CACI Times

Alignment *for* Growth

Dear Team,

CACI's Alignment for Growth is underway, and we have begun in earnest to take on the challenges of becoming a Tier 1, $3 billion organization. We ask now that every CACI employee understand and embrace our new business model. We all have a role to play in CACI's success!

What's Changed

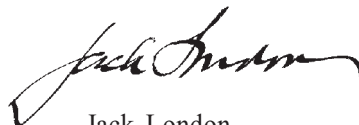The Alignment positions us for better client focus and greater business-building activities.

Our four new business groups — National Solutions, Transformation Solutions, Enterprise Technologies and Services, and Mission Systems — are being guided by experienced leaders who share a vision for growth, and who will work together to achieve our goals. And while each business group has its own areas of concentration and expertise, collaboration is encouraged and expected.

Our infrastructure is also changing to support our growth. CACI corporate and staff functions are reenergizing processes and procedures to better serve our line organizations. We will also be introducing new initiatives in recruiting and retention that will help us build the workforce we need to bring in the business and accomplish our goals.

What Remains the Same

CACI's culture and our focus on delivering quality service and best value for our clients remains intact.

The Alignment reflects our corporate culture and values. It is not a departure from our strong foundation — it is a direct result of it. CACI is building on its 43 years of success and positioning itself to compete at higher levels of business and achievement.

Jack London

Jack London

What It Means for CACI People

CACI people will have more opportunities than ever to grow and achieve on the job. Right now we are getting ready to unveil programs that range from enhanced career development to initiatives in recruiting and referral. Stay tuned to the *CACI Times* and CACI*net* to find out more.

CACI has always been a great place to work. With the Alignment for Growth, we have become even better!

Bill Fairl

Bill Fairl

National Solutions **Gail Phipps**	Transformation Solutions **Gil Guarino**	Enterprise Technologies and Services **Randy Fuerst**	Mission Systems **Keith Kellogg**

In this issue …. Interviews with each of our new Business Group leaders, along with the architect of the Alignment for Growth, Dick Mayo.

National Solutions

Gail Phipps, Executive Vice President

Gail Phipps manages our National Solutions Business Group. Her organization offers solutions for document management, national and civilian intelligence, and multimedia productions.

The synergy between the divisions that make up the National Solutions Group is fantastic! We see tremendous growth opportunities for the products, solutions, and services we offer.

For example, CACI is the premier litigation support contractor for the Department of Justice. We have a fantastic set of services and solutions, coupled with a great knowledge of the federal landscape, to offer other federal clients. Most agencies have general counsels and inspectors' offices that can benefit from this support.

Another area for growth is case management, especially for homeland security and law enforcement agencies like the FBI. We support everyone from officers "on the beat" and agents in the field, to intelligence analysts on efforts like the Moussaoui trial.

In every case, information must travel from one venue to the next, following all the applicable business rules for each new venue and client. We have the case management experience to ensure that this information remains secure at every step, and that the "chain of evidence" is never broken.

In fact, CACI has a real competitive edge because, unlike our competitors, we have a thousand litigation support

experts … and another thousand intelligence analysts … so when we put them together, we can do something for homeland security that no other company can.

Now, I come from the intelligence "community [editor's note: Gail began her

> ### "We have that close identity with the mission that lets clients know we are fully engaged and part of their team."

career in the National Security Agency] and I know the culture there. It's a "need to know" environment in which, before 9/11, intelligence was rarely shared. Sometimes it was even illegal to do so! But that means our intelligence and law

enforcement clients also need to make a cultural change to begin better information sharing. Our group offers the people and the solutions to help them do this.

I tell our teams that we play at the mission-critical level — we don't build satellites or tanks — we deal with information, knowledge, and solutions. We have that close identity with the mission that lets clients know we are fully engaged and part of their team.

I tell our staff, "This is your company." We are flexible and agile; we take care of our staff and our staff takes care of our clients; and our managers are empowered. Many competitors give their managers responsibility but no authority — no empowerment. That's not us.

