



## 2018 Affirmative Action Program - Corporate Policy Statement

It is ManTech's philosophy that all people shall be regarded with respect for their individual capabilities and not evaluated against any arbitrary categorization. This recognition of an individual's personal qualities is a moral and ethical obligation of each one of us.

Both the President and Chief Executive Officer, and the Sr. Vice President and Chief Corporate Human Resources Officer, intend to implement continually and effectively, ManTech International Corporation's Affirmative Action Program throughout every facet of our operations. Among the specific items that will receive special attention from us and our management staff are the following:

- We will base all decisions relative to recruiting, hiring, training, selecting, transferring, promoting or disciplining without regard to race, color, sex, religion, age, sexual orientation, gender identity and expression, national origin, marital/parental status, pregnancy/childbirth or related conditions, physical or mental disability, genetic information, status as a Disabled Veteran, Recently Separated Veteran, Active Duty Wartime or Campaign Badge Veteran, Armed Forces Services Medal, or any other characteristic protected by law.
- We will make all decisions relative to employment on a non-discriminatory basis to further the principle of Equal Employment Opportunity (EEO) and only valid job-related qualifications will be required for open positions.
- We will ensure that all personnel policies relating to compensation, benefits, leave policies, education assistance, and social and recreational programs will be administered without regard to race, color, sex, religion, age, sexual orientation, gender identity and expression, national origin, marital/parental status, pregnancy/childbirth or related conditions, physical or mental disability, genetic information, status as a Disabled Veteran, Recently Separated Veteran, Active Duty Wartime or Campaign Badge Veteran, Armed Forces Services Medal, or any other characteristic protected by law.
- We will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

Details relating to actions taken to implement this policy are contained in our formal written Affirmative Action Plans. Jeffrey Brody, Chief Human Resources Officer has been designated as the EEO Coordinator. Mr. Brody has our complete support in implementing and monitoring our Affirmative Action Program. We solicit full cooperation from each ManTech International Corporation employee in implementing this program. We are concerned as much with the goals of our program as with the specific policies and procedures used to achieve it. As we meet our affirmative action goals and timetables, we will benefit from a diverse and inclusive workforce that enables every employee at every level to perform to his or her potential.

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**Kevin M. Phillips**  
President & Chief Executive Officer  
ManTech International Corporation





## **2018 Affirmative Action Program - Corporate Policy Statement** *for persons with disabilities*

ManTech strongly endorses the purpose and intent of Section 503 of the Rehabilitation Act of 1973, and its amendments - the Americans with Disabilities Act of 1990. It is our conviction that qualified persons with disabilities should have equal opportunity in all areas of employment in ManTech International Corporation. ManTech's President and Chief Executive Officer, and the Chief Human Resources Officer, pledge to cultivate an aggressive attitude among all elements of the corporation toward affirmative action for persons with disabilities. Management is expected to give special attention to the following items:

- Communicating our affirmative action program for persons with disabilities in all official company media and business dealings.
- Building acceptance of persons with disabilities among managers, supervisors, and all employees.
- Obtaining advice on placement, recruitment, and training from state vocational rehabilitation agencies, voluntary health organizations, or other professional technical assistance organizations concerned with the welfare of these individuals.
- Providing reasonable accommodations for our qualified persons with disabilities unless it poses undue hardship to the company or a direct threat to the health and safety of others.
- Implementing the company's 'No Harassment' policy including the prevention of harassment of persons with disabilities placed through affirmative action program efforts.

We are fully cognizant that personnel actions are normally initiated at the management or supervisory level. It is essential therefore, that all levels of management be made aware of ManTech's commitment to the program in their daily activities. We also solicit the full cooperation from each employee in implementing this important program.

A written Affirmative Action Plan for Persons with Disabilities is available for inspection by any employee or applicant for employment during working hours, in the Human Resources Department. We invite all persons with disabilities to self-identify and be covered under this program. Submission of this information is voluntary and refusal to provide it will not subject an individual to discharge or disciplinary treatment.

ManTech International Corporation's Equal Employment Opportunity coordinator is Jeffrey Brody, Chief Human Resources Officer. Mr. Brody is responsible for the implementation, development and execution of this program for ManTech International Corporation.

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**Kevin M. Phillips**  
President & Chief Executive Officer  
ManTech International Corporation





## **2018 Affirmative Action Program - Corporate Policy Statement** *for disabled veterans and other covered veterans*

The men and women who have served in our Armed Forces have contributed mightily to the preservation of our nation. The U.S. government has enacted the Vietnam-Era Veterans Readjustment Assistance Act of 1974, as amended, (the "Act") to ensure that federal government contractors use affirmative action to employ and promote qualified disabled veterans and other covered veterans under the Act. This affirmative action program reaffirms ManTech's commitment to providing equal job opportunities for our veterans. ManTech is and will continue to operate in the spirit of the act, as the nature of our business encourages compliance with the law. In accordance with the act we will demonstrate our adherence to its provisions by closely monitoring all personnel actions concerning our veterans. We and the management staff regard the following among our highest priorities:

- An annual review of our employment practices to ensure compliance with the required Affirmative action initiatives for the employment and advancement of our employees who are covered veterans.
- An annual review and update of the written Affirmative Action Plan and communication of that plan to management, employees and applicants for employment under this program.
- To provide reasonable accommodation for the physical and mental limitations of qualified disabled veterans.
- To notify state employment agencies and veteran's affairs offices of ManTech's various employment opportunities on a regular basis.

We are fully cognizant that personnel actions are normally initiated at the management or supervisory level. It is essential, therefore, that all managers and supervisors are made aware of ManTech's commitment to affirmative action for covered veterans in their daily activities. We also solicit full cooperation from each employee in implementing this important program.

The written Affirmative Action Plan for Disabled Veterans and Other Veterans is available for inspection by any employee or applicant for employment during working hours. The plan can be obtained in the Human Resources Department. We invite all disabled veterans and other veterans covered by the Act to self-identify and be covered under this Affirmative Action Program. Submission of this information is voluntary and refusal to provide it will not subject an individual to discharge or disciplinary treatment.

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**Kevin M. Phillips**  
President & Chief Executive Officer  
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