

# DLA JETS 2.0 – Prime Contractor Profiles and Analysis

The **Defense Logistics Agency (DLA) J6 Enterprise Technology Services 2.0 (JETS 2.0)** contract is a massive 10-year, \$11.9 billion multiple-award IDIQ vehicle supporting a broad range of IT and cyber services for DLA and other DoD components <sup>1</sup> <sup>2</sup>. Eighty-five primes (Group C unrestricted and small business groups) were selected in late 2024 after a highly competitive process (259 proposals) <sup>3</sup>. Among these are five major integrators – **CACI, GDIT (General Dynamics IT), Booz Allen Hamilton, Leidos, and Peraton** – which form the focus of this report <sup>4</sup>. Each of these large primes brings full-spectrum capabilities to JETS 2.0 and is poised to compete for task orders across **12 defined task areas** including network & telecommunications, enterprise technology services, helpdesk support, business system lifecycle support, cybersecurity, program management support, cloud hosting, data analytics, and application modernization <sup>5</sup> <sup>6</sup>.

Below, we profile each of the five primes with a focus on their **talent map, execution organization, key hiring contacts, geographic footprint, clearance needs, potential pain points, and staffing models**, followed by business development (BD) strategy recommendations for engaging each prime contractor.

## CACI International (Prime on JETS 2.0)

**Overview & Capabilities:** CACI Inc.–Federal (Chantilly, VA) is confirmed as a prime awardee on JETS 2.0 <sup>7</sup>. CACI has a long history with DLA IT programs – it was a prime on the original JETS contract in 2017, providing support across *all* major task areas from network and telecom to defense business systems and cybersecurity <sup>8</sup>. CACI's talent pool covers the full spectrum of cleared functional areas: **systems engineers, software developers, cybersecurity specialists, RMF/STIG compliance analysts, ISSO/ISSM roles, DevSecOps engineers, program managers, logisticians, and sustainment analysts**. Many of these personnel have prior DLA domain experience (e.g. with procurement systems and supply-chain applications) due to CACI's incumbency on DLA tasks like the **Procurement Integrated Enterprise Environment (PIEE)** support contract <sup>9</sup> and other JETS tasks. CACI has demonstrated capability in **helpdesk and sustainment** support as well – for example, CACI won a JETS 2.0 task order for **SPS Helpdesk Support Services** in early 2025 <sup>10</sup>, underscoring its strength in enterprise IT sustainment. In summary, CACI's **talent map** spans all key areas: **Systems Engineering & Integration, Business/Logistics Systems support, Cybersecurity/RMF compliance, Application Development** (including agile/DevSecOps on DLA systems), **Program/Project Management**, and **Infrastructure/Enterprise services**.

**Execution Organization & Key Personnel:** CACI has likely stood up a dedicated **JETS 2.0 Program Management Office (PMO)** within its Federal Civilian or Defense business unit. This PMO is led by a **Program Manager** for the JETS IDIQ (sources indicate one *Bryan Kim* serves in a program management role for DLA programs at CACI, potentially as JETS PM). The Program Manager oversees execution of all JETS-related task orders and interfaces with DLA's J6 customer. Supporting the PM are **Integrated Product Team (IPT) Leads** aligned to major task areas or projects – for example, a lead for Cybersecurity, a lead for Application Sustainment, a lead for Cloud/Infrastructure, etc. CACI's org chart also includes a **Subcontracts**

**Manager** or teaming coordinator who manages CACI's numerous small-business partners on JETS. (CACI was expected to utilize several subcontractors for niche capabilities and small-business goals on various tasks.) In addition, CACI assigns **Talent Acquisition partners** (internal recruiters) to the program; these recruiting leads work closely with hiring managers to fill positions across the country. One notable contact is **Leslie Powell – Bid & Proposal Recruiting Manager at CACI** – who has overseen recruiting efforts for major bids (likely including JETS) <sup>11</sup>. While individual hiring manager names are not widely publicized, CACI's **hiring contacts** for JETS talent can be reached via its Talent Acquisition team or the careers portal. CACI often posts **contingent hire** positions for JETS task orders on its careers site (e.g. for DAI or PIEE support roles), and those job postings typically list a CACI recruiter's email for interested candidates.

*Org Chart (CACI JETS 2.0 Program) – approximate structure:*

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Program Manager - JETS 2.0 IDIQ (PMO Director)
├─ Deputy Program Manager / Task Order Managers (as needed per TO)
├─ IPT Lead - Cybersecurity & RMF Compliance
├─ IPT Lead - Software Development & DevSecOps
├─ IPT Lead - Systems Engineering & C2 Integration
├─ IPT Lead - Logistics Systems & Sustainment
├─ Subcontracts Manager (Small Biz/Teaming Coordinator)
└─ Talent Acquisition Partner(s) - Cleared Recruiting Lead

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**Geographic Footprint:** CACI's execution footprint for JETS spans multiple locations. Primary work is in the **National Capital Region** (near **Fort Belvoir, VA**, where DLA HQ and J6 are based) and at **DLA Information Operations** sites. CACI has significant presence in Northern Virginia – its JETS PMO and many engineers are based in the DC area. Notably, DLA Contracting Services Office is in Philadelphia, PA, and CACI likely has staff interface there as well. Task orders can be performed **worldwide (CONUS and OCONUS)** <sup>12</sup> <sup>2</sup>, so CACI can deploy teams to DLA regional commands as needed. For instance, DLA Distribution (New Cumberland, PA), DLA Aviation (Richmond, VA), DLA Land and Maritime (Columbus, OH), and DLA Pacific or Europe sites could all see support. CACI's cleared workforce is heavily concentrated in **Virginia and Washington D.C.**, but the company can tap employees near **Ohio (Columbus)** and **Pennsylvania** for DLA work, and even support forward locations OCONUS if task orders require (e.g. CACI has done OCONUS work for DoD in the past). CACI's on-base support for logistics systems might place personnel at large DLA depots or combatant command logistics centers, wherever a task needs execution.

**Clearance Requirements:** Most CACI JETS positions require **DoD Secret clearances at minimum**. This aligns with JETS 2.0 labor categories designated as IT-II (Tier 3) for moderate risk roles <sup>13</sup> <sup>14</sup>. For example, CACI's helpdesk support task needed Secret-cleared specialists <sup>15</sup>. Certain task orders – especially those involving cybersecurity, classified networks, or integration with intel systems – may require **Top Secret** clearances (Tier 5) for key personnel <sup>16</sup>. CACI is capable of staffing TS/SCI roles if needed, though DLA's logistics IT work is mostly at the Secret level. Additionally, some lower-risk support roles (e.g. basic helpdesk or software maintenance on unclassified systems) might only need **Public Trust/IT-III** clearance. CACI's recruiters and facility security officers ensure candidates meet the **tiered clearance** specific to each role (Secret for most engineers, TS for select leads) <sup>17</sup> <sup>18</sup>. Overall, CACI has a large cleared talent pool; clearance compliance has not been a major hurdle for them, though processing upgrades to TS or new clearances can slow hiring (a common challenge across JETS primes).

**Pain Points & Challenges:** One early challenge for CACI on JETS 2.0 has been **intense competition for task orders**, sometimes against non-traditional players. Notably, CACI lost the initial award of a huge \$428 million DLA **Defense Agencies Initiative (DAI)** modernization task to a small business (IT-Strat) and **filed a protest** in May 2025 <sup>19</sup> <sup>20</sup>. CACI argued the winner lacked the necessary experience; DLA took corrective action by canceling and re-evaluating the award <sup>20</sup>, giving CACI another shot at this critical finance modernization effort. This incident highlights a pain point: **incumbency doesn't guarantee wins**, and CACI must fight hard to retain key programs. The protest delay also suggests possible **program timing setbacks** – tasks of that scale being re-competed can create uncertainty in staffing (CACI likely had assembled a team for DAI and faced a hiring hold when the award was in flux). Aside from protests, **hiring backlogs** are a challenge. CACI needs to rapidly staff up once it wins new task orders, but finding *dozens of cleared IT professionals* quickly can strain recruiting. DLA's requirement for specific certifications (e.g. Security+ for cybersecurity roles, PMP for project managers, etc.) further narrows the candidate pool. **Subcontractor management** could be another issue: CACI historically partners with many small firms for DLA work (for example, on PIEE and other tasks). Managing **subcontractor churn** – if a small partner underperforms or loses key staff, CACI must fill the gap – is an ongoing risk. Lastly, CACI must stay current with technology (cloud, agile development) to meet JETS “modernization” objectives; any lag in capability could be a performance challenge. So far, **no major performance problems** have been public, but CACI will be under close watch to deliver on time given DLA's mission-critical systems.

