

Winning the Big Deals

Two New Navy Contracts Total \$295 Million — and Top Tier Success

By Michael Pino

CACI's two largest recent contract awards were announced one right after the other, on September 13th and 14th. They were the \$188 million contract with the U.S. Navy's Littoral and Mine Warfare (L&MW) office and the \$107 million award with the Navy's Automatic Identification Technology (AIT) Program.

They are as powerful a one-two punch as any CACI has delivered. And they prove we are in the ring with the other big hitters — top tier companies who compete for the government's biggest deals.

Synergy and Success

The Navy's Littoral & Mine Warfare office manages programs that include combat ship mission modules, mine warfare, unmanned underwater vehicles, maritime surveillance, and anti-terrorist protection for Navy ships in or near port ("littoral" is derived from the Latin word for seashore).



PHOTO COURTESY DICK MASON

Dick Mason led the \$107M AIT effort that gives CACI a role in supporting new Navy technologies.

Bruce Urban, who led the L&MW effort and served as capture manager along with colleague Stan Forbes, helped put together a CACI team with more than 20 subcontractors. "We offered the Navy a highly incumbent, experienced, and capable team with no transition or interruption in service," Bruce says. "We're now consolidating efforts into a single support organization, with greater flexibility, improved response times, and higher quality products."

CACI's ability to manage and field a complex team is an unmistakable characteristic of top tier companies. Even better, the award nearly triples the size of our current L&MW business and keeps us at the forefront of important defense efforts.

Cutting Edge and Timely

Dick Mason, who led the AIT effort, says his award keeps CACI strongly at the forefront of cutting-edge technology for the Navy.

AIT refers to such technologies as barcodes, radio frequency identification, and smart cards. The AIT Program Office is responsible for developing the Navy's policies and standards in this area.

Dick and his team include Lee Howland, a key player with veteran AIT experience who led the capture and proposal teams, and Bob Nanney, who is now managing the project. All three are highly respected members of the Navy contractor community. And their win brings CACI right into some very timely activities.



PHOTO BY MEGAN CRAMER

Stan Forbes and Bruce Urban led the team that captured the \$188M L&MW contract, helping the Navy consolidate support services and better protect its sailors and marines.

For example, CACI helped provide the barcodes on emergency supply containers for the Navy SeaBees in Gulfport, MS, who are now supporting reconstruction efforts in the wake of Hurricane Katrina.

According to Dick, "With one AIT microchip 'button' on each box and a simple AIT 'reader,' you can tell exactly what is in each box. You might have several hundred making up a deployment, so this quick identification saves a lot of time and effort, not to mention paperwork, in managing inventory. More importantly, it speeds the effort to get the right supplies to the right places. We're proud to be a part of that support."

Visit CACI.net or www.caci.com to read the contract award news releases. You can also contact Bruce at (703) 460-1088, burban@caci.com, and Dick at (703) 679-3462, damson@caci.com.

Collaborative, High-Energy, and Enthusiastic: CACI Times Interview with Paul Cofoni

By Michael Pino

The CACI Times take this opportunity to interview new President of U.S. Operations Paul Cofoni, who joined us in August 2005. For more background on Paul, read his bio on CACInet at <http://hq.caci.com/101/bios/cofoni.shtml>.

Why did you decide to join CACI?

CACI is a company that I admired for a number of years. I had a great respect for its growth, its entrepreneurialism and remarkable culture, and its leadership under Dr. London.

Quite frankly, I had no plans to leave CSC. But when I was asked if I'd be willing to meet with Dr. London, I was very attracted. After speaking with Jack, seeing his vision for the company and his own personal enthusiasm, I decided to make the move.

I also felt I was at a point in my career where I needed to make a change for personal learning and growth. Joining CACI gives me an opportunity to apply my experience at working very large new business opportunities at a time when the company is seeking to win larger opportunities.

My background is in systems integration and IT outsourcing, and this is where some big opportunities are coming in the future. So it's a chance for me to help CACI take that next step up.

One of the best things I've seen so far is the 100 percent personal, individual commitment to success. Personal accountability and commitment are very strong up and down the line. Number one.

What do you think CACI needs to focus on?

First of all, we've had a great FY05. I arrived after it was over but got to watch the results come in, so to speak, and it was a fantastic year.

FY06 is also going to be a fantastic year. Our challenges fall into two areas: First, we have to win more and larger deals. As we get bigger and the marketplace expects us to win, to grow our business around 20 percent each year, then we simply have to win the big deals, and more of them.

Along with that, we need to continue to attract the very best and brightest people into the company. Recruiting is a top priority. At the same time, we have to identify the people who are truly leaders within the company

and get them more responsibility. So if you're holding down a big share today and doing an outstanding job, we'd like to give you more opportunity and a bigger share in the company. This is something I will personally be working on.

What is your leadership style?

I'm a situational leader. My default style of leadership is collaborative, consensus- and team-building, high-energy and enthusiastic. Positive.

But when we get into situations that require a sense of urgency, then you'll see the Type A in me come out. And without being a table pounder, I can set high standards for people. In fact, I think people like high standards, to stretch themselves and achieve more.



Paul Cofoni joined CACI in August as our new President of U.S. Operations.

I also believe in helping people to continue to reach those standards.

What is your business philosophy?

We're a service company, so our difference is our people. What our people can imagine, invent, and create becomes our distinction.

I've also seen the power of getting people energized around an objective, something enduring that gives them a sense of purpose. People get excited about what they do if they can see an improvement in how clients perform or how efficient they've become with our help.

People have a need to feel like they're not just punching the clock. They want to be creating something beneficial and enduring, that lasts after them and makes their part of the world a better place. When we create those conditions, we get the very best out of people and workplaces.

