

ManTech

**Digital Transformation and Engineering Management Commercial Price List
ManTech International Corporation
November 2022**

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Model Governance Support Services

Tier Level	Package Level	Description	Includes	Price**
Basic Support	Bronze	<p>Basic Support introduces the ManTech Model Governance Framework to the client with deep dives into Governance objectives and requirements so the team will be successful in following and implementing the guide. Over the course of three months ManTech SMEs can be of help with any discussions related to structuring the clients Governance plan, scoping the models and digital threads. The 3-month engagement ends with a closing meeting to ensure whatever is in the governance model can be operationalized and any refinement or feedback are given for future release to the model governance guide that the client will have access to.</p>	<ul style="list-style-type: none"> - 1- day face-to-face kickoff meeting - 1-day face-to-face closing meeting - 3-month access to SME for any questions regarding the guide and how to develop the governance model (up to 10 hours per week) - Perpetual License to ManTech's Model Governance Guide for the program - Updates to the ManTech's Model Governance Guide 	\$105,000.00
Enhanced Support	Silver	<p>Enhanced support includes basic support over a six-month period with an additional 2 days onsite to work the clients model governance model.</p>	<ul style="list-style-type: none"> - 1-day face-to-face kickoff - 2-day face-to-face engagement - 1-day face-to-face closing meeting - 6-month access to SME for any questions regarding the guide and how to develop the governance model (up to 10 hours per week) - Perpetual License to ManTech's Model Governance Guide for the program - Updates to the ManTech's Model Governance Guide 	\$175,000.00

Tier Level	Package Level	Description	Includes	Price**
Premier Support	Gold	Premier support includes enhanced support with extra consulting hours over the six months that would allow us to also help with modeling the clients governance system as augmentation to the core clients modeling team.	<ul style="list-style-type: none"> - 1-day face-to-face kickoff meeting - 2-day face-to-face engagement - 1-day face-to-face closing meeting - 6-month access to SME for any questions regarding the guide and how to develop the governance model (up to 20 hours per week) - Perpetual License to ManTech's Model Governance Guide for the program - Updates to the ManTech's Model Governance Guide 	\$265,000.00
White Glove Support	Platinum	The white glove support is a six-month engagement with a dedicated SME that will lead the development of the client's governance model. By the end of the six months the client will have a first release of the governance model for use on the program.	<ul style="list-style-type: none"> - 1-day face-to-face kickoff meeting - Two 2-day face-to-face engagements - 1-day face-to-face closing meeting - 6-month access to SME who will lead the team in the initial release of the client's governance model - Perpetual License to ManTech's Model Governance Guide for the program - Updates to the ManTech's Model Governance Guide 	\$486,000.00
Additional Support Hours	FP Rate per Hr	Additional Services	If required	\$375.00
**FFP includes \$2,000 license fee				

Labor Category Rates

Billing Category	Rate
Digital Engineer - IV	\$490.00
Digital Engineer - III	\$375.00
Digital Engineer - II	\$275.00
Digital Engineer - I	\$180.00

Labor Category Qualifications

Labor Category	Labor Category Description
Digital Engineer - IV	<p>Years of Experience: A minimum of 15 or more years of applicable complex system design experience including hardware/software integration of complex systems, and related experience involving application of systems engineering, systems theory, digital engineering, model-based systems engineering.</p> <p>Functional Responsibilities: Performs executive coaching and consulting to organizational leadership seeking to adopt digital technologies (such as digital twins, engineering data fabric, cloud computing, augmentation, automation, machine learning, etc.). Facilitator of change through organizational change management, vision and strategy developments, training curriculum development, and technical budgetary planning, Architects and develops industry leading digital engineering solutions for organization's digital transformation journey.</p> <p>Education: Master's degree or Ph.D. in Engineering, Mathematics, Physics, or a related field or equivalent experience.</p>
Digital Engineer - III	<p>Years of Experience: A minimum of 10 or more years of applicable complex system design experience including hardware/software integration of complex systems, and related experience involving application of systems engineering, systems theory, digital engineering, model-based systems engineering.</p> <p>Functional Responsibilities: Develops, implements, and delivers innovative digital engineering solutions to solve complex cyber-physical technical problem sets that occur during system engineering activities throughout the system development lifecycle. Included integration of people, processes, training, and tools to perform organizational transformation across technical planning, architecture definition, integration, verification, and validation, cost and risk, and supportability and effectiveness analysis. Ensured the logical and systematic conversion of customer or product requirements into total solution, acknowledging technical, schedule, and cost constraints.</p> <p>Education: Master's Degree or Ph.D. in Engineering, Mathematics, Physics, or a related field or equivalent experience.</p>
Digital Engineer - II	<p>Years of Experience: A minimum of 5 or more years of applicable complex system design experience including hardware/software integration of complex systems, and related experience involving application of systems engineering, systems theory, digital engineering, model-based systems engineering</p> <p>Functional Responsibilities: Implements and delivers digital engineering solutions to perform full range of systems engineering activities throughout the system development lifecycle. Included organizational change management, technical planning, architecture definition, integration, verification, and validation, cost and risk, and supportability and effectiveness analysis. Ensured the logical and systematic conversion of customer or product requirements into total solution, acknowledging technical, schedule, and cost constraints.</p> <p>Education: Bachelor's Degree in engineering, Mathematics, Physics, or a related field or equivalent experience.</p>