**Staffing Model & BD Strategy for CACI:** CACI uses a **hybrid staffing model** on JETS. They prefer to **hire full-time employees (FTEs)** for core long-term roles (e.g. program managers, lead engineers) to build institutional knowledge. However, they will augment with **contingent hires and surge staffing** for fast ramp-ups – e.g. bringing on contractors or consulting partners for short-term spikes. CACI has shown willingness to do **staff augmentation subcontracts** – tapping small businesses or staffing firms to quickly supply cleared personnel for task orders under tight deadlines. They may also convert high-performing contractors to full-time if needed (a “**contract-to-hire**” approach) to retain talent on multi-year tasks. For example, CACI's use of an RPO (Recruitment Process Outsourcing) partner for volume hiring was hinted by industry observers <sup>21</sup>; this indicates CACI will outsource some recruiting functions to meet surge demands.

**BD Recommendations – Partnering with CACI:** To engage CACI as a prospective subcontractor or teaming partner, focus on **capability gaps and small-business value** you can offer. CACI is very strong in traditional enterprise IT, but JETS covers many areas – a smaller firm with a **niche expertise** (say, **AI/ML for logistics, advanced cloud orchestration, or specialized cyber threat hunting**) can pitch those skills to complement CACI's team. Highlight any **prior DLA or DoD logistics IT experience** your team has – CACI values domain knowledge (e.g. understanding of DLA's SAP-based systems or MIL-STD logistics processes). Emphasize your **cleared ready-to-hire talent**: if you have a bench of Secret-cleared developers or ISSOs with **8570 certifications**, CACI will see you as a solution to their hiring backlog. Additionally, if you hold a **relevant socio-economic status** (e.g. **SDVOSB or 8(a)**), CACI may be motivated to subcontract to meet DLA's small business goals. Approach CACI's **Subcontracts Manager or Program Manager** (e.g. via introductions at industry days or via LinkedIn) with a succinct capabilities statement tailored to JETS. CACI's pain point from the DAI protest also suggests they might welcome partners with **strong past performance in financial system modernization** – if your firm has DAI or DoD financial IT credentials, now is an opportune time to offer help. In summary, a BD strategy for CACI should **stress how you can mitigate their risks** (by supplying hard-to-find talent quickly, or by covering a niche task area) and how you'll **integrate seamlessly** into their existing JETS PMO structure. Building a relationship with CACI's talent acquisition folks (e.g. Leslie Powell or her team) could also facilitate timely placement of your personnel on CACI-led task orders.

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## General Dynamics Information Technology (GDIT)

**Overview & Capabilities:** GDIT (Falls Church, VA) is another prime on JETS 2.0 <sup>22</sup>. As the IT services arm of General Dynamics, **GDIT brings extensive enterprise IT and network operations experience** to the contract. GDIT's capabilities align closely with many JETS task areas: they excel in **network engineering and telecommunications (Task Area 1)**, **enterprise service desk and IT support (Task 3)**, **infrastructure modernization (Tasks 2 and 12)**, and **cloud hosting services (Task 10)**. GDIT also has competencies in **cybersecurity** (running large Security Operations Centers and cyber defense programs for DoD) that map to Task Area 6, and in **data analytics** and database administration (Task 11). Their talent map covers the full range of cleared roles: **network administrators, systems engineers, cloud architects, software developers, cybersecurity analysts (ISSO/ISSM), helpdesk technicians, field support specialists, and program/project managers**. GDIT has been supporting DLA in various capacities for years (for example, GDIT was an incumbent on DLA's "JETS 1.0" vehicle and has supported DLA's Enterprise Service Delivery in the past). One notable area GDIT is known for is **logistics IT support** – through legacy programs, they have staff familiar with DLA's distribution and inventory systems. Overall, GDIT's bench of cleared IT professionals and its robust processes make it capable of performing **large-scale IT operations and sustainment** tasks as well as **technology refresh and integration projects**.

**Execution Organization & Key Personnel:** Within GDIT, the JETS 2.0 contract likely falls under its Defense division (possibly the Defense Agencies portfolio). GDIT will have a **JETS Program Manager** leading a centralized team. (The official contract listing shows GDIT's award was made to "General Dynamics Information Technology Inc., Falls Church, VA" <sup>22</sup>, which is GDIT's HQ location – indicating HQ oversight.) The Program Manager (unpublicized by name) is responsible for coordinating all JETS task order bids and execution. Supporting this PM, GDIT will designate **Task Order Managers or Project Leads** for each awarded task. For example, if GDIT wins a network support task, a dedicated project manager will run it, reporting up to the IDIQ Program Manager. GDIT's org includes functional leads as well: a **Lead for Service Desk Operations**, a **Lead for Cybersecurity Compliance**, etc., reflecting JETS task categories. They also have a **Proposal/Capture Manager** on the front end (during TO proposal phase) – likely the same team that manages their JETS Business Development pipeline. On the staffing side, GDIT's **Recruiting organization** assigns **Cleared Talent Acquisition specialists** to DLA contracts. A *named* hiring contact isn't publicly listed, but GDIT often has a **Strategic Account Executive or Recruiting Lead for Defense Agencies**. Internally, GDIT uses a "Account Manager" model – it's plausible someone holds the title of **DLA Account Manager at GDIT** who coordinates across programs (this person would be a good POC for partnering discussions). For immediate hiring needs, GDIT's job postings for JETS roles (e.g. "Systems Administrator – DLA JETS") will list a recruiter or instruct candidates to contact GDIT's recruiting team. In summary, GDIT's execution org is hierarchical: a central PMO with PM and deputies, plus distributed task order teams. The **Subcontracts Manager** function is strong at GDIT; they have a dedicated office managing subcontractor relationships (important given GDIT's use of small business partners for niche tasks).

*Org Chart (GDIT JETS 2.0) – approximate:*

- Program Manager – DLA JETS 2.0
  - ├ Deputy Program Manager (Task Order Execution Lead)
  - ├ Task Order Project Managers (for each TO)
  - ├ Technical Leads by Function:

- Network Ops Lead
- Enterprise Services Lead
- Cybersecurity Lead
- Cloud/Infrastructure Lead
- └ Subcontracts Manager (Vendor/Supplier Management)
- └ Talent Acquisition Partner(s) – Cleared Hiring for DLA Programs

**Geographic Footprint:** GDIT's JETS workforce is spread across key DLA sites and GDIT hubs. Given GDIT's HQ is in Falls Church, VA (very near DLA HQ at Fort Belvoir), much of the program leadership sits in Northern Virginia. **Fort Belvoir, VA** is a central location for DLA J6 and likely hosts some on-site GDIT personnel (e.g. liaison officers or engineers working directly with the customer). GDIT also has a presence in **Philadelphia, PA** (where DCSO Philly, the contracting office, is located) – they may position contract administration staff there. For task performance, GDIT will deploy teams to **Columbus, OH** (DLA Land & Maritime), **Richmond, VA** (DLA Aviation), **New Cumberland, PA** (DLA Distribution), and potentially **Battle Creek, MI** (DLA Disposition Services) if those sites require IT support. Additionally, if any tasks support OCONUS operations (DLA Europe/Africa or DLA Pacific), GDIT has the reach to send cleared staff overseas. They have prior experience supporting CENTCOM and EUCOM logistics IT, which could come into play. It's worth noting that the contract explicitly allows work **outside the continental U.S.** <sup>12</sup> – GDIT is one of the primes capable of handling such deployments, given its global footprint. In terms of concentration: **Virginia/D.C. region** is highest (for management and some execution), followed by **Ohio/Pennsylvania** (for depot-level support). GDIT can also leverage its large offices in **Louisiana and Oklahoma** (legacy Defense Enterprise Services Center locations) if needed for reach-back support or helpdesk call centers.

