



MILITARY TIMES
EDGE

Best for Vets: Employers 2012

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This document contains respondents between 1 and 1 inclusive.

Company information

What company do you represent?

CACI International Inc

Are you filling out this survey on behalf of all of the company's divisions and/or subsidiaries?

- Yes
- No
- Not applicable

Please BRIEFLY describe what your company does.

Celebrating our 50th year in business, CACI sustains an exceptional record of success by providing professional services and IT solutions needed to prevail in the areas of defense, intelligence, homeland security, and IT modernization and government transformation. We deliver enterprise IT and network services; data, information, and knowledge management services; business system solutions; logistics and material readiness; C4ISR solutions; cyber solutions; integrated security and intelligence solutions; and program management and SETA support services. CACI solutions help federal clients provide for national security, improve communications and collaboration, secure information systems and networks, enhance data collection and analysis, and increase efficiency and mission effectiveness. A member of the Fortune 1000 Largest Companies and the Russell 2000 index, CACI provides dynamic careers for approximately 14,300 employees working in over 120 offices in the U.S. and Europe.

Where are your headquarters located?

Arlington, VA

What is your company's website?

<http://www.caci.com/>

Please estimate your company's fiscal year 2011 revenue. (Enter your response as a numeral, such as "\$20,000.")

\$ 3,600,000,000

About how many people do you employ?

14300

Section 1 of 4: Hiring and Recruiting

Does your company specifically recruit U.S. military veterans?

- Yes
- No

If so, what strategies does your company use to recruit veterans? Check all that apply.

- Attending military-specific job fairs
- Posting job openings on military-specific job boards
- Advertising in military-specific publications and websites
- Maintaining an employment website directed at veterans
- Contracting recruiters that specialize in veterans hiring
- Developing relationships with local veterans employment representatives
- Developing relationships with local Guard and Reserve units
- Developing relationships with the military Transition Assistance Program
- Developing relationships with student veterans groups and/or colleges
- Developing relationships with professional military associations
- Developing relationships with veterans service organizations
- Recruiting through current veteran employees
- Participating in the Employer Partnership of the Armed Forces
- Participating in Employer Support of the Guard and Reserve
- Participating in the Army Partnership for Youth Success program

Other

Connect with veteran candidates through social media

How many military job fairs did your company attend in fiscal 2011?

- 1 to 10
- 11 to 20
- 21 to 30
- 31 to 40
- 41 to 50
- More than 50

Other

Please list the URL address of your company's military employment site.

Website

<http://www.caci.com/job/military.shtml>

Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?

- Yes
- No

If so, how many?

Number

58

How many of those employees are veterans themselves?

Number

7

Do recruiters, hiring managers or supervisors receive any training in military culture, structure or career paths?

- Yes
- No

If so, who receives this training? Check all that apply.

- All recruiters
- Some recruiters
- All hiring managers
- Some hiring managers
- All supervisors
- Some supervisors

Other

.....

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

.....

How do you give veterans extra help during your hiring process? Check all that apply.

- All veterans applications are marked and/or tracked as veterans
- All veterans are given contact information for staff members who work specifically with veterans
- All veterans are contacted directly by staff members who work specifically with veterans
- We do not give veterans special consideration in hiring.

Other

See detailed descriptions below.

What percentage of your recruiting budget for the last complete fiscal year was dedicated to recruiting U.S. military veterans?

- Zero percent
- 1 to 10 percent
- 11 to 20 percent
- 21 to 30 percent
- 31 to 40 percent
- More than 40 percent
- Do not know
- Do not disclose

How many new hires did your company make in the U.S. in fiscal 2011?

- Do not know
- Do not disclose

Number

3,658

How many of those new hires identified themselves as military veterans?

- Do not know
- Do not disclose

Number

784

Did half or more than half of all veteran hires in fiscal year 2011 receive a signing bonus?

- Yes
- No

How many of those new hires identified themselves as disabled military veterans?

- Do not know
- Do not disclose

Number

213

Does your company dedicate any effort and resources specifically to hiring disabled veterans? If so, what strategies does your company use? Check all that apply.

- Assigning staff specifically to recruit and/or work with disabled vets
- Working with Defense Department and/or VA entities responsible for disabled vets
- Working with veterans service organizations dedicated to disabled vets
- Attending job fairs specifically for disabled vets
- Providing job-search help specifically to disabled vets
- Providing skills training specifically to disabled vets
- Providing internships specifically for disabled vets

Other

See description below.

