named, repeatable delivery methodology

CORE CAPABILITY AREAS

Benefits & Retirement Processing

FEHB, FEGLI, TSP, FERS/CSRS — live casework execution, error correction, backlog clearance

Onboarding & Workforce Transition

New hire processing, security coordination, turnover continuity — no knowledge gaps on recomplete

HR Operations & PAR Processing

Personnel action accuracy, NFC/FPPS system proficiency, regulatory compliance, SOW adherence

Payroll & Time & Attendance

T&A corrections, leave audits, payroll discrepancy resolution in live federal pay environments

PAST PERFORMANCE

U.S. Patent & Trademark Office

HR operations stabilization — benefits & retirement processing, backlog clearance, staff development. GS-15 Division Chief oversight.

DoD / DCPAS & DoDEA

Compensation & benefits operations, HR practitioner development, policy implementation across DoD enterprise footprint.

Executive Office of the President

High-visibility HR operations support at the Executive Office level — precision, discretion, and operational continuity under direct scrutiny.

WOSB

EDWOSB

MOSB

SAM.GOV ACTIVE

UEI: DD83A2CX5HH3

CAGE: 15K89

NAICS: 611430 · 541612 · 541611

Let's Build the Winning Team Together.

→ SCHEDULE A 20-MINUTE CAPABILITY BRIEFING

In 20 minutes we'll show you exactly how 4T strengthens your technical approach, supports your set-aside utilization goals, and gives your proposal a named delivery methodology that evaluators can score. One conversation. Concrete next steps.

SCHEDULE

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SET-ASIDE ELIGIBLE

WOSB · EDWOSB · MOSB · Sole Source