

Unbeatable

Welcome to the New CACI Times!

With this issue, the *CACI Times* focuses on reporting the lasting achievements and best practices of our CACI culture and business philosophy. Our goal is to share our corporate vision, celebrate our people's success, and inspire everyone to continue delivering the **quality client service** and **best value** that will take us to Tier 1.

Inside This Issue

- ★ Dear Team
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- ★ Achieving Level 3
- ★ And More ...

How **CACI's eVenture** Team Created a Proposal Not Even a **Hurricane** Could Defeat

The eVenture contract victory is a dramatic success story of how CACI seized an exciting opportunity (*carpe diem!*) for take-away business and crafted a client-focused proposal that won a \$330 million contract.

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Dear Team, Dear Team,

We're excited to present you with the newest expression of CACI's focus and spirit. The *CACI Times* has evolved over 20 years as a representation of our corporate vision and a chronicle of our people's success. It continues today with a new look and style that emphasizes CACI's future and the forward-looking approach we're taking to become a Tier 1 competitor in the federal marketplace.

More than ever, through the *CACI Times* we'll emphasize the values of our corporate culture that distinguish us from the competition. You'll find stories of CACI people who are relentlessly dedicated to client success ... who are determined to succeed and refuse to fail ... and who display an uncompromising commitment to honesty and integrity in all they do.

We'll also share the corporate strategies everyone needs to support for Tier 1 growth. This includes concentrating our energies on sustaining current business, capturing new business, supporting our acquisitions, and hiring and retaining talented people.

We believe there is a great future ahead for CACI. So let's keep all our lines of communication open. Stay tuned to *CACI.net* and our global email announcements for the latest news. And join us for more stories of dedicated people and outstanding success at the *CACI Times*.

Dr. J.P. (Jack) London
*Chairman of the Board, President,
and Chief Executive Officer*

Paul M. Cofoni
President, U.S. Operations



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How One Team Created A Proposal Not Even a Hurricane Could Defeat

By Michael Pino

On January 30, CACI announced that eVenture Technologies, its joint venture with ActioNet, Inc., had won the \$330 million Systems Engineering and Technical Assistance (SETA) services contract to support the U.S. Navy's Space and Naval Warfare Systems Center, New Orleans, Louisiana (SSC NOLA).

Our eVenture award tells the story of the power of collaboration and the enduring value of CACI's dedicated client focus.

Setting the Stage

CACI has fielded a Navy support team in New Orleans for more than ten years. Overseen by Joe DeFee in Montgomery, Ala., the team is led by retired Rear Admiral J.D. Olson, a highly respected former naval aviator, and boasts the talents of two of the most dedicated managers in the company, Bill Demers and Edward Cheron.

J.D. and his team were supporting the Navy as a subcontractor on the SETA predecessor, when the prime, a local small business, was bought by a larger company. That's when J.D. and Joe saw a CACI opportunity.

SSC NOLA had come to rely upon J.D., Bill, and Eddie for critical support. The Navy valued their relationship, and J.D. frequently made personal visits to client sites to hear customer needs firsthand.

Meanwhile, as CACI Proposal Manager Chris Carlson puts it, the prime was managing "by remote control" from their headquarters outside the city. "In contrast, J.D. and his team were key players, local to the area, accessible, and really listened to the client."

When the contract recompetes came up, CACI was ready to bid. We would capitalize on our close client relationship to support solid technical offerings and a fair price. Subcontractors came knocking, too, wanting to be on the CACI team. "They trusted us," Chris says.

Moreover, the stakes were high. CACI was the number two company on the contract, doing about 8 percent of the work — but the prime was at 50. Winning SSC SETA would be a fantastic take-away victory.

Creating eVenture

Before CACI could act, one other element had to be factored in: the SSC SETA contract was slated to go to a small business. With more than a billion dollars in revenue, CACI hardly qualified.

But J.D. and Joe had another idea. After much research, they approached ActioNet, an 8(a) woman-owned business, to become a protégé to CACI under the Small Business Administration's Mentor-Protégé program. The two could then create a mentor-protégé joint venture that met SSC SETA's small business requirements while offering CACI's depth of resources and ActioNet's certified technical expertise.

CACI's senior management was fully behind the effort, and ActioNet President and CEO Ashley Chen traveled to New Orleans to demonstrate her company's total commitment. The proposal kick-off was held in July 2005 and a new corporation was formed



PHOTO BY DAVE GILLILAND

CACI New Orleans leader and now President of eVenture Technologies J.D. Olson, flanked by Program Managers Bill Demers and Edward Cheron, are the nucleus of the eVenture team, whose "instant client recognition" won significant take-away business on the \$330 million recompetes SSC NOLA SETA award.

specifically for the SETA opportunity: eVenture Technologies, LLC.