To keep this culture, we have to train our staff well, and we have to make sure our processes and procedures grow with our revenue. It's everybody's responsibility.

Quick Facts

*National Solutions' major clients include the **Department of Justice** (DOJ) and the **Intelligence Community** … The group is home to one of the longest client engagements in CACI's history – sustaining **27 years of DOJ service** and currently supporting the largest U.S. litigation cases … The litigation support team is transforming into "Justice and Homeland Solutions" and has new contracts with the **Drug Enforcement Agency**, the **Departments of Energy** and **Health and Human Services**, the **Securities and Exchange Commission**, among others … The group plans to house Centers of Excellence in **languages and multimedia; document, records, and case management;** and **information assurance.***

Transformation Solutions

Gil Guarino, *Executive Vice President*

Gil Guarino heads our Transformation Solutions Group. His organization fields CACI teams in the areas of consulting and domain expertise, government business solutions, and broad-based systems integration and software development.

I like to say our group is a microcosm of the company, working in all kinds of client space and expertise.

At the same time, we clearly have a core proficiency in solutions for acquisition and financial management, as well as enterprise-wide projects in general, including readiness, installation management, and logistics. These are the core business areas in which we're supporting the transformation going on right now in DoD and the federal civilian community.

As we move forward, we'll broaden our support to the bigger enterprise resource planning (ERP) projects that are fundamental to government transformation and the modernization of legacy systems. The government is enacting major programs to conduct business more efficiently and our solutions are a good fit with their needs.

Our services and domain expertise make us a valued partner across all markets. As we continue to serve more clients, we will continue to strengthen our capabilities and become the "go to" provider for enterprise solution projects.

I'm a strong proponent of "strategy-driven growth." Our clients' requirements have become more complex,

and our competitors have become more sophisticated. As such, we must lay out a strategy for major client transformation programs that lets us participate as a prime where we can, but also as a subcontractor with a well-defined and

"We're going to drive our growth based on well-defined strategies."

value-added role. Over time, programs for which we could not have primed, because we may not have had all the needed past performance, will come up for recompete. When they do, we'll be ready. The combination of our domain and solutions expertise, plus our efficient cost structure, will make us the preferred provider for phase 2 of these

large and long-term ERP projects.

Bottom line? We're going to drive our growth based on well-defined strategies. While we continue to find opportunities to prime and subcontract, we'll also be defining and executing strategies that make us a Tier 1 player. If we work to better understand our clients' needs, study our competitors' strengths and weaknesses, and lay out a gameplan, when we go to bat, we have a good chance of hitting the ball out of the park.

Growth is everybody's responsibility. As we move forward, we are connecting the dots between the places we are … and the places we can and want to be. We need to recognize that the services we deliver today set the stage for the future, and we must keep our eyes open to every new opportunity. Transformation is a journey, not a destination — enjoy the ride!

Quick Facts

*Gil's group provides solutions for **acquisition, financial management,** and **readiness** across the **Department of Defense** (DoD) and for **numerous civilian agencies** … It's home to CACI acquisition and financial management solutions like the **Standard Procurement System (SPS),** which is used throughout the DoD, as well as **RM Online, Wide Area Workflow,** and **Comprizon** … It also has a growing business in strategic marketing and communications … Clients here include the **Veterans Administration** and **Army National Guard.** And like other business groups within CACI, Gil's group provides a full spectrum of IT services.*

Enterprise Technologies and Services

Randy Fuerst, *Executive Vice President*

Randy Fuerst leads our Enterprise Technologies and Services (ETS) Group. His team helps manage defense and federal civilian enterprises and provides program management support, infrastructure engineering, and logistics support for the U.S. Navy and Air Force.

ETS plans to be a market leader in large-scale "global reach" services. This includes enterprise IT management, network and systems migration, information assurance, logistics, infrastructure engineering, and enterprise and supply chain management.

