



Exceptional service in the national interest



James S. Peery
Laboratories Director

November 27, 2023



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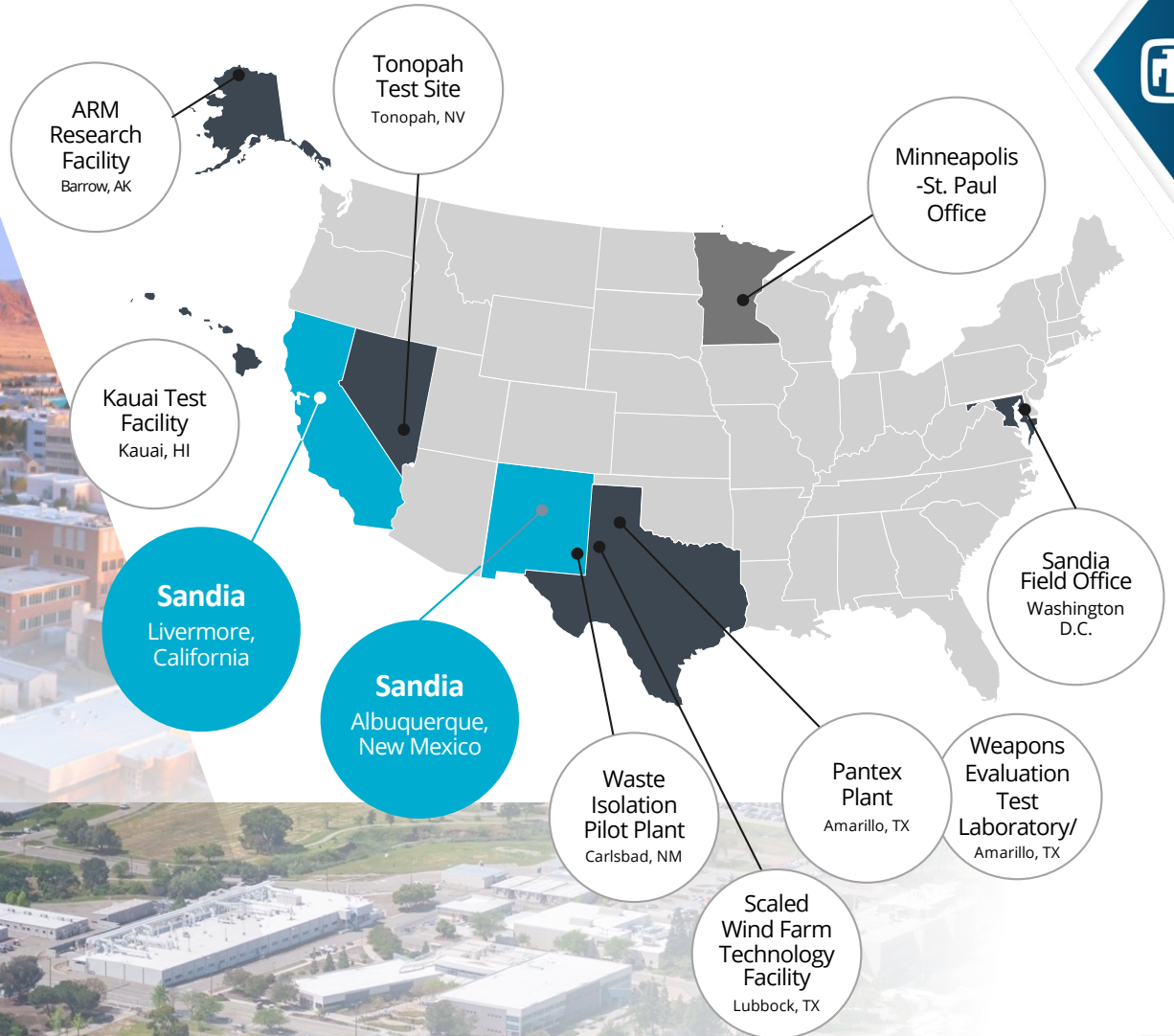
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WE HAVE FACILITIES
ACROSS THE NATION