"We knew others would be tough to compete with on price," Chris says, "and might have similar technical expertise — but we had superior performance and unbeatable customer relationships on our side."

What could go wrong?

Katrina Hits

On August 29, 2005, just three days after the "pink team" proposal review in New Orleans, one of the deadliest hurricanes in U.S. history slammed into the coastal waters of Louisiana and Mississippi. Hurricane Katrina produced a storm surge that flooded New Orleans and impacted more than two million people throughout the Gulf Coast ... including virtually everyone on the eVenture team.

"Katrina scattered us all over the map," Chris recalls. CACI and its teammates wound up in Texas, Tennessee, Florida, Virginia, and other parts of Louisiana — as did their Navy client. All further contract action was put on hold.

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Stay Close — and Start Early

Executive Vice President Ron Schneider of CACI's Corporate Business Development organization shares 28 years of CACI experience on how to keep clients and win the business.



"The moment you become complacent about your business is the moment you risk losing it."

Sustaining our client base is the No. 1 driver of our growth. In your experience, what's the secret to keeping clients satisfied?

You've got to stay close to your customers. Understand their mission, what keeps them up at night, how they're evaluated by their leadership ... everything they need to do their jobs.

One team that does this extremely well is our group in Norfolk, Va. Their U.S. Navy fleet support work goes back to the early 80s — and they still "own" that business today. They've stayed close to and grown with their customers. They spend a lot of time listening to their customers and providing them a level of service that no one else can.

I also think it's necessary early on to schedule executive visits with customers. Keep your up-line management involved and introduce them to your customers. This way customers know

there is someone else they can go to if they've got an issue.

In addition, it's important to define the customer in broad terms. That means knowing all the people in a customer organization who might influence how we're perceived and evaluated. We need to communicate with them as well.

In fact, one of our recent recompile losses came about, in part, because we did not touch all the points within the customer's organization. The politics of the organization had changed and we lost sight of who the real decision-makers were. We ended up with an RFP that didn't look like the work we were doing, and to which we could not respond with strength.

So keep your eyes and ears open to all that's going on. The moment you become complacent about your business is the moment you risk losing it.

What's the best way to plan for winning a recompile award?

Start preparing for a recompile the *day* you win the business.

First, look at what you can do to continually improve the quality of service you provide. Ask "what more can we bring to the customer today and every day?"

Our Eatontown, NJ team did this very effectively while preparing to recompile their biggest contract (ETOSS). In fact, they went directly to the customer and asked what more CACI could provide. They talked to about 40 of the customer's people and got lots of positive feedback on our performance — but also learned that the customer wanted to see some changes.

They were then able present the customer with a plan to address those changes, which they followed up with numerous site visits. They won that recompile, and continue to win more than 50 percent of the business on that contract.

I also tell managers to get in touch with Jennifer Bettridge of our Excellence+ team and establish a schedule for independently assessing project performance.

Contact Kristin Dufrene, who oversees recompile business in Proposal Operations, to make sure we're doing the right things early on.

And involve Steve Weiss and his Contracts organization, as well as our Corporate Business Development professionals. All these people may be able to find out if there are concerns beyond what customers might tell a project manager.

Good planning also requires managers to communicate with and engage their project teams. The men and women who work with customers every day are the best source of business intelligence we have.

What advice can you give teams bidding on new business?

As with recompetes, the key is to start early.

Talk to the customer, and all the potential customers, as soon as you can. Find out what's driving this procurement. What is their mission? What will they get out of this new contract?

When we submit our proposal, the last thing we want is for it to be the first time the customer ever sees our technical solution or management plan, or is introduced to our project manager.

"Good planning also requires managers to communicate with and engage their project teams. The men and women who work with customers every day are the best source of business intelligence we have."

We want to work with customers early, to create a solution that is an affirmation of what they already know — and want.

We had a great example in one of our recent awards. CACI was not an incumbent, but we knew the customers, talked to them — and listened. We found out what they weren't getting from their current contractors and were able to present alternatives. We wound up taking that business away from one of the biggest companies in our industry.

What role does our CACI culture play in winning the business?

Our corporate culture provides a very comprehensive guideline for everything we do, but there are two elements that stand out for me. First is our emphasis on honesty and integrity above all else. This is absolutely key because our reputation as a trusted client partner is precious to us.

The other important aspect of our culture is that it reinforces our commitment to unprecedented levels of customer satisfaction. Everything we do is focused on this. That's a true CACI distinction.

