

OUR 2009 YEAR-END ISSUE

# Congratulations Team CACI!

## Message From the CEO

This year, we continued to set records for financial performance, topping **\$2.73 billion in revenue** for fiscal 2009. We won a record **\$3.9 billion in contract awards**, 37 percent higher than the year before. We grew our team to some **12,700 CACI people** spread across the nation and around the world, **wherever our clients need us.**

2009 was an important year for corporate initiatives that enhance the way we work and collaborate. We supported the American Heart Association and implemented health and wellness initiatives for our employees. And we won recognition from *Fortune Magazine* as the Most Admired Company in Virginia, and 5<sup>th</sup> Most Admired IT Services Company worldwide.

*CONTINUED ON PAGE 2*



This issue of the **CACI Times** collects some of **our best stories of the past year** as a look back at 2009's achievements across the company. Most of the articles can be found in longer versions in the **CACI Times Online** on **CACI.net** and are printed with their original publication dates. Other features catch up on CACI awards and philanthropy, corporate initiatives, and the talented teams that make us among the very best in our industry.

# Message From the CEO

(cont'd from page 1)

Perhaps most importantly, we sustained our unrelenting focus on delivering excellence for our clients each and every day, on every program and project, and in everything we do.

We provide this value by embodying the foundational principles of our CACI culture: honesty, integrity, ethics, and unwavering client dedication. Our constant goal is to deliver innovation that delights our customers ... and goes beyond expectations to keep them coming back to CACI.

Innovation. Excellence. Integrity. It's what I expect from every CACI employee — and what I promise you in the career development we provide ... the training and education we offer ... and the tools and resources we make

available to ensure collaboration is our touchstone and vigilance our byword.

The benefits we offer ensure that everyone at CACI has the freedom — and the responsibility — to fulfill my vision of being ***the very best*** in all we do. You proved you could achieve this goal in 2009, and I had the honor of working with you as you did. Now we enter 2010 with great confidence and excitement.

I look forward to your continued outstanding support of our clients and their critical missions. From defense, intelligence, and homeland security, to the modernization of government services, the work you do is truly vital to our nation.

Thank you and congratulations for another great year at CACI!



## PAUL M. COFONI

*President and  
Chief Executive Officer*

## Industry Accolades

Did you know CACI was named the Most Admired IT Services Company in Virginia by *Fortune* magazine? (see CACI*net* at [http://hq.caci.com/announcements/2009/fortune\\_32\\_3-4-09.shtml](http://hq.caci.com/announcements/2009/fortune_32_3-4-09.shtml)). Here's a look back at these and other notable industry accolades and contract awards in 2009.\* For more, visit the About Us section of [www.caci.com](http://www.caci.com) and click on Awards/Recognition.

## 2009 Awards and Recognition

12/2/09 – ClearedJobs.net listed CACI among **Best Recruiters of 2009**

11/10/09 – G.I. Jobs places CACI 31st in its annual list of the nation's **Top 100 Most Military-Friendly Employers**

11/4/09 – CACI named **Contractor of the Year** at Greater Washington Government Contractor Awards

11/3/09 – Chairman **Dr. J.P. (Jack) London** receives inaugural Cornerstone of Freedom Award from Cincinnati Foundation

10/05/09 – Lead Functional Analyst **Larry Pence** honored with Association of the United States Army Lt. General Raymond S. McLain Medal

9/3/09 – Senior VP **Lora Brewer** named to ExecutiveBiz's top contracts execs to watch in government contracting

7/20/09 – CACI ranked 44th in **Defense News Top 100** for 2008

7/16/09 – *Forbes* magazine listed CACI in the **Best Places to Begin a Career**

7/1/09 – Senior VP **Zalmai Azmi** recognized by Cambridge Who's Who

6/9/09 – Senior VP **Larry Clifton** won the 2009 Leadership Award given by the Human Resource Leadership Awards of Greater Washington

6/4/09 – Executive VP **Dale Ludeke** elected to American Council for Technology

5/13/09 – CACI listed 22nd in the **Top 100 Companies** in *The Washington Post's* Post 200

5/8/09 – CACI ranked 20th in *Washington Technology's Top 100 Federal Prime Contractors*

5/1/09 – CivilianJobs.com named CACI one of The 2009 **Most Valuable Employers (MVE) for the Military**

4/24/09 – CACI Advanced Solutions Division Group Chief Scientist, **Steve**

**Makrinos**, received AFCEA International's 2009 Medal of Merit

4/17/09 – Fortune ranked CACI 798th in the **Fortune 1000**, up from 908th last year

4/7/09 – **Deborah Dunie** selected Chairman of AFCEA International Technical Committee

3/23/09 – President and CEO **Paul Cofoni** named among Top 10 Beltway Game Changers by ExecutiveBiz

2/27/09 – Fortune rated CACI **Most Admired Company in Virginia**, top 5 in IT services companies internationally

2/3/09 – Executive VP **Deborah Dunie** named a Top 10 CTO by ExecutiveBiz

1/7/09 – Chairman **Dr. J.P. (Jack) London** recognized in The Bisnow 2009 Federal IT Power 50

\*as of Dec 10, 2009

# Conferences, Culture, and CACI Philanthropy

By Michael Pino

It's been a busy year for CACI Executive Chairman Dr. J.P. (Jack) London, crossing the globe to visit CACI offices from London to Honolulu and making public appearances in his established role representing CACI to customers and the federal IT industry.

His travels included a February visit to our San Diego and Honolulu offices. In San Diego, Dr. London met with our customers at the Fleet and Industrial Supply Center, and in Honolulu, he visited our clients at the Center for Excellence at Tripler Army Medical Center.

Dr. London's visit to Hawaii's Center for Excellence, which deals with all forms of humanitarian assistance during disasters, also dovetailed neatly into his leadership of our ongoing symposia on dealing with asymmetric threats, co-sponsored with the U.S. Naval Institute.

