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**CIBER'S GLOBAL SOLUTION CENTER IN TAMPA
RECEIVES PRESTIGIOUS ALFRED P. SLOAN AWARD**

TAMPA, Fla. – Dec. 15, 2009 – The CIBER Inc. (NYSE: CBR) Global Solution Center in Tampa has been awarded the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility. This award is given to organizations of all sizes and all types across the country that are using workplace flexibility as a strategy to increase workplace effectiveness and yield positive business results. Having received this award, CIBER will also be recognized nationally and be featured in next year's edition of the *Guide to Bold New Ideas for Making Work Works*, published by Families and Work Institute.

The Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility are part of the *When Work Works* project, an ongoing initiative of Families and Work Institute, the Institute for a Competitive Workforce (an affiliate of the U.S. Chamber of Commerce), and the Twiga Foundation. Through *When Work Works*, these partner organizations provide research, resources, and recognition to employers nationwide. The project shares the results of research on creating effective and flexible workplaces that meet the needs of the 21st century.

“From new forms of flexible work arrangements that minimize lay-offs, to creative cost-cutting that retains core medical benefits, to providing financial information and support to employees, these employers are braving the economic storm through innovative policies that prevent undue shock to their workplaces and their employees,” said Ellen Galinsky, President, Families and Work Institute.

“We are thrilled to be a second-time winner of the Alfred P. Sloan award,” said Clif Daniel, CIBER Tampa Global Solution Center Director. “Being flexible is a business necessity in the current economic climate, allowing us to create a work environment that supports challenges and rewards our employees, from hiring on through to retirement. By thinking outside the box, we are able to recruit

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and retain top caliber staff that come on-board and stay on-board because of the culture we've created.

In recognizing that our employees have varied family and life situations, and respecting those differences, we position ourselves to help our employees contribute in ways that work for them, all without confining someone to a cubicle from 9-5 and without compromising our business model.”

Now in its fifth year, the prestigious awards program expanded its application base to organizations nation-wide for the first time in 2009. With the introduction of an “at-large” category and 30 participating communities across the country, any organization in the U.S. was eligible for the award. Applicants were evaluated in a rigorous two-step process, first comparing the employer’s application to nationally representative data from Families and Work Institute’s *National Study of Employers*, and then corroborating the employer responses through a survey of employees.

The Families and Work Institute (FWI) is a nonprofit, nonpartisan research organization that studies the changing workforce, family and community. As a preeminent think tank, FWI is known for being ahead of the curve, identifying emerging issues, and then conducting rigorous research that often challenges common wisdom and provides insight and knowledge. As an action tank, FWI conducts numerous studies that put its research into action and then evaluates the results. Its *purpose is to create research to live by*. For more information, see www.familiesandwork.org.

The Institute for a Competitive Workforce (ICW) is a 501(c)3 affiliate of the U.S. Chamber of Commerce and is working to ensure that businesses have access—today and tomorrow—to an educated and skilled workforce. ICW’s primary responsibilities for the *When Work Works* project are to provide support to the communities and connect local initiatives to national Chamber efforts. For more information, visit www.uschamber.com/icw.

The Twiga Foundation is dedicated to inspiring, promoting and maintaining a family consciousness at home, in the workplace and in the community. Twiga’s primary responsibilities for the *When Work Works* project are to provide support to the communities, acting as a liaison to key stakeholders in the *When Work Works* communities to build a broad local leadership constituency for creating better workplaces that meet the needs of employees, employers and communities. For more information, visit www.twigafoundation.org

About CIBER, Inc.

CIBER, Inc. (NYSE: CBR) is a pure-play international system integration consultancy and outsourcing provider with superior value-priced services and reliable delivery for both private and government sector clients. CIBER’s services are offered globally on a project- or strategic-staffing basis, in both custom and enterprise resource planning (ERP) package environments, and across all technology platforms, operating systems and infrastructures. Founded in 1974 and headquartered in Greenwood Village, Colo., CIBER now serves client businesses from over 60 U.S. offices, 25

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European offices and seven offices in Asia/Pacific. Operating in 18 countries, with more than 8,500 employees and annual revenue of approximately \$1.2 billion, CIBER and its IT specialists continuously build and upgrade clients' systems to "competitive advantage status." CIBER is included in the Russell 2000 Index and the S&P Small Cap 600 Index. CIBER, the Reliable Global IT Services Partner. www.ciber.com.

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