

Welcome ISS!

Information Systems Support, Inc. Joins CACI

By Michael Pino

CACI's growth strategy focuses on aligning our solutions with America's top priorities in defense, intelligence, and homeland security, which includes meeting the government's growing need for cleared personal. Helping us deliver on these challenges is the latest addition to the CACI family: the new team from Information Systems Support, Inc. (ISS).

CACI announced the completion of the ISS acquisition on March 1. Bringing some 1,000 employees to our ranks, the deal is our second largest ever (next to the 1,650-person AMS Defense & Intelligence acquisition in May 2004). The team will enter CACI as a new business group — Technology Solutions and Integration — led by Executive VP Eric P. Whittleton, formerly ISS President and CEO, and will be headquartered in Gaithersburg, Maryland.

The new team brings award-winning expertise in information technology, communications, and logistics. Their clients include the U.S. Army, Navy, Air Force, other Defense Department agencies, as well as civilian agencies such as the Departments of Justice and Transportation, the General Services and Social Security Administration, the Department of Agriculture, and the Library of Congress. More than 70 percent of the group hold Secret or higher clearances.

According to Paul Cofoni, CACI's President of U.S. Operations, the skills and security clearances that ISS brings "are in great demand in today's market." He also notes that ISS clients have "increasing requirements, priority funding, and new locations targeted for



PHOTO BY STEVE GIBSON

After the ISS Orientation on March 7, CACI CEO Dr. Jack London joins Eric Whittleton, center, with Paul Cofoni and Bill Fairl, to celebrate our new team, now known as the Technology Solutions and Integration group.

expansion" — needs that CACI is well positioned to meet.

"CACI's acquisition of ISS enables us to broaden our presence in vital, high-growth areas of the U.S. national security market," explained CACI Chairman, President, and CEO, Dr. J.P. (Jack) London. "The team is a great fit with our corporate culture of quality client service and best value. We expect excellent results from them in collaboration with our other organizations and our shared sense of client commitment."

Added Eric, "We are absolutely thrilled to be part of Team CACI and the reachback capability it provides. Everyone on our team looks forward to working with all the other members of the CACI family to collaborate, jointly develop new business, continue our support for the government's highest priorities, and assist CACI in achieving and exceeding its near- and long-term growth objectives."

You can contact Eric at (301) 896-0500, ewhittleton@caci.com.

Inside:

Stepping Up Rewards and Recognition

Join the ranks of CACI heroes by referring a hero!

Offerings include:

- Increased rewards (up to \$40,000!)
- More frequent recognition
- More ways to be rewarded

See page 3 for more information on CACI's Employee Referral Program

Memorial Service in Iraq Honors Victims of Rocket Attack

by Dave Kerrins

A recent memorial service held in Iraq also served as a poignant reminder that many CACI employees are serving around the world in perilous locations. The service paid homage to Department of the Army civilian Barbara Heald and Navy Supply Corps Officer LCDR Keith Taylor, killed one year ago January 29, by an insurgent's rocket attack on the Joint Contracting Office in Baghdad.

Co-workers and friends spoke at the service, including CACI's Naomi Olin and Don Buchanan. CACI's Mario Carrete was a member of the Honor Guard. U.S. Ambassador Zalmay Khalizad told the gathering it was imperative that all "Honor them for what they were — great Americans and good friends of Iraq."

CACI has seven members on this team who have served two years in the theatre. They are James Addis, Mario Carrete, Paul Duvall, William Harper, Timothy McLaren, Naomi Olin, and Robert Rinaldo.



Naomi Olin (above) and Don Buchanan (below) pay tribute to their co-workers at the memorial service in Iraq.



Recognizing 25 Years With CACI

by Mary Beth Loutinsky

A celebration was in order for Bob Reardon, honoring his 50 years working for the U.S. Navy, and 25 years with CACI.

He was honored at a luncheon attended by his colleagues and Navy personnel, where CACI Chairman, President, and CEO Dr. J.P. (Jack) London presented him with a 25-year pin. Dick Mason, Vice President, Logistics Systems Division, read a congratulatory letter from Rear Admiral Dan Stone, Commander, Naval Supply Systems Command and Chief of Supply Corps, and John Goodhart, Senior Executive Service, Naval Sea Systems Command, was also on hand to offer laudatory comments on behalf of the Navy.

