CACI 2000 Times

Introducing CACI's New e-Business Solutions Group

CACI's Business Group 05 (BG05), formerly the Integrated Information Systems Division, has a new name and a solid focus on e-Business. Under the leadership of Senior Vice President Mark Bloom, BG05 — now known as our e-Business Solutions Business Group — has implemented a number of key strategies aimed at broadening its public sector client base while also expanding into the commercial market.

BG05's government business centers around its leadership in automated procurement — both in purchasing and payment. CACI e-Procurement solutions have an installed base at more than 50 federal agencies, supporting thousands of users and an estimated 400,000 suppliers. Through BG05's *Comprizon™.Buy* for buyers and QuickBid® for suppliers, CACI automates the procurement process from initial requisition through supplier selection. BG05 also offers the Internet Payment Acceptance & Receipt (iPAR) system for supplier invoice matching and payment authorization. Having the ability to provide both the purchasing and payment

solutions for automated procurement provides BG05 a competitive discriminator in its markets.

Now BG05 is leveraging this automated procurement expertise into the commercial arena. The group's primary commercial efforts focus on the retail, financial services, and telecommunications/ utilities communities.

Focusing on e-Business

"CACI e-Business offerings fall into two main categories," explained Bloom. "The first is e-Procurement solutions, which include e-Purchasing and e-Payment solutions. The second is customer relationship management (CRM), that is, leveraging demographic and customer data with data warehousing capabilities to develop target marketing campaigns and identify purchase potential for new clients. In both these areas, we feel we have real value to offer commercial clients."

CACI CEO Dr. Jack London stated, "CACI's e-Business group

> *"CACI's e-Business group has real distinction to offer organizations competing in today's 'networld.'"*
> *— CACI CEO Dr. Jack London*

CACI Cares' CACI in *Motion*: Next Stop — Rome, Italy

Although marathon runs are always exhilarating for the participants, the third CACI Cares' CACI in *Motion* team (now in training) promises more than the usual share of excitement and enthusiasm. On March 25, 2001, a CACI in *Motion* team will participate in the Team Diabetes run in Rome, Italy. This marathon, raising funds for diabetes research, information, and advocacy, supports the American Diabetes Association.

In This Issue

CACI's Tactical Systems Division
See Back Cover

Plus HR Corner, Careers Club, Encores, Eagles, Promotions, Milestones, and More!

FALL 2000

Connect With CACI While on the 'Net

Did you know that there is a secure and reliable way to access CACI network resources, including CACINet, from home and on the road? Timestep, launched by CACI's Corporate Information Systems (CIS) group last year, is a remote access solution that uses Internet-based virtual private networking (VPN) technology. According to Ed Martin, Director of CIS Operations, over 800 out of 4,800 CACI employees have signed up to use the system.

"We're trying to encourage its use to the enterprise, so we can close down all the non-secure remote access methods that are out there," said Martin.

Timestep, said Martin, can be used to access "almost any resources on CACI's private network that an employee would normally access

The CIS Timestep team: James Louloudes, Mark Johnson, Paul Gordon, Ed Martin, Chris Gehring, and Jeanette Martin.

when working on-site at a CACI-networked facility. Of course, remote users need to have adequate bandwidth to support some transactions."

Authorized users can obtain the Timestep software in the form of a user-friendly CD-ROM that works with Windows 95, Windows 98, and Windows NT. Most Internet service providers support VPN traffic, but employees who use

America Online or are behind a firewall will need to use a dial-up networking service known as CACIDialIP.

The feedback on Timestep has been mostly positive. The chief complaint, according to Martin, is the multi-step log-on process.

"Once you start using it frequently, the multiple steps aren't so material," said Martin. "It's well worth the security and reliability."

"Timestep is an innovative idea," noted David Daigneault, CACINet Webmaster. "Everything you can do at work on a computer, you can now do at home."

The Timestep CD-ROM is available by contacting your LAN Administrator, or the CIS Help Desk at (703) 841-7909. The CD-ROM will install a default profile for the user and includes many notes and help routines. It also includes the latest versions of Lotus Notes, anti-virus software, and browsers.

You've Met the Team — Now Meet the Whole Office!

CACINet introduces a new CACI Times Online feature — Meet the Location

CACINet's **Meet the Team** page, providing a casual look at individual Team CACI members, now has a companion feature — the *CACI Times Online* **Meet the Location** page.

In **Meet the Location**, we'll survey whole CACI offices, posting photos and responses from CACI locations throughout the country. Find out where members of our San Diego office like to go after work. Learn how Oklahoma City answers the burning question, "Netscape or IE?" And discover if Norfolk, Virginia prefers to root for the Washington Redskins or the Carolina Panthers.

Check out our new **Meet the Location** feature on CACINet's front page. You'll also find details on how your office can participate. For more information, contact CACINet Webmaster David Daigneault at (703) 841-7834, ddaigneault@caci.com.

Visit CACINet Today!

Dear Team

As we wrap up our calendar year, I am happy to report there is great news on all fronts at CACI.

In October, we announced record FY01 first quarter earnings, with income from continuing operations up eight percent and revenue up six percent. We're a $490 million company now, well on our way to becoming a billion-dollar operation. Thanks to the hard work of everyone at CACI, we're fulfilling our strategic vision of growth, providing top client support, opportunities for our employees, and value for shareholders.

In November, at our annual shareholders meeting, our CACI Board of Directors was re-elected. This gives us continuity as we work to realize our vision and follow our growth plans.

In December, we plan to close on our agreement to purchase the services and related assets of N.E.T. Federal Inc., a subsidiary of the global networking company net.com. This is another accomplishment of our very successful Mergers & Acquisitions program, which is a key driver in our strategies.

And right here at home, we are maximizing resources to better support all our line organizations. I refer especially to our consolidation of the Vision & Solution Center, CACI's unique resource for visualizing solutions, with the Project Resource Group, a "go-to" organization at CACI that has a brilliant track record in bringing CACI teams together for client support and business growth.

Finally, I want to also mention our CACI Cares program, which continues to provide CACI people with innovative and outstanding ways to improve their work life and the communities they live in. This includes the new CACI in *Motion* program that assists CACI people in fundraising activities for a variety of good causes.

The holiday season is now upon us. I hope that everyone had an enjoyable and safe Thanksgiving. It's a wonderful occasion for families and friends to get together and share this special holiday.

At any time of the year, it's good to be reminded that — as our people prove again and again — it's a great time to be at CACI!

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

CACI Times Interview With John Grimshaw

John Grimshaw is Executive Vice President of BG08, our Federal Systems Integration group. In this interview, he discusses his people and organization and the directions his business is taking.

**You're head of CACI's newest Business Group, Federal Systems Integration (BG08).
What kind of work does your group do, and what clients do you support?**

BG08 covers a lot of bases. Overall, we provide systems integration solutions, primarily in the federal marketplace. This includes legacy systems migration, Joe DeFee's systems reengineering organization, and software development that is compliant with the Software Engineering Institute (SEI) Capability Maturity Model Level 3.

We also develop financial systems for the Army and other DoD clients. Jim Brantley's Army Training Models (ATM) support organization, for example, provides financial management systems that help the Army manage training resources. I'm also pleased to note Jim's just won a recompete of the ATM contract for $28 million. That's a business that started out as a $200,000 task order!

Then there's the work of Larry Ferguson and Ravi Dankanikote for the Army Materiel Command (AMC). Here we're building an integrated DoD Planning, Programming, and Budgeting System (PPBS)-based system, with both web-based and client/server components and a relational database. It's called RM-Online (Resource Management Online).

Another area we work in is modeling and simulation integration, which is what Klaus Dannenberg does for a living. In this, a fast-growing area, we develop software to simulate warfare, battles, and battlefield organizations — force-on-force simulation, mostly for Joint Services programs.

In the state and local arena, under Joel Kehm and Joe McCormack, we've developed software for transportation systems for many years. The crown jewel of this is the South Carolina Project Phoenix

When entering John's office, one is encouraged to maintain a positive outlook.

program, run by Don Metcalf.