### The 2009 Asymmetric Symposium

Our October 2008 Asymmetric Threat symposium had specifically focused on the "soft power" the Hawaii Center for Excellence represents. This year's symposium, held in March, dealt with "Smart Power" — the balanced integration of hard and soft power to fully address asymmetric threats.

Dr. London has led all of our symposia and taken a major role in gathering speakers and establishing themes for each. He has overseen the reports on all the symposia, and all are available through our website, [www.caci.com](http://www.caci.com) and the dedicated symposium website, [www.asymmetric.net](http://www.asymmetric.net).

Planning for our next symposium series is also underway. The topic? The critical and emerging field of cybersecurity and its role in national security.

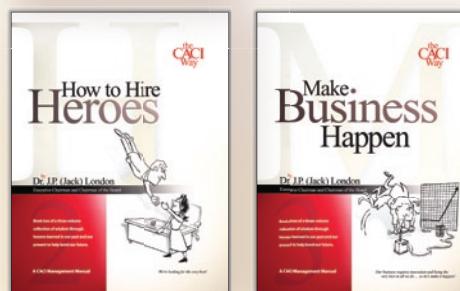
### CACI's Culture

A central and very important theme ran through Dr. London's many activities over the year: our strong corporate culture has helped us survive and adapt through everything from changes in the contract environment, the new world of IT, and the Abu Ghraib controversy that threatened to destroy our company.

In a speech delivered to Financial Executives International in April, Dr. London said, "If I have learned anything in my nearly four decades in business, it is this: Without a solid, ethical and accountable corporate culture, you will not succeed."

**Dr. London's 2009 schedule included updating our *CACI Management Manuals* — key foundational documents of our CACI Culture.**

GRAPHIC BY CHRIS IMPINK



*CACI Executive Chairman Dr. J.P. (Jack) London traveled to CACI offices around the world in 2009, led our Asymmetric Threat symposia, and was a frequent guest speaker at conferences and meetings.*

Dr. London also took time out to update our CACI Management Manuals — *CACI's Culture: Our Guide to Success*, *How to Hire Heroes*, and *Make Business Happen*. These publications represent the collective business lessons of his more than 30 years with CACI and our 47+ years in business.

CACI's culture book is being mailed to all employees, and electronic copies of this and other culture documents can be downloaded from [CACInet](http://CACInet).

### CACI Project Philanthropy

Through the CACI Project Philanthropy initiative he implemented, Dr. London regularly supports and speaks at events for such organizations as Cause (Comfort for America's Uniformed Services), and Fisher House, where he spoke at Walter Reed Hospital's 100<sup>th</sup> anniversary in July.

At this event, Dr. London thanked "all who have served our nation with such courage and dedication. As a veteran myself, I know that the path you have followed in life is very special, indeed."

You can find out more about CACI Philanthropy and read the text of this speech and others on [www.caci.com](http://www.caci.com).

## A Look Back at Some of 2009's Success Stories

### CACI's CRaDL Rocks

#### New Research and Development Facility Supports BRAC Transition

By Jim Bagley, May 26, 2009



*The Mission Systems Group's CRaDL facility provides innovation and quick-reaction capability for our Army clients.*

*PHOTO COURTESY OF JIM BAGLEY*

Our Mission Systems Group (MSG) began the new year having just opened the CACI Research and Development Labs (CRaDL).

The CRaDL is a new facility on the U.S. Army's Aberdeen Proving Ground, Md., that continues CACI's ongoing support for the Army's Ft. Monmouth, N.J. operations while they transition to Aberdeen as mandated by the Defense Base Realignment and Closure (BRAC) Commission.

MSG supports Ft. Monmouth activities that provide the Army with critical engineering and support services in C4ISR (command, control, communications, computers, intelligence, surveillance and reconnaissance). The CRaDL provides tools and resources to support the seamless, uninterrupted transition of these services.

Besides supporting the BRAC transition, the CRaDL will house CACI's C4ISR

research and development program. The R&D program is a strategic initiative designed to support the Army's emerging technology objectives, with an emphasis on wireless technology. CACI expects significant growth in its Aberdeen workforce over the next four years.

Visit [CACInet](#) and [www.caci.com](http://www.caci.com) for more information on the CRaDL. You can also contact Jim Bagley at [jbagley@caci.com](mailto:jbagley@caci.com).

### On the Army Honor Roll

By Michael Adams, February 25, 2009

Nothing says Being the Best like earning a place on an honor roll, especially a client's honor roll. And MSG's William Paris, Michael Adams, Mark Kassahn and Program Manager Kevin Reece did just that. The team was recognized at the 2009 Army Antiterrorism Conference in Orlando, Fla. in a ceremony inducting them into the Army's Antiterrorism Honor Roll.

The induction honored the team's support for the Army Reserve Integrated Protection (ARIP) program. ARIP is a successful new approach the Army Reserve is taking to protecting facilities, units, and people from terrorists and a multitude of other threats and hazards.



*CACI's William Paris, Michael Adams, and Mark Kassahn, along with U.S. Army Col. Scott Jones, CACI Program Manager Kevin Reece, Antiterrorism Officer Carolyn Emery, and Maj. Darius Gallegos, during their induction ceremonies into the Army's Antiterrorism Honor Roll.*

*PHOTOGRAPH BY TOM O'MEARA*

According to Maj. Darius Gallegos, AR Provost Marshal, "CACI brings together a highly diverse and extremely well trained team with over 520 collective years of previous military experience. We want to achieve unprecedented efficiencies, and remove redundancies

with other protection programs — and the best way to accomplish this goal is bring the right personnel to the fight."

For more information about our AT efforts for the Army contact Kevin Reece at [kreece@caci.com](mailto:kreece@caci.com).

## Security Update

In October, CACI's security program was named to Security Magazine's "Security 500" list of the best security programs across all industries and government. We ranked 12<sup>th</sup> in the Business Services category.

The Security 500 recognizes organizations that are increasing their responsibility, adding innovative programs, and being recognized as an even greater value driver across their enterprises.

