



CDG Holding Company Capabilities Statement

COMPANY OVERVIEW

CDG is a woman-owned small business that provides leading edge technology solutions and world-class consulting services to diverse clients in the public and private sectors. CDG also resells SAS's HCM software solution.

CDG has partnered with SAS and is the only US Reseller of SAS's unique, differentiated Human Capital Management (HCM) solution. SAS is the largest privately held software company in the world, focusing on enabling organizations to improve their bottom line through the use of technology. SAS repeatedly is named on the Fortune List of Best Companies to Work For, uses its own HCM product, and boasts an industry-low level of employee turnover (3%).

CDG CORPORATE HISTORY AND CONSULTING PROFILE

Driskill founded CDG in 1981 when she hung out her shingle as an independent consultant. By 1987, her client base had grown to the point where she was convinced she could not continue to provide the exceptionally high level of customer service that her clients had grown to expect – and CDG & Associates was born. Driskill hired her first four employees across her kitchen table and financed the new corporation with her personal receivables. She retired in 2006 and her daughter became CEO, continuing her mother's methodology of hiring extremely experienced senior-level consultants. CDG consultants average 25 years of business experience and 17 years of consulting experience.

CDG AWARDS

CDG has been acknowledged for its contributions to the business world and extraordinary accomplishments with a host of more than 40 prestigious awards including Ernst & Young's Southwest Area Entrepreneur of the Year Award, the National General Excellence award by Working Woman Magazine, the Small Business Administration's Small Businessperson of the Year award, the Greater Dallas Society of Financial Services Professionals Business Ethics Award, and the North Dallas Chamber of Commerce's Small Business of the Year award.

SERVICES AND SOLUTIONS

CDG offers a full range of consulting services in the Human Resources arena. Our services include consulting for all areas of Human Resources with a specialty in systems consulting, management consulting, strategic planning, and workforce analytics. CDG's commitment is to delivering projects on time and in budget. Our services include:

- HRIS/HRMS system consulting services from Feasibility & Justification to Planning to Implementations and Upgrades to Post Implementation Support and Training to Staff Augmentation
- Organizational Effectiveness Consulting including Business Process Improvement and Change Management
- Vendor Selection & Negotiation
- Enterprise Optimization Service
- Strategic Planning Service for HR Departments, HRIT Departments, and IT Departments
- Project Management
- Human Resources General Consulting including compensation analysis, job description consulting, payroll support, and all other generalized consulting services.
- Workforce Analytics consulting and software sales and implementations.

SAS offers a full range of business intelligence, analytical, and data solutions. SAS stands behind every product and prides itself on being a market leader. Gartner places SAS solutions in its highest quadrants. SAS solutions:

- Data cleansing, mining, editing solutions
- Business Intelligence solutions
- Workforce Analytics solutions (HCM)
- Performance Management solutions

WHY CDG Holding Company

- Vision – we understand Human Resources AND Technology
- Experience – over twenty years of HR-focused consulting
- Objectivity – CDG is vendor-neutral and client-centric
- HR Niche focus – we do everything in HR services and nothing else

Commitment – “Your success is our success” is our brand promise

WHY SAS

- Technology focus: SAS is a leader in advanced analytics, data integration and data quality as validated by independent analyst
- SAS has a focus on delivering complete integrated solutions on a single intelligence platform
- SAS is recognized for delivering enterprise class solutions and is a partner with 97 of the top 100 companies on the 2007 Fortune 500 list
- Retail is a strategic focus for SAS with over 400 retail customers in over 40 countries
- 24% reinvestment into R&D

CDG PARTNERS WITH SAS® TO BRING YOU EFFECTIVE HUMAN CAPITAL MANAGEMENT

Good business leaders understand that there is competitive and economic value in talented people. As organizations strive to do more with fewer resources, they want to know that people are in the right jobs and that they deliver consistently as individuals, teams, and groups. The trouble is, while many organizations do a great job of defining what needs to be done, most can't show how the workforce contributes to those goals or adds value to the organization. HR-focused firm CDG has partnered with SAS to deliver this and more.

