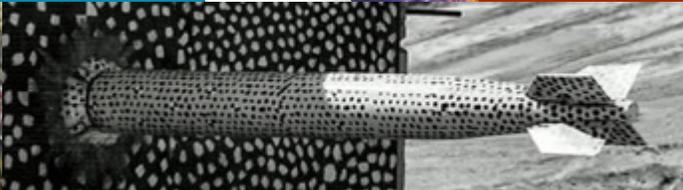
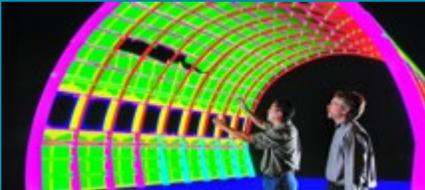




Sandia
National
Laboratories

Exceptional service in the national interest



SANDIA NATIONAL LABORATORIES

James S. Peery, Laboratories Director
October 26, 2020



Sandia National Laboratories is a multimission laboratory managed and operated by National Technology and Engineering Solutions of Sandia LLC, a wholly owned subsidiary of Honeywell International Inc. for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-NA0003525.
SAND 2020-11429 PE

Sandia has facilities across the nation

Activity locations

- Waste Isolation Pilot Plant, Carlsbad, New Mexico
- Kauai, Hawaii
- Tonopah, Nevada
- Barrow, Alaska
- Pantex Plant, Amarillo, Texas

Main sites

- Albuquerque, New Mexico
- Livermore, California



Sandia's core values



- Service
- Respect
- Integrity
- Excellence
- Teamwork

The Laboratories have evolved to meet national challenges

1950s

**NUCLEAR
WEAPONS
ENGINEERING
AND TESTING**



Arms race

1960s

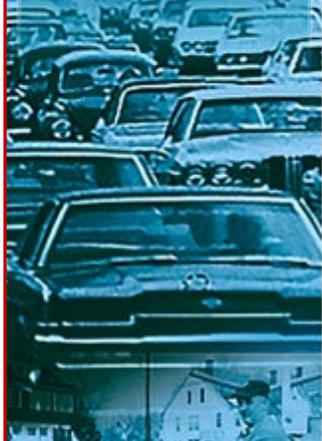
**NW
STOCKPILE
DIVERSITY AND
BUILD-UP**



Cuban missile
crisis & Vietnam
War

1970s

**NW + ENERGY:
MULTIPROGRAM
LABORATORY**



Energy crisis

1980s

**DOE
MULTIPROGRAM
+ MISSILE
DEFENSE
AND OTHER
DoD WORK**



End of
Cold War

1990s

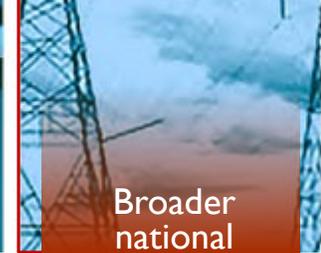
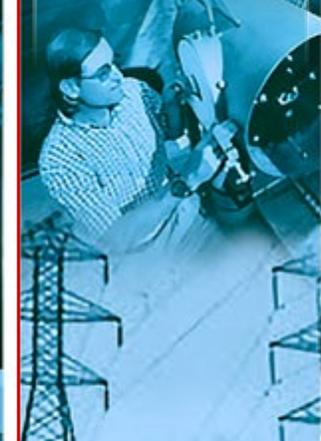
**DOE
MULTIPROGRAM
+ DoD,
ECONOMIC
COMPETTIVENESS**



