

CACI Times

NEWS FOR AND ABOUT CACI PEOPLE

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Employee Referral Program Grand Prize Winners

Lea Culver Takes Home Top Prize

\$25,000 Buys a Lot of Bricks!

The Grand Prize winners of our 2001 Employee Referral Program Enhancement (ERPE) are now in — and we are pleased to announce that the top prize of \$25,000 goes to Lea Culver of BG06. Lea, a program manager supporting the Air Force's Network Operations and Security Center at Wright-Patterson Air Force Base in Dayton, Ohio, took top honors by making eight successful referrals in 2001.

"Lea Culver has set an outstanding example of how to recruit talented new people. Thanks to Lea, second-place winner Crystal Spriggs, third-place winners James Bray, Russell Kall, and Tom Houston, and everyone who's recruited for CACI, one of the best employee teams in the industry is getting even stronger!"

— Jack London



Lea Culver in the one-ton Dodge diesel truck he's leasing through his ERPE immediate award. And that's how much horsepower he'll need if he uses his Grand Prize to buy \$25,000 worth of building supplies for his new house!

"CACI's ERPE initiative has energized employees across the country. Our people brought in more than 640 new employees in 2001 — almost half of all our new hires and a 21 percent increase over the previous year. Employees earn rewards, CACI increases its expertise, and clients benefit from our expanding capabilities. It's a win-win situation for everyone."

— Ken Johnson

Lea said that while he was excited about being an ERPE immediate award winner last December, it was truly special to be named the \$25,000 Grand Prize winner. As he explained, "My plan is to build my own home, so when I learned I had won the two-year auto lease immediate reward, I leased a new Dodge one-ton diesel with the dual axle, figuring it would come in pretty handy. Let me just say now that an extra \$25,000 will go a long way to accelerating my plans!"

Finding the right people for CACI is not hard, according to Lea. "There are people retiring from the military whom I have worked with for quite a while, as well as individuals employed by other companies whom I have worked alongside for years. In this kind of environment, you know the people, and you know their level of expertise and commitment."

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Lea Culver Takes Home Top Prize ...



EVP Roger Baker congratulating Lea on his award.

Lea stressed our company's commitment to excellence, noting that "at CACI, we're not looking for the average — we're looking for the winners, and there are some very highly qualified people out there. It's just a matter of introducing them to the company," he said.

Lea also shared his thoughts about the ERPE initiative. "Very simply — it's terrific," he exclaimed. "It's a program that people all over the country can participate in, and the fabulous prizes have really encouraged others to look for and make referrals."

Send your kudos to Lea at (937) 257-6865, lculver@caci.com.

According to one of Lea's recruits ...

"CACI is a great company, and I would highly recommend it to anyone looking to make a career move. The ERPE program is certainly a good way to get the right people into the right jobs. I'm sure that's what Lea was thinking when he made my referral — not winning the leased truck he's so very proud of!"

— Dave Murray
System Engineer
Wright-Patterson AFB, Ohio

Bring in the Stars — and Let Them Shine!

with CACI's Recognition and Incentive Awards

The CACI employees you read about in this issue are leading the charge to bring good people to our company. But the initiative doesn't stop there — CACI's **Recognition and Incentive** awards program is another way we let the stars shine at CACI!

Find out how members of your team can qualify for awards. We have programs for sales excellence, quality project delivery, technical support, proposal contributions, and more.

CACI's **Recognition and Incentive** awards are a great way to say "thank you" to our top stars. Visit **CACI.net's Rewards** site to find out more, or contact Jody Thompson at (703) 841-7908, jthompson@caci.com.



The CACI Times

April 2002
Special ERPE Awards Issue

Published by CACI's Business
Communications Department

The *CACI Times* is published for and about CACI employees, delivering news, views, and information that keep our people current on what's happening at CACI locations nationwide and around the world.

Submit articles, photos, and story ideas to Michael Pino via fax (703) 528-4196, mailstop 01/03, or mpino@caci.com.

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Crystal Spriggs Wins \$10,000

Second Is *Best* in Oklahoma City



Crystal and Kevin Spriggs get behind the "big check" symbolizing Crystal's award for second place.

