

Message from Chief Compliance Officer Joe Kale

December 16, 2010

By now you may have seen internet rumors concerning an incident involving DynCorp International personnel in Afghanistan that occurred more than 20 months ago. These rumors - sensational and inaccurate - continue to appear despite the fact that they are baseless. It is important for you to know the facts. This also serves as a reminder about the commitments that we have all made to behave ethically, exhibiting our shared values, and embracing our social contract.

Here are the facts: In April 2009 a 17-year-old local Afghan dancer, who performed at local events such as weddings and other celebrations, was hired to perform a traditional Afghan dance at an employee's going away party. A site manager stopped the performance after recognizing that the situation was culturally insensitive and inappropriate, and a thorough investigation was conducted.

The investigation found that, although there were no illegal behaviors, personnel exhibited extremely poor judgment in allowing the performance to occur in the first place, and several people were terminated. Directly following the incident, DynCorp International senior leadership flew in-country to provide face-to-face ethics and compliance training at each of the regional training centers, and subsequently undertook other initiatives to provide the best possible safeguards against inappropriate behavior.

Unrelated to the incident, over the past year and a half we have developed an enhanced Code of Ethics and Business Conduct; created a position of Chief Compliance Officer to oversee all ethics and compliance issues; introduced an independently-maintained hotline to provide employees with a 24-7 channel to register complaints if they believe an instance of wrongdoing has occurred; and have taken other actions to further strengthen our companywide dedication to ethical behavior.

DynCorp International is committed to conducting business with uncompromising integrity and professionalism, and we take any instances of wrongdoing seriously. As part of that commitment, we clearly define expectations, train employees according to those expectations, and hold people accountable for their behaviors. We also act swiftly and consistently if shortcomings are identified.

While this incident was an example of poor judgment on the part of a few individuals, every day thousands of employees around the world do the right thing under the most difficult and challenging circumstances. Thank you for everything you do to serve today for a safe tomorrow.

- Joe Kale