TO OUR FELLOW SHAREHOLDERS

This is CALIBRE. As an employee-owned, management consulting and information technology (IT) solutions company, CALIBRE’s purpose is to be a major contributor to the success, today and in the future, of our clients, our employees, and our communities. While continuing to stay true to our purpose, we have focused on executing the strategic diversification initiatives and investments we introduced over the past few years. In addition, as a result of our acquisitions of Fusion Technology, in 2016, and SPEAR, in 2018, CALIBRE is better positioned in national security agencies and in the technology, tools, and solutions space.

The progress we made in 2018 deliberately set us on a path for 2019 and beyond, and positioned CALIBRE to begin 2019 with a significant total contracted backlog. Considering contracts already signed and the contract recompetes expected in 2019, more than 93% of our 2019 revenue plan is visible.

Although we were challenged in 2018 to sustain the momentum of prior years, we invested in strengthening a foundation that positions us for the future. Employee-ownership has created wealth for CALIBRE’s employees. However, 2018 revenue and earnings decreased, resulting in a lower share price. Nonetheless, CALIBRE’s total shareholder return has been about 87% over the past five years, which is more than double the 41% return for the S&P 500.

The company has reported 30 consecutive years of profitability, and revenue growth in 27 of those 30 years. Since 1994, the compounded annual growth rate of the share price has been about 21.8%, and CALIBRE has disbursed more than $188 million to departing employees and to those diversifying their accounts. Over the past 15 years the share price has grown at a compounded annual growth rate of about 14.4%. And, in 2018 we provided $5.4 million directly to our shareholders in share contributions and distributions.

Examples of areas where we contributed to the success of our clients in 2018 include:

- CALIBRE leveraged our proprietary Sustainment Readiness Tool at the Combined Joint Task Force, Operation Inherent Resolve (CJTF-OIR) in Kuwait to identify over $20.8 million of excess Army funds that were reapplied to mission programs.
- CALIBRE’s Jaguar Land Rover (JLR) team trained 5,020 service technicians at four JLR ACADEMY locations in the USA and Canada, and increased Level 4 (master) technician certifications from 26% to 81%. We performed critical software updates at JLR port operations in Georgia and California during the December holiday week to allow new vehicles being held at the port facilities to be delivered to customers on time.
- CALIBRE provided technical and pricing support to a large utility company on several of its proposals for utility privatization at military installations. CALIBRE’s recommendations contributed to the company subsequently being awarded a major contract.
- CALIBRE developed and rolled out electronic SBIR grant process software that is now an NIH-wide enterprise application. This is a secure web-based system for electronic submission, capture, tracking and review of NIH contract proposals.

We had several key wins in 2018, including highly competitive, high ceiling value Indefinite Delivery Indefinite Quantity (IDIQ) and Blanket Purchase Agreement (BPA) contracts, along with some notable standalone contracts. Examples include: Training Support Systems Enterprise (TSSE); Army Force Management School (AFMS); Air Force, F35 Joint Program Office; Navy Joint Force Development; Army Enterprise Training Service; Defense Human Resource Activity CIO; and Department of Homeland Security Citizenship and Immigration Services Agile Delivery. In addition, select standalone contracts won include: Army Base Realignment and Closure; Space & Missile Defense Command Kwajalein Atoll; Army SSN Line Item Automated Management and Integrating System; Navy Financial Improvement Plan, and the Air Force Civil Engineering Center Performance Based Remediation Support.
We submitted important proposals in the following areas: Air Force Acquisition Business Life Cycle Management; Air Force Base Realignment and Closure; Enterprise Small Business IT Support Services, Cyber; Department of Homeland Security Architecture Development and Platform Technical Services; and Intelligence Community Learning Enterprise Instructional Design.

In 2018, we continued to enhance internal business systems, add talent to our team, and develop a strong pipeline of sales opportunities. Our disciplined approach to business builds value for you, our employee shareholders, and in 2018 brought industry-wide recognition and acclaim of the CALIBRE brand, as shown in the infographic on the next page. And, in an independent survey, 97% of CALIBRE’s clients indicated that they would use CALIBRE again.

Our growth strategy continues to revolve around working at the center of client critical missions and leveraging CALIBRE core competencies. The accomplishments achieved in executing our strategy reflect outstanding efforts on the part of our engaged employee-owners and our focus on client success, which set CALIBRE apart in this highly competitive industry. This is CALIBRE.

Transformative Acquisitions Meaningfully Accelerate Our Strategy.

