

Hawaii Professional Services RD8

**HRS 103D-304
Hawaii County**

June 30, 2025



nextgen people

Submitted By:

**Primary Contact: Lepora Fournoy, PhD
CEO, Nextgen People**

**Email: lepora@nextgenpeople.com/what
770.367.5444**

www.nextgenpeople.com/what

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COVER LETTER

June 27, 2025

Hawai'i County Department of Research & Development Hilo, Hawai'i
RE: Statement of Qualifications – RD.8 Workforce Development Services

Dear Evaluation Committee,

Nextgen People is pleased to submit our qualifications for Workforce Development Services under RD.8. Our experienced team has partnered with municipalities, nonprofits, and Fortune 500 organizations to design effective workforce development programs that deliver measurable impact. We bring deep expertise in public-sector workforce initiatives, cultural competency, and talent strategy, with a proven record of helping communities build sustainable career pathways in high-growth sectors including healthcare, clean energy, digital services, and more.

Our approach combines data-driven assessments, stakeholder engagement, co-designed curricula, and wraparound support services. We emphasize long-term impact, continuous improvement, and respect for local culture and community needs. Our leadership team includes seasoned HR strategists, instructional designers, and certified coaches dedicated to building resilient, inclusive workforces.

We have reviewed and acknowledge all submission requirements. Should you have any questions or need additional information, please contact using information below.

We look forward to the opportunity to partner with Hawai'i County and contribute to your vision of a thriving workforce.

Sincerely,
Dr. Lepora Flournoy
President & CEO
Nextgen People
lepora@nextgenpeople.com
770-367-5444

COMPANY OVERVIEW

Nextgen People is a premier provider of workforce development, talent strategy, and organizational consulting services dedicated to helping governments, nonprofits, and private-sector partners build resilient, future-ready workforces. Our team combines decades of experience in human resources strategy, leadership development, instructional design, and organizational change management. We bring deep expertise in aligning talent initiatives with broader economic goals, designing customized training programs, and supporting employers and communities in fostering inclusive, sustainable pathways to employment.

Founded on the principle that thriving organizations require thriving people, Nextgen People takes a holistic, data-informed approach to workforce development. Our programs address both immediate workforce needs and the long-term infrastructure necessary for community-wide economic resilience. We have partnered with city and county governments, major employers, and community-based organizations to deliver services that include sector-based training, coaching and leadership development, employer engagement, and wraparound support services such as childcare coordination, financial literacy education, and transportation solutions.

Our past projects demonstrate measurable impact in job placement rates, wage growth, employee engagement, and retention. Notably, we have guided organizations through change management initiatives impacting thousands of workers, supported public agencies in redesigning talent systems to improve efficiency and equity, and developed curriculum that has been delivered both virtually and in-person to diverse populations across multiple states.

Nextgen People's leadership team brings advanced credentials across human resources, organizational psychology, and learning and development, including certifications in executive coaching, change management, DEI facilitation, instructional design, and data analytics. Our firm is committed to continuous improvement, leveraging rigorous evaluation methods, participant feedback, and labor market analysis to ensure our work meets the evolving needs of our clients and the communities they serve.

We believe that every workforce development engagement is an opportunity to build not only individual skills but also stronger communities. By combining evidence-based practices, cultural responsiveness, and innovative delivery models, we deliver lasting solutions that help both employers and workers thrive.

Relevant Experience & Past Performance

Nextgen People has successfully designed and delivered workforce development initiatives across diverse sectors, including healthcare, clean energy, and digital services. Our team has facilitated programs resulting in over 2,500 individuals placed into sustainable employment pathways in the past three years. We have partnered with municipal governments, non-profit coalitions, and employer councils to deliver sector-based training, coaching services, and wraparound supports.

Notably, our work with the Delta Air Lines change management strategy supported 20,000+ employees, and our healthcare client engagements resulted in process improvement, \$325,000 annual cost savings and increased talent retention. Across all programs, we maintain rigorous evaluation systems and consistently receive positive feedback from participants and stakeholders, demonstrating measurable improvements in skills acquisition, career advancement, and community impact.

Nextgen People's leadership team brings decades of combined experience designing, delivering, and evaluating workforce development initiatives at the municipal, regional, and national levels. Our work includes collaborating with public sector agencies, Fortune 500 employers, and community-based organizations to address unique workforce challenges and advance economic mobility. We have led projects that involve customized curriculum design, large-scale training deployments, and multi-year program management initiatives, achieving measurable results in job placements, wage increases, and retention improvements.

Our programs often integrate culturally responsive practices, as demonstrated in our community-based work with Native Hawaiian and Pacific Islander organizations. We have designed hybrid and virtual learning solutions, helping clients adapt to changing workforce needs during the COVID-19 pandemic, and have supported projects that included outreach to rural and underserved communities. Past performance includes facilitation of more than 250 leadership development cohorts, creation of more than 100 customized training modules, and the development of data-driven dashboards to monitor program impact, ensuring transparent reporting and continuous improvement.