We also do strategic IT planning, helping organizations with a proven methodology for managing IT investments. Gay Porter is leading this effort, with Mark Kneidinger and Hoyt Warren as lead practitioners.

Finally, we are delighted with the seamless integration of Paul Patton's Strategic Programs Division Group into BG08 following the acquisition of CENTECH. Paul has provided long-term Air Force support in Dayton, Ohio, under the leadership of Irv Ramirez, as well as D.C. area work for the Office of the Secretary of Defense staff and DoD agencies.

Your teams have been very successful over the years, and your managers clearly know how to motivate people in a team environment. In your opinion, what's the best way to manage a team?

At the root of everything, you've got to care about your people. It's something you can't fake.

We're interested in people as individuals. We really stress that throughout the company, and I hope that the people who work in BG08 feel we genuinely care about their success, that they have a good place to work and a promising future.

More than anything else, team cohesion is built by taking care of the individuals. That also means you've got to give people challenging jobs. Train them, set growth goals, and give them opportunities for growth.

These are the kinds of things that make people feel satisfied with their work, which is the most important thing to maintaining a good, solid team.

Several of your organizations are rated at SEI Level 3. What does this mean for BG08? What does it mean for CACI?

The first time we received SEI Level 3 certification was in 1997, responding to an opportunity from the Immigration and Naturalization Service. Now, to update and refresh this certification, this past year we submitted five projects for SEI Level 3 evaluation, all out of BG08. It was a tough evaluation, but our teams really bonded together and impressed the evaluators with their professional response. We came through with full certification for all five projects in April of this year.

For CACI, it means that we have an SEI Level 3-rated business group that can bid on today's software development opportunities, most of which now require some level of SEI expertise. For the client, it shows we have a set of repeatable processes that allow us to reliably develop software in a predictable, cost-efficient manner. And for BG08 itself, it gives us confidence that we can respond to more challenging opportunities and expand our business.

How will BG08 sustain momentum and keep business strong?

In our market space, you have on one end vendors that have a great product they want to sell to the government, but the government agency has to adapt their processes to accommodate this product, which agencies don't like to do.

On the other extreme, you have very extensive projects that customize software to unique needs but take forever to do it, so people run out of patience and the project does not have a successful conclusion.

We think there's some ground between those two poles, where you can still offer a customized solution but can do it in months rather than years. This is a clear growth path for us now.

Beyond that are tactical things we have to do, such as leverage our very successful state and local transportation systems work into additional business.

Plus, we've got to realize we have a different contracting environment now, and understand the importance of the GSA Schedule and other vehicles.

These GSA vehicles generate opportunities with very rapid response requirements, where you have less-than-perfect intelligence on what the opportunity is about. A good example is when we bid on an opportunity with the Treasury Department's Financial Management Service. Nobody from CACI had marketed there before, but we heard about an

"At the root of everything, you've got to care about your people. It's something you can't fake."

John and his long-time executive administrator, Monica Gannon.

opportunity and knew our distinction in financial management systems would fit their needs. We put Gay Porter in charge on a very fast turnaround, assembled a team to present oral responses — and won the bid. We have to be ready to continue working like that.

Finally, we need to consider task order sales.

Our people are invariably decisively engaged with their clients, and if we don't augment them with a sales force, many other opportunities may pass us by. When we were marketing our Y2K solutions, we learned how to deal with that. We learned that you had to have a task order sales person there exploring the opportunities along with a line person who can determine if they fit our solutions set.

How well we do task order sales, more than anything else, will make the year not only for BG08 but for CACI as well.

CACI's New Post-Award Sales Group Targeting Task Order Business

CACI's new Post-Award Sales group, a Business Development organization under the direction of Senior Vice President Ron Schneider, is revving up sales efforts to proactively seek out more business opportunities in the federal marketplace. In line with CACI's long-range growth plans to build on our strengths, the company's first full-time sales force aims to identify new and unique task order business on current contract vehicles.

"We need to go out and beat the bushes and knock on doors to help the customer understand the ease of using these vehicles," said Nancy Peters, Vice President and Sales Director who heads the sales team. "Our job is to go out, find the requirements, and bring them to these vehicles. This is a huge initiative on the part of the company."

The sales force will look into task orders that fit into a number of contract vehicles, including the GSA Schedule, MOBIS (GSA's Manage-

Ron Schneider

ment, Organizational, and Business Improvement Services contract), the Project SAFEGUARD information assurance vehicle, and Millennia Lite Functional Areas 3 and 4.

The task order process is a fast-paced and challenging one, Peters noted, because it requires a much quicker response time than the traditional full and open competition process. Open competition can take

Nancy Peters

several years — from developing a lead, formulating a statement of work, and writing a proposal to receiving an actual contract award. The task order process, on the other hand, moves at an accelerated pace, with turnaround time being a couple of weeks or as short as a few days.

Group head Ron Schneider is confident about his organization's capabilities. "With our dedicated team and proven approach," he noted, "we will make a significant contribution to CACI's top-line growth by closing task orders for new clients and new work on existing contract vehicles."

For more information, contact Peters at (703) 679-4270, npeters@caci.com.

HR Corner

CACI Benefits Administrators

To better serve CACI employees with benefit questions, the Benefits Department uses a benefits information line that you may call at (703) 841-7972 or (800) 531-3875. If you prefer, send an e-mail to benefits@caci.com. To reach a CACI Benefits Administrator directly, please refer to the list below.

Note: Employees should contact the appropriate administrator according to their subsidiary and SCA status. If you are not sure of your subsidiary or your SCA status, please check with your manager.

CTI, CTSI, and XEN	SCA Employees	CACI, Inc. Federal & GSI	All Other Subsidiaries	Retirement Plans Dept.
Lovelen Pyles	Donna Stroy	Jennifer Gould	Kim Jackson	CACI $mart 401(k) Plan
(703) 841-7873	(703) 841-7818	(703) 841-7844	(703) 841-7815	Jill Farley Coplon
lpyles@caci.com	dstroy@caci.com	jgould@caci.com	kjackson@caci.com	(703) 841-7690
				jcoplon@caci.com

Careers Club Winners

Each issue of the *CACI Times* recognizes our Careers Club winners. For more information on CACI's Careers Club, visit the Recognition & Incentive section on CACINet or contact Jody Thompson at (703) 841-7908, or e-mail jthompson@caci.com.

Cindi Combs and Richard Quick were tied for top Careers Club honors this past fiscal year.

10/00

Russell Adams*
Reginald Barbour
Charles Blass
Sheldon Carpenter
Yaleidy Cesari
Sueann Colombo
Lea Culver*
Ana De La Cruz*
Erica Demarest
Ron Francis
Katey Gregory*
John Guffey
Vincen Hassen*
Dan Heusel
Jackie Holliday
Gary Honaker*
Jace Hornage
William Howard
Bobbi Kanter*
Rodney Kendall*
Belinda Kenney
Rebecca Low
Peter Melim*
Deborah Northcutt
Dion Olivia*
Terry Phillips
William Pierce
Jeffrey Prophet*
George Reeves
Jerry Scott*
John Strassner
Dave Thompson
Donna Thiele
Tara Tote
Donna West*
Jeremy Wood

09/00

Stacie Beall
Shannon Blackmon
Bryan Buchta
David Caruso
Nak Chong
Tony Coleman
Eddie Dale
Michelle Dillard
Roger Foster
Jack Galloway
Kathryn Hare
Kim Horn
Bashiru Jimoh
Michael Johnson
Raymond Johnson*
Robert Kusuda
Robert Lawson
Clifton Leonard
Gary Nelson
Dion Oliva*
Henry Pessig
Claudia Rivas*
David Schneider
Jodi Shaner
Winifred Smiley*
Edward Stagnari
Neil Sullivan
Ronald Williams
Veronica Zanette

08/00

Daniel Bernabei*
Blaine Blasdell
Billy Boulden
Kim Buck
Tiffany Burton*

Beth Cobert
Margaret Corbett
John Core
Allen Culver
Joseph Hummel, Jr.*
Tammy Jacques
Neal Jaronski
Elizabeth Jones
Bobbi Kanter*
Stephen King
David Leazer
Rebecca McFarlin
Pete Melim
Tamara Nelson
Thomas Petrick
Aamir Rasheed
Kenneth Reddick*
Jerry Scott*
Judith Shuck*
Aurelio Solis
Michelle Tannehill*
Jim Whitacre

07/00

Russell Adams*
Andrew Detandt*
Richard Drennan
Pam Edelen
Katey Gregory*
Seymour Hersh
Michael Higgs
Leslie Mann
Suong Nguyen
Michael Peterson
Dawn Peyer*
Ashley Pierre*
Ashley Williamson

CACI CEO Dr. J.P. (Jack) London and Richard Quick.