PARTNERSHIP

CDG brings twenty years of Human Resources consulting experience along with a dedication to helping clients achieve organizational effectiveness to the relationship. With 30 years of experience, SAS delivers proven solutions to access relevant, reliable, consistent information throughout your enterprise, giving you the ability to make the right decisions and achieve sustainable performance improvement. SAS software helps companies in every industry transform their data into predictive insights about company performance, customers, markets, risks and more. CDG is the sole reseller and implementation partner for the SAS Human Capital Management solution.

HUMAN CAPITAL KNOWLEDGE NEEDS DECISION SUPPORT

SAS Human Capital Management is designed to analyze workforce data and deliver information for decision-making. Using a holistic view of the workforce by integrating data into a single source of information, business users get the answers they need through analysis, reporting and measurement. With SAS Human Capital Management, you can:

- Investigate and understand how and when workforce trends impact your organization.
- Proactively manage organizational risk by understanding where skill shortages are likely to occur so you can better target retention and recruitment dollars.
- Measure and analyze key indicators to track performance, establish improvement areas, and determine logical next steps.
- Compare key measures to benchmark data.

- Use advanced and predictive analytics, such as forecasting or data mining, for human capital trending, risk assessment, and what-if analysis.

SAS HCM IS UNIQUE IN THE MARKETPLACE

SAS HCM solutions are unique in the marketplace. SAS invested substantially in the HCM solution to provide HR the tools it needs for decision support and to gain a seat at the table. To revolutionize HR's ability to make strategic decisions regarding issues including Workforce Planning, Compensation and other analyses, SAS invested in the HCM Solution. This solution is unique in the marketplace.

- **Predictive Analytics** – predict which employees will likely separate and the reason, among any number of scenarios available to choose to analyze. This information allows executives to strategically plan their workforce and avoid costly unexpected interruptions.
- **Ability to create “What IF?” scenarios** – “what if I move this department over there, what effect would that have on costs, skills gaps, and more?”
- **Pulls data from disparate systems, not just the HR System** – SAS HCM can pull data from as many systems as you choose, providing for one single, accurate answer to your questions.
- **Strong data cleansing tool** – this provides reports that are accurate, allowing executives to make better decisions. Bad data leads to bad decisions and good data provides the ability to make good decisions. One federal customer increased their data accuracy from 55% to 95% using the SAS HCM solution.
- **Tremendous reporting capabilities** – based on accurate data. Users will have the ability to create and run their own reports. Making users independent frees up IT and HRIS departments to focus on strategic work. This also allows executives the ability to generate their own reports at their convenience rather than having to wait for someone to have time available.
- **Provides tools for Talent Management, Skills Management, Succession Planning, Competencies Management** – in today's workplace, all of these issues are forefront in executives' minds. The SAS HCM solution gives executives the ability to assess, manage, and most importantly, analyze, enabling you to be able to predict and plan.
- **Provides tools for retention analysis** – in today's climate, retention is frequently ranked the top issue in the workforce. Having the data available enables executives to manage the retention issue rather than have it manage them.
- **Measure the work of the worker** – SAS HCM allows you to measure the work of the worker and the cost associated with that work and the employee. This knowledge enables executives to make better decisions about programs, locations, and employees, saving money.

LEVERAGING CURRENT INVESTMENTS – KEY BENEFITS OF USING SAS HCM SOLUTION

Savvy organizations have discovered that the answers they need are often in information they already collect. Using SAS Human Capital Management software, business leaders gain insight into workforce strengths and vulnerabilities, risk, performance, and productivity results.

CDG consultants bring to the table a wealth of knowledge about HR and HRMS. We have a deep understanding of what executives are trying to get out of disparate HRMS systems, and have worked with leaders in all areas of HR and can detail the different business intelligence needs for each group.

SOLUTIONS

Scorecards. Human Capital Management metrics can be surfaced in an enterprise scorecard or human capital scorecard. Only SAS offers predictive analytics that indicate which employees are likely to leave an organization.

Proactively plan for future workforce needs. Being able to anticipate change is one of the most difficult challenges organizations face. SAS keeps you proactive by helping you analyze and predict your *future* workforce needs and communicate those needs within and outside your organization.

Minimize risk by changing likely outcomes. Advanced analytics and easy-to-use interfaces enable business users to identify and minimize risk by predicting workforce changes and analyzing associated costs.

