



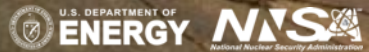
Exceptional service in the national interest



David Gibson

Deputy Labs Director
Chief Operating Officer

November 25, 2024



Sandia National Laboratories is a multi-mission laboratory managed and operated by National Technology & 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.

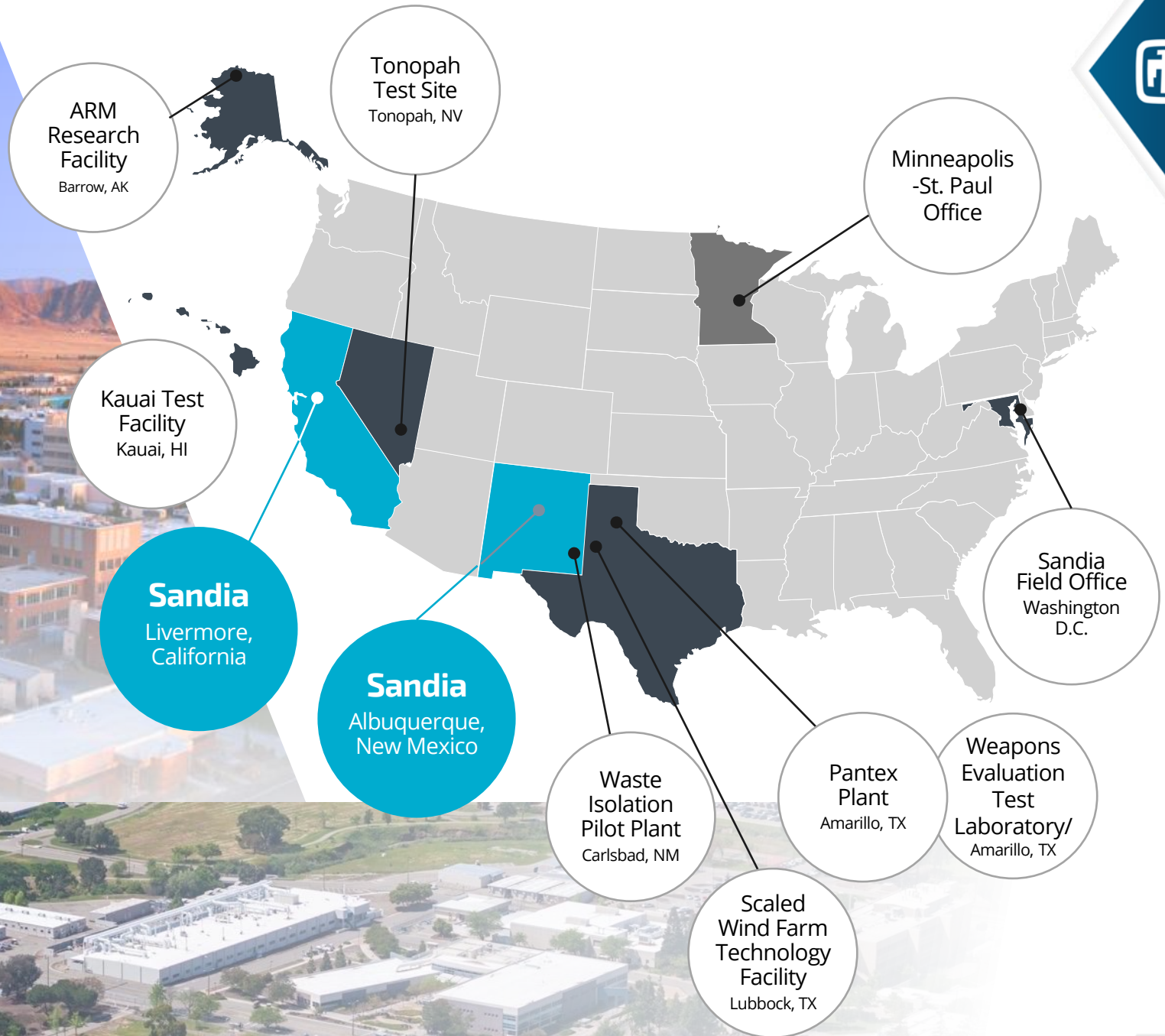
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WE HAVE FACILITIES ACROSS THE NATION

