



Banking 2004, and on 2005.

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To All CIBER Employees:

The good news, 2004 is in the bank and it was CIBER's greatest revenue year and best income year since 1999. The better news, we finished 2004 with a record revenue quarter, thanks in part to Novasoft's new contributions.

The best news, 2005 should be bigger yet. We can be positive that revenues will be larger, the largest ever. We can be confident that income will be up, but keeping our costs down and finally stopping the gross profit erosion is necessary.

Turning more specifically to the business of our business, there are many exciting things happening. First and foremost is CIBERsites, our initiative to create jobs in America and grow CIBER organically. There are good reasons to do business in India, offshore, but there are also reasons to do some of the work, that isn't done better offshore, in the U.S. Embrace it, support it, champion it – it is good for everyone.

As to the U.S., we are seeing lots of noise from customers early in 2005. We have new wins, particularly in the telecom space, but autos and pharmaceuticals are pushing as well. Our Federal business is looking good, and State & Local is trying hard to convert its pipeline plus wrap up an old project. Our package group, CES, had a great fourth quarter, led by Eric Borcharding's Technology Solutions Group. The new Oracle/PeopleSoft combination has its challenges for service providers. We are working hard to mitigate these and, in fact, take advantage – but the winners could very well be two other CIBER initiatives – Lawson & SAP.

On the European front, the fourth quarter was more up than down, but there were a couple of downs. The "ups" were terrific – new Novasoft, almost as new Ascent, oldest (1999) Netherlands, and Norway (a 2003 addition to our model). Denmark and part of the UK (both from the 2003 addition), represented the "downs" – but we have progress and action plans to turn these up quickly.

Back to SAP, our work with them is now by far the largest ISV relationship we have, dwarfing by 2x Oracle/PeopleSoft, and we have recently added further to this SAP jump-shift in San Mateo, California.

Enough for now, things to get done so there will be more to write about next time. If Wall Street would just give our sector, and us, more credit; after all, it is our turn to enjoy the fruits of our work. Keep working – we have a new year to bank.

Mac Slingerlend



CIBER for Families

Harrisburg

This year the Harrisburg branch decided to support the “Healthy Beginnings Plus” program administered by Lancaster General Hospital in Lancaster Pennsylvania. As opposed to helping one family, they helped many families make their holidays a happy one.

The manager of this program, Mary Steffey, RN, explained that this is a state funded program for expectant mothers who are currently receiving medical assistance. A dedicated staff of doctors, nurses, midwives, and social workers ensure that these expectant mothers get the best care possible during their pregnancy and extend that care to the babies after they are born. They provide for over 1,200 women a year, many of whom are still teenagers. Each client is provided home visitation by a Registered Nurse and a Social Worker. They intimately know their clients and their circumstances. Social Workers determined which clients had the greatest needs and distributed the CIBER donations accordingly. Gifts provided were for a baby’s first year of life. Harrisburg employees also donated clothing that was appropriate for other members of the families. All in all, it was a most rewarding experience.

New York

For the last five years the Hoboken Branch has participated in the CIBER for Families program and it has always been a great success. In this holiday tradition they offer a yearly cash donation to the local Hoboken Shelter from employee contributions. Area Director, Catherine Stalker, matched the total amount donated. This year Hoboken collected a total of \$893.00.



Sister Norberta of the shelter was very happy to accept the contribution. This non-denominational Hoboken shelter houses approximately 30 adults and provides counseling, social services, medical, housing, job referrals, money management training, drug and alcohol rehabilitation and mental health linkage. Every evening this shelter feeds between 70 and 100 people, including many elderly citizens of Hoboken who would otherwise go without a meal.

Hoboken also donated 27 gifts to the St. Francis Church for children in the Pediatric Aids Ward.

Thanks to the generosity of the CIBER Hoboken staff. In conclusion they made all the holidays a happier one by sharing with those in need.

Phoenix

This year CIBER Phoenix wanted to concentrate on children in the Valley. The Scottsdale office collected almost \$700 in donations which was used to support the local shopping mall Christmas Angel Tree Program. This program provides new clothing and toys to children throughout the area who would normally wake up with little or nothing under the Christmas tree. They purchased new winter outfits, socks, shoes and toys for five little angels. It was a truly rewarding and fun experience. Thank you to all who contributed!