Seven successful referrals qualified BG01 financial assistant Crystal Spriggs of CACI's Oklahoma City office for the \$10,000 second-place ERPE award. "I had hoped I would be in the running," said Crystal, "because I knew I had made a number of referrals. I was so excited to hear that I was a winner — and then to find out I was the second-place winner was a real thrill!"

The award presentation was kept under wraps until the last minute. "Everyone in the office was told early in the week that there would be an out-of-the-office luncheon on Friday," said Crystal, "and that Senior VP Richard Smith would be attending as well. All week we were wondering what was up."

Making CACI benefits "Crystal" clear ...

"Crystal was always very enthusiastic when she talked about her job, and I can see why! CACI offers outstanding benefits, fun and challenging work, and terrific people. For me, it was a package deal I couldn't resist."

— Tausha Lee
Purchase Order Clerk
Oklahoma City, OK

When the announcement was made at the lunch, a giant-sized check was brought out to give to Crystal and her husband, Kevin, who incidentally was one of her successful referrals. "It was great fun," she said, "and a terrific surprise."

Crystal earned her achievement gathering resumes from family, friends, and acquaintances. "I've been with CACI for two years now, and I really can't say enough about the company and the benefits it offers for employees. I can't help but be enthusiastic about my work, and I think that just rubs off when I talk to people," she explained.

Crystal's award has also spurred interest in the referral program. "I've had a lot of congratulatory e-mails from

co-workers who also asked about the program," she said, "and I've noticed more referral forms are being picked up."

Crystal already has plans for her award money. Like first-place winner Lea Culver, she has her eyes set on a new home: "I had made the decision to start saving to buy my own home," she explained. "This award goes a long way to helping me fulfill that goal."

Deliver your congrats to Crystal at (405) 610-3021, cspriggs@caci.com.



BG01 SVP Richard Smith joins Supervisor Lacey Wood, Crystal, and VP Curt Thompson for a celebration of Crystal's recruitment success.

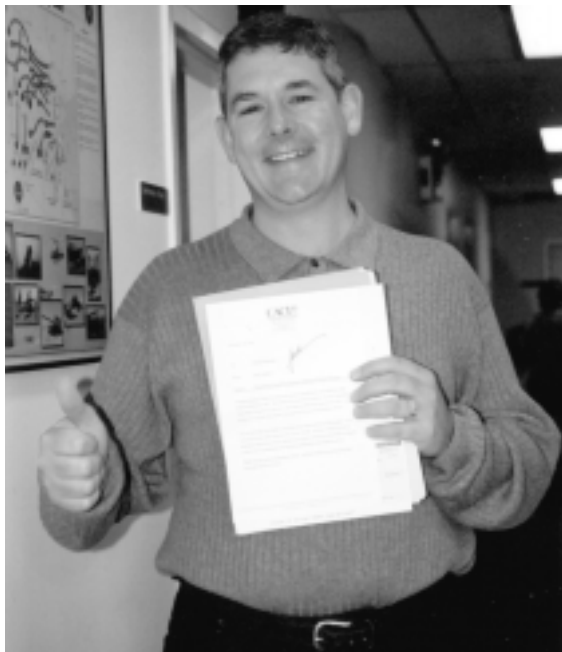
For the Third-Place \$5,000 Prize ... A Three-Way Tie!

Houston, We Have No Problem!

Tom Houston, project manager in CACI's Elkridge, Maryland office, knew something was up when he was asked to attend a breakfast meeting on a recent Friday morning.

"I was told I had won something relating to the Employee Referral Program," said Tom, "but I had no idea what. My wife and I had just returned from a fabulous CACI-provided cruise, and I thought — what more could I get? What a terrific surprise it was to learn I had come in third place!"

As a third-place winner, Tom received \$5,000 for successfully referring five employees. "CACI is a great company to work for," said Tom, "and this program is an excellent example of what CACI does for its employees. My wife, who was one of my successful referrals, is credentialed as a consultant for the Remedy software tool, and she was working for another company undergoing layoffs. Many other companies were also looking for this kind of expertise, so I moved quickly and was able to refer her and four others from her team."