Thanks and congratulations go to Jeff Berkin and his CACI Global Security Organization for this important recognition. Please make it a point to regularly visit our Global Security Organization website on CACI *net* at <http://hq.caci.com/security/index.shtml>. It's our one-stop-shop for comprehensive security-related information, with regularly updated Security Tips and interactive features. For more information, contact Jeff at [jberkin@caci.com](mailto:jberkin@caci.com).



**Tracy Nutter,  
Pasquale Rao, and  
Ben Boyd enabled  
CACI to earn a supe-  
rior rating for their  
outstanding support  
of rigorous defense  
security standards.**

PHOTO BY ELLIE SHEBLE

## Security Team Earns Highest Defense Rating

By Paul Rodriguez, February 10, 2009

Tracy Nutter, Pasquale Rao, and Ben Boyd of CACI Industrial Security have been awarded the highest possible rating of Superior for a recent Defense Security Service (DSS) inspection.

Each year, the DSS inspects thousands of government contractors who work with classified information. These rigorous inspections ensure that industry is protecting our national security through proper handling and protection of classified information. The distinction of a Superior rating is reserved for those contractors who exceed security standards set forth

by the federal government.

Commenting on our significant achievement, Jeff Berkin, CACI Senior VP and Chief Security Officer said, "CACI's Industrial Security group has a long tradition of providing superior customer service and delivering superior results. This inspection is objective recognition by the U.S. government that Team CACI is performing at the highest level of professional excellence."

For more information, contact Industrial Security Senior Manager Paul Rodriguez at [prodriuez@caci.com](mailto:prodriuez@caci.com).

## Recruiters Are the Nation's Best

By Rosemary Boggs, January 15, 2009

In January, CACI's Recruiting Team won accolades from a group with very high standards. Job candidates attending Cleared Job Fairs, one of the country's largest security recruiting organizations, voted Johanne Kanzki and Mike Sallis as among the Nation's Best Recruiters for 2008.

Based in CACI's Fairfax, Virginia location, both Johanne and Mike recruit for cleared personnel in a very competitive market.

According to Johanne, "Recruiting for CACI is all about developing strong relationships within the cleared community. In this competitive marketplace, it takes hard work, innovation, and flexibility to

distinguish ourselves from the competition." Adds Mike, "The CACI recruiting team possesses a broad mix of recruiting professionals with diverse talents and experience. Our ability to analyze current business trends and customer needs positions us at the forefront of today's recruiting organizations."

According to CACI Senior Vice President of Recruiting and Workforce Planning Larry Clifton, Johanne and Mike are well deserving of this impressive honor. Both of these hard charging professionals always go above and beyond to make CACI the very best! Send your congratulations to [jkanzki@caci.com](mailto:jkanzki@caci.com) and [msallis@caci.com](mailto:msallis@caci.com).



**CACI recruiters Johanne Kanzki and Mike Sallis were honored among the Nation's Best Recruiters for 2008.**

PHOTO COURTESY OF LARRY CLIFTON

# A GlobalView Approach to Intelligence

By Jim McCrosky

For four years, our NSG team in Lanham, Maryland has worked collaboratively with the Defense Counterintelligence and Human Intelligence Center to fulfill its defense and national counterintelligence mission. CACI's GlobalView Document and Media Exploitation (DOMEX) toolset is the technology centerpiece of that collaboration.

In active use over the past four years, GlobalView has processed 40,000+ documents across 32 languages and dialects and currently maintains one million pages of investigative and intelligence-related data. Further, DoD linguists leveraging GlobalView screened 18,000+ documents from an archived law enforcement case in support of current investigations.

In one event, GlobalView's advanced workflow and DOMEX capabilities enabled the exploitation of over 10,000 pages of foreign language investigative data in just a three-day period. The toolset allowed post-prosecution screening and translation of 140,000 pages of foreign language documents, resulting in four new intelligence leads from a closed investigation.

"GlobalView is actively used in the global fight against terrorism and has been used to cross-reference counterterrorism data against documents and information captured in foreign hot spots," says NSG Director Diane Chandler. "In one case GlobalView enabled linguists to link two insurgents already jailed in a foreign country with a criminal money laundering case in the United States."

For more information, contact Diane at [dchandler@caci.com](mailto:dchandler@caci.com).

## Geographically Speaking

### Beavercreek Employees Bring GIS Courses to Intelligence Clients and Local Community

By Chris Quillen, July 23, 2009

National Solutions Group (NSG) Beavercreek, Ohio employees Nolan Geise, Ken Rosado and Jim Shively recently passed a rigorous examination that enable them to teach ArcGIS geographic information systems (GIS) to their intelligence clients and local students.

GIS tools play a role in everything from military applications to traffic reports, and ArcGIS, made by ESRI, integrates all the tools needed to get the most out of GIS software.

Becoming an ESRI Authorized Instructor requires 56 hours of coursework on the ArcGIS software, 200 hours of professional experience with ArcGIS, an in-person instructor evaluation, and passing a comprehensive written examination.

Jim, Ken, and Nolan, all CACI geospatial intelligence analysts at the National Air and Space Intelligence Center at Wright-Patterson Air Force Base, brought over three decades of combined field experience to their task. The courses they teach

are offered at the Advanced Technical Intelligence Center for Human Capital Development (ATIC) in Beavercreek.

CACI is also partnering with ATIC and Clark State Community College to establish ArcGIS computer labs. In this effort, funding and cooperation come from the Future Jobs Initiative, an employer-driven regional workforce development initiative designed to provide ready-to-hire employees from the region's workforce.

"CACI is committed to the continuing professional development of our staff and is very proud of the achievements of our employees," said Bob Brockman, NSG Senior Technical Director in the CACI Beavercreek office. "We are glad to work with our partners at ATIC and Clark State Community College to bring these courses to the Dayton region for the benefit of the entire community."

For more information, contact Chris Quillen at [cquillen@caci.com](mailto:cquillen@caci.com).

PHOTO COURTESY OF CHRIS QUILLEN

NSG's Nolan Geise, Ken Rosado, and Jim Shively are teaching the benefits of geographic information systems to their clients and local students in Beavercreek, Ohio.



