



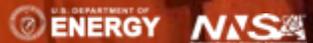
Exceptional service in the national interest



# SANDIA NATIONAL LABORATORIES

James S. Peery, *Laboratories Director*

November 15, 2021



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.

SAND2021-14288 PE

# We have facilities across the nation

## Activity locations

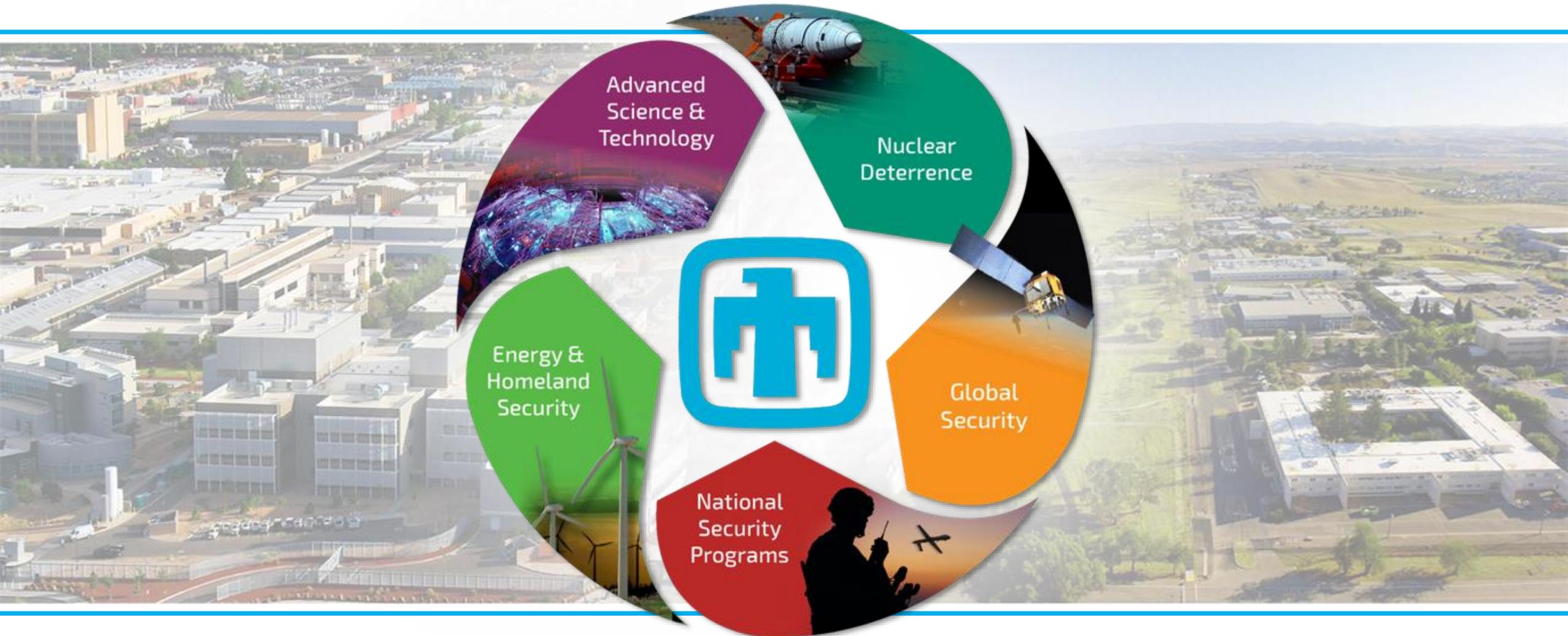
- Waste Isolation Pilot Plant, Carlsbad, New Mexico
- Kauai, Hawaii
- Tonopah, Nevada
- Barrow, Alaska
- Pantex Plant, Amarillo, Texas