Dr. London and Cindi Combs.

* denotes multiple Careers Club winner.

CACI Solves SIM Puzzles for DoD Client

Mark Kneidinger, Director of CACI's Enterprise Application Systems Integration Division within BG08, our Federal Systems Integration group, recently applied CACI's Strategic Investment Methodology (SIM) system during a two-month project with a Department of Defense client.

The client, DoD's Defense Integration Military Human Resource Systems (DIMHRS), needed to establish inventory management controls that complied with the 1996 Clinger-Cohn Act. The Act requires federal agencies to improve the way they select and manage information technology resources.

DIMHRS, said Kneidinger, faces a particularly large challenge: "consolidating all the human resource applications across the various military entities."

"They realized that from a large project perspective that investment management protocol were really lacking," said Kneidinger, who traveled to New Orleans every other week from mid-June to late August to work directly with the client.

CACI provided five deliverables to the DoD client, including documented process and assessment results, derived decision criteria rules, and weighting parameters for use by the Investment Control Board.

"They embraced our methodology and went forward with it," said Kneidinger. "They were very satisfied with the process we put in place." The same method has been applied successfully by the Commonwealth of Virginia.

CACI's Strategic Investment Methodology aligns business and information technology decisions. Main considerations include questions

CACI's SIM system is "like a 3-D chessboard," said Director Mark Kneidinger. "You've got to look at a number of components."

such as "How will this system address business requirements?" and "How will it interact with existing systems?"

As DIMHRS continues to consolidate its human resources application systems over the next few years, CACI will continue its involvement and Kneidinger will continue to provide consulting support to DIMHRS.

Letter From the UK

Helping handbag.com

CACI's United Kingdom-based Marketing Systems Group is now helping a popular "dot.com" to better understand its customer base. It's handbag.com, the leading website portal for women in the UK.

Although handbag.com has been successful in developing the online brand, they wanted to find out more about their users and the patterns of their use. Now, thanks to CACI's UK group, handbag.com is applying a number of new techniques to enhance their marketing approach.

Revenue Analysis

In order for handbag.com to continue to secure and maintain revenue streams from partners and affiliates, users must click on banner advertising, buy through partners, and have a profile of behavior.

With CACI help, handbag.com is now able to look into the log file of a website, view these elements, and monitor patterns for future planning and strategy.

Content Usage Analysis

CACI examined the content that attracted the highest traffic to handbag.com's site and analyzed its usage to other content elements.

This determined important trends in the online behavior that can be used in content positioning and developing the affiliate relationship.

Clickstream Analysis

CACI's insight into the relationship between usage and individual users enabled handbag.com to develop a personalized strategy to improve the relationship with customers.

As a result of the good work of our UK Marketing Systems team, better customer understanding at handbag.com is now "in the bag."

CACI Offering Ai-*Discovery* — Taking Information Searches to a Higher Realm

As part of its alliance with Ai-*Discovery*, Inc., CACI is offering clients a new suite of software tools that apply artificial intelligence to find electronic text documents.

"Anyone who has done document searches of large databases using keywords has experienced the frustration of receiving thousands of hits, many unrelated," said Ron Bianchi, BG02 Vice President, Business Development. "Ai-*Discovery* can significantly reduce that frustration."

Going Beyond Keywords

Using artificial intelligence, Ai-*Discovery* goes beyond keywords in searching for concepts within documents. It has the ability to spider down through the network, right down to individual workstations, and will locate all relevant documents — including e-mails — in their native formats. Resulting documents may also be automatically categorized by their most significant concepts.

While existing "fuzzy" keyword searches rely on the direct correlation and proximity of keywords within documents to define related documents, Ai-*Discovery* takes the process much further. Its artificial intelligence software identifies, through inverse correlation, concepts in the document which appear to be unusual, marking that unusual concept as what makes the document significant.

"The timesaving aspect alone is significant," stated Bianchi. "Searching by concept allows

Ai-*Discovery* to find more of the relevant documents you want on a subject. It can differentiate between tennis courts and judicial courts. The result is more focused, useful search results, finding relevant documents that could be missed by a traditional keyword search."

Tailored Offerings Available for Specialized Needs

CACI will offer Ai-*Discovery* services as a reseller in the federal arena.

"Ai-*Discovery* will be presented as a services suite," Bianchi said. "It can be offered in conjunction with CACI's information assurance and security, data warehousing, application service provider, and other intelligent document management services. We have the ability to provide this tool and integrate the necessary components into their existing networks. Our initial discussions have shown a very high level of interest in the market," said Bianchi.

Currently, five specialized offerings of Ai-*Discovery* are in development. These are:

- Ai-*Litigator*, a concept search engine especially for attorneys searching vast case document databases

- Ai-*Responder,* designed to assist government agencies in responding to Freedom of

Al Krachman of Ai-Discovery, Inc., and CACI's Ron Bianchi.

Information requests in a timely manner

- Ai-*Diligencer*, useful in due diligence reviews, a very effective mergers and acquisitions evaluation tool

- Ai-*Interceptor,* a powerful risk management tool that performs ongoing concept-based searches for problematic documents such as harassing e-mails

- Ai-*Integrator*, which gives lawyers the ability to search all their research databases concurrently, with related documents revealed in a pop-up window as they draft legal documents

"We are very excited about Ai-*Discovery*, particularly for its enterprise-wide knowledge management potential," said Bianchi.

To find out more about Ai-*Discovery* and how it might apply to needs of your clients, contact Bianchi at (703) 802-8545, rbianchi@caci.com.

CACI Dahlgren Implementing SEI Level 3 via Web Solutions for the Navy

CACI is a long-time supporter of the Naval Sea System Command (NAVSEA) Naval Submarine Launched Ballistic Missile (SLBM) system program in Dahlgren, Virginia, which develops and manages critical software and ordinance document life cycles for its submarine fleet.

Recently, our Dahlgren group extended their support to help the SLBM program in its initiative to reach the Software Engineering Institute (SEI) Capability Maturity Model Level 3 maturity rating. An SEI Level 3 rating indicates standard and repeatable high-quality software practices, assuring that software development proceeds effectively and with least risk.

Thanks to a partnership between CACI's Advanced Applications Group in Dahlgren and the Navy base at SLBM, the program is realizing its efforts. Recent auditors have ranked SLBM standards

at Level 3 in its Configuration Management support, with all others ranked at Level 2, a major milestone from just one year earlier when all departments were at Level 1.

A Custom Web Solution

CACI Dahlgren played a key role in developing a new web-based software tool that meets SLBM needs and provides the essential elements of SEI Level 3 and higher.

Moreover, the experts on our Advanced Applications team have not only helped implement the new tool, they have significantly customized it for particular SLBM department use, and continue to enhance the design of a web interface that is fast growing in popularity and marketability. CACI's team now leads on-base efforts in training, implementation, and continued

Dahlgren's Felecia Bowser and Randy Miller (seated) with (l-r) Christine Valenti, Ed McKenzie, Diane Shields, Damien Cobbs, Stuart Perkins, Edwin Foresman, and Brad Vernon.

"webified" customizations of the tool for its Navy developers.

