



# Advanced EEO Solutions, LLC

## Capability Statement

### About our company and our Team

Over 15 years of providing professional development training and equal employment opportunity (EEO) services for federal and private sector needs. Over 4,000 EEO related cases managed. The driving factors behind the success of the company is having managers that are active EEO Practitioners that have proven past performance techniques and exemplary timeliness.

### NAICS CODE

**Primary NAICS code Investigation Services: 561611**  
 HR & Consulting Services: **541612**  
 Professional & Management Develop. Training: **611430**  
 Management Consulting Services: **541611, 541618**  
 All Other Legal Services: **541199, 541110**  
 Office Administrative Services: **561110**

### Past Performance Prime Contractor

**Drug Enforcement Administration (DEA)**  
**NAVY**  
**Department of Energy (DOE)**  
**Commodity Futures Trading Commission (CFTC)**  
**Department of Transportation (DOT)**  
**Millennium Challenge Corporation (MCC)**  
**United States Department of Agriculture (USDA)**  
**U.S. Office of Personnel Management (OPM)**  
**U.S. Government Publishing Office (GPO)**  
**Smithsonian Institute**  
**Health and Human Services (HHS)**  
**Defense Health Agency (DHA)**  
**Department of Interior (DOI)**  
**Department of State**  
**U.S. Railroad Retirement Board (RRB)**

### General Information

Registered Name: **Advanced EEO Solutions (AES)**  
 Year Incorporated: **2012 (TX) and 2018 (SC)**  
 State of Operation: **South Carolina**  
 Unique Entity Identifier: **RDBZH7MNCEL9**  
 CAGE Code: **75UZ9**  
 Social Economic Certification: **8A Certified**  
 GSA Contract #: **47QREA22D000E**

### Core Competencies

- ▲ **Investigations/ HWE Inquiries**
- ▲ **Counseling/Mediation**
- ▲ **Acceptance/Dismissal Letters**
- ▲ **Final Agency Decisions (FAD)**
- ▲ **Barrier Analysis/Climate Assessment**
- ▲ **Customized Training**
- ▲ **Policies/SOW/EEO Reports**



### Differentiators

- Investigations/Counseling/Consulting:**
- ▲ Founder is a technical SME and EEO systems innovator
  - ▲ Low employee and subcontractor churn rates (0-5%)
  - ▲ Owner managed & low overhead = reasonable pricing
  - ▲ 100% of cases delivered timely, <= 60 calendar days
  - ▲ Response time: < 1 hour (weekdays), <= COB (weekends)

- Innovation**
- ▲ We are a comprehensive EEO solutions provider, offering a full spectrum of services.
  - ▲ 3-STEP EEO compliance and quality assurance system.

- Training**
- ▲ Practical instruction and customized EEO training scenarios for protégés based on their current capabilities.
  - ▲ Specialized Vendor compliance training for EEO Program.
  - ▲ Advanced Investigator Skill training (Animate/Instructor)

Government Business Point of Contact: **Garrison Birckett, Principal of AES**

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**Company email: [gbirckett@advancedeetosolutions.com](mailto:gbirckett@advancedeetosolutions.com)**  
**Company website: [www.advancedeetosolutions.com](http://www.advancedeetosolutions.com)**  
**Twitter: @AdvancedEEO25**  
**YouTube: Advanced EEO Solutions**






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### Why Contract with 8(a) Certified Companies?



Federal Agencies get credit for the amount of work they issue to an 8(a).



51% of the firm is owned by a US Citizen that are socially and economically disadvantaged who are of good character that demonstrate potential for success.



Sole-Source contracting is less complex and more time efficient. A formal RFP is not required.



Congress shows vested interest in the 8(a) Program because of its effects on minority-owned & small businesses overall role in job creation.



Without the need to post an RFQ or RFP, working directly with the 8(a) firm is more cost-effective.



Applicants must be classified as a small business according to the SBA guidelines associated with the firm's primary NAICS Code.

### Awards and Certifications

### Success Story

Government Contracting Credential (GCC): Level 1  
Government Contracting Credential (GCC): Level 2  
SBA 2020 SC Subcontractor of the year award  
Federal EEO Investigations (Title VII)  
Federal EEO Counseling

**SCORE**, the nation's largest network of volunteer, expert business mentors, documented AES as a SCORE Success Story in 2021 for successfully transitioning to a prime contractor for Federal government contracts.

### Testimonials from our clients



**"Garrison, Today, we received two CDs for the above referenced ROI, both are bookmarked and searchable, in compliance with EEOC HECAPS order. Thanks for your cooperation in this matter. We do appreciate your diligently working to provide us the best service relating to EEO complaints. Please extend my appreciation to your production team."**

*– Kuldip Kang, EEO Manager, National Park Service*



**"Several members of our review team remarked that this ROI is an example of a perfectly drafted and assembled ROI! Thank you for your attention to detail!"**

*– Sheila Harrell, EEO Specialist*



**"Another excellent product. We appreciate working with you."**

*– Ron Hayes, EEO Specialist*

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