## Main sites

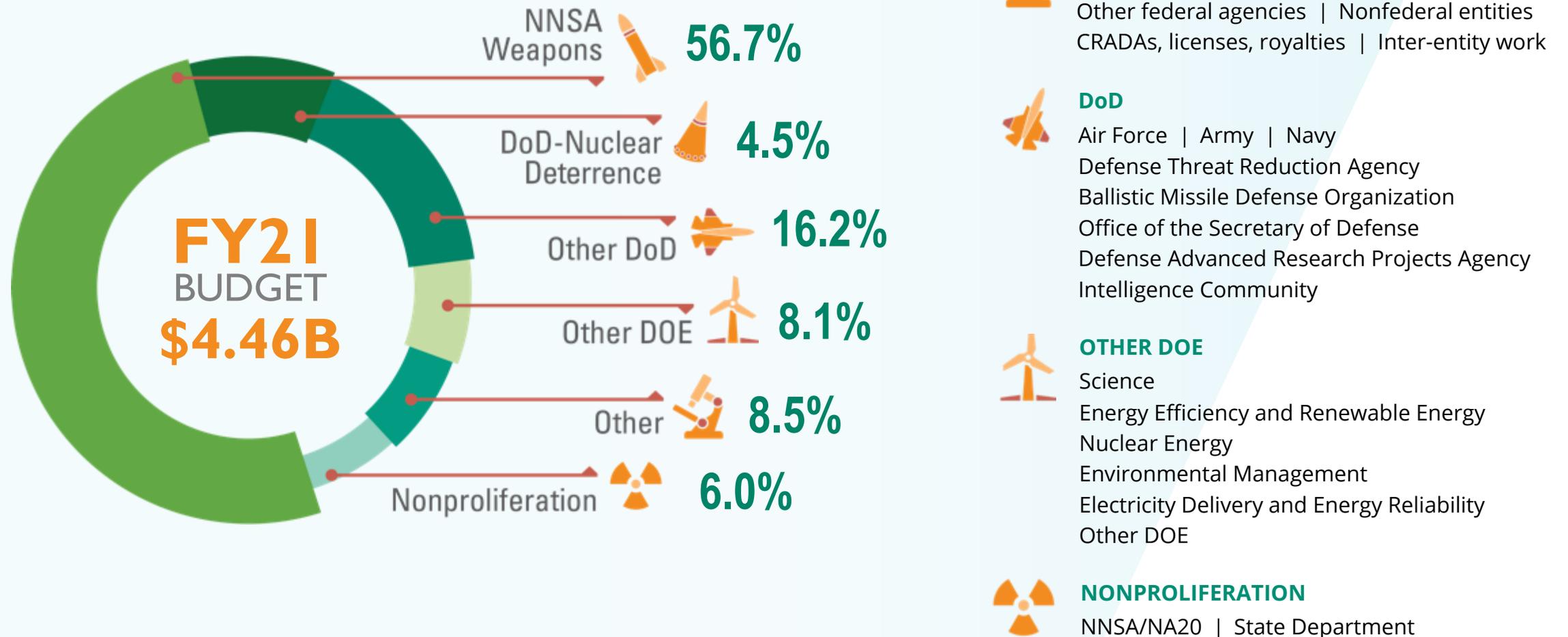
- Albuquerque, New Mexico
- Livermore, California