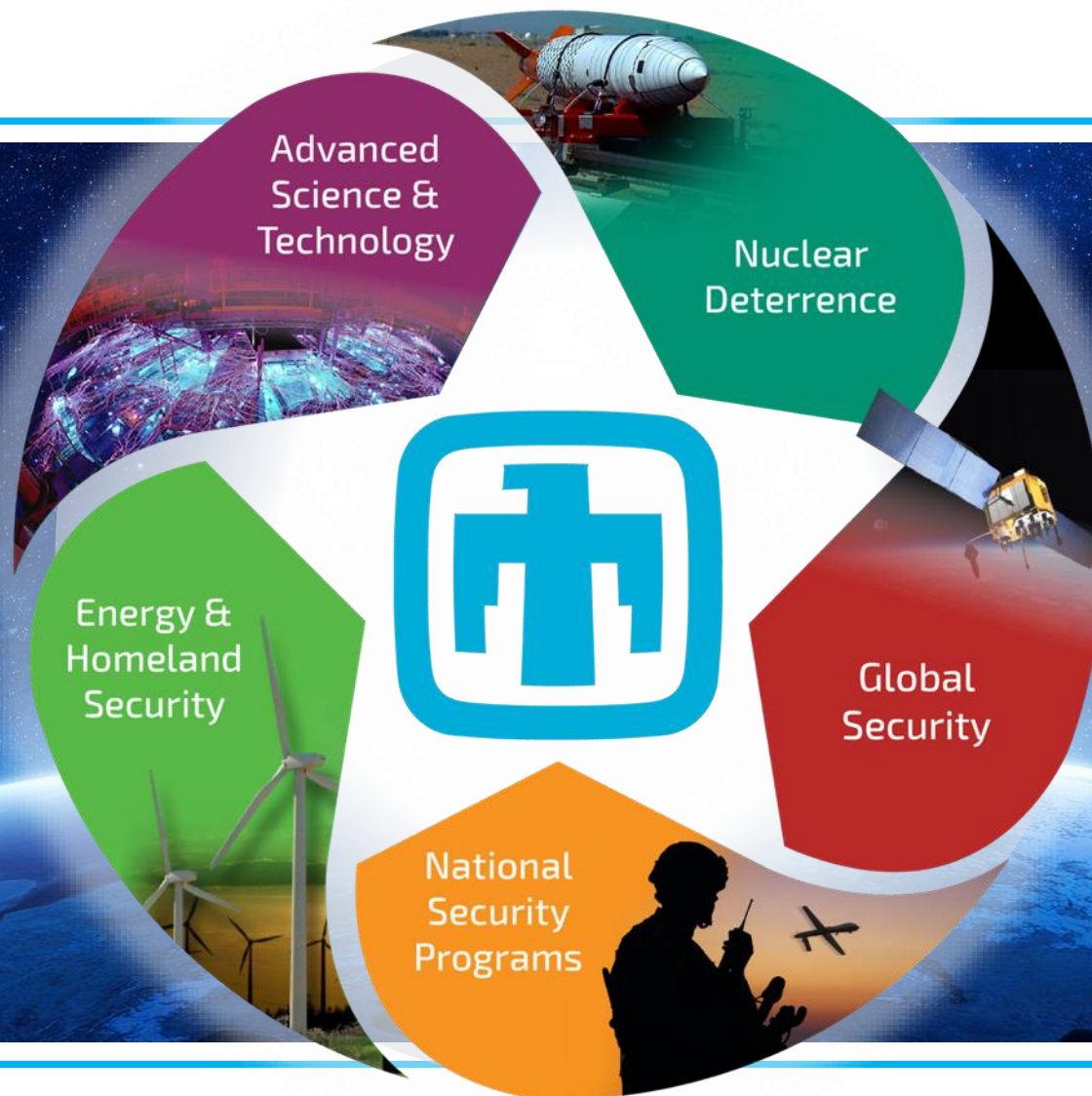


Main Sites

Albuquerque, New Mexico
Livermore, California



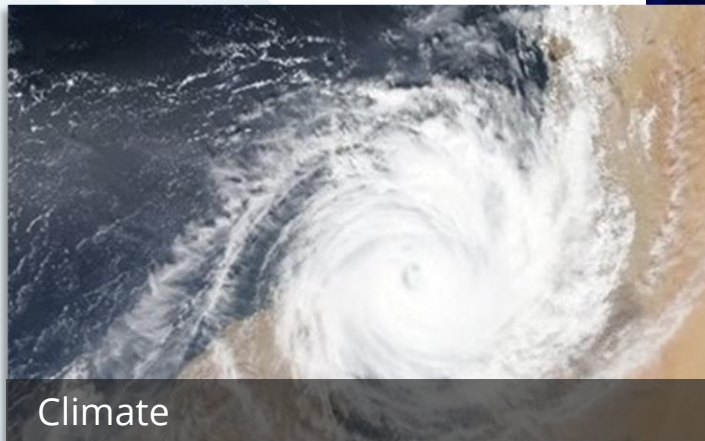
SANDIA IS A MULTIMISSION NATIONAL SECURITY LABORATORY WITH FIVE MAJOR PROGRAM PORTFOLIOS