# Achieving Level 3

By Michael Pino, February 3, 2009

The Business System Solutions (BSS) Operating Group, part of our Transformation Solutions Group (TSG), is the lead organization in fielding our BSS functional core competency.

And now BSS provides clients with something more: projects and processes that have been assessed at the Level 3 maturity rating of the Software Engineering Institute's Capability Maturity Model Integration (CMMI).

CMMI is the industry-recognized model that measures the capability of software and systems engineering development processes. When we achieve CMMI Level 3, we assure clients of a proven approach to producing high-quality products and services. Moreover, we gain an important distinction in winning the business, as more and more federal procurement officers are making CMMI Level 3 a requirement for their bidders.

The BSS CMMI Level 3 program was CACI's largest CMMI effort, taking 1½ years to complete, using 8 software projects from two divisions, and receiving support from more than 60 BSS

senior managers and professional staff.

Contact Roger Guisinger at [rguisinger@caci.com](mailto:rguisinger@caci.com) for the BSS effort, or Devon Du Fur to find out how your organiza-

tion can achieve a CMMI Level 3 rating, and how you can use the CMMI credential to support your business. Reach him at [ddufur@caci.com](mailto:ddufur@caci.com) or visit the CACI 20000 webpage (login required).



PHOTO COURTESY OF RICK DANSEY

**Senior VP Rick Dansey with the BSS Assessment Team (from left): Roger Guisinger, Rebecca Frith, Gail Dawson, Boris Mutafelija, Wolf Klaiber, Glynis Rates-Douglas, Rick, Gary Coleman, Kevin Walker, and John Davies.**

*In his keynote address to the National Contract Management Agency, TSG's Jonathan Powell said good people are central to managing contract risk.*

PHOTO COURTESY OF JONATHAN POWELL



## Keys to Contract Management

By Michael Pino, May 27, 2009

TSG Senior Program Manager Jonathan Powell had the honor of representing CACI as keynote speaker at dinner held by the Potomac Chapter of the National Contract Management Association (NCMA).

NCMA is the leading association for contract management professionals, and CACI Chairman Dr. J.P. (Jack) London gave the keynote address at the national NCMA conference last year.

Jonathan comes by his contract management expertise in a number of ways, but his years as a submarine officer may have been the most insightful. "There's a very small community at sea on a submarine,"

says Jonathan. "That's where you really learn that it's not just having policies and procedures that's important, it's having highly educated and proficient personnel who have been trained in real-world conditions who know emergency actions by heart."

Jonathan stressed that in risk management, people are the most important resource. "A company's success depends upon its people being able to identify, then manage, risk. To do so, it's critical to hire to achieve the best workforce and to continually train these people," he says.

For more information on Jonathan's address and advice, contact him at [jopowell@caci.com](mailto:jopowell@caci.com).

# CACI's Big Heart!

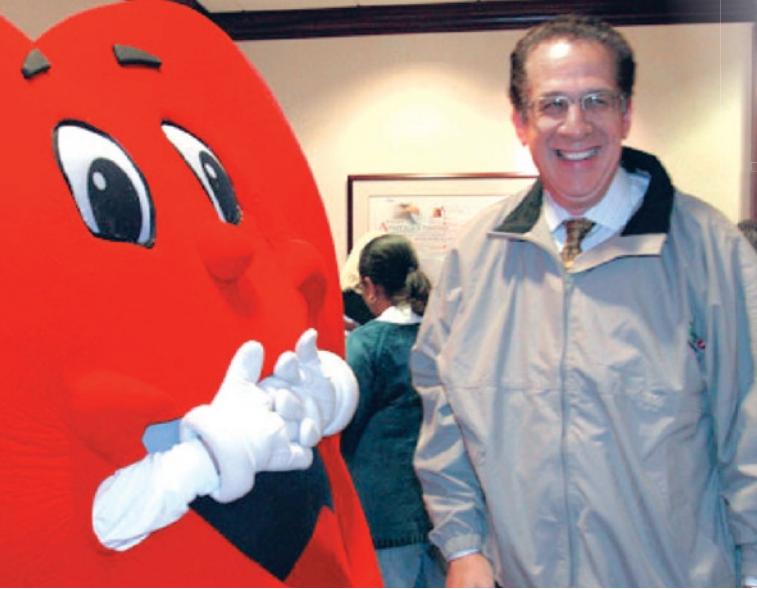


PHOTO BY JENNIFER ZHU

**At the Ballston Start! Heart Walk kick-off Paul and Mr. Heart make a winning team in the fight against heart disease.**

In November 2008, President and CEO Paul Cofoni was named chairman of the 2009 American Heart Association's Greater Washington Region Start! Heart Walk to raise funds and awareness in the fight against heart disease. It was the beginning of a year of activity leading up to the November 14, 2009 walk.

From Beavercreek to Chesapeake, and more points around the nation, Paul visited CACI teams for his lunchtime "Walk With the CEO" jaunts and began wellness initiatives that are helping all of us lead healthier and happier lives. Along the way, CACI was named a fit-friendly company in October, and we surpassed our AHA fundraising goal of \$125,000 by raising more than \$154,000 — becoming the largest company contributor to the Washington, D.C. walk.



PHOTO BY LYNDSEY BERARD

**Below: Paul and our Chesapeake, Virginia employees on their May 13 walk.**



**Below: New hires in Fairfax, Virginia probably never thought they'd get to meet the CEO their first week on the job — but Paul's Walk With the CEO included an outing with them in September.**

PHOTO BY MEREDITH GORDON



**Above: Fuller's Foot Soldiers get ready for the Start! Heart Walk in Omaha, Nebraska.**

PHOTO COURTESY OF GARY FULLER



**Above: Our Heart of Heidelberg team (featuring canine guide Indiana Kreilein) takes a breather during their walk around Heidelberg Castle.**

PHOTO BY JOSE CABRERA

PHOTO COURTESY BY JENNIFER ZHU

**Right:** A golf outing in Haymarket, Virginia raised over \$22,500 to help promote healthy hearts.



**Above:** San Antonio employees raised nearly \$1,000 deep in the heart of Texas.

PHOTO BY STEVE CHANDLER

**Right:** Pittsburgh's team cares, too.

PHOTO COURTESY OF JULIE PITTS



**Below:** Our AHA fundraising initiatives included three drawings to win a week's paid vacation by making a \$25 donation to AHA. Here Paul and Elizabeth Kline pick a lucky winner.

