



Capabilities and Solutions Overview

“Maximizing the Potential of People and Organizations”

Overview

- Who We Are
- Service Offering
- Areas of Expertise
- What Makes ITG Different
- ROI
- Overview and Demonstration of J-Accomplish™
- The ITG Advantage
- Who We Support
 - Major Clients
 - Case Studies
- Contact and Company Information

WHO WE ARE

- Established 1996
- Veteran Owned Small Business (CVE Certified)
- Deep Experience supporting multiple Federal Clients
- Our Subject Matter Experts average more than 25 years experience
- Office Locations
 - National Capital Area – (McLean, VA)
 - Midwest Office – (Moline, IL)

ITG brings expertise and commitment to solving complex client problems

Service Offering

Human Capital

Fact-based decision support and methodologies that rapidly identify optimal resources to meet mission requirements and strategic objectives.

Services:

- ▶ Manpower Requirements Determination (MRD)
- ▶ Competency Analysis
- ▶ Workforce Planning
- ▶ Organizational Analysis
- ▶ Business Process Analysis & Redesign (BPR)
- ▶ Strategic Planning
- ▶ Activity Based Cost Analysis

Information Technology

Technical solutions designed to improve collaboration and speed deployment of information throughout the enterprise.

Services:

- ▶ Proprietary software products
 - ▶ JAWWS™
- ▶ Full lifecycle custom software development
- ▶ Software implementation support
- ▶ Network planning and installation
- ▶ Application hosting

Staff Augmentation

Professional Administrative and Management Support to help clients maximize the effectiveness of their processes and procedures.

Services:

- ▶ Policy and strategy development support
- ▶ Program and Project management support
- ▶ Portfolio management