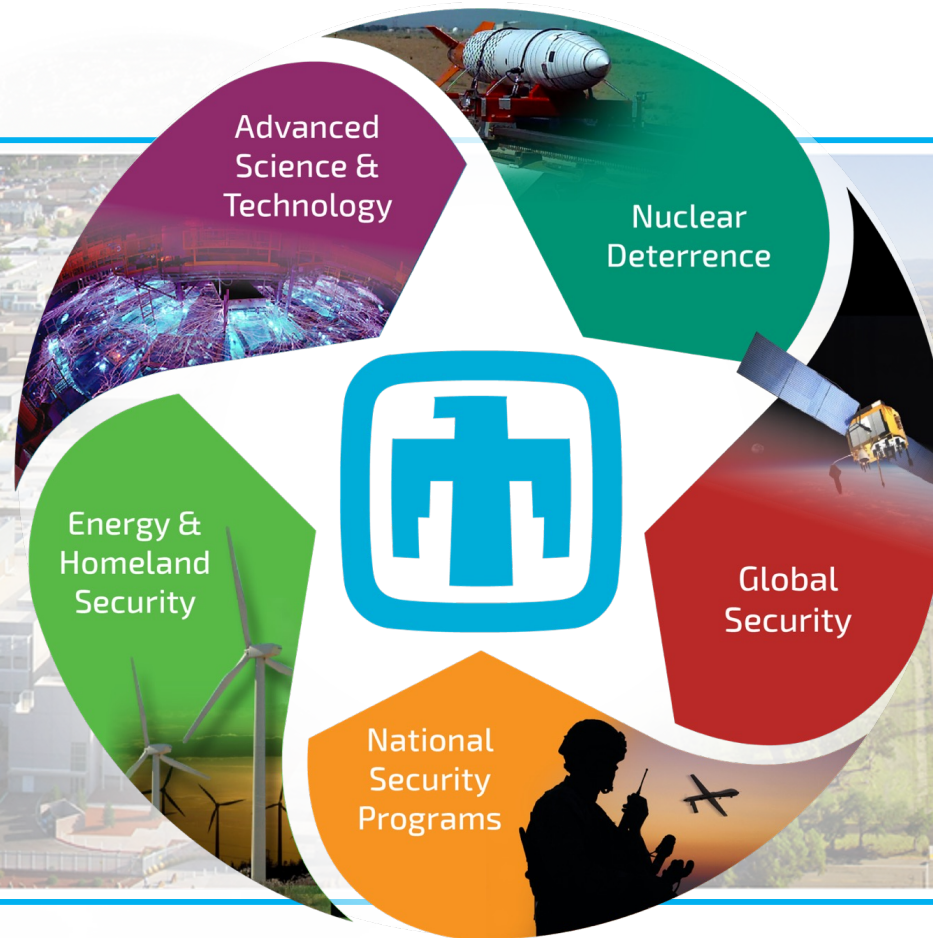


Main Sites

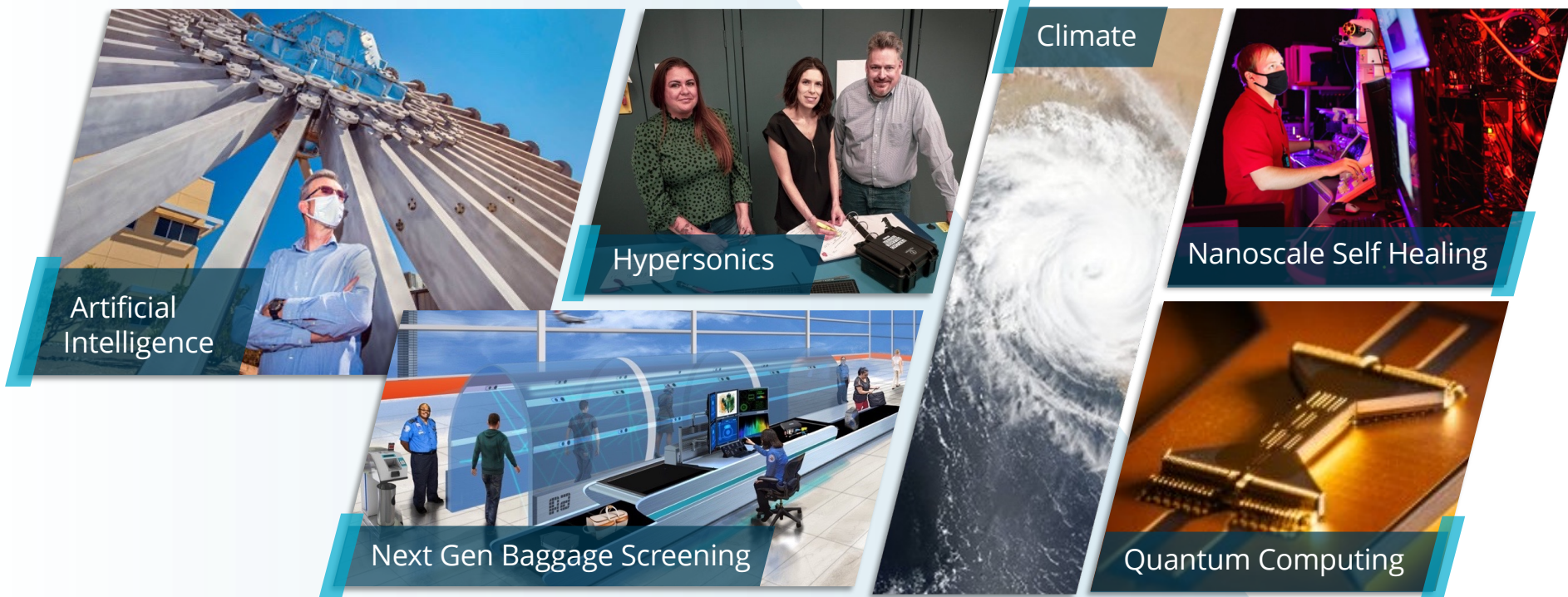
Albuquerque, New Mexico
Livermore, California