Our services help make government network-centric and make sure that network-enabled missions are viable, secure, and reliable. We believe that, as Jack London says, it's a "network world."

We intend to be highly visible in our market space, and we will be quickly responsive to market changes. Agility will be a strong aspect of our group. Our clients are constantly responding to challenging and changing worldwide mission requirements — and we will support them around the globe and around the clock.

We now have the mass to take on major programs. Out of the gate, we are going to further our success in large-scale projects for our clients. We will strive to meet our strategic plan goals early and win more of these larger opportunities.

Importantly, I see us continuing to provide excellent career opportunities for our employees. CACI is a great place

to work, and my ETS leadership team is committed to continually making it better. My managers know that we're all in the recruiting business. We have

> ## "We intend to be highly visible … and quickly responsive to market changes."

a great story to tell potential new hires — we serve important clients, with global missions, and deliver on exciting and challenging technical tasks.

As we grow we will need more great managers and technical folks who un-

derstand that CACI's growth is built on a bedrock of delighting customers and being masters of the details of their programs and areas of responsibility.

In ETS, I will look to empower managers and their teams with responsibility and accountability, providing them the tools, training, and mentoring to succeed in this endeavor. I especially look forward to promoting from within our managers and employees who have successfully measured up to the tasks they were assigned.

The bottom line for ETS is that we have a talented and motivated team — responsible and accountable — that helps our clients succeed in their missions, wherever they may be. This will be decisive in driving our growth.

Quick Facts

*ETS's key client accounts are with the **U.S. Navy** and **Air Force, Defense Information Systems Agency,** the **Department of State,** and the **Department of Homeland Security** … ETS is home to such CACI legacy programs as the **Fleet Assistance and Shipboard Training** and **Readiness Based Sparing** contracts for the Navy … Employees work in more than 100 countries, on projects ranging from managing **classified Defense networks** to providing network support for the **Federal Aviation Administration** … IT services for the **Social Security Administration** … security services for the **Customs Bureau** … and a full set of offerings for **DoD Program Support.***

Mission Systems

Keith Kellogg, *Executive Vice President*

Keith Kellogg oversees our Missions Systems Business Group. His organization fields CACI teams for C4ISR (command, control, communications, intelligence, surveillance, and reconnaissance), mission support, and modeling, simulation, and systems integration.

Our group focuses on two areas of expertise: developing systems to support tactical missions and providing services to our clients in support of those tactical missions.

Our largest client is the U.S. Army, with our teams serving such groups as the Army Communications-Electronics Command in Ft. Monmouth, New Jersey; the Multi National Coalition Forces in Iraq, the Army G2 in Europe; and the Army Research, Development and Engineering Command. Besides the Middle East, we have a lot of people in Europe and a healthy contingent in Korea. We deliver both systems and services to Army clients around the world.

Our second major client is the U.S. Coast Guard, for whom we work in the areas of homeland security and counter-terrorism. We are also helping modernize the Guard's Rescue 21 search and rescue communication system, for example, and using our modeling and simulation expertise to provide rescue training.

Our group has experienced rapid growth primarily because of the War in Iraq and the global war on terror, and we don't see either one of those going away, near-term, even though we do expect some phasing down of the effort in Iraq. Right now, we are identifying

places where we can provide similar kinds of systems and support for other applications that will be growing. This includes continuing to focus on America's homeland security, but also looking on other non-warfare-related

> ## "I tell our people that we have to grow, and we want to grow."

missions for some of the same clients, such as peacekeeping missions that still require the same intelligence and information operations functions that we currently provide.

To maintain our growth, we also will continue to focus on recruiting. Recruiting is tough for us because so many of our positions are overseas,

often in a hazardous duty environment, and many of our jobs require top security clearances. But we maintain an incentive program that makes sense and is affordable, and which keeps people interested in joining our team.