Bob enlisted in the Navy in 1955, retiring years later as a Lieutenant Commander. He joined CACI in January, 1981, and provides logistics support for all Navy surface combatant ships.

Dr. London congratulates Bob Reardon and presents him with a 25-year CACI pin.



CACI Employee Named Honorary CPO

by A.J. Gallardo

CACI's Beth Morris has received the rare honor of being named Honorary Navy Chief Petty Officer (CPO) and Naval Aircrewman. Beth is a senior data analyst supporting the Navy's effort to ensure the right number of enlisted Navy and Marine Corps aircrew are trained to meet annual requirements.

It's unusual for anyone, especially civilians, to be made an honorary CPO and invited to be part of the Chief's Mess. But Beth's dedication to quality client service made it a sure shot.

In the citation commending her, Master Chief Tom Wiley, the senior Aircrewman at Naval Aviation Schools Command, Aircrew School, praised Beth's "relentless and untiring efforts exemplified by her 'get it done' attitude, and her proven propensity of being part of the solution and not part of the problem." Beth was also presented with a set of honorary Aircrew Wings of Gold and a CPO anchor device.

Master Chief Scott Bacon presents a citation to CACI's Beth Morris naming her an honorary Chief Petty Officer.



For more detailed versions of all these articles, be sure to visit CACI.net.

Increased Rewards for Successful New Hires

Have you heard the news? CACI's Employee Referral Program now offers increased rewards and more frequent recognition, plus even more ways to be rewarded.

How much of an increase? Well, what would you do with \$40,000? That's what you'll be rewarded for 10 successful referrals in 12 consecutive months.

The reasons for the changes are simple. Last year over 600 CACI employees responded with outstanding new, successful referrals. Our greatest hires have come from employee referrals. In short — your track record is terrific! So our rewards are getting even better.

Here's what we're offering for successful referrals:

- Increased bonus amounts of up to \$5,000 for successful new hires
- A special campaign of significantly higher awards through June 30
- More quarterly awards winners
- **Up to \$40,000 in cash or equivalent prizes**

The chart below provides an outline of the rewards, but for all the details, procedures and criteria visit [CACI^{net}](http://hq.caci.com/awards/referral_06.shtml) at http://hq.caci.com/awards/referral_06.shtml. (Contact CISTAC for technical questions.)

CACI

EMPLOYEE
REFERRAL
PROGRAM

As you think about how to participate, please be especially alert to candidates who can help us fill our top-priority Hot Jobs, and our Top Secret and higher security clearance positions. Because of the urgency to fill these positions, this is where the greatest rewards can be earned. Everyone's recruiting assistance is necessary in order for CACI to meet growth goals.

If you have further questions about this upgraded program, contact Dick Hart at (703) 841-8940 or rhart@caci.com.

Be a Hero — Refer a Hero: Program Award Guidelines

(Plus get double the referral bonuses through June 30, 2006!)*

Successful Referral of a full-time, exempt or non-exempt employee

- **INCREASED** bonus of \$500 – \$5,000¹
- Careers Club rewards² **

¹ Amounts posted on Job Requisition form

² Careers Club rewards you will receive:

- 1st successful referral: hat, lapel pin, and polo-shirt
- 2nd successful referral: 5 personal fitness training sessions or private catered dinner for 2 at your favorite location
- 3rd successful exempt referral: 10 personal fitness training sessions or weekend escape vacation
- 4th successful exempt referral: laptop or desktop computer, or sports or concert ticket package (tickets, transportation, meals)
- 5th successful exempt referral: Caribbean cruise and 5 days off, or cycling trip and 5 days off (includes bicycles)

Successful Referral of a full-time, exempt, direct labor employee*

- **INCREASED** bonus of \$1,000 – \$5,000¹
- Careers Club rewards²
- Eligible for quarterly drawing for a cruise or vacation of your choice or the cash equivalent (up to \$5,000 total value including airfare)³
- **NEW!** Eligibility begins for Grand Rewards of up to \$40,000⁴

¹ Amounts posted on Job Requisition form

² Careers Club rewards (see column one)

³ Each successful referral during a calendar year quarter counts as one entry for the quarterly cruise drawing.

⁴ Eligibility for Grand Rewards begins on date of first successful hire, and continues for 12 consecutive months. During this 12 months, \$10,000 is awarded for 6 successful hires; 2 additional (8 total) earns additional \$10,000; and for 2 additional (10 total) earns additional \$20,000. That totals \$40,000 for 10 full-time, exempt, direct labor hires in 12 consecutive months.