The Advanced Applications team today consists of seven computer scientists, including task leader Christine R. Valenti and programmers Felecia Bowser, Damien Cobbs, Edwin Foresman, Stuart Perkins, Edward McKenzie, and Randy Miller. The group also has the essential support of Planning and Coordination Department head Brad Vernon and the Dahlgren Division Program Manager, Diane Shields.

CACI Cares Programs:
Helping Others in Need

In the last few months, CACI Cares has made a number of innovative programs available to employees to help them get involved in their community. Many of these opportunities take very little effort from participants, yet have the potential to change someone's life for the better. Take a look through the list below — perhaps you'll find a program of interest to you.

Recent Activities

CACI Cares helped make many children a little happier this past **Halloween**, as the children "trick or treated" their way through the Embassy Suites-Tyson's Corner Hotel. CACI Cares, along with other businesses, sponsored an afternoon of scary fun for children struggling with long-term medical treatments. The children were invited from area pediatric oncology units, and in a watchful environment, were able to enjoy a few hours of Halloween fun as they trick or treated from suite to suite.

CACI runners and walkers participated in two **Susan G. Komen Race for the Cure** events, one in Virginia Beach and the other in Northern Virginia, choosing between a 3K or scenic 10K route. This was a new race for the Virginia Beach area, and the CACI team raised over $500. In the Northern Virginia Race for the Cure, CACI Cares also sponsored a water/motivation station to directly assist participants.

Boy Scout Troop 140 of the George Mason District received help from CACI employees for their annual Boy Scout **Food Drive**. Last year CACI contributed approximately 400 pounds of canned foods, plus $220 in gift certificates. There's no word yet on this year's total.

Current Events

Grocery Totals. If you haven't registered your Giant Food or Safeway Bonus cards with a school there's still time to do so — and make a real difference for a local school. Once again, CACI is "saving the tapes" for our adopted school — Maury Elementary in Washington, D.C. CACI has made a tremendous difference in the
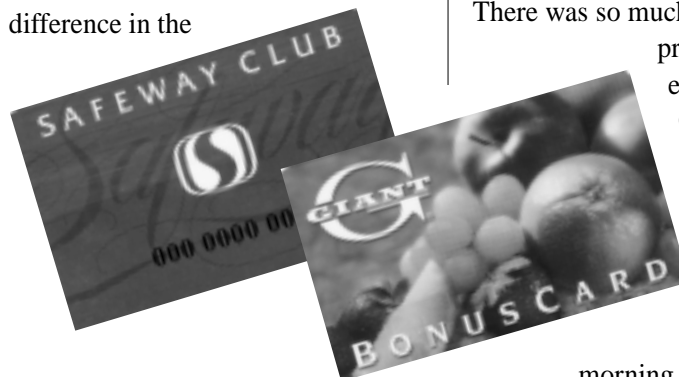
lives of the children attending Maury, taking them from a one-computer lab to a fully connected and networked school in four short years. But more help is needed as Maury seeks to expand its science lab and other critical educational areas of the school. This year both Giant and Safeway have gone electronic and made it easier than ever to help out. Register your card today!

Everybody Wins! Volunteers are still being accepted for Everybody Wins! This organization sponsors reading mentoring programs with elementary schools. This is your opportunity to make a difference in the life of one child. Mentors give up one lunch hour a week to read to students at Marie Reed Elementary in D.C. or Key Elementary in Arlington, Virginia. Team reading can also be arranged if you are concerned about committing while not knowing your travel schedule.

Angel Tree. This year CACI Cares will again participate in the Salvation Army's annual Angel Tree program. Employees are asked to select the name of a local area child off the Christmas Tree and provide that child with a present for Christmas. Last year CACI Cares received 300 names from the Salvation Army. There was so much interest in this program from employees that CACI Cares requested another 200 names. As a result, 500 children were happy on Christmas morning because of CACI employees. Remember to look for the angel tags again this year.

Helping Others See. The Lion's Club is helping others see through the donations of no longer used eyeglasses from CACI employees. For many children and adults throughout the world, a pair of eyeglasses is both unaffordable and inaccessible. Your contribution of old eyeglasses can fill a real need.

For information on these and other CACI Cares programs, be sure to visit CACI Cares on CACINet or contact Ann Marie Pol at (703) 841-7885, apol@caci.com, interoffice mail stop 01/16.

CACI's All O

All Officers Meeting a Great Success

CACI's annual All Officers Meeting was held September 15 at the Hilton Hotel in Arlington, Virginia. It was a fantastic opportunity for CACI leaders to gather for a collaborative session on how to meet our company's growth goals.

CACI's All Officers presentations are also available online; to download copies of any of the presentations, visit CACINet's Marketing Resources section and go to our Presentations and Brochures page.

fficers 2000

This year's theme was **Collaborate to Win! II**, extending the successful message of last year's meeting. We shared information on all our business groups and our successes this past year — as well as the successes we're planning in the coming year! Dr. London gave the keynote speech while CACI, Inc. President Ken Johnson discussed our markets, strategies, and organization. Speakers also included Ron Schneider, who discussed his new Post-Award Sales group, and all our BG managers, who gave overviews of their organizations and their planned growth initiatives.

Photos: 1) CACI, Inc. President Ken Johnson and Chairman and CEO Dr. Jack London join a CACI regular — Chauncy the gorilla, CACI's long-time mascot; 2) Paul Patton and Marshall Lee share business strategies; 3) Frances Choi and Rowena Faison sample the fare offered by butler Bill Gannon; 4) John Tucker makes a point with an attentive Joe DeFee; 5) Chauncey makes an appearance with Eric Jones (l) and Mark Wisniewski (r); 6) Larry Ferguson, Ravi Dankanikote, and Jim Milstead take time out from talking shop; 7) Chris Brown, Dominic Vitrano, and Sharon Crawford turn on the smiles; 8) Lew Cornett and Ted Buford with JD Olson; 9) CACI's All Officers Presenters, front row: Manager of our UK Marketing Systems Group Greg Bradford; CACI Chairman and CEO Dr. Jack London; Vice President Nancy Peters of the Post-Award Sales group; CACI, Inc. President Ken Johnson; BG08 Executive Vice President John Grimshaw; and BG05 Vice President Mark Bloom; back row: Chief Financial Officer and Executive Vice President Steve Waechter; BG02 Executive Vice President Gail Phipps, our Master of Ceremonies, Executive Vice President Carson Morris; Senior Vice President of Post-Award Sales Ron Schneider; and BG01 Executive Vice President John Davis.

Information Assurance Group Expanding Customs Support

CACI's Information Assurance group within BG02 has recently expanded its work from the U.S. Customs Service. The original contract, awarded by the General Services Administration (GSA) Office of Information Security through its Program SAFEGUARD contract vehicle, provided support to the U.S. Customs Service in development and deployment of Customs' Enterprise Security System (ESS). CACI has since received additional work and an extension of tasks.

"The SAFEGUARD vehicle seems to be gaining in popularity," noted Jim Hogler, CACI Vice President of Information Assurance. "We are seeing a definite increase in opportunities to submit proposals. This is also a great chance to showcase CACI's Information Assurance Technology Center, which has provided CACI with a distinctive center of excellence. The Technology Center has the ability to support field operations and render advice and assistance to other business groups within CACI."

"Our role with U.S. Customs is to provide Information Assurance (IA) support to their ESS," said Bob Wilkinson, program manager. "We, along with our SAFEGUARD partners, assisted with risk assessments, design support, penetration prevention, system certification, disaster recovery and contingency planning, and testing and training support. We have recently received additional tasking related to developing an implementation plan for an alternative computing facility. Additionally, we will be providing

security documentation support for the certification and accreditation of selected U.S. Customs systems."

Building Customer Confidence

The IA group has developed a thematic focus of services to assist customers in developing system confidence. "We are working in an interconnective world," said Hogler, "and there are certain risks associated with operating in that world. Our strategy is to work with clients and help them achieve their level of confidence."

