





The **values, beliefs,** and **philosophy** that define who we are as a company, what our **core values** are, and what we believe is the most **honorable** way to do business.

Ten Business Values

CACI's Ten Business Values reflect the ethics, goals, and standards that we practice in every facet of our business, every day. With vigilance and individual commitment, we

1. Place **integrity** and **honesty** above all else.
2. Put our **clients first**.
3. Create **value** for clients and **deliver quality**.
4. Provide **career opportunities** for our people.
5. **Recognize** and **reward** our top performers.
6. Maintain a **value-oriented culture**, where people enjoy working.
7. Grow our **business profitably**, and create long-term **shareholder value**.
8. Maintain **accountability** and **responsibility** for what we do ... and if it's not right, fix it.
9. Treat each other fairly, with **mutual respect**, and with **equal regard** for our clients, shareholders, business partners, vendors, suppliers, and the public at large.
10. Work to sustain the **highest-quality reputation** for CACI and its people.

Management's Job

1. **Selling and Marketing**
Increase sales, develop strategic marketing, and apply consistent messaging to promote CACI's valuable services and uphold our good name and fine reputation.
2. **Making Good Profits**
Support and manage your team to advance CACI's profit goals and cost control objectives.
3. **Growing Revenue and Earnings**
Support, personally and with your team, the actions and activities necessary for meeting CACI's growth targets.
4. **Delivering Quality**
Create high-quality, best-value solutions, services, products, and deliverables for all our highly valued clients.
5. **Developing People**
Develop, mentor, train, lead, and motivate our fine people – to advance their careers and their value to the company, to your clients, and to themselves; to instill the importance of our vigilant CACI culture; and to create pride in CACI, enhancing our image and reputation.
6. **Collaborating to Win**
Promote information-sharing and support across your team and the entire company to develop and apply the collective expertise needed to deliver comprehensive client support, recruit and retain good people, and win the business that enables our growth.

The Golden Rules of Client Consulting

1. Never anger or insult your client, or your contract will not be renewed.
2. Deliver what you have promised, or your contract will not be renewed.
3. Be responsive and attentive to both old and new clients, or they will wonder what you are doing with their money, and your contracts will not be renewed.
4. Do not discuss your client's problems outside your company, because your client will inevitably learn of your indiscretion, and your contract will not be renewed.
5. Be pleasant, cheerful, and easy to do business with, or your client will seek those who are (and your contract will not be renewed).
6. Make sure your client is satisfied with your services, because clients, too, need to be proud of your work in front of their bosses.
7. Present your solutions in person. Take pride in your services, so your clients know you value their projects.
8. Praise your company and your associates, so your clients know you take pride in your affiliation.
9. Do not discuss with your clients the shortcomings of their staff, or they will suspect you discuss this with others, too.
10. And always remember: *“Whoever has the gold (the client) makes the rules.”*



Cultural Principles and Beliefs

Principles and Beliefs That Guide Us

CACI has sustained an exceptionally vibrant and successful business philosophy from the very beginning. And while our ways of doing business continually evolve to meet new market needs, the practices inherent in our organizational culture remain firmly rooted in the principles and beliefs you'll find here.

Together, these documents portray what it means to be part of our company. They clearly express the value we place on mutual respect and trust among ourselves and our clients, our belief in honesty and integrity in all our business dealings, and our commitment to excellence in everything we say and do.

Our Foundation for Being The Best



I have a vision for CACI that is very simply stated ... but is also one that we must all work together to attain. It is to be The Best in Everything We Do!

To be The Best takes a shared commitment and a strong cultural foundation to support what we hope to achieve. Luckily, we have these documents in place to guide us, sustain us, and keep us on the right track as we move forward.

I want to let you know I will work hard to uphold and enhance the unique CACI corporate culture that has served the company so well for so many years. Only by being fully committed to the enduring hallmarks of integrity, ethics, excellence, and distinction in service to our clients will we be able to be the:

- Very Best in Customer Satisfaction – Remember that the Customer is Number 1
- Very Best in Value-Based Innovation – Create new solutions to meet new challenges
- Very Best in Employee Satisfaction – Build loyalty by providing career opportunities and rewarding outstanding performance
- Very Best in Return to Our Shareholders – Grow earnings
- Very Best in Strategic Consolidation – Seek acquisitions that provide new capabilities and access to new clients
- Very Best in Corporate Culture and Values – Remain true to our integrity-based culture
- Very Best in Corporate Compliance – Excellence in adherence to our policies and procedures

Thank you for your support. I am confident that if all of us at CACI use these documents as a benchmark for how we interact with our clients and our colleagues, we will continue to achieve remarkable success.



Paul M. Cofoni
President and Chief Executive Officer

Mission Statement

CACI's mission is to be a leader in providing the information technology and consulting solutions America needs to defeat global terrorism, secure our homeland, and improve government services. We are *ever vigilant* in aligning our solutions with the nation's highest priorities.

We develop and deliver innovative, value-added products and services for homeland security, systems integration, network services, information assurance, intelligence services, knowledge management, modeling and simulation, and engineering and logistics.

Our strength is in providing superior solutions that add value to our clients' operations, increase their skills and capabilities, and enhance their ability to support their vital missions.

Our dedicated CACI people perform with excellence, integrity, and distinction to create value for our clients and shareholders.





Credo

Although changes may occur in our marketplace or industry, we believe certain fundamental values enable CACI people to bring unique benefits to our clients and our nation. At CACI we take pride in our commitment to



1

Quality Service and **Best Value** for our clients,

2

Individual Opportunity and **Respect** for each other,

3

Integrity and **Excellence** in the work we do, and

4

Distinction and the **Competitive Edge** in our markets.