PHOTO BY JENNIFER ZHU



“My sincerest thanks and gratitude go to everyone at CACI for the outstanding support you’ve given me and the American Heart Association in the battle against heart disease. Your remarkable dedication and commitment contributed so much to this important effort. It’s clear once again why CACI people are simply **the very best!**”

— Paul Cofoni



PHOTO BY JENNIFER ZHU

**Neither rain nor mud (nor lots of mud!) could deter the CACI team from completing the November 14, 2009 Start! Heart Walk on the National Mall in Washington, D.C. on our way to raising over \$150,000 for this important organization.**

## CACI's Account Management Program

# Knowing Our Clients and Building on Our Heritage

By Dale Ludeke, March 23, 2009

CACI's Account Management program can be summed up in three principle outcomes: (1) an enhanced market and client understanding, (2) a more comprehensive CACI strategy for growth, and (3) an optimum set of value-based investments and offerings.

Sounds pretty simple, and it does reflect the dedicated client focus all of us aspire to practice each day. And as we grow and compete in more competitive and complex arenas, working to solve our clients' most pressing issues, a much broader, enterprise-wide application of these Account Management principles is necessary.

The flexibility and focus integrated in these principles enable ideas and innovations that flow into new offerings that further discriminate us and enable us to effectively grow and profitably expand into multiple new areas.

### Importance

CACI is committed to growth, which comes in the form of retained clients, an expanded client base, and the addition of new clients.

Growing and retaining a client base leverages strong coordination of all CACI activity within defined account areas. As we know what we have and what the client needs, we can better project where and how to grow in a more proactive and valued manner.

We chose Account Management as the preferred practice for accomplishing this, and as anticipated we are seeing the progress and results.

### Application and Accomplishment Update

Account Management activity initiated just 24 months ago and we formed an Account-based organization 18 months

ago. In that time, highly complementary teams led by one Account Executive (AE from Operations) and one Business Development Executive (BDE from Corporate Business Development) have been defining, planning, and executing account strategies for sustaining and growing content.

We began with 24 accounts. Through progressive, highly integrated planning activities and roundtable sessions, as well as periodic strategic account reviews, we trimmed 4 accounts, added 4 more accounts, and identified 16 more strategic accounts of interest for future development and expansion.

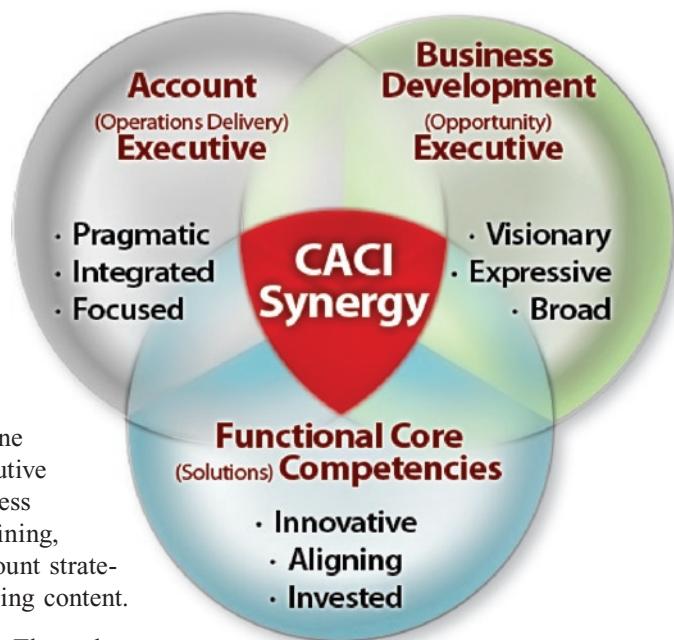
Over the last 6 months Account Management was briefed to the investment community (May) and the Board of Directors (November); we held Account Executive results sessions (June) and updated the Functional Core Competency leadership (November); and we completed the Account Management CACI Defined Process (October).

As before, >60% of our pipeline opportunities remain related to targeted accounts and their related strategies. All account plans have achieved and exceeded their initial objectives for growth (ranging from 10% to 90% over a 12 month period) and all major accounts have developed new objectives leading to bolder strategies and enhanced opportunity pipelines.

### Evolving Expectations

To lead CACI growth across a defined account area still demands strong, viable strategies for sustained CACI presence and a high degree of operational integrity across performance areas.

The first order of importance is to work together to know our clients' problems, then work to solve them. The account



synergies of operations, business development, and functional competency enable this dynamic. Then there is the highly iterative listening, communication, collaboration, and creativity, culminating in the second area of importance, which is the build and execution of a comprehensive strategy for growth.

The third significant area of importance is our ability to continually recognize, adapt, and capture. As accounts are maturing, we are seeing increased opportunities for highly proactive functional competency inclusion in thought leadership, and we are seeing advantages in utilizing our major IDIQ contract vehicles to better facilitate an account growth strategy.

As we move forward, the opportunity reviews will take an even more critical look at our client understanding (issues and measures) and our ability to clearly identify, articulate, and discriminate a strong "value proposition." Such value and its optimum delivery vehicle evolve as we get to know the client environment (account) and better shape our solutions to exceed their expectations.

Our Account Teams continue to effectively work together to share their knowledge and best practices, which leveraged into ever more creative and innovative account strategies, and better opportunities. For more information contact Dale at [dluddeke@caci.com](mailto:dluddeke@caci.com).

# Supporting the CREW

## Employee Provides Veteran Service for Counter-IED teams

By Michael Pino, October 20, 2009

CACI's Darrell Shinn counts himself proud to be among the men and women who support CREW systems — short for Counter Radio-Controlled IED Electronic Warfare. The military uses these systems to electronically counter the improvised explosive devices (IEDs) that are among the most dangerous weapons facing our warfighters.