NEXTGEN PEOPLE

CAPABILITY STATEMENT

UEI: KLLQSAHVNZD6

770.367.5444
Work Area: Global

Lepora Flournoy, PhD: CEO

drlepora@nextgenpeople.com
www.nextgenpeople.com

About Nextgen People

Nextgen People is a cutting-edge AI enabled comprehensive talent management and consulting firm dedicated to modernizing organizations and their leaders. With a proven track record of aligning talent and business strategies, we deliver integrated HR solutions that enhance performance and maximize ROI. Our services include talent management, executive coaching, recruitment, AI HR consulting, facilitation, leadership development process improvement and more, all tailored to meet the unique needs of our clients.

Core Competencies

- Comprehensive Talent and Performance Management Solutions
- Artificial Intelligence (AI) HR Roadmap Strategy to Execution
- Change Management and Organizational Transformation
- Coaching and Assessments for C-Suite, Executive and other Leaders
- Leadership Development and Professional Training
- Best Practices & Efficiencies Process Improvement & Re-engineering
- Facilitation: Board, Strategic Planning, NLAs and other purposes
- Organization Design and Role Architecture
- M&A Due Diligence and Integration

Past Performance Achievements & Customers

- Streamlined Talent Management (Performance Management, Succession
- Planning etc.) at ManpowerGroup for improved employee-centric processes.
- Led Delta Air Lines' enterprise-wide Office 365 rollout, enhancing workforce productivity.
- Spearheaded Workday implementation at Equifax, saving \$325K annually.
- Automated time and attendance/payroll systems for the City of Atlanta, achieving \$2.5 million in savings.
- Delivered executive coaching and assessments leading to leader and organization ROI for Comcast, Allstate, Dick's Sporting Goods, etc.
- Managed extensive workforce expansion and reduction during pandemic-related growth at Cepheid.

Professional Certifications

- Society for Human Resources Professionals- Senior Certified Professional
- (SHRM-SCP)
- Senior Professional in Human Resources (SPHR)
- Six Sigma Master Black Belt
- Prosci Change Management
- Certified Scrum Master
- (PMP) Project Management Professional
- ICF Master & Professional Coaching Certification (MCCs) and PCCs)
- Team and Group Coaching Certifications
- Hogan Leadership Assessment Index
- Leadership Circle 360
- Center for Creative Leadership 360 Benchmarking Certification
- Gallup Clifton Strengths StrengthsFinders 2.0
- Patrick Lencioni- 6 Types of Working Genius Team Coaching & Facilitation
- (MBTI) Myers Briggs Personality Instrument
- DiSC Team and Behavioral Assessment
- Eq- i 2.0 Emotional Intelligence Assessment
- Masters & PhD level professionals
- Etc.

Business Certifications

- 8a- Minority-Owned Small Business
- (WOSB) Women-Owned Small Business
- (NMSDC) National Minority Supplier Development Council
- DBE- Disadvantaged Business Enterprise- GDOT

Differentiators

- Global Network of Highly Experienced Experts
- Proven ROI and Value to Clients
- Artificial Intelligence AI Strategies and Tools for Effectiveness and Efficiencies
- Innovative Application of Best Practices and Lessons Learned
- High-Quality, Credentialed Team, Modernizing Organizations and Leaders
- Comprehensive and Integrated Talent Management from Strategy to Implementation

DUNS NUMBER: 056191272

Company Codes

CAGE CODE: 7U9B1

NAICS CODES:

- 541611 – General Management Consulting Services
- 541612 – Human Resources Consulting Services
- 541614 – Logistics management consulting services
- 541618 – Other Management Consulting Services
- 541690 – Other Scientific and Technical Consulting Services
- 541720 – Research and Development in the Social Sciences and Humanities
- 541990 – All Other Professional, Scientific, and Technical Services
- 611430 – Professional and Management Development Training
- 624310 – Vocational Rehabilitation Services
- NIGP CODES: 91875, 95877, 96156



WORKFORCE DEVELOPMENT STRATEGY APPROACH

WORKFORCE DEVELOPMENT STRATEGY APPROACH

Our program offers a robust, multi-phase approach to workforce development, uniquely tailored to Hawaii County. We address immediate employment needs and build pathways to sustainable careers, prioritizing cultural values and community connections. Our strategy combines skills assessments, career pathway planning, sector-focused training, employer partnerships, and holistic support services to ensure equitable access and measurable success across diverse populations.

Program Philosophy

We focus on community-centered development, co-designing initiatives with local leaders and incorporating traditional practices. Training aligns with high-demand industries like tourism, healthcare, clean energy, agriculture technology, and digital services. Support services address systemic barriers with wraparound solutions such as childcare, transportation, and financial empowerment programs.

Core Program Components

Skills Assessment & Career Pathways

Includes validated assessments, career mapping with milestones, labor market analysis, employer input surveys, and integration of transferable skills from cultural and traditional occupations.

Training & Education

Provides sector-specific programs in healthcare (CNA, elder care), clean energy (solar installation, sustainability), digital technology (literacy, remote work), and tourism innovation (cultural tourism, hospitality management).