“What our people
can imagine, invent,
and create becomes
our distinction.”

Paul Cofoni Interview Continued

That's a characteristic of high-performance organizations. It's more than "we met our numbers" and "we did our job"—it's that we did something that nobody else could do, or ever did. We made our world and our customers' world a better place. And that's what CACI is like.

What do you tell employees about being a Tier 1 company?

The phrase "Tier 1" is probably overused, so it may mean a lot of things to many people. You shouldn't expect somebody to ring a bell and say you've reached Tier 1.

If you're a Tier 1 company, there will be more doors than you can go through. There will be more opportunities you can take on because your reputation is such that you can do pretty much whatever the market needs.

But Tier 1 is less about raw scale and more about leadership and program management discipline. It has to do with processes for managing complex jobs. Tier 1 companies have a consistent way of approaching big jobs, with consistent methodologies and quality. We have and will continue to build on those capabilities.

Tier 1 companies also have the ability to rally the entire organization around an opportunity, and to manage their teammates and subcontractors well in an engagement. They're also financially viable, and assure clients they'll be there in tough times.

CACI scores highly in all these areas. We are a solid financial performer and have some very exciting capabilities that are very timely. Our CACI processes are very, very good. One of my initiatives is to work with our Business Development team to begin applying Tier 1

best practices to capture activities for our largest business opportunities. We have a great team and strong leadership. That's what it takes to be Tier 1.

Do you have a daily recommendation for employees? Is there something you'd like all of us to consider?

I'd say reach out to each other every day and be open to ways you can help. Enjoy the people you work with—they make the place special. We have really great people; I've already seen that.

Other than that, we should all sleep well, eat healthy meals, and exercise regularly. That way, when we're at work, we can all be fully charged and ready to go!

You can reach Paul at pcofoni@caci.com or through Executive Administrator Dawn Knott at (703) 841-2892.

Supporting the Pentagon Memorial

By Kate Poindexter

It will be a pensive place of solace, peace, and healing. The Pentagon Memorial is a tribute to the individuals

who lost their lives at the Pentagon on September 11, 2001. The memorial will consist of 184 cantilevered memorial units, honoring each person who was killed. The \$18 million memorial is one day closer to becoming a reality. And CACI has done its part to move the project along. Earlier this month Chairman, President, and CEO Dr. J.P. (Jack) London presented Pentagon Memorial Fund president James J. Laychak with a check for \$10,000.

In return, Mr. Laychak presented a special lapel pin to Dr. London to

thank CACI for its continued generosity and for being one of the first companies to contribute to the fund when it was established in 2003. Dr. London accepted it on behalf of all CACI employees. "CACI has a long affiliation with the Pentagon and understands military culture," said Dr. London. "We know that all those serving regard their colleagues as family and we respect and honor the military personnel and the civilians who paid the ultimate price for our freedom. We offer our condolences to their families."

Each day more progress is made on the construction of the memorial and money continues to come in from businesses and individuals. The project is slated to break ground in 2006.

You can find out more the Pentagon Memorial website at <http://memorial.pentagon.mil/>.



PHOTO BY STAN POZATEK

Pentagon Memorial Fund president James J. Laychak, left, with CACI Chairman, President, and CEO Dr. J.P. (Jack) London

Hurricane Katrina Update: Remaining Vigilant

By Sandy Snyder

When Hurricane Katrina hit the Gulf Coast, it affected more than 70 CACI employees living and working in Louisiana and Mississippi. Some lost their cars and experienced minor water damage ... while others lost homes and everything they had. One CACI employee was even plucked from his rooftop by a National Guard helicopter.

When the news of the disaster hit, CACI immediately began communication and relief efforts. Our initial message to employees was to let them know their pay and benefits would continue. We followed up with a toll-free, 24/7 hotline, a dedicated email address, and Internet postings to give impacted employees access to vital information about their jobs, available resources, and client status. Wherever possible, we provided blackberries, satellite phones, calling cards and other communications tools. Jeff Wright and JD Olson, senior managers for the region, coordinated response efforts in the area.

We also provided CACI "buddies" through which affected employees were given a dedicated CACI point of contact. These CACI employees were able to advocate for our affected employees with insurance firms and relief organizations, channel important information to them, and provide other support activities.

Our impacted employees are now getting back on their feet, and many are back at work assisting with client recovery efforts, even in the face of devastating personal losses. But there's still more to be done — and here's how you can help.



PHOTO BY JEFF RENARD

The head of our Enterprise Technologies and Services (ETS) Business Group, Executive VP Randy Fuerst, right, visited CACI employees in Pascagoula, MS to talk about recovery plans and ongoing client support.

How to Provide Direct Support

CACI has set up three sources of direct financial support for our affected employees: (1) the CACI-established the Hurricane Katrina Relief Fund; (2) a vacation hours donation program through which employees may contribute vacation hours that can be converted to cash; and (3) a matching funds program administered by the company.

Our CACI*net* team has set up websites to record charitable and vacation hour donations. The sites can be accessed internally through CACI*net* or over the web at www.caci.com.

After you record your donation, please also remember to follow up on your pledge. If have donated to an approved charity, be sure to send in your confirmation or cancelled check. If you register a donation to the CACI-established Hurricane Katrina Fund, send your check

directly to CACI. In both cases, your point of contact is as follows:

**CACI c/o Rosemary Boggs
1100 North Glebe Road
Arlington, VA 22201**

All employees should stay tuned to their Lotus Notes email and CACI*net* for regular updates on our progress and how you can help.

We thank everyone who has contributed to our relief efforts. Your generous and extraordinary response is another way we will continue to support our colleagues in need and remain *ever vigilant* on their behalf.