Is there anything else you would like to tell us about your company's recruitment and hiring of disabled veterans?

CACI continues to champion the hiring of disabled veterans through our Deploying Talent, Creating Careers initiative. This program was founded in 2007 by CACI's President and CEO, Paul Cofoni, who strongly believes that the re-employment of wounded warriors is a nationwide challenge that CACI will help solve.

Many injured service members are still awaiting their official medical discharge and are not able to start work immediately. CACI provides much-needed assistance to these disabled veterans during this time by:

- Collaborating with members of many disabled veteran organizations to provide resume writing and interviewing training, as well as mock job fairs.
- Partnering with the Department of Labor to create corporate immersion events for wounded warriors at Walter Reed Army Medical Center and the National Naval Medical Center (now combined as the Walter Reed National Medical Military Center). These events provide one-on-one training in job fair and interviewing skills to create a comprehensive employment training experience.

Additionally, we employ a dedicated Disabled Veteran Recruiter who personally matches our veterans' skills and experience with open positions, and mentors our disabled veteran candidates through the hiring process.

As a result of the Deploying Talent, Creating Careers program, disabled veterans accounted for 6% of our hires this past year.

Is your company a member of the Military Spouse Employment Partnership (MSEP) and/or Army Spouse Employment Partnership (ASEP)?

- Yes, we participate in MSEP
- Yes, we participate in ASEP
- No, neither.

Does your company have any other hiring programs for active-duty military spouses?

- Yes
- No

Is there anything else you would like to tell us about your company's recruitment and hiring of military veterans?

CACI has a proud 50-year history of supporting all military services. As a contractor for many Department of Defense customers, CACI provides an environment that enables veterans to continue to support national priorities and the war fighter's mission.

At CACI, we have always believed that military hiring is much more than a professional obligation—it is a company-wide commitment. Nearly one in five CACI employees is a former service member, and we continually seek to hire veterans because of their rich talent, experience, character, and commitment to duty. As an increasing number of troops return home from duty, we continue to expand our military hiring efforts.

This year, CACI launched its Hire a Vet Today! program, aimed at increasing the number of veteran hires and encouraging hiring managers to attend veteran-specific recruiting events. A kick-off campaign, regular corporate-wide communications, and recognition and rewards for participants have contributed to increased veteran hiring and employee participation.

CACI also maintains an aggressive outreach program to veterans through our employees who are actively involved in organizations such as the USO, AFCEA, AUSA, etc. Employees network with their peers in these organizations and contribute to our veteran hiring efforts through their referrals. Employee referrals provide a consistent stream of talented candidates interested in joining CACI, accounting for 42% of all hires in FY11 and contributing to our overall success in hiring veterans.

CACI's veteran population numbers more than 2,400, and as a result, we receive employee referrals of talented veterans on a daily basis.

In addition, CACI recently partnered with The Aurora Foundation, which assists veteran college students with obtaining relevant civilian experience by funding internship opportunities. Two interns have been hired by CACI to gain practical experience learning new skills, gaining exposure to our industry, and helping them build their resume to obtain permanent employment upon graduation.

On the promotion front, Larry Clifton, CACI's Senior Vice President of Recruiting, Workforce Planning, and Development, is a regular contributor to publications and radio shows dedicated to a veteran audience, specifically to promote the benefits of hiring veterans. For example, Government Security News published an article by Mr. Clifton titled "Hire a Veteran Today!" that you can find online: http://www.gsnmagazine.com/article/23425/hire_veteran_today.

As a result of CACI's efforts and success in hiring military talent, we have been invited by the White House to be a corporate partner of the national Joining Forces initiative. We are honored to be a part of such an important program that will help military families with the support they need as they separate from the military. As part of the Joining Forces initiative, we post all of CACI's open positions in the Veterans Job Bank, which connects unemployed veterans with job opportunities.

Veterans comprised 29% of CACI's hires in FY11, an 11% increase over FY10. These results are directly attributed to the combination of all of the above efforts. In recognition of CACI's continued progress in veteran recruiting and hiring, we were awarded:

- #15 "Top Military-Friendly Employer" by G.I. Jobs Magazine
- #2 "Best Military Talent Program" by the Electronic Recruiting Exchange (ERE)
- Top 10 on the Military Times EDGE "Best for Vets Employers" list
- #9 "Top Employers for Veterans" by PayScale.com
- "Most Valuable Employer" by CivilianJobs.com for the third year in a row

These awards reflect our participation in many military-friendly recruitment opportunities and our ability to provide meaningful careers for veterans.

