

Section L  
Attachment G  
Management Team Cost Sheet

**General Instructions:**

- All positions of the Offeror's Management Team must be identified on this sheet.
- If needed, additional rows may be added to ensure all members of the team are included.
- The Government will use the highest amounts of compensation identified in the range for evaluation purposes.

**For Key Personnel positions:**

- The Offeror shall list all employees by name.
- Each column must be completed in accordance with the definitions provided.

**For Management Team positions (other than Key Personnel):**

- If a member of the team has been identified, all columns of the worksheet must be completed, except for name.
- If a member of the team is not named, the Offeror must provide the compensation ranges for all forms of eligible compensation associated for the proposed position.
- Each column must be completed in accordance with the definitions provided.

**Definitions of items to be included in the worksheet**

<b>Name</b>	
<b>Title</b>	Title of position, consistent with the Offeror's organizational structure proposed.
<b>Reimbursable* Annual Base Salary</b>	Fixed compensation an employee will receive for a one year period.
<b>Reimbursable* Incentive Pay and bonuses</b>	Include reimbursable amount of incentive Pay/Bonuses, an employee is eligible to receive under an established incentive/bonus plan or policy for the one year period.
<b>Reimbursable* Deferred compensation</b>	"Deferred compensation" means an award made by an employer to compensate an employee in a future cost accounting period or periods for services rendered in one or more cost accounting periods before the date of the receipt of compensation by the employee. This includes any contributions to non-qualified pension plans, including employer contributions to executive only pension plans such as Supplemental Executive Retirement Plans, Excess Benefit Plans or Top Hat pension plans.
<b>Reimbursable* Employer contributions to Employee Stock Ownership Plans (ESOPs)</b>	An ESOP is a stock bonus plan designed to invest primarily in the stock of the employer corporation. The contractor's contributions to an Employee Stock Ownership Trust (ESOT) may be in the form of cash, stock, or property.
<b>Reimbursable* Employer Contributions to Defined Contribution Pension Plans</b>	Allowable pension contributions an employee may receive under an established defined contribution pension plan. The amount included is the net contribution required to be made for a future cost accounting period.
<b>Total Reimbursable* Annual Compensation</b>	Total proposed compensation the employee will receive (i.e. sum of the above items)
<b>Current Annual Base Salary</b>	Fixed compensation an employee receives prior to obtaining a position with the Offeror.
<b>Current Total Annual Compensation</b>	Total compensation an employee receives prior to obtaining a position with the Offeror. (i.e. sum of items listed above)
<b>Benchmark job title/level</b>	Title of position as provided by the survey, including job code and level
<b>Median Annual Base Salary</b>	The Median is the "middle" as defined by the survey.
<b>Median Annual total cash compensation</b>	The Median is the "middle" as defined by the survey. Total annual cash compensation is base salary and annual incentives/bonuses.

\* Amount reimbursed under the M&O contract