You can contact Ron at (703) 841-7901, rschneider@caci.com. For a longer version of this interview, visit the CACI Times Online on CACI.net.

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Despite the setback, the eVenture team stayed focused, continuing to develop their proposal. "It's amazing how creative people can be," Chris says. "I remember talking to Bill Demers and having to shout over the noise of carpenters hammering his roof back into place."

Instant Recognition

The eVenture proposal was finally submitted in February 2006. J.D. remembers that "it was a ground-breaking effort, one that could only be accomplished by a world-class team pulling together at all levels."



PHOTO BY STEVE GIBSON

CACI Proposal Manager Chris Carlson and ActionNet President and CEO Ashley Chen were two of the key players in the eVenture win.

Joel Kehm, CACI's corporate lead for eVenture, also notes that "part of the team strategy was to select as many local businesses as possible, not only to help the customer, but to help New Orleans."

Just under a year later, CACI won the award. "The people we proposed had instant recognition with the client," Chris explains. "We were the guys who were already providing the highest quality client service, and had been for years."

That's a formula for success — and unbeatable achievement.

You can congratulate J.D. and his team at (504) 599-5985, jolson@caci.com. Read our eVenture announcement on CACI.net, keyword search "eVenture," and see the press release in the news release section of www.caci.com.

Achieving Level 3

CACI's Tier 1 technical distinctions are growing. More CACI teams like those profiled here are earning a Level 3 rating on the Software Engineering Institute's Capability Maturity Model Integration (CMMI). The CMMI standard is used by the federal government to evaluate contractors, and the Level 3 rating is now mandatory on many large software contracts. Congratulations to these top-performing groups for keeping us competitive!

If your group is exploring standards certification, contact PRG's Devon Du Fur at (703) 961-5176, ddufur@caci.com.

Longer versions of these articles can be found on CACI's CACI Times Online section.

Getting It Right in Chantilly and Dayton

By Roger Guisinger

CACI's Financial Management and Enterprise Solutions (FMES) Operating Group, part of our Transformation Solutions Group (TSG), won its CMMI Level 3 rating demonstrating an enormous collaborative effort.

The FMES achievement involved more than 60 people from projects in Chantilly, Va. and Dayton, Ohio; TSG's Process Improvement group; and, as enablers for all our CMMI accomplishments, CACI's Project Resource Group (PRG).

FMES performs custom development and support of modern financial and resource management systems for DoD and the intelligence community. According to Larry Ferguson, Senior VP and FMES Group Manager, "This CMMI certification demonstrates CACI's strong, continuing commitment to consistently deliver the best value to our customers by getting it right the first time, in everything we do."

For further information, contact Roger Guisinger, FMES CMMI Manager, at (571) 212-0339, rguisinger@caci.com.



PHOTO BY JENNIFER ZHU

Celebrating the FMES team's Level 3 certification are President of U.S. Operations Paul Cofoni, TSG Executive VP Gil Guarino, and Senior VP and Group Manager Larry Ferguson.

Eastern Operations a Perfect Ten

By Meaghan Tatterson



PHOTO BY LEANDER ANDRE KNOX

The Eastern Operations team earned its certification in just ten months. From left, Chris Fuss, Kim Nawrocki, Terry Harrison, Steve Graupner, and Mike Ivey. Not Pictured: Wayne DeAtley, Don Emerson, Jeff Randall, Tony Colonno, and Devon Du Fur.

CACI's Eastern Operations Division in our Technology Solutions & Integration Group (TSIG), with the help of our PRG team, achieved its CMMI Level 3 credential in only ten months. Led by sponsor Senior VP Wayne DeAtley and CMMI Project Manager Kim Nawrocki, the team earned its success through outstanding leadership and dedication that are marks of distinction for the Eastern Operations Division.

The Eastern Operations team delivers technical and systems integration solutions for a wide range of both federal and commercial customers worldwide.

As Wayne points out, "CMMI Level 3 verifies the quality of our products and services on a day-to-day basis and sets us apart when we're going up against tough competition. It tells customers, 'For every dollar you're giving CACI, we're delivering the highest quality of service.'"

For more details, contact Wayne at (757) 321-9120, wdeatley@caci.com.

Moving Ahead of the Field

By Keith Gamboa

The CACI Field Services Information Technology Division of the Enterprise Technologies and Services Business Group (ETS) recently enhanced the level of quality services it offers its U.S. Navy client in Norfolk, Va. With its CMMI Level 3 rating, the division now has a vital set of credentials for a process improvement approach.