Stockpile
stewardship

2000s

**EXPANDED
NATIONAL
SECURITY ROLE
POST 9/11**



Broader
national
security

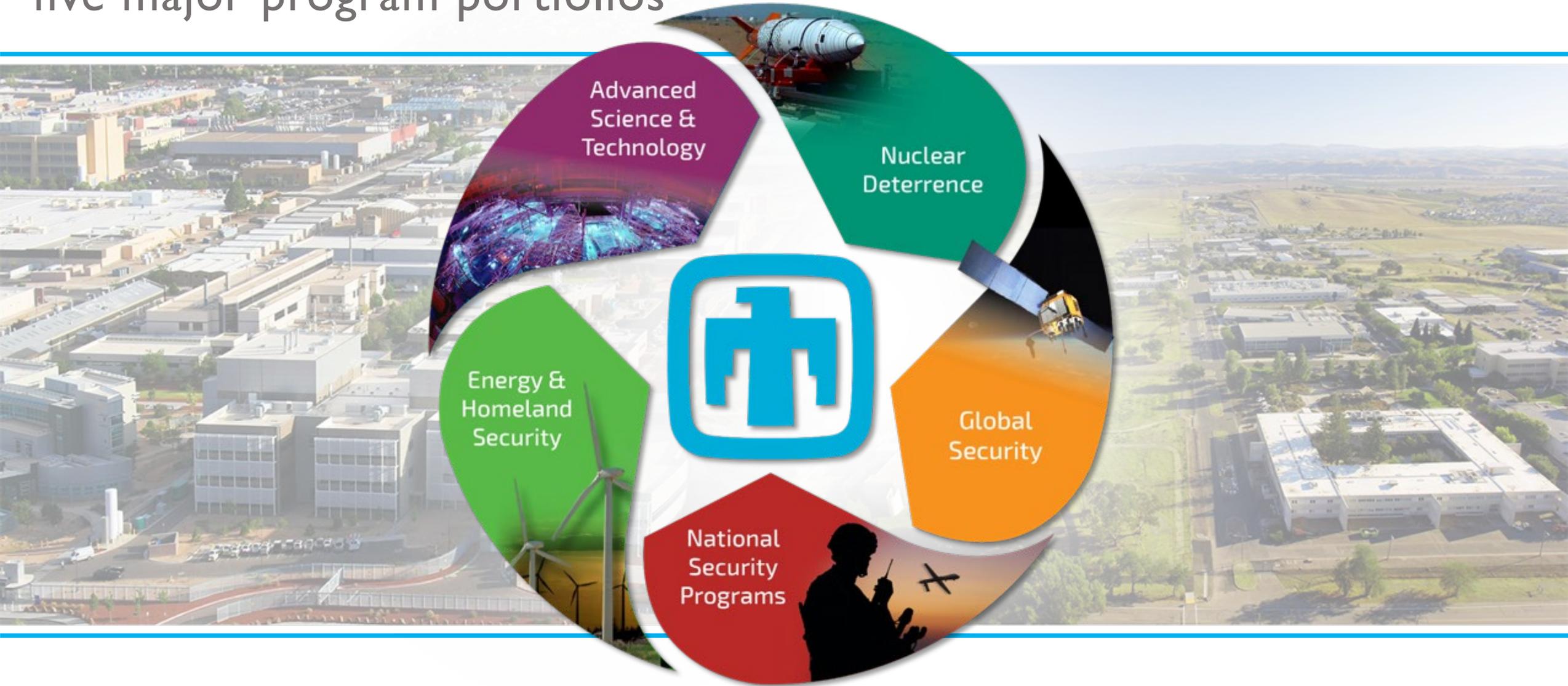
Today

**MULTIMISSION
LAB: LEPs
CYBER, BIO,