Leveraging Expertise

Building on its experience gained with the Navy's Computer Incident Response Team (CIRT), CACI has leveraged its IA expertise into new areas. For example, CACI support is provided to the Command Task Force - Navy Marine Corps Internet (CTF-NMCI). The CTF-NMCI is the authority responsible for oversight and security of the evolving Navy Marine Corps Internet (NMCI). "The NMCI initiative will incorporate advanced communications and security technology resulting in improved communications for the Navy and Marine Corps," explained Program Manager Don Mitchell. "NMCI is designed to initially incorporate all shore and

CACI's Information Assurance Technology Center.

support communications for the maritime services. It is expected Navy's at-sea communications architecture, IT-21, will be integrated into the NMCI concept forming the backbone of the maritime services future communications. CACI is providing the CTF-NMCI with on-site technical advice and expertise on all IA matters."

Expanding FAA Support

BG02 has also continued its support to the Federal Aviation Agency (FAA) as programs move into new phases and fiscal years. Leading the initiative is Technical Director Dan Doe. "We have expanded our support for a number of programs, including infrastructure management of the National Airspace System," noted Doe.

"Our goal is to assist customers gain the level of information assurance confidence they want throughout their networks," said Hogler.

CACI's New e-Business Solutions Group

has real distinction to offer organizations competing in today's 'networld.' e-Business is a key element in our growth strategy, and we have focused resources in this area to help us continue our public sector success and grow in those markets where CACI is not currently a dominant player."

Growing Our Commercial Presence

One of the challenges the e-Business Solutions Group faces is that CACI's name recognition is not as strong in the commercial market as it is in the public sector. "We have made a number of strategic hires from key industries that allow us to rapidly overcome that challenge," noted Bloom.

Sales executive Cassandra Peterson

"These include sales executives Richard Weiss from Federated Dept. Stores, Cassandra Peterson of Qualcomm and Pacific Bell, and Paul Murphy of Diebold and CitiBank. We are continuing to hire sales executives from our target industries, and are hiring operations personnel from our industries to blend the sales and operations perspectives."

"In addition, we are increasing our communications with the commercial community through a number of key strategic alliances with leading industry vendors, such as Commerce One, MicroStrategy, and Maximal," continued Bloom.

Expanding Our Organization

As BG05 expands its organizational elements to support its business strategies, the group has created a new Strategic Consulting division, headed by Mark Wisniewski, formerly of Booz-Allen & Hamilton.

"Many businesses experience a real culture shock at the depth of changes sometimes needed to convert their 'Internet business dream'

BG05 head Mark Bloom.

into a reality," explained Bloom. "Mark Wisniewski's role is to help clients prepare all the steps in advance to successfully transform from a traditional base to the Internet, including changes to formerly 'cast-in-stone' business processes."

In the area of CRM, BG05 is also looking to leverage its 30+ years of experience of working with the U.S. Census data by developing solutions designed to append their ACORN (A Classification of Residential Neighborhoods) data to other CRM solutions such as Siebel and Epiphany. This unique approach to CRM has been viewed very positively with a number of prospective clients in BG05's commercial markets.

Val Eichenlaub and BG05 Administrative Assistant Mary Corkhill.

BG05 has also established a New York City operation to further CACI's presence within the financial services community. The New York staff includes Paul Murphy, Vice President of Financial Services Solutions; Steve Pascal, Director of Financial Services Solutions, previously with iXL Enterprises, Inc. and IBM; and Kathy Pope, Director of e-Business Solutions' New York Operations, formerly information architect for iXL Enterprises, Inc.

For more information on BG05 initiatives and solutions, contact Val Eichenlaub at (703) 679-4504, veichenlaub@caci.com.

Key BG05 support players Bill Curry, David Huffman, and Bill Perry.

Encore Achievers

The CACI Times *salutes those employees whose outstanding performance on the job has elicited letters of commendation and appreciation from our clients.*

Members of the Encore Achievers Club epitomize the CACI tradition of excellence and quality client service.

Reminder: Letters of commendation should not be forwarded to the CACI Times *but to Jody Thompson, 01/03, who will arrange for their publication.*

From the Air Force

Tim Stacy was recognized for his functional expertise supporting the Air Force Studies and Analysis Agency.

The Deputy Assistant Secretary of the Air Force commended **Othniel Graichen** and **Connie McClintock** for their support of the Air Force Electronic Posting System.

Duane Angles won praise for resolving network problems at Tinker AFB and Air Force Material Command.

Also assisting Tinker Air Force Base and AFMC, **Kelly Lynch** did an outstanding job supporting their Y2K mission.

While supporting the Air Force Equipment Management System, **Daniel Rabagia** was acknowledged for his technical expertise.

From the Army
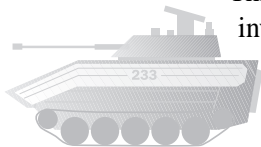
This group was recognized for their invaluable support to the Army's Y2K compliance efforts: **Jim Brantley**, **Joel Fleck**, **Carl Isbell**, **Gabrielle Jackson**, **Vanessa Meyer**, **Neal McDermott**, **Roy Stobbe**, and **Ron Yeaw**.

While supporting the Institutional Training Resource Model, **Donald Chung** was recognized for his tremendous contribution toward enhancing the model.

Patricia Barcia was acknowledged for the invaluable program analysis support she provided to the Intelligence and Information Warfare Directorate.

In New Jersey, **Kirk Lewis** and **Brian Nietzold** were cited for their training and engineering support to the Fort Monmouth Reporting System.

Also supporting Fort Monmouth, **Beth Cobert** received kudos for her efforts toward the Modern Communications Program.

In recognition of their significant contributions and assistance, **Bonnie Benicassa**, **Lori Orchard**, **Bill Walters** and **Jack Wilson**, earned praise for their support for the TROJAN Conference 2000.

In other TROJAN news, **Terry Hopkins** was commended for his technical help to the TROJAN Bandwidth Assignment Upon Demand in Fort Huachuca, Arizona.

John Ellis was cited for the presentation he provided to the 2000 Survivability Symposium in Huntsville, Alabama.

For their outstanding contributions to the Ballistic Missile Targets Joint Project, this group was thanked for a job well done: **Craig Eger**, **Mike Hoffman**, **Woodward Howard**, and **Russell Terry**.

From the Department of Justice

Special counsel of the Civil Rights Division noted **Jill Moschak** for her administrative and database efforts on the Immigration-Related Unfair Employment Practices.

Jamerson Pender earned praise for his reporting assistance to the Office of Management Information.

While helping during a Chris Croft trial motion, this team was acknowledged for a great job by the Environment and Natural Resources Division: **Vincent Basciano**, **Gebre Berhe**, **Rolando Carlos**, **Melissa Gill**, **Kristin Lewis**, and **Holly Reed**.

Arthur Armstead was thanked for his deposition and filing support to the numerous Guarini cases.

An attorney on the SoCal case recognized **Ali Mirbagheri** for his prompt assistance.

For their filing and database services on the Snake River Basin Adjudication, **Gloria Baimbridge**, **Jennifer McClain**, **Susan Middagh**, and **Sarah Palmer** earned kudos.

Ann di Buono, **George Harris**, **Chris Lucas**, **John McAuliffe**, **Richard Reuter**, **Shafeek Seddiq**, **Tarie Singstock**, and **Anthony Yanez** made contributions

Encore Achievers

toward the A-12 Alternative Dispute Resolution and were cited for their exceptional skill and commitment.

A lead attorney thanked **Jaconde Gaubert**, **Crystel Kurtzberg**, **Seamus McCloskey**, and **Donna Williams** for deposition support to Columbia First. **McCloskey** also joined **Doris Afflu**, **Anmol Bootwala**, **Michael Braunger**, **Robert Coch**, **Fred Freeman**, **Veronica Holmes-Boyd**, **Zachary Jones**, **Colleen Lurwick**, **Daniel Maerten**, **Frederick Mancka**, **Mark Meyer**, **Julie Obi**, **Suresh Pruthy**, **Sue Shannon**, **Martha Ann Spudis**, **William Taylor**, and **Mary Ann Ward** in winning recognition for their trial efforts during the massive Landmark case. While assisting Winstar, **Kurtzberg**, **Lurwick** and **McCloskey,** along with **David Andrew**, **Put Armstrong**, **Frances Choi**, **Tyburn Debellotte**, **Alain Dupecher**, **Maria Floyd**, **Joe Green**, **Ahmad Heshmatipour**, **Veronica Hubbard**, **Laili Mojalal**, **Lorena Orndoff**, **Rob Russell**, **Steve Salaj**, **Melanie Thatcher**, **Jeff Urlwin**, and **Jim Washburn**, earned praise for their litigation support.