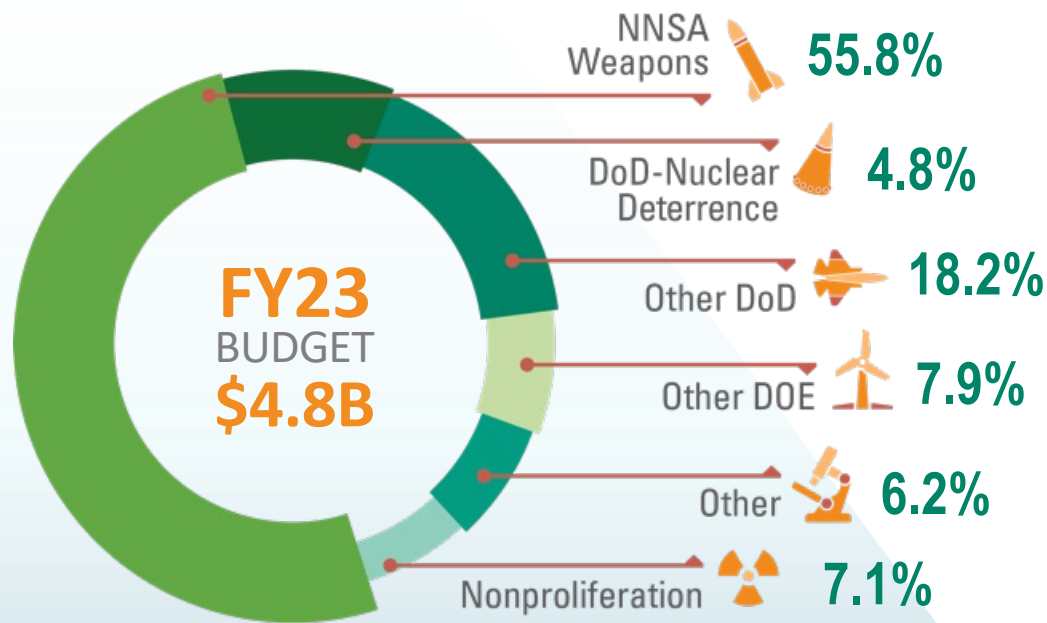
SANDIA IS A MULTIMISSION NATIONAL SECURITY LABORATORY WITH FIVE MAJOR PROGRAM PORTFOLIOS



EMERGING TECHNOLOGIES PLACE SANDIA AT THE FOREFRONT OF INNOVATION



OUR BUDGET COVERS A BROAD RANGE OF GOVERNMENT AND OTHER WORK



OTHER

Department of Homeland Security
Other federal agencies | nonfederal entities
CRADAs, licenses, royalties | inter-entity work