SPACE,
TERRORISM**

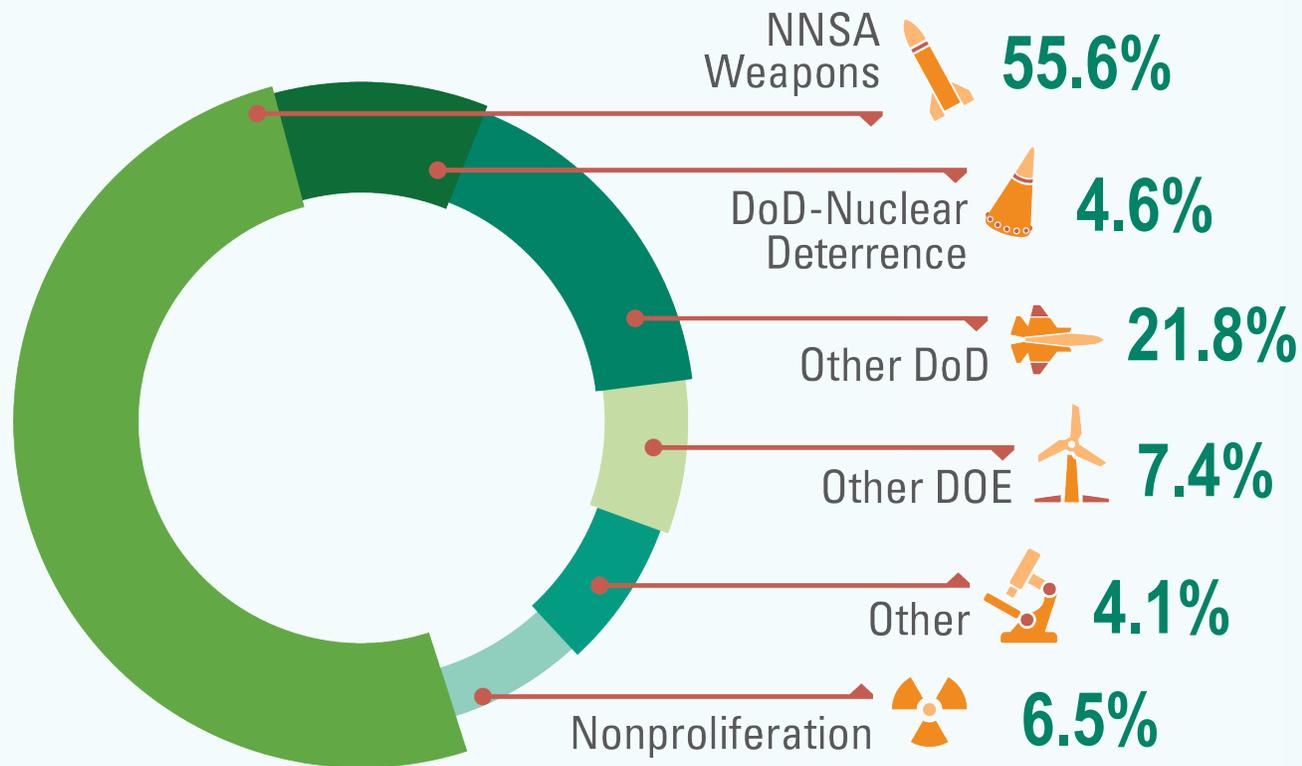


Evolving
national
security
challenges

Sandia is a multimission national security laboratory with five major program portfolios