Measure and improve workforce productivity. With more than 250 prepackaged metrics, it is easier to measure and analyze key indicators. A built-in viewer shows the status of key metrics relative to goals. The metrics can be easily modified, or created, to meet each organization's needs.

Gain a holistic view of your workforce. SAS Human Capital Management integrates data from nearly every source and loads it into a single repository where it is made ready for analysis. With capabilities for cleansing, migrating and synchronizing data, organizations can leverage their existing data investments while ensuring consistent answers.


Supports enterprise performance improvement. Performance management begins and ends with employees. People are essential to the success of any performance initiative – and measurement is only the first step. Success encompasses developing human capital strategies and improvement efforts that are aligned with organizational goals. SAS aligns these strategies and supports enterprise performance improvement. Because all SAS solutions are built on a single platform, they can be quickly integrated to provide a comprehensive view of enterprise performance.

FAST AND EFFICIENT IMPLEMENTATION

In 20 years of business, CDG has never missed a go-live date. Seasoned consultants and proven methodology combine to ensure the solution you envision is delivered effectively. CDG's business model is to use only very seasoned, highly experienced consultants. Our consultants average 15 years of consulting experience and 21 years of business experience. Contact us today to find out how we can help you share the vision.

SAMPLE SAS GOVERNMENT CUSTOMERS

GOVERNMENT

- [Air Armament Center](#) The US Air Force Materiel Command's Air Armament Center tracks the costs of activities and work processes with SAS solutions for activity-based costing.
- [Alberta Department of Energy](#) Anticipating market fluctuations with SAS allows the Alberta Department of Energy to avoid revenue loss.
- [Århus Kommune](#) The Municipality of Århus uses SAS Balanced Scorecard to improve public service and make better decisions.
- [Arizona Administrative Office of the Courts](#) To clear case backlogs, avoid costly legislation, the Arizona Supreme Court Administrative Office of the Courts uses SAS.
- [ATP \(Danish Supplementary Pension Fund\)](#) To define and measure objectives, the Danish Supplementary Pension Fund uses SAS Strategic Performance Management.
- [Australian Taxation Office](#) With help from SAS, the Australian Taxation Office is more user-friendly.
- [Belgian Federal Public Service Finance](#) To consolidate essential data for performance management, the Belgian Federal Public Service Finance uses SAS.
- [Belgian National Employment Office](#) To collect intelligence to support employment legislation, the Belgian National Employment Office turns to SAS for aid.
-  [Brazilian Institute of Geography and Statistics](#) The Brazilian Institute of Geography and Statistics (IBGE) works faster and more efficiently with SAS.
- [Canadian Institute for Health Information](#) Quick access to accurate analyses helps Canadian legislators make smart decisions about the country's healthcare system.
- [China Customs](#) For interactive analysis, enhanced supervision and monitoring of all customs administrative affairs, China Customs chooses SAS.
- [CNAF](#) France's social services agency turns to SAS to improve services, save money, and improve decision-making nationwide.
- [CNAF](#) French social services agency CNAF uses SAS®9 with SAS Web Report Studio to extend critical intelligence to thousands of employees.

- [CSI-Piemonte](#) For better view of overall healthcare expenditures and to uncover irregularities in prescribing treatments and medicines, CSI-Piemonte uses SAS.
- [Danish Directorate of Fisheries](#) To cast a wider net in the EU fishing market, the Danish Directorate of Fisheries relies on SAS Enterprise Business Intelligence.
- [Danish National Board of Health](#) To open the public to online access to national health statistics, the Danish National Board of Health uses SAS.
- [Danish National Board of Health](#) Using SAS Activity-Based Management, the Danish National Board of Health enhances financial intelligence at hospitals across the country.
- [Dare County, North Carolina](#) To improve its operations, Dare County, a vacationer's haven and home to about 35,000 residents on North Carolina's historic Outer Banks, turns to SAS and Tyler Technologies (press release).