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



# Our budget covers a broad range of government and other work

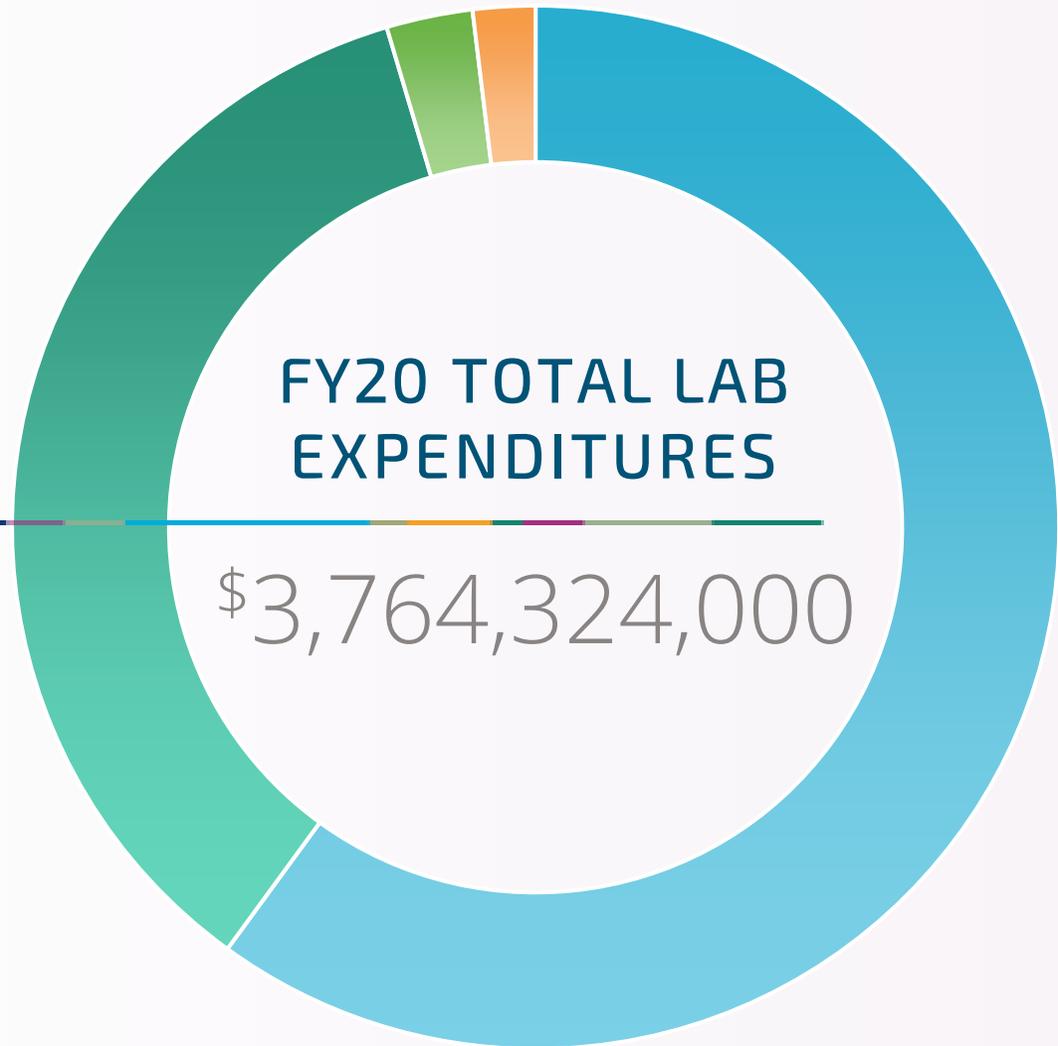


# Sandia helps the New Mexico economy in significant ways

- We **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 \$3.7 billion



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

\$2,259,275,000



**SUBCONTRACT-RELATED  
PAYMENTS**

\$1,332,243,000



**CORPORATE TAXES**

\$100,291,000



**PROCUREMENT CARD  
PAYMENTS**

\$72,516,000

# Small-business contracting is a priority



SMALL BUSINESS*	\$397M
DISADVANTAGED	\$195M
WOMAN-OWNED	\$156M
VETERAN-OWNED	\$127M
SERVICE-DISABLED VETERAN-OWNED	\$92M
HUBZONE	\$59M



SMALL BUSINESS*	\$159M
DISADVANTAGED	\$96M
WOMAN-OWNED	\$88M
VETERAN-OWNED	\$52M
HUBZONE	\$33M
SERVICE-DISABLED VETERAN-OWNED	\$26M

**70%** OF ALL SANDIA SUPPLIERS ARE SMALL BUSINESSES

**>545** NEW SMALL-BUSINESS SUPPLIERS ADDED TO SANDIA'S SUPPLIER BASE

NEW MEXICO SMALL BUSINESS SUBCONTRACTING PAYMENTS ARE:

