

LEARNING



YOU CAN CHART YOUR OWN PROFESSIONAL AND PERSONAL DEVELOPMENT WITH LEARNING OPPORTUNITIES AT SANDIA. THE POTENTIAL FOR PERSONAL AND CAREER ENRICHMENT IS VIRTUALLY LIMITLESS WITH THE FOLLOWING PROGRAMS.

EDUCATION PROGRAMS

Regular employees may be eligible for the Tuition Assistance Program if they meet all of the following criteria.

- Been on roll as a full-time equivalency (FTE) for a minimum of one year.
- Participated in at least one performance period.
- Represented employees must have a Value of Contribution of "M" on all performance measures.
- Non-represented employees must have a Value of Contribution of "FCM" or better.

TUITION ASSISTANCE & SPECIAL DEGREE PROGRAMS³

Sandia may provide educational assistance to regular employees for courses and degree programs in business, accounting, computer science, engineering or technology. Courses and degree programs must be in alignment with Sandia's business goals and objectives or for the purpose of enhancing current job skills. Sandia's university-based educational assistance programs include:

Tuition Assistance Program (TAP) – Provides eligible regular employees with the opportunity to pursue courses and degree programs in accounting, business, computer science, engineering or technology. Courses must be taken at approved accredited institutions outside of working hours.

University Part-time (UPT) Program – Provides employees with an opportunity to obtain a bachelor's or graduate degree on a part-time basis while working at Sandia. UPT is available when Sandia business needs require an employee to obtain the degree on an accelerated basis rather than pursuing it through TAP.

Special Masters Program (SMP) and Doctoral Study Program (DSP) – The SMP and the DSP help Sandia fill critical and urgent business needs with specialized degree requirements that enhance an employee's ability to perform Sandia job assignments in support of Sandia's mission. SMP and DSP participants pursue a graduate degree on a full-time basis, remaining on roll while absent from Sandia.

One Year on Campus (OYOC) – Helps Sandia meet its

RETIREMENT

Pension - Employees are eligible to participate in Sandia's retirement pension plan upon reaching age 21 and completing one year of service.

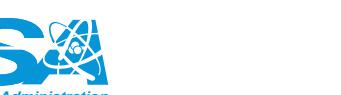
Employees are eligible for a service pension when the following minimum age and term of employment requirements are met:

Age	Term of Employment
any age	30 years
50	25 years
55	20 years
60	15 years
65	10 years

Survivor Annuity enables employees to elect pension benefits for their eligible survivors.

Savings Plan (401K) - The savings plans provide a convenient way to save on a regular and long-term basis through payroll deductions. The employee may contribute from 2 to 18 percent of eligible earnings per pay period. After one year of service, Sandia will begin matching employee contributions of up to 6 percent of annual salary at the rate of 66^{2/3} percent. Employee contributions and Sandia's matching contributions are vested immediately. The plan offers 18 investment options spanning the investment spectrum. At the employee's option, contributions may be designated as after-tax or pre-tax, subject to a maximum specified by the IRS for each year.

Additional Retirement Benefits - Enrollment in the medical plan, dental plan, and some life insurance plans continue if the employee retires with a service or disability pension.



Sandia is a multiprogram laboratory operated by Sandia Corporation, a Lockheed Martin Company, for the United States Department of Energy's National Nuclear Security Administration under contract DE-AC04-94AL85000. CA.TL.4/2007

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TOTAL REWARDS

Here you will enjoy the many benefits of being a valued employee of a premier national multiprogram engineering and science research laboratory. This is what we call our Total Rewards package. At Sandia National Laboratories you will enjoy **competitive pay, great benefits, a stimulating and positive environment, & learning opportunities** that will help you build your career.

BENEFITS

We believe that our benefits package is among the best. You will be able to participate in plans that will help you achieve financial security, access quality health care, and maintain the balance between work and family. Your diverse options include:

PAID TIME OFF

Vacation - Sandia offers generous paid vacation. Regular full-time employees earn vacation at a rate of 15 days yearly (or 120 hours) and progress to 24 days after 20 years of service. Vacation begins to accrue within the first month of service.



Holidays - Employees receive 11 paid holidays: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Winter Shutdown (6 days), and Sandia's observation of an energy conservation day (the date of which varies from year to year).