- [Dare County, North Carolina](#) Dare County, North Carolina improves citizen services by integrating analytics with business intelligence using SAS and Tyler Technologies.
- [Defense Manpower Data Center](#) The personnel data support division for the Department of Defense relies on SAS to help supply the information needed to make policy decisions.
- [Environment Canada](#) Scientists count on SAS to understand acid rain, transboundary pollution and other air quality measurements.
- [EUROPA](#) SAS Web Analytics offer precise reporting of audience needs for one the largest public sector Web sites in the world.
- [Export Development Canada](#) SAS helps EDC develop information management strategies.
- [Florida DOC](#) SAS stores detailed information on inmates and offenders, provides access to data from other agencies, and offers complete intelligence for informed decision making.
- [French General Public Accounting Department](#) SAS provides a single, information delivery solution for consolidating information and reporting on various activity sectors.
- [Gloucestershire Constabulary](#) Gloucestershire Constabulary, a large UK police force, meets Freedom of Information Act requirements and ensures data quality with SAS.
- [HHS](#) The U.S. Department of Health and Human Services relies on SAS to support mission-critical programs (press release).
- [Illinois DOT](#) A SAS data warehouse called MISTIC helps the Illinois DOT improve the highway system. By collecting and analyzing data from a range of tests, agency staff members can make informed decisions about road construction.



- [Indian Health Service](#) Using SAS, the Indian Health Service makes sure hospitals that care for American Indians and native Alaskan populations are up to standards.
- [Joseph Brant Memorial Hospital](#) SAS provides an integrated environment for data management, simple query and reporting, and complex analytics that allows Joseph Brant Hospital to secure the funding it needs to continue operations.
- [Kansas Department of Revenue](#) SAS centralizes information management and supports robust reporting for the Kansas Department of Revenue.
- [Policy](#) The MCHP helps government officials make smarter decisions by using SAS to make sense of health data.
- [Montgomery County, Maryland](#) The Office of Human Resources in Montgomery County, Maryland uses SAS to keep up with 9,000 positions and 12,000 employees.
- [Multnomah County Sheriff's Department](#) Using SAS Activity-Based Management, corrections analysts have developed a plan to help fund operations at a new county jail.

- [National Bank of Poland](#) To get rid of tedious, time-consuming spreadsheets, National Bank of Poland relies on spontaneous data analysis and SAS.
- [National Centre for Social and Economic Modelling \(NATSEM\)](#) To model the impact of policy changes within Australia's social security and taxation systems, NATSEM relies on SAS.
- [National Institute for Occupational Safety and Health \(NIOSH\)](#) SAS helps NIOSH provide easy access to trends regarding work-related respiratory ailments.
- [National Treasury of South Africa](#) Federal and provincial agencies in South Africa, including the National Treasury, rely on SAS to ensure that affirmative action goals are met when filling jobs at public institutions.
- [New Jersey Office of Management and Budget](#) When you're responsible for keeping up with \$40 billion in financial transactions every year, there's no room for human error.
- [Ohio Department of Natural Resources](#) SAS provides the technological framework for strategic change and long-term CRM at the Ohio Department of Natural Resources.
- [Oregon Department of Corrections](#) To evaluate corrections programs, the Oregon Department of Corrections teams up with SAS.



- [Oslo Prison](#) Using SAS Strategic Performance Management allows Oslo Prison to see better care, better value and better results.



- [Philippines Bureau of Internal Revenue](#) 400 percent ROI results from the Bureau of Internal Revenue using SAS to help cut the Philippines' federal deficit and improve tax collections.



- [Portuguese National Institute for Public Administration](#) SAS provides business intelligence that fosters the performance of every employee in the Portuguese public sector.
- [Public Service Commission](#) SAS supports long-term HR planning and improves reporting efficiencies for Canada's Public Service Commission.
- [Regione del Veneto](#) To fuel performance-based management, Regione del Veneto uses SAS for analysis and reporting. In the meantime, they meet the evolving healthcare needs of 4.5 million people.
- [Regione Umbria](#) To provide efficient personnel management, public economic development agency Regione Umbria relies on SAS.