Section 2 of 4: Corporate culture

Approximately what percentage of your current U.S. employees have identified themselves as veterans? If you don't track or don't disclose this number, please leave the question blank.

19 %

Approximately what percentage of your company's executive-level employees have identified themselves as veterans? If you don't track or don't disclose this number, leave this question blank.

29 %

Does your company's orientation and/or onboarding process include any elements specifically for military veterans?

Yes

No

If so, please describe them.

Understanding the importance and unique challenge of fully assimilating our veteran hires, CACI recently enhanced its successful mentoring program to include a new Vet Connect initiative. Every service member hired by CACI is automatically enrolled in the program, which pairs him/her with a senior CACI mentor (a military veteran as well) who provides one-on-one guidance and insight into the corporate culture. This helps the veteran acclimate to the job and navigate through CACI's corporate career paths, ensuring a smooth transition and clear trajectory for career growth.

Does your company have any training programs exclusively or primarily for veterans?

Yes

No

If so, please describe them.

CACI offers a wide range of training and education opportunities for veterans as part of our commitment to continuous learning.

Like all CACI employees, veterans have access to our web-based CACI Virtual University (CVU) and are encouraged to complete relevant courses to advance their skills. CVU provides an enormous range of courses to choose from, including both online and instructor-led training. Computer-based courses give CACI employees around-the-world access to a library of more than 2,900 courses that can improve job skills and advance professional development.

The CACI Center for Leadership Excellence, led by the former Master Chief Petty Officer of the United States Navy, offers management training to grow leadership skills. And all employees are invited to participate in the CACI Learning Series, a knowledge-sharing platform designed to create a sense of community and provide employees with a structured and organized approach to share best practices, ideas, and information across the company.

CACI partners with Bellevue University to offer a special master's degree in organizational management that is custom-designed for CACI managers, plus bachelor's degrees in subject areas ranging from business management and leadership to information technology, and a targeted Six Sigma training program leading to certification. The program with Bellevue offers college credit for most military training. Also, CACI maintains a partnership with University of Maryland University College (UMUC) to offer under-graduate and graduate-level cybersecurity education to all of our employees. Many of these programs are eligible for the CACI Tuition Reimbursement Program, which offers employee reimbursement of up to 10% of their annual salary, and G.I. Bill funding. Plus, CACI employees, spouses, and dependants receive a 25% discount on out-of-state tuition at UMUC.

Additionally, CACI's Employee Mobility Program enables career succession and growth by filling CACI job openings with CACI employees who are coming from completed projects or simply looking for a new opportunity. Employees working through the Employee Mobility Program accounted for 17% of the positions filled in

FY11.

Does your company provide veterans mentoring from more senior employees?

Yes

No

If your company has an employee affinity or resource group specifically for veterans and/or reservists, which of the following services does it provide? Check all that apply.

Maintains a listserv to communicate veteran- and reservist-related news and information

Maintains a website or intranet site for communication and networking among veterans/reservists

Holds regular social and/or networking events for veterans/reservists

Organizes military-related service projects

Offers orientation help for new veteran/reservist hires

Facilitates mentorship opportunities between veterans/reservists

We do not have an affinity or resource group

Other

Does your company do anything else to connect veteran employees with each other?

Veterans at CACI are very active in CACI Cares, our philanthropy program that brings employees together to give back to our community and promote the spirit of teamwork. One example of a CACI Cares project was our participation in the Metro Dash competition benefiting the Navy SEAL Foundation. Several CACI employees trained and competed in the obstacle course, all while raising funds for the Foundation. That teambuilding experience fostered camaraderie among our veteran employees and translated directly to strong employee morale.

Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?

- Yes
- No

If so, please describe them.

As described above in the training section, CACI has established partnerships with Bellevue University and University of Maryland University College (UMUC), offering employees access to various bachelor's degree, master's degree, and certificate programs. Evening, weekend, and online classes are available to accommodate the busy schedules of our employees.

Not only are courses taken at these two universities eligible for the CACI Tuition Reimbursement Program, which offers employee reimbursement of up to 10% of their annual salary, but courses are also eligible for G.I. Bill funding.

Does your company accept military experience in lieu of technical certification in any fields?

- Yes
- No

If so, please describe the policy.

CACI will often accept equivalent experience in lieu of certifications or years of experience.

Does your company observe Veterans Day?