2018 was a year of continued transformation and progress for our company. The acquisition of SPEAR provides CALIBRE new IT capabilities demanded by our clients. Given the President’s Management Agenda, areas such as IT modernization, Cybersecurity, and Data Analytics are projected to be priorities in future Federal budgets. CALIBRE is now positioned to capitalize on these opportunities, including digital transformation, analytics, visualization, and storage. SPEAR, in conjunction with earlier acquisitions (IMC: Healthcare; Fusion: Intelligence Community) completes segments that build a solid platform upon which we will now scale.

We have strengthened our position at the National Institutes of Health, providing healthcare analytics at 17 of the institutes, and we won all of our contract recompetes at NIH in 2018. This progress confirms that our strategy to diversify our business is working.

As we begin this exciting next chapter, CALIBRE has the dedicated resources and strategic focus to grow our business. As always, our Board of Directors actively and regularly reviews, guides, and oversees the implementation of our strategic plan to deliver value for our shareholders.

Serving Communities.

Throughout the year, CALIBRE supported charities and causes important to our local communities, as demonstrated by the feedback from some of those CALIBRE helped in 2018.

“Your gift to Homes for Our Troops will allow us to build and donate specially adapted custom homes nationwide for severely injured post-9/11 Veterans, to enable them to rebuild their lives. We have completed over 240 homes in 42 states because of continued support from donors like CALIBRE.”

“Your gift ensures that Easter Seals will keep providing exceptional services to ensure that all people with disabilities or special needs, including military, wounded warriors, Veterans and their families, have equal opportunities to live, learn, work, and play in their communities.”

“Last year, The National Capital Area Chapter of The Leukemia & Lymphoma Society was able to provide $1.43 million in co-pay assistance to 624 patients in the DC metro area and over $85,000 in financial assistance to offset travel expenses related to treatment for 187 local patients because of supporters like CALIBRE.”

“Your donation makes it possible for the Army Emergency Relief to provide emergency funds, children and spouse scholarships, as well as retiree and survivor assistance programs.”

Delivering Value.

From innovation to solutions and service, we are meeting the changing needs of our clients, our company, and our communities, while continuing to deliver value to shareholders.

We will not let up on our commitment to you, our shareholders. In the coming year, we will continue to provide solutions that innovatively solve client challenges to accomplish their missions, create client-for-life relationships, and serve the greater good of our communities.

Our Success Follows Yours®

/s/ J. Terry Scott
Chairman of the Board

/s/ Joseph A. Martore
Chief Executive Officer
## RECOGNITION AND CERTIFICATIONS

**SECAF GOVERNMENT CONTRACTOR AWARDS**

- CALIBRE Named Small Business Mentor / Partner of the Year
- Richard Pineda Named ADVOCATE OF THE YEAR

**CALIBRE Achieves ISO 20000-1:2011 Certification**

**SPEAR, A CALIBRE Company Named WASHINGTON TECHNOLOGY FAST 50**

**CALIBRE Named Northern Virginia Technology Council Tech 100 Company**

## CALIBRE’S SIGNIFICANT ACCOMPLISHMENTS IN 2018

<table>
<thead>
<tr>
<th>Successfully won the recompete of CALIBRE’s largest contract, the Army Training Support System Enterprise (TSSE)</th>
<th>Health &amp; Information Management (HIM) Division won all of their recompetes, and 30 employees were recognized with 49 prestigious National Institutes of Health (NIH) Merit Awards and CIO Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over $100M in new TSSE total contract value of wins</td>
<td>Achieved ISO 20000-1:2011 Certification</td>
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<td>Washington Exec named Richard Pineda one of the Top 25 Executives to Watch in 2019</td>
</tr>
<tr>
<td>For the fourth straight year, partnered with Homes for Our Troops to help build a mortgage-free accessible house for a wounded veteran and his family</td>
<td>Expanded our presence for delivering quality within the automotive industry, with Jaguar Land Rover and Mercedes-Benz, to provide Veteran talent identification and automotive training in Canada and the U.S.</td>
</tr>
<tr>
<td>Presented with the American Gold Star Mothers Distinguished Service Medal</td>
<td>Acquired SPEAR, a technology, tools, and solutions firm that was selected by Washington Business Journal as a Best Place to Work</td>
</tr>
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<td>CALIBRE named to the Northern Virginia Technology Council Tech 100</td>
<td>Named SECAF Small Business Mentor / Partner of the Year</td>
</tr>
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<td>Successfully won the recompete of the Army Force Management School</td>
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<td><strong>CALIBRE Receives The Gold Star Mothers Distinguished Service Medal (2nd Award)</strong></td>
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<tr>
<td><strong>SPEAR, A CALIBRE Company Named BEST PLACES TO WORK</strong></td>
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**SPEAR, A CALIBRE Company Listed as an INC. 5000 COMPANY**