Sandia's 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

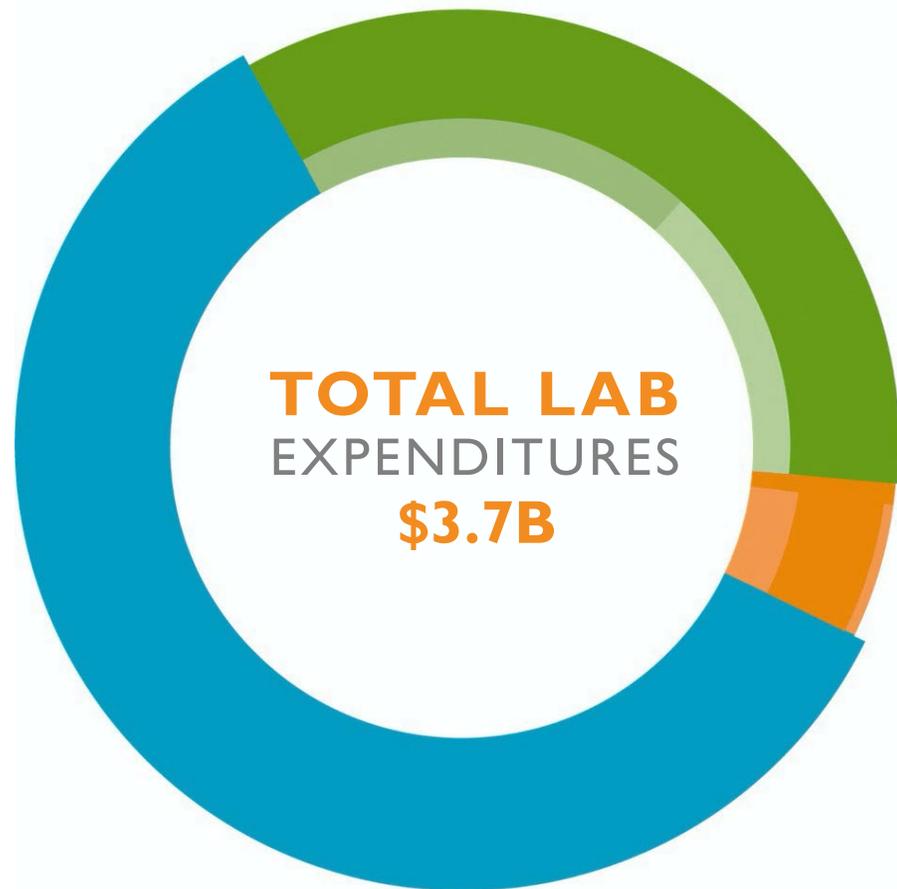
NNSA/NA20 | State Department

Sandia helps the New Mexico economy in significant ways

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



In FY19 the Labs' spending was nearly \$3.7 billion



LABOR & NON-SUBCONTRACT-RELATED PAYMENTS

\$2.2B



TOTAL PROCUREMENT IMPACT

\$1.4B

↳ Total New Mexico impact

\$522M

↳ New Mexico small business impact

\$364M



CORPORATE TAXES

\$98M

↳ New Mexico gross receipts taxes

\$97M

Small business contracting is a priority



SMALL BUSINESS*	\$348M
DISADVANTAGED	\$203M
WOMAN-OWNED	\$152M
VETERAN-OWNED	\$144M
SERVICE-DISABLED VETERAN-OWNED	\$107M
HUBZONE	\$72M



SMALL BUSINESS*	\$140M
DISADVANTAGED	\$107M
WOMAN-OWNED	\$102M
VETERAN-OWNED	\$54M
HUBZONE	\$47M
SERVICE-DISABLED VETERAN-OWNED	\$30M

65% OF ALL SANDIA SUPPLIERS ARE SMALL BUSINESSES

>530 NEW SMALL-BUSINESS SUPPLIERS ADDED TO SANDIA'S SUPPLIER BASE

NEW MEXICO SMALL BUSINESS SUBCONTRACTING PAYMENTS ARE:

46% OF TOTAL SMALL-BUSINESS SUBCONTRACTING PAYMENTS

71% 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.*

Sandia programs promote small-business success

Sandia is committed to awarding **60% of total subcontracting dollars** to small businesses by 2022

We host monthly virtual **C3 Office Hours** where our Small Business Program Advocates are available for one-on-one collaborations

Three companies were chosen as the first protégés in our **Mentor-Protégé Program** designed to enhance small business development and ability to compete for federal and industry opportunities.

Sandia offers **Small Business Forums** and other programs to prepare small companies to do business with the Labs

Sandia hosted over 129 companies (198 individuals) in FY20

A Construction Materials for Minor Modifications opportunity was awarded to **Hacienda Home Centers Inc.** - a New Mexico small-disadvantaged, HUBZone, minority veteran owned company that has been in business 45 years



Technology-based economic development helps New Mexico companies start up and grow

New Mexico Small Business Assistance (NMSBA)

- 8,778 new jobs created and retained; all 33 New Mexico counties supported
- \$67.2M in technical assistance to 3,051 New Mexico small businesses
- 2019: \$2.4M in assistance provided by Sandia alone, 192 small businesses in 21 counties

Entrepreneurial Separation to Transfer Technology (ESTT)

- 162 Sandia entrepreneurs have left the Labs
113 companies started or expanded
2020: 2 Sandians currently out on ESTT

Technology Readiness Gross Receipts (TRGR) Tax Credit Act

- In March 2020 the governor signed House Bill 255, TRGR, into law
- \$4.5M for a 3-year pilot program will let businesses use NM national laboratory resources to mature their technologies toward commercialization
- Up to \$150K in assistance to an NM business that has licensed a technology from an NM national laboratory or that is a participant in a Cooperative Research and Development Agreement with an NM national laboratory

Sandia Science & Technology Park (SS&TP)

- 47 companies and organizations employing 2,321 people
- \$396M of investment
- \$95K average annual salary, \$6.4B wages and salaries generated
- 2020: 6 new companies and 2 expansions

Center for Collaboration and Commercialization (C3)/Entrepreneur Exploration (EEx)

- 88 entrepreneur events, 4,064 participants including both Sandians and community members
- C3 location at the University of New Mexico Lobo Rainforest Building fosters collaboration with UNM and AFRL
- FY2019: EEx held 20 entrepreneur events with a total of 745 participants