**44%** OF TOTAL SMALL-BUSINESS SUBCONTRACTING PAYMENTS

**74%** 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.*

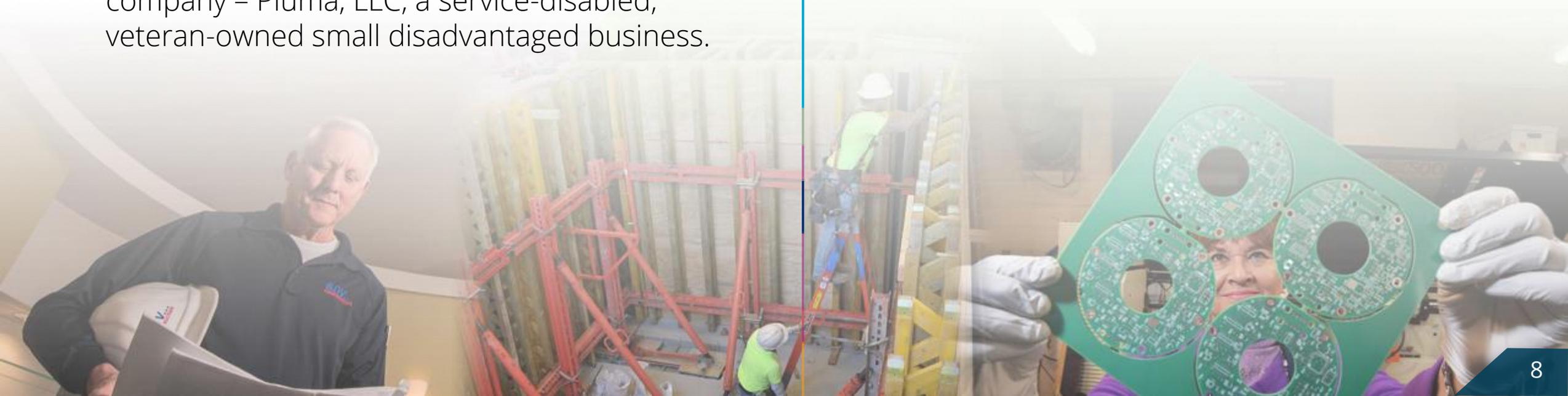
# Our programs promote small-business success

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

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. One is a NM company – Pluma, LLC, a service-disabled, veteran-owned small disadvantaged business.

Sandia offers **Small Business Forums** and other programs to prepare small companies to do business with the Labs. Forums are pre-recorded and available at [Sandia.gov](https://www.sandia.gov).

Sandia hosts monthly virtual **Office Hours** where our Small Business Program Advocates are available for one-on-one collaborations. We hosted over 115 companies in FY21.



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

## New Mexico Small Business Assistance (NMSBA)

- 9,710 new jobs created and retained; all 33 New Mexico counties supported
- \$71.7M in technical assistance to 3,135 New Mexico small businesses
- 2020: \$2.4M in assistance provided by Sandia alone, 133 small businesses in 25 counties

## Entrepreneurial Separation to Transfer Technology (ESTT)

- 165 Sandia entrepreneurs have left the Labs
- 115 companies started or expanded
- 2021: 3 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 to commercialization
- Up to \$150K in assistance to an NM business that has licensed a technology from an NM national laboratory or has a Cooperative Research and Development Agreement with an NM national laboratory
- 2021: 6 continuing projects, 5 newly executed projects, and 4 projects in development

## Sandia Science & Technology Park (SS&TP)

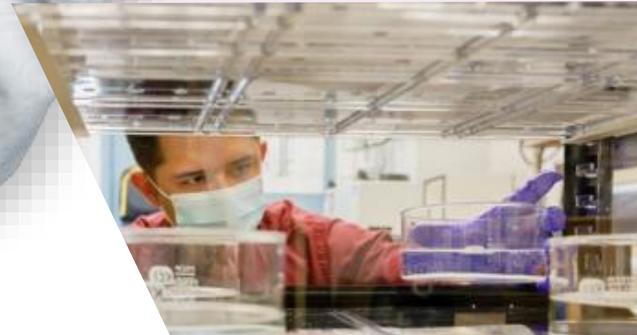
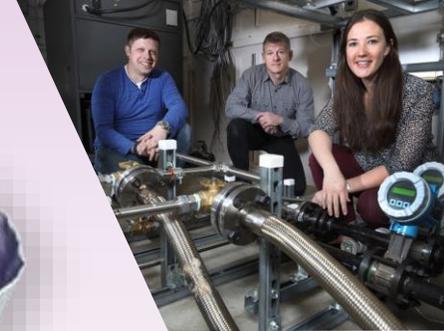
- 40 companies and organizations employing 1,994 people
- \$402M of investment
- \$95K average annual salary, \$6.4B wages and salaries generated
- 2021: 1 new company

