



## Millennial Business Solutions LLC

**Modernizing Workforces. Strengthening Compliance. Advancing Equity.**

Millennial Business Solutions LLC (MBS) is a minority-, woman-, and disabled-veteran-owned consulting firm specializing in **HR compliance, pay equity, workforce modernization, and compliance-aligned talent acquisition** for public agencies, nonprofits, government contractors, and regulated organizations nationwide.

We deliver **audit-ready, data-driven workforce solutions** that reduce risk, correct inequities, and strengthen organizational capacity.

## Core Competencies

### HR Compliance & Organizational Risk Audits

- FLSA, ADA, FMLA, EEOC & Title VII compliance reviews
- HR policy and procedure audits
- Personnel file and documentation audits
- Risk exposure identification and prioritization
- Corrective action planning and implementation support

### Pay Equity, Salary & Classification Studies

- Pay equity and wage gap analysis
- Pay compression and inversion studies
- Salary benchmarking and market analysis
- Job description and classification modernization
- Pay structure and salary band development

### Workforce Modernization & Leadership Development

- Workforce and organizational assessments
- Staffing and workload analysis
- Organizational redesign and role alignment
- Leadership and supervisory training

- DEI integration and trauma-informed practices
  - Compliance and ethics training
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## **Compliant Talent Acquisition & Hiring Support**

- Job design and classification guidance
- Compensation benchmarking at hire
- Interview and selection compliance (EEOC/ADA)
- Offer letter and hiring documentation review
- Onboarding compliance and workforce setup

## **Differentiators**

- **Minority-, Woman-, Disabled-Veteran-Owned Small Business**
- **25+ Years of Public-Sector HR & Compliance Experience**
- **Government-Ready & Grant-Aligned Deliverables**
- **Equity-Centered, Data-Driven Methodology**
- **Trauma-Informed Organizational Approach**
- **Nationwide Virtual Delivery with On-Site Capability**

## **Industries & Clients Served**

- Federal, state, and local government agencies
- Public health, human services, and justice systems
- School districts and higher education institutions
- Nonprofits and grant-funded organizations
- Government contractors and subcontractors
- Regulated small and mid-sized businesses

## **Procurement & Contracting Information**

**Legal Name:** Millennial Business Solutions LLC

**Business Type:** Small Business

**Ownership:** Minority-Owned | Woman-Owned | Disabled-Veteran-Owned

**UEI:** PCVQZNRX7KM5

**CAGE Code:** Pending

**SAM.gov Status:** Active

## **NAICS Codes**

**Primary NAICS Code**

- **541612 — Human Resources Consulting Services**

### **Additional NAICS Codes**

- 541611 — Administrative & General Management Consulting
- 541618 — Other Management Consulting Services
- 541720 — Research & Development in the Social Sciences & Humanities
- 541990 — All Other Professional, Scientific & Technical Services
- 611430 — Professional & Management Development Training
- 923130 — Administration of Human Resource Programs

## **Geographic Coverage**

- Nationwide (Virtual-First Model)
- On-site services available as required

## **Contact Information**

### **Millennial Business Solutions LLC**

Houston, Texas | Serving Clients Nationwide



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