Employer Partnerships

Facilitates regular roundtables, co-developed training tracks, apprenticeships, and guaranteed interview programs. Supports small businesses and family-owned enterprises with entrepreneurship coaching and microenterprise development.

WORKFORCE DEVELOPMENT STRATEGY APPROACH

Specialized Services

Delivers targeted support for youth, displaced workers, veterans, and those with barriers to employment (disabilities, language barriers, justice-involved populations).

Support Services Integration

Offers childcare, transportation solutions, financial literacy education, emergency assistance, cultural competency training, and mobile training delivery to remote areas.

Performance Measurement & Continuous Improvement

Measures include placement rates, wage growth, employer satisfaction, program completions, and participant advancement over time. We use quarterly reviews, annual employer assessments, exit interviews, and industry-driven curriculum updates to continuously improve. Our approach ensures alignment with community needs, fosters economic resilience, and strengthens Hawaii County's long-term workforce capacity.



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KEY PERSONNEL QUALIFICATIONS

KEY PERSONNEL QUALIFICATIONS

ROLE	NAME	BIO/EXPERIENCE	PROJECT ROLE DESCRIPTION
Program Director	Mayah Johnson	Experienced leader in public sector program management, specializing in workforce development, strategic planning, and stakeholder engagement.	Oversees overall program execution, manages staff, ensures alignment with County goals, and leads stakeholder meetings.
Training Manager	Dr. Lisa Hammonds	Over 20 years in leadership training, instructional design, and facilitation. Expertise in hybrid delivery, eLearning, and succession planning.	Leads curriculum design, trainer recruitment, quality assurance, and evaluation of training effectiveness.
Employer Engagement & Participant Services Coordinator	Mayah Johnson	Proven record building employer partnerships, designing apprenticeship pathways, and managing participant intake, case management, and career coaching.	Engages employers, secures work-based learning opportunities, manages participant intake and career mapping processes.
Support Services Manager	Mayah Johnson	Coordinates holistic support programs, including childcare, transportation, and financial services. Ensures participant needs are met for success.	Integrates wraparound services into program delivery, liaises with service partners, and monitors participant barriers.
Data & Evaluation Specialist	Georgia Edet	Specialist in compensation strategy, workforce analytics, and HR data analysis. Experienced in public and private sector projects.	Develops data tracking systems, analyzes program outcomes, prepares reports, and advises on continuous improvement strategies.
Cultural Integration Advisor	Juliette Austin	Over two decades leading global DEI initiatives, organizational development, and cultural change projects. Expert in intercultural development.	Advises on cultural integration, ensures programs are inclusive and reflective of local community values, and leads staff training on cultural competency.



Lepora Flournoy

CEO

English • Spanish

Personal Summary

Dr. Lepora Flournoy is a seasoned HR executive and certified executive coach with over 20 years of experience aligning talent and organizational strategy with business goals across government, transportation, healthcare, and corporate sectors. With advanced credentials including SHRM-SCP, SPHR, and Prosci, she brings a data-informed, people-centered approach to leadership development, workforce planning, and organizational change. Her work spans performance management redesigns, M&A change leadership, executive coaching, and culture transformation initiatives. Lepora has consulted with public and private organizations, including Delta Air Lines and the City of Atlanta, delivering measurable outcomes in leadership effectiveness, employee engagement, and operational efficiency, aligned with strategic goals.

Career Highlights

Dr. Lepora Flournoy led an M&A change leadership development initiative with 96% adoption and improved succession readiness by 35% globally at Cepheid. At Equifax, she drove a talent transformation that increased succession pipeline health by 21% and generated \$325K in savings through enterprise change efforts. Lepora automated payroll and restructured processes at the City of Atlanta, resulting in \$2.5M in annual savings. She improved employee engagement from 26% to 73% in one year as Chief Procurement Officer at Hartsfield-Jackson Atlanta International Airport. Her work consistently delivers measurable impact through talent strategy, leadership coaching, DEI integration, and high-stakes facilitation supporting culture shifts and executive development.

Niche Areas of Expertise

- ❖ Executive and Leadership Coaching (ICF-PCC Certified)
- ❖ Succession Planning & Talent Pipeline Development
- ❖ Organizational Change & Culture Transformation
- ❖ Strategic Workforce Planning & Talent Gap Assessment
- ❖ Performance Management Process Redesign
- ❖ Diversity, Equity, and Inclusion Program Strategy
- ❖ 360 Feedback & Executive Assessment (Hogan, DiSC, CCL)

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- ❖ HR Process Automation & Operational Efficiency
- ❖ M&A Change Leadership and Integration
- ❖ Public Sector and Transportation Industry Consulting
- ❖ Leadership Development Curriculum Design
- ❖ AI Applications in HR Strategy
- ❖ Facilitation of Executive and Team Strategy Sessions
- ❖ Data-Driven Decision Making in Talent Strategy