EMERGING TECHNOLOGIES PLACE SANDIA AT THE FOREFRONT OF INNOVATION



Digital Engineering



Climate



Artificial Intelligence

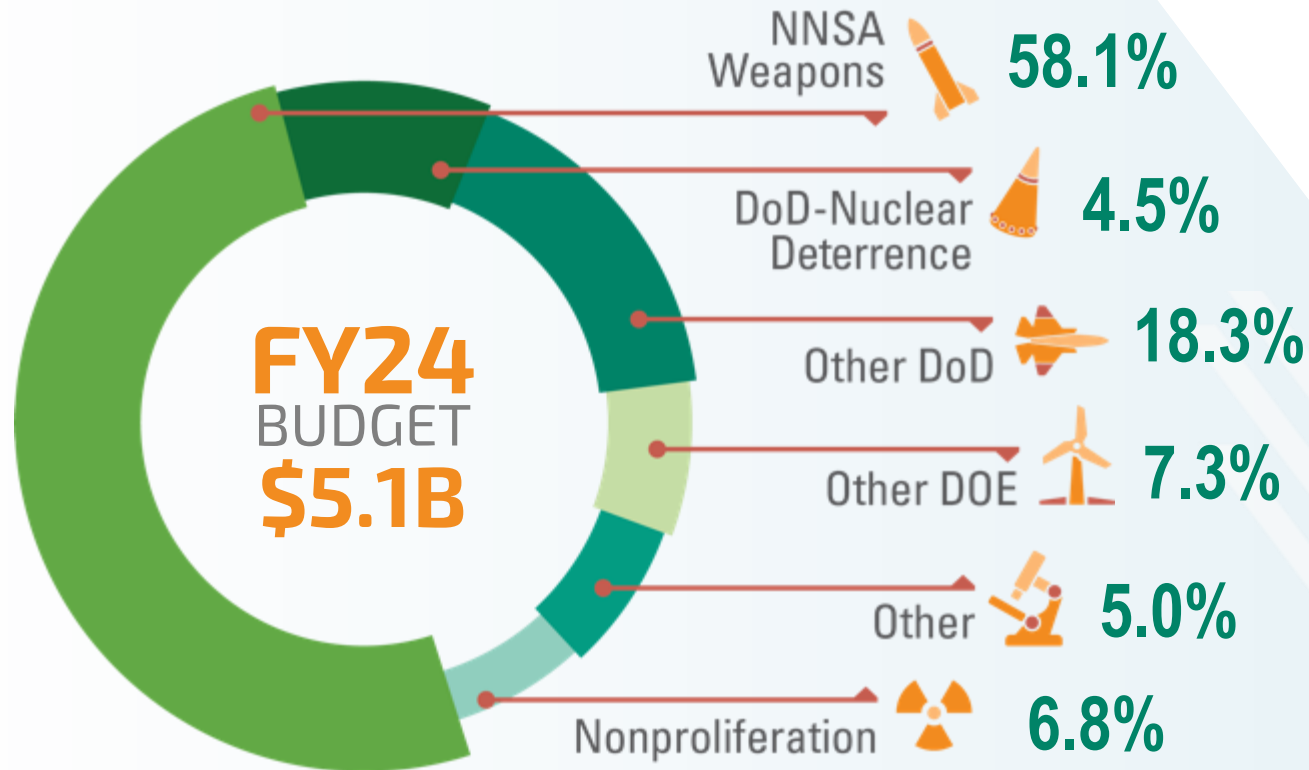


Hypersonics



Quantum Computing

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
Missile Defense Agency
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

