

TOP BENEFITS

We offer unparalleled work-life balance, job stability, outstanding benefits, flexibility, and opportunities for advancement.

At Sandia you will receive many benefits as a valued employee of a premier national multiprogram engineering and science research laboratory. In our benefits package, you will enjoy competitive pay, great benefits, a stimulating, positive environment and learning opportunities that will help build your career here at Sandia National Laboratories.

Work is not your life - we know that. We offer the following benefits in our appreciation for our employees' hard work.



compensation

Compensation is based on a total cash approach that includes a competitive base salary and non-base cash awards for significant achievements & performance.

- Sandia's compensation philosophy is based on two fundamental 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% - 25% of their eligible pay, subject to IRS limitations, or a pre-tax, 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

Sandia is committed to compensating employees through a program that is externally competitive, internally equitable and personally motivating. Our comprehensive benefits package includes:

- Medical, Dental & Vision Care
- Same-Sex Domestic Partner Benefits
- Life, Accident & Disability Insurance
- Health Care & Dependent Care spending accounts
- Adoption Assistance



education

Sandia provides educational assistance to regular employees for courses and degree programs that align with Sandia's Business goals.

We offer the following:

- Tuition Assistance
- Masters Fellowship Program
- University Part-time Program
- Special Masters Program
- Doctoral Study Program



wellness

We have comprehensive preventative programs designed to keep you healthy.

- On-site fitness center
- Online health resources
- Preventive Healthcare Screening programs
- Smoking Cessation Program
- Nutrition services



community

Sandia has a long, rich tradition of serving the community and we are proud of the way our employees embrace this philosophy.

- Volunteer opportunities
- Employee and corporate giving
- Education outreach



diversity

Sandia is committed to expanding the possibilities through diversity and inclusion. Equal opportunity and diversity foster

innovation, which is key to providing solutions to our nation's challenges. Innovation will thrive in an organization where every person feels valued and trusted, where every person feels privileged to come to work every day.



culture/values

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

support staff. We work with our core values in mind like integrity, excellence, service to the nation, respect for our people and teamwork.



career development

Sandia supports career management and development.

- Activities to match your interests and goals
- Career development discussions are included in the performance management process
- Corporate Education, Development and Training department in New Mexico and the Training and Development team in California.

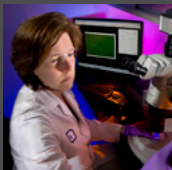


A well-balanced life makes our employees happy.

WORK LIFE BALANCE

We understand your time matters, that's why Sandia is flexible in many ways.

Sandia encourages employees to achieve a personal balance among work and home. A couple of the ways we embrace work-life balance is by offering a fulfilling work environment, flexible work arrangements, and paid time off. Working at Sandia National Laboratories allows you to have a life.



fulfilling work environment

Sandia offers employees a rewarding work experience through many opportunities in advancement. This helps keep your career interesting and expands your career experience.

- Career Mobility - work in cyber defense, then in space systems - you decide where you want to work and move as you wish.
- Work environment is relaxed and encourages creativity and innovation.
- Challenging assignments in state-of-the-art research facilities
- Collaborate with internationally recognized scientists and engineers
- Patent Royalties
- Special leaves of absence allowing employees to pursue qualifying research and professional opportunities
- Employee recognition through service awards, Employee Recognition Awards, President's Quality Awards, R&D 100 Awards and special appointments



flexible schedules

One way Sandia embraces work-life balance is by offering flexible work arrangements. To help you have a life outside of work, we offer the following:

- Flexible work schedules varying the start and stop times of the workday to meet the needs of both the employee and Sandia business.
- Telecommuting is also permitted. Performing part of all of your work from home or remote location, when the business needs allow.
- 3-Day weekends or 9/80. Employees work 80 work hours in 9 workdays, scheduled as 9 hours of work each Monday through Thursday, a day off the first Friday of the two-week period, and 8 hours of work the second Friday of the two-week period.



paid time off

Sandia offers generous paid vacation to regular full-time employees. Vacation hours are accrued on a semi-monthly basis. A maximum of 240 hours can be accumulated in an

employee's leave balance at any time during the fiscal year.

- 120 hours yearly - New Employee
- 144 hours yearly - 10 years of service
- 168 hours yearly - 15 years of service
- 192 hours yearly - 20 years of service

PAID HOLIDAYS:

- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- (6) days called the "Winter-Holiday Shut Down" (December 24th - January 1st)

* In addition, a day may be designated as Energy Conservation Day, during which normal operations are curtailed.



Sandia National Laboratories



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-XXXXXX.XX.

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