Industry Experience

- ❖ Professional Services
- ❖ Foods and Beverage
- ❖ Health Care
- ❖ HR
- ❖ Telecommunications
- ❖ Air and Transport
- ❖ Financial Services
- ❖ Insurance
- ❖ Biotechnology
- ❖ Government
- ❖ Nonprofit

Education

- ❖ University at Albany, SUNY, PhD. Management and Organizational Behavior
- ❖ University of South Carolina, Clinical Psychology
- ❖ University at Buffalo, SUNY, BA, Psychology and Sociology

Certifications

- ❖ ICF PCC Professional Coaching Certification)
- ❖ ICF PCC Professional Coaching Certification
- ❖ Hogan Leadership Assessments
- ❖ Center for Creative Leadership (CCL)
- ❖ Leadership and Benchmarking Assessment
- ❖ AI Certifications
- ❖ Prosci Change Management
- ❖ Master Six Sigma Black Belt
- ❖ SHRM-SCP / SPHR
- ❖ PMP/ Certified Scrum Master (CSM)



Myah Johnson

Program Director • Employer
Engagement & Participant
Services Coordinator

Personal Summary

Myah Johnson is a seasoned public administration leader with over a decade of experience driving measurable outcomes in policy analysis, compliance, project management, and government relations. She excels at leading high-performing teams, building employer partnerships, and aligning strategic initiatives across the public and private sectors. Myah has overseen multimillion-dollar programs, enhanced regulatory systems, and guided complex government and nonprofit projects. Her background in public policy and community engagement underpins her ability to deliver operational excellence, facilitate cross-functional collaboration, and implement innovative workforce development programs. With a Master of Public Administration and certifications in systems administration and organizational leadership, Myah combines analytical rigor with a people-first approach, supporting holistic services to ensure participant success while advancing organizational goals.

Career Highlights

Myah Johnson has led initiatives in public administration, guiding government and nonprofit projects focused on policy compliance, performance improvement, and stakeholder engagement. She has enhanced regulatory systems, improved operations, and increased transparency in public sector performance. Myah excels in overseeing complex programs, facilitating cross-functional collaboration, and coaching teams toward clear goals and evaluation cycles. Her experience spans project management, community engagement, and leadership development, consistently driving improvements in program outcomes and organizational effectiveness. With a background in government relations and public policy, she is adept at advising on evaluation standards, aligning

initiatives with strategic goals and supporting high-impact workforce development and support services programs.

Niche Areas of Expertise

- ❖ Public Administration
- ❖ Policy Analysis and Development
- ❖ Government Relations
- ❖ Compliance Oversight
- ❖ Project and Program Management
- ❖ Strategic Initiative Implementation
- ❖ Performance Improvement Processes
- ❖ Cross-Functional Team Leadership
- ❖ Community and Economic Development
- ❖ Talent Development and Supervision
- ❖ Organizational Systems Design
- ❖ Stakeholder Engagement
- ❖ Ethics in Public Leadership
- ❖ Public Sector Operations
- ❖ Community Outreach and Constituency Services

Industry Experience

- ❖ Government
- ❖ Political Consulting
- ❖ Healthcare
- ❖ Information Technology
- ❖ Financial Services

Education

- ❖ Clayton State University – Master of Public Administration
- ❖ Georgia State University – Bachelor of Arts in Political Science

Certifications

- ❖ Tech Bridge Technology Career Program – Certified System Administrator
- ❖ Team Arena – Organizing Director Certification



Lisa Hammond Ed.D

Training Manager

Personal Summary

Dr. Lisa Hammonds is a seasoned strategist and facilitator with extensive experience in leadership development, performance coaching, and instructional design. She partners with public sector and academic institutions to create impactful learning programs that build managerial capability and foster cultural alignment. Grounded in adult learning theory, her approach blends virtual and in-person delivery, 360-feedback tools, and practical strategies to enhance individual and organizational growth. Lisa excels at helping leaders think critically, adapt behavior, and strengthen team dynamics. She is particularly skilled at integrating eLearning design, curriculum audits, and compliance training into cohesive programs that drive lasting impact. As a committed consultant with Nextgen People, Lisa supports clients with a results-oriented mindset and a passion for creating measurable, transformative learning experiences.

Career Highlights

Dr. Lisa Hammonds has led impactful leadership training, workforce readiness programs, and train-the-trainer initiatives for respected clients across the public sector and higher education. She designs and delivers tailored instructional strategy, compliance training, and team-based learning solutions that address organizational needs and build long-term capability. Lisa excels at coaching professionals to navigate conflict, improve team dynamics, and strengthen leadership presence. Her work weaves together eLearning design, curriculum audits, and adult learning methodology to drive lasting behavioral change. As a trusted consultant and integral member of Nextgen People, Lisa brings a practical mindset and a deep commitment to measurable, transformative learning—helping clients strengthen succession pipelines, embed cultural alignment, and equip leaders to perform with confidence in an evolving workplace. 14 of 28