- Acquired SPEAR, a technology, tools, and solutions firm that was selected by Washington Business Journal as a Best Place to Work
- Named SECAF Small Business Mentor / Partner of the Year
When the Board of Directors established the CALIBRE Employee Stock Ownership Plan (ESOP) in 1994, it recognized a need for continual education and information outreach to all CALIBRE employee-owners as an essential element in the growth and sustenance of CALIBRE’s ownership culture. As a means to conduct that vital education and convey important employee-owner information, the Board of Directors established the Employee Owners Advisory Committee (EOAC).

The EOAC is a committee of seven employee volunteers that serve staggered three-year terms. Annually, an advisory election is conducted for nomination of EOAC members. Proxy statements are provided to all ESOP participants identifying current members with expiring terms and EOAC-recommended candidates who seek consideration for EOAC membership. ESOP participants then vote for their choices, and the Board of Directors reviews the results of the election and appoints EOAC members.

The EOAC mission was established at the creation of the EOAC and still stands today: to serve the employee-owners of CALIBRE by developing and sharing information about the ESOP and by conducting and participating in activities that promote CALIBRE’s employee-ownership.

The cornerstone of our culture is that we are all employee-owners and play a part in the success of CALIBRE. As employee-owners, we take responsibility for ourselves and our company, and we all reap the benefits in many ways, one of which is our ESOP.

One of the most iconic EOAC activities is our annual celebration of Employee Ownership Month (EOM). This past October, CALIBRE joined other employee-owned companies across the nation in celebrating EOM. This national program is an opportunity for employers to educate employee-owners about the tremendous benefits of their ESOP and focus on the incredible spirit of an employee-owner culture. This year, the EOAC chose a Word Cloud entitled: This is CALIBRE that is comprised of nouns, verbs, adjectives and adverbs that describe who we are and how we operate. These words embody CALIBRE’s employee-ownership culture.

That Word Cloud adorns the front and back pages of this annual report and is used in the background of several other pages. Below are a few of those words and phrases and how they relate to Employee Ownership.

**RESPECTED**
We are respected by our peers and our clients because we as employees represent the company.

**RENEWAL**
We recognize there is always room for improvement. This is supported by the CALIBRE Renewal Team (CRT).

**INNOVATIVE**
We are encouraged to suggest new ideas and learn new things.

**GROW**
We are fostered to grow as individuals, as a project, and as a company.

**TAKE CARE OF OUR PEOPLE**
We have competitive benefits and opportunities, including training and internal promotions.

CALIBRE’s clients and their success are the main focus of employees, which in turn helps CALIBRE produce a superior product time and time again.

The EOAC is chartered with the following three objectives that guide the actions and activities of the committee each year:

**EOAC Objective 1:**
Promote a broad-based understanding of CALIBRE’s ESOP including basic terms and definitions, operations, benefits, and responsibilities of employee-owners.

Throughout the year, employees can reach out to the EOAC via the EOACHelpDesk email and also find a wealth of knowledge about the ESOP on CALPortal within the “ESOP FAQ Booklet” found in the “About ESOP” section.

The EOAC once again offered educational opportunities throughout EOM in the form of seminars and informational emails to enhance knowledge and understanding of what it means to be an employee-owner. These seminars were offered in person at CALIBRE’s Headquarters and online via Skype for all employees to participate. It is important for us to come together as a company and hear from our leadership about how CALIBRE is doing, what is in store for the future, and what it means for each of us as employee-owners. A recording of each of these events can be found on the EOAC CALPortal page for on-demand viewing all year long:
MANAGE OUR COMPANY
RESPECTED EXPERIENCE
FIRST PRINCIPLES
CALIBRE UNIVERSITY
SUCCESS & CULTURE
TAKE CARE OF OUR PEOPLE
SUPERIOR QUALITY
ACHIEVE SUPERIOR QUALITY
LEVERAGE TECHNOLOGY
OPERATE ETHICALLY
RENEWAL
MAKE OUR CLIENTS SUCCESSFUL
INCREASE THE VALUE OF CALIBRE
EXTRAORDINARY
OUR SUCCESS FOLLOWS YOURS
MANAGEMENT CONSULTING
GROW
INNOVATIVE
CALIBRE UNIVERSITY
PARTNER
ESOP
TAKE CARE OF OUR PEOPLE
FLEXIBLE
CALIBRE UNIVERSITY
CAMP
SUCCESS & CULTURE
EOAC
RESPECTED EXPERIENCE
FIRST PRINCIPLES
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INNOVATIVE
CALIBRE UNIVERSITY
PARTNER
ESOP
TAKE CARE OF OUR PEOPLE
FLEXIBLE
CALIBRE UNIVERSITY
CAMP
2018 Employee Ownership Month Events