I tell our people that we have to grow, and we want to grow. We see the biggest opportunities in homeland security, and we have the skilled and experienced labor force, plus proven systems and solutions, to continue making great gains in this area.

I also tell our teams to be sure to "sell the whole company" whenever they talk with their clients. Our Alignment for Growth is a great business model that enables us to increasingly leverage all our CACI capabilities, across all our business groups, and for all our clients.

That's called collaboration, and it is the best way to achieve our Tier 1, $3 billion-in-revenue goals.

Quick Facts

*The Missions Systems Business Group fields teams supporting some our largest contracts, including the $500 million **Technical, Engineering, Fabrications and Operations Support (TEFOS)** effort managed by our Eatontown, New Jersey organization ... Other top projects include intelligence support provided to **U.S. Coalition Forces in Iraq** and the **U.S. Army Europe** ... the **Rescue 21** effort for the **U.S. Coast Guard** ... and the high-tech **Night Vision and Electronic Sensors** project for the U.S. Army in Fort Belvoir.*

Invitation to Growth

As CACI begins its Alignment for Growth, we are also implementing initiatives in recruiting and retention that will grow our workforce in support of our goals. One thing we have already done is improve the way we hold career fairs. We began this last month with the first CACI Invitational Career Fair.

by Michael Pino

CACI's Staffing and Recruiting organization has good news for hiring managers: CACI Career Fairs can now be set up to include the entire recruiting and hiring process.

Now, when CACI arranges to hold a career fair, our recruiters will be on hand to help arrange for interviews, offers, and security processing to be conducted all at one time. CACI managers are there to guide the process, and all benefit from speedier hiring activities with no loss of quality control.

Another recruiting innovation is the Invitational Career Fair. These are invitation-only events in which specific job candidates are invited to apply for CACI openings. They are asked to attend Saturday morning interviews, where the entire recruiting and hiring process is again conducted in one session. Candidates are pre-screened and ready to address specific details with CACI managers. It's a "one stop shop" that greatly facilitates the hiring process.

The first invitational career fair was held on March 19 in Tysons Corner, Virginia. More than 400 candidates attended, and were assisted by some 20 recruiters and 85 CACI managers.

Photo by PJ Williams

CACI recruiters and managers helped make our first invitational career fair a "one-stop shop" where the entire recruiting and hiring process is conducted in one session.

> ## "I was really impressed with the turnout. As a recruiting tool, the fair was very effective, and I am excited attend the next one."
>
> *— Emma Rich,*
> *Acting Director,*

Senior VP Jeff Wright, who attended the event, noted, "It was great for the prospective applicants to see the breadth and depth of CACI hiring managers from across the company. It was also good for the applicants to sense the importance our company puts on hiring and the involvement of senior managers in the process.

> ## "I think candidates were impressed with both the organization and the way they were treated by managers. In fact, it was so successful for my division that we actually could have used more people there to work with the many applicants who came to us!"
>
> *— Bob Hall, Director*

> **"The fair was well organized and coordinated, and the candidate's expectations were high. They felt like it was a special event for them and each arrived prepared and ready."**
>
> *— Frank Magnuson,*
> *Senior Project Manager*

Having CACI executives do exit interviews as people left the event was very useful for constantly monitoring the 'pulse' of the event."

"We're focused on making it easier for CACI managers to hire and retain good people," added Staffing and Recruiting Manager Tim Strike. Along with Senior VP Pat Stefl, Tim is spearheading CACI's recruiting initiatives. "We're streamlining existing processes and developing new ones, all with the express purpose of supporting our managers as they grow their organizations and hire new talent to meet their expanding needs."

To find out when the next career fair is being planned, and how you can arrange for one in your area, contact Tim at (703) 961-5280, tstrike@caci.com.

Photo by PJ Williams

Even Chief Operating Office Bill Fairl got into the act, helping to interview candidates and promote the company.

Don't Just Take Our Word for it ...

