



Exceptional service in the national interest



SANDIA NATIONAL LABORATORIES

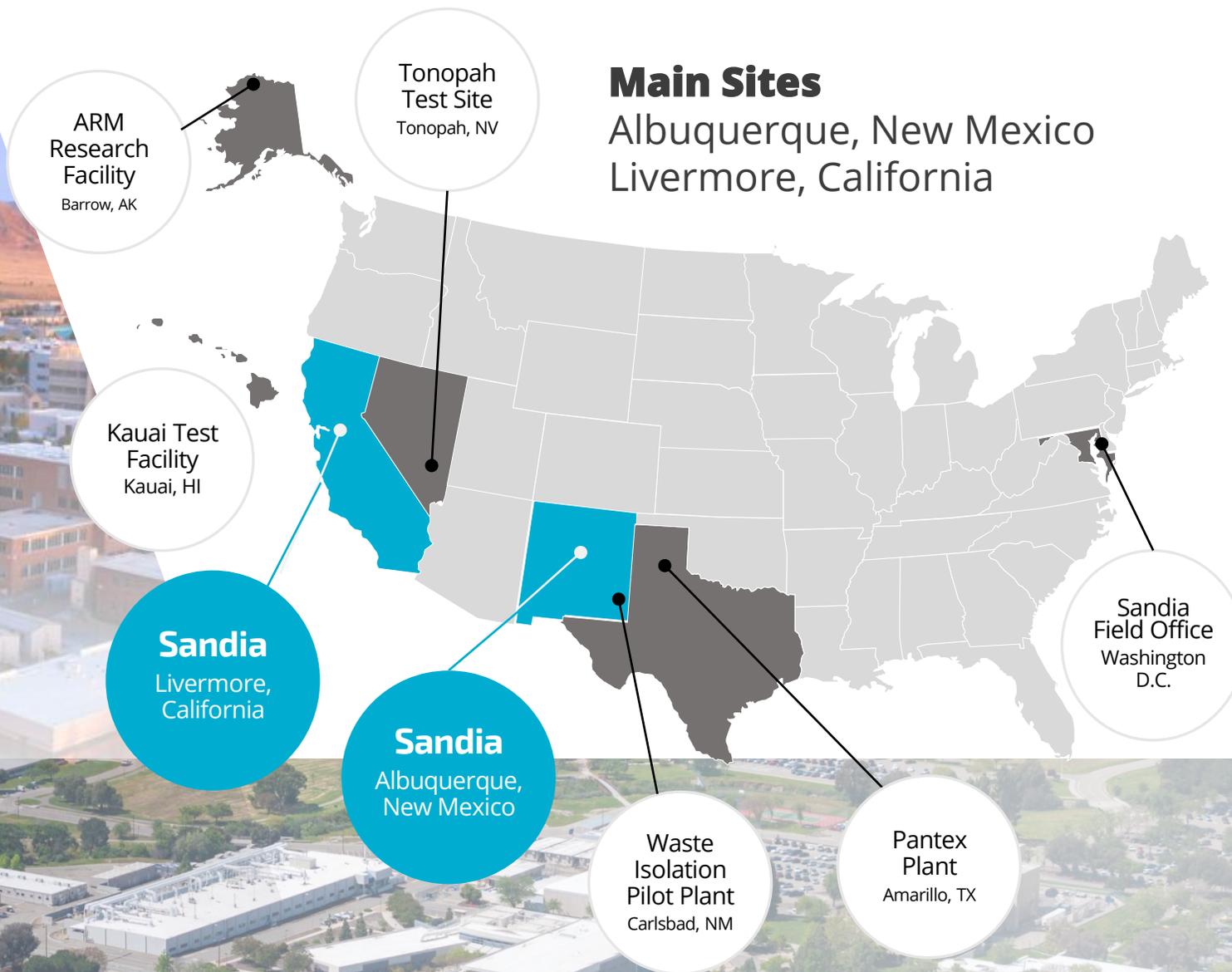
James S. Peery, *Laboratories Director*

November 17, 2022