DoD

Air Force | Army | Navy
Defense Threat Reduction Agency
Ballistic Missile Defense Organization
Office of the Secretary of Defense
Defense Advanced Research Projects Agency
Intelligence Community



OTHER DOE

Science
Energy Efficiency and Renewable Energy
Nuclear Energy
Environmental Management
Electricity Delivery and Energy Reliability
Other DOE



NONPROLIFERATION

NNSA/NA20 | NNSA/NA80

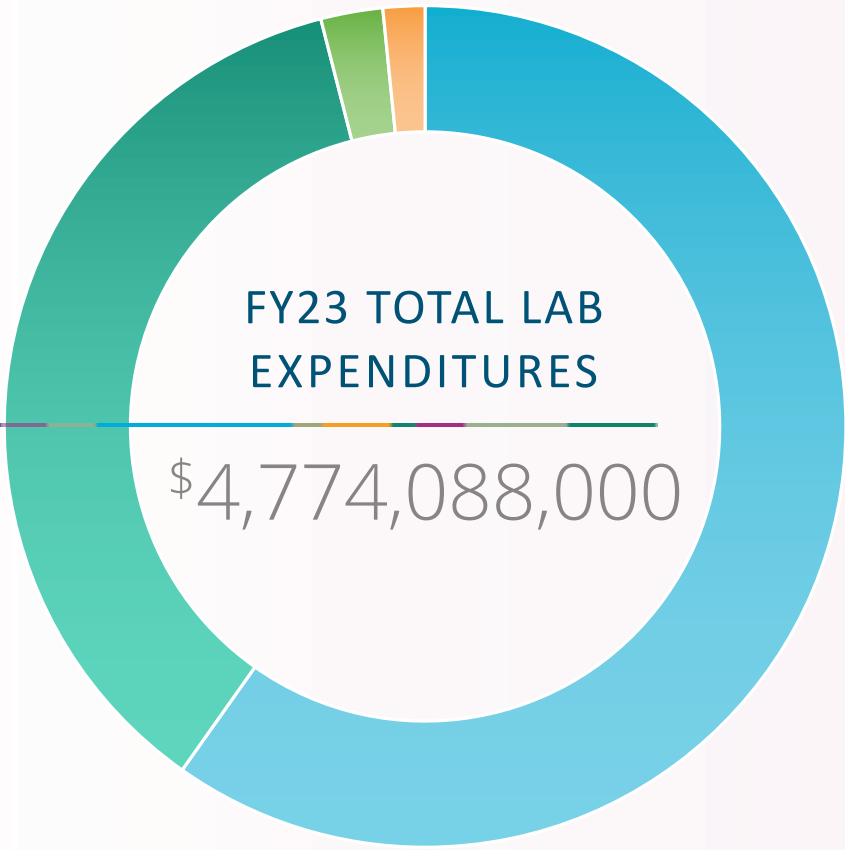


SANDIA HELPS THE NEW MEXICO ECONOMY IN SIGNIFICANT WAYS

- **procure goods and services** from New Mexico sources;
- **help small businesses** succeed;
- **transfer technology** to the private sector;
- have considerable **payroll and pension** distributions;
- **attract professionals** to the state;
- **partner** with New Mexico universities



LABS' SPENDING TOPS \$4.7 BILLION



**LABOR AND
NON-SUBCONTRACT-
RELATED PAYMENTS**

\$2,852,023,000



**SUBCONTRACT-RELATED
PAYMENTS**

\$1,727,315,000



NM GROSS RECEIPTS TAXES

\$113,559,000



**PROCUREMENT CARD
PAYMENTS**

\$76,672,000

SMALL-BUSINESS CONTRACTING IS A PRIORITY



SMALL BUSINESS*	\$460M
DISADVANTAGED	\$324M
WOMAN-OWNED	\$224M
VETERAN-OWNED	\$178M
SERVICE-DISABLED VETERAN-OWNED	\$132M
HUBZONE	\$81M



DISADVANTAGED	\$193M
SMALL BUSINESS*	\$156M
WOMAN-OWNED	\$111M
VETERAN-OWNED	\$77M
HUBZONE	\$42M
SERVICE-DISABLED VETERAN-OWNED	\$42M