**Clearance Requirements:** GDIT's roles on JETS will predominantly require **Secret clearances (Tier 3)**. Positions like network engineers, admins, and support techs handling DLA's operational systems deal with sensitive but not compartmented information – Secret is the default. **Public Trust** positions might appear for strictly unclassified system support (some helpdesk tiers or software developers on unclassified apps could be Public Trust), but since DLA's systems often interface with DoD networks, even those roles may be elevated to Secret. For any tasks involving higher-level network security or integration with intelligence (for example, if a task touches DoD secure networks or cyber threat monitoring), GDIT will assign **Top Secret-cleared** personnel (Tier 5). As a large defense contractor, GDIT has a robust clearance sponsorship program; they can cross-utilize some TS/SCI-cleared staff from other projects if a JETS task suddenly needs that level. One example might be **cybersecurity support** – some cyber threat analysts could need TS/SCI if they interface with DODIN cyber operations. Generally though, DLA IT does not demand SCI, so **TS or TS/SCI would be the exception** on JETS. GDIT's recruiting emphasizes candidates with active Secret clearances, and job postings note if TS eligibility is **"preferred" or "required"** for leadership roles. According to guidance for JETS awardees, moderate-risk IT roles correspond to Secret (IT-II) and high-risk roles to TS (IT-I) <sup>13</sup> <sup>18</sup> – GDIT will adhere strictly to those requirements per labor category in each task order.

**Pain Points & Challenges:** For GDIT, a major challenge on JETS 2.0 is **competition from both large and small businesses** in each task area. GDIT must compete not only with peer primes (like Leidos, CACI, Booz) on unrestricted tasks, but also often sees tasks set aside for small businesses where GDIT can't prime – forcing them into a subcontractor role or out of the fight. This can limit GDIT's task order intake despite being a prime; it's a point of strategic frustration. For instance, a sizeable task like the DAI financial system support was won by a small (IT-Strat) with big partners <sup>23</sup> – a scenario where GDIT either had to join a team or miss out. This dynamic can cause **contract revenue delays** for GDIT, as they rely on winning unrestricted competitions which may be fewer or later in the cycle. **Hiring and retention** is another

concern: GDIT runs many large IT programs, and there is internal competition for cleared talent. If JETS tasks ramp up at the same time as, say, a DHS or Army project, GDIT might find itself shuffling personnel or struggling to hire fast enough. The **surge hiring** need – to staff task orders on quick notice – is very real (task orders often have short transition periods). If GDIT cannot fill roles in time, it risks **delays in task order execution** or even penalties. Another potential pain point is **integration of new technologies**: DLA is pushing toward cloud and modern apps. GDIT has legacy strengths in traditional IT services, so it must ensure its teams have up-to-date cloud and DevOps skills (areas where smaller, agile companies sometimes outshine large integrators). From a performance perspective, GDIT's large size means bureaucracy; DLA could perceive slower responsiveness or innovation if GDIT isn't careful. GDIT will need to counter that by empowering its JETS PMO to be agile. On the flip side, GDIT's past performance in DLA's environment (if any issues occurred under JETS 1.0) could be scrutinized. However, there have been **no public performance failures** tied to GDIT on DLA programs – so the main challenges remain **competitive and operational (staffing)** rather than remedial.

**Staffing Model & BD Strategy for GDIT:** GDIT tends to favor a **direct-hire staffing model** for its core positions – they like to put GDIT full-time employees on contract for stability. They often recruit incumbents from predecessor contracts (should a task be recompeted) to ensure continuity. That said, GDIT is pragmatic and will use **staff augmentation** for surge needs or highly specialized skills. For example, if GDIT wins a task requiring a niche software skill that their bench lacks, they might quickly subcontract a specialist or bring in a contingent consultant. They also maintain relationships with staffing agencies to source cleared contractors in remote locations. **Contract-to-hire** is another model GDIT has used: bringing someone on as a temp or subcontractor with the intention to convert them to GDIT payroll after a probation. GDIT's size also allows **internal mobility** – they might temporarily assign employees from another program (with clearance and skill match) to startup a JETS task, then backfill internally later. This “surge from within” approach can be a competitive advantage in meeting quick ramp-ups. GDIT's recruiting apparatus, including use of RPO providers or large recruitment campaigns, is well-developed (they have been known to host job fairs and attend military transition events specifically to fill cleared IT roles).

**BD Recommendations – Partnering with GDIT:** To team with GDIT, emphasize how you can **augment their strengths and fill their gaps**. GDIT values partners that can **deliver quickly** and **reach places or skills GDIT may not readily have**. For instance, if your firm has a presence near a DLA site where GDIT doesn't (e.g. Dayton, OH or Huntsville, AL for DLA aviation logistics), highlight that geographic advantage – you have “boots on the ground” ready. GDIT also must meet small business subcontracting goals on JETS; if you are a qualified **small business (SDVOSB, WOSB, etc.)**, this is a selling point. Specifically, GDIT might seek an **8(a) or SDVOSB partner** to potentially lead or co-manage tasks in small-business tracks (or if tasks are bundled as partial set-asides). Pitch any **innovative solutions** you have in cloud automation, AI, or cybersecurity analytics – GDIT's proposals could benefit from such enhancements to stand out. When approaching GDIT, target their **DLA Account Manager or the JETS Program Manager**. Often the **General Dynamics Information Technology capture team** for DLA is accessible via networking at AFCEA events or via LinkedIn. Come prepared with past performance stories: e.g., “Our team improved service desk resolution at DISA by 20%” – metrics appeal to GDIT's data-driven culture. Also, reassure them of your **cleared talent availability**. If you can say, “We have 5 Secret-cleared Oracle admins who could start in 2 weeks,” GDIT will see low risk in partnering with you. Finally, be ready to integrate into GDIT's processes – they have structured program management methods (ITIL service management, etc.), so mention your familiarity with those standards. In short, show that you will **help GDIT win task orders (through niche expertise or socio-economic credit) and successfully execute (through readily available talent and**

**flexibility).** GDIT is a process-heavy organization; adapting to their style and demonstrating reliability will go a long way in securing a spot on their JETS team.

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## Booz Allen Hamilton

**Overview & Capabilities:** Booz Allen Hamilton (McLean, VA) secured a prime position on JETS 2.0 <sup>4</sup> <sup>24</sup>, adding to its extensive portfolio of defense IT contracts. Booz Allen is renowned for its **consulting-driven approach to IT and cybersecurity**, and on JETS it brings a broad spectrum of capabilities that align with high-level advisory and implementation services. Booz Allen's talent spans **cybersecurity (one of BAH's core fortes)**, including cyber defense operations, **Risk Management Framework (RMF)** implementation, and compliance (STIG hardening, ISSO/ISSM functions). They also have strong teams in **Agile software development and DevSecOps** – Booz has been a proponent of modern software factories in many DoD programs. In the context of JETS, Booz Allen likely targets tasks requiring **digital modernization, analytics, and complex system integration**. For example, Booz Allen has past experience optimizing military logistics systems (they have advertised work on F-35 sustainment analytics and other logistics cost savings) which could translate to DLA's needs <sup>25</sup>. Additionally, Booz Allen's bench includes experts in **Program Management and strategy** – they often serve as lead integrator coordinating multi-stakeholder projects. Therefore, Booz Allen's **talent map** for JETS covers: **Systems Engineers and Architects** (for enterprise solutions design), **Data Scientists/Analysts** (for supply chain data analytics under DLA's big data initiatives), **Cloud Security and Cloud Architecture specialists** (especially with the push to cloud hosting in JETS Task 10), **Cybersecurity consultants** (for policy, compliance, threat detection under Task 6), **Software developers** (for custom tool development or R&D tasks), and of course **Program/Project Managers** to run task orders. Booz Allen tends to leverage its internal **Subject Matter Experts (SMEs)** across domains – e.g., former military logisticians, ERP system experts – to complement its technical staff on contracts like JETS. In summary, Booz Allen offers **full-spectrum services with an emphasis on innovation and analytical problem-solving**, which aligns well to DLA's enterprise IT challenges.