Washington D.C. Government

Washington D.C. Government donated money to the Fisher House Foundation which provides short-term family-style accommodations to wounded servicemen and women and their families so that the families can be together. The CIBER donation will help defray the operating costs for this organization which touches the lives of many families. They find great satisfaction in knowing that they can help during this time when our armed forces are fighting to protect our nation.

Employee Referral Bonus Drawing Winners

Jason Thrash, a Rocky Mountain Government employee, won the third quarter 2004 drawing and Bernard Carlson, a Rochester, MN employee, won the fourth quarter 2004 drawing. They each received a \$1,000 bonus for their referral hires in addition to their original bonus. If you are interested in referring a candidate to CIBER contact a recruiter at the branch/division your referral is interested in working for to submit their resume. See CIBERspace for further details on the process.

Remtech Recognized by The Air Force

During World War II, the US Military used "E" flags to recognize companies whose efficient production made major contributions to the overall war effort. Today, they have adapted this tradition as a way to recognize the vital partnership between America's Air Force and the civilian employers of Air Force Reserve Command and Air National Guard airmen. Mr. Russell Scott, a CIBER Federal's Remtech Project Manger at FE Warren AFB (Cheyenne, WY) received a letter and lapel pin from the Secretary of the Air Force and Chief of Staff of the Air Force expressing their appreciation to CIBER as the civilian employer of Jason Maldonado, a CIBER FE Warren AFB employee and Technical Sergeant in the guard.

PeopleSoft Changes Coming Your Way

Self Service: New enhancements will be available in PeopleSoft Employee Self Service in upcoming weeks. New features include:

- Initiation of name and marital status changes
- Updates to address, phone and e-mail information

Check out these enhancements along with existing self service features at <https://ciberspace.ciber.com>. After logging into CIBERspace, click on the PeopleSoft Self Service link on the left side of the page under "links for you."

PeopleSoft Migration: The migration from Changepoint to PeopleSoft will begin in March and will take place over a three month period. As each branch is migrated, employees will enter their time and expense information into the PeopleSoft Travel and Expenses module. Additionally, branches will access PeopleSoft directly to maintain customer, project, and billing setup.

We are excited to bring this new access to all CIBER employees. Look for announcements to appear in upcoming months.

Training will be conducted with local office administration on site. End User training will occur via web sessions, and other mediums depending on local office recommendations. Be sure to watch for training communications coming from your local office and from the Training Team at Corporate.

Tsunami Relief Effort

Cathy Porter, a CIBER Corporate Business Process Improvement Employee, kneels before HRH Princess Sirinthorn and Executive V.P. of the Thai Red Cross Society, to present CIBER's charitable contribution to the Tsunami Relief Effort. Sansanee Suvarnasorn, wife of CIBER Senior Vice President Pong Suvarnasorn looks on.



CIBER e-mail-

How Do I Forward My e-mails to My Client/Home e-mail Address?

The majority of our employees have multiple e-mail addresses including their CIBER e-mail address. It may be easier if your CIBER e-mail were forwarded to a client or home address so that you would not have to check your CIBER e-mail daily. There are two ways to forward your CIBER e-mail.

The first is to call the CIBER helpdesk at 888-773-2778 and request that your e-mail address in our mail system is changed to your client or home e-mail address. E-mail will show coming directly from the sender of the e-mail.

The second way is to have your mail forwarded from your CIBER e-mail account to the e-mail address of your choosing.

- Login to <https://mail.ciber.com>
- Select the Rules link on the bottom left pane
- Click 'New'
- Type a 'Rule Name' (optional)
- Select 'Forward it to' and then type your forwarding e-mail address
- If necessary, check mark 'Keep a copy in my Inbox'
- Click 'Save and Close'

Note: All forwarded emails will show your name in the FROM field with FW: in the subject line followed by the original subject. You can also forward your CIBER emails to multiple e-mail addresses separated by a semicolon in the 'Forward it to' field.

Please remember that if you change your client or home e-mail address you must call the help desk or reset your forwarding rule to change your e-mail address in the CIBER system.

www.ciber.com

Did you know....

that you can view the Linkage online? Visit CIBERspace, go to News, then Linkage. The past is at your fingertips!

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