

*Exceptional service in
the national interest*

LOCATION
SAND2011-4556P
LIVERMORE, CALIFORNIA

Life in Livermore

The Livermore Valley provides a relaxed lifestyle with good schools and friendly people. With a population of nearly 81,000, the city maintains a local personality. Whether you are a sports fan, wine connoisseur, or outdoor enthusiast, you will have plenty to see and do.



MUSIC/ARTS

The Bay Area is a haven for musicians and artists, with many galleries, concerts, and arts events.



SPORTS

Nearby are six major league franchises—two football, two baseball, one hockey, and one basketball.



OUTDOORS

Experience the outdoors by land or by sea—hiking, biking, camping, surfing, snowboarding, and more.



SAN FRANCISCO

In about an hour, you are in one of the greatest cities in the world—Fisherman's Wharf, Chinatown, and Golden Gate Park.



BEACHES

With more than 1,100 miles of coastline, you can play in the sand, ride the waves, and catch the sunset.



VINEYARDS

California leads the nation in wine production. Livermore has more than 40 nearby wineries.



FARMERS' MARKET

Taste the fresh fruits and vegetables year-round, with live music and fun.



DIVERSITY

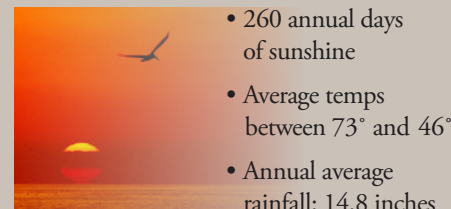
California is one of the richest states, with people of many social, ethnic, and religious backgrounds.

Environment



West Coast Life

California is located along the Pacific, which gives the state its diverse geographic regions and great climate. Livermore is close to mountains, forests, beaches, and deserts, with recreational activities all year long.



- 260 annual days of sunshine
- Average temps between 73° and 46°
- Annual average rainfall: 14.8 inches

California is one of the top five states in wind production because of its location and seasonal variations.



Sandia National Laboratories is a multi-program laboratory managed and operated by Sandia Corporation, a wholly owned subsidiary of Lockheed Martin Corporation, for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-AC04-94AL85000. SAND 2011-2972P.



**Sandia
National
Laboratories**

Operated by

LOCKHEED MARTIN



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LOCATION

ALBUQUERQUE, NEW MEXICO

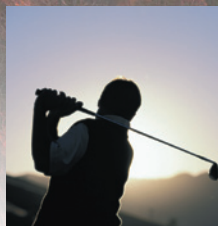
Life in Albuquerque

New Mexico is called the Land of Enchantment because of its rich history, culture, landscape and, most of all, breath-taking sunsets and mild climate. Albuquerque is the state's largest city, with a population of more than 545,000. Immerse yourself in our enormous skies, beautiful vistas, and friendly people.



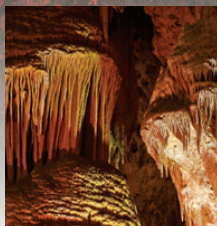
CULTURE

New Mexico's ancient cultural traditions endure in the artwork, adobe architecture, and the people.



OUTDOORS

Our weather allows year-round outdoor activities like golfing, skiing, hiking, and much more.



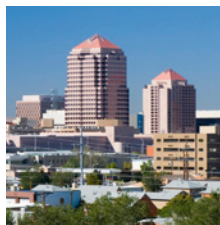
PARKS

Visit the stunning 250-million-year-old formations at Carlsbad Caverns or the 15th-century pueblo ruins Chaco Canyon.



LANDSCAPE

Open space, mountain ranges, a rich river valley, and breathtaking sunsets. Enjoy the views wherever you are in the state.



LIVING

The cost of living is 6 percent below the national average, with a stable economy and a growing movie industry.



FAMILY FUN

Albuquerque offers families many activities such as our biopark with an aquarium, zoo, and botanic garden.



TASTE OF NEW MEXICO

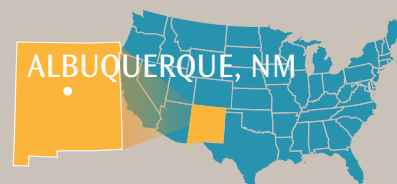
Red or green? Chile is a New Mexico staple that we eat with anything - we stress *anything*.



BALLOON FIESTA

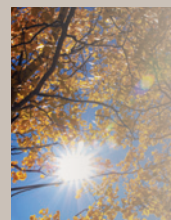
More than 700 balloons show their unique shapes and colors at our International Balloon Fiesta, drawing more than 700,000 visitors.