**Execution Organization & Key Personnel:** Booz Allen operates a bit differently from pure-play contractors; they often use a **matrix organization**. For JETS 2.0, Booz likely has a **Client Service Director or Account Lead** for DLA who oversees all work (this could be a Principal or Vice President in Booz's defense group). Under that leader, Booz Allen will have a **JETS Program Manager** responsible for day-to-day contract administration and task order performance. The Program Manager coordinates proposal responses and ensures delivery quality but may also carry the title of project manager on specific tasks. Booz Allen's internal org emphasizes **cross-functional teams**: they will pull in practice leaders for, say, cyber or analytics when shaping a task order solution. Once tasks are won, they assign **Task Order Leads** (could be titled Project Managers or Team Leads) for each task. Those leads report back to the overall JETS PM. Booz Allen is known for its **flat leadership structure on projects** – often a **Lead Associate or Senior Associate** acts as a task lead with a team of Consultants/Senior Consultants executing. As for **hiring managers**, Booz Allen's model is that the project leads often serve as hiring managers for their teams (they will interview and select candidates with the help of recruiting). Booz Allen's recruiting is centralized but they have **talent acquisition liaisons** for each account. While we don't have a specific name publicly, Booz likely has a **Senior Technical Recruiter** assigned to DLA hiring; this person works with the JETS PM to fulfill staffing needs. Booz Allen also might have a **Resource Manager** internally who helps allocate Booz staff between contracts – for instance, if one project ends, that staff might be moved onto JETS if qualified, rather than hiring new. Key personnel that are public-facing are limited; Booz Allen has not issued press releases naming their JETS leadership. (The absence of a Booz-specific JETS press release suggests Booz treats this as one of many

vehicles and not something requiring external promotion). However, Booz's **Corporate hierarchy** for JETS likely falls under their **Civilian Services Group (since DLA is a defense agency)**, possibly led by a partner like **Kristine Martin Anderson** or another executive overseeing defense logistics accounts. Any **subcontractor outreach** is probably handled by Booz Allen's **Subcontract Administrator** for the JETS contract – Booz has an established subcontract management office given its extensive use of partners in various programs.

*Org Structure (Booz Allen on JETS – conceptual):*

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DLA Account Lead (Principal/Director) - oversight of all DLA contracts
└─ JETS 2.0 Program Manager (Senior Associate) - IDIQ lead
    │   └─ Task Order Lead(s) (Associates) - e.g. PM for TO #1, PM for TO #2, etc.
    │   └─ Technical SMEs (cyber lead, data analytics lead, etc., as needed per
    TO)
    │   └─ Subcontracts Manager (coordinates partners on TOs)
    └─ Recruiting Liaison (Talent Acquisition point for JETS hires)
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**Geographic Footprint:** Booz Allen's work on JETS will be centered around the **Washington D.C. metro area**, leveraging Booz's sizable presence there. Booz Allen's headquarters in **McLean, VA** is close to DLA HQ, and many Booz staff supporting DLA will sit either on-site at Fort Belvoir or at Booz offices in McLean or Crystal City. Booz Allen is known for embedding teams with clients; thus, expect Booz consultants to be **on-site with DLA Information Operations (J6)** at Fort Belvoir on a frequent basis (if not full-time). For other DLA sites, Booz will staff as required: for instance, a task supporting DLA Columbus will have a small Booz team in **Columbus, OH** (Booz can tap its office in Dayton, OH as a base). Booz Allen also has personnel in **Philadelphia, PA** (given proximity to many Navy and DLA activities there), and could stage resources near **Richmond, VA** or **New Cumberland, PA** if needed. Being a global firm, Booz can deploy to OCONUS locations too. If a JETS task involves overseas logistics IT (for example, supporting CENTCOM's DLA activities in Qatar or EUCOM's in Germany), Booz can send cleared expatriate staff or utilize its overseas footprint. However, Booz typically focuses on **CONUS-based analytical work**; OCONUS work, if any, might be subcontracted to firms with permanent foreign presence. In terms of labor concentration, **Northern Virginia** is by far the highest concentration for Booz Allen on JETS (where both client and Booz's core team reside). Booz also might cluster some work in **Maryland** if any DLA tasks connect with DISA systems (since Booz has many people around Fort Meade). Overall, Booz's footprint is flexible but anchored by the DC region, aligning with DLA's primary leadership location.

**Clearance Requirements:** Booz Allen's workforce on JETS will predominantly hold **Secret clearances**, consistent with contract needs. Booz Allen is very experienced in managing cleared staff – a large portion of its employees are cleared at Secret/TS across various projects. For JETS, **Secret (Tier 3)** will cover most roles (mid-level IT, cybersecurity, engineering) <sup>13</sup>. Booz also has a pool of **Top Secret and TS/SCI personnel**, which they can leverage if a task demands higher clearance. If, for instance, DLA or associated DoD activities require integration with classified environments (maybe interfacing logistics systems with intelligence systems or supporting a Combatant Command's secure logistics planning), Booz Allen can staff TS-cleared analysts. Booz Allen is likely to assign some **TS-cleared cyber experts** to JETS as a value-add even if not strictly required – having a TS clearance allows flexibility (and Booz often has TS staff available coming off intel community projects). Additionally, Booz Allen might employ some **uncleared or Public Trust consultants** for purely business-process tasks (if any) – though under JETS, most tasks justify at least



Secret due to the nature of DLA's work. A unique aspect: Booz Allen often cross-trains consultants to obtain **multiple certifications** (like PMP, CISSP, etc.) in addition to clearance; this means Booz staff on JETS could fulfill multiple labor category roles if needed, giving Booz Allen agility in staffing a task with fewer people who meet all requirements. Summarily, **Secret is standard, TS for select leaders or intel-related tasks, and Booz is well-equipped to provide cleared staff at these levels.** No clearance-related issues have been cited; Booz Allen's cleared recruiting pipeline is strong.

**Pain Points & Challenges:** One of Booz Allen's challenges on JETS 2.0 is somewhat cultural: DLA's needs can be very **mission-specific and operational**, whereas Booz Allen's approach is often **strategic and high-level consulting**. Booz will need to ensure its solutions don't appear theoretical – the firm must demonstrate hands-on ability to *implement* and *sustain* IT systems (not just advise). This sometimes means Booz must partner with more specialized IT implementers or hire staff with deep “hands-on-keyboard” skills (which Booz has been doing more of in recent years). Another challenge is **task order competition and pricing**. Booz Allen tends to command premium rates for its consultants; on JETS, with 85 awardees, price pressure is high. Booz may encounter **price-driven losses** on task bids if they don't stay cost-competitive. Also, the wide scope of JETS means Booz competes in areas outside its traditional wheelhouse (e.g., pure helpdesk services or commodity IT may not be Booz's strongest suit against companies like GDIT or small niche firms). If Booz pursues those, it could be stretching, and performance could suffer if they don't have the low-level processes optimized (for example, running a large Tier 1 service desk cost-effectively is something GDIT/Leidos excel at more than Booz typically). **Hiring for technical depth** is another potential pain point: Booz Allen historically hired many generalist consultants and former military officers. However, DLA JETS tasks might require very specific technical experts (Oracle DBAs, SAP specialists for logistics ERP, etc.). Booz has to compete with industry to attract those specialists, and there's a risk of **hiring delays** or gaps if Booz's usual talent pool doesn't cover a niche. Additionally, Booz Allen is juggling many contracts; if a surge need arises on JETS at the same time as, say, a cyber contract with NSA, Booz's internal resources might be stretched thin. In terms of execution, Booz must watch out for **subcontractor management** as well – Booz often partners with numerous small businesses (to meet small biz goals and add niche skills). Ensuring all those partners deliver and stay on board (avoiding churn) is an ongoing management task. No public reports of JETS performance issues for Booz have surfaced (the contract is still relatively new), but Booz Allen will be mindful of maintaining **customer satisfaction with DLA** – DLA's culture (logistics, supply-chain focus) is different from, say, high-tech Air Force programs Booz might be used to. Adapting to the client's culture is essential to avoid any disconnects or miscommunications.

**Staffing Model & BD Strategy for Booz Allen:** Booz Allen's staffing model emphasizes building **long-term in-house capability**. They heavily favor hiring full-time Booz Allen employees for contract roles to instill the Booz culture and methodologies in project delivery. For JETS, Booz Allen will recruit and groom its own staff (consultants, engineers) to fill most positions. However, Booz is not averse to using **subcontractors and independent consultants** for specialized needs – especially to meet small business usage commitments or when a specific skill is needed quickly. For instance, Booz might subcontract a firm with a dozen **ServiceNow developers** if a task order requires rapid standing up of an ITSM platform, rather than trying to hire all those developers one by one. Booz Allen also leverages a concept of **“on demand talent”** via its Bench – they keep some cleared professionals unassigned (or on overhead) who can be deployed to new tasks as they start (this helps with immediate staffing during task order transition periods). If Booz anticipates winning a task, they often **pre-select internal candidates** who will roll off other projects to join the JETS task (this mitigates hiring lag). In some cases, Booz uses **contract-to-hire**: they might bring in a contractor for a trial period on a task and then hire them full-time if they fit well. This is less common at Booz (since they prefer up-front full-time hires), but it can happen for hard-to-find skills. Booz Allen also

invests in **cross-training and internal promotions** – a junior analyst might be promoted to fill a mid-level opening on JETS if that retains institutional knowledge. From a recruiting standpoint, Booz frequently leverages **employee referral programs** to get cleared referrals and has an active presence on clearance job boards.

