



Seek inspired solutions.



Apply uncommon integrity.



Create lasting impact.



Build enduring partnerships.

HUMAN CAPITAL CAPABILITIES

Performance Excellence Partners (PEP) aligns people, policies, and practices by equipping leaders, developing talent, and engaging the workforce. PEP is a certified woman-owned small business (WOSB), and a successful graduate of the 8(a) program, that applies our customer-centered approach to help agencies become more operationally effective. We continuously exceed customer expectations with our flexibility and inspired solutions.

OUR CORE CAPABILITIES

Human Capital Services

- HR Strategy
- HR Policy
- Operational Effectiveness
- Business Process Improvement
- Workforce Planning
- Human Capital Accountability
- Staffing and Recruitment
- Employee Engagement
- Benchmarking
- Diversity, Equity, Inclusion and Accessibility (DEIA)

Training and Development Services

In-person and virtual

- Needs Assessments
- Curriculum Development
- Customized Technical & Programmatic Training
- Instructor-led Training
- Training Logistics & Student Management
- Facilitation
- Coaching
- Workforce Development
- Program and Business Operations Support

Program & Project Management

- Front Office Support
- Conference, Meeting & Event Planning
- Grantee Technical Assistance
- Personnel Security
- Physical Security Assessments

OUR PEOPLE

Experienced Leadership/People Experts!

Industrial/Organizational (I/O) Psychologists, Workforce Development SMEs and PMPs who specialize in Organizational/Team Effectiveness, Leadership Development, Workforce Excellence, and Facilitation.

Conscientious Staff who share our people-first company culture and core values of applying uncommon integrity, seeking inspired solutions, creating lasting impact and building enduring partnerships with our customers.

Extensive Talent Pool of 200+ Human Capital specialists, many with advanced degrees and federal experience, who provide customizable solutions to human capital challenges.

“The quality of PEP’s HR Policy work was outstanding and included thoughtful insight and subject matter expertise, provided by [PEP staff], in areas that weren’t as familiar to NSF.”

– NSF Human Capital Support Contract CPARS

GOVERNMENT CONTRACTING INFORMATION

SAM Unique Entity ID: ZKZWX1WCK153 **SB Designation:** WOSB
DUNS: 062756759 **CAGE CODE:** 3GCN4
Primary NAICS Code 541611: Administrative Mgmt & General Mgmt Consulting Services
GSA HCaTS SB Pool 2: Contract # GS02Q16DCR0101
GSA OASIS SB Pool 1: Contract # 47QRAD20D1070
GSA MAS, Professional Services, 541611, 611430, 541612HC, and OLM: Contract # GS-10F-0281T
DOL/ETA BPA for TA and Outreach/Education Services: Contract # 1630DC-18-A-0002
FSC/PSC Codes: R408 and R499

CONTACT US TO LEARN MORE

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— SELECTED ACCOMPLISHMENTS —

- Provided analysis of Federal Employment Viewpoint Survey (FEVS), COVID pulse and Exit Surveys to help leaders effectively respond to employee concerns.
- Provided federal HR policy expertise, policy and fact sheet development, and benchmarking related to promotions, telework, leave, and COVID.
- Increased the effectiveness of HR processes, including onboarding. Developed 17 process maps and 7 standard operating procedures (SOPs) across 4 workstreams.
- Provided best practices that began the paradigm shift from Employee Engagement to the Employee Experience.
- Trained federal staff in Leading Change.
- Conducted first ever Independent Audit Program covering strategic planning, talent management, performance culture and evaluation.
- Streamlined the survey analysis process, achieving improved data accuracy, more meaningful results, and actionable insights.
- Assessed work styles and strengths and made recommendations for redefining positions.
- Developed a workforce planning roadmap.
- Established a guide for processing officer promotions.
- Enhanced student and teacher safety through 100+ physical security assessments at residential career technical training centers.
- Increased the ability of workforce development grantees to help American workers obtain gainful employment. Conducted hundreds of programmatic trainings for grantees serving underrepresented populations.
- Conducted trainings that enhanced program office staff technical skills and knowledge and saved roughly \$450,000.

“Effort put towards this complicated and complex contract has been exceptional. The totality of support provided by the Contractor has been wide-ranging, comprehensive, mission-focused, and impacting.”

– COR, USCG Workforce Global Support Contract

RECENT CLIENTS SERVED



National Science Foundation,
Division of Human Resources Management,
Strategic Human Capital Support



U.S. Coast Guard, Security Cooperation Division,
Workforce Global Support Services



U.S. Department of Homeland Security,
Office of Chief Human Capital Officer,
**Intelligence and Cybersecurity Diversity
Fellowship Program Support**



U.S. Department of Justice,
Office of Justice Programs, **HR Policy Support**



U.S. Department of Labor, Employment and
Training Administration, **Workforce Development
and Security Support Services**



U.S. Air Force, Air University, **Eaker Center Squadron
Commander Development Course Support** (subcontract)
U.S. Air Force, Air Combat Command 9AF at Shaw Air
Force Base, **Personnel Practices SME and Exercise
Support** (subcontract)



**Pacific Gateway Workforce Innovation Network,
Workforce Development Consulting Services**

— WHY PEP —

- ✓ **Fast onboarding efficiencies** with hundreds of Human Capital professionals ready to work for us, and screened for fit.
- ✓ Assurance of **process rigor** due to our ISO 9001:2015 certified project management processes.
- ✓ **Quality!** A flexible customer service approach and average CPARS score of 4.9 out of 5 for Quality.
- ✓ **Proven History.** Two decades of contracting experience with 79 federal Prime Contracts.
- ✓ **People first approach** with clients, staff and partners.
- ✓ **Low Risk. Best-in-Class Contractor,** one of 10 WOSBs on HCaTS SB Pool 2.

Offices in California and the Washington, D.C. Area

GSA MAS PSC | HCaTS SB Pool 2 | OASIS SB Pool 1

Woman-Owned Small Business (WOSB) | Third Party Certified