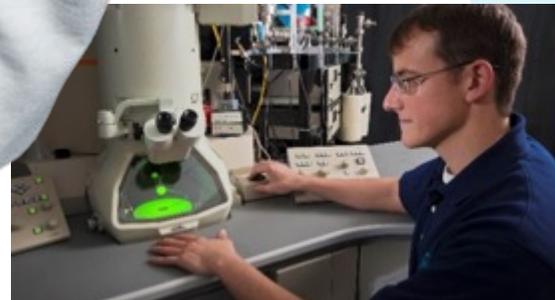
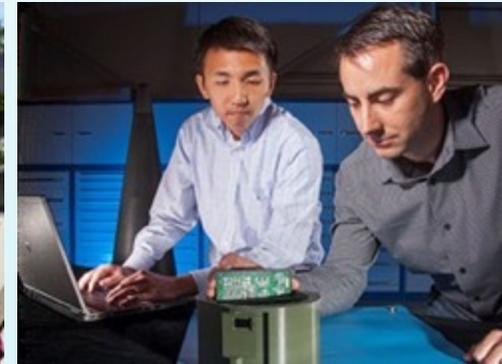
NTESS executed 31 new Cooperative Research and Development Agreements in FY20

- CRADA portfolio **continues to increase** in number and scope
- NTESS has about **160 active CRADAs**
- The 2020 agreements include **small businesses, education institutions, local businesses**, and large international companies
- NTESS executed several **COVID related** CRADAs with Abcam & Honeywell
- Additional **strategic CRADAs** were signed with PNM, Intel, the University of Puerto Rico, and the German Aerospace Center

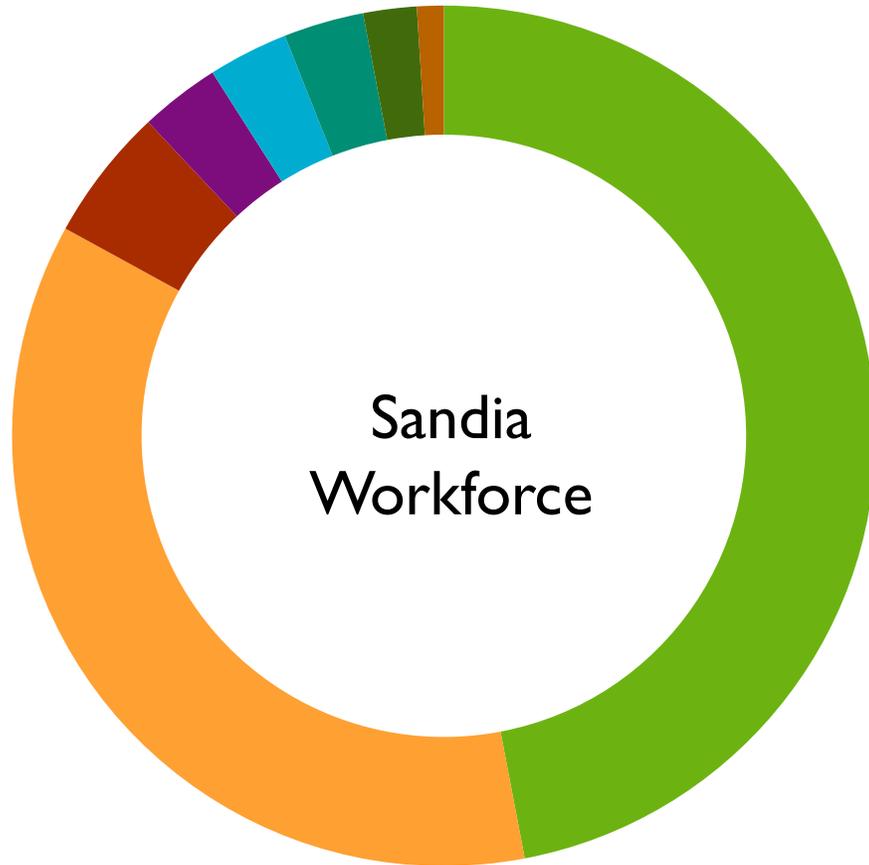


Sandia spending on New Mexico labor and pensions tops \$1.5 billion

- \$1.33B in **New Mexico labor**
- Average New Mexico salary of \$116,596 for regular employees
- More than \$260M in annual pension payments to **New Mexico residents**