**BD Recommendations – Partnering with Booz Allen:** Partnering with Booz Allen requires understanding their consultative style and adding tangible value. If you are a small business or specialty firm, **identify areas where Booz Allen is least dominant**. For example, **legacy system expertise** (like deep knowledge of DLA's Standard Procurement System or legacy COBOL-based apps) might not be Booz's strength – if your team has that, Booz could use you to round out their proposal. Booz Allen also values **innovation**: if you offer a cutting-edge solution (AI for demand forecasting, blockchain for supply chain security, etc.), frame it as a differentiator Booz can offer DLA with your help. Since Booz Allen is known for strategy, a small partner should emphasize **implementation proficiency and cost-effectiveness** – essentially, “we'll do the heavy lifting at a good value, under Booz's guidance.” If you hold a **cleared pool of personnel** in a needed area, pitch that clearly. For instance, “We have 15 Secret-cleared cloud engineers experienced with Azure GovCloud deployments for DoD” – this addresses a likely need (cloud migration) and eases Booz's staffing burden. When approaching Booz Allen, try to connect with the **DLA Account Lead or a Principal in the defense logistics arena**. Booz Allen's culture is very network-oriented; getting an introduction via a mutual contact or at an AFCEA/logistics forum can help. Present your firm as **low-risk and aligned with Booz's quality standards**. Emphasize any **Booz-like qualities** your team has (e.g., many of your staff are ex-military logisticians with security clearances – Booz loves teams that understand the mission). Also underscore your **small business status** if applicable, since Booz Allen has subcontracting goals to meet; being, say, an 8(a) or HUBZone could make you especially attractive for certain tasks or overflow work. Finally, demonstrate that you understand Booz Allen's processes: mention familiarity with **Booz Allen's program management framework, Agile Scrum methods, or consulting approach**. This shows you will integrate well with their team. In summary, **offer Booz Allen something they don't have in-house (unique skills or set-aside qualifications) and assure them that partnering with you will enhance their winning probability and execution excellence**. Booz Allen, as a top-tier integrator, is selective – tailoring your pitch to how you enable them to *deliver impact* to DLA will resonate.

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## Leidos

**Overview & Capabilities:** Leidos (Reston, VA) is a prime contractor on JETS 2.0 <sup>7</sup> and is one of the largest IT integrators in defense. Leidos' capabilities are very well matched to JETS: the company has broad experience in **modernizing legacy systems, developing enterprise applications, managing large IT infrastructures, and providing cybersecurity at scale**. Of particular relevance, Leidos has deep roots in **logistics IT and defense supply chain systems** – for example, Leidos has worked on Army logistics modernization and TRANSCOM systems, which likely share similarities with DLA's needs. On JETS, Leidos can bring **full-spectrum talent: software and systems engineers** (Leidos has a strong software factory approach for DoD), **cloud engineers** (Leidos runs large cloud contracts like milCloud 2.0 for DoD), **data analytics and AI specialists** (Leidos has been investing in AI for maintenance/logistics predictions), **cybersecurity experts** (they handle SOC and cyber defense for multiple agencies), and **IT service delivery teams** (Leidos operates many enterprise service desks and field support teams). In short, Leidos covers all major functional areas listed – from network ops, technical support, and helpdesk, to lifecycle system support and modernization <sup>26</sup> <sup>27</sup>. Leidos is also known for its work on **ERP systems** (they have worked with SAP, Oracle, etc.), so tasks like DLA's Enterprise Business System or future ERP updates would be

squarely in their wheelhouse. Their workforce includes many cleared personnel at Secret and TS levels across engineering disciplines. Leidos's reputation on large IDIQs is as a **heavyweight capable of tackling complex, large-scale projects** – for JETS, this likely means Leidos will aim to win the **bigger ticket task orders** (those that require significant integration and program management). Leidos' talent map emphasizes **technical leadership**: many **lead engineers, chief architects, and senior PMs** who can drive an effort with hundreds of FTEs if needed. Additionally, Leidos can draw on its **R&D heritage** (from legacy SAIC days) for any JETS task involving R&D or innovation pilots (Task area covering R&D was mentioned in the solicitation context <sup>28</sup> ). All in all, Leidos is arguably the prime with the **broadest technical breadth** on JETS – it can field teams in every domain: **Systems Engineering, Software Development (Agile/DevSecOps), Cybersecurity/RMF, Program Management, Logistics domain expertise, Cloud/Infrastructure, Data Analytics, and Sustainment**.

**Execution Organization & Key Personnel:** Leidos will manage JETS 2.0 through a well-defined program structure. Likely, Leidos has designated a **Program Manager** (and contract PM) specifically for the JETS vehicle. Given the size of the potential contract, this PM could be a **Director-level** person within Leidos's Defense Group (perhaps in the Logistics and Mission Support portfolio). The Program Manager oversees a **Program Management Office (PMO)** that handles all task order proposals, staffing coordination, and performance monitoring. Leidos often also assigns an **Account Manager or Client Executive** for major customers like DLA; this person (a senior leader) would ensure Leidos is meeting DLA's broader needs beyond just JETS (could be someone who also oversees Leidos's other DLA contracts, if any). Under the PM, there will be **Task Order Managers** for each awarded TO – each TO Manager is responsible for execution of that project's scope, schedule, budget, and deliverables. Leidos also employs **technical directors or Solution Architects** for their programs: on JETS, a chief technologist might be assigned to integrate best practices across all tasks (ensuring common toolsets, security posture, etc. are consistent). Key personnel likely include leads for each functional pillar: e.g. a **Lead Systems Engineer, Lead Cybersecurity Manager, Lead Service Delivery Manager** (for helpdesk tasks). Leidos's structure will also incorporate a **Subcontractor Coordinator**, as Leidos tends to have large teams of subs on IDIQ tasks (meeting small business goals is taken seriously – Leidos has a Small Business liaison office that might get involved in JETS subcontracting). In terms of hiring, Leidos's internal recruiting arm will have **Technical Recruiters** aligned to the Defense portfolio who focus on DLA/JETS positions. A *named* example: often Leidos has recruiting leads for each region or contract – e.g. a **Leidos Talent Acquisition Lead for Defense Contracts (Secret cleared roles)** who would be feeding the JETS program candidates. While we don't have their names publicly, these individuals interface with the program management to forecast hiring needs. Notably, Leidos might also use its **Leidos Fellows or senior SMEs** on tough problems: for instance, if DLA needs to architect a new data analytics platform, a Leidos technical fellow in data science might consult on the solution. Summarily, Leidos's org chart for JETS is layered: **executive oversight, a dedicated PM and PMO, task managers for each effort, and functional leads for key areas**, all supported by a strong contracts/subcontracts and recruiting support team.

*Org Chart (Leidos JETS 2.0 – illustrative):*

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Defense Group DLA Account Executive (oversees customer relationship)
└─ JETS 2.0 Program Manager (Program Director)
    ├── Deputy Program Manager (if appointed for day-to-day)
    ├── Task Order Managers (each major TO has one)
    └── Chief Engineer/Architect (overall technical integrity across TOs)
  
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- └ Cybersecurity Lead (program-wide ISSM overseeing compliance)
- └ Operations Manager (for service delivery/process consistency)
- └ Subcontracts Manager (handling all JETS subs and partners)
- └ PMO Support (scheduling, reporting, QA, plus Recruiting liaison etc.)

**Geographic Footprint:** Leidos, being headquartered in Reston, VA, naturally centers its JETS leadership around the National Capital Region. The JETS PM and core PMO staff are likely based in **Reston or Ft. Belvoir area** to interface with DLA J6. Leidos also has major offices in the DC area (including a presence in Crystal City/Arlington and Alexandria) which could serve as bases for JETS teams. For execution, Leidos will distribute personnel to where the work needs to be done: **Fort Belvoir, VA** is a primary location (DLA HQ and many IT systems are managed there). **Columbus, Ohio** (home of DLA Land & Maritime) is another key site – Leidos has executed large contracts in Ohio before (they have an office in Beavercreek, OH near Dayton), and could station personnel in Columbus to support any applications or infrastructure at DLA's data center there. **Philadelphia, PA** (DCSO contracting office and possibly some DLA IT functions) could see some Leidos contract administrators or project staff occasionally. **Richmond, VA** (DLA Aviation) and **New Cumberland, PA** (DLA Distribution) might host Leidos technical teams if tasks require on-site support at those depots. Leidos's global reach means **OCONUS** support is also feasible: DLA Europe (in Germany) or DLA Pacific (Hawaii, Guam, etc.) – if a task order includes overseas operations (e.g., network support at overseas DLA warehouses), Leidos can forward-deploy contractors. They have done similar deployments for other DoD logistics support contracts. However, unless a specific OCONUS requirement exists, most Leidos JETS personnel will operate stateside. **CONUS hubs** for Leidos relevant to DLA include not only the DC area and Ohio, but also possibly **Michigan** (Leidos has a logistics IT center near Battle Creek) and **Alabama** (Huntsville has many logistics contractors, and Leidos has presence there which could assist if Army and DLA logistics systems overlap). The **highest concentration** remains in **Virginia (NCR)**, where Leidos can quickly surge and where cleared talent is abundant.