- [Sao Paulo, Brazil](#) The State of Sao Paulo, Brazil, relies on SAS forecasting to show how economic variables can impact tax collections.
- [Sedesol](#) Mexico's Department of Social Development fights widespread poverty with SAS.
- [Slovenian Ministry of Labor](#) To help Slovenia meet the requirements of European Union membership, the Ministry of Labor uses SAS Strategic Performance.
- [South Dakota DOT](#) Measuring business performance and analyzing the financial impact of decisions offers \$2 million in annual savings for this large state agency.
- [StateFleet](#) To determine the value of leased vehicles, government agency StateFleet uses SAS so it can sell cars at the right time for the best price.
- [Statistics Denmark](#) Census results come without Statistics Denmark asking any questions when they implement SAS software.

- [Statistisches Bundesamt](#) The German Federal Statistics Office provides "figures for everyone" using SAS.
- [The Scientific Institute of Public Health \(IPH\)](#) SAS allows the IPH to make health data more accessible.
- [University of Copenhagen](#) To help government and businesses make better sense of social data, University of Copenhagen uses SAS.
- [USAID](#) SAS provides complex data analysis capabilities for U.S. foreign aid workers.
- [US Air Education and Training Command](#) SAS analytics help minimize the cost of training while still accomplishing all Air Force training goals.
- [US Air Force Health Study](#) Using SAS, the US Air Force Health Study makes great strides in studying the effects of Agent Orange on Vietnam War veterans and their families.
- [US Air Force Personnel Center](#) The US Air Force relies on SAS for instant, worldwide access to personnel demographics -- saving hours, sometimes days, in responding to requests for information.



- [US Army Garrison – Redstone Arsenal](#) SAS Activity-Based Management simplifies tracking finances for the US Army Garrison – Redstone Arsenal.



- [US Census Bureau](#) To uncover the demographic details behind the largest headcount in American history, the US Census Bureau uses SAS.
- [US Census Bureau](#) SAS solutions help the US Census to collect insight on the demographics of the nation's school districts.
- [US Centers for Disease Control and Prevention](#) Reporting public health data with SAS is the best choice for the US Centers for Disease Control and Prevention.



- [US Department of Commerce](#) SAS Financial Intelligence provides information critical to managing a diverse federal agency.
- [US Department of the Treasury](#) With the assistance of SAS Financial Management Solutions, the US Department of the Treasury reports its first "clean" audits.
- [US Environmental Protection Agency \(EPA\)](#) Using SAS, the EPA is extending air quality analytical capabilities to state and local governments and tribes.
- [US Environmental Protection Agency \(EPA\)](#) Thanks to SAS, the US Environmental Protection Agency can let anyone with a Web browser retrieve information about health and environmental issues.
- [US Fish and Wildlife Service](#) SAS helps this federal agency streamline business processes and make performance-based decisions about expenses.
- [US Government Accountability Office](#) Managing and coordinating some 100 homeland security projects becomes much simpler for the US GAO when they work with SAS.



- [US Navy](#) The US Navy Cyber Defense Operations Command (NCDOC) handles network security incidents with increased speed and recognizes potential threats sooner than before.
- [US Navy](#) SAS Activity-Based Management helps Navy leaders identify resource shortfalls and realign resources to focus on core missions.

- [VDAB](#) As public funding decreases, the Flemish Service for Employment and Vocational Training (VDAB)relies on strategic performance management for the optimal balance of financial and operational perspectives.
- [Vienna City Administration](#) To improve quality and demonstrate transparency in public organization, Vienna City Administration seeks aid from SAS.
- [WorkCover NSW](#) Thanks to data mining

NAICS Codes	SIC Codes
541612 – Human Resources and Executive Search Consulting	7363 – Help Supply Services
541512 – Computer Systems Design Services	7371 – Customized Computer Programming Services
541611 – General Management Consulting Services	7372 – Prepackaged Software
541618 – Other Management Consulting Services	7373 – Computer Integrated System Design
541519 – Other Computer Related Services	7379 – Computer Related Services, Not Elsewhere Classified
541511 – Custom Computer Programming Services	
511210 – Software Publishers	

DOING BUSINESS WITH US

GSA Schedule 70 Vendor	CCR Registered Small Business – CDG Holding Company	Certified Woman-Owned Business Enterprise (WBE)
Certified Disadvantaged Business Enterprise (DBE)	Women-Owned Small Business (WOSB)	Partnered with Certified Service-Disabled Veteran Business (SDVB)

CONTACT INFORMATION

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