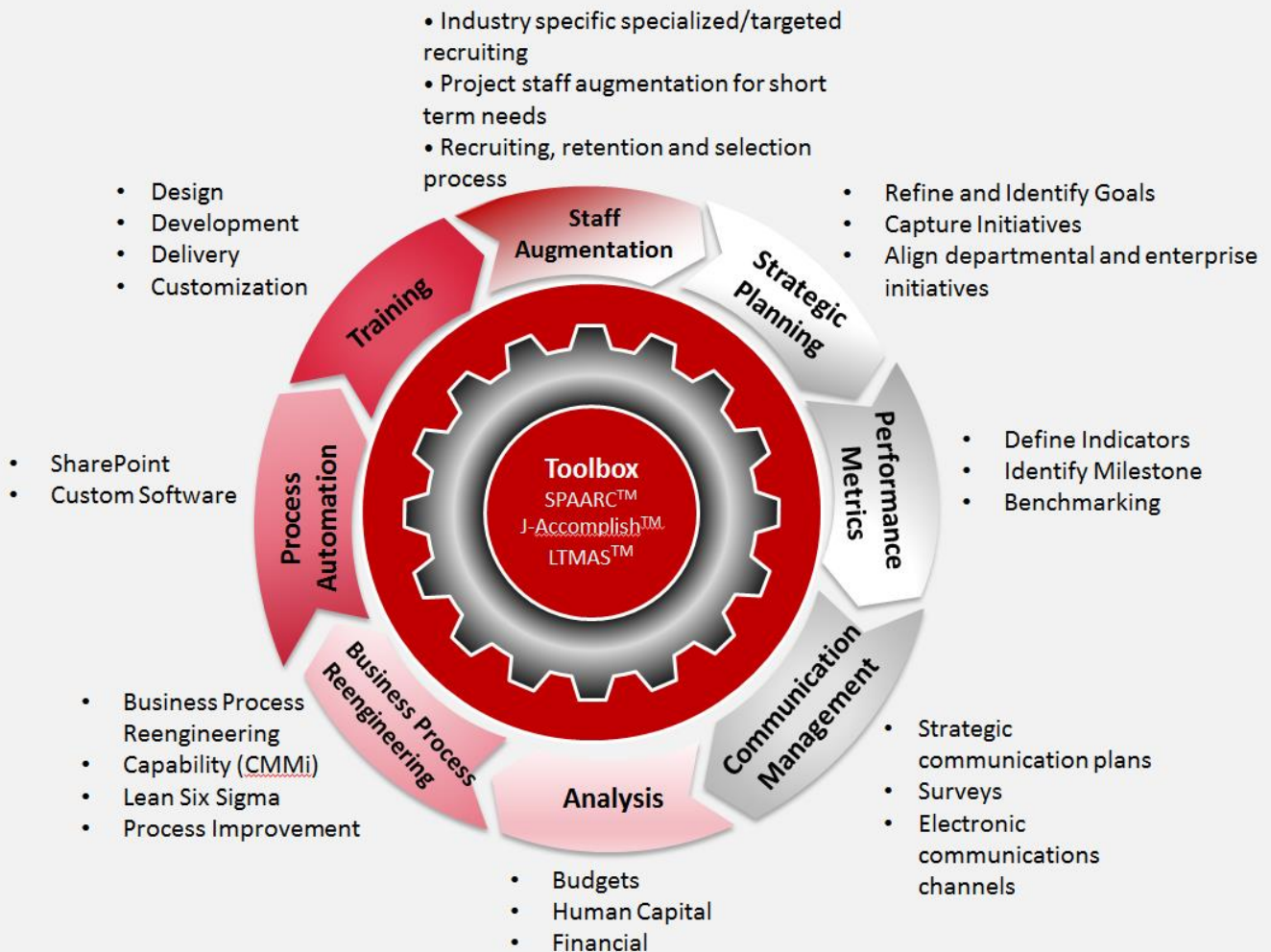
Performance Management

Help clients develop the skills and capabilities of their workforce through a combination of training planning, delivery and curriculum development.

Services:

- ▶ Instructional Systems Design (ISD)
- ▶ Curriculum Development
- ▶ Subject Matter Expertise
- ▶ Personnel Assessment
- ▶ Professional Training
- ▶ Training Delivery Support
- ▶ Classroom Facilities
- ▶ Technical Support

Areas of Expertise



WHAT MAKES **ITG** DIFFERENT?

Superior tools and methodologies that deliver accurate, fact-based decision support capabilities