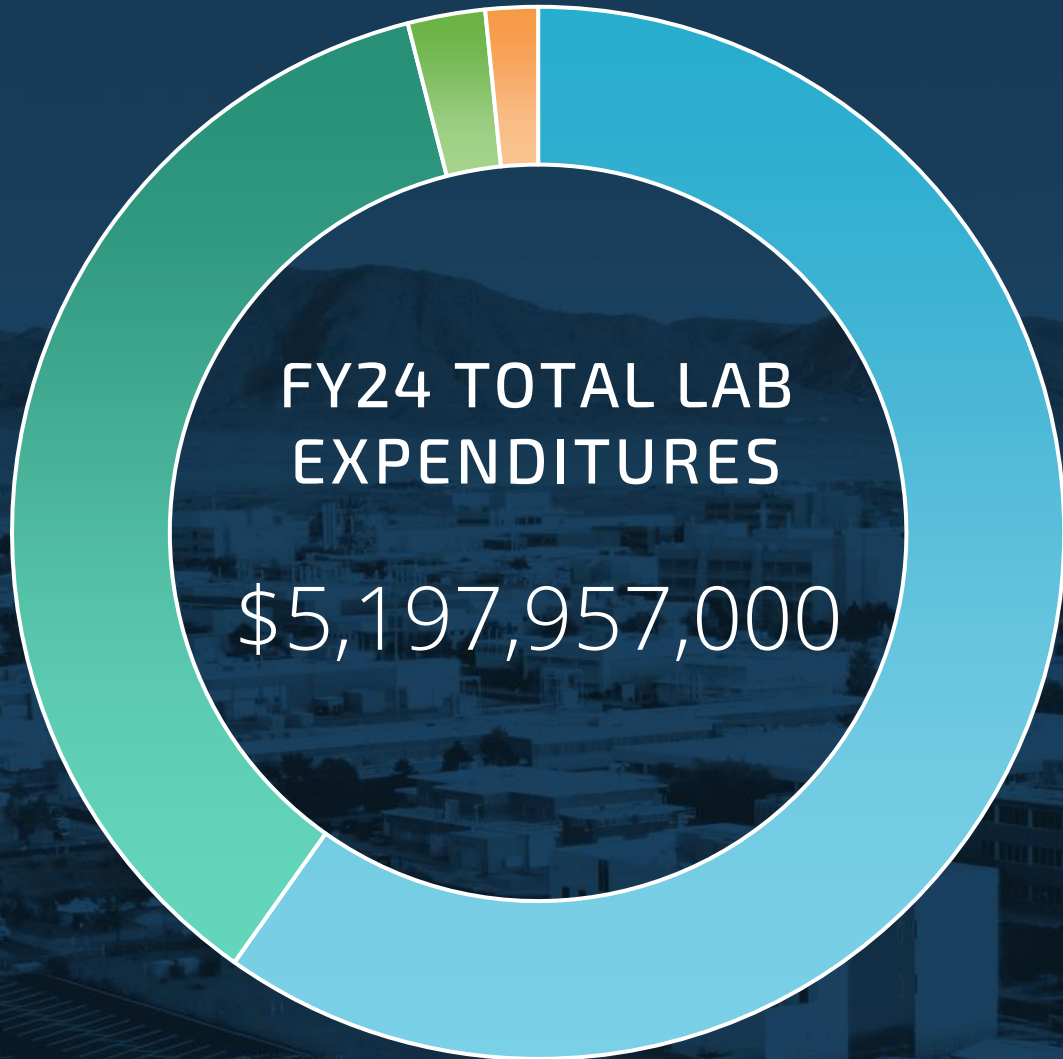
NNSA/NA20 | NNSA/NA80

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 \$5.1 BILLION



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

\$3,271,670,000



**SUBCONTRACT-RELATED
PAYMENTS**

\$1,716,968,000



NM GROSS RECEIPTS TAXES

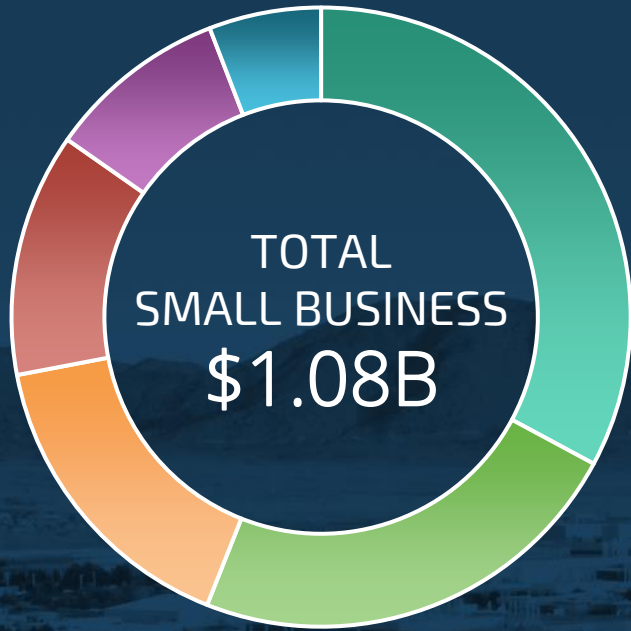
\$133,032,000



**PROCUREMENT CARD
PAYMENTS**

\$73,451,000

SMALL BUSINESS IS A PRIORITY



SMALL BUSINESS*	\$466M
DISADVANTAGED	\$325M
WOMAN-OWNED	\$211M
VETERAN-OWNED	\$176M
SERVICE-DISABLED VETERAN-OWNED	\$132M
HUBZONE	\$63M



DISADVANTAGED	\$196M
SMALL BUSINESS*	\$176M
WOMAN-OWNED	\$102M
VETERAN-OWNED	\$81M
SERVICE-DISABLED VETERAN-OWNED	\$50M
HUBZONE	\$36M

65% OF ALL SANDIA SUPPLIERS ARE SMALL BUSINESSES

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

NEW MEXICO SMALL BUSINESS SUBCONTRACTING PAYMENTS ARE:

47% OF TOTAL SMALL-BUSINESS SUBCONTRACTING PAYMENTS

83% 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



OUTREACH

- Hosted two in-person Small Business Forums attended by over **570 companies**
- Five small businesses are currently part of **Sandia's Mentor-Protégé Program**