67% OF ALL SANDIA SUPPLIERS ARE SMALL BUSINESSES

506 NEW SMALL-BUSINESS SUPPLIERS ADDED TO SANDIA'S SUPPLIER BASE

NEW MEXICO SMALL BUSINESS SUBCONTRACTING PAYMENTS ARE:

44% OF TOTAL SMALL-BUSINESS SUBCONTRACTING PAYMENTS

81% OF TOTAL NEW MEXICO SUBCONTRACTING PAYMENTS

**Small Businesses not categorized as Small Disadvantaged Business, Women-Owned Small Business, HUBZone Small Business, Veteran-Owned Small Business or Service-Disabled Veteran-Owned Small Business.*

OUR PROGRAMS PROMOTE SMALL-BUSINESS SUCCESS



Five companies are performing as protégés in our **Mentor-Protégé Program** designed to enhance small-business development and ability to compete for federal and industry opportunities

Sandia continues to host **Small Business Forums** and other programs across the region to prepare small companies to do business with the Labs; over 270 people attended in FY23

We have monthly virtual **Office Hours** where our Small Business Program Advocates are available for one-on-one collaborations; we hosted over 80 companies in FY23

Sandia is committed to awarding **61% of total subcontracting dollars** to small businesses in FY24; we have exceeded our small business commitment for **7 consecutive years**



THE NATIONAL LABS ARE PARTNERS IN ECONOMIC DEVELOPMENT IN NEW MEXICO

New Mexico Small Business Assistance (NMSBA)

Integrated Deposition Solutions



Sigma Advanced Technologies

TRGR Technology Reading Initiative

BOOST

Community Workshop in Las Vegas, NM



SANDIA SPENDING ON NEW MEXICO LABOR TOPS \$1.5 BILLION



- **\$1.67B** in New Mexico labor in FY23
- **Average New Mexico salary of \$129,427** for regular employees
- More than \$255M in annual pension payments to New Mexico residents

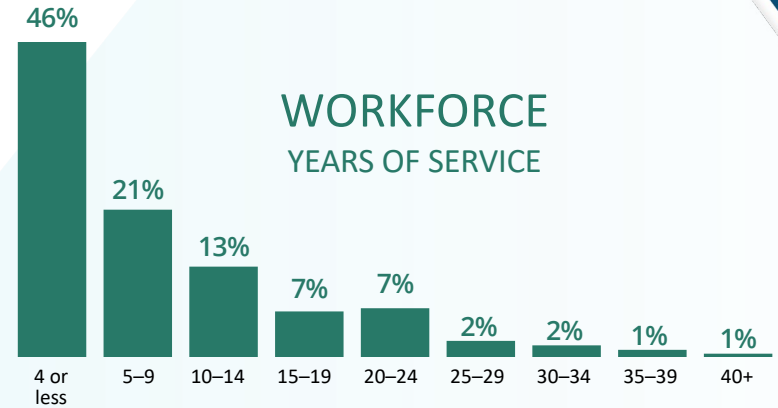


OUR WORKFORCE TOTALS 16,843

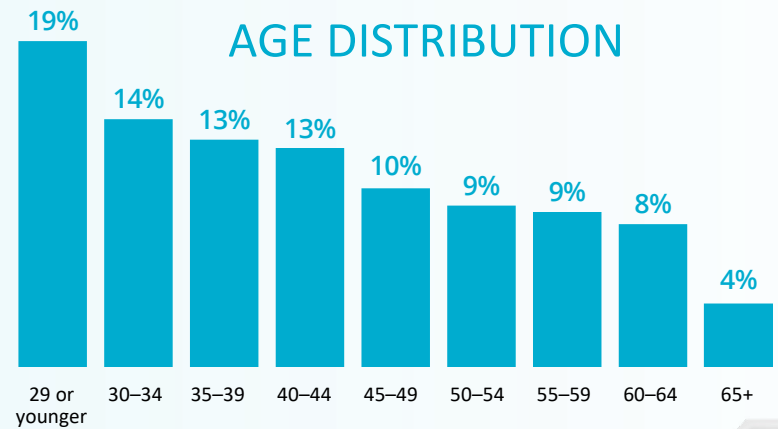


- 46%** Technical Staff
- 38%** Operations Staff
- 5%** Technical Mgmt
- 3%** Undergrad Student
- 3%** Graduate Student
- 3%** Operations Support Mgmt
- 2%** Post Doctoral
- 1%** Executive & Senior Leadership