**Clearance Requirements:** Leidos will staff JETS with appropriately cleared personnel per task. For most tasks, a **Secret clearance** is required and expected – Leidos has thousands of Secret-cleared employees to draw from. Many of their engineers and analysts are already cleared from other projects, and Leidos often laterally moves cleared staff around. **Top Secret** requirements will be met as needed: Leidos has a significant TS/SCI workforce (from intelligence community contracts and DoD classified programs). If a JETS task involves any Top Secret work (perhaps certain cybersecurity tasks monitoring classified networks or handling data that's classified), Leidos can plug in some of those TS-cleared folks or upgrade Secret staff to TS relatively smoothly (they have internal security offices to manage clearance sponsorships). **Public Trust** roles would be less common on JETS, but if any do arise (maybe for purely unclassified system maintenance), Leidos can assign uncleared personnel and get them Public Trust vetted. Typically, though, even basic IT roles in DoD are designated as at least IT-II (Secret) <sup>13</sup>, so Leidos will err on the side of cleared staffing. An example of Leidos's readiness: under similar IDIQs, Leidos keeps a database of pre-cleared candidates. On JETS, they likely have a roster of *contingent hires* with Secret clearances lined up for known task order bids – that accelerates deployment once awarded. In essence, clearance is not a pain point for Leidos; they have **robust clearance management** and can meet Secret/TS requirements readily. One note: if any tasks interface with **Special Access Programs or require SCI**, Leidos as a large defense contractor is one of the few primes fully able to support those (though it's uncertain DLA JETS will involve SAPs/SCI at all – probably not in a big way). Therefore, Leidos provides DLA a high confidence that all personnel will meet necessary clearance levels, from Secret up to TS/SCI if needed.

**Pain Points & Challenges:** Leidos, despite its strengths, faces a few challenges on JETS 2.0. First, **competition and protest risk:** Leidos often is a favorite for large awards, which can invite protests from competitors. They will need to be meticulous in proposals to avoid any weaknesses that competitors (large or small) could exploit. Also, small businesses have already shown they can win large tasks on JETS (e.g. the \$427M DAI task went to a small prime <sup>29</sup>), which means Leidos must either partner with those smalls or risk losing out. Leidos did **not** get that DAI task initially, meaning a chunk of potential work moved outside their grasp (unless they join the winning team). This suggests a pain point: **Leidos may need to play subcontractor on some tasks**, which for a company used to priming can be a shift in strategy. Another challenge is **rate pressure and margins** – JETS likely has some task orders awarded on lowest-price technically acceptable basis or at least with heavy price competition (259 offers for the IDIQ itself implies a very price-competitive environment <sup>3</sup>). Leidos will have to manage costs; that might mean using lower-cost labor locations or more junior staff in some roles. Doing so while maintaining performance is a balancing act – misjudge it and quality could slip (a performance risk). **Hiring challenges** are present for Leidos too: although big, Leidos doesn't always have bench warmers waiting; they'll need to recruit new talent for niche skills (e.g., if a task needs a dozen ServiceNow developers or AI programmers, Leidos must hire quickly or subcontract, as those skill sets are in high demand). In certain locales, finding cleared talent could be hard (for instance, if Leidos needs people on-site at a less urban depot). **Retention** of staff is another issue to watch – DLA tasks could be seen as back-office IT which might not be as "exciting" as other projects, so keeping high performers engaged and not jumping to other contracts is important. From a delivery standpoint, Leidos will have to integrate potentially many partners (some task orders could have multiple subs for specialized pieces). Ensuring tight **coordination and communication** among all subcontractors is a constant management task (though Leidos is seasoned at this, issues can still arise). There have been no known performance problems with Leidos on DLA programs publicly; in fact, Leidos was highlighted in news as being selected for a prior DLA IT vehicle in 2017 <sup>30</sup> – indicating the customer's confidence. Still, Leidos must stay adaptive: **technological change** is rapid, and DLA's push for modernization means Leidos must continually inject innovation (potential pain if they rely on older methods). Summing up, Leidos's pains are mainly **competitive (losing work to others, price wars) and logistical (hiring fast, orchestrating large teams)** rather than any doubt in technical ability.

**Staffing Model & BD Strategy for Leidos:** Leidos uses a **proactive staffing model** for large IDIQs like JETS. They maintain a pipeline of **pre-identified candidates** for key roles – sometimes capturing resumes during the solicitation phase and keeping warm connections. Once tasks drop, Leidos likes to hire a mix of **incumbent personnel** (if the task was previously done by someone else) and **new recruits**. They often will provide contingent offer letters to incumbents to secure them if Leidos wins – minimizing transition disruption. Leidos is also known for **leveraging internal staff mobility:** they can reassign employees from ending programs to new JETS tasks. This internal redeployment is attractive as those employees are already cleared and familiar with Leidos processes. For surge or highly specialized needs, Leidos will **subcontract or use temporary contractors**. They might partner with staffing firms especially for quick fills of technician roles at various sites. On enduring tasks, however, Leidos prefers to convert staff to full-time Leidos employees to ensure stability. Their compensation packages and career development programs (like paying for certifications, etc.) are used to attract talent to join and stay. A key part of Leidos's staffing model is robust **training and knowledge transfer** – they invest in training new hires on DLA-specific systems (knowing that familiarity with the exact systems can be rare in the job market). As tasks evolve, Leidos might adjust labor mix (e.g., if automation reduces need for manual support, they'll retrain some admins into developers or analysts). The **staff augmentation** approach is certainly in their toolkit, but Leidos likes to maintain control by owning as much of the workforce as possible.

**BD Recommendations – Partnering with Leidos:** To partner with Leidos, a company should position itself as a **force multiplier** for Leidos’s offerings. Leidos often primes and looks for subs that bring **either niche capabilities or customer intimacy or socioeconomic set-asides**. If your firm has **deep expertise in a particular DLA system or function** (say, **fuel supply chain management, warehouse automation tech, or a proprietary tool DLA uses**), make that known – Leidos will value that specialization. Leidos also seeks **innovation from small businesses**: if you have a product or solution that can plug into DLA’s environment (maybe a predictive analytics tool for inventory or a mobile app for logisticians), pitch it as part of Leidos’s solution suite. From a more tactical angle, highlight your **ability to staff quickly and locally**. If your team is near a DLA site (e.g., you have an office in Richmond near DLA Aviation with cleared folks ready), Leidos can incorporate you to satisfy on-site requirements without uprooting their own people. Leidos also has stringent small business targets – if you are, for example, a **HUBZone or SDVOSB**, that can be a big plus in getting Leidos’s attention for subcontracting. When reaching out, try to connect with the **Leidos JETS Program Manager or their Subcontracts Manager**. Often Leidos attends industry outreach sessions for big vehicles; make sure to present your capabilities there. In communication, **be concrete about past performance**: e.g., “We supported DLA Transaction Services with X solution resulting in 30% efficiency gain” or “Our personnel have 15+ years on the EXACT system your task is about.” Leidos is very metrics and resume-focused in evaluating partners. Also, ensure your **cybersecurity posture** (CMMC compliance, etc.) is solid – Leidos will only partner with firms that won’t risk their own compliance. Citing any **existing relationship with DLA customers** can help (if DLA folks know your team, that eases Leidos’s risk). Be prepared to operate under Leidos’s processes – mention that you are comfortable with **EVMS (Earned Value Management), ISO/CMMI standards, and rigorous reporting**, as Leidos runs tight project management. In essence, show that you will **help Leidos win** (by covering gaps or adding value in cost or innovation) and **help Leidos deliver** (by providing quality people and solutions under their management). Lastly, patience and persistence matter: Leidos is large, so cultivating the relationship (regular check-ins, offering help on proposals) may be needed before the subcontract arrives. Once on a Leidos team, focus on **exceeding performance expectations** – Leidos often rewards good subs with more work.