Deep technical and functional heritage

Nimble, capable and committed

Collaborative culture of partnership



Measurable and sustainable outcomes

Faster response times, rapid results

Consistently deliver a superior client experience

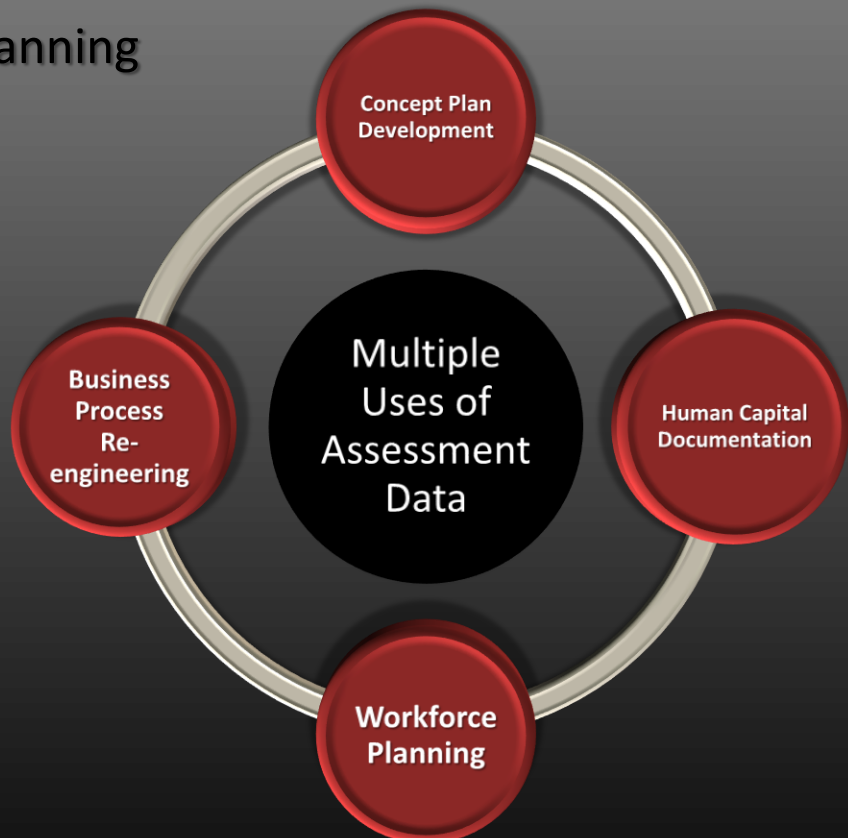
ROI – delivering value

- ITG Tools & Methodologies provide cost savings by:
 - Identifying efficiencies
 - Growing productivity
 - Size and Staff appropriately
- Assessments are done accurately and quickly:
 - Tool is fully scalable to support organizational assessments regardless of size, complexity, or geographical dispersion
 - ROI increases with the size of the organization
 - For Example Our Studies at SDDC have been accepted and approved at a 100 % success rate by higher HQ

ITG tools deliver actionable data with a high level of accuracy and speed

FLEXIBILITY

- Concept Plan Development
- “Better Buying Power” Efficiencies Initiative
- Business Process Re-engineering
- Human Capital Documentation
- Workforce Planning



ITG's Solution

- **Four Basic Questions**

- What services does the organization provide?
- How are the services provided?
- How many services are provided?
- Who provides the service(s)?



HUMAN CAPITAL CHALLENGES

QUALITATIVE

QUANTITATIVE



Surveys
Front-end Analysis
Competency Models
Skills Assessments

Work Measurement
Time Studies
Work Breakdown Structures
Engineered Standards



DELIVERING VALUE

Efficient Process

FEATURES

Concurrent Data Collection

Web-Based Deployment

Remotely Accessible

Industrial Engineering Foundation

Increases SME Participation

Promotes Consensus



Reduce Overall Workload

Reduced IT Support Requirement

Reduced Travel Spending

Scientifically Defensible

Increased Accuracy

Simplifies Implementation of Results

BENEFITS

Effective Results



JAWWS

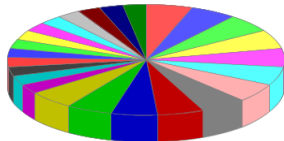
J-Accomplish With Web Services

OUTCOMES: ACCURATE, SPECIFIC, ACTIONABLE

Skills Cost Reporting

- “Should Take” vs. “Did Take”
- Identifies the appropriate mix of Skills and Grades required to accomplish the defined workload
- Converts fractional manpower to whole FTE requirements and calculates monthly labor costs
- Identifies opportunities for increased utilization
- Tracks total labor expenditures by location

Skills Breakdown



21. COTF: SURFACE OTD = 2 23. COTF: C4ISR OTD = 2 12. LT-CG-MGT10-03 = 2
04. LCDR-CG-OAF10-04 = 2 09. LT-CG-INT10-03 = 2 02. CDR-CG-OAF10-05 = 2
06. LCDR-CG-C4I13-04 = 2 20. COTF: FRC/BOAT AOTD = 2 22. COTF: AVIATION OTD = 2
01. CAPT-CG-OAF10-06 = 2 18. ELC4-013-W4 = 2 41. COTF: PROJECT MANAGEMENT
05. LCDR-CG-OAF10-04 = 1 08. LT-CG-ENG15-03 = 1 15. LCDR-CG-OAF10-04 = 1
10. CDR-CG-MGT17-05 = 1 16. SKCM-420-E9 = 1 07. LCDR-CG-OAF10-04 = 1
24. COTF: LOGISTICS OTD = 1 17. BMC-100-E7 = 1 13. CDR-CG-AV10-05 = 1
14. LCDR-CG-AV10-04 = 1 19. GS-0303-08 = 1 11. LT-CG-MGT16-03 = 1
03. CDR-CG-AV10-05 = 1