Sickness Absence - Full-time employees are eligible for 2,080 hours of sickness absence for illnesses and non-work related injuries. The first 1,040 hours are at full pay, and the balance is at half pay.

OTHER PAID TIME OFF Sandia offers the following additional options for paid time off (at the discretion of the employee's manager):

Personal Absence - Non-represented employees may charge up to 56 hours per fiscal year to take care of personal matters, such as the death of a family member.

Flextime - Exempt employees who have accrued flextime may take compensatory time off with pay.

UNPAID TIME OFF

Personal Leave - To take care of urgent personal matters, including preparing for an anticipated disability or childbirth or to pursue an advanced degree.

Family Medical Leave - Allows eligible employees, male or female, to take leave up to 12 months¹ for child care after the birth, adoption, or placement in foster care of a child.² Allows leave up to 6 months for family care for a seriously ill child, spouse, parent, sibling, parent-in-law, or parent-like relation.

Military Leave - For service in uniformed military.²

Special Leave - To perform an assignment with the government, another DOE contractor, or a college or university.³

REIMBURSEMENT SPENDING ACCOUNTS

Employees are eligible for enrollment in both the Day Care and Health Care Reimbursement Spending Accounts, which allow payment for certain day care expenses and health care expenses on a pre-tax basis.

DISABILITY PLANS

Long-Term Disability - Employees are automatically enrolled in Sandia's Long-Term Disability

Military Training Leave - Employees may charge 88 hours per fiscal year for military training.

Miscellaneous - Employees may charge for legally required activities, such as jury duty. Other civic-related activities, such as election duty or voting, may also qualify for paid time off.

Plan starting their first day of employment. This plan pays up to 50 percent of an employee's base salary in the event of total and permanent disability due to a non-occupational or occupational illness or injury after exhausting sickness absence benefits or injury time. Sandia pays the entire cost of this plan.

The plan provides for the possibility of continuation of half pay, with benefits reduced by other sources of income (such as Social Security benefits) and any Sandia pension.

Long-Term Disability Plus - Employees are eligible to enroll in the Long-Term Disability Plus Plan starting their first day of employment. This is an optional employee-paid plan that offers the convenience of payroll deductions. The additional benefit amounts (10 percent and 20 percent) are in addition to the 50 percent benefit provided by the company-paid Long-Term Disability Plan. No proof of insurability is required if the employee enrolls within 30 days of the first day of employment.

To be eligible to receive benefits from this plan, the employee must have been approved for Long-Term Disability benefits by the administrator of the plan and have paid 12 months of premiums into the Long-Term Disability Plus Plan.

SANDIA-PAID LIFE INSURANCE
Primary Group Term Life - Sandia provides basic coverage equal to the employee's annual base pay plus eligible non-base earnings, such as individual performance and advancement awards, paid during the prior 12 months. Benefits are payable to employee-selected beneficiaries.

Special Risk Accident - Employees are eligible for \$50,000 payable in case of accidental death or disability due to job-related special risks. Special risks include air travel, other modes of travel outside the U.S., and certain designated job assignments, such as work with high explosives or radioactive material.

Job-Incurred Accidental Death - Insurance equal to twice the employee's annual pay, less Worker's Compensation settlements, for death resulting from a job-related accident (subject to a maximum of \$500,000). These benefits are payable only to qualified dependent family members.

OPTIONAL EMPLOYEE-PAID INSURANCE

Sandia sponsors a number of optional employee-paid insurance plans. These plans are offered with the convenience of payroll deduction at attractive group rates. No evidence of good health is required if the employee enrolls within a specified period.

Voluntary Term Life - Life insurance equal to one through six times annual base pay plus eligible non-base earnings paid during the prior 12 months, rounded to the next higher \$1,000.

Dependent Group Life - Life insurance of up to \$20,000 for employee's spouse and \$4,000 for each dependent child.

Voluntary Group Accident - Accidental death and disability insurance ranging from \$10,000 to \$300,000, in \$5,000 increments. Family coverage is also available.

Long-Term Care - Assistance for employee and/or eligible family members needed in case of chronic illness or disability. There are eight benefit levels to choose from.

HEALTH PLAN CHOICES

MEDICAL



Employees have a choice of participating in one of four medical plans. The Standard and Premier Preferred Provider Option (PPO) Plans are available to employees nationwide, except in Hawaii. They are administered by United Healthcare. The CIGNA In-Network & Premier Plans are available nationwide, except in Hawaii. The Kaiser Permanente Health Management Organization (HMO) Plan is available in California.