- Procurement staff attended **33** local, state, national and virtual small business events
- Logged **86** virtual one-on-one interactions with current and potential suppliers during monthly office hours

- Construction forum was held in September 2024
- It's a Joint venture to find jobs for unemployed, underemployed or those seeking a career change
- Hosted over 80 businesses



WE HAVE A ROBUST TECHNOLOGY TRANSFER PROGRAM



20-YEAR ECONOMIC IMPACT

The Department of Energy Office of Technology Transitions calls New Mexico a model for other states on how to harness the power of national labs for economic development



\$140 Billion

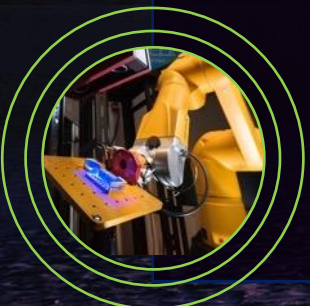
Overall economic impact

607,246

Jobs created

\$72.2 Billion

New product sales



\$22.52 Billion

New product sales to government

\$14.1 Billion

New tax revenue

THE NATIONAL LABS ARE PARTNERS IN ECONOMIC DEVELOPMENT IN NEW MEXICO



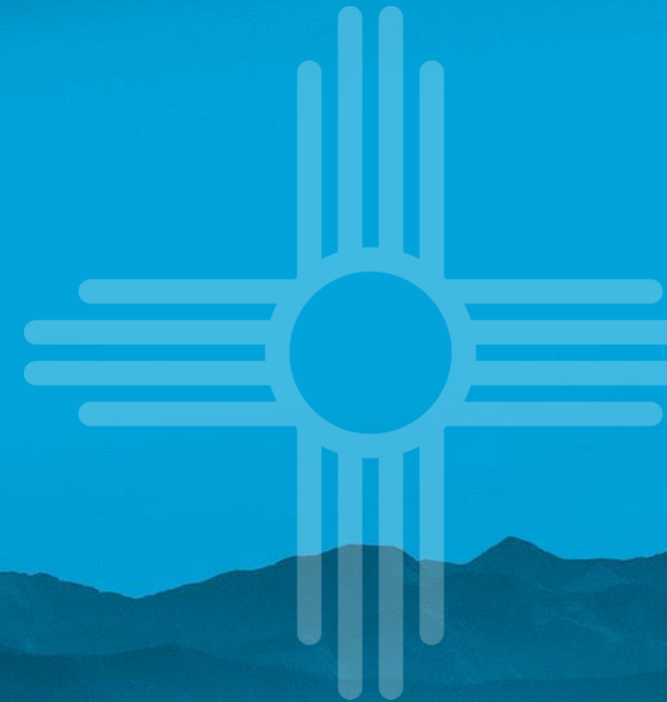
The state's businesses have access to national labs through partnership programs



NM Small Business Assistance
Remote Well Solutions
(Otero County)



Technology Readiness Gross Receipts
Initiative Management Sciences
(Bernalillo)