Niche Areas of Expertise

- ❖ Leadership Development for Mid-to Senior-Level Managers
- ❖ Train-the-Trainer Program Design and Delivery
- ❖ Public Sector Learning Initiatives
- ❖ Adult Learning Theory & Instructional Design
- ❖ Strategic Facilitation for Culture, Planning, and Process
- ❖ Executive & Leadership Coaching
- ❖ Workforce Development and Succession Planning
- ❖ Conflict Resolution and Compliance Training
- ❖ Equity-Centered Leadership and DEI Facilitation
- ❖ Curriculum Audits and eLearning Strategy
- ❖ 360-Degree Feedback Implementation
- ❖ Hybrid Learning Delivery (Virtual + In-Person)

Industry Experience

- ❖ Government / Public Sector
- ❖ Higher Education
- ❖ Healthcare & Health Sciences
- ❖ Labor & Workforce Training
- ❖ Corporate / Professional Services
- ❖ eLearning & Technology Enhanced Education

Education

- ❖ Texas Wesleyan University
Doctor of Education –EdD
- ❖ Capella University
Master of Science , Adult and Continuing Education and Teaching

Certifications

- ❖ HUB certified



Juliette Austin

Cultural Integration Advisor

English • French

Personal Summary

Juliette Austin is a transformational HR Consultant and DEI Specialist with extensive experience helping global organizations build inclusive, sustainable cultures. With a foundation in Industrial-Organizational Psychology, she combines organizational development, appreciative inquiry, and intercultural frameworks to craft HR solutions that foster belonging, agility, and resilience. Juliette partners with senior leaders to redesign talent systems, develop inclusive leadership, and embed equitable practices across recruitment, performance, and engagement. Her dual residency in New York and Accra informs a global perspective on bias mitigation and cross-cultural leadership. Known for her evidence-based approach and deep cultural insight, Juliette drives alignment and human flourishing, enabling organizations to thrive in a complex, interconnected economy where inclusivity is critical for growth and innovation.

Ask ChatGPT

Career Highlights

Juliette Austin has guided global organizations through complex cultural change, leading DEI and employee engagement strategies that have transformed leadership, talent systems, and organizational culture. She has driven the overhaul of DEI strategy at Zillow, launched inclusive leadership programs at Presidio, and spearheaded cross-cultural initiatives at the Gates Foundation. Juliette has established DEI councils, embedded inclusive practices into core business functions, and advised leaders on building agile, high-performing cultures. Her work consistently results in stronger alignment, improved employee engagement, and lasting transformation. As a trusted advisor and executive coach, Juliette helps leaders reimagine systems and structures that embed belonging, foster innovation, and sustain growth in a global marketplace.

Niche Areas of Expertise

- ❖ Organizational Development
- ❖ Diversity, Equity, Inclusion & Belonging (DEIB)

- ❖ Cross-Cultural Competency
- ❖ Inclusive Hiring Practices
- ❖ Employee Engagement Strategies
- ❖ Leadership & Team Learning Development
- ❖ Executive Coaching
- ❖ Intercultural Development Inventory (IDI) Facilitation
- ❖ Strategy & Change Management
- ❖ Talent Management Systems
- ❖ Culture Diagnostics & Assessments
- ❖ ERG & DEI Council Development
- ❖ Global People Analytics
- ❖ Appreciative Inquiry Facilitation

Industry Experience

- ❖ Government-related partnerships (nonprofit affiliates)
- ❖ Technology
- ❖ Philanthropy & Nonprofit
- ❖ Professional Services & Consulting
- ❖ Media & Digital Publishing
- ❖ Higher Education
- ❖ Imaging & Electronics

Education

- ❖ Hofstra University — Master of Arts in Industrial/Organizational Psychology
- ❖ University of Massachusetts, Amherst — Bachelor of Arts in Psychology

Certifications

- ❖ Certified Intercultural Development Inventory (IDI), IDI LLC
- ❖ Certified Global Competency Practitioner, Global Leadership Excellence
- ❖ Cornell University – Organization Design for Global Growth
- ❖ Leading Leaders (Leadership Practices Inventory - LPI)
- ❖ Thayer Leadership Development Program
- ❖ Holistic Health Certification, Institute for Integrative Nutrition (IIN)



Georgia Edet

Data & Evaluation Specialist

Personal Summary

Georgia Edet is a strategic HR consultant with expertise in compensation, workforce analytics, and job evaluation. She specializes in building equitable pay structures and translating complex data into clear, actionable strategies that strengthen organizational effectiveness. With a background in industrial-organizational psychology, Georgia combines analytical rigor with a thoughtful, stakeholder-focused approach. Her proficiency with tools like Workday, Salesforce, and Excel supports her ability to deliver precision-driven HR solutions. Known for her professionalism and commitment to high-quality results, Georgia excels in guiding leaders and professionals through coaching and consulting engagements. Her work empowers organizations to enhance equity, optimize workforce planning, and foster personal and leadership growth, especially in compliance-driven environments such as government, healthcare, and professional services.