All systems are "go" for Tom, who was able to launch his own recruiting drive thanks to the solid platform provided by the ERPE.



Third-place ERPE winner Tom Houston with four of his successful referrals, including Karen, his wife, at right, and co-workers (l-r) Lana Soward, Denise Freitag, and Jennifer Szulinski.

With the ERPE, CACI provided the right platform for Tom to launch his own recruitment drive: "Finding people with the right expertise, who either come with security clearances or who are clearable, is not an easy task. It helps that CACI has motivators to encourage employees to make referrals."

Since his win, Tom has spread the word about the personal rewards of referrals. "I sent e-mails to a number of people outlining the prizes I had won over the past year for referring qualified candidates to CACI. I wanted them to know more about this program from someone who had actually received awards."

The message must have been well received, because Tom noted he was approached by a number of people wanting to learn more about making referrals. Ground Control to Major Tom: You've really made the grade!

Make contact with Tom at (410) 796-7200, thouston@caci.com.

Tom knows CACI has the right stuff ...

"Tom recruited several of us as a team, and I was very pleased that a company would look at what we could offer as a team. I like working for a larger company and am excited by the opportunities and challenges that are available."

— Denise Freitag
Functional Analyst
Elkridge, Maryland

James Bray — “Newcomer” Proud to Recruit

Jim Bray got a “very pleasant surprise” when he heard he had tied for third place in CACI’s ERPE with five referrals. But it’s clear he’d done his research!

“I have only been with CACI for a little over a year,” explained Jim. A BG06 telecommunications analyst at Scott Air Force Base in O’Fallon, Illinois, Jim came on board as part of the N.E.T. Federal acquisition. “One of the first things I did was to find out as much as I could about CACI’s internal operations, and one thing I specifically looked for was a referral program. I was excited to see what a terrific program CACI had.”

Jim was especially pleased to learn about the awards for referring employees. “I was ecstatic when I heard I had won a cruise for my fifth successful referral,” Jim said, “and so was my wife. We have been married for 30 years, and with three children and two grandchildren, it was wonderful to just get away by ourselves and relax.”

Having just bought a house in December, Jim knows exactly what to do with his new award. “Landscaping is real high on the priority list,” he said.

“Recruiting for CACI has been easy,” Jim noted. “Coming to CACI as part of an acquisition, I had a few initial concerns, of course, but the whole process was very smooth and reassuring to those of us being ‘acquired.’ CACI is a stable company that treats its people well.

“I can also say that winning these prizes has certainly generated a lot of interest among my fellow employees,”



Jim and Mary Bray. Joining CACI through the N.E.T. Federal acquisition, one of the first things Jim did was to find out about CACI’s referral process. “I was excited to see what a terrific program CACI had,” he said.

added Jim. “People are much more aware of the program, and that will just keep making CACI stronger and stronger.”

To contact Jim, call (618) 229-8750 or e-mail jbray@caci.com.



Jim is all smiles with supervisor Jerry Black (l) and VP Dick Waterman.

What convinced one of Jim’s recruits ...

“The people, the benefits, and the fact that there is always the opportunity for advancement — that’s what appealed to me. Jim made it sound like a great company, and he was right!”

*— Ken Harbaugh
Resource Manager
O’Fallon, Illinois*

Dayton's Russell Kall Reeling 'em in

"It was terrific!" said third-place ERPE winner Russell Kall. "Everyone was gathered for a meeting. My name was called for a special recognition, and I had no idea what it was for. The prizes all along have been wonderful, but to hear I had won \$5,000 as well was fabulous."

How did Russell lure them in? "First of all," he said, "I love my job. I enjoy the atmosphere and the tasks, and the people are all team players. I get up in the morning looking forward to coming to work. Combine this with the fact that I am in a really good position to meet a lot of qualified people, and you can see how recruiting is easy for me."

Russell is a team leader in our Dayton, Ohio office, supporting the Air Force Materiel Command at Wright-Patterson Air Force Base. He has been with CACI only since April 2001 but was able to make five successful referrals during the qualifying period.

"Making referrals isn't too difficult. I am enthusiastic about CACI, and people outside the company can see how well we all work together to produce results," Russell explained. "In addition, the networking community is fairly small. Since I know many of the people, I also hear when they are looking to make a change."