If employees elect medical coverage within the first 31 days of service, they will be covered from their first day of employment. Medical coverage changes may be made annually during the Open Enrollment period. Employees contribute a portion of the premium for all plans.

DENTAL



Sandia offers two dental plans administered by Delta Dental. The Dental Expense Plan (DEP) is free to employees and their eligible dependents. Employees are covered by DEP from their first day of service. Eligible dependents are also covered from the first day, provided the employee elects dental coverage for them within the first 31 days of service. DEP pays 100 percent of usual and customary charges for certain preventive and diagnostic services, such as exams and cleanings. For other types of care, the plan pays a scheduled amount after each participant pays an annual \$25 deductible.

The optional Dental Deluxe Plan (DDP) is offered to employees at a group rate premium. DDP increases the scheduled reimbursements Sandia pays for restorative service by approximately 25 percent.

VISION



Employees are covered by the Vision Care Plan from their first day of service. Eligible dependents are also covered from the first day, provided the employee elects vision coverage for them within the first 31 days of service. Sandia pays the entire cost of this plan for full-time employees and their eligible dependents. Employees and enrolled eligible dependents are covered for eye exams and lenses once every 12 months and frames once every 24 months. The Vision Care Plan is administered by Superior Vision Services.

AT-WORK Convenience

- On-site cafeteria and credit union.
- Medical clinic for consultations, allergy shots, blood pressure monitoring, and other services.
- Commuter and carpooling assistance.
- Employee Assistance Program - provides behavioral health counseling and referrals for family and workplace relationships, depression and anxiety, coping with loss, and substance abuse issues.
- Employee Recognition Awards, President's Quality Awards, R&D 100 Awards, special appointments, etc.
- Diversity training and awareness programs to create an all-inclusive workforce.
- Workplace issues resolution, such as mediation offered by the Ombuds and EEO departments.

QUALITY OF WORK/LIFE

- Competitive vacation, holiday (including Winter Shutdown), and leave allowances.
- Vacation Buy Plan - allows purchase



SANDIA OFFERS A STIMULATING AND FAMILY-FRIENDLY WORK ENVIRONMENT. WE STRIVE TO HELP OUR EMPLOYEES STRIKE A WORK/LIFE BALANCE BY ACCOMMODATING THEM IN ALL STAGES OF THEIR PERSONAL LIVES. THE SANDIA WORK ENVIRONMENT PROVIDES:



management of prevalent diseases including diabetes, hyperlipidemia, and high blood pressure and their serious complications.

- Employee Assistance Program - provides behavioral health counseling and referrals for family and workplace relationships, depression and anxiety, coping with loss, and substance abuse issues.

COMMUNITY SERVICE OPPORTUNITIES

- Giving to the community through Employee Contribution Plan.
- Volunteers in Action, such as Roadrunner Food Bank and Habitat for Humanity.
- On-site blood drives.
- School outreach efforts, such as science fair judging and assisting in science education.
- Lockheed Martin Matching Gift Program for donations to qualified colleges and universities.³

¹ The Family Medical Leave Act allows for 12 weeks of leave; Sandia's policy goes beyond FMLA requirements.

² Sandia continues to contribute to health care premiums for the first six months.

³ This benefit is not available to temporary employees.

WORK ENVIRONMENT



THE WORK EXPERIENCE

- Challenging assignments in state-of-the-art research facilities.
- Work with internationally recognized scientists and engineers.
- Multiple careers through retraining and rotational opportunities.
- 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, special appointments, etc.
- Diversity training and awareness programs to create an all-inclusive workforce.
- Workplace issues resolution, such as mediation offered by the Ombuds and EEO departments.
- Family recreational activities offered through Sandia Employee Recreation Program in NM.
- Fitness club memberships at reduced rates.
- Vacation Donation Program - allows employees to donate unused vacation to colleagues with family emergencies.
- iSALUD! Health Promotion Program - provides health risk assessments, screenings, exercise classes, fitness programs, and health education services to employees to achieve and maintain physical and mental health through a supportive work environment.
- Disease Risk Management Clinic - this multidisciplinary team of health professionals provides a high standard of care in the

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