Career Highlights

Georgia Edet has led impactful projects in compensation strategy, salary benchmarking, and pay structure development across both public and private sector environments. She has guided leaders on compliance with employment regulations, developed incentive plans aligned with workforce analytics, and contributed to strategic workforce planning initiatives. Georgia excels at transforming complex HR data into clear, actionable insights that drive equity and organizational effectiveness. With a strong foundation in industrial-organizational psychology, she brings a consultative approach that combines analytical rigor with stakeholder-focused coaching. Georgia's experience spans fast-paced, compliance-driven settings including government, healthcare, and staffing, where she has empowered leaders and

high-performing professionals to advance personal growth, improve team performance, and strengthen leadership capabilities through data-informed strategy and coaching.

Niche Areas of Expertise

- ❖ Compensation Strategy & Job Evaluation
- ❖ Salary Benchmarking & Pay Equity Analysis
- ❖ Workforce Analytics & Data Interpretation
- ❖ HR Policy & Compliance (FLSA, EEO)
- ❖ Talent Planning & Staffing Strategy
- ❖ Workday & Salesforce HRIS Proficiency
- ❖ Stakeholder Engagement & Advisory
- ❖ Industrial/Organizational Psychology Applications
- ❖ Strategic Coaching for Professional Growth

Industry Experience

- ❖ Federal Government / Public Sector
- ❖ Healthcare / Staffing & Workforce Solutions
- ❖ Consulting / Professional Services

Education

- ❖ University of Maryland, College Park, MD - Master of Professional Studies in Industrial/Organizational Psychology (2020)
- ❖ Bowie State University, Bowie, MD - Bachelor of Science in Psychology (2017)

Certifications

- ❖ SHRM-CP



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REFERENCES

REFERENCES

REFERENCE #1:

Company Name	HR Business Solutions & Harvard Group, Intl.
Contact Name	Clem Johnson, Managing Director
Address, City, State, Zip	5806 State Bridge Rd #159, Johns Creek, GA 30097
Phone Number	678.429.6299
E-mail Address	cjohnson@harvardsearch.com
Types of Services Provided 2022-20203	Dr. Lepora Flournoy led executive coaching and HR consulting for nonprofit clients, focusing on leadership development, talent strategy, and building inclusive culture frameworks.
Date:	2024

REFERENCE #2:

Company Name	City of Atlanta - Fulton County Government
Contact Name	Lateef Ashekun, Deputy CIO
Address, City, State, Zip	141 Pryor Street, SW, Atlanta, GA 30303
Phone Number	301.332.1703
E-mail Address	lateefashekun@yahoo.com
Types of Services Provided 2022-20203	Dr. Lepora Flournoy led HR consulting and training services including organizational assessments, talent management system design, and delivery of customized training programs to public sector teams.
Date:	2024

REFERENCES

REFERENCE #3:

Company Name	Delta Air Lines
Contact Name	Mahesh Sogal, Managing Director
Address, City, State, Zip	1030 Delta Boulevard, Atlanta, GA 30354
Phone Number	404.715.2600
E-mail Address	mahesh.sogal@delta.com
Types of Services Provided 2022-20203	Dr. Lepora Flournoy provided HR and change management consulting, including development and implementation of enterprise-wide change initiatives, leadership coaching, and employee engagement strategies.
Date:	2021



nextgen people

BUSINESS CERTIFICATION & DOCUMENTS

GEORGIA BUSINESS CERTIFICATION PROGRAM

CERTIFICATE

ISSUED TO



Certified Small Minority-Owned

ISSUE DATE

EXPIRATION DATE
21 of 28

A handwritten signature in black ink, reading "Rebecca Sullivan".

REBECCA SULLIVAN
COMMISSIONER, DOAS

CERTIFICATE NUMBER



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
03/21/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER NUTMEG INS AGENCY INC/PHS 76210781 The Hartford Business Service Center 3600 Wiseman Blvd San Antonio, TX 78251		CONTACT NAME: PHONE (A/C, No, Ext): (888) 925-3137 FAX (A/C, No): E-MAIL ADDRESS:															
INSURED Nextgen People LLC 653 KING SWORD CT SE MABLETON GA 30126-6436		<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC#</th> </tr> </thead> <tbody> <tr> <td>INSURER A : Property and Casualty Insurance Company of Hartford</td> <td>34690</td> </tr> <tr> <td>INSURER B : Nutmeg Insurance Company</td> <td>39608</td> </tr> <tr> <td>INSURER C :</td> <td></td> </tr> <tr> <td>INSURER D :</td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE	NAIC#	INSURER A : Property and Casualty Insurance Company of Hartford	34690	INSURER B : Nutmeg Insurance Company	39608	INSURER C :		INSURER D :		INSURER E :		INSURER F :	
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INSURER B : Nutmeg Insurance Company	39608																
INSURER C :																	
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INSURER F :																	

