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ECONOMIC IMPACT SUMMIT
on the State of New Mexico

Sandia National Laboratories

SAND2009-0509P

2008 Sandia Economic Impact on New Mexico:

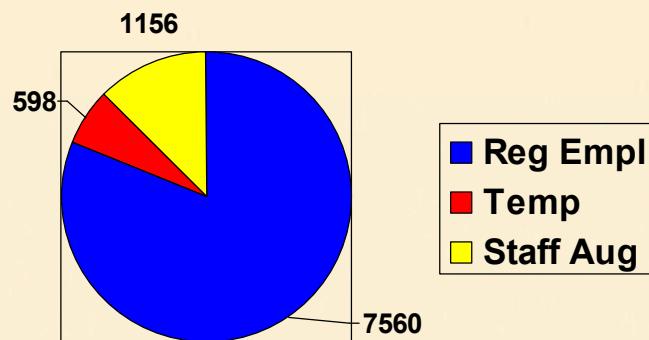
Sandia as an Employer

Karen Gillings, Director of Human Resources (Acting)
January 22, 2009

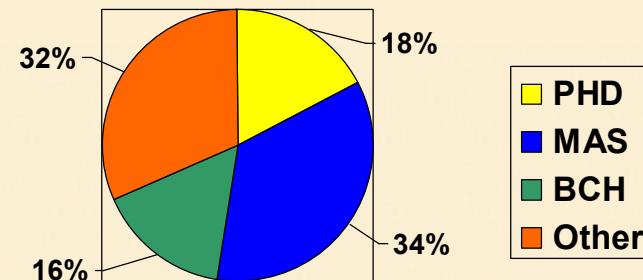


Who Are We? Sandia Workforce Composition (New Mexico)

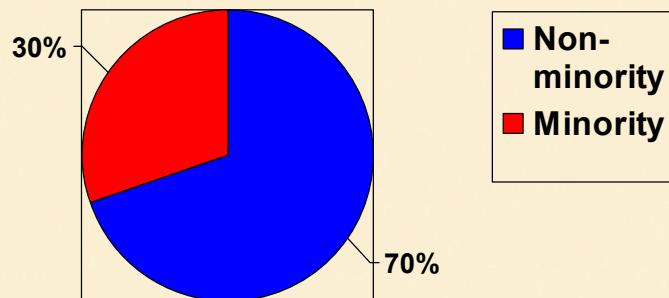
Total Workforce



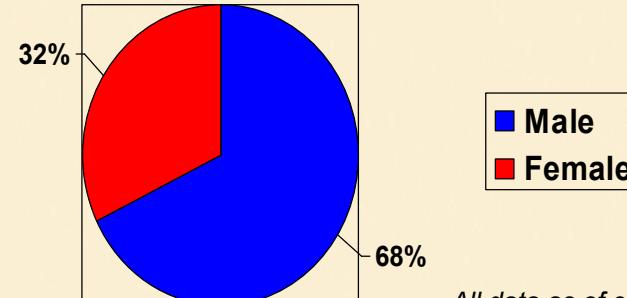
Regular Employee Degree Level



Workforce Diversity
Ethnicity



Workforce Diversity Gender





Sandia's Hiring Activity

- **FY08 NM Job Offer Acceptances = 332**
- **122 Acceptances were from NM Schools***

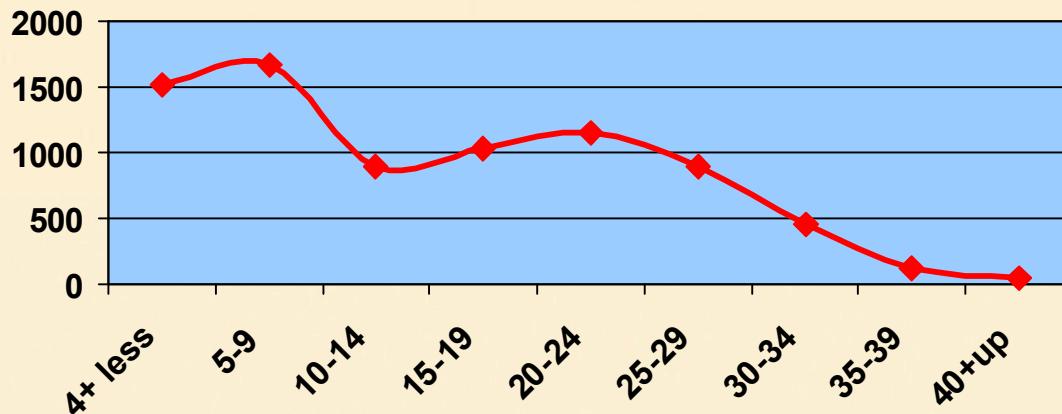
****NM Schools include: UNM, CNM, New Mexico State and NM Institute of Mining***



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Eyes Toward the Future: Preparing Tomorrow's Workforce

Sandia's Population by Service Years



Sandia traditionally has very low attrition...

- Total attrition for FY08 was 5.0%
 - Retirements = 2.8%
 - Other = 2.2%

Sandia has a robust “pipeline” of talent:

- **Student Interns:** approximately 770 summer and year-round students

Sandia provides rich R&D opportunities for America's talent pipeline:

- **Post Docs, Faculty Sabbaticals:** approximately 100



How are we doing? Impact of Sandia as an Employer

- Sandia National Laboratories' (SNL) Diversity Leadership Program was presented with the 2007 *Secretary of Energy EEO & Diversity Best Practices Award* for the Heart of Diversity Award Program
- Diversity/Careers in Engineering and Information Technology Best Diversity Company for 2008 – *Government*
- The *Scientist* 2008 Best Places to Work for Postdocs – *The Scientist Magazine*
- 2008 Top Supporters of Historically Black Colleges and Universities – *US Black Engineer & Information Technology Magazine*
- 2006-2007 *Diversity, Inc.* magazine recognized SNL's Diversity Leadership Program as one of the 25 Noteworthy Companies in Diversity