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## Peraton

**Overview & Capabilities:** Peraton (Herndon, VA) is a newer but significant player among the JETS primes <sup>31</sup>. Formed from several major acquisitions (including Harris Government, Perspecta, Northrop Grumman’s federal IT, etc.), Peraton brings capabilities spanning **cybersecurity, defense IT operations, engineering, and mission support**. On JETS 2.0, Peraton’s inclusion as a prime indicates their strength in areas like **network operations, secure communications, and enterprise IT** – many rooted in their heritage contracts. Peraton has a strong focus on **cyber operations** (it operates cyber defense for various federal agencies), which aligns to JETS Task Area 6 (Cybersecurity Support). They also have capabilities in **Command and Control (C2) integration** and C4ISR systems from their defense work – relevant if DLA tasks involve integrating logistics systems with operational C2 systems. Peraton’s talent pool covers **systems & network engineers, software developers, information assurance analysts, agile DevOps engineers, supply chain/logistics analysts, and program managers**. Given Peraton’s pieces include former Perspecta (which handled many DoD IT service contracts), they likely have experience with **DLA’s legacy systems** or at least similar systems (Perspecta did a lot with logistics and supply chain for Army/DLA). Notably, Peraton’s announcement of the JETS award cited it as providing “essential IT support” to DLA <sup>32</sup> <sup>33</sup> – indicating they intend to cover **applications, infrastructure, and R&D** support across the enterprise. In practice, Peraton likely will emphasize **secure enterprise IT solutions, cloud and application hosting, and innovative tech insertion** (like using automation or AI to enhance IT services). Their workforce

includes a good number of cleared personnel in the Secret/TS range from intel and defense programs. While smaller (in headcount) than the other four primes, Peraton is still sizable (~10,000+ employees) and can bring robust capabilities, often acting with agility thanks to its more compact size.

**Execution Organization & Key Personnel:** Peraton's execution of JETS will revolve around a dedicated team led by a **Program Manager** for the IDIQ. Given Peraton's emphasis on the contract (they even echoed the news on their website <sup>33</sup>), the JETS PM might be a prominent leader in their Defense Mission/IT sector. This PM will be supported by **Integrated Project Team leads** for significant task areas. Because Peraton may not have the same task order volume as bigger players (initially), they might adopt a leaner management structure: e.g., one senior PM and a couple of deputies who each oversee multiple task orders. One deputy PM might handle **Service Delivery tasks** (infrastructure, helpdesk) and another handle **Development/Sustainment tasks** (software, cyber projects). **Key named personnel** from Peraton aren't public for JETS, but we can infer roles: a **Lead Systems Engineer/Architect** to guide technical approach, a **Lead Cybersecurity Manager (ISSM)** to ensure all DLA systems they touch are secure and compliant, and possibly a **Logistics IT SME** to advise on DLA-specific process integration. Peraton will also have a **Subcontracts Manager or small business liaison** assigned to JETS – since Peraton often partners with niche firms, someone coordinates those relationships. For hiring, Peraton's Talent Acquisition likely has a **Cleared Recruiting team** segmented by contracts; a **Recruiting Manager for Defense Programs** would collaborate with the JETS PM to fill roles. If any hiring POC is known, it might be via networking – e.g., Peraton's HR or a notable recruiter on LinkedIn focusing on DLA or defense IT positions. (Peraton has actively recruited for similar contracts, so one could find recruiters posting about DLA JETS roles on ClearanceJobs or LinkedIn). Internally, Peraton's structure might also assign an **Account Lead** for DLA (someone overseeing all work with that agency), who would ensure customer satisfaction and possibly be involved in high-level BD and issue resolution. This could be an executive who also handles, say, other Defense Agency accounts. Overall, Peraton's org for JETS is a classic program structure but likely flatter and more hands-on due to the company's culture of agility.

*Org Structure (Peraton – JETS 2.0):*

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Program Manager – DLA JETS 2.0
├─ Deputy PM (Service Delivery) – covers network, infrastructure, helpdesk T0s
├─ Deputy PM (Development & Cyber) – covers software, cyber, PM support T0s
├─ Technical Lead/Chief Engineer – ensures solutions meet DLA needs
├─ Cybersecurity Lead (ISSM for program compliance)
├─ Subcontracts/Partners Manager – manages teaming partners and subs
└─ HR/Recruiting Liaison – coordinates hiring of cleared staff for JETS
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**Geographic Footprint:** Peraton's footprint for JETS will mirror where the work is; as a leaner organization, they will strategically place people at key nodes. **Herndon/Chantilly, VA** (where Peraton has offices and where their contract was registered <sup>31</sup>) will be a base for program management and back-office support. **Fort Belvoir, VA** is critical – Peraton will have on-site personnel at DLA HQ or nearby, as interfacing directly with DLA J6 and users is important especially for service desk or network support tasks. Peraton might also leverage its **Aberdeen, MD** presence (if any tasks relate to DoD logistics systems co-located at DISA or Army facilities, though that's speculative). For DLA sites, Peraton is likely to focus on **Columbus, OH** and **Richmond, VA** if they win tasks in those locations, by either relocating some staff or hiring locally. A strength of Peraton is coming from Perspecta which had personnel across many DoD sites – they might

already have employees in places like Richmond or Philadelphia from legacy contracts. **OCONUS:** If any global support is required, Peraton has experience (they support satellite and intel missions worldwide), so deploying a few techs to, say, Europe or Pacific on rotational assignment is feasible for them. The concentration though will be in **Northern Virginia** for leadership and **where the tasks are awarded** for execution. If Peraton wins a helpdesk task, and that helpdesk is to be located near DLA HQ or at a regional center, they'll staff accordingly at that site. Being smaller, Peraton can't spread thin, so they will likely **pick their battles** – focusing on tasks in areas where they have presence or can cluster staff. They also have a facility in **Ogden, UT** (from legacy Harris) but that's probably not directly relevant here. The key is that Peraton will maintain a **strong D.C.-area core**, with outstations at major DLA operational locales as required.

**Clearance Requirements:** As with all JETS primes, Peraton will ensure its staff meet clearance requirements – mostly **Secret, with some TS**. A significant portion of Peraton's workforce, especially those from its heritage companies, hold Top Secret or higher (due to intel community contracts). Therefore, clearance is a competitive advantage for Peraton – they can field TS-cleared folks even for Secret roles, which provides flexibility if the scope changes or if access to classified networks is needed. Most JETS positions Peraton fills will be **Secret-cleared IT specialists**. In cases where Peraton's work intersects with any intelligence or secure comms (for example, if a DLA IT system connects to SIPRNet or involves secure voice/data comms, which is plausible for logistics in warzones), they might assign TS-cleared communications security personnel. Also, given Peraton's cyber focus, if any **Threat Hunting or incident response** tasks are involved, those often require TS because they deal with classified threat intel – again something Peraton can accommodate. **Public Trust** roles would be rare; perhaps if Peraton handles some low-risk administrative IT tasks. But DLA's classification of positions likely puts even admin roles at least at Secret Trust level. If needed, Peraton can on-board uncleared hires and sponsor their clearance, but they will likely recruit already-cleared candidates to meet quick turnarounds. Peraton must also adhere to DLA's IT-II and IT-I position designations <sup>18</sup>, which they have experience doing on other contracts. To note, because Peraton came from Perspecta (which had a lot of background investigation contracts), they are well-versed in clearance processing and security compliance. Thus, no major issues expected in fulfilling clearance needs – **Secret is baseline, TS for specific roles, and Peraton has personnel with both**.

