



TIER ONE TALENT & INTEL RECRUITING

Mission-Ready Talent. Defense-Built Solutions.

Veteran-Owned | Cleared | Federal Contracting Specialists

SBA 8(a)

WOSB

SDVOSB

A veteran-owned firm built by operators who understand the mission. We deliver cleared talent and federal contracting expertise to companies entering — and excelling in — the defense and intelligence markets.

FEDERAL CONSULTING

For companies entering defense and intelligence markets:

- Facility Clearance (FCL) establishment & management
- FSO / ITPSO / SMO program development
- NISPOM compliance & security program build-out
- SAM.gov registration & federal market entry
- Capture strategy & proposal support
- Prime contractor relationship development
- DCAA compliance & pre-award survey readiness

CLEARED RECRUITING & STAFFING

For primes and contractors sourcing cleared talent:

- Cleared recruiting — Secret through TS/SCI w/ Poly
- Intelligence Community staffing
- Executive search — VP & Director-level placements
- Technical & mission-critical roles
- Rapid-fill contingent staffing
- Workforce optimization consulting
- Long-term talent pipeline development

PROVEN PERFORMANCE

- Cleared placements spanning technical specialists through VP and Director-level leadership across IC and DoD programs
- Consistent time-to-fill of 2–3 weeks on TS/SCI and Full-Scope Poly requirements
- Accelerated FCL program establishment — compressing the standard 12–18-month process into a fraction of the time
- Capture and proposal support contributing to successful contract awards
- End-to-end DCAA compliance support — rate development, accounting system setup, and pre-award survey preparation

CONTRACT VEHICLE EXPERIENCE

OASIS | CIO-SP3 | RS3 | SeaPort NxG | ATEP II | EMERALD | GEO-SPI | MACSS

Supporting programs across NSA, CIA, DIA, and broader DoD

INDUSTRIES SERVED: Defense • Intelligence Community • Aerospace • IT & Technology • Federal Contracting

THE TIER ONE DIFFERENCE

We don't just advise federal contractors — we've built one.

From entity formation through facility clearance to staffed execution. End to end — at any stage.

01

STAND IT UP

Entity formation, federal registrations, SAM.gov, UEI/CAGE, banking & corporate setup — market-entry readiness from day zero.

02

LOCK IT DOWN

NISPOM compliance, Facility Clearance, FSO/ITPSO programs, ITAR & CAS readiness, security architecture build-out.

03

WIN THE WORK

Capture strategy, proposal development, labor rate modeling, prime partner relationships, contract vehicle positioning.

04

STAFF TO SUSTAIN

Cleared talent across DoD, IC, Aerospace, and Federal IT — technical through executive, Secret through TS/SCI w/ Poly.

FIRM IDENTIFIERS

CAGE 0AQ82 UEI PMU1FLNBVWU5

DUNS 135529920

NAICS CODES

561311 Employment Placement Agencies

561320 Temporary Help Services

541611 Administrative Management Consulting

541618 Other Management Consulting

POINT OF CONTACT

Samantha Gagliardi

Managing Director | U.S. Army Veteran | TS/SCI Cleared

P 910.850.3055

E sgagliardi@tier1-talent.com

W www.tier1-talent.com