Also supporting Columbia First, **Mark Finnigan** was acknowledged by an attorney and thanked for his help.

Mercedes Leonard earned her Encore Achievement providing assistance to the Civil Division's Appellate Section.

The deposition efforts **Calvin Finlay** and **Ed Lin** provided to the Hansen case won them thanks.

John Kraman was cited for his technical support to the Tobacco Litigation Team.

The Office of Independent Counsel noted **Ernie Shosho** for his database support in meeting a subpoena deadline.

A trial attorney commended **Dorothy Harrison** for the efficient services she provided to the Active Records Unit.

Darrell Donnelly, **Leslie Orlando Perry**, and **Priyadarshi Sen** won kudos for their prompt response in organizing key trial charts and documents.

For their assistance processing the Waco Civil Case documents, thanks went to **Mark Cotton**, **James Davis**, **Michael Davis**, **Ronald Fowler**, **Jeff Jacques**, **Tammy Jacques**, **Richard Leonard**, **Katrea McKinnis**, **Mary Ann Ward**, and **Kim Williams**.

From the Marines

Dennis Dodson was acknowledged for his logistics support to the Marine Aviation Logistics Squadron (MALS) 26 Repairable Management Division.

The supply and data analysis **Roy Bibbins** and **Patrick Malone** provided to MALS 31 in Cherry Point, North Carolina earned them commendation.

Sheldon Carpenter earned his Encore recognition delivering logistics support to the MALS 14 Supply Response Division.

From the Navy
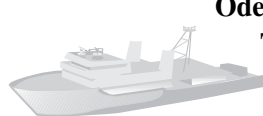
Odell Cleveland, **William Hoffman**, **Teddie Gregory**, and **Rob Joseph** were acknowledged for support of auditing activities at the Navy's Mine and Undersea Warfare office.

The Alteration Management Planning Office thanked **Nessie Martin** for her logistics expertise in updating key documents.

For work done on the engineering and technical serves for the Submarine Launched Ballistic Missile Program, praise was given to both **Lee Farmer** and **Tracy Metcalf-Bronski**.

Gale Allen and **Renato Nagal** were nominated for their assistance with the BATAAN database.

In Paris Island, South Carolina, **Steve Smith** was acknowledged for his response to the Retail Ordnance Logistics Management System Project trouble call at the customer support desk.

This team was recognized for their assistance on a gun mount reliability project at the Naval Surface Warfare Center in Louisville, Kentucky: **Suzanne James**, **Louis Lindle**, **Vickie Linton**, **Sandra Schoenlaub**, **Richard Seales**, **Gerald Spaulding**, **Kelly Spies**, **Janet Staashelm**, and **Gail Willliams**. In a related effort providing multimedia gun mount training, kudos went to **Jim Donahue** and **Steve Morgan**.

Robert Bardin, **Rebecca Brown**, **Marty Hutto**, and **John McLaurin** earned commendations providing software assistance to the Commander of the Atlantic Fleet (CINCLANTFLT) in Norfolk, Virginia.

Encore Achievers

CINCLANTFLT also acknowledged **Richard Aiken** and **Burel Haley** for their logistics help to Portsmouth inventory activities.

Liza Lee won commendation for her database development assistance to the Manpower Analysis Center. She joined **Lee Stewart Carroll**, **C. C. Freeman**, and **Donna Zimmerman** in being cited for their support of the Total Workforce Manpower Management System Reengineering effort.

For their contributions to the Naval Surface Warfare Center in Dahlgren, Virginia, **Shannon Blackmon**, **Kimberley Endicott**, **Tavie Glassmire**, and **Kim Stephens** were noted for their efforts in support of the AEGIS Deceptive Improvement Prototype.

Also in Dahlgren, **Henry Smith** was recognized for training assistance provided to the Documentation Management System Team.

Purvi Patel and **Donna Zimmer** won praise for presentation work for a Navy team in New Orleans.

Shawn O'Toole earned appreciation for the logistics support he provided to the USS Saipan.

Jaime Madriaga won kudos providing logistics support to the USS Enterprise.

A commanding officer at the Space and Naval Warfare Systems Center in Chesapeake, Virginia described **Ken Reddick** as a highly valued member of the team.

Bob Morency was recognized for his contributions to the website for the Signals, Analysis and Search Center.

On board the USS George Washington, **Grant Johnson** was noted for his database conversion efforts.

From Commercial and Other Clients

For assistance migrating LAN connections for the Federal Aviation Administration, **Tony DiFlorio** and **Recep Halici** were commended for a superb job.

Leonard Melanson's efforts in support of the Yakima Research Station environmental survey won praise from three chief officers.

While assisting the Bureau of Alcohol, Tobacco and Firearms in Washington, D.C., **Jacquelyn King** earned praise for her software contributions to the Information Services Division.

Also providing software support to the Bureau of Alcohol, Tobacco and Firearms, **Jackie Washington** was noted for her dedication.

Joseph Bowens was cited for his crucial contribution to the educational training at the National Cryptologic School.

The Department of Education praised **Edmond Young** for historical statistics and data analysis that were crucial to meeting key reporting requirements and deadlines.

While supporting Department of Education activities in Philadelphia, **George Semon** was commended for his computer and network help.

Alex Medani was also commended by the Department of Education for his attention to detail and professionalism while providing network support.

Jeff Ruggles earned his Encore Achiever's award supporting Collaborative Virtual Workspace Training.

Rebekah Fox was acknowledged for her assistance to The Salvation Army's canned food drive.

The Chief Information Officer at Nexcom thanked **Bernie Van Sell** for the Y2K services he provided.

In Chesapeake, Virginia, **Brenda Nolan** earned thanks for her support of the United Way fund drive.

Providing customer service and software support during his visit to the North American Mission Board, **Paul Halcombe** received kudos for his Site Reporter training.

The Metropolitan Washington Airports Authority client saluted **Brian Carlton** for his assistance in their Y2K rollover.

Kim Caldwell was noted for his briefing and demonstration help to our customers at the National Security Agency.

Contributions **Chris Haskins** made to a *Comprizon.Buy* deployment earned him commendation from our General Services Administration customer. And brother **Jerry Haskins** was commended for *Comprizon.Buy* training assistance he provided to the Defense Contract Management District.

Finally, in another *Comprizon.Buy* success story, **Henry Purdy** won recognition for *Comprizon.Buy* training he provided to the Department of Energy.

Recognition and Incentive Awards

CACI has a vigorous awards program that recognizes outstanding contributions made by CACI people and teams. For complete information about all our awards, visit CACINet's Employee Resources section and click on Recognition & Incentive.

Eagle Award for Staff Excellence

Denise Steeve was awarded CACI's 4th quarter FY00 Eagle Award for Staff Excellence for her support of the Warfare Systems Division within CACI's BG07 Research and Technology Systems business group.

Steeve, as project coordinator for the Warfare Systems Division in Oxnard, California, is responsible for the division's Equal Employment Opportunity (EEO) program and is their Deputy EEO Coordinator (DEEOC).

As a result of her outstanding performance as DEEOC in processing, coordinating, and maintaining

CACI CEO Dr. J. P. (Jack) London with Staff Eagle Award winner Denise Steeve.

communications with California Employment Development Department (EDD) representatives at the local and state levels, CACI was named the California EDD's annual Employer of the Year. Steeve has

been recognized by the local EDD with a certificate of commendation for Outstanding Service in the Employment of Veterans.

Her superior and far-reaching contributions to her organization and CACI have made Steeve a valuable member of the team.