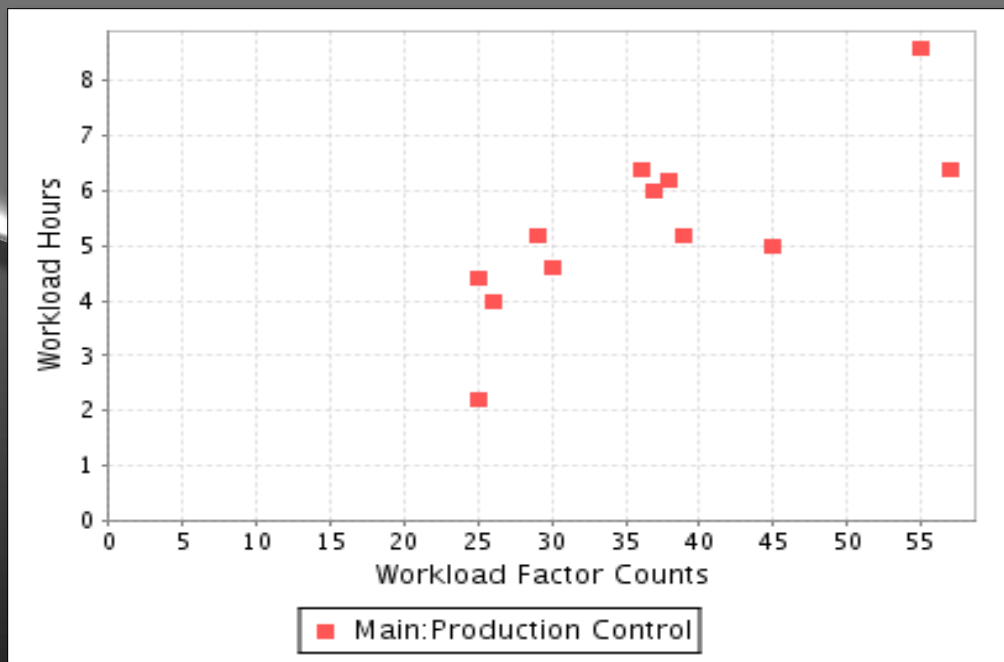
Location: Washington DC

Skill	Title	FracManp	WholeManp	WholeCost
13. COTF: CDR-CG-AV10-05	13. DDE-OT&E DETACHMENT LEAD	1.2430	2	\$0.00
18. COTF: ELC4-013-W4	18. DDE-OT&E OPERATIONAL TEST DIRECTOR (ELECTRONICS WARRANT 4)	1.1865	2	\$0.00
02. CG-771- CDR-CG-OAF10-05	02. REQUIREMENTS & ANALYSIS TECHNICAL ADVISOR	1.1806	2	\$0.00
20. COTF: FRC/BOAT AOTD	20. CONTRACTOR SUPPORT	1.1759	2	\$0.00
09. CG-771-LT-CG-INT10-03	09. REQUIREMENTS TEAM DUTY	1.1739	2	\$0.00
01. CG-771- CAPT-CG-OAF10-06	01. OFFICE CHIEF	1.1624	2	\$0.00
22. COTF: AVIATION OTD	22. CONTRACTOR SUPPORT	1.1600	2	\$0.00
12. CG-771-LT-CG-MGT10-03	12. ANALYSIS TEAM DUTY	1.1594	2	\$0.00
16. COTF: SKCM-420-E9	16. DDE-SPONSOR'S REPRESENTATIVE FOR ILS (STOREKEEPER)	1.1555	2	\$0.00
21. COTF: SURFACE OTD	21. CONTRACTOR SUPPORT	1.1395	2	\$0.00
23. COTF: C4ISR OTD	23. CONTRACTOR SUPPORT	1.1355	2	\$0.00
41. COTF: PROJECT MANAGEMENT	41. CONTRACTOR SUPPORT	1.1323	2	\$0.00

OUTCOMES: ACCURATE, SPECIFIC, ACTIONABLE

WARPFactors™

- “Will Take” Predictive Modeling
- Proprietary algorithm for future state workload analysis
- Uses Correlation and Regression Analysis
- Workload Segmentation
- Staffing Equations combined with Skill Requirements