Environment



The Great Southwest

New Mexico is known for its warm days and cool nights and its high desert landscape. The state offers high plateaus, numerous mountain ranges, hidden canyons, valleys, vast plains, and desert lands.



- 278 annual days of sunshine
- Average temps between 78° and 40°
- Annual average rainfall, plus snowfall: 9.5 inches

The high-desert climate offers extraordinary scenery, mountain forests, and colorful desert plants, and cacti.



New Mexico is ideal for Sandia's solar energy research and home solar applications because of its altitude and more than 3,200 hours of sunshine a year.

Sandia National Laboratories offers interesting and challenging work, competitive benefits, and a flexible career track.

The best reason to work at Sandia is the unique opportunity to partner...

We model, support, and reward healthy work-life behaviors and provide quality health services that enable employees to achieve their personal and professional best. We are committed to a learning, inclusive, and engaging environment for our employees.



with extraordinary minds to develop technology solutions.

Sandia offers competitive benefits for its employees.



COMPENSATION

Sandia's total cash compensation includes a competitive base salary and non-base cash awards for significant achievements and performance. Sandia's compensation philosophy is based on two principles:

- Salaries should be directly related to value of contribution, including performance.
- Salaries should be competitive with comparable jobs and responsibilities in comparable companies in the appropriate marketplace.



401(K) SAVINGS

Employees may elect to contribute 2% to 25% of eligible pay subject to IRS limitations on a pretax, after-tax, or Roth 401(k) basis. Sandia will match 2/3 of the first 6% of the employee's contributions.

- Employees' contributions and Sandia's matching contribution are vested immediately.
- Sandia will automatically make an additional service-based contribution of 6% to employees' accounts subject to a 3-year vesting service requirement.



HEALTH AND WELLNESS

Sandia's comprehensive benefits package includes:

- Medical / dental / vision care
- Same-sex domestic partner benefits
- Life / accident / disability insurance
- Health care and dependent care spending accounts
- Adoption assistance

Sandia also offers comprehensive programs to keep you healthy.

- Onsite fitness centers
- Preventive healthcare screening programs
- Online health resources, nutrition, and smoking cessation programs

Work is not just your life — we know that.

Sandia encourages employees to balance among work and home life. We offer a fulfilling work environment, flexible work arrangements, and paid time off. Working at Sandia National Laboratories means work-life integration.



SANDIA VALUES

Sandia's core values include integrity, excellence, service to the nation, respect for each other, and teamwork.

OUR CULTURE

Sandia's unique work requires the collective and creative minds of the nation's top scientists, engineers, professional, and administrative support staff.

CAREER DEVELOPMENT/ WORK ENVIRONMENT

Sandia wants you to develop your career through:

- Activities to match your interests and goals
- Actions you take based on career development discussions
- Agile learning through corporate education, development, and training

Sandia offers you rewarding work experience and opportunities to broaden you career:

- Career mobility — work in cyber defense, then in space systems — you decide where you want to work and excel
- A work environment that is stimulating and encourages creativity and innovation
- Challenging assignments in state-of-the-art research labs and facilities
- Collaborations with internationally recognized scientists and engineers
- Patent royalties

- Special leaves of absence so you can pursue qualifying research and professional opportunities
- Employee recognition through service and other awards and special appointments

FLEXIBLE SCHEDULES

Sandia embraces work-life integration through:

- Compressed work week (work schedule has 80 hrs of work in 9 days with alternating Fridays off)
- Flexible work hours
- Telecommuting as business needs allow

VACATION

Sandia offers generous paid vacation to regular fulltime employees.

- Accrue 3 weeks in the first year of employment (vacation increases as years of service increase)
- Vacation hours are accrued semimonthly, up to a maximum of 240 hours of accumulated leave.
- 11 paid holidays, plus other paid time off

PAID HOLIDAYS

- Six days - Winter Holiday Shut Down
- Energy Conservation Day, during which normal operations are curtailed
- Thanksgiving Day
- Labor Day
- Independence Day
- Memorial Day

EDUCATION

Sandia provides financial assistance to regular employees for education that aligns with Sandia's business goals, including:

- Tuition assistance
- University part-time program
- Special Master's & Doctoral study programs

COMMUNITY INVOLVEMENT

Sandia is proud of its long, rich tradition of serving the community and the way our employees embrace this philosophy. Opportunities to support the community include:

- Habitat for Humanity
- United Way
- K-12 Education in Science & Math
- and many more

INCLUSION

Sandia is committed to providing a diverse and inclusive work environment where every person is heard. This diversity fosters innovation, which is key to provide solutions to our nation's challenges.

*These programs are offered at the discretion of Sandia and may be subject to modification or change at any time.

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