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	COMMERCIAL GENERAL LIABILITY			76 SBU BR3FVF	03/21/2025	03/21/2026	EACH OCCURRENCE	\$2,000,000
	CLAIMS-MADE ☒ OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	\$1,000,000
	☒ General Liability						MED EXP (Any one person)	\$10,000
	GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:						PERSONAL & ADV INJURY	\$2,000,000
							GENERAL AGGREGATE	\$4,000,000
							PRODUCTS - COMP/OP AGG	\$4,000,000
A	AUTOMOBILE LIABILITY			76 SBU BR3FVF	03/21/2025	03/21/2026	COMBINED SINGLE LIMIT (Ea accident)	\$2,000,000
	ANY AUTO						BODILY INJURY (Per person)	
	ALL OWNED AUTOS		SCHEDULED AUTOS				BODILY INJURY (Per accident)	
	☒ HIRED AUTOS	☒	NON-OWNED AUTOS				PROPERTY DAMAGE (Per accident)	
	UMBRELLA LIAB EXCESS LIAB						EACH OCCURRENCE	
							AGGREGATE	
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY			76 WEG BR3FVG	03/21/2025	03/21/2026	☒ PER STATUTE ☐ OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	Y/N	N/A				E.L. EACH ACCIDENT	\$1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	\$1,000,000
							E.L. DISEASE - POLICY LIMIT	\$1,000,000
A	Professional Liability			76 SBU BR3FVF	03/21/2025	03/21/2026	Each Claim Limit	\$1,000,000
							Aggregate Limit	\$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Those usual to the Insured's Operations.

CERTIFICATE HOLDER

For Informational Purposes
653 KING SWORD CT SE
MABLETON GA 30126-6436

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Suean L. Castaneda

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Request for Taxpayer Identification Number and Certification

Go to www.irs.gov/FormW9 for instructions and the latest information.

Give form to the
requester. Do not
send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)	
	Nextgen People	
	2 Business name/disregarded entity name, if different from above.	
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. ☐ Individual/sole proprietor ☒ C corporation ☐ S corporation ☐ Partnership ☐ Trust/estate ☒ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. ☐ Other (see instructions) _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ (Applies to accounts maintained outside the United States.)
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐	
5 Address (number, street, and apt. or suite no.). See instructions. 653 King Sword Court	6 City, state, and ZIP code Mableton, GA 30126	
7 List account number(s) here (optional)		

Part I Taxpayer Identification Number (TIN)	Social security number										
Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see <i>How to get a TIN</i> , later.	<table><tr><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td></tr></table>				-						
			-								
Note: If the account is in more than one name, see the instructions for line 1. See also <i>What Name and Number To Give the Requester</i> for guidelines on whose number to enter.	or										
	Employer identification number										
	<table><tr><td>3</td><td>8</td><td>-</td><td>3</td><td>9</td><td>9</td><td>5</td><td>6</td><td>3</td><td>1</td></tr></table>	3	8	-	3	9	9	5	6	3	1
3	8	-	3	9	9	5	6	3	1		

Part II Certification					
Under penalties of perjury, I certify that:					
1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and					
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and					
3. I am a U.S. citizen or other U.S. person (defined below); and					
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.					
Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.					
Sign Here	<table><tr><td>Signature of U.S. person</td><td></td><td>Date</td><td>4/3/2025</td></tr></table>	Signature of U.S. person		Date	4/3/2025
Signature of U.S. person		Date	4/3/2025		

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

THIS CERTIFIES THAT

Nextgen People, LLC



* Nationally certified by the: **GEORGIA MINORITY SUPPLIER DEVELOPMENT COUNCIL**

*NAICS Code(s): 541612; 541611; 541618; 541614; 611430; 541990; 541613

* Description of their product/services as defined by the North American Industry Classification System (NAICS)

05/28/2025

Issued Date

AT241937

Certificate Number

05/31/2026

Expiration Date

A handwritten signature in black ink, appearing to read "Ying McGuire", is positioned above the name and title of the NMSDC CEO and President.

Ying McGuire
NMSDC CEO and President

A handwritten signature in black ink, appearing to read "Stacey Key", is positioned above the name and title of the NMSDC President and CEO.

Stacey Key, President and CEO

By using your password (NMSDC issued only), authorized users may log into NMSDC Central to view the entire profile: <http://nmsdc.org>

Certify, Develop, Connect, Advocate.

* MBEs certified by an Affiliate of the National Minority Supplier Development Council, Inc.®



www.sba.gov/wosbready

Women Owned Small Business Federal Contracting Program | 409 Third St. SW | WDC 20416

6/21/2021

Lepora Flournoy
RESULTS CONSULTING COMPANY, LLC
653 KING SWORD CT SE
MABLETON, GA

Dear Lepora Flournoy:

Congratulations! Your firm has been certified as an Economically Disadvantaged Women-Owned Small Business (EDWOSB) by the U.S. Small Business Administration (SBA) for the Women-Owned Small Business Federal Contract Program (WOSB Program), as set forth in Title 13, Part 127 of the Code of Federal Regulations (CFR).

In order to maintain your certification, your firm is required to annually attest to meeting the WOSB Program requirements set forth in 13 CFR Part 127. This annual attestation must be submitted within 30 days of the anniversary date of your certification, which is the date on this letter. Additionally, your firm must undergo a program examination every three years conducted by SBA or a third-party certifier. Instructions for maintaining EDWOSB certification are available at 13 CFR 127.400 and at <https://beta.Certify.sba.gov>.

