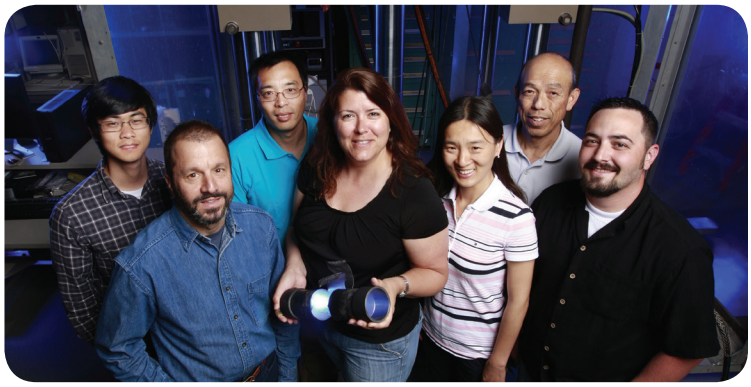
Sandia National Laboratories



WORK ENVIRONMENT & LEARNING

Sandia offers a stimulating and family-friendly work environment by striving to help our employees achieve a work/life balance. Sandia is also dedicated to enhancing the knowledge and skills of its employees by providing high-quality education, development and training.

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 and special appointments
- Diversity training and awareness programs to promote an all-inclusive workforce

COMMUNITY SERVICE OPPORTUNITIES

- School outreach efforts, such as science fair judging and assisting in science education
- Giving to the community through Employee Contribution Plan
- Volunteers in Action, such as Roadrunner Food Bank and Habitat for Humanity
- On-site blood drives
- Lockheed Martin's Matching Gift Program for donations to qualified colleges and universities[1]

AT-WORK CONVENIENCE

These amenities are available at both CA & NM

- On-site café and credit union
- On-site fitness center
- Medical clinic for consultations, allergy shots, blood pressure monitoring and other services
- Commuter and carpooling assistance

California Site Amenities

- Access to group exercises, clubs and sporting activities through Lawrence Livermore Employee Services Association
- Join Sandia employee self-formed sports teams like volleyball, soccer, running, cycling, and ultimate frisbee
- On-site fitness center
- On-site seasonal farmers' markets
- On-site basketball courts
- On-site tennis courts

New Mexico Site Amenities

- Join Sandia employee self-formed sports teams like flag football, golf, volleyball, soccer, basketball, softball, ski and snowboard teams
- Recreational equipment rentals
- Bowling facility*
- Indoor/outdoor pools*
- Rock-climbing gym*

QUALITY OF WORK/LIFE

- **Vacation Buy Plan** – Allows purchase of additional vacation on a pre-tax basis during first 30 days and annual open enrollment
- **Flexible schedules** – Includes 9/80 work week, part-time options and telecommuting opportunities, with management approval
- **Referral Services** – Child care, elder care, and adoption assistance
- **Family Recreational Activities** – Offered through Sandia Employee Recreation Program in NM and Lawrence Livermore Employee Services Association in CA
- **Vacation Donation Program** – Allows access to donated vacation for use in qualifying emergencies
- **HBE Preventive Health** – Manages a corporate gym and 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
- **Health Management Clinic** – Available to employees who are managing or at risk for metabolic syndrome, prediabetes, diabetes, high cholesterol, hypertension, obesity, depression and tobacco cessation; services include laboratory testing, physician medication management and lifestyle education
- **HBE Behavioral Health** – Provides counseling and referral services for individuals, couples and families, including concerns such as depression, anxiety/stress, workplace issues, coping with loss and substance abuse issues
- **Sandia Medical Clinic** – Located on-site and staffed by medical professionals to provide employees treatment for acute illness or injury

UNIVERSITY-BASED EDUCATION PROGRAMS[1]

Sandia may provide educational assistance, limited to tuition and tuition-associated costs, to eligible regular employees. Courses and degree programs must be in business, accounting, computer science, engineering, technology, science and math and/or must be in alignment with Sandia's business goals and objectives or applicable to the employee's current job. Courses or degree programs may be pursued on campus or via distance learning at any of the Campus Executive universities or at a university located in the United States that has a regional institutional accreditation recognized by the Council for Higher Education Accreditation (CHEA).