- Employee Ownership: This is CALIBRE — Joe Martore
- Benefits — Laura Giangiuli
- What Does CALIBRE Look Like Tomorrow — Tom Peitler
- ESOP and M&A Presentation — Houlihan Lokey
- Employee Ownership and Your Future — Craig College

EOAC Objective 2:

Support a vibrant culture of employee-ownership at CALIBRE, including participating in external organizations and activities that promote the broader goal of employee-ownership in the workplace.

Across the country, employee-owners participated in events and activities that demonstrate our great culture. Some of these activities include:

- Children’s Book Drive and Food Drive
- Take Our Daughters and Sons to Work
- CALIBRE Summer Events
- Care Package for Our Troops Supply Drive
- Franconia Elementary School Supply Drive
- Adopt a Highway Cleanup
- Falling into Football Event
- Guess the Share Value Contest
- Trick or Treat at Metro Park
- Annual Deck the Doors Contest
- Winter Outerwear & Toys for Tots Drive
- Franconia School Performances

In addition to the many charity and morale events, CALIBRE also awards merit-based scholarships to deserving family members (children, grandchildren, siblings, and spouses of CALIBRE employees).

Established in 2010, the CALIBRE William E. DePuy, Jr. Scholarship honors Bill DePuy, CALIBRE’s former President and CEO, with a legacy by which he and his goals for CALIBRE are remembered and to further his commitment to leadership and excellence. The scholarship is designed to support and encourage today’s students to become tomorrow’s leaders. The selection of two scholarship awardees is based on academic achievement, with consideration also given for citizenship and leadership activities.

The 2018 CALIBRE Scholarship Awardees

- CALIBRE William E. DePuy, Jr. Scholarship:
  - Cynthia Sheng, daughter of Haolin Sheng
  - Marshall Wu, son of John Wu
- CALIBRE John C. (Jack) Mutarelli Scholarship:
  - Zachary Shugart, son of David Shugart

EOAC Objective 3:

Represent the interests of all employee-owners to the Board of Directors.

An EOAC member is elected to serve as the employee representation to our Board of Directors. Having an employee serve in this capacity is one of the many reasons that CALIBRE is a special place to work. The Board members are open to the ideas brought forward by our representative, and this open communication is key to the success of our employee ownership culture.
As we celebrate 30 years in business and 25 years as an ESOP, I am honored to be your next leader to take CALIBRE to higher levels of success. I am very excited to be on this journey with CALIBRE and its amazing people. We have worked hard over the last several months to integrate SPEAR as part of the CALIBRE family, and I strongly believe we are better together. Before joining this great company, I was drawn to CALIBRE by its culture. As an employee-owned company, everyone, regardless of experience level or work location, has a vested interest in our collective success. This degree of ownership and potential to make a real impact for our clients and our own livelihoods is unlike any other in our industry. The phrase, “This is CALIBRE,” personifies that limitless potential. In order to help our people succeed and continue to set us apart from the rest, I am committed to investing in the right training and resources so we can be the best. I will ensure that all lines of communication are open, consistent, and clear, and that all understand their role in this company and how those roles fit into our combined goals and objectives. I have 100% confidence in our people to help us grow out of the government contracting middle market tier.

CALIBRE’s last three acquisitions—IMC, Fusion, and SPEAR—were all strategic acquisitions to meet the U.S. Government’s key trends in spending. Ultimately, they make up puzzle pieces that when fit together, enable us to identify and win business in known growth areas. IMC brought CALIBRE into the healthcare industry. Fusion gave us an established footprint and capabilities to win new work in the Intelligence Community. CALIBRE’s latest acquisition completes the tri-fecta by increasing our capabilities and solutions in IT. SPEAR complements CALIBRE’s long-standing history in the IT space and arms CALIBRE with new insights, expertise, and technologies to meet clients’ needs. The full depth and breadth that these capabilities bring CALIBRE, coupled with fresh, new perspectives and a revitalized leadership team, postures us well to do great things in 2019 and beyond. Together, this is CALIBRE!