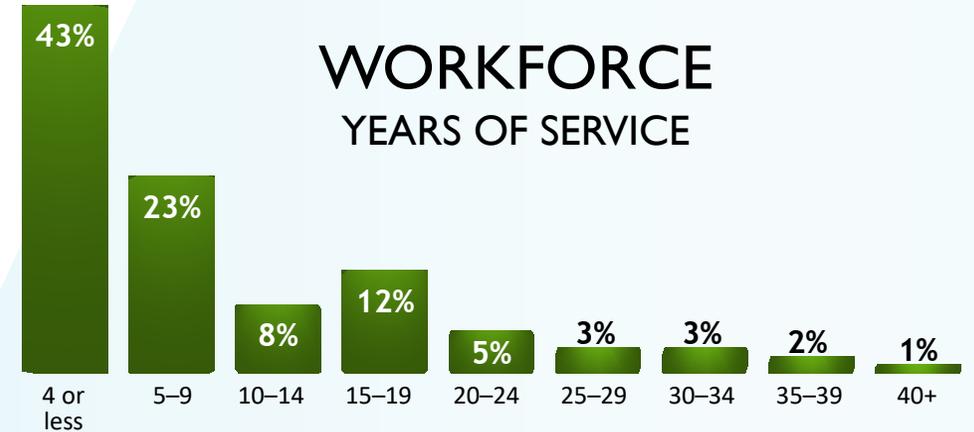
Sandia's workforce totals about 14,500



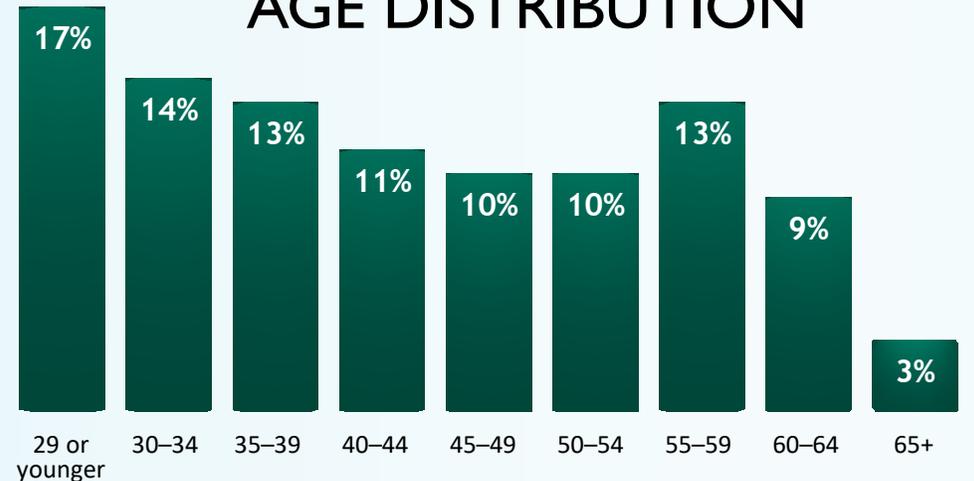
In the past five years, **about 30%** of hires (excluding students) — or about **1,600** professionals — relocated to New Mexico

- 47% Technical Staff
- 36% Operations Staff
- 5% Technical Mgmt
- 3% Operations Mgmt
- 3% Graduate Student
- 3% Undergrad Student
- 2% Post Doctoral
- 1% Executive & Senior Leadership