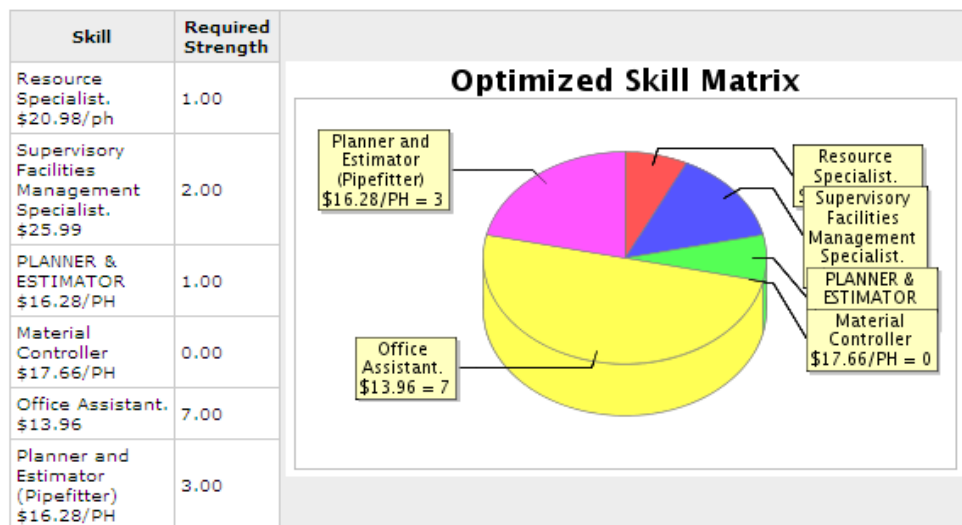


OUTCOMES: ACCURATE, SPECIFIC, ACTIONABLE

JAWWS™ Optimizer

- Provides Least-cost optimization analysis
- Utilizes Mixed-Integer Programming algorithm
- Marries Process and Skills Competency definition
- Scenario development
 - Consolidations
 - Location-specific

Optimization Results



JAWWS

J-Accomplish With Web Services

OUTCOMES: ACCURATE, SPECIFIC, ACTIONABLE

Point-in-Time Manning™

- “Faces and Spaces”
- Maintains an up-to-date record of managerial hierarchies and personnel assignments
- Quantifies existing Competencies within the organizations
- Identifies vacancies and shortfalls across the enterprise
- Incorporates Cost Center/Accounting Information to allow linkages to Financial

Effective Manning Date : 2011-02-22

PARNO: 001C OFC OF CHIEF OF STAFF

General										
Management Structure			Security/ Language			Misc			Comments	
PERL N	PSNTL	NAME	BR	GR	DIFF GR	RE	AU	OB		
01	CHIEF OF STAFF	XXXXXXXXXX	LG	O5	O6	1	1	1	+	D
02	HISTORIAN	XXXXXXXXXX	GS	13		1	1	1	+	D
03	SEC GEN STAFF	XXXXXXXXXX	GS	13		1	1	1	+	D
04	ACCOUNTANT (IRE)	XXXXXXXXXX	GS	13		1	1	1	+	D
05	PROG SUPPORT SPEC	XXXXXXXXXX	GS	12		1	1	1	+	D
						5	5	5		