I am honored to be your next leader to take CALIBRE to higher levels of success.

Richard Y. Pineda
President
After accepting a Contracts internship and earning my Bachelors degree, I joined CALIBRE because of the culture. Every day I learn from my peers, am pushed out of my comfort zone, and take on new and challenging opportunities. I look forward to going to work each day. CALIBRE expands employees’ creativity, their capabilities, and their productivity. As a full-time CALIBRE employee, I feel the same support I felt when I was an intern and look forward to a long and successful career with CALIBRE.

—Carolyn Hernandez, Contracts Administrator, C&P

CALIBRE has given me a platform to start my career as I explore and learn more about Pentaho, MS SQL, and SharePoint. CALIBRE offers professional support from the IT team and tasks to enrich my technical skills. CALIBRE has a great training program that includes courses, training, and certifications related to your field to improve your skills.

—Oanh Nyguen, Data Architect, IT

Innovative Solutions! Managing the Army Reserve structure is a dynamic and challenging task so CALIBRE created an innovative system to help the client manage future force structure actions as part of Total Army Analysis.

—Ned Popovich, Force Management Specialist, HCT

As an employee-owner and software developer, I have been able to sharpen my AWS and Ruby on Rails programming language skills. As a new runner, it was great to join the CALIBRE Running Club in 2017 where I was encouraged to try the Army Ten Miler (my new favorite race).

—James Raeford, Programmer, HCT

CALIBRE is focused on the future, takes care of its people, and is ethical in its business dealings. CALIBRE also means stability. Mr. Pineda always says “This isn’t a job, it’s a career” which I believe; and that is rare in our industry.

—Lori Spencer, Customer Relationship Manager, SPEAR

My project on munitions and explosives of concern survey methodology for the Bureau of Ocean Energy Management was highlighted in the Atlantic Science Year in Review magazine. This work and publication has led to new commercial clients and potentially a new market for CALIBRE.

—Geoff Carton, Environmental Scientist, IEE
I am fully aware that our company’s value is directly related to the quality of what I deliver to my client. In my role, I endeavor to delight my client by having a clear understanding of their requirements and expectations. My intention is to always exceed their expectations!

— LaSheantea Davis, Instructional Designer, HCT

Working for CALIBRE has been a pleasure due to the friendly environment and work events such as holiday parties, ice cream socials, Employee Ownership Month, and other activities that allow you to take a break from time to time. Each department is always willing to achieve resolution of issues that arise beyond what is in the scope of their department.

— Sun Kim, Service Desk Specialist, IT

Empowered Employees

In 2018, I helped launch our Nation’s first ever GI Bill® approved automotive Original Equipment Manufacturer (OEM) level service technician apprenticeships for Jaguar Land Rover and Mercedes-Benz. CALIBRE helped our clients reduce technician shortages and provided hundreds of Veterans with challenging and rewarding new careers.

— Ken Ware, Senior Field Recruiter, HCT

Although CALIBRE’s Corporate Objective #1 is “Make our clients successful”, CALIBRE is devoted to also making all CALIBRE employees successful, so that making our clients successful is actually possible. This concept was shared by a CALIBRE employee when I was recruited and is why I chose the CALIBRE family when invited.

— Bob Thompson, Transformation Specialist, FPL

As an Army veteran and a CALIBRE employee, I am proud to support the Office of Science Policy at NIH. We processed 1557 public comments in two weeks for the Proposed Changes to the NIH Guidelines for Human Stem Cell Research and the Proposed Scope of an NIH Steering Committee’s Consideration of Certain Human-Animal Chimera Research.

— David Sinclair, Program Analyst, HIM

SUPPORTED

175

Army exercises

home station & brigade combat training center

As employee-owners, we work for ourselves and each other. This creates a collaborative, transparent culture that embraces innovation and sharing ideas. It’s never hard to feel invested in a company we’re all literally invested in!

— Jay Callow, Editor, FPL

CALIBRE’s ICS Directorate possesses a combined 500 YEARS of experience in the Intelligence Community

This is the first company I have worked for that actually supports career development; some companies just say it, but CALIBRE provides you with the training to do it through CALIBRE University courses. And working for a company with an Employee Stock Ownership Plan (ESOP) is just an added bonus as your hard work literally pays off!