WORKFORCE YEARS OF SERVICE



AGE DISTRIBUTION



In the past five years, **about 27%** of hires (excluding students) — or about **1,800** professionals — relocated to New Mexico

77% OF OUR STAFF HOLD A BACHELOR'S DEGREE OR HIGHER

Esha Datta, Ph.D.
Secure Algorithms



Caleb Jaramillo, M.E.
Mission Software Architecture

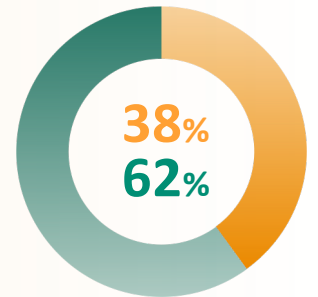


Daniella Pautz, M.E.
Surety & Design Engineering

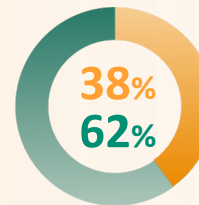


**NEW MEXICO
HIGH DEGREES
ASSOCIATES AND HIGHER**

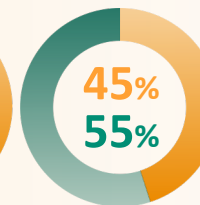
**Total
Employees**



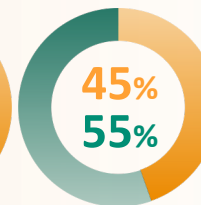
**Regular
Employees**



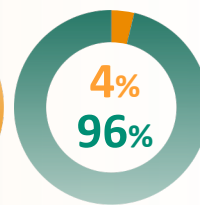
**Temporary
Employees**



**Student
Interns**



**Post Docs/
Fellowships &
Faculty**



■ NM School ■ Non-NM School



SANDIA'S COLLABORATIONS WITH NEW MEXICO COLLEGES AND UNIVERSITIES ADVANCE RESEARCH AND TALENT PIPELINE



Data as of the end of FY23

Expanded Talent Pipeline

12,022	Total NM Degrees <i>5,302 High Degrees (44%)</i>
6,417	Total NM Alumni <i>15,185 Total employees (42%)</i>
2,528	R&D Employees <i>8,573 Total R&D (29%)</i>
1,337	Business Employees <i>2,486 Total Business (54%)</i>
910	Technologists <i>2,121 Total Technologists (43%)</i>
245	FY23 Student Hires <i>825 Total Student Hires (30%)</i>
128	FY23 Conversions <i>370 Total Conversions (35%)</i>
70	FY23 LTE Hires <i>257 Total LTE Hires (27%)</i>
44	FY23 Regular Hires <i>241 Total Regular Hires (18%)</i>

Strengthened Research Collaborations

\$4.7 M	FY23 Joint R&D <i>84 Collaborations</i>
\$1.9 M	FY23 LDRD Research <i>38 Collaborations</i>
46	Sandians on University Advisory Boards
71	Sandians as Affiliated Faculty
79	Co-authored Publications
3	FY23 Joint Patent Grants
8	FY23 Joint Patent Applications
4	FY23 Joint Disclosures
0	FY23 Joint Copyright Submissions

Reinforced Institutional Partnerships with Commitments

Sandia/UNM Nuclear Security Courses
2022-2023 Academic Year

Sandia/NMT Research Institutes
2020-2023 Academic Years

Faculty Loan Program
One Joint Appointee with NMSU in FY23, Six Joint Appointees with UNM

NM Capstone Challenge
2020-2023 Academic Years

UNM Global Speaker Security Series
2020-2023 Academic Years

ENGAGING STUDENTS IN STEM



Return to in-person

- Family Math Nights
- New Mexico Electric Car Challenge
- Lots of STEM events!