Russell also noted another recruiting venue he used. "I am an instructor at Miami Jacobs Business College, teaching technology classes. I have found a lot of bright, enthusiastic students with up-to-date skills right in my classes."



According to ERPE winner Russell Kall, "people outside the company can see how well we all work together to produce results."

After reeling in so many new hires, Russell now plans on using part of his winnings on a fishing vacation. "The CACI T-shirt and hat I originally won for my first referral will get a good workout," he joked.

Cast your kudos to Russell at (937) 257-1065, rkall@caci.com.



Russell receives his award from EVP Roger Baker.

Telling it like it is ...

"What Russell told me about CACI and what I saw for myself were exactly the same — CACI is truly an employee-oriented company. I look around and see a lot of really talented people who enjoy their jobs. I'm very pleased to be a part of CACI."

*— Matthew Bourret
Network Engineer
Dayton, Ohio*

2002 Employee Referral Program Enhancements

The 2002 ERPE initiative establishes a vigorous rewards program for successful referrals, with Grand Prizes and Quarterly Cruise Awards. So put on your recruiting hat now — and help us bring in the stars!



2002 Grand Prize Awards

First Place **\$25,000**

Second Place **\$10,000**

Third Place **\$ 5,000**

Time period

January 1 - December 31, 2002

Participation eligibility

**Executive associates/directors
and below**

These awards will be given to the employees who refer the most, second most, and third most **direct labor** hires (minimum of five for first place, three for second and third) during the period of January 1 through December 31, 2002.

Quarterly Awards

Time period

Participation eligibility

Quarters applicable

Cruise to Location of Your Choice

January 1 - December 31, 2002

Executive associates/directors and below

January 1 - March 31

April 1 - June 30

July 1 - September 30

October 1 - December 31

The referring employee's name is entered into a quarterly drawing for a cruise (\$5,000 total value, including airfare, treated as taxable income) for each referral that is hired during the quarter and that remains with the company.



Eligibility Criteria — Continuation of 2001 Enhancement

- For Employee Referral Program bonuses only, eligibility has been expanded to include up to the executive associate/director and vice president levels. Posted amounts will be the net amount paid to the employee.
- Vice presidents below second tier and executive associates/directors and managers are also eligible for referral bonuses within their own organizations.

Grand Prize and Quarterly Awards are treated as taxable income. For detailed information on the rules governing Employee Referral Program Enhancements, please visit the Referral Program site in the Rewards section on CACInet. You can also contact Dick Hart at (703) 679-4284, rhart@caci.com.

*A special recruiting message from CEO Jack London
and President Ken Johnson ...*

Dear Team

CACI is a company of superstars — the most talented and gifted people in the industry. Moreover, our very best people come by referrals.

You see, we believe it's easy to sell people on the benefits of working with CACI. We offer a great working environment, and when people learn about CACI from friends and co-workers, they come to us with some understanding of our culture and the value we place on quality client service. Superstars recruit superstars, and those referred by employees have high levels of expertise and dedication. We offer them the challenges they are looking for.



We are very pleased by the enthusiasm and results generated by the Employee Referral Program Enhancement (ERPE) initiative. We are excited by the fact that our company is growing stronger with the addition of the talented and capable people brought in by employees. Unquestionably, CACI employees fulfill that old adage about “birds of a feather...” Our employees are winners, and certainly CACI is as well, but more importantly, our clients realize significant benefits when the *best* people in the industry are available to them.

It's evident our ERPE awards are particularly appealing. The cash bonuses are always welcome, and by providing vacations and cruises, we also enable the winners' families to truly share the achievement.

Now, as we head into the next fiscal year, we are happy to announce the continuation of our ERPE initiative to reward CACI people. Just review the chart on page 7 to find out how you can qualify, or visit *CACI.net's* Referral Program pages in its Rewards section.

We thank all of you for your dedication to helping our company grow — and for bringing the stars to CACI!

J. P. (Jack) London
Chairman of the Board, President,
and Chief Executive Officer
CACI International Inc

L. Kenneth Johnson
President,
U.S. Operations