ManTech Matters

50 YEARS
Securing the Future

ManTech
Winter 2018
At the West 2018 sea services conference in San Diego in February, I had the opportunity to hear Deputy Defense Secretary Patrick Shanahan’s keynote address. Several points he made stood out for me immediately:

“When the collective we – government and industry – are aligned, we have a history of dominating.”

Mr. Shanahan went on to observe that the success of America’s new defense strategy hinges on “speed, efficiency and innovation” and that “the Department shouldn’t be setting standards – industry should be.”

Mr. Deputy Secretary, ManTech hears you.

The almost identical theme of “speed, agility, precision and efficiency” resonates in every syllable ManTech communicates to its customers. Our mission mirrors yours and that of all customers we serve throughout the intelligence, defense and federal civilian sectors. ManTech has helped raise this standard for close alignment for decades. As we mark the company’s 50th year in business, we are proud to point to our scorecard with customers, employees and independent analysts:

- **Outstanding 2017 Results**, including annual revenue of $1.72 billion, more than $4.2 billion in contract awards – half of it for new business – and an industry-dominating book-to-bill ratio of 2.4.
- **Named the “No. 1 Company for Veterans”** by Monster.com for the second consecutive year. Today 47 percent of employees are veterans.
- **ManTech Ranks as a “Top 100 Global Technology Company”** by Thomson Reuters.

These accomplishments point to a strong performance in 2018, and as ManTech’s new CEO I am proud to report them.

Going forward we will stay the course, with intense commitment to serving our customers’ missions. ManTech will continue to be recognized for our speed, agility, precision and efficiency in serving our customers.

That is by design. Throughout 2017, I addressed the importance of our 2020 Strategic Plan. The success we have achieved flows directly from our commitment to and discipline in putting that plan to work.

ManTech’s high-end capabilities in cyber, data collection & analytics, enterprise IT and systems and software engineering map precisely to our customers’ most critical missions, a synergy that creates true differentiation for us in the marketplace.

We also support full life cycle enhancement and sustainment of innovative and flexible systems critical to platforms that support land, sea, air, space and cyberspace operations.

In 2018, we will follow this identical business model – doing what works best for those we serve, and in turn for ManTech and all those who make this vision of service tangible and measurable for our customers.

People are the most critical element in ManTech’s formula for success. In 2017 we set out to be the government contracting industry’s “employer of choice,” and we are well on our way.

ManTech people now number more than 7,600 individuals, all unique for their expertise, work and service ethic. To demonstrate how we value them, we have invested in our core capabilities to drive innovation, launched a college-accredited course in advanced cyber certification with our partner Kaplan University, soon to be Purdue University Global, and created Communities of Practice (COPs) where employees can share fresh knowledge key to career advancement.

We launched MyWorkday to streamline the daily work process for everyone and the ManTech NOW app to provide timely news and company information. And we’re just getting started.

ManTech is creating a new college-accredited cloud-based training and degree program to meet the growing mission and customer demand. We are also launching national advertising campaigns to attract recruits, build our workforce and promote our brand to customers.

This heightened level of activity reflects our success and confidence in “securing the future,” a role where ManTech clearly dominates.

Get ready as we accelerate on the most exhilarating and fulfilling ride in the government contracting arena – one that never slows down or stops.
The Golden Anniversary of ManTech: Celebrating the Past and Securing the Future
ManTech grew from one man’s modest dream, fueled by keen business acumen and fierce determination to carve a unique niche in the government contracting world. The result is an enduring and trusted partner to government that provides innovative technology solutions for the nation’s defense, intelligence and federal civilian communities.

ManTech started out as Management Technologies in 1968, winning a single contract to develop sophisticated war-gaming computer simulation models to help amplify the U.S. Navy’s submarine community’s quest to contain and defeat the Soviet fleet if the need arose.

Fifty years, numerous contract wins, key strategic acquisitions and with the support of thousands of talented employees, ManTech has helped reshape the national security landscape. Today we lead in delivering security solutions for cyber, enterprise IT, data collection and analytics and systems and software engineering.

Beginning with that first contract, we have committed to sustaining the military and enhancing what we deliver. We have been a world-class systems integrator since day one.

“I have always held that our business is to provide the services that our government needs most,” says George J. Pedersen, ManTech’s co-founder and now executive chairman. “For 50 years, ManTech has focused on our customers’ most important missions. As a result of our hard work and passion for mission, we are well positioned for the future. Our strength is our people.”

ManTech has fashioned solutions for some of the most critical aspects of our customers’ missions, providing the people and technologies to achieve high-priority objectives. “We entered 2018 on the heels of a very strong year and are celebrating this important milestone of our 50th Anniversary,” says President and CEO Kevin Phillips. “Our company was built on a strong foundation of integrity, trust and respect – all values that transcend the test of time. Looking ahead, our mandate will not change.

“We will continue to build on our proud history of securing the future,” says Kevin, who joined ManTech in 2002 with the company’s acquisition of CTX Corporation. “We play a vital role in our industry and are charged with tackling some of the most challenging problems facing our nation.”