Employee Resource Group Programs

- Manos
- Dream Catchers
- HM Tech
- Future City

Workforce Development Programs

- Job Shadow Opportunities
- CyberPatriot Mentors
- Quantum Computing Camp
- Summer Physics Camp for Young Women
- Intern Institute Experiences
- Technician/Technologist Opportunities
- Explosives Technician Certification (CNM)



DIVERSITY OF TALENT IS A STRATEGIC ADVANTAGE TO SANDIA



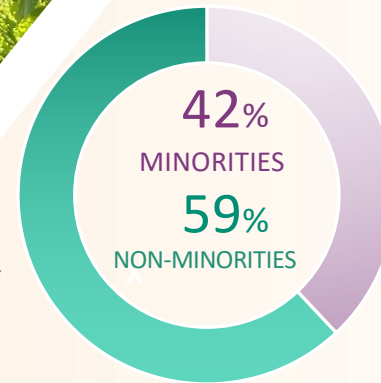
Tian Ma
Asian American Engineer of the Year Award

Danielle Stephenson
BEYA STEM Senior Technology Fellow Award

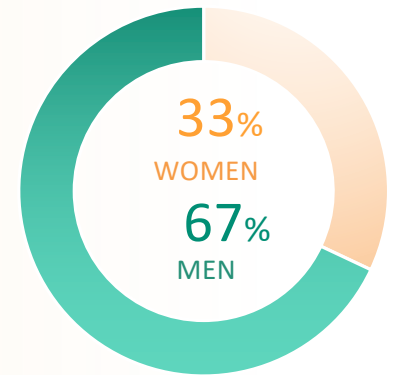
Sal Rodriguez
HENAAC Scientist of the Year



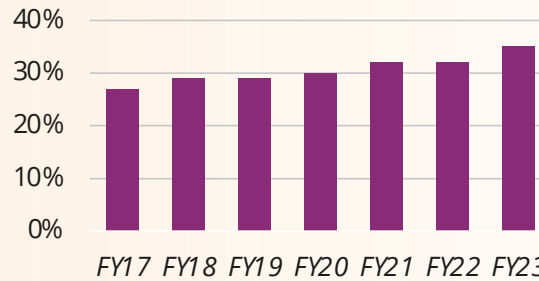
Race



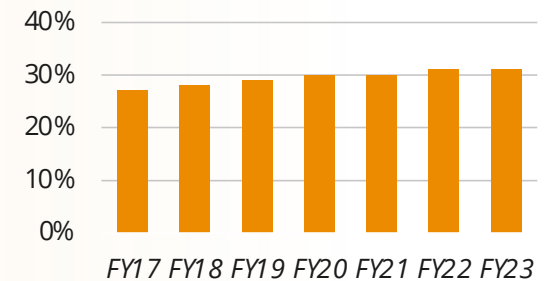
Gender



Minorities in Management



Women in Management



SANDIA AND OUR EMPLOYEES ARE GENEROUS COMMUNITY SUPPORTERS



Sandia employees donate

\$5 MILLION/year

through United Way of North Central New Mexico



CORPORATE COMMUNITY COMMITMENT



Education
40%

Community
Leadership
20%

Family
Stability
40%

SANDIANS VOLUNTEER

School supply and book drives

100+ mentors

K-12 STEM career
exploration programs

1,220 units/blood

Shoe and holiday gift drives

Sandia Serves Saturdays

WE CONTINUE TO BE A GOOD STEWARD OF THE ENVIRONMENT



- Sandia strives to achieve **innovative, large-scale institutional transformation** toward a sustainable, carbon-neutral environment while increasing mission effectiveness, resource reliability and resource security



Establishing
community
**environmental
partnerships**



Incorporating
sustainable design
in new and
renovated facilities



Increasing
**energy
and water
efficiency**



Improving
**environmental
restoration**



CRIME AND EDUCATION IMPACT SANDIA'S ABILITY TO RECRUIT AND RETAIN



Factors that affect employees relocating to New Mexico and our national recruiting efforts:

- NM typically sits at or **near the bottom** of most national education and violent crime rankings
- NM's violent and property **crime rates are considerably higher** than the national average

Growing evidence of concern:

- Exit interviews
 - Recruits from out of state have **shared concerns** about crime rate in Albuquerque
 - **Employees have left Sandia** specifically for better school systems and less crime



SANDIA PROVIDES EXCEPTIONAL SERVICE IN THE NATIONAL INTEREST – WE BRING THE SAME DEDICATION TO NEW MEXICO



- Sandia continues to be an **important contributor** to the New Mexico economy
- We strive to **further the state's entrepreneurial spirit** through innovation and economic development
- Partnerships with New Mexico **universities are critical** to Sandia's success
- As New Mexicans, Sandia and its **employees give generously** and volunteer to ensure the communities in which we live and work remain vibrant and thrive





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