The teams that operate CREW systems are military trained, but receive critical support from seasoned contractor personnel. These individuals, often former military themselves, provide a valuable mix of experience and expertise.

Darrell serves this effort as Lead Logistics Analyst and Field Service Representative (FSR) Coordinator in our Enterprise Technologies and Services (ETS) group. His main task is to ensure

that requirements for military FSRs are met in both Iraq and Afghanistan.

The key to CREW success is the performance and dedication of FSRs. Their job includes working from diagrams and instructions to install and remove CREW devices — delicate operations in which the smallest calibration can be the difference between success and failure.

With over 25 years of civilian and military logistics experience, Darrell provides services that enable FSRs to hone their skills and focus on their critical assignments.

As Darrell's manager, Teddie Gregory of ETS's Logistics System Support Division, explains, "Darrell has few peers in applying his experience and commitment to success in countering the IED threat to our warriors."

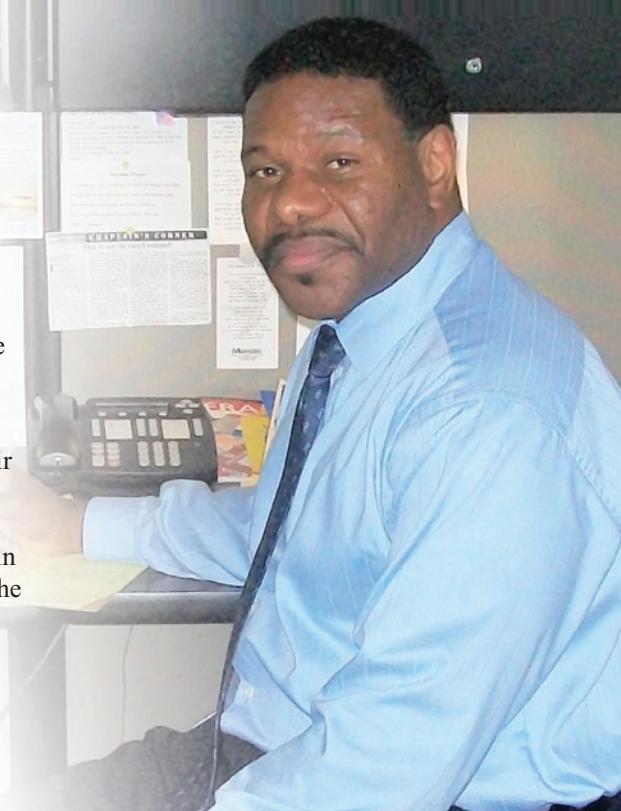


PHOTO COURTESY OF TEDDIE GREGORY

**ETS's Darrell Shinn ensures the smooth operation of counter-IED systems.**

You can send kudos to Darrell at dshinn@caci.com.

# Streamlining DoD Travel

By Rosemary Boggs, May 15, 2009

While some may declare "world class capabilities," not too many can actually

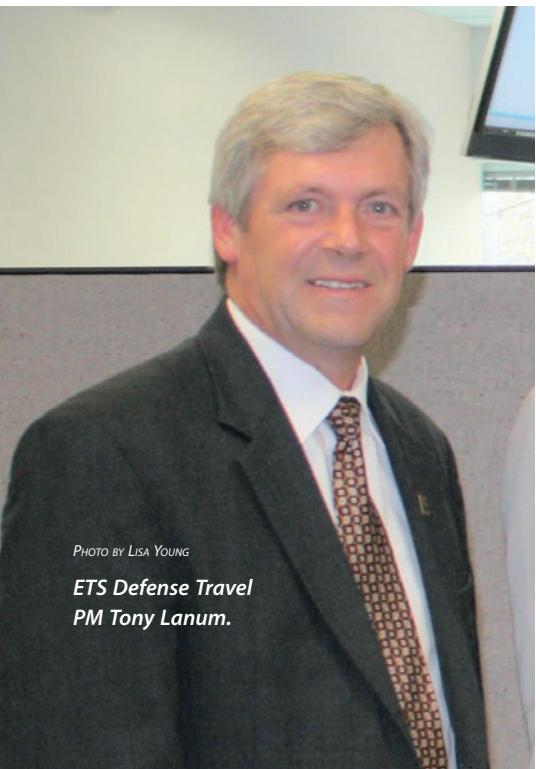


PHOTO BY LISA YOUNG

**ETS Defense Travel  
PM Tony Lanum.**

back up the claim. But Team CACI in Chesapeake, Virginia could ... and did!

In April, ETS VP Lawrence Jonak, Program Manager Scot Renegar, and Technical PM Tony Lanum provided Department of Defense (DoD) Deputy Undersecretary for Military Personnel Policy Bill Carr with an extraordinary overview and tour of CACI's defense travel capabilities for the \$9.4 billion DoD travel enterprise.

In 2004, the Navy turned to CACI to migrate legacy systems and users to the Defense Travel System (DTS). Team CACI implemented 3,360 worldwide sites, trained 90,000 users, and answered tens of thousands of Help Desk calls to ensure consistent service and continual improvement. The team was also ISO 9001:2000 certified in 2006 and won a CACI Team Eagle in 2008.

## DTS Update

In August, CACI's Defense Travel team announced an offer of a \$25 gift card for CACI employees whose clients train with them to use the Defense Travel System. The DTS is a complicated system and many of our government clients would benefit from DTS training.

The DTS team established a registration website and the gift card incentive for CACI employees to spread the word. To learn more, visit DTS-Support.caci.com or email DTS-Support@caci.com. Read the CACInet announcement at [hq.caci.com/announcements/your\\_ben/2009/b\\_126\\_8-20-09.shtml](http://hq.caci.com/announcements/your_ben/2009/b_126_8-20-09.shtml).

The CACI Travel Assistance Center now provides help to 25,000+ federal employees who call monthly. The team's extraordinary performance in delivering CACI capabilities has contributed to continued growth for our company, with future growth anticipated. For more information, contact Tony Lanum at [alanum@caci.com](mailto:alanum@caci.com).