Your firm must immediately notify SBA of any material changes that could affect its eligibility. 13 CFR 127.401. This notification must be in writing and must be uploaded into the firm's profile in beta.Certify.sba.gov. Your firm must not misrepresent its EDWOSB certification status to any other party, including any local or State government contracting official or the Federal government or any of its contracting officials.

As a certified EDWOSB, there are valuable free resources available to you. These include:

- SBA Resource Partners: For general assistance on various topics, information on SBA programs, and upcoming small business events in your area. You can find your local resource partner by visiting: <https://www.sba.gov/tools/local-assistance>.
- WOSB website: For specific resources on government contracting and the WOSB Federal Contracting Program, please visit: <https://www.sba.gov/wosbready>.
- SBA's 7(j) Program: EDWOSB firms may also be eligible for 7(j) management and technical assistance by contacting their local SBA district office please visit: <https://www.sba.gov/tools/local-assistance>.

As a EDWOSB certified firm in the WOSB Federal Contracting Program, **you CAN** use the [EDWOSB Icon](#) on your business' website, business cards, social media profiles, and in your capability statements and proposal bids. However, **you CANNOT** use the digital icon to express or imply endorsement of any goods, services, entities, or individuals. Thus, **the digital icon CANNOT be used** on a company's letterhead, marketing materials or advertising, whether paid or public service announcement (PSA), traditional or digital. The following are instructions to access your digital icon:

1. Visit the following link: <https://www.sba.gov/brand/for-partners/resource-partners-grantees/>;
2. Under General Materials, click on "Decals and Web Icons";
3. The Icons should download on your computer; select "Open File"; and
4. Select/use only the Icon(s) that reflect the Program(s) in which you are currently certified

If you have general questions regarding the WOSB Program, you may submit them to the SBA via the help tab at <https://beta.certify.sba.gov/help> or check the SBA web site, www.sba.gov/wosbready.

Wishing you much success!

Sincerely,

Thomas J. McGrath

Thomas McGrath
Deputy Director
Office of Government Contracting



Russell R. McMurtry, P.E., Commissioner
One Georgia Center
600 West Peachtree Street, NW
Atlanta, GA 30308

March 11, 2025

AMENDED

Dr. Lepora **Flournoy**, President/CEO
Nextgen People, LLC
653 King Sword Court
Mableton, GA 30126

ANNIVERSARY DATE: Annually on April 19th

Dr. Lepora **Flournoy**:

The Georgia Department of Transportation reviewed your Georgia Uniform Certification Disadvantaged Business Enterprise (DBE) application. Our evaluation of the information submitted with your request for certification indicates that your firm meets the criteria outlined in Federal Regulations 49 CFR, Part 26.

DBE Certification is continuous; however, it is contingent upon the firm maintaining its eligibility annually through this office. You will receive an Annual Affidavit for Continuing Eligibility (AACE) and request for Personal Financial Statement (PFS) approximately thirty days prior to your firm's certification anniversary date. **The Annual Affidavit for Continuing Eligibility document must be completed, signed, and returned to our office before your anniversary date to continue your firm's eligibility as a DBE.**

Your firm will be listed in Georgia's UCP DBE Directory which can be accessed through the Department's website: www.dot.ga.gov. Prime contractors and consultants can verify your firm's DBE certification status and identify the work area(s) for which the firm is DBE eligible through this Directory.

Your GDOT Vendor ID Code is: 11798

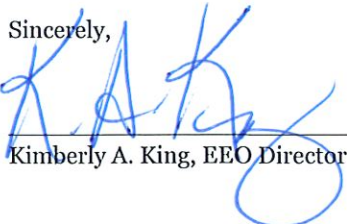
Your firm has been certified to provide the following services as outlined in the North American Industry Classification System (NAICS):

541611	Administrative Management and General Management Consulting Services
541612	Human Resources Consulting Services
561312	Executive Search Services

It is your obligation to notify GUCP of any changes in ownership and/or control of your company. If at any time during the year there is a change in ownership and/or control of your firm, you are required to notify this office of such change in writing by sworn affidavit and with supporting documents within thirty (30) days. Changes also include but are not limited to officers, directors, management, key personnel, scope of work performed, daily operations, ongoing business relationships with other firms or individuals, or the physical location of your firm. Failure to do so will be deemed a failure, on your part, to cooperate and will result in immediate actions to remove DBE certification in accordance with **49 CFR Part 26, Section 16.109 (c)** of the Federal DOT Regulation.

Questions and concerns should be directed to this office by mail or telephone. Our telephone number is (404) 631-1972. Our fax number is (404) 631-1943.

Sincerely,



Kimberly A. King, EEO Director



nextgen people

THANK YOU FOR YOUR CONSIDERATION!

Contact: Dr. Lepora, SHRM-SCP, SPHR, PCC, CCL,
Prosci, SSBB, CSM, PMP, CEO

Lepora@nextgenpeople.com
770.367.5444

www.nextgenpeople.com/what