

McAllister Compliance Group

HR Modernization • AI-Driven Compliance • Audit Readiness

Corporate & Government Subcontractor Capability Statement

We Find the Gaps. We Build the Systems. We Keep Organizations Audit-Ready.

COMPANY OVERVIEW

McAllister Compliance Group helps organizations modernize HR documentation, workforce policies, and compliance systems for today's AI-driven workplace. We identify gaps in employee records, HR procedures, AI-use policies, documentation controls, and operational workflows — then build the systems needed to keep the organization consistent, compliant, and audit-ready.

For corporate enterprises and government subcontractors, we deploy rapidly to eliminate administrative debt, strengthen workforce governance, govern emerging technology risks, and protect prime contractor timelines.

CORE COMPETENCIES

HR Documentation & Workforce Governance

- Employee record systems & data standardization
- HR policy architecture & procedure development
- Workforce governance frameworks
- HR documentation remediation
- Employee relations & compliance systems
- Payroll and benefits governance

AI Governance & Responsible Workplace Technology

- Workplace AI use case classification
- AI tool risk assessments for HR systems
- Human-in-the-loop HR workflows
- AI training & responsible technology adoption
- AI audit trail & evidence collection
- Vendor AI platform governance

Regulatory Compliance & Audit Readiness

- Multi-jurisdictional HR compliance
- Pre-audit vulnerability diagnostics
- Compliance evidence management
- Government contractor compliance
- Third-party vendor risk assessment
- Litigation readiness & document preservation

Systems-First Methodology

McAllister Compliance Group uses diagnostic frameworks that treat HR modernization gaps, workplace compliance failures, and unmanaged AI risk as structural systems issues rather than individual personnel problems.

REPEATABLE METHODOLOGIES & OPERATIONAL INTEGRATION

We treat HR modernization, unmanaged AI risk, and compliance gaps as structural systems issues. When integrated into a prime contract or enterprise environment, we execute across three operational pillars:

Pillar 1: HR Documentation & Accountability Mapping

We audit and rebuild HR data systems, personnel files, training records, and documentation workflows to ensure consistency, completeness, and audit readiness. We establish segregation of duties, approval workflows, and permanent audit trails.

Pillar 2: Workforce Policy Engineering & AI Governance

We translate employment law, workplace technology policies, and AI governance requirements into clear, repeatable HR procedures — including decision trees, staff training, AI risk escalation procedures, and manual backup workflows.

Pillar 3: Continuous HR Compliance Evidence & Audit Readiness

We build permanent documentation frameworks that organize HR compliance evidence: training certifications, policy acknowledgments, hiring records, performance documentation, AI tool assessments, human review logs, and audit trails.

KEY PERSONNEL

Zakia McAllister, Principal Consultant

Specialized experience in HR compliance, workforce governance, HR systems modernization, employment law, government contractor requirements, and responsible AI governance in regulated workplace environments.

COMPANY DATA

Primary NAICS: 541611 — Administrative Management & General Management Consulting

Secondary NAICS: 541618 — Other Management Consulting; 541990 — All Other Professional, Scientific & Technical Services

Business Structure: LLC, registered in Maryland

Unique Entity ID: FBZULN96G9S9

CONTACT

Zakia McAllister, Principal Consultant

443-467-1418

zmcallister@mcallistercompliancegroup.com

www.mcallistercompliancegroup.com