— Lisa Thompson, Recruiter, HR

34% of CALIBRE Employees are Veterans

We believe in doing what is best for CALIBRE, which means doing what’s best for our clients. This keeps us going, builds team spirit, and pushes us to add that extra touch of customer service. Our success follows our clients’ success.

— Patrick Algieri, Transformation Specialist, FPL

2 OF THE TOP 5 AUTOMOTIVE luxury brands are CALIBRE clients

One of CALIBRE’s First Principles is to Be Good Citizens, and we really embrace this. I’ve never worked for a company more dedicated to helping the community through donations and opportunities to volunteer. I love that CALIBRE supports me as I give back.

— Mel Albrecht, Accounting Specialist, ACC

Being a CALIBRE employee-owner means making a long-term commitment to accept and fulfill the responsibility of maintaining and nurturing relationships with clients and fellow employee-owners. An employee-owner recognizes that there is a direct correlation between personal success — meeting client expectations in an exemplary manner — and the success of other employee-owners.

— Violet Broomfield, Admin Assistant, HIM
CALIBRE has achieved tremendous success for our clients and for our employee-owners over the past 30 years. We have a talented, capable, and dedicated workforce; competitive, dedicated, and caring leaders; an excellent corporate reputation; and clients who value our work. Our Vision, Purpose, Strategic Goal, and Corporate Objectives will continue to serve as the North Star for CALIBRE’s future. Together we will propel the company to another decade of success: guided by our strategy and executed through CALIBRE’s future. Corporate Objectives will continue to serve as the North Star for CALIBRE operations in the coming years. We have a talented, capable, and dedicated workforce; competitive, dedicated, and caring leaders; an excellent corporate reputation; and clients who value our work. Our Vision, Purpose, Strategic Goal, and Corporate Objectives will continue to serve as the North Star for CALIBRE’s future. Together we will propel the company to another decade of success: guided by our strategy and executed through CALIBRE’s future. Corporate Objectives will continue to serve as the North Star for CALIBRE operations in the coming years.

It is an exciting time to be part of CALIBRE’s future as we seek to live by our mantra: sustain, leverage, and grow. With our collective capabilities and technologies, we will continue to meet our Department of Defense (DoD), Federal/Civil, National Security, and Commercial client needs with superior quality. As employee-owners, we invest heavily in ourselves and each other to meet client needs, sustain our current business, and grow in new areas. I challenge all of you to reflect on your goals and objectives for yourselves and this company, and be the one with 10 seconds left in the game says, “I want the ball, Coach!”

—Richard Pineda, President

$243 Million
Total Contract Value
WON IN 2018

2019 is about empowering employee-owners not just to execute existing processes but to have the training and confidence to understand issues, determine what’s right for the company and our clients, and make it happen. Great employee-owners learn and do the right thing independently and as part of a team!

—Craig College, Executive Vice President & Chief Financial Officer

Finance and Accounting will execute our strategic fiscal policies to ensure we are in compliance with myriad rules and regulations. We will provide strong support to our external and internal customers. Robust and dynamic support is our goal, and we will achieve superior quality by continuing to provide reliable, stable, and scalable solutions for our customers. We will be ready to support explosive growth!

—Tyler Kim, Senior Vice President, Finance & Accounting and Controller

We will maintain strategic relationships with key Defense clients and business partners to connect their needs with our capabilities in order to strengthen CALIBRE’s business position. This includes supporting CALIBRE operations in the development and execution of key business plans – Space and Missile Defense, Defense Health, Training, Logistics, Facilities, and others – to secure wins in 2019 and to conduct positioning for 2020 and beyond.

—Dick Formica, Vice President, Strategic Accounts
In 2019, IT will become a more innovative and sales-focused organization. We will go from enabling business strategy to defining business strategy. We will achieve this by strengthening our relationships with our strategic technology partners and leveraging them to open doors to new opportunities, bringing innovative solutions to our clients.

—Ankur Rawat, Vice President & Chief Technology Officer

$29.2 Million
Returned to Employee-Owners through ESOP, bonuses, education, etc.

HCT’s future is bright! Our 200 personnel, nation-wide, deliver training and human capital solutions that enable our clients’ success. For the next five years, we will remain as trusted advisors to the Army on the TSSE and AFMS IDIQs. We are building client intimacy while growing our training portfolio in the Intelligence Community and the Automotive Industry. With our recent Joint Force Development win, we will expand in an adjacent market – the Joint Community. We are postured to grow CALIBRE’s human capital support to clients.