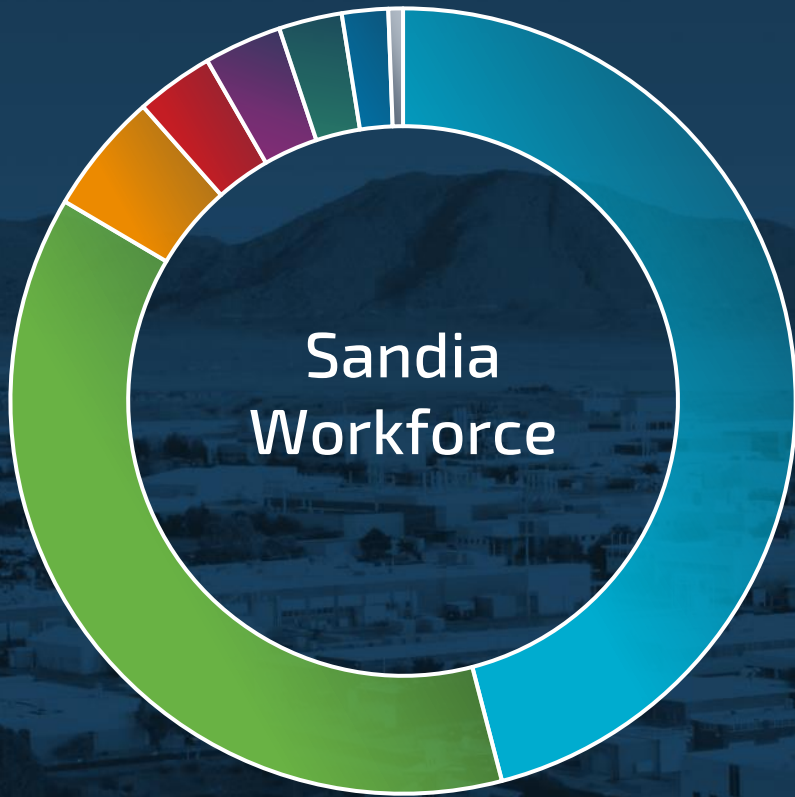


SANDIA SPENDING ON NEW MEXICO LABOR TOPS \$1.8 BILLION

- **\$1.81 billion in New Mexico labor** in FY24
- **Average New Mexico salary of \$145,267** for regular employees
- More than \$260 million in annual pension payments to New Mexico residents

