

APRIL 12, 20007

1) WHAT WAS THE VISION

AT THE BEGINNING IT WAS A MATTER OF SURVIVAL

WE WERE BUSY WINNING CONTRACTS

den

COULDN'T SPEND TIME ON STRATEGIC PLANNING

AFTER WE BECAME MORE SUCCESSFUL WE DETERMINED THE

KIND OF CULTURE WE WANTED AND PREPARED THE

PRINCIPLES AND PRACTICES BOOKLET THAT THE COMPANY

WAS TO FOLLOW.

2) GIVE US AN EXAMPLE OF THE PRINCIPLES

A) FUNDAMENTALLY WE WANTED TO CREATE A "PEOPLE

FIRST" CULTURE

B) WITH OPEN COMMUNICATION

*Gloria
Penner
Talks*

C) EMPLOYEES EMPOWERED TO ACQUIRE CONTRACTS THEY WERE INTERESTED IN

D) PARTICIPATION IN DECISION MAKING AND COMPANY MANAGEMENT

3) WHAT'S SAIC AND WHAT TYPE OF WORK IS SAIC DOING?

A) SAIC IS ONE OF THE LARGEST INTEGRATIONS OF TECHNOLOGY COMPANIES IN THE WORLD

B) SAIC WAS SELECTED BY FORTUNE MAGAZINE AS ONE OF TOP 10 INTEGRATION COMPANIES IN THE U.S.

C) COMPARABLE COMPANIES ARE: IBM, ELECTRONIC DATA SYSTEMS, COMPUTER SCIENCE CORPORATION AND ACCENTURE

4) EXAMPLES OF THE CONTRACTS

A) FUTURE COMBAT SYSTEMS FOR THE ARMY

B) MANY TECHNOLOGY INTEGRATION CONTRACTS FOR THE
NAVY HERE IN SAN DIEGO AND IN WASHINGTON

C) LARGE COMMERCIAL CONTRACTS FOR BP

5) DO I THINK SAN DIEGO'S ENVIRONMENT NURTURES THIS
KIND OF COMPANY

A) VERY STIMULATED ENVIORNMENT

B) GOOD UNIVERSITIES

C) LARGE HIGH TECH LABOR POOL

6) REVOLVING DOOR

A) WE DID HIRE GOVERNMENT OFFICIALS AFTER THEY HAD
LEFT THE GOVERNMENT

B) THEY WERE VERY SMART INDIVIDUALS WITH GOOD REPUTATIONS TOTALLY DEDICATED TO THE COUNTRY'S WELFARE.

C) WE RECOGNIZE ABUSES CAN OCCUR; HOWEVER, WE FOLLEWED THE GOVERNMENT REGULATIONS IN ALL CASES WHICH RESTRICT MARKETING FOR ONE YEAR AND IN SOME CASES FIVE YEARS

7) ACTIVE ON WAR OPINION ON COMPANY'S INVOLVMENT

A) WE WERE INVOLVED IN DESERT STORM AND SUCCESSFULLY COMPLETED SEVERAL CONTRACTS

B) WE WERE INVOLVED IN THE IRAQ WARE AT THE BEGINNING, BUT AS THE WAR BECAME MORE DANGEROUS FOR CIVILIAN CONTRACTORS, WE COMPLETED WORK WE HAD AND DID NOT PURSUE FURTHER WORK.

8) WHY IS GOVERNMENT OURSOURCING SO MUCH OF ITS WORK TO CONTRACTORS LIKE SAIC

A) GOVERNMENT HAS TO GET THE WORK DONE

B) MANY OF THOSE DOING WORK IN THE GOVERNMENT WILL BE LEAVING BEFORE 2009 SINCE THE ADMINISTRATION WILL CHANGE NO MATTER WHO WINS. FEW PEOPLE WILL ACCEPT SENIOR POSITIONS UNTIL THEY KNOW WHO THEY WILL BE WORKING FOR.

C) IN THE MEANTIME, CIVILIAN CONTRACTORS ARE DOING MUCH OF THIS WORK MOST OF WHICH IS COMPETITELY BID

9) VANITY FAIR ARTICLE – WHAT CAUSED FAILURES AND WHAT DID I DO ABOUT THEM. REACTION TO THE ARTICLE

A) COMPANY NOW HAS 9,000 ACTIVE CONTRACTS

B) IT HAS PERFORMED WELL ON OVER 100,000 CONTRACTS

C) IN MANY CASES THE WORK WAS LEADING EDGE

D) WITH THE EXCEPTION OF 2 OR 3 CONTRACTS, WE WERE
ABLE TO SATISFY THE CUSTOMER. WE DID EVERYTHING
POSSIBLE TO SATISFY THE CUSTOMER. WE OFFERED TO
REDO THE CONTRACTS AT OUR EXPENSE. IF THAT DIDN'T
WORK, WE GAVE THE MONEY BACK.

E) SAIC AND I RESPONDED TO THE QUESTIONS VANITY FAIR
PLANNED TO ADDRESS IN THEIR ARTICLE AND POINTED
OUT THE INACCURACIES BEFORE THEY PUBLISHED. OUR
RESPONSES WERE IGNORED

10) IPO OPINION

A) I DIDN'T AGREE WITH IT

B) HAD BUILT A SUCCESSFUL COMPANY USING AN
EMPLOYEE OWNERSHIP MODEL

C) I WAS NOT ON THE BOARD, SO I DIDN'T HAVE THE FACTS.

I WAS NOT INVOLVED IN THE DECISION.

D) HOWEVER, I BELIEVE SAIC CAN BE SUCCESSFUL AS A

PUBLIC COMPANY. REALLY GOOD PEOPLE AND

CONTRACTS THERE

E) GOVERNMENT NEEDS SAIC'S HELP

F) I WISH THEM ALL THE BEST

11) WHY DID I DECIDE TO WRITE BOOK? HOW HARD WAS THE
PROCESS

A) I WAS ENCOURAGED BY MANY OF MY FRIENDS TO WRITE

A BOOK ON SAIC

B) IN ADDITION, MY DAUGHTER URGED ME TO WRITE THE

BOOK AND AGREED TO BE THE PROJECT MANAGER

C) SAIC WAS VERY COOPERATIVE IN REVIEWING AND
SUPPLYING MATERIALS

D) BOOK TOOK 1 ½ YEARS

IT WAS A LOT OF WORK

PETER ECONOMY WAS INVALUABLE IN HELPING ME PUT
THE BOOK TOGETHER

E) THE STORY NEEDED TO BE TOLD OF SOME OF THE ^{SAFES} ~~THE~~
TECHNICAL ACCOMPLISHMENTS AND ON HOW TO BUILD A
SUCCESSFUL EMPLOYEE OWNED COMPANY