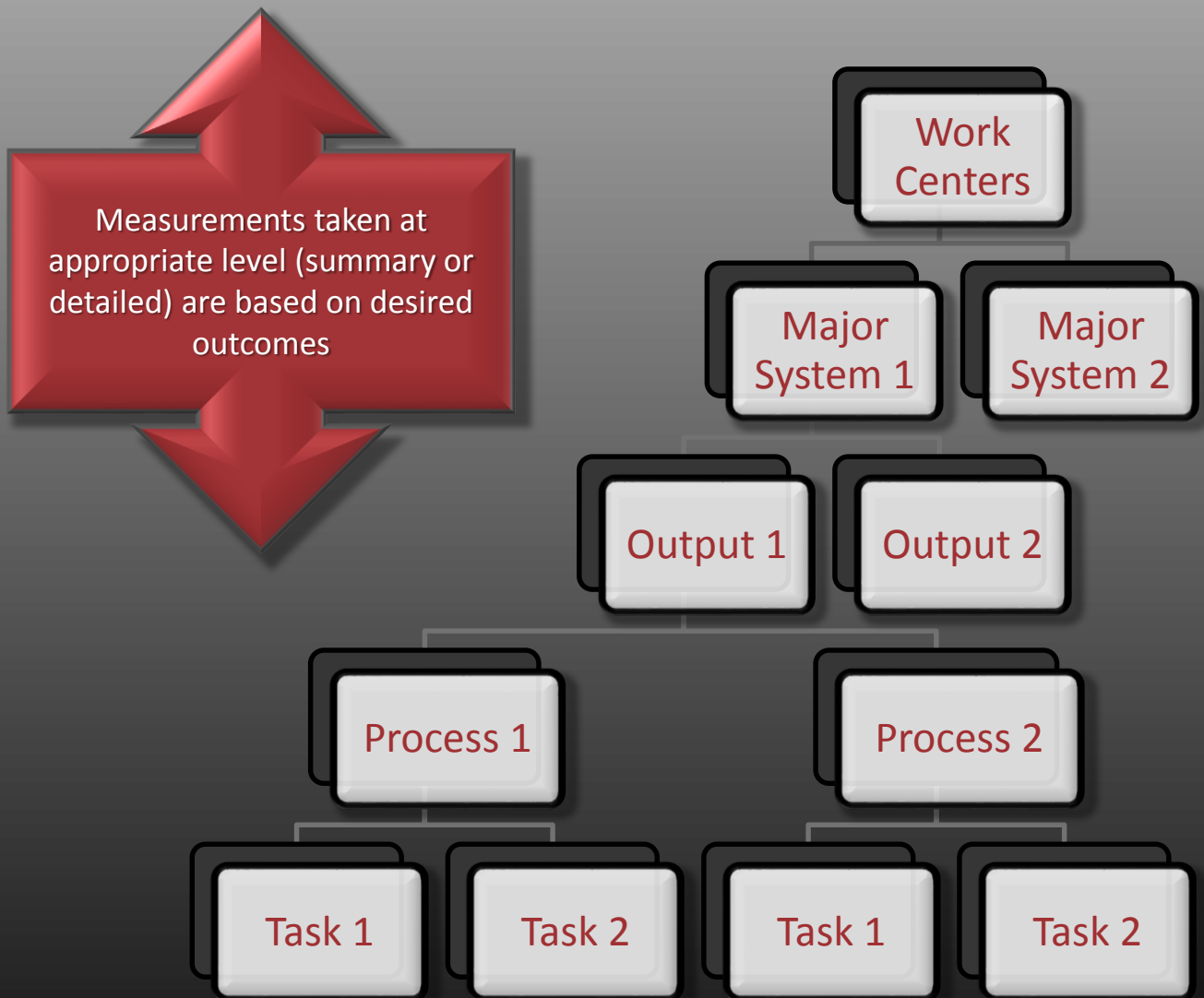


JAWWS

J-Accomplish With Web Services

FLEXIBILITY

Flexible Work Breakdown Structure



THE **ITG** ADVANTAGE



ITG provides:

- **Expertise** in manpower and acquisition
- Comprehensive **Tools**
- Proven **Methodologies**
- We rapidly deliver accurate, fact-based, data-driven **Solutions** that fully meet client requirements.

"ITG's human capital studies have informed federal workforce processes and sizing decisions for the past decade. They blend extraordinary human capital expertise with their innovative J-Accomplish™ suite of software tools to effectively measure human resource requirements for their clients. I believe they are best in class!"

-Mr. Frank J. Anderson, Jr.

Brigadier General USAF (ret.), Fmr. President, Defense Acquisition University

MAJOR CLIENTS

- US Army Military Surface Deployment & Distribution Command (SDDC)
- US Army Forces Command (FORSCOM)
- Defense Contract Management Agency (DCMA)
- Defense Acquisition University (DAU)
- Department of Homeland Security (DHS)
- US Army Installation Management Command (IMCOM)
- US Army Security Assistance Command (USASAC)
- US Army Office of the Chief of Public Affairs (APAC)
- US Coast Guard (USCG)
- National Labor Relations Board (NLRB)



