

A Career at CALIBRE.  
Flexible, Adaptive, Rewarding

ARE YOU  
READY FOR  
WHAT'S NEXT?

**CALIBRE**

An Employee-Owned Management  
and Technology Services Company



## WHO ARE WE?

**In business since 1989 and headquartered in Alexandria, VA, CALIBRE is**

- A principles-based, employee-owned company...  
with a customer-focused culture, valued by our customers,  
and respected in the marketplace
- A renewing, learning organization...  
internally and externally
- Performance oriented...  
with market-based compensation and benefits
- An exciting place to work...  
with lots of personal and professional opportunities



# WHAT DO WE DO?

CALIBRE builds and delivers practical, timely, best value solutions to solve management, technology, and program challenges.

We serve customers in the public and private sectors – defense, federal civil, state and local government, and commercial.

We deliver to our customers a range of management and technology services that include

- **Strategic Planning**
- **Decision Support**
- **Program & Operations Management**
- **Logistics Management**
- **Financial & Cost Management**
- **Installation & Land Management**
- **Energy Management**
- **Environmental Technology**
- **Safety & Health Compliance**
- **Information Technology**

# WHY WORK FOR CALIBRE?

**First**, we are employee-owned. All the hard work we put in is returned to us in the form of increased value of the company and an increase in our Employee Stock Ownership Plan (ESOP) share value.

**Second**, we are growing and have been for more than 20 years. Our future is a bright one.

**Third**, we have great benefits that include flex time and a host of special programs and opportunities that ensure we take good care of ourselves, our families, and our communities.

**Fourth**, we do interesting, challenging work that creates enduring solutions that make a real difference to our customers.

**Fifth**, we are a team of talented people that work towards one goal... the success of our customers.

CALIBRE knows that quality people don't happen by accident. We

- Recruit the best qualified staff we can find in today's market
- Retain the highest quality staff through a performance-based rewards system and supportive corporate culture
- Sustain the best staff through continued skill development, professional certification, and education to meet the demands of a complex and rapidly changing business environment

At CALIBRE, you will work and learn amongst the best and brightest.

# WE HELP YOU GROW

**CALIBRE offers you many opportunities to advance your skills.**

- Tuition Assistance
- Certificate Preparation and Completion Bonus
- Professional Conferences and Training
- CALIBRE University Programs
- Professional Association Membership



# WE TAKE CARE OF YOU

CALIBRE's third corporate objective is to take care of our people. We want to make sure you are an engaged, qualified, and informed employee-owner who actively advances the cause of our company while achieving a productive, healthy work-life balance.

Read on for just some of our benefits...



# HOW TO APPLY

**Are you hardworking, capable, and willing  
to take on new challenges?**

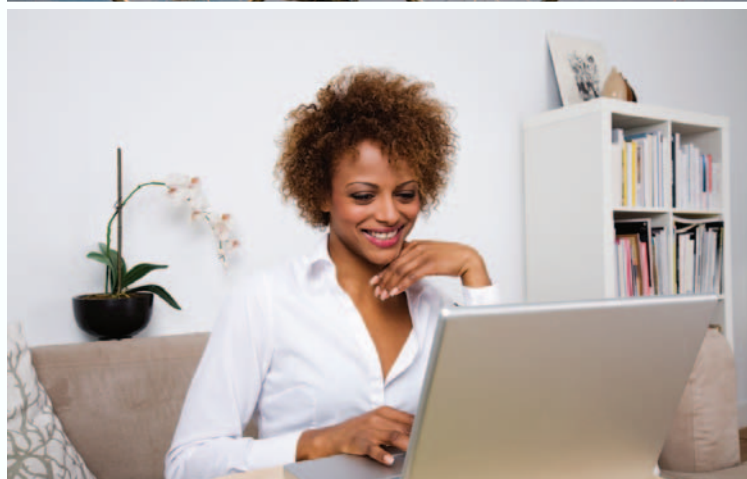
Visit **[calibresys.com/careers](https://calibresys.com/careers)**  
for more information about  
what CALIBRE can do for you.

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Equal  
Opportunity  
Employer

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ALL THE BENEFITS YOU'D EXPECT.  
AND THEN SOME.





- Start out right with our competitive, market-driven salaries.
- Earn more as a valued employee with our spot and performance bonuses, overtime compensation for all employees, and recognition awards.
- Stay well with our health, dental, vision, and wellness programs. Pre-plan your health spending with our flexible spending accounts. Prepare for the unexpected with group life, AD&D, short term disability, and long term disability insurance.
- Ease your commute with teleworking, commuter benefits, and convenient paid parking.
- Contribute to your favorite cause with our matching charitable donation plan.
- Balance your work-life with our generous leave and holiday program. Manage your work and other responsibilities with flex time.
- Take part in activities such as our annual holiday parties, summer family picnics, and various community and charitable outreach programs.
- Plan for retirement with our 401(k) program, Employer matching program, and Employee Stock Ownership Plan (ESOP).

# CALIBRE

*Our Success Follows Yours*



## CALIBRE

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