Labor Category	Labor Category Description
Digital Engineer - I	<p>Years of Experience: A minimum of 1-year related experience involving application of systems engineering, systems theory, digital engineering, model-based systems engineering.</p> <p>Functional Responsibilities: Implements and delivers digital engineering solutions to perform full range of systems engineering activities throughout the system development lifecycle. Included organizational change management, technical planning, architecture definition, integration, verification, and validation, cost and risk, and supportability and effectiveness analysis. Ensured the logical and systematic conversion of customer or product requirements into total solution, acknowledging technical, schedule, and cost constraints.</p> <p>Education: Bachelor's Degree in Engineering, Mathematics, Physics, or a related field or equivalent experience.</p>

General Guidelines

The compensation system of ManTech International Corporation and its subsidiaries is designed to pay equitably and fairly for services rendered in a manner which aids in attracting, retaining and motivating competent employees without regard to race, sex, age, national origin, religion, or physical ability while providing appropriate control of overall compensation costs.

Commercial Rates are calculated using maximum basic salary for a Job Level, loaded at Commercial Cost Center Rates, and adjusted in accordance with the ManTech International Strategic Plan and Initiatives, and future year recruitment expectations.

Price Deviation: Concessions, discounts or other deviations are addressed on a case-by-case basis and are subject to approval by executive level management.

Customer Site Rates are effective only if service is performed on customer premises for at least six (6) months.

Travel and Accommodations and Other Direct Costs are handled on an order-by-order basis and are subject to open market prices.

Education Equivalence: Where the job description requires a certain level of educational qualification or “equivalent experience”, the following guidelines may prove helpful:

Associates Degree	4-5 years of directly related experience
BS/BA (Not engineering)	7-8 years of directly related experience
Engineering Degree	10 years of directly related experience.

To determine the appropriate salary grade for a position, a benchmark analysis technique is used. This technique is defined as the comparison of the average paid rate for similar positions based on salary survey information. The position is placed in the ManTech salary structure using midpoint control. The compensation program objective is to maintain (or place) positions in the ManTech salary structure within plus or minus five (5) percent of survey data average paid rate. Changes in benchmark position rates are normally met by an annual adjustment in salary ranges. Variations in paid rates caused by supply vs. demand of a particular skill in a local/regional area are met through salary grade level adjustment in the existing structure. Separate structures may be required to compensate for the extreme paid-rate variations for these skills in different areas of the U.S. or Internationally.

Sea Duty/Isolated Duty

ManTech pays a premium on the normal hourly rate to compensate eligible employees who work occasional periods of sea duty or who occasionally work at designated isolated locations. Sea Duty is defined as duty aboard a naval vessel under way (actually away from the pier). Isolated locations are those where the employee is effectively confined on-site for both lodging and subsistence. Premium amounts will be administered on a case by case basis in accordance with ManTech policies.

Shift Differential

Employees receive shift premiums for all time worked other than the first shift, in accordance with the schedule in effect at each facility. If 50 percent – or more – of an employee’s time worked falls within one of the time spans below, they are eligible for the designated shift differential. The following time spans will serve to identify the hours used to authorize the pay differential:

- Shift 1 - 6:00 a.m. to 3:59 p.m
- Shift 2 - 4:00 p.m. to 11:59 p.m
- Shift 3 - Midnight to 5:59 a.m

Shift premium amounts will be administered on a case by case basis in accordance with ManTech policies. Where contracts specify a shift differential, the percentages may be different. Shift differential applies only to approved activities and is not applicable to exempt personnel working casual overtime.

Additional information can be obtained from ManTech’s Compensation Manual and from the Policy and Procedures Manual.

Contact Information

For any questions or for additional information, please contact:

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