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

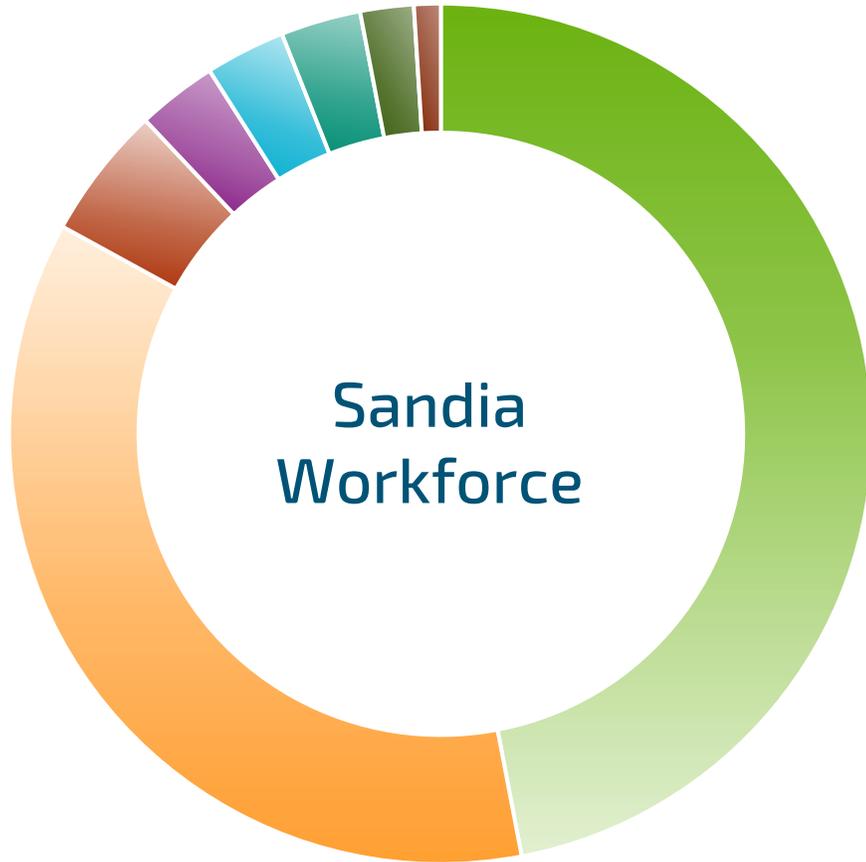
- 109 entrepreneur events, 5,042 participants including Sandians and community members
- C3 location at the University of New Mexico Lobo Rainforest Building fosters collaboration with UNM FY2021: EEx held 5 entrepreneur events with a total of 215 participants

# Sandia spending on New Mexico labor tops \$1 billion

- \$1.44B in New Mexico labor in FY21
- Average New Mexico salary of \$119,938 for regular employees
- More than \$232M in annual pension payments to New Mexico residents

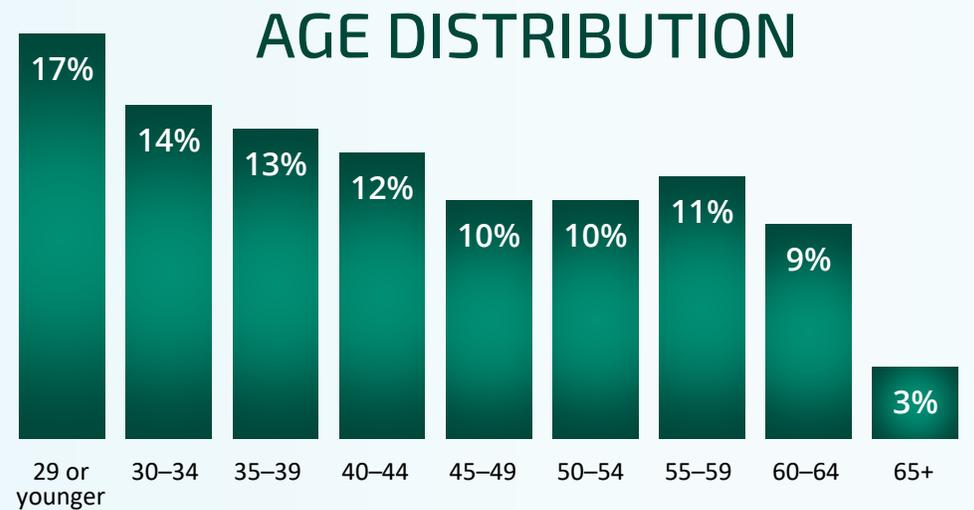


# Our workforce totals about 14,900



In the past five years, **about 29%** of hires (excluding students) – or about **1,700** 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