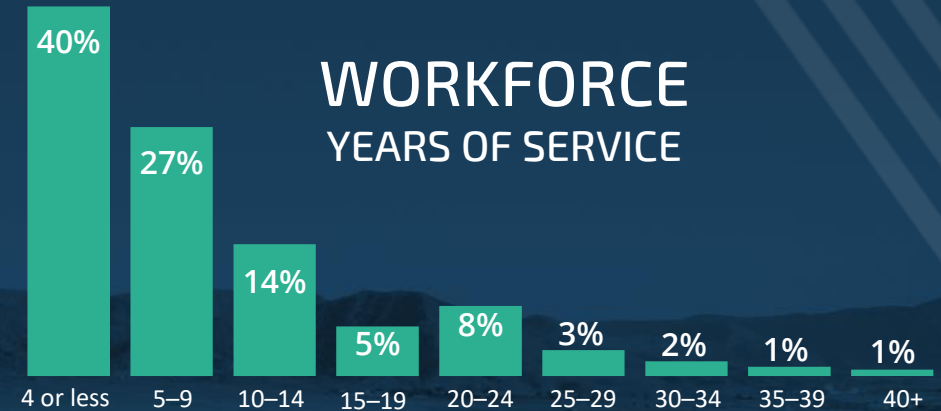


OUR WORKFORCE TOTALS ABOUT 16,910

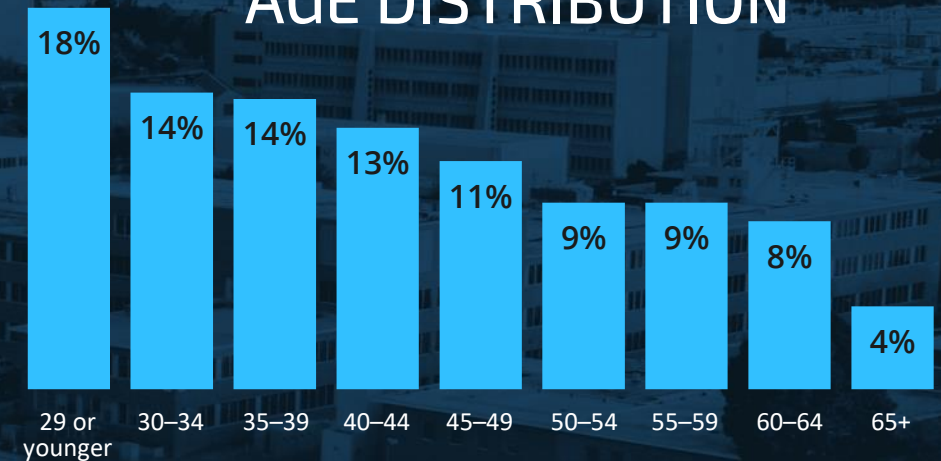


- 46% Technical Staff
- 37% Operations Staff
- 5% Technical Mgmt
- 3% Operations Mgmt
- 3% Graduate Student
- 3% Undergrad Student
- 2% Post Doctoral
- 1% Executive & Senior Leadership