—Douglas Victor, Vice President, Human Capital Management & Training

HIM is focused on supporting the scientific research mission of National Institutes of Health with Digital Transformation solutions that optimize the productivity of the workforce, improve the quality of data and enhance the user experience. Our Federal Civil business is focused on Digital Transformation solutions and Agile and DevSecOp delivery. We will continue our strong client intimacy and partnerships to expand our footprint in Digital Transformation and Shared Services across Federal Health and Federal Civil.

—Dorisa Harris, Vice President, Health & Information Management

$222,496
CALIBRE’S
CHARITABLE DONATIONS

Our employee-owners are CALIBRE’s greatest assets. In recognizing this, Human Resources (HR) continually looks for opportunities to invest in our Human Capital. For our employee-owners, this translates to their professional development. In direct response to their feedback, we have updated and revitalized our Career Management Guide and CALIBRE University. Taking care of our employee-owners and providing them with the tools to succeed is in keeping with our Corporate Objectives and First Principles.

—Laura Giangiuli, Vice President, Human Resources

FPL has established the right environment for future growth. First, we continue to look for opportunities to improve our already strong processes within the Division. Next, we are dedicated to keeping our current clients successful by delivering innovative solutions and technical proficiency. In addition, we are working with the growth team to identify the most efficient and effective way to drive our core capabilities into new markets. Lastly, we try to have a little fun and celebrate our success along the way.

—Denise Oberndorf, Vice President, Finance, Performance, & Logistics

IEE is now a year old, and in 2018 we laid the foundation for rapid growth in 2019. We won 29 of 30 task order re-competes. We secured work with new clients. HCT and IEE worked hand-in-hand on TSSE, CALIBRE’s largest contract vehicle, to win more than $100M in Total Contract Value for CALIBRE in the first year. These contracts are for three to five years, securing a stable base for both Divisions.

—Chad B. Henry, Vice President, Infrastructure, Engineering, & Environment

The Contracts & Procurement Team (C&P) has made significant improvements to meet the needs of our internal and external clients. C&P has successfully implemented an automated HelpDesk system, the Contracts & Procurement modules in Microsoft Dynamics SL, standardized contracting templates, and sustained CPSR compliance. These initiatives serve as a launchpad for a successful 2019.

—Barbara Richtt, Vice President, Contracts & Procurement

5-year Total SHAREHOLDER RETURNS

87%

In 2019, it will become a more innovative and sales-focused organization. We will go from enabling business strategy to defining business strategy. We will achieve this by strengthening our relationships with our strategic technology partners and leveraging them to open doors to new opportunities, bringing innovative solutions to our clients.

—Ankur Rawat, Vice President & Chief Technology Officer

$29.2 Million
Returned to Employee-Owners through ESOP, bonuses, education, etc.

HCT’s future is bright! Our 200 personnel, nation-wide, deliver training and human capital solutions that enable our clients’ success. For the next five years, we will remain as trusted advisors to the Army on the TSSE and AFMS IDIQs. We are building client intimacy while growing our training portfolio in the Intelligence Community and the Automotive Industry. With our recent Joint Force Development win, we will expand in an adjacent market – the Joint Community. We are postured to grow CALIBRE’s human capital support to clients.

—Douglas Victor, Vice President, Human Capital Management & Training

HIM is focused on supporting the scientific research mission of National Institutes of Health with Digital Transformation solutions that optimize the productivity of the workforce, improve the quality of data and enhance the user experience. Our Federal Civil business is focused on Digital Transformation solutions and Agile and DevSecOp delivery. We will continue our strong client intimacy and partnerships to expand our footprint in Digital Transformation and Shared Services across Federal Health and Federal Civil.

—Dorisa Harris, Vice President, Health & Information Management

$222,496
CALIBRE’S
CHARITABLE DONATIONS

Our employee-owners are CALIBRE’s greatest assets. In recognizing this, Human Resources (HR) continually looks for opportunities to invest in our Human Capital. For our employee-owners, this translates to their professional development. In direct response to their feedback, we have updated and revitalized our Career Management Guide and CALIBRE University. Taking care of our employee-owners and providing them with the tools to succeed is in keeping with our Corporate Objectives and First Principles.

—Laura Giangiuli, Vice President, Human Resources

FPL has established the right environment for future growth. First, we continue to look for opportunities to improve our already strong processes within the Division. Next, we are dedicated to keeping our current clients successful by delivering innovative solutions and technical proficiency. In addition, we are working with the growth team to identify the most efficient and effective way to drive our core capabilities into new markets. Lastly, we try to have a little fun and celebrate our success along the way.