The division works in partnership with the Naval Space and Warfare Systems Center Norfolk in developing and supporting DoD non-tactical (business) IT systems. It supports the entire



PICTURE COURTESY OF SCOT RENEGAR

Smiling faces! Here's the team that earned the Field Services IT Division its coveted certification.

software development life cycle — from requirements gathering and design to development and testing.

According to Lawrence Jonak, Vice President and Division Manager, "This CMMI milestone is a testament to the professionalism of the entire development team. It illustrates the team's commitment to quality and continual improvement."

To find out more, contact Lawrence Jonak at (757) 321-3603, ljonak@caci.com.

What's New on CACI*net* in the CACI Times Online

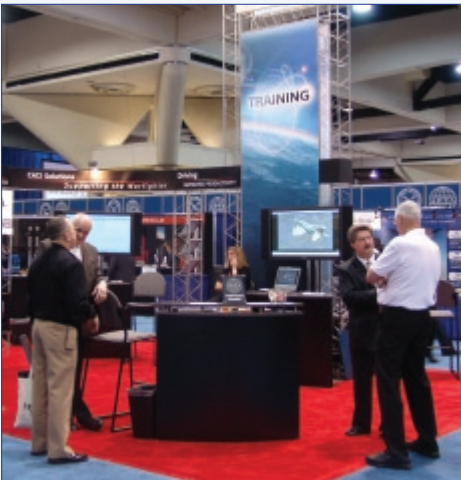
Air Force Team Wins \$24 Million Recompete

How do you win a contract when the competition bids lower prices? Just ask CACI's 13th Air Force Air and Space Operations Center/Air Mobility Division team. They've been the heart and soul of mobility command and control for the Pacific Air Forces for six years and earned their victory by making CACI synonymous with mission success.



Who's That at the CACI AFCEA Booth?

What Presidential candidate stopped by the CACI booth at the 2007 Armed Forces Communications and Electronics Association (AFCEA) Conference and Exposition? Find out in the CACI Times Online!



Recognized for His Service



Ammunition is a precious commodity in a war zone. American forces in Iraq and Afghanistan have to know at all times where it is, how much is available, and how soon they can get it when they need it. It requires many teams to manage, but training users on the system that tracks that ammunition is the principal responsibility of just one man: CACI's David Ingram.

San Diego Employee Earns Six Sigma Green Belt

Congratulations are in order for Mary Marshall in San Diego. A member of our 3rd Marine Aircraft Wing logistics support team, Mary went the extra mile to learn skills that bring immediate benefits to her client — earning a "Green Belt" in the Six Sigma methodology that assures high-quality support for Marine Corps logistics.



Offering More for CACI Employees

CVU Adds Bachelor's, Six Sigma Programs to Bellevue University Partnership

By Howie L'Heureux

As part of CACI's ongoing initiatives to offer high-value career training to our employees, CACI Virtual University (CVU) entered into a partnership with Bellevue University to create an online Master of Science degree in Organizational Management (MSOM) for our managers.

The degree included courses specifically designed with CACI in mind, teaching company-related practices and processes that link with everyday managerial life. Managers get a fully accredited master's degree, plus a tremendous laboratory in

which to work through management issues in a learning atmosphere. Additionally, the contact hours associated with these courses can be used by managers seeking the Project Management Institute's Project Management Professional (PMP) certification.

Now, the feedback on MSOM has been so positive that several new educational programs have been added. These include 11 accelerated bachelor's degree programs in the information technology, management, and leadership disciplines.

MSOM a "Great Opportunity" for CACI Managers

Director Seamus McCloskey is a member of the first class of CACI managers enrolled in the MSOM program. The classes are "exciting and challenging," he says, "and I'm happy that I took advantage of this great opportunity that CVU offers."

According to Seamus, "Because the program is exclusive to CACI employees, we've bonded as a class even though we're spread out across the U.S. And while you might think a class with only CACI employees is a limitation, CACI is so diverse that we each bring a unique perspective to our learning."

About the curriculum, Seamus says, "Not only do we explore topics related to innovation, leadership, and mentoring, but we learn from each other through our real-world examples. The solid foundation that Bellevue provides has already resulted in success for us and our projects as we apply these teachings to current situations."



Director Seamus McCloskey says his MSOM classes are already producing successful results on CACI projects.



They also include online, for-credit programs to prepare employees for the American Society for Quality's Six Sigma Black Belt and Six Sigma Green Belt certification tests. When you take these courses, you can receive college credit for professional development training. You get the knowledge and skills to pass the certification tests, and CACI benefits from new capabilities you bring to your clients.

Visit the CACI-Bellevue website at <http://corporate.bellevue.edu/caci/index.asp> to see what's available to meet your personal learning and development needs. You may be surprised to learn that an initial or an advanced degree program is well within your reach!

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