



CAPABILITY STATEMENT

XFed, LLC

dba XFed Global | San Antonio, Texas | Est. 2016

Federal Contracting Support · Capture Management · Compliance and Oversight · Workforce Management · Training

SBA-CERTIFIED SDVOSB

VOSB

MINORITY-OWNED

COMPANY OVERVIEW

XFed Global is an SBA-certified Service-Disabled Veteran-Owned Small Business led by former senior DHS/ICE executives and U.S. military veterans. We help primes and subcontractors compete for and perform on DHS and DoD work, with a focus on homeland security, law enforcement, detention, and air operations. Our principals wrote requirements the government bought against, managed the contractors who delivered, and rated the results. Every engagement follows FAR-aligned, documented practices; we do not seek or use nonpublic procurement information.

CORE COMPETENCIES

Federal Contracting Support 541611

Requirements definition, acquisition package development, SOW/PWS and QASP support, mobilization planning, post-award execution and performance oversight.

Capture Management 541611

Shipley-aligned opportunity qualification, bid/no-bid decisions, capture strategy, win themes, teaming, compliance matrices, and proposal support for RFIs and RFPs.

Compliance and Operational Oversight 541690

Detention standards compliance and inspection readiness (ICE detention standards, PREA), security program assessment, audit readiness, performance monitoring, and corrective action planning.

Workforce Management Implementation 541612 · 541512

UKG Pro Workforce Management and TeleStaff: requirements, federal pay and leave policy alignment, controls and process documentation, role-based training, and adoption support, delivered with implementation partners.

Training and Development 611430

Law enforcement and public safety training design, de-escalation and use-of-force doctrine, scenario-based instruction, and train-the-trainer programs.

DIFFERENTIATORS

- Two retired ICE senior executives with more than 55 years of combined government service: Air Force special operations, Border Patrol, INS, ICE headquarters, an ICE field office, and ICE Air Operations
- Government-side acquisition experience: wrote Statements of Work and requirements, managed contractor performance, and rated results
- Industry-side capture experience: led DHS/ICE capture and proposal management at a major prime
- Structured, evidence-based capture aligned with Shipley methodology; lawful, documented practices under FAR principles
- SBA-certified SDVOSB and VOSB status supports set-aside eligibility and small business goals for prime partners

LEADERSHIP

Jace Calderas, Chief Executive Officer. Air Force veteran, 1st Special Operations Squadron. Retired ICE Deputy Field Office Director, San Antonio: 54 counties, six facilities, 700 employees, budget near \$200 million. Former Chief of Staff for Operations, ICE headquarters, and Assistant Attaché, U.S. Embassy Mexico City. Wrote the Statement of Work that moved the Mexican Interior Repatriation Plan from CBP to ICE.

Craig Charles, President and Chief Operating Officer. Retired ICE Deputy Assistant Director, ICE Air Operations: \$230 million annual budget, 2,000+ missions worldwide. Wrote requirements, managed contractor performance, and rated results; engineered a transfer of operations that saved taxpayers \$27 million a year (ICE Director's Core Value Award for Innovation). Former Vice President, Homeland Security Solutions, Akal Security, leading DHS/ICE capture and proposal management.

COMPANY DATA

UEI	FT11JNTHXYY7
CAGE	7TRY6
SAM	Active
Founded	2016
Status	SBA-Certified SDVOSB, VOSB, Minority-Owned

NAICS CODES

541611	Admin. & General Management Consulting PRIMARY
541612	Human Resources Consulting
541690	Other Scientific & Technical Consulting
541512	Computer Systems Design Services
611430	Professional & Management Development Training

PSC CODES

R408	Program Management/Support
R499	Professional Support, Other
R799	Management Support, Other
R410	Program Evaluation/Review
DA01	IT Business Application Support
U008	Training/Curriculum Development

CONTACT

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