**Pain Points & Challenges:** Peraton's challenges on JETS include **establishing itself against larger competitors** and scaling up rapidly for any big wins. As a mid-to-large company (but smaller than CACI/Leidos), Peraton may not have the existing DLA contract footprint those others do. This means they have to **build relationships with the DLA customer anew** – a potential disadvantage in subjective evaluations. It also means **incumbent capture** is critical: Peraton will try to hire incumbent staff from wherever they can to quickly gain institutional knowledge, but the competition will too. Another challenge is **resource bandwidth**. Peraton is involved in many high-profile programs (e.g., NOAA weather satellites, Space Force contracts, etc.); JETS adds another big domain. They must ensure they have enough program management depth to pay attention to DLA alongside these others. The early phase of JETS might be slow for Peraton (if tasks are not immediately won), which can strain a dedicated PM team if they are waiting for work – essentially a **pipeline uncertainty challenge**. Conversely, if they *do* win a major task out the gate, the challenge flips to **rapid execution ramp-up** for which they'll need to onboard possibly hundreds of staff quickly. **Hiring backlogs** could hit Peraton hard if multiple task orders come in short succession – as a smaller prime, they may not have a massive bench to draw from, so they will rely on recruiting and subcontractors; any delay there becomes a performance risk. **Subcontractor churn** is a worry as well: Peraton's supply chain of partners might include very small businesses that, if not managed or if they face their own staffing issues, could cause hiccups in delivery. Additionally, Peraton has to be mindful of



**contract protests** – being a newer entrant, if they win over incumbents or larger firms, those firms might protest Peraton’s win (just as CACI protested a small business win). Handling a protest (or being ready to defend their solution to DLA) will be something Peraton must be prepared for. Internally, integrating their various corporate components into one cohesive delivery for DLA is an ongoing effort (Perspecta folks, Harris/NG folks all under one brand now). If not fully integrated, differences in corporate culture or systems could cause inefficiencies. So far, Peraton has navigated that well on other contracts, but it’s worth noting. **No public performance issues** for Peraton on JETS exist (it’s early), and Peraton will certainly strive to make a strong impression since this is a flagship vehicle for them. Being in the news as part of the 85 awardees and highlighting it on their site <sup>33</sup> shows they are keen to succeed. The main challenge is proving they can **compete with the “big boys”** and deliver equal or better service, while managing growth.

**Staffing Model & BD Strategy for Peraton:** Peraton’s staffing model is somewhat between a large integrator and a nimble mid-size firm. They will **direct-hire** key personnel but are very comfortable using **teaming and subcontracting** to fill out their ranks. On JETS, Peraton will likely use a **federated approach**: identify a few trusted subcontractors to handle specific portions of tasks (for example, they might have a small company partner take on Tier 1 helpdesk staffing, while Peraton focuses on Tier 2/3 and management). This allows them to scale without having to hire every single junior role themselves. For highly specialized skills, Peraton might even engage independent consultants or specialty vendors on a short-term basis (a form of staff aug) – e.g., bringing in a specialist for a 6-month cloud migration effort. Peraton values **agility**, so they might employ more **contract-to-hire** than the bigger firms – trying out a consultant and then offering them a full-time role if the workload is sustained. They also leverage their **acquisition heritage**: if Perspecta had alumni or known talent in the DLA space, Peraton can tap that network to recruit. Another aspect is **surge staffing capability** – Peraton, inheriting Perspecta’s defense personnel, can surge from one contract to another if priorities shift (they did a lot of defense enterprise IT, so some workforce is interchangeable across DoD contracts). Peraton’s recruiting team often emphasizes the company’s growth and diverse missions to lure candidates from larger competitors, which can help them staff up quickly with talent from CACI, Leidos, etc. On retention, Peraton is still building its brand, so they often highlight opportunities to work on cutting-edge projects to keep people engaged.

**BD Recommendations – Partnering with Peraton:** Partnering with Peraton at this stage can be very fruitful – as a relatively new prime, Peraton is likely **seeking strong partners to bolster its credibility and capacity**. A small or mid business approaching Peraton should stress how they can **extend Peraton’s reach**. For example, if your firm has **long-standing DLA relationships or incumbency on a legacy task**, that’s gold to Peraton; they can incorporate you to gain customer insight and past performance. If your capabilities include something Peraton might lack in depth due to its size – say, a **large pool of cleared personnel in a specific region** or a **highly specialized skill (like SAP BASIS admins or Mainframe coders for old DLA systems)** – bring that forward. Peraton will likely appreciate partners that help them **scale**. Being a **small business with the right set-aside status** is also advantageous; Peraton will need to meet small biz goals and might give you a larger workshare than a giant prime would, in order to build a win-win relationship. In approaching Peraton, try reaching their **Business Development or Capture Manager for Defense Agencies**. Since they promoted the JETS award on their news, their communications or press contact (Lynelle Haugabrook is listed as Media Relations <sup>34</sup>) might direct you to the program team. Networking via professional associations (AFCEA, etc.) could also connect you to Peraton’s DLA-focused leaders. When pitching, mention any **innovative solutions** you have – Peraton, coming from a tech background, likes to differentiate with innovation (like zero-trust cybersecurity, automation, etc.). If you have a ready-to-go **labor force** for an upcoming task (say you know DLA is going to compete a cloud migration task order, and you have a team that did similar work at DISA), emphasize that. As always,

underscore low risk and high value: **Peraton's pain point might be bandwidth**, so if you can take on a portion of work reliably under their oversight, that frees them to focus on other areas. Also, given Peraton's growth mode, they might be open to **strategic partnerships** – even Mentor-Protégé relationships if you are small enough and complement their areas. Consider proposing a Mentor-Protégé or JV for certain tasks; Peraton might entertain it to win set-aside work. Finally, be prepared to be flexible: as a partner, you might need to cover multiple roles or quickly adjust scope if Peraton's needs change – demonstrating that flexibility in discussions will build their confidence in teaming with you. In summary, **offer Peraton augmentation of capacity, niche excellence, and customer familiarity**, and align with their innovative, mission-focused culture. This will position you as a go-to partner as they navigate the JETS contract.

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## Conclusion & Strategic Outlook

The DLA JETS 2.0 contract is a sprawling vehicle that demands **comprehensive capabilities and agile execution** from its primes. Each of the five highlighted prime contractors – **CACI, GDIT, Booz Allen, Leidos, and Peraton** – brings a unique mix of strengths and corporate style to the fight. They all share common requirements for success: recruiting and retaining a cleared, skilled workforce across numerous IT disciplines; managing a geographically dispersed effort; ensuring stringent security compliance; and delivering on time in a highly competitive task order environment.

For a business looking to engage these primes (whether as a subcontractor, or vendor, or candidate for employment), understanding their specific focus areas and challenges is crucial:

- **CACI** will leverage its deep DLA domain experience but must fill gaps in new technology and recover from competitive setbacks. It values partners that offer innovation and quick staffing to maintain its edge <sup>20</sup>.
- **GDIT** relies on process excellence and breadth of services; it seeks teammates who can provide niche skills or local presence to complement its industrial-scale IT operations.
- **Booz Allen** emphasizes high-end consulting and tech integration; it looks for partners with practical implementation skills and cost-effective solutions to pair with its strategic prowess.
- **Leidos** aims for big wins by sheer technical and program management muscle; it appreciates partners who bring specialized domain know-how or can enhance its proposals with innovation and socio-economic credits.
- **Peraton**, as an ascendant mid-tier prime, is hungry to prove itself – it welcomes collaborators that can extend its capacity, share incumbent knowledge, and jointly innovate to deliver value on JETS <sup>33</sup>.

Across the board, these primes will face **hiring bottlenecks and the need for surge staffing**, so any offering that eases recruitment of cleared talent (whether through staffing services or ready teams) will be attractive <sup>35</sup> <sup>36</sup>. Likewise, **technological enablers** like automation, AI, and advanced analytics are high priorities for DLA (to modernize and gain efficiencies), so pitching solutions in those realms is wise.

From a **Business Development strategy** perspective, anyone targeting JETS opportunities should remain vigilant on upcoming task order releases (many of which are being recompeted or newly defined). Monitor sites like SAM.gov and industry intel sources for JETS task RFPs, and note which prime(s) are likely bidders. Then tailor your approach: for example, if a task is small-business set-aside, perhaps position to partner with a large prime as their sub (or vice versa if you are small with a niche, approach a large prime team).

Leverage tools like USAspending or FPDS to see if any initial task orders have been obligated to these primes (as an indicator of momentum) – early obligations to certain primes might mean they have an incumbent advantage.

Finally, remember that **DLA's mission – providing logistics support to the warfighter – is critical**, and all contractors are expected to keep that mission focus. Showing how your capabilities or collaboration with a prime ultimately helps DLA improve readiness, reduce costs, or accelerate logistics will resonate strongly. All five primes are ultimately aiming to deliver **responsive, secure, and innovative IT services** that enable DLA's global logistics enterprise.

By aligning your strategy with each prime's needs and DLA's mission outcomes, you can position your organization as a valuable contributor to the JETS 2.0 program's success. The next several years of this contract will undoubtedly shape DLA's IT landscape – and the contractors who effectively marshal talent and expertise (and work well together through primes-sub relationships) will play a key role in that transformation.

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