One seminal event was “Project Viking,” so named for Mr. Pedersen’s Norwegian heritage, and the code name for a major undertaking. In 2002, ManTech went public on the NASDAQ, a landmark event that propelled ManTech from a $400 million solutions provider to a company that today boasts a market cap of $2.1 billion and a workforce of more than 7,600 supporting missions around the globe.

Many other notable accomplishments punctuate our history. (See timeline, page 8-9.)

“It was George’s vision that drove us to what we are today,” says Evan Hineman, former president of ManTech’s National Security Solutions Group, the precursor to today’s Mission, Cyber & Intelligence Solutions Group. Evan, now a ManTech consultant, joined the company in 2001 after 25 years in the intelligence community.

His career includes serving as president of TASC, Inc., and as the deputy director of Science & Technology at the CIA from 1982 to 1989. “Try to find another company in this business of this relative size that’s been around for 50 years, under the same leadership and with as broad a scope as ManTech’s,” Evan says. “I don’t think you can.”

ManTech entered the space arena in the 1980s, beginning a years-long partnership with NASA.
In the 1970s, ManTech was in Berlin for the Cold War. We ushered in the 1980s by acquiring a key firm that thrust us into the intelligence sector. In the late 1980s we entered the space arena, beginning a years-long commitment to NASA that included vital support of the Hubble space mission, led to a prominent role in the James Webb Space Telescope program, and continues today with many other NASA programs, including our managed services work for the NASA Jet Propulsion Laboratory.

Following the Sept. 11, 2001, terrorist attacks, ManTech was the first contractor at the World Trade Center to assess air quality so that crews could safely begin restoration efforts. We assisted in the 2008 rescue mission to free 15 hostages held captive for five years by Colombian rebels.

Throughout the years, ManTech has been a part of every major U.S. contingency operation since Desert Storm, a distinction laced with pride and melancholy. ManTech has lost three employees, two in a plane crash in the mountains of Afghanistan and one killed by a roadside bomb.

“We have not forgotten and we never will,” Mr. Pedersen has said of their deaths. “Since our founding, we have committed to supporting the families of our employees who have sacrificed themselves for our nation.”

That commitment to our people, and all those we work with, remains a strong differentiator for ManTech today. Asked to describe ManTech in one word, both Ming Lau and Kimberly Bowley – who both have been with the company for 38 years – say that word is family. “When I needed them most, ManTech took good care of me,” Ming shares. In 1998, ManTech established the Special Assistance Fund to provide emergency assistance to employees, organizations and groups impacted by tragedies or catastrophes.

The list of charitable campaigns ManTech supports is long. It includes support for the Ivymount School’s Transition-to-Work Program for students with autism and the Fisher House program that provides housing for wounded troops and their families recovering at hospitals. A decade ago, George and Marilyn Pedersen helped start Johns Hopkins University’s Brain Science Institute (BSI), a unique center dedicated to researching brain development and function to advance the treatment of brain disease.

From the outset, ManTech’s strong commitment to its mission has proved vital to some of the nation’s most critical national security customers, says Richard Armitage, who has served on ManTech’s advisory board since 1995 and on the Board of Directors since 2005.

“ManTech strategically positioned itself as a key player by starting with those three letter agencies in the cyber domain years ago,” says Mr. Armitage, who has a notable career with the State and Defense Departments. “Now, more than ever, we are on a good footing to provide that security for the future.”
It began with a dream and a lot of determination 50 years ago. Today, I couldn’t be more proud of how that dream took shape. From one contract to provide modeling and simulation services to the U.S. Navy – it is amazing to think how far we have come.

But today is more about looking to the future than reminiscing about the past (though a remarkable past it has been). We face a dynamic future of disruptive technologies that are sure to change our lives more than the Industrial Revolution did. Technology has evolved so rapidly and our always-connected world means a new day is on the horizon. ManTech has been part of the technology revolution from the start, particularly in the world of IT and cyber. As that dynamic future evolves, ManTech is better positioned now than ever to lead the advances.

From that September day our company got its start in New Jersey five decades ago, ManTech has been my life. It has been the life of my family. And though we have moved the business, grown and advanced at a quick pace, we’ve never lost sight of our core values and commitment to one another.

I’m not sure if I ever envisioned ManTech would reach its current size and become as significant as we are today, but my goal from the beginning was to build a company that our government could depend on. ManTech was one of the first contractors to support the demands for technology and engineering services. We’ve delivered on our promise to give our government the ability to secure our lives and our liberties in this country and beyond. We’ve delivered on the promise to give our customers the ability to use technology to accomplish their work for the American public. And we’re delivering on the promise to secure the future for years to come.

As a services company, ManTech’s success has depended on and will always depend on the dedication, integrity, ingenuity and drive of its people. This is what has always set ManTech apart from and above its competitors. Our company mission becomes our culture.

ManTech is more than a business. It’s a mission. It’s not a place to find a job, but to make a career, to grow a life. It’s a family. We support the people who keep our country safe, who provide vital services for those who put their lives on the line. I have and will always focus on the needs of our employees, those working in harm’s way or whose lives have been jolted by disaster.

We have accomplished so much during our first 50 years to empower our customers to safeguard our country. Now, the question we should be asking is: What’s next? That’s an exciting question.

My deepest gratitude to all of you for helping to make ManTech a success, now and for decades to come.