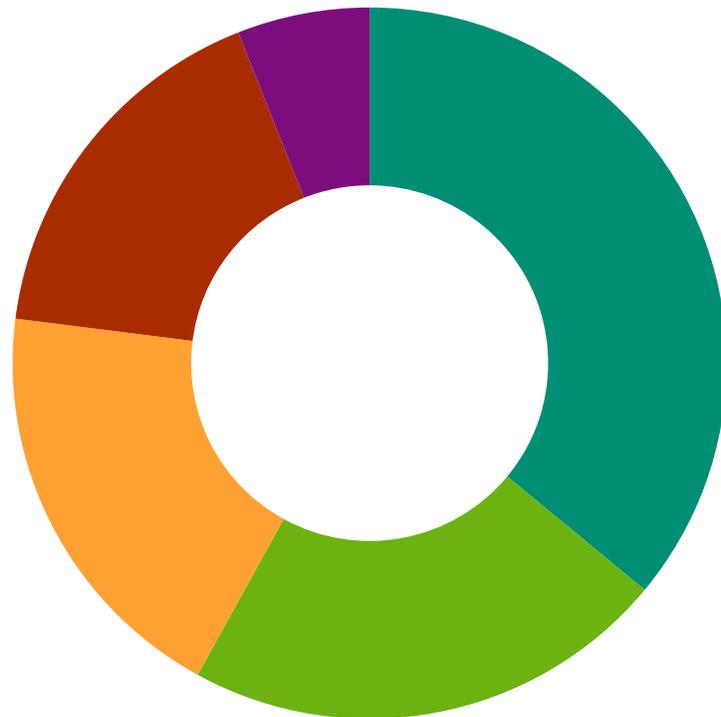
WORKFORCE YEARS OF SERVICE



AGE DISTRIBUTION



77% of our employees hold a bachelor's degree or higher;
39% of those who hold an associate's degree or higher
have a high degree from a New Mexico school

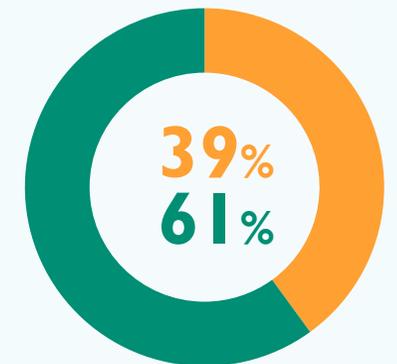


HIGH DEGREES OF SANDIA EMPLOYEES

- 36% Masters
- 22% Bachelors
- 19% Doctorate
- 17% Less than Associates
- 6% Associates

NEW MEXICO HIGH DEGREES ASSOCIATES AND HIGHER

Total Employees



Regular Employees



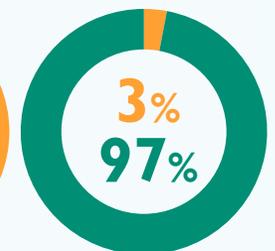
Temporary Employees



Student Interns



Post Docs/ Fellowships & Faculty



Sandia's collaborations with New Mexico universities advance research, talent pipeline

* Data as of 9/18/20

** Since FY19

Expanded Talent Pipeline	8,414	Total NM Degrees*
	5,410	Total NM Alumni* <i>13,016 Total Sandia Employees</i>
	1,782	Business Employees* <i>3791 Total Sandia Business</i>
	530	Technologists* <i>1910 Total Sandia Technologists</i>
	135	FY20 Student Hires* <i>549 Total Sandia Student Hires</i>
	98	FY20 Inexperienced Regular & LTE Hires* <i>309 Total Inexperienced Hires Conversion Included</i>

Strengthened Research Collaborations	\$7.7M	FY20 Joint R&D <i>175 Collaborations</i>
	\$2.7M	FY20 LDRD Research <i>64 Collaborations</i>
	612	Co-authored Publications <i>2015-2020 YTD*</i>
	74	Sandians on University Advisory Boards
	59	Sandians as Affiliated Faculty
	17	Joint Disclosures**
	14	Joint Patent Applications**
3	Joint Patents**	
2	Joint Copyrights**	

Reinforced Institutional Partnerships with Commitments

NMSU Classified Ready Employee Workforce
September 2020

Sandia/UNM Nuclear Security Engineering Program
September 2020

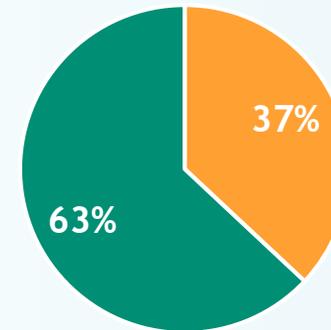
UNM Partnerships for Pandemic Response
May and September 2020

Diversity and inclusion are strategic advantages to Sandia

Demographic diversity

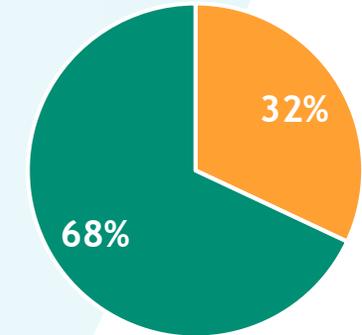
- Sandia's minority representation has increased from 33% in FY16 to 37% in FY20
- Representation of minorities and women in management also continue to increase at the Labs
- In FY20 we increased the representation of minorities in R&D jobs by more than 6%
- In 2020, Sandia has been listed as a Top 10 "Best Companies for Women" and #11 on "Best Companies Where CEO's Support Gender Diversity" on Fairygodboss - the largest career community for women.

