

# How OutSolve Helped Adapt Forward to Implement a Comprehensive Compliance Strategy

Adapt Forward Cyber Security, a government contractor providing cybersecurity, risk, and compliance solutions, engaged with OutSolve for support in developing an affirmative action plan and reviewing processes and practices to mitigate compliance risk with affirmative action and pay equity regulations.

OutSolve helped Adapt Forward review its current compliance state and provided resources to equip the company's HR team with accurate and unbiased results. The engagement with OutSolve allowed Adapt Forward to proactively mitigate risk and build the internal knowledge and skills needed to maintain compliance.

# How OutSolve Enabled Adapt Forward to Implement a Comprehensive Compliance Strategy

## BACKGROUND

Adapt Forward Cyber Security is a government contractor specializing in providing defensive security, offensive security testing, blended security testing, and risk and compliance solutions. The company had previously worked with a partner on implementing affirmative action plan (AAP) compliance but was searching for a better fit for Adapt Forward's needs.

## CHALLENGE

Adapt Forward was looking to establish consistent processes for developing and executing an AAP. The HR team needed to refine its processes and develop best practices for mitigating the risk of affirmative action compliance. Additionally, Adapt Forward needed to ensure that its compensation practices followed Office of Federal Contract Compliance Programs (OFCCP) regulations on pay equity.

Abigail Bauman became HR Director at Adapt Forward in October 2022 and immediately collaborated with leadership to make affirmative action compliance a top priority. Though Bauman had experience managing HR for government contractors and a general understanding of compliance requirements, she realized the company needed to partner with an affirmative action expert who could provide additional support to develop and maintain an AAP.

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**ABIGAIL BAUMAN, HR DIRECTOR**

## SOLUTION

Bauman had worked with affirmative action planning consulting firm HudsonMann, which OutSolve recently acquired. She opted to engage with OutSolve to assess the current state of Adapt Forward's AAP compliance and develop future-oriented solutions.

Bauman worked with Renee Arazie, a Senior Consultant at OutSolve, to develop the AAP and complete a broader compliance review. She also worked with Neil Dickinson, OutSolve's Vice President of Compensation Services, to review Adapt Forward's compensation practices for potential inequities.

After the initial reviews, the OutSolve team worked with Bauman to develop processes for implementing AAP compliance and developing an AAP. During the review process, the OutSolve team supplied data templates, among other tools, for collecting accurate data across Adapt Forward's HR information systems. These resources ensured the company could continue identifying and addressing compliance risks.

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After receiving the results of the reviews, OutSolve helped Bauman identify gaps. The OutSolve team provided several resources to help Bauman organize the results and create a list of priorities. These included tools for crafting an action plan based on the outcomes of the compliance review, as well as templates and outreach tracking documents.

"I really appreciated the templates and tools we were given," Bauman says. "It wasn't just, 'Here's what you're missing.' It was, 'Here's what you're missing, and here's what you can use to remedy where you have shortcomings.'"

The action items recommended by OutSolve included better documentation of recruiting and hiring practices, as well as increased outreach to Veterans and individuals with disabilities. Adapt Forward applied for a gold-level [HIREVets Medallion](#) and made targeted outreach to organizations that support protected Veterans and their spouses while transitioning to civilian life.



## RESULTS

Adapt Forward realized several benefits from its engagement with OutSolve, starting with proactively mitigating risk related to affirmative action and pay equity. By submitting accurate documentation in a timely manner, Bauman and her team protected the organization in the event of an OFCCP audit. This met the desire of company leadership to develop processes that decreased organizational risk.

"They see that we've flipped over every rock and looked in every nook and cranny. Everybody is very clear on what is good, what needs work done, and when and how we're going to do that work," Bauman says.

Second, the OutSolve engagement laid the foundation for a stronger HR team. Throughout the engagement, Bauman took the opportunity to level up her teammates' knowledge and experience in policies and processes related to affirmative action compliance. During the engagement, team members gained greater exposure to the processes needed for developing compliant AAPs and pay equity practices.

The templates, tools, and other resources Arazie and the OutSolve team provided allowed Bauman to train her team to apply the concepts they learned during the engagement and take more ownership of Adapt Forward's OFCCP compliance journey.

**Is your organization challenged by developing a consistent process for HR compliance? Partner with OutSolve to develop and maintain a compliant affirmative action process just like Adapt Forward did.**

Contact us today to find out how we can support you.

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