



COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

Telephone: (804) 786-0286
Fax: (804) 786-0302

July 30, 2012

George J. Pedersen, President and Chairman of the Board
ManTech International Corporation
12015 Lee Jackson Highway
Fairfax, Virginia 22033

Dear Mr. George J. Pedersen,

Thank you for your request dated July 20, 2012 to enter the Virginia Values Veterans (V3) Certification Program. We have verified you have received the training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs and you understand how to focus our hiring and retention efforts to specifically hire and retain Veterans.

We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. ManTech International Corporation is a public company in the Enterprise category. During the first six months of this year, ManTech International Corporation hired 1,687 new employees of which 753 were Veterans. You also pledge to retain those employees for at least 1 year.

The Virginia Values Veterans certification program is re-capitalizing Virginia's workforce with Veterans and your participation is critical to the effort of energizing Virginia's economy and being an example of how Virginia Values Veterans.

To recognize your efforts you are cordially invited to the next Virginia Values Veterans Conference and Training Session to be awarded your certification. My staff will be in contact with you to schedule a mutually convenient date. Also, we will be regularly communicating with you to capture your lessons learned and best practices so we may share them with other Virginia companies like yours.

We look forward to seeing your year-end report to validate your V3 efforts and continuing in the V3 Certification Program for many, many years to come.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Paul E. Galanti", written over the typed name.

Paul E. Galanti
Commissioner

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900 East Main Street, Richmond, Virginia 23219

www.virginiaforveterans.com

July 20, 2012

Commissioner Paul Galanti
Virginia Department of Veterans Services
900 East Main Street
Richmond, VA 23219
Courtesy Copy to Deputy Commissioner Bill Janis

RE: Request for Virginia Values Veterans Gold Certification

Dear Commissioner Galanti,

ManTech International Corporation hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We already have in place a Veteran Talent Acquisition and Retention Program (Veteran Hiring Pipeline) to help meet our future hiring needs. We also understand how we will continue to focus our hiring and retention efforts towards employing and developing our Veteran employees. In addition, ManTech has already been recognized for the past several years as one of the top veteran employers in the U.S. by GI Jobs Magazine, USAA, the Military Times, and CivilianJobs.com.

We believe Veterans, to include serving National Guardsmen and Reservists, play an essential role in the success of our workforce and as such already serve in many important leadership roles throughout our company.

ManTech is a public company with nearly 10,000 employees and continuous hiring requirements. In 2011, ManTech hired 3,060 new employees, 1,505 of which self-identified as veterans. ManTech is on track to hire a similar number of veterans in 2012 with 753 veterans hired out of the 1,687 total new hires during the first six months of this year. Contracts permitting, we commit to retain those veteran employees for at least one year.

We are very proud of the fact that nearly half of our employees are veterans and that every year nearly half of new hires are veterans as well. With veterans comprising the core element of ManTech's workforce, the company owes much of its success to them.

We are excited to do our part by hiring Veterans within the Commonwealth of Virginia thereby energizing Virginia's economy in addition to becoming a leader and a model within the Virginia Values Veterans initiative.



George J. Pedersen
President and Chairman of the Board



ManTech International Corporation

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Leading the Convergence of National Security and Technology™

ManTech International Corporation
Veteran Hiring and Retention Statistics 2009-11

Year	Total Employees	Total Veterans	Veteran Hires	Total % Veteran	% Veteran New Hires	% Veteran Retention > 1Year
2009	8,703	4,331	1,257	49.8%	29.0%	88.5%
2010	10,417	5,133	2,074	49.3%	40.4%	61.8%
2011	9,200	4,217	1,505	45.8%	49.2%	75.8%