

Welcome to our updated *Strategic Plan* website! Posted on this site, you will find our recently completed *FY13 Goals and Milestones* that accompany Sandia's *FY12–FY16 Strategic Plan*. Our leadership worked on this document for the past several months, aiming to translate the strategic objectives into meaningful goals and actions that align with our strategic vision for Sandia in the current fiscal year. While the goals provide depth to the objectives, the milestones describe specific actions and are used to measure progress against the direction we have set.

Since the beginning of FY12, Sandia's *Strategic Plan* has been an evolving document, whose main direction stays relevant to our mission and operations. In the year that has passed, the Lab has made important decisions that are in alignment with our strategy.

Our objectives have proved to be the right ones for us. But what we have also experienced is that taking the objectives to the milestone level is not an easy task. We have learned from this challenge. Most of the updating we have done is mainly reflected in the FY13 goals and milestones of Strategic Objectives 2 and 5, and it is based on your feedback.

In this context, let me say that I encourage everyone to comment on any aspect of our strategic direction. As we continue to make decisions on investments in mission areas based on our strategy, your feedback will give us a measure of the impact our *Strategic Plan* has had on the work environment. We need to understand every aspect of that reality.

I want to thank the leadership team and the team supporting it for the work conducted on the *Strategic Plan* and the new goals and milestones. Finally, I want to thank everyone at Sandia for being fully committed to exceptional service to the nation.