—Denise Oberndorf, Vice President, Finance, Performance, & Logistics

IEE is now a year old, and in 2018 we laid the foundation for rapid growth in 2019. We won 29 of 30 task order re-competes. We secured work with new clients. HCT and IEE worked hand-in-hand on TSSE, CALIBRE’s largest contract vehicle, to win more than $100M in Total Contract Value for CALIBRE in the first year. These contracts are for three to five years, securing a stable base for both Divisions.

—Chad B. Henry, Vice President, Infrastructure, Engineering, & Environment

The Contracts & Procurement Team (C&P) has made significant improvements to meet the needs of our internal and external clients. C&P has successfully implemented an automated HelpDesk system, the Contracts & Procurement modules in Microsoft Dynamics SL, standardized contracting templates, and sustained CPSR compliance. These initiatives serve as a launchpad for a successful 2019.

—Barbara Richtt, Vice President, Contracts & Procurement

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—Denise Oberndorf, Vice President, Finance, Performance, & Logistics
**Board of Directors**

**J. Terry Scott** • Lieutenant General (USA-Ret.)
Chairman of the Board
Chairman of the Executive Compensation and Governance Committee

**Joseph H. Reynolds** • Retired Partner and General Counsel
Nixon Peabody, LLC
Vice Chairman of the Board
Chairman of the Audit Committee

**Karen E. Dyson** • Lieutenant General (USA-Ret.)
Outside Director

**Kimberly K. Horn** • President
Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc.
Outside Director

**Joseph A. Martore** • Chief Executive Officer
Internal Director
Chairman of the Risk Management Committee

**Thomas M. Peitler** • Executive Vice President & Chief Operations Officer
Internal Director
Member, Employee Owners Advisory Committee

**Robert L. VanAntwerp** • Lieutenant General (USA-Ret.)
Outside Director

**Corporate Officers**

**Joseph A. Martore** • Chief Executive Officer

**Richard Y. Pineda** • President

**Craig E. College** • Executive Vice President & Chief Financial Officer

**Hyoshin (Tyler) Kim** • Senior Vice President, Finance & Accounting and Controller

**Thomas M. Peitler** • Executive Vice President & Chief Operations Officer

**Vice Presidents - CALIBRE**

**Richard P. Formica** • Lieutenant General (USA-Ret.)
Vice President, Strategic Accounts

**Laura C. Giangiuli** • Vice President, Human Resources

**Dorisa Y. Harris** • Vice President, Health & Information Management

**Chad B. Henry** • Vice President, Infrastructure, Engineering, & Environment

**Denise A. Oberndorf** • Vice President, Finance, Performance, & Logistics

**Ankur Rawat** • Vice President & Chief Technology Officer

**Barbara A. Richitt** • Vice President, Contracts & Procurement

**Douglas L. Victor** • Vice President, Human Capital Management & Training

**Vice Presidents - SPEAR**

**Frank E. Heisler** • Vice President, Professional Services

**Beth B. McCall** • Vice President, Technology, Tools, & Solutions
Distinguished Service Awards are CALIBRE’s highest individual awards, recognizing truly noteworthy service to CALIBRE, our clients, and our communities.

GREG BONNER
Greg improved the Deputy Assistant Secretary of the Army for Cost and Economics’ (DASA-CE) Army Military-Civilian Cost System (AMCOS) through automation, enhanced data procedures, and database modernization.

KEVIN FARRELL
Kevin developed a standardized project management workbook that directly improves CALIBRE’s financial performance and increases the efficiency of the company thereby growing the value of CALIBRE.

KIANNA HAYES
Kianna is active in several charities. She volunteers at Bethany’s House, mentors weekly at the Space of Her Own charity, and teaches dance at Oakland Baptist Church giving children a safe place to grow. She has a profound impact in the community.

DAVE LEBLANC
Dave led CALIBRE’s effort by developing and implementing automation tools to integrate U.S. Army Reserve force management and manning processes to improve unit readiness.

TINA SUTTLE
Tina was instrumental in the LOGSA LifeS contract recompete win. Her work ethic, attention to detail, and professional demeanor have made the client successful, which in turn has made CALIBRE successful.

ANDREA WAGENBACH
Andrea leads a team of 11 in facilitating client improvement teams and building planning documents to achieve strategic objectives. She increased the value of her project by 60%. She is a trusted advisor to her client.