

Q. What number and percentage of the personnel hired and employed by ManTech over the past three years are members of the National Guard or Reserve?

	<u>2010</u>	<u>2011</u>	<u>2012YTD</u>	<u>Total</u>
Active National Guard:	24	22	13	59
Inactive National Guard:	23	21	5	49
Active Reserve:	32	28	14	74
Inactive Reserve:	91	59	36	186
Total	170	130	68	368

Q. How does ManTech work with the Transition Assistance Program (TAP)? Are there opportunities for better integration with the business community and potential employers?

ManTech works with all of the TAP programs: Army, Navy, Air Force, Marine Corps and Coast Guard. We have a formal partnership with the Army’s TAP program (ACAP) and informal partnerships with the other programs. ManTech regularly participates in:

- TAP sponsored Military Career Fairs on bases across the country
- TAP and ETAP classes (executive classes for retirees; higher ranking career military officers and staff non-commissioned officers) during which we provide them with employment information regarding ManTech as well as military transition related instruction
- TAP employer discussion panels and symposiums

We provide job posting to the Armed Services and TAP coordinators for distribution and post all of our jobs on the Services TAP websites and social media sites. The Services TAP websites also provide links to our ManTech Talent Network and Careers Website.

Q. Has ManTech worked directly with the Transition Assistance Offices at military bases? If so, how effective have those partnerships been? How can they improve?

There is a significant opportunity for better integration of TAP with employers in the business community. At this time, TAP classes do not directly connect transitioning military with employers other than through the informal methods I mentioned above. However, the US Chamber of Commerce is working on a project (“Fast Track”/Employment Mapping Program) that has the potential to significantly enhance the connection between transitioning military members and employers. The Chamber’s program will essentially create a job board that service members attending TAP will be able to utilize to find and apply for jobs during and following attendance of the TAP course. In short, the Department of Defense and the business community recognize that there are some shortcomings in the current TAP curriculum and are working to improve connections between veterans and employers.

Q. In your testimony, you stated that ManTech has a number of current vacancies that it is unable to fill despite recruiting efforts. What areas are these vacancies in? How can the government or veterans groups help match up the right applicant with these vacancies?

The hard to fill vacancies are for defense and intelligence related work, almost all of which require a security clearance. For those veterans that held security clearances as a result of their active duty, the ability to maintain their security clearances is very important. Because possession of a security clearance improves employment prospects with companies that serve the US military and Intelligence Community, anything the government can do to help veterans preserve and pass their security clearances to private industry jobs that require security clearance should improve their success with securing these jobs.

Q. Does ManTech have any concerns about the proposed rule?

Yes, while ManTech maintains a strong commitment to hiring veterans, the proposed regulations would impose a significant administrative burden on employers.

Q. Has OFCCP ever performed a routine desk audit on your company?

Yes.

If so, was the audit focused on veterans' employment specifically or more generally on equal employment opportunity requirements?

Audits have been routine, and more generally on equal employment requirements.

Q. Has OFCCP ever asked to view ManTech's affirmative action plan?

Yes.