# Technology Update

## Our Functional Core Competencies, Communities of Practice, and CTO Council

By Michael Pino

CACI's functional core competencies (FCCs) continue to make major contributions to our growth. According to Chief Technology Officer (CTO) Deb Dunie, who spearheaded their introduction, the eight FCCs articulate CACI's major solutions services and offerings portfolio from across the company, integrating them into a set of greater capabilities that every business group can offer.

Now, as we mature our messaging to the marketplace, CACI's technical leadership is standing up "communities of practice" or special interest groups focused on technical expertise that crosses all business groups. And while still evolving, these communities of practice will help us reach critical mass in markets where we can demonstrate increased capabilities and win new clients.

You can participate in this ongoing technical evolution through the CACI Technical Collaboration (CTC) website at <https://infocenter.caci.com/sites/C20KWiki/C20K-Web/CTC-Webhome.aspx>. This SharePoint site provides a forum for exchanging ideas, strategies, and developments in such areas as Web 2.0 Collaborative Social Media, Biometrics, Service Oriented Architectures, ITIL Delivery Procedures, Wireless Solutions, Training, Geospatial, and Modeling and Simulation.

Our CTO Council also continues to provide technical and thought leadership across the company. Thanks in part to their efforts, we have established a brand-new technical career path that will contribute to both employee growth and enhanced client satisfaction with our advancing technical skill sets.

"CACI has powerful resources in our collective capabilities," Deb says. "Our FCCs, communities of practice, and CTO Council are increasing CACI's value to clients and employees, and bringing growth to our company."

Visit our CTC site, the FCC pages on [www.caci.com](http://www.caci.com), or contact Deb at [ddunie@caci.com](mailto:ddunie@caci.com) to learn more.

*Deb Dunie, CACI Chief Technology Officer and the architect of our functional core competencies, provides an update on our FCCs and cross-company capabilities.*

*PHOTO BY STEVE GIBSON*



## Our FCCs and Leaders ...



### Business System Solutions

*Lead: Rick Dansey*



### C4ISR Integration Services

*Lead: Vinnie Pugliese*



### Cyber Solutions

*Lead: Ian Harper*



### Data, Information and Knowledge Management Services

*Lead: Carl Muller*



### Enterprise IT and Network Services

*Lead: Alan Murdoch*



### Integrated Security and Intelligence Solutions

*Lead: Bert Calland*



### Logistics and Material Readiness

*Lead: Jeff Renard*



### Program Management and SETA Support Services

*Lead: Joel Kehm*

# Onboarding

Welcoming the Best to the Best!

By Michael Pino

CACI continues to become the best in recruiting and retaining outstanding employees, and in September we announced our innovative new CACI Onboarding Program — Welcoming the Best to the Best! To learn more about this new program, which has now been activated corporate-wide, visit the new Onboarding website at <https://www.caci.com/caci-only/onboarding/index.shtml> (log in using your Active Directory username and password). You'll find new Onboarding documents, presentations, videos, and more.

The CACI Onboarding Program uses state-of-the-art tools, resources and processes to recruit and bring onboard our industry's most exceptional individuals. Web portals enable candidates to return accepted job offers and submit hiring forms online. An Onboarding Specialist assigned to each candidate personally guides them through the process. And orientation resources are available to all new employees in all locations and organizations.

The result is that new hires get a clear and comprehensive introduction to our company, with dedicated tools and support to begin their CACI careers.

CACI Onboarding also reduces the administrative burden on hiring managers. Fewer approvals are required, and only one-time manager input is required. Managers will also find it easier to provide a consistent and effective assimilation process for all new hires, with online tools and streamlined processes to welcome new employees.

For more information, contact Taimeka Butler, Corporate Onboarding Manager at (703) 841-7838, [tb Butler@caci.com](mailto:tb Butler@caci.com).

**Our Onboarding Program initiative is led by Onboarding Manager Taimeka Butler, HR Senior VP Gail Forrest, and Onboarding Project Manager Keith Peitler.**

PHOTO BY JENNIFER ZHU



# The Leadership Network

By Michael Pino

In October, CACI announced the launch of The Leadership Network, an online collection of best practices, tools, and resources for all CACI managers and employees. The new website, at [www.caci.com/employee/leadershipnetwork](http://www.caci.com/employee/leadershipnetwork), is a focal point to connect with other CACI employees so we can collaborate and exchange ideas and information to deliver customer excellence.

A screenshot of the CACI Leadership Network website homepage. The header features the CACI logo and the tagline "Your connection to CACI's successful tools, best practices and experiences." The main content area includes sections for "Project Development", "Training", "Project Management Resources", and "Customer Management". A sidebar on the left provides links to "The Leadership Network", "Corporate Website", and "Submit Your Best Practice". A sidebar on the right features sections for "eDiplomacy", "Team Spotlight", "Submit Your Best Practice", "Tell Us About Your CACI Communities of Practice", and "Sign-up for CACI's Subject Matter". The footer contains a search bar and links to "About This Site", "Support/FAQs", "Resource Index", "Site Map", and "Home".

Log on to [www.caci.com/employee/leadershipnetwork](http://www.caci.com/employee/leadershipnetwork) to visit the CACI Leadership Network.

The Leadership Network includes links to:

- CACI leadership principles and Paul Cofoni's leadership principles video "Be the Best."
- Project Management Resources – Project leadership, customer management, people management, and training.
- Team Spotlight – Showcasing extraordinary teams and their accomplishments.
- Best Practices – Superior methods and innovations to improve performance, recognized as "best" by peer organizations.
- Communities of Practice – A place for CACI employees to share their knowledge and help others succeed.
- Subject-Matter Expert Program – Sharing our expertise to enhance and improve the quality work we produce.

There is also an FAQ and Manager Support Line to assist managers and leads with information to manage your projects, customers, and people.

The Leadership Network can be accessed by using your Active Directory username and password. You are encouraged to explore and contribute to this website and continue to make CACI the very best!

