



THE SAIC SOLUTION

Built *by* Employee Owners

J. ROBERT BEYSTER

“A must-read for those interested in improving productivity of their employees in a global economy. Dr. Beyster truly created large-scale employee ownership in the United States.

B. R. Inman, Admiral, U. S. Navy (Ret.)

“Dr. Beyster developed one of the first long-lasting high tech corporations with broad-based employee ownership and profit sharing and demonstrated that financial inclusion could work and prosper. His revised book teaches us that corporate governance and the role of boards requires an equivalent emphasis for employee ownership to sustain itself in a major corporation.”

*Joseph Blasi, J. Robert Beyster Professor, Rutgers University,
School of Management and Labor Relations, Author of The Citizen's Share*

“*The SAIC Solution* is a valuable reminder that firms can be great by doing what is right, and offers lessons on how to do it. Boards of directors, CEOs, and shareholders: read this book.”

*Dr. Richard Freeman, Herbert Ascherman Chair in Economics,
Harvard University, Author of The Citizen's Share*

“None of us is as smart as all of us”

In *The SAIC Solution, 2nd Edition*, Dr. J. Robert Beyster — who founded SAIC in 1969, and grew it into the nation’s largest employee-owned research and engineering company — addresses a number of recent issues faced by the company, including its 2006 IPO and the subsequent dismantling of its employee-ownership culture, significant loss of shareholder value, and eventual split up. This book includes best practices for steady and rapid growth, and is a cautionary tale for any entrepreneur, company founder, or executive who may find that the company and culture he or she built over the course of many years is at risk.



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