Eagle Award for Technical Excellence

For his contributions as program manager and lead systems engineer for our Applied Engineering Division in BG07, CACI's Research and Technology Systems organization,

Dr. London congratulating Technical Eagle Award winner Terry Hopkins.

Terry Hopkins has been awarded CACI's 4th quarter FY00 Eagle Award for Technical Excellence.

Hopkins is responsible for ensuring that long-haul satellite communications are provided to the Army's $100 million TROJAN program, a real-time intelligence communications system deployed in response to crises at multiple locations throughout the world. Recently, he was key in the development of the TROJAN-Bandwidth Assigned Upon Demand (T-BAUD) concept. T-BAUD enabled simultaneous users access to the TROJAN Network Control Center at

Ft. Belvoir, Virginia while reducing delay time by a factor of four.

The normal spin-up time required to configure and position a satellite is 30 days. However, Hopkins, as the recognized expert within DoD, directed an intense and focused effort as the T-BAUD program manager and lead engineer during the combat deployments to Bosnia, Kosovo, and East Timor. As a result, Hopkins cut the scheduled connectivity time by 25 days, providing the TROJAN user a fully operational system within five working days — virtually unheard of on previous deployments!

Hopkins's "can-do" attitude and outstanding efforts brought him high marks and a client letter of commendation.

Team Eagle Award

CACI's **Agency Data Telecommunications Network (ADTN)** team, under the leadership of Fitzroy Prince, has won our 4th quarter FY00 Team Eagle Award. Prince and his team operate out of the Secure Delivery Solutions division in BG02, our Assured Information Solutions organization.

The ADTN team provides networking support for our Department of Transportation (DOT) United States Coast Guard (USCG) and Federal Aviation Administration (FAA) clients. Through comprehensive integration of network management and engineering services, our CACI team has contributed enormously to the efficiency of the ADTN services. In a recent performance assessment

Recognition and Incentive Awards — continued

Team Eagle Award Winners Fitzroy Prince (center, holding award) with the ADTN team.

review, the ADTN team scored a 4.8 out of 5 from our DOT clients, who noted their superb leadership, technical talent, and responsive customer support.

Thanks go to Fitzroy Prince and his outstanding ADTN teammates: **Nestor Acevedo, Matthew Albert, Thomas Armentrout, Norma Arrant, Robert Binford, Tracy Blankenbaker, Pam Bosque, Don Bowles, Terry Brundage, Sharmal Butler, Beatrice Ettlin, Michael Graham, Andy Hahn, Recep Halici, Rebecca Hall, Richard Henson, Christiana Ihezue, Raymond Jones, John Lombardo, Jennifer Lube, Carl Luster, Peggy MacDonald, Lori Martin, Ernest McCaleb, Bettie McClinton, Alex Montas, Maria Murphy, Judy Nelson, Tim O'Lena, Christopher Peterson, Sarah Purdy, Ron Reyes, Janet Rossi, Russell Rountree, Christine Shanahan,** and **Jeanette Washington.**

Project Plus Awards

Roger Schleiden has won CACI's Project Plus Award for his superior performance as project manager for the Army Installation Management, Headquarters Information (AIM-HI) program within BG08, our Federal Systems Integration group.

Schleiden has worked diligently to enhance the depth and breadth of the system's capabilities. As he gained support for AIM-HI, he steadily began to formulate and lay out a multi-year vision for his client, the Army's Assistant Chief of Staff for Installation Management

Dr. London presenting Roger Schleiden with his Project Plus Award.

(ACSIM) staff. The success of his efforts is revealed in that fact that he has increased funding 100% over the past four years.

❖

Dennis Swartz has won CACI's Project Plus Award for his outstanding performance as project manager for two important Navy logistics contracts: the Integrated Undersea Surveillance System Logistics Support Facility contract and the IUSS Operations Support Center Fleet Logistics and Engineering Support subcontract within BG01, our Integrated Engineering Support Systems Division.

Dr. London congratulating Project Plus winner Dennis Swartz.

Swartz earned his promotion to project manager last year based on his superior leadership capabilities and unparalleled client responsiveness. His direct, task-oriented approach to satisfying the wide range of services required to support his client has resulted in the two highest scores achieved on the Navy's Performance Evaluation Board contract performance rating during the current contract period.

Master's Division

BG08's **Integrated Resource Decision Support Systems Divi-**

Dr. London with Master's Division Award winner Jim Brantley.

sion (D335), under the direction of Vice President **Jim Brantley**, has qualified for the Master's Division Award. This award was based on their software development

Recognition and Incentive Awards — *continued*

excellence, as demonstrated by their achievement of a Software Engineering Institute (SEI) Level 3 software maturity rating,

D335 has been highly responsive to CACI's corporate Software Process Improvement (SPI) efforts, working diligently to achieve SEI Level 3 software process maturity. Recently, the division's premier Army Training Models (ATM) project was confirmed as operating at this high level of software development expertise. Moreover, the ATM project received a Project Excellence score of 5.0 in 1999, and was the first project awarded the CACI Team Eagle Award recognizing sustained excellence in supporting the diverse ATM client base.

Congratulations to Brantley and his team, including SEPG representative **Bryan McElwee** and technical team members **Susan Agosta, Madhu Bayya, John Ginyard, Gabrielle Jackson, Pratibha Koppula, Neal McDermott, Vanessa Meyer, Michael Meyrowitz, Arlene Puryear, Muthusbha Shanmugan,** and **Ronald Yeaw.**

❖

Based on their outstanding capabilities in software development and their recognition as an SEI Level 3 organization, BG08's **Enterprise Applications Integration Services Division** (D332), under the direction of Vice President **Gay Porter**, has qualified for the Master's Division Award.

Dedicated to achieving SEI Level 3, D332 has vigorously followed CACI's corporate SPI efforts. Of the five BG08 projects recently evalu-

ated and rated at SEI Level 3, three were from D332. Moreover, this is not the first time D332 has received a Level 3 rating. With this most recent software capability evaluation, D332's Army Readiness Management System (ARMS) was reaf-

Dr. London with Master's Division Award recipient Gay Porter.

firmed at Level 3 and joined by D332's Army Installation Management Headquarters Information (AIM-HI) and Installation Status Report (ISR) projects as Level 3 activities.

Congratulations to Porter and her dedicated D332 team, including Software Engineering Process Group (SEPG) representative **Jennifer Takagi** and team members **Theresa Abbott, Bill Atwood, Elana Churchill, Reuben Cleetus, Jim Deerkoski, Joe Dietzel, Laura Duffy Menefee, Felix Epelman, Grant Howell, Bruce Loughmiller, Kevin Maguire, Jim McNesby, Phuong D. Nguyen, Ken Phannavong, Irina Rousseva, Roger Schleiden, Madanagopalakrishnan SS, Shawn Thomas, Thu-Trang Tran,** and **Joanne Wheeler.**

❖

Based on their software development success and achievement of an

SEI Level 3 software maturity rating, BG08's **Military Simulation and Analysis Division** (D624), under the direction of Vice President and Manager **George DeGovanni**, has qualified for the Master's Division Award.

Since its inception four years ago, D624 has aggressively followed CACI's corporate SPI efforts, with a firm commitment to achieve SEI Level 3 and higher. The division has incorporated SPI efforts in its premier program, the Joint Warfare System (JWARS) for the Office of the Secretary of Defense, and migrated those efforts into other evolving programs.

In April 2000, JWARS was evaluated by Technical Assessments Inc. (TAI) as meeting requirements

Dr. London and Master's Division Award winner George DeGovanni.

for SEI Level 3. Furthermore, the division has received CACI Project Excellence scores above 4.5 on both JWARS and SARSIM.

Special thanks to DeGovanni and his team, including SEPG representative **Ravinn Chhut** and team members **Paul Boss, Jerry DePasquale, James Jones, Jr., Maria Stropky,** and **Dorina Wofford.**

CACI in *Motion*: Next Stop — Rome, Italy

Participants in the 26.2-mile marathon will enjoy more than just the race through Rome. Those meeting the minimum pledge of $4,000 receive roundtrip airfare to/from Rome; 4 days/3 nights hotel accommodations in a first-class resort/hotel; airport ground transportation; and will be able to attend a number of social events.