For more information, call (703) 841-3010/ (877) 841-3010 or email [retention@caci.com](mailto:retention@caci.com).



*Wing Awardee Dani Koehnke along with Scot Kramer, a nominating manager, and Wing winners Tracey Fagan and Josh Bannister. Dani and Tracey were honored for proposal contracts management and Josh won for pricing support.*



*Stephen Freitag and Project Plus Award winner Denise Freitag, recognized for her service to the Intelligence Community.*



*Lesley Billups and Ethos Award winner Phillip Acosta, Project Manager for our White House Communications Agency team.*

## Recognizing Our Award Winners

### Selections From Our Distinction and Excellence Award Celebrations

CACI's Recognition and Incentive Awards Program is among the most robust in our business. This year we celebrated more than 150 award winners (including a December celebration as we went to press) across nearly 20 awards categories. Here are just few of this year's top performers from our February and June celebrations.

*ALL PHOTOS BY JENNIFER ZHU.*

CACI celebrated its first 2009 award winners in a setting as unique and distinctive as our top performers, holding our February 24, 2009 Distinction and Excellence Employee Awards Celebration at the **Women in Military Service for America Memorial** in Arlington, Virginia.

*President and CEO Paul Cofoni and Chairman of the Board Dr. J.P. (Jack) London greeted our winners and presented their awards. Here they are with Marathon Award winner Praveen Prasad, honored for his S3 sales support.*

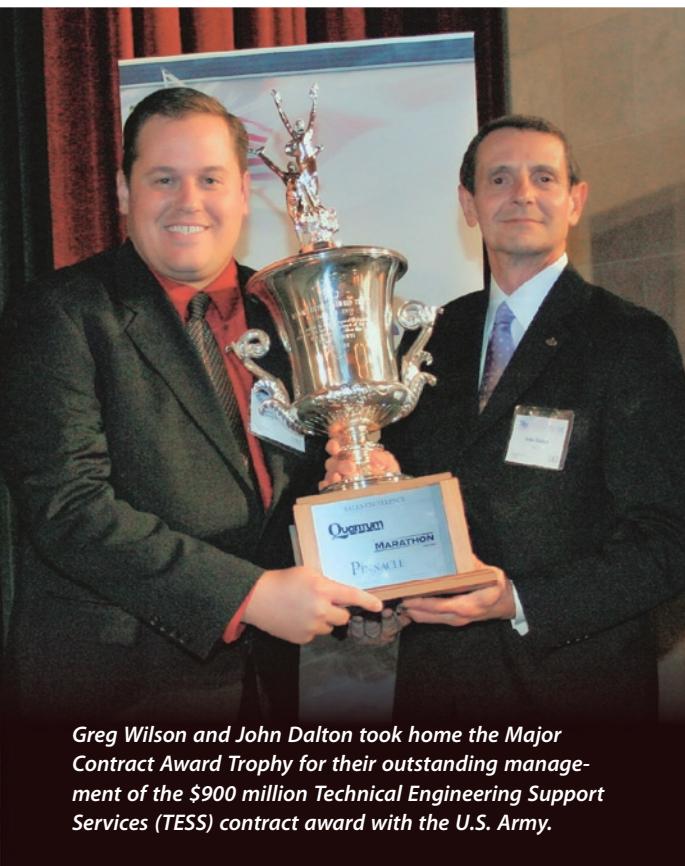




*Paul Cofoni and Jack London welcomed Project Plus Award winner Robin Hiddemen, recognized for her support to the Naval Sea Systems Command.*



*Chief Operating Officer Randy Fuerst added a twist to the June ceremonies as he roused the audience for a shout of "Bravo" for each winner.*



*Greg Wilson and John Dalton took home the Major Contract Award Trophy for their outstanding management of the \$900 million Technical Engineering Support Services (TESS) contract award with the U.S. Army.*



*Above: Wing Awardees Greg Hagen and Chris Wynes along with Sarah Mahoney and Aces Club member Hector Cevallos. Greg, Chris, and Hector won for contributions to and leadership of intelligence proposals.*

**CACI net** The CACI Employee Resource Site

*Visit our Recognition and Incentive Program on CACI.net for more details on how you can nominate and be nominated for company-wide honors.*

CACI's top performers at the June 29, 2009 celebration were lauded at the renowned U.S. Chamber of Commerce Briefing Center and its International Hall of Flags in Washington, DC.

*Staff Eagle Award Winner Angel Beltran was honored for helping to make CACI's timekeeping policies and procedures the very best.*



# CACI Philanthropy Year in Review

By Meredith Gordon

This past year, CACI expanded Project Philanthropy and launched a new program — the CACI Cares Monthly Spotlight. And around the company, employees volunteered in projects to support their local communities. To everyone who participated, we give a big Thank You! for your outstanding efforts. It is due to your support that CACI has logged an impressive 53 percent more hours of community service in 2009 compared to 2008. Let's keep the momentum going as we approach 2010.

If you have suggestions for a national charity that you think CACI should spotlight, or would like additional information on Project Philanthropy, contact Meredith Gordon at [megordon@caci.com](mailto:megordon@caci.com).

**Volunteer hours  
logged increased  
53%  
from 2008 to 2009!**



2



1

1: Soles4Souls in Norfolk  
2: CACI Cares on the National Mall  
3: USO Packin' Party



3

January CACI Cares  
Donate used cell phones

American Heart Association CACI EVER VIGILANT  
Learn and Live www.americanheart.org

March CACI Cares  
Changing the World One Pair at a Time

April CACI Cares  
OPERATION HERO MILES  
Donate your Frequent Flyer Miles

May CACI Cares  
Stamp Out Hunger on Saturday, May 9<sup>th</sup>

June CACI Cares  
Helping the World to See OneSight

July CACI Cares  
America Supports You  
Send the Troops a Message!

August CACI Cares  
Donate Your Spare Change!

September CACI Cares  
Help Animals in Need

October CACI Cares  
Trick-or-Treat for UNICEF

November December CACI Cares  
Spread Holiday Cheer