Successful Referral of a full-time, exempt, direct labor employee for a Top Secret + or 'Hot Job' position*

- **INCREASED** bonus of \$3,500 – \$5,000¹
- Careers Club rewards²
- Eligible for quarterly drawing for a cruise or vacation of your choice or the cash equivalent (up to \$5,000 total value including airfare)³
- **NEW!** Eligibility begins for Grand Rewards of up to \$40,000⁴
- **NEW!** Eligibility begins for 90-day reward of \$5,000⁵

¹ Amounts posted on Job Requisition form

² Careers Club rewards (see column one)

³ Drawing information, see column 2

⁴ Eligibility for Extra Rewards begins on date of first successful hire, and continues for 12 months. During this 12 months, \$10,000 is awarded for 6 successful hires; 2 additional (8 total) earns additional \$10,000; and for 2 additional (10 total) earns additional \$20,000.

⁵ \$5,000 is rewarded for 3 successful referrals within 90 days (90 days begins with the first successful referral).

** referral may not be in referring person's chain of command

"CACI Has a Great Story to Tell"

CACI Times Interview With Bob Boehm

By Michael Pino

H. Robert (Bob) Boehm joined CACI as Executive Vice President and Chief Human Resources (HR) Officer in January. In this interview he discusses why he joined CACI, and shares his goals for our continuing HR development.

Why did you decide to join CACI?

I've been in the government contracting business for almost 20 years, and I've watched CACI grow. I knew several CACI people and followed the company through them. I felt comfortable with who CACI was.

What brought me here was the vision articulated by Jack London and his senior managers, people like Paul Cofoni, Bill Fairl, and Bob Turner. I could see that CACI was in a very unique position in this marketplace. CACI is not a behemoth like a Lockheed or a Grumman, but it has critical mass, in both people and contracts, for strong growth.

Your position as Chief Human Resources Officer is a new one for CACI. What is the scope of your duties?

The Chief HR office was established to elevate CACI's focus on people. Until now, our HR activities have been more tactical than strategic. Pat Steff and his HR team have done an excellent job of providing acquisition support, top-notch benefits, competitive pay practices, and other employee services, but our growth greatly depends on bringing a well-orchestrated and coordinated approach to all activities including recruiting and retention. This position gives us a unified way to do that.

One of my early findings is that there are many working groups that are doing a great job of addressing employee issues, but they work disparately in separate CACI organizations. My chal-

lenge is to find a way to leverage these successes across the corporation.

CACI has a great story to tell. We have smart, dedicated, well-trained employees who make a difference. Our job is to make sure every employee knows how valuable they are, and how what they do adds value. Plus, we want to ensure they can pursue career development and realize their professional and personal goals.

What are your strategic goals for recruiting and retention?

Within recruiting, I'm focused on processes, systems and people. We want to support everyone involved in the recruiting process, whether that's hiring managers, recruiters, BG heads, or employees making referrals. With the right process and the most effective systems, tools, and resources in place, we can achieve our planned growth.

On the retention side, we've done the analysis and know where to concentrate. We're looking at things like career development, employee programs, benefits and compensation. These elements are especially important in the cleared community, where there is so much demand for such a small supply of people. The strategic piece there is that we have to have something to sell or differentiate CACI from other companies. I think CACI truly is distinct. The entrepreneurial spirit is alive and well. People are collaborative and determined to succeed. And when you have that, everything else seems to fall into place.



PHOTO BY STEVE GIBSON

Bob Boehm's focus as Chief Human Resources Officer is squarely on recruiting and retention.

What advice can you give CACI people to support your objectives?

We've just unveiled an enhanced employee referral program [see p. 3] with greater rewards for successful referrals. I encourage everyone to be a part of it and participate.

CACI's success is directly related to the quality and character of our employees. Large numbers of employees come to us directly through referrals because our employees want to work beside others who share their values. Simply put, our employees are our best recruiters. CACI people know where the best candidates are and know how to tell the CACI story.

So my best advice is to get involved, help find more great people, and take the opportunity to earn a reward. Do your friends a favor — introduce them to CACI!

For the complete, longer version of this interview, visit the CACI Times section of CACInet.