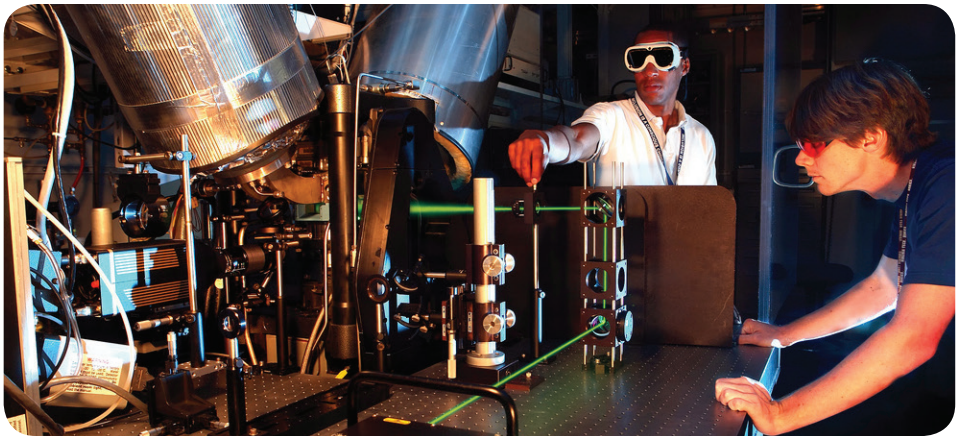
In addition, courses and degree programs must be accredited as follows: computer science, engineering, science, math or technology degree programs must be accredited by the Accreditation Board for Engineering and Technology (ABET). Business and accounting degree programs must be accredited by the Association to Advance Collegiate Schools of Business (AACSB). 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, technology, science and math. Courses and degree programs must be pursued at one of the Campus Executive universities or at a university that has a regional institution accreditation with programs having the appropriate accreditations as detailed above.

SPECIAL DEGREE PROGRAMS (SDP)

Consist of the University Part-Time Program, Special Master's Program, and the Doctoral Study Program. SDP contribute to Sandia's transformation strategy of maintaining a world-class staff who support and attain mission success through excellence in science, engineering and operations.



UNIVERSITY PART-TIME (UPT) PROGRAM

Provides employees with an opportunity to obtain a bachelor's, master's or doctorate 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 to meet critical business needs rather than pursuing it through TAP.

SPECIAL MASTER'S PROGRAM (SMP) AND DOCTORAL STUDY PROGRAM (DSP)

Help Sandia fill critical and urgent business needs with specialized degree requirements that enhance a selected on-roll 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.

CRITICAL SKILLS MASTER'S PROGRAM (CSMP)

An external entry-level hiring program to be utilized to fill critical skill gap areas at Sandia. This program provides an opportunity to selected candidates with a Bachelor of Science degree to earn a Master of Science degree at an accredited graduate school as discussed with management.

MASTER'S FELLOWSHIP PROGRAM (MFP)

An external entry-level hiring program, which helps Sandia meet its Affirmative Action goals while fulfilling requirements for technical employees with advanced degrees. MFP provides an opportunity for selected minority candidates with a Bachelor of Science degree to earn a Master of Science degree at an accredited graduate school as discussed with management.

CAREER DEVELOPMENT

At the manager's discretion, Sandia supports attendance at national and international seminars and conferences. Sandia may pay annual fees for professional association memberships, with additional provisions. In addition, Sandia offers mechanisms for employees to take active roles in personal and professional growth in response to changing work requirements and complex customer needs, such as:

WEAPON INTERN PROGRAM (WIP)

Is a six-month, full-time program that affords selected Sandians an excellent opportunity to gain a deep understanding of nuclear weapons and the National Security Enterprise.

IN-HOUSE EDUCATION AND TRAINING PROGRAMS

Sandia's education and training programs are designed to increase our employees' technical and business capability; meet compliance-related training, development, and education requirements; and assist in preparing for future technological advances. Areas of study cover a wide range of topics from technical skills to leadership and management development. In addition to classroom training, employees have access to self-study and computer-based courses that provide job-related training and development.

[1] This benefit is not available to temporary employees.
* Located on Kirtland Air Force Base and not affiliated with Sandia.

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 2013-10601P