Ethnicity



■ Minorities ■ Non-minorities

Gender

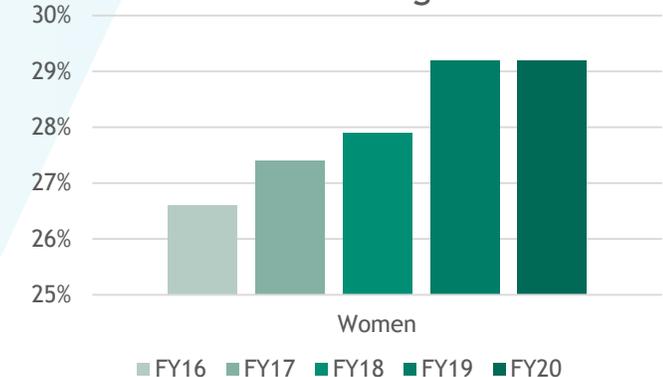


■ Women ■ Men

Minorities in Management



Women in Management



Community commitment plan averages \$1 million



EDUCATION
40%

Educational success

Inspiring students to graduate prepared to create their future

COMMUNITY LEADERSHIP
20%

Community leadership

Supporting initiatives that promote economic and community development

FAMILY STABILITY
40%

Family stability

Helping families provide a more stable home environment for children

Community involvement is a part of our culture

GIVE

\$5M

United Way of Central NM

Providing children with
**SHOES, BOOKS,
SCHOOL SUPPLIES
& HOLIDAY GIFTS**

Donated

1,056 UNITS OF
BLOOD

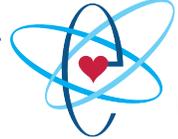


SERVE

Partnering with
Habitat for
Humanity for
more than

15 YEARS

100 matched with
high school
students via
SANDIANS Mentor 2.0

SANDIA
SERVO 
SATURDAYS



INSPIRE

Family
MATH NIGHTS
Family
SCIENCE NIGHTS



New Mexico
ELECTRIC CAR CHALLENGE

SCIENCE BOWLS

STEM

Career exploration





We work in schools to inspire the next generation

Engage

- Family Science Nights
- Family Math Nights
- Classroom presenters, judges, tutors
- CSI Dognapping

Exploration

- HM Tech/Dream Catchers/Manos
- NM Electric Car Challenge
- DOE Science Bowls

Experience

- STAR High School Fellowships

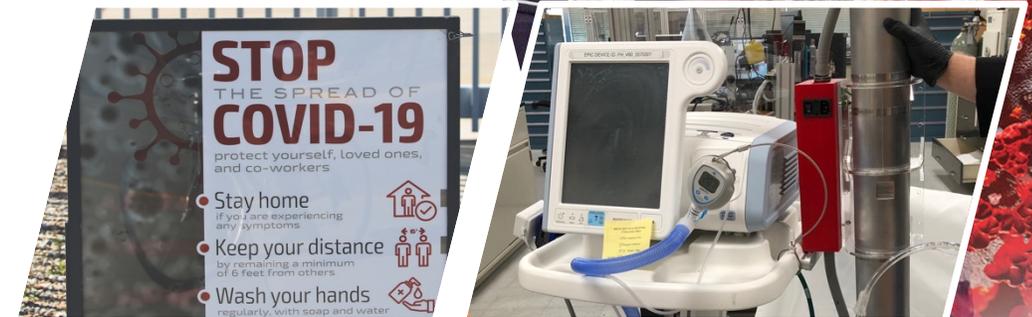


\$571K

Educational Success
Contributions

Sandia is making a difference in the COVID-19 battle

- We conducted **COVID-19 testing for thousands** of Sandians and NNSA workers, reducing the burden on local medical laboratories
- We trained several **New Mexico Tribal First Responders** on the appropriate use of PPE and disinfection techniques
- The state-funded New Mexico Small Business Assistance program (NMSBA) paired Sandia with a Santa Fe craft distillery to produce **Elbow Bump hand sanitizer**
- NMSBA also brought Sandia scientists and small businesses together to research materials to create **N95-like respirators**, providing New Mexico medical professionals with a local source of PPE
- A \$25,000 challenge to raise money to help Native American communities hit by COVID-19 raised **\$250,000 from Sandians**



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



Exceptional service in the national interest