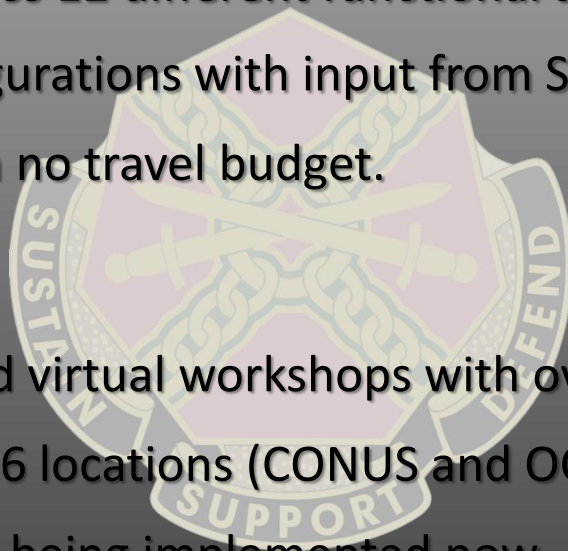
CASE: IMCOM Manpower Requirements Determination

➤ The Challenge:

IMCOM needed to develop a series of consensus staffing equations that were applicable to over 70 global locations across 12 different functional areas for 6 distinct configurations with input from SMEs at ALL locations with no travel budget.

➤ Solution:

ITG completed virtual workshops with over 300 team members at 66 locations (CONUS and OCONUS). Staffing equations are being implemented now.



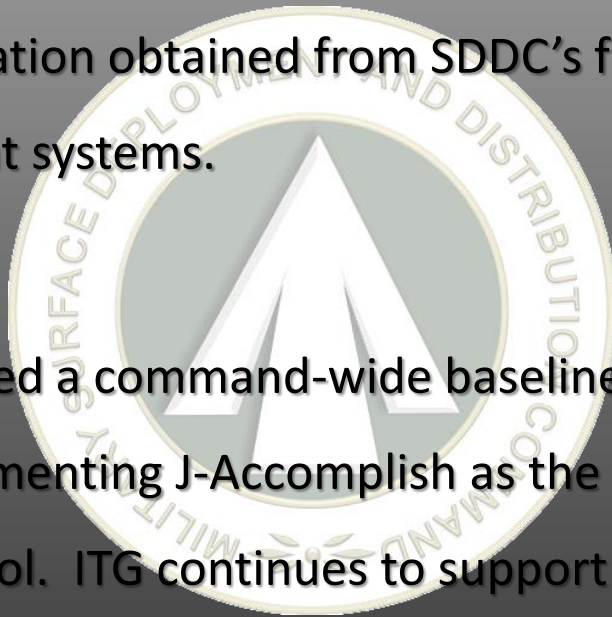
CASE: SDDC Manpower and Human Capital Systems

➤ The Challenge:

SDDC required a comprehensive system to support MRD and ABC/M programs as well as to manage real-time manning for Human Capital and to synthesize these data with information obtained from SDDC's financial management systems.

➤ Solution:

ITG conducted a command-wide baseline manpower study implementing J-Accomplish as the central analytical tool. ITG continues to support SDDC's G8 and G1/4 activities through ongoing study efforts, continuous activity data collection, and Manning Management support.



Contract Vehicles

GSA MOBIS (Prime)

GSA ALLIANT
(Subcontractor)

GSA IT-70 (Subcontractor)

DHS EAGLE II
(Subcontractor)

DAU LTSS (Subcontractor)

NAICS Codes

512199 - Other Motion Picture and Video
Industries

541613 - Marketing Consulting
Services

541511 - Custom Computer Programming
Services

541614 - Process, Physical
Distribution, and Logistics Consulting

541512 - Computer Systems Design
Services

541618 - Other Management
Consulting Services

541519 - Other computer Related
Services

561110 - Office Administrative
Services

541611 - Administrative Management
and General Management Consulting

611430 - Professional and
Management Development Training

541612 - Human Resources Consulting
Services



INTERACTIVE
TECHNOLOGIES GROUP, INC.

For further information, please contact:

Lauren Wingate
Capture/Proposal Manager
lwingate@itgco.com
(678) 620-3374 work
(703) 282-1784 cell

Kym Bakin
Business Development Manager
kbakin@itgco.com
(703) 838-0474 work
(571) 212-3246 cell

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