77% of our employees hold a bachelor's degree or higher; 38% of those who hold an associate's degree or higher have a high degree from a New Mexico school

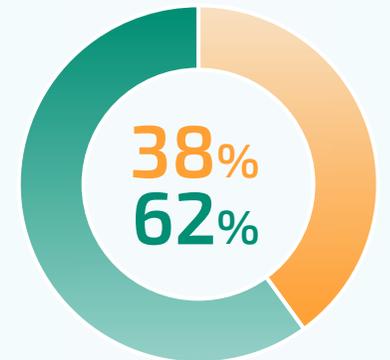


### HIGH DEGREES OF SANDIA EMPLOYEES

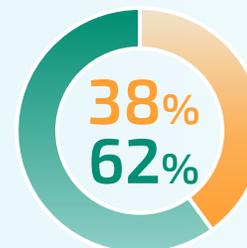
- 36% Masters
- 22% Bachelors
- 19% Doctorate
- 17% Less than Associates
- 6% Associates

### NEW MEXICO HIGH DEGREES ASSOCIATES AND HIGHER

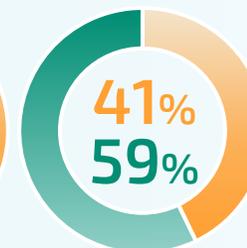
#### Total Employees



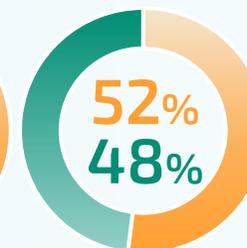
#### Regular Employees



#### Temporary Employees



#### Student Interns



#### Post Docs/ Fellowships & Faculty



■ 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 FY21

## Expanded Talent Pipeline

<b>10,919</b>	Total NM Degrees <i>4,196 High Degrees (38%)</i>
<b>4,927</b>	Total NM Alumni <i>14,943 Total Employees (33%)</i>
<b>2,541</b>	R&D Employees <i>8,304 Total Business (31%)</i>
<b>1,353</b>	Business Employees <i>2,773 Total Business (49%)</i>
<b>603</b>	Technologists <i>2,541 Total Technologists (24%)</i>
<b>203</b>	FY21 Student Hires <i>643 Total Student Hires (32%)</i>
<b>102</b>	FY21 Conversions <i>263 Total Conversions (39%)</i>
<b>41</b>	FY21 LTE Hires <i>109 Total LTE Hires (38%)</i>
<b>26</b>	FY21 Regular Hires <i>128 Total Regular Hires (20%)</i>

## Strengthened Research Collaborations

<b>\$8.5M</b>	FY21 Joint R&D <i>217 Collaborations</i>
<b>\$2.6M</b>	FY21 LDRD Research <i>93 Collaborations</i>
<b>80</b>	Sandians on University Advisory Boards
<b>73</b>	Sandians as Affiliated Faculty
<b>77</b>	Co-authored Publications
<b>5</b>	FY21 Joint Patent Grants
<b>4</b>	FY21 Joint Patent Applications
<b>6</b>	FY21 Joint Disclosures
<b>1</b>	FY21 Joint Copyright Submissions

## Reinforced Institutional Partnerships with Commitments

Sandia/UNM Nuclear Security Courses  
*2021-2022 Academic Year*

Sandia/NMT Research Institutes  
*2020-2023 Academic Years*

NMSU Classified Ready Employee Workforce  
*2021-2022 Academic Year*

NMT Sophomore Year Research Program  
*2021-2023 Academic Years*

UNM Engineering Corporate Affiliate  
*2021-2022 Academic Year*

# Creating a STEM Pathway

## Employee Resource Groups

- Manos
- Dream Catchers
- HM Tech
- Future City
- Summer Physics Camp for Young Women

## Gallup McKinley District

- Family STEAM Nights
- Career Speakers
- Senior Capstone – Building 3-D Printers
- Projects for summer bridge program