CACI in *Motion* will provide a $500 donation to Team Diabetes on behalf of each CACI employee team member to assist in the required fundraising endeavors. Additional support activities may also be scheduled by CACI Cares.

The 18-week training session has already begun, but there is still plenty of time to show your support for the CACI in *Motion* team. To find out how, contact Jody Thompson at (703) 841-7908, jthompson@caci.com, or Jody Brown at (703) 841-7801, jbrown@caci.com. Also visit CACINet's CACI in *Motion* site for new and upcoming events — activities and updates are posted on an ongoing basis, so be sure to check in regularly to find an activity you might be interested in.

CACI in *Motion* was established to recognize and support CACI employee efforts to raise critical funds for charitable organizations. It specifically supports teams of CACI employees who participate in major running/walking/cycling fundraising events sponsored by certified charitable organizations.

CACI in Motion currently is supporting its third marathon team.

The overall goal is to encourage employee participation in, and support of, their communities and to make it easier for these employees to commit their time and energy to the intense training period these events require, as well as the significant fundraising activities that support the charities.

Who's the Eagle in *Your* Flock?

Staff Eagle, that is. Or *Team Eagle*, *Technical Eagle*, or any of the other awards CACI offers through its Recognition and Incentive awards program.
It's nomination time — do you know who your next star performer is?

CACI's Recognition and Incentive program gives you lots of ways to identify and recognize top performers. Look around — who's the *Top Gun* in your arsenal? The *Marathon* in your race? The *Project Plus* in your program?

To find out about all our awards, access CACINet's Employee Resources section and click on Recognition & Incentive. Or contact Jody Thompson at (703) 841-7908, jthompson@caci.com, to request our handy awards poster for a one-stop guide to the entire program. She can also provide sample nominations and guide you through the nomination and award process.

So why not find out who the Ace in your deck is?
Send in your nominations today!

Milestones

Twenty-Year Milestones

08/00

Carl Endicott

Carl Endicott

Fifteen-Year Milestones

11/00

John Grimshaw
Karen Kistle
Joseph Lepeak
Shawn O'Toole
Victor Williams

10/00

Dorsey Bumbrey, Jr.
Janis McNall
Guy Oishi
Nahum Smith

09/00

Marc Delavergne
Gabrielle Pyle

Carla Ryder
David White

08/00

Frank Bemis
Thomas Horrigan
Robert Polickoski
Mary Simms
Donald Stuart
Suzanne Watson

Ten-Year Milestones

11/00

Joseph Adusei
Margaret Corbett
Richard Dolci
Viola James
Sharon Joyner
Gary Madison
Judith Rupe

10/00

Howard Berkey
Kristi Butler
Royelle Comer
Cynthia Davis
Cheryl Munford
Joanne Wheeler

09/00

Marvis Brown
Albert Buckwalter

Patricia Chatman
Keith Dill
Patricia Epps
Steven Hersh
Steve Jefferson
Yvette King
Michael Mullins
Ngoc Nguyen

08/00

Saturnino
   Camposano
John McGeehan
Geoben Oleru
Anna Roy
Habtemicha Tzegai
Karen Slater
Gwendolyn Williams

Five-Year Milestones

11/00

Theodorus Aristanto
Clarice Bratton
David Bunten
Keith Kramer
Diosdado Ladao
Marit Luersen
Jon Norris
Jeffrey Okerson
Angela Sawdy
John Tracy
Stephen Treesh

10/00

Katy Ausen
Patricia Beattie
James Estrada
Ananthan Gounder
Edward Graham
Pam Hoffman
Gerald Huggin
Robert Kellogg
Joey Knight
Steven Lazzarini
James Lyons
Brenda Massey
M. Alexander
   Medani
Clifton Mullen
Arthur Rayman
Sean Smith
Jeffrey Urlwin
Jay Wheeler, Jr.
Matthew Wright
Diego Zevallos

09/00

Arthur
   Arsenault, Jr.
Joseph Barbaretta
Betty Beam
William Berkery
Lawrence Bourne
Tommy Chandler
Roger Clark
Stephen Cooper

Tina Cowan
Myra Dickerson
Robert Duncan
Paul Hertel
Brigid Jordon
Robert Joseph
Clayton Kaufman
Peggy Langlois
Eli Oentung
Tommy Osborne
Fitzroy Prince
John Robinson
Gary Sattazahn
Thomas Scalf
Garth Spence

08/00

Ronald Davis
Jonathan Doherty
Linda Douglas
Perry Harmon
Randee Heath
Robert Jackson
Amarendar
   Jannupreddy
Kenneth Johnson
Paul Manvel
Mark Nast
Christopher Peterson
James Redd
Denise Robertson
Janice Robinson
John Shaver
Karen Smith

Promotions

In September, the CACI Field Services Division of BG01, our Integrated Engineering Support Systems Business Group, announced promotions to Project Manager of **Henry Pessig** and **Robert McKlveen**.

Also in BG01, it was

Jim McGuirk

announced that **Jim McGuirk** was named Vice

President and Director of Business Development.

In October, it was announced that **Jim Milstead** had become Director of Software Engineering within BG08, our Federal Systems Integration Business Group. And within the Missile and

Sensor Systems Division of BG07, CACI's Research and Technology Systems Business Group, **H. Woodward Howard** was promoted to Project Manager and **Russell Terry** was promoted to Senior Engineering Manager.

Tactical Systems Division Employs Winning Strategy

One of the best ways to beat the competition is to do something for a long time and to do it well. That strategy has helped win some key contracts in the past year for CACI's Tactical Systems Division, the San Diego, California-based group within BG07, our Research and Technology Systems organization,

C4I Support

In September, the division won a five-year, $16.9 million, indefinite delivery/indefinite quantity prime contract from the Space and Naval Warfare Systems Center in San Diego. CACI will test C4I (Command, Control, Communications, Computer, and Intelligence) systems that provide support to theater commanders.

"This one is exciting to us because it broadens the scope of things we do," said Chris Brown, who heads the division. "Our experience is in building combat systems and controlling sensors and weapons for ship and battle group defense. This C4I contract extends the range of our work beyond a battle group to an entire theater, and allows us to broaden our expertise into non-combat systems such as cryptologic, navigation, environmental, and logistics systems."

Navy Communications

In June, the Tactical Systems Division won a four-year, $8.2 million sole-source contract to provide testing for Navy tactical communications programs. These programs enable ship-board, aircraft, and shore-based users to send and receive data such as reports of positions of other forces and battlefield activities, as well as orders to act upon such situations.

Members of the Tactical Systems Division celebrate a recent contract award, with Business Development Manager Casey Myers holding award, Program Manager Brent McDaniel, Director Sharon Crawford, and Division Manager Chris Brown.

Building on this success, in September, the Tactical Systems Division won a five-year, $10 million contract to provide operations and engineering of the Navy's Systems Integration Facility, expanding CACI's presence in the tactical communications arena.

Air Traffic Control

The Tactical System Division also works for the Federal Aviation Administration (FAA) on projects aimed at improving radar systems at airports.

"There's a big concern that air traffic is growing extremely fast and that we're not building more airports," said Brown. "This has led to increased surface congestion at our nation's airports. So we have to build systems to avoid 'runway incursions,' which are near-misses on the runway."

CACI is building a system that helps clean up radar displays for air traffic controllers. The system, known as ACME (Advanced Clutter Multipath Elimination), cuts down on false radar signals that result from reflection and rain. CACI is also helping to field a related system, AMASS, which provides collision alerts to air traffic controllers and pilots.

A Top Team

"There's a lot of pride in our team," Brown noted. "We've got the right mix of high-tech and operational people who come up with good new ideas and have the commitment to get them built and fielded. These same people have the entrepreneurial spirit to aggressively pursue leads and win proposals."

To find out more about this top team, contact Chris Brown at (800) 692-4459, chrbrown@caci.com.