Photo by Chris Impink

Delphine Djossou came to the invitational career fair pre-screened and with highly sought-after credentials and security clearances. She's now on board as a new CACI senior systems engineer.

It isn't only CACI managers who are singing the praises of our invitational career fair.

New CACI employee Delphine Djossou came away with a positive impression of our company and its people after attending the March 19 event, where she interviewed for a position as a senior systems engineer in our Enterprise Technologies and Services group. Here's what she had to say:

"It was nice that people greeted me as soon as I walked in, and I was provided with a list of the positions being offered. It was easy to get around because there were signs on every table that identified the various projects and where they were located — so you knew, for example, that at table 2 they were interviewing for jobs in Norfolk, Virginia. The candidates were free to move about and select what we thought were the best opportunities.

"I knew just where I wanted to go and only talked to one manager. We had a great interview — and 10 minutes later, I had an offer! Now I'm on the job and working with a great group of people."

The Enterprise View

Senior VP Dick Mayo was the architect of the Alignment for Growth effort. In this interview, he discusses the background of the initiative and its parallels to an effort he led as a U.S. Navy Vice Admiral.

I joined the Alignment for Growth in March 2004, so it's been very exciting to see all our hard work come to fruition with the recent April 1 implementation. Dr. London and senior CACI leadership supported the Organizational Alignment Team (OAT) along the way, and we enjoyed great contributions from each Business Group and everyone who worked with us. There are so many to thank.

During my initial assignment, I looked at recommendations from Gay Porter, Bob Davis, Jon Weston, and Jeff Wright, then worked with Bill Vitaletti of the Project Resource Group to develop perspectives to share with Dr. London.

Next, we formed the OAT with senior representatives from each of the Business Groups … team players like Al Rogers, Kent Bridges, Dan Porter, Jeff Wright, Mike Rhodes, and Joel Kehm, along with Bill Vitaletti, Bill Foster from Business Development, and Scott Armstrong. The work we did has now been chronicled and used in the ultimate delivery of the Alignment for Growth.

What we accomplished at CACI also has some parallels to what I did as a Vice Admiral in the U.S. Navy. One of the most rewarding things I worked on there was a reorganization in which we turned information-based content and delivery organizations into a network-centric operational command — the Navy's Network Warfare Command — to support the Fleet.

The challenges we had in the Navy were similar to the challenges we faced here. Both efforts focused on maturing organizations and moving them to think about

things in an enterprise way. In the Navy, this meant no longer acting, for example, from just an Atlantic or Pacific Fleet perspective but from a Navy perspective. At CACI, it means no longer operating from just a Business Group point of view but from a CACI point of view. It's about the enterprise! As with the Navy, CACI is now a more forward-looking,

> **"CACI is now a more forward-looking, centered enterprise in which the whole is more than the sum of its parts."**

centered enterprise in which the whole is more than the sum of its parts.

In the weeks ahead, we'll see more work on enhancing the infrastructure to support

our growing company. This includes initiatives in retention and recruitment, plus other business process changes, that will pave the way for continued success.

Looking at everything up to this point, I believe all the signs of success are there. I'm confident we will enter fiscal 2006 firmly organized into a new alignment that will drive CACI's growth to become a Tier 1, $3 billion company. We'll be stronger and more profitable, offer more opportunities for our employees and resources for our clients, and will be growing surely and steadily to meet our goals.

Visit CACI*net* for the latest updates on the Alignment for Growth

Remember that CACInet is your primary source of news and information about our business and our people — so be sure to make CACInet your browser's home page.

Here's how it works in Internet Explorer:
1. On the Explorer toolbar, click on "Tools."
2. In the drop-down menu that appears, highlight and click on "Internet Options."
3. You will see a dialog box with the existing home page highlighted.
   - Replace the existing address by keying or pasting in the CACInet address: **http://hq.caci.com/**. If you are already on CACInet, you can also click on the "Use Current" button and the CACInet address will be automatically entered.
   - Click the OK button on the bottom — and you're done!