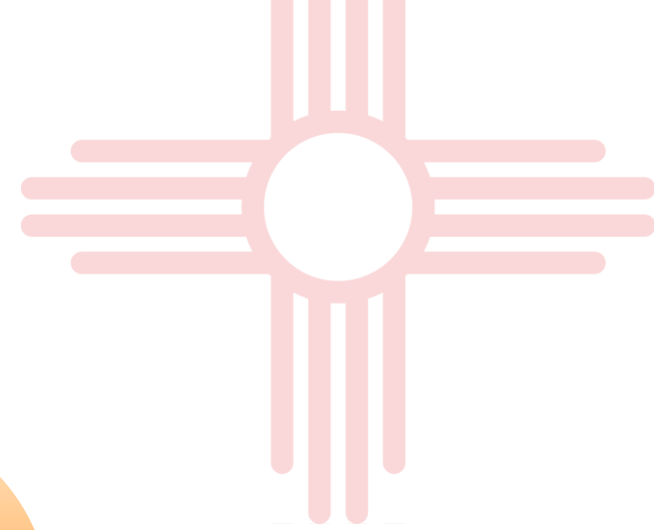
WORKFORCE YEARS OF SERVICE



AGE DISTRIBUTION



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

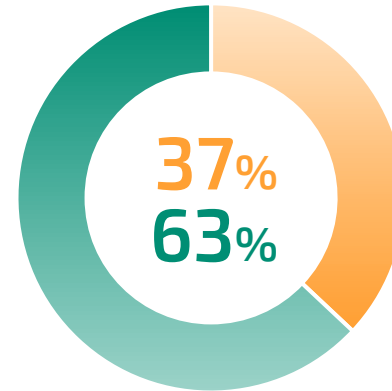


Danielle Redhouse, M.S.
Nuclear Engineering



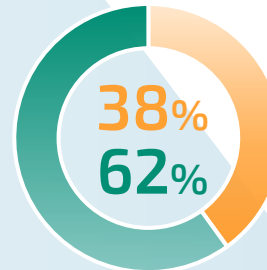
Manny Serrano, PhD
Systems Engineering

Total Employees

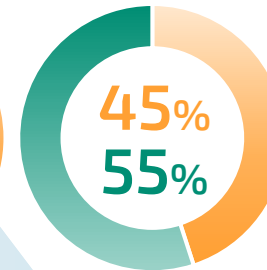


NEW MEXICO HIGH DEGREES ASSOCIATES AND HIGHER

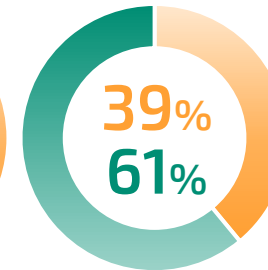
Regular Employees



Temporary Employees



Student Interns



Post Docs/ Fellowships & Faculty



■ NM School ■ Non-NM School

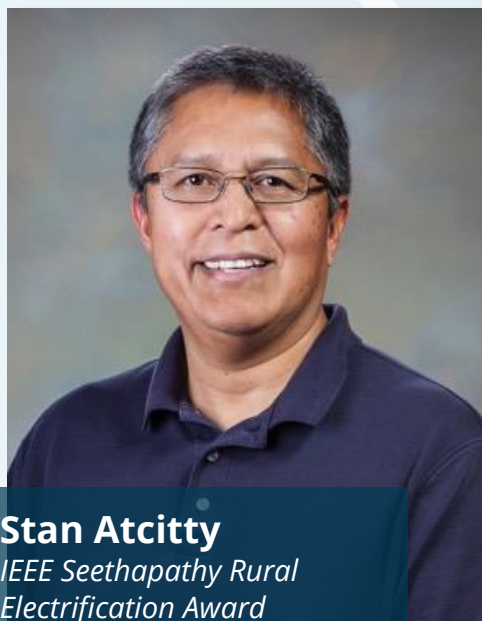
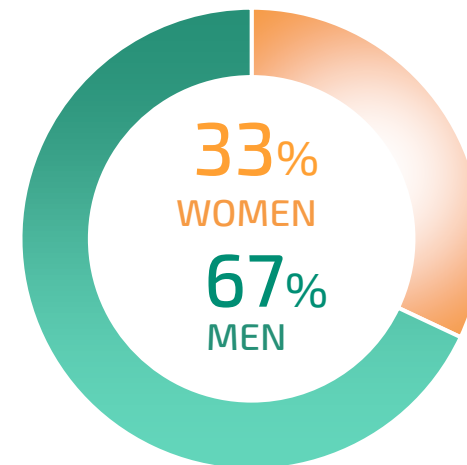


BELONGING IS A STRATEGIC ADVANTAGE TO SANDIA

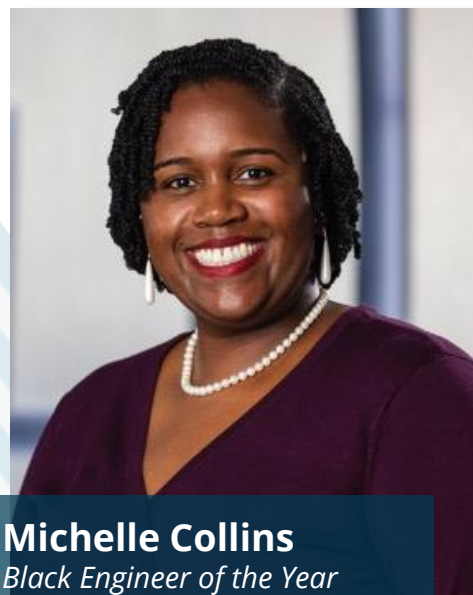
Race



Gender



Stan Atcitty
IEEE Seethapathy Rural Electrification Award



Michelle Collins
*Black Engineer of the Year
Science Spectrum Trailblazer*



Royina Lopez
SBA Small Business Advocate MVP

WE BRING STUDENTS INTO THE WORLD OF STEM



Engagement

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

Employee Resource Group Partnerships

- Hispanic - APS STEM Pathway Schools/Explora
- Native American - NM MESA Northwest Region
- Black - HMTech Summer Workshops
- Asian - Future City Regional Competition

Workforce Development Programs

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

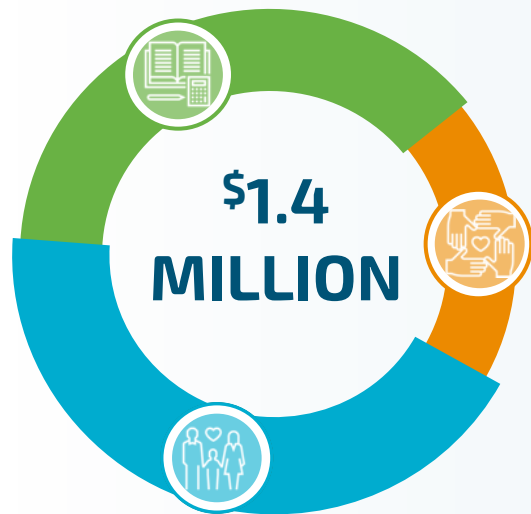


SANDIA AND OUR EMPLOYEES ARE GENEROUS COMMUNITY SUPPORTERS



Sandia employees donate
\$4.4 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
- Mentors, tutors, judges, career presenters
- K-12 STEM career exploration programs
- 1,200 units/blood
- Shoe and holiday gift drives
- Sandia Serves Saturdays



SANDIA CAN BOOST ENGAGEMENT IN THE LOCAL COMMUNITY



If the Albuquerque area continues to experience high rates of violent crime, homelessness and lower K-12 rankings when compared to other states, then Sandia will continue to struggle with recruitment and retention of top talent needed to meet mission requirements. We can help by:

- Increasing engagement with APD to provide data analytics support
- Developing CEO cohort with large businesses to positively impact the city
- Establishing a Sandia Foundation to enhance our mission impact and inspire the next generation of scientists and engineers
- Developing STEM centers in underserved areas



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, building enduring partnerships with business, academia and government
- 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