## Workforce Development Programs

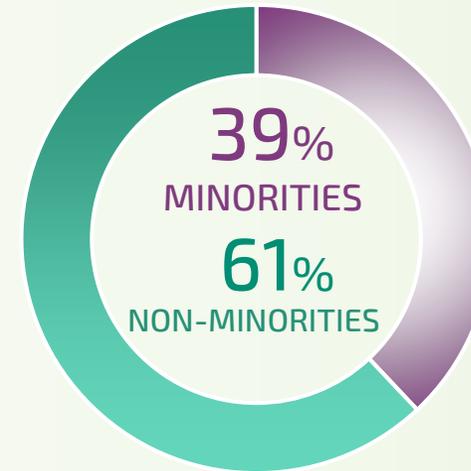
- STAR and STEM Core Fellowships
- Intern Institute Experiences
- Technician/Technologist Opportunities
- Explosives Technician Certification (CNM)



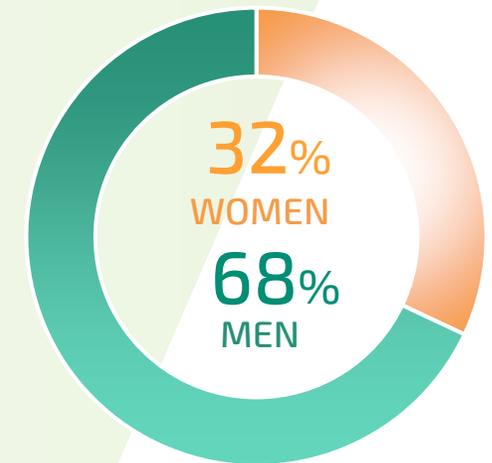
# Diversity and inclusion are strategic advantages to Sandia

- Sandia's overall minority representation rose from 34% in FY17 to 39% in FY21. In Research & Development we increased from 24% to 28%.
- Representation for minorities in management increased from 27% in FY17 to 31% in FY21. Representation for women in management increased from 27% in FY17 to 30% in FY21
- Although representation of women overall has remained constant, women and minorities at the Executive level both increased to 27% in FY21.
- Representation of Individuals with a Disability have increased to 5.9% in FY21 (industry average is 5.5%).
- In FY21, Sandia was named Organization of the Year by the Society of Asian Scientists and Engineers, Best Company for Women and Best Company Where CEOs Support Gender Diversity by Fairygodboss, America's Best Large Employers by *Forbes*, and received a Diversity Team Award from *Profiles in Diversity Journal*. Sandia also had 22 individual award recipients for various national diversity awards.

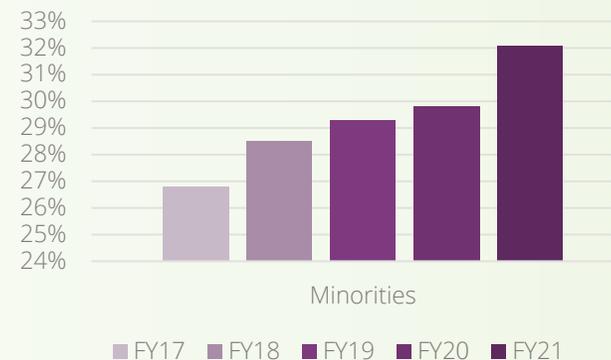
## Ethnicity



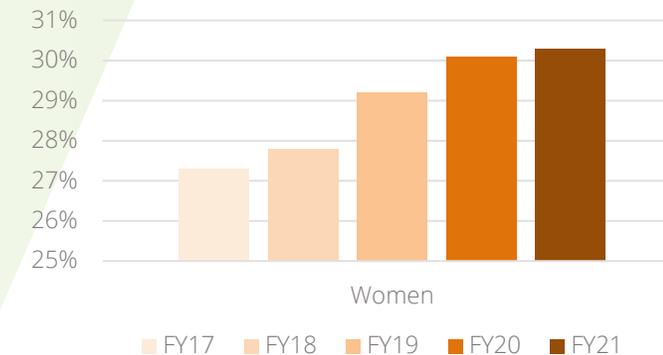
## Gender



## Minorities in Management



## Women in Management



# Sandia and our employees contribute to improve outcomes for children

## Education 40%

School supply and book drives

100+ mentors

K-12 STEM career exploration programs

## Community Leadership 20%

\$5M/yr through United Way of Central New Mexico

1000 units/blood

## Family Stability 40%

Shoe and holiday gift drives

Sandia Serves Saturdays



# 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