- Yes
- No

If so, check all that apply.

- Paid holiday for all or most employees
- Paid holiday for veteran/reservist employees
- Ceremony or event to recognize veteran/reservist employees
- Other recognition for veteran/reservist employees

Other

CACI's President and CEO, Paul Cofoni, recognizes the holiday every year by thanking our employees and all veterans for their service. Over the years, his communications have highlighted veterans with photos and stories of their military service. In addition, CACI offers employees four floating holidays a year to use as they wish and many veterans choose to use one of their floating holidays on Veterans Day.

Is your company involved in any programs to prepare service members for civilian careers?

- Yes
- No

If so, how is your company involved? Check all that apply.

- Assisting with classes/workshops organized by the military Transition Assistance Program or Army Career and Alumni Program
- Assisting with classes/workshops organized by veterans service organizations
- Participating in the Secretary of Defense Corporate Fellows Program
- Participating in the American Corporate Partners program

Other

CACI actively participates in Transition Assistance Program (TAP) and Army Career and Alumni Program (ACAP) classes at military installations and hospital centers to support separating military personnel and their spouses by providing assistance in finding employment in the private sector. In the past year, CACI has worked with over 30 TAP and/or ACAP offices. Through TAP and ACAP, we help military service members and their spouses create resumes, and more importantly, translate their accomplishments into civilian terminology that recruiters with no military experience can easily understand. This helps veterans market their skills in the civilian environment. CACI collaborates with many other veterans organizations to provide resume writing and interview training. We have partnered with the Department of Labor to create semi-annual corporate immersion training events for wounded warriors at Walter Reed Army Medical Center and the National Naval Medical Center (now combined as the Walter Reed National Medical Military Center). These events provide one-on-one training in job fair and interviewing skills to veterans, bringing together military hospitals, private industry, and government employers to create a comprehensive employment training experience. Participants are immersed in role-playing situations to practice interview techniques and receive immediate feedback from interviewing employers. At CACI, we strive to ease the transition process for service members and their spouses by providing outstanding customer service and real-time assistance throughout the job application process. In FY11, we designed a Military Transition Center on our website to assist retiring military with the transition from active duty to civilian life. This website provides points of contact specifically for veterans, and encourages services members and their spouses to contact us directly with any questions they have—even if their questions don't pertain to CACI. We do this to make their transition experience as positive and rewarding as possible.

Is your company involved in any efforts/programs to promote the hiring of veterans in the business community?

- Yes
- No

If so, please describe your company's involvement.

CACI recognizes that helping transitioning military personnel enter the civilian workforce is a team effort. That's why we participate in the Network of Champions (NOC) Symposium, a collaborative effort spearheaded by Northrop Grumman's Operation IMPACT. Over 60 companies in the NOC Symposium share the same mission—to find meaningful employment for injured, ill, or disabled military veterans as they transition out of the service. Candidate resumes are shared to ensure employment opportunities across all companies are fully explored.

CACI is also part of another collaborative effort called Corporate Immersion. This group is similar to the NOC, but in addition to resume sharing, the group conducts career workshops offering resume writing and interview preparation. Companies are strategically selected to ensure alignment with service members' skills and open positions. Corporate Immersion partners CACI, Hire Heroes USA, the Department of Labor, and the USO in bringing forth this effort.

What accommodations does your company make for employees who are military spouses? Check all that apply.

- Allow them to work off-site
- Provide transfer to another company branch if their spouse is transferred
- None

Other:

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Is your company involved in any other military or veterans' causes or organizations?

- Yes
- No

If so, please list the organizations and describe the nature of the company's involvement.

In addition to the causes and organizations listed above, CACI is the primary sponsor of Comfort for America's Uniformed Services (CAUSE) and has supported the organization since its inception. CAUSE is a private, non-profit organization, totally staffed by volunteers, that brings comfort and recreation into the lives of America's young warfighters recuperating from wounds and injuries suffered in battle zones in Afghanistan and Iraq.

CACI is a proud and long-term patron of the United Service Organizations (USO). The USO is a private, non-profit organization whose mission is to support our troops by providing morale, welfare, and recreational services. Through the USO of Metropolitan Washington (USO-Metro), CACI has co-sponsored or funded numerous fundraising events and other projects that the USO is undertaking. In addition, CACI Chief Development Officer Bill Fairl serves on USO-Metro's Board of Directors.

