



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

- Human Capital Strategy
- Human Resources Policy
- Employee Engagement and Experience
- Strategic Outreach and Recruitment
- Digital Marketing Campaigns
- Strategic Communications
- Human Capital Accountability
- Operational Effectiveness
- Business Process Improvement
- Workforce Planning

### Training & Professional Development

*In-person and virtual*

- Needs Assessments
- Curriculum Development
- Experiential Learning Design
- Customized Technical & Programmatic Training
- Instructor-led Training
- Training Administration & Student Management
- Facilitation
- Coaching
- Workforce Development

### Program & Project Management

- Front Office Support
- Conference, Meeting & Event Planning
- Grantee Technical Assistance
- Personnel and 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

***“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

## GOVERNMENT CONTRACTING INFORMATION

**SAM Unique Entity ID:** ZKZWX1WCK153

**CAGE CODE:** 3GCN4

**Primary NAICS Code 541611:** Administrative Mgmt & General Mgmt Consulting Services

**GSA HCaTS SB Pool 2:** Contract # GS02Q16DCR0101

**GSA OASIS+ SB M&A:** Contract #: 47QRCA25DSA39

**GSA OASIS+ WOSB M&A:** Contract #: 47QRCA24DW258

**GSA FSS MAS, Professional Services:** Contract # GS-10F-0281T and #47QRAA23D007Z

**SINs:** 541611, 541612HC, 611430, and OLM

**FSC/PSC Codes:** R408 and R499

## CONTACT US TO LEARN MORE

**Jaime A. Ramirez**  
Vice President

**Phone**  
(714) 374-1140

**Email**  
jramirez@performexcel.com

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

GSA MAS PSC | HCaTS SB Pool 2 | OASIS+ M&A SB AND WOSB

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



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## — SELECTED ACCOMPLISHMENTS —

- **Improve employee engagement** by streamlining analysis processes for Federal Employment Viewpoint (FEVS), Pulse and Exit Surveys; gaining more meaningful results and actionable insights; more effectively respond to employee concerns.
- **Help agency adjust to pandemic challenges;** advise and collaborate in developing new HR policies and resources to meet telework and legislative/regulatory changes.
- **Enrich Human Capital service delivery and accountability** by conducting an independent audit and recommending improvements for strategic planning, talent management, performance culture and evaluation.
- **Increase effectiveness of HR processes** using business process mapping and developing optimized standard operating procedures (SOPs) across workstreams.
- **Bolster student and teacher safety** through conducting physical security assessments and making recommendations for 100+ residential career technical training centers.
- **Enrich foreign assistance communications,** grow online presence, and ensure cohesive messaging for agency PR, internal and external materials, as well as social media and website content.
- **Strengthen ability of workforce development grantees** through hundreds of programmatic trainings to better serve underrepresented populations and help American workers obtain gainful employment.
- **Maximize engagement for 12-week fellowship program** in intelligence and cybersecurity through innovative design and delivery of a comprehensive Experiential Learning Framework.
- **Increase effectiveness of outreach and recruitment** for next generation STEM talent by developing and executing a comprehensive strategy including effective branding, graphic design, targeted digital marketing campaigns, and events.
- **Expand engagement with higher-educational institutions** across the country for more tactical recruitment of qualified fellowship talent; conduct workshops and recruiting events collaborating with campus career centers and other student organizations.
- **Transform Employee Engagement to Employee Experience** by providing effective best practices.

## RECENT CLIENTS SERVED



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



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



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



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



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



**U.S. Air Force,** Air University, *Leadership Development Course Administrative Support Services*



**U.S. Agency for International Development,** Bureau of Europe and Eurasia, *Institutional Support Services* (subcontract)



**U.S. Department of Commerce,** Office of Civil Rights, *Policy Assessments* (subcontract)

## — 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 4.7 out of 5 for Quality.
- ✓ **Proven History.** Two decades of contracting experience with over 85 federal Prime Contracts.
- ✓ **People first approach** with clients, staff and partners.
- ✓ **Low Risk. Best-in-Class Contractor,** one of 12 WOSBs on HCaTS SB Pool 2.

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