

Government Contracting Firm Providing Programming, Project Management, Information Assurance and Cyber Security



Abdul Baytops
President & CEO
One Federal Solution

CEOCFO: *Mr. Baytops, what is the concept behind One Federal Solution?*

Mr. Baytops: One Federal Solution is a government contracting firm located in the Washington D.C. area. We are a Service Disabled Veteran Owned Small Business and a certified SBA 8(a) company, established nearly 10 years ago. OFS strives to be more than just a government-contracting firm; we want to provide the government with individuals who actually enjoy their position while offering outstanding service to the Federal government. Our professionals possess a range of expertise to include application development, program management, personnel security, enterprise application development, and cyber security.

CEOCFO: *What are some of the challenges working with the government?*

Mr. Baytops: Since OFS's inception 10 years ago, I have witness a dramatic change in the way the Government conducts business. . Contract awards were more difficult to obtain and I realized quickly that it is vital to understand the true importance of relationships with current and potential partners, and how to work collaboratively with government if you want to succeed in this industry. Once I realized this, I have found it easier to work with the government. Government contracting is a process; one must understand the process in order to be successful. As a small business owner, initially, you have this vision of profiting well and quickly, but you don't realize there are hundreds of other companies selling the exact same services. In order to succeed, you must have a unique, beneficial and cost effective solution and a relationship with experts to execute those solutions. This is what sets OFS apart from the other small business contractors. Ten years ago, it was difficult to win a small, 1-2 person effort, but because we understand the value of having the right people on the team, OFS pursues much larger contracts.

CEOCFO: *How do you decide on which contracts to bid?*

Mr. Baytops: OFS identifies a pipeline of contracts twelve to eighteen months in advance based on the company's capabilities and where we see the company over the next three to four years. OFS maps the industry's changes, and target our customers in order to align the company with the future of the Government We review our current customers and decide if what they are looking for is in our short-term or long-term strategy. Many companies are simply providing services that can be easily categorized, to what I consider, a commodity that anyone can fulfill with limited expertise. OFS is continually questioning what unique service sets us apart and we target contracts that will support the growth of OFS.

CEOCFO: *Government does not have a great reputation for how technology is handled or how they choose contractors. How do you work within the confines of an agency to come up with what is best for everyone?*

Mr. Baytops: Sometimes the Government is confused about how to advance their technology or what their future technology needs might be, which is something we enjoy most as a company. OFS understands that people are visual learners regardless of the industry. . We have set up mock solutions on our own, controlled environments to the customer to see and use a similar solution, on their own time, in order to make a decision regarding their proposed solution. At times, this way of presenting ideas to the Government can be at no charge.

CEOCFO: *How difficult is it to find the right skills and the right frame of mind?*

Mr. Baytops: While candidates might be qualified on paper to fulfill open positions, they may not be the best employees. We look at the skills, personality and, most importantly how they relate to their team. We believe in the team mantra and success requires a well-defined team. We were not awarded contracts, and have not successfully executed contracts

based on one person's efforts, but the efforts of all parties involved. We look for how well you support a team, how you lead a team and how you work with your team. OFS doesn't just hire anyone with a qualifying resume which is what sets us apart from many other contractors.

CEOCFO: *What did you learn from the military that has been helpful?*

Mr. Baytops: I have learned to be 100% honest with your customer and your employees at all times because, if you can do that, you will continue to thrive. While it's difficult to get a customer, it is even harder to maintain a customer. The first thing I learned in the military is to never leave a soldier behind or never leave a man down; you are one team at all times. It is about teamwork and trust. If your customers can trust you, they will feel comfortable working with you; even if you have no experience, they trust that you are going to lead them down the right direction with the right people.

CEOCFO: *Are there certain services that you provide that are not getting the traction you would expect?*

Mr. Baytops: No, there are none right now. There are a few areas where I see the changes that congress is trying to make with cyber security, which is an area OFS has been pursuing. With all the hacks that are happening on a daily basis, I am surprised that this service isn't a priority and is constantly pushed to the back burner. The Government also issues cyber security solicitations to be awarded to the Lowest Price Technically Acceptable (LPTA) contractor; I do not understand is why the Government would rather have the cheapest solution for the thing that is most vulnerable to our country. It perplexes me why militaries are underfunded.

**"What sets us apart is our people. OFS has a low turnover rate and our members enjoy what they do. Sometimes you can have a company where people are just doing it because it is a job. They may not enjoy getting up to work, but I believe most of our employees do. It is not because of where they work, but because, as a corporate or executive firm, we try to embrace every person here like family."
- Abdul Baytops**

CEOCFO: *How is business these days?*

Mr. Baytops: Business is good. In the last three years, OFS has maintained steady growth, and we are always adding people to our team. We have noticed more growth in the life sciences area with our current Center for Disease Control (CDC) customer. We have also noticed a great deal of growth in support services, personal planning and program management services. The government is trying to take a better look at how they are managing the programs and how to utilize the funding more versus just throwing bodies at the solution.

CEOCFO: *Why pay attention to One Federal Solution?*

Mr. Baytops: OFS doesn't want to be noticed as just a government contracting firm, but a company that provides opportunities to individuals who enjoy their profession. . What sets us apart is our people. OFS has a low turnover rate and our members enjoy what they do. Sometimes you can have a company where people are just doing it because it is a job. They may not enjoy getting up to work, but I believe most of our employees do. It is not because of where they work, but because, as a corporate or executive firm, we try to embrace every person here like family. I tell people they can call me, talk to me and tell me what is going on and we will try to make it work. Employees spend eight hours, or more, of their day working for this company so why can't this company be your family? I think once a company embraces all employees like family, you can take it a lot further because they all bring a unique skill. Our employees are helping us grow because they are that interface to the customers. Customers are always becoming more familiar with the new services we have, the quality of people, the benefits that we have and are offering our employees. That actually makes them want to have more people to enjoy the same benefits.

Interview conducted by: Lynn Fosse, Senior Editor, CEOCFO Magazine

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