Furthermore, CACI sponsors education scholarship programs for veterans and their families through organizations such as the Air Force Aid Society, Air Force Association, Special Operations Warrior Foundation, and the Naval Submarine League, as well as contributes significantly to scholarship programs at organizations like the Armed Forces Communications and Electronics Association (AFCEA).

We also frequently partner with the Air Commando Association, Fisher House, Project Healing Waters, the Purple Heart Service Foundation, and the Wounded Warrior Project.

Section 3 of 4: Reserve policies

Has your company signed a Statement of Support with the Employer Support of the Guard and Reserve, the Defense Department agency that promotes cooperation between reservists and civilian employers?

- Yes
- No

Has your company received any awards from the Employer Support of the Guard and Reserve?

- Yes
- No

If so, please check all that apply.

- Patriot Award
- Above and Beyond Award
- Pro Patria Award
- Freedom Award

Is there anything else you would like to tell us about your company's involvement in ESGR?

A CACI manager has received the "My Boss is a Patriot" Certificate of Achievement.

Does your company have any policies to accommodate or support reservists fulfilling their reserve duty -- typically one weekend a month plus two weeks a year?

- Yes
- No

What best describes your company's pay for reservists fulfilling their normal reserve obligations?

- Their full civilian pay while receiving their military pay
- The full difference between their civilian pay and their military pay
- A percentage of the difference between their civilian pay and their military pay
- A combination of full and differential pay
- The reservist is not paid by the company during annual training

Is there any limit on how long reservists receive pay while attending training? Exclude vacation time.

- Less than two weeks
- Two weeks
- Three weeks
- One month
- More than one month

Other:

Please describe any other policies you have to accommodate reservists' regular commitments.

CACI's policy for the National Guard's or Reserve's annual training grants a leave of absence and allows employees to receive regular CACI pay, less military pay and allowances, for a period of time of up to three workweeks in any calendar year, which is more than the industry standard.

Does your company have any policies to accommodate or support reservists called to active duty? If so, what best describes them? Check all that apply.

- Pay
- Benefits
- Social support
- None of the above

What best describes your company's pay for eligible activated reservists?

- Their full civilian pay, while receiving their military pay
- The full difference between their civilian pay and their military pay
- A percentage of the difference between their civilian pay and their military pay
- A combination of full and differential pay

Is there any limit on how long activated reservists receive company pay? Again, exclude vacation time.

- One month or less
- Six months
- One year
- Two years
- Five years
- Unlimited

Other limit:

Are reservists who volunteer for active duty eligible for continued pay?

- Yes
- No

Are there any other restrictions on who is eligible for continued pay?

There are no other restrictions.

Is there anything else you would like to tell us about your company's pay policy for activated reservists?

CACI currently has 58 employees on military leave, many whom are within their first six months of active duty and therefore are eligible for continued pay.

What benefits does your company offer activated reservists? Check all that apply.

- Medical insurance
- Life insurance
- Promotion opportunities
- Pay raises
- Profit sharing
- Retirement fund contributions
- Sick days
- Vacation day accrual

Other

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Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

6 months

Are reservists who volunteer for active duty eligible for these continued benefits?

- Yes
- No

Are there any other restrictions on who is eligible for continued benefits?

There are no other restrictions.

Is there anything else you would like to tell us about your benefits policy for activated reservists?

CACI continues to evaluate our benefits policy to for activated reservists to ensure we are supporting them to the fullest extent. For example, as a result of our continued evaluations, CACI changed the policy for a reservist's annual training leave to allow employees to receive pay for a period of up to three workweeks in any calendar year, from our previous policy of up to two workweeks of leave.

What kinds of support services does your company offer activated reservists and their families? Check all that apply.

- Financial assistance
- Contact with and personal support for the family
- Contact with and personal support for the service member
- Farewell and/or welcome home events
- Programs or policies to ease reintegration
- Paid time off before or after deployment (in addition to regular vacation days)

Other

.....

Are reservists who volunteer for active duty eligible for these support services?

- Yes
- No

Are there any other restrictions on who is eligible for these services?

There are no other restrictions.

Is there anything else you would like to tell us about your support for activated/deployed reservists and their families?

Each business group, project, and team at CACI supports their fellow activated reservist team members in various ways. Some examples include sending care packages, regular emails, letters, and calls to provide support and encouragement.

Please check this box to confirm that you answered these questions accurately and to the best of your ability.

- I have answered these questions accurately and to the best of my ability.

Click here to review your answers or print a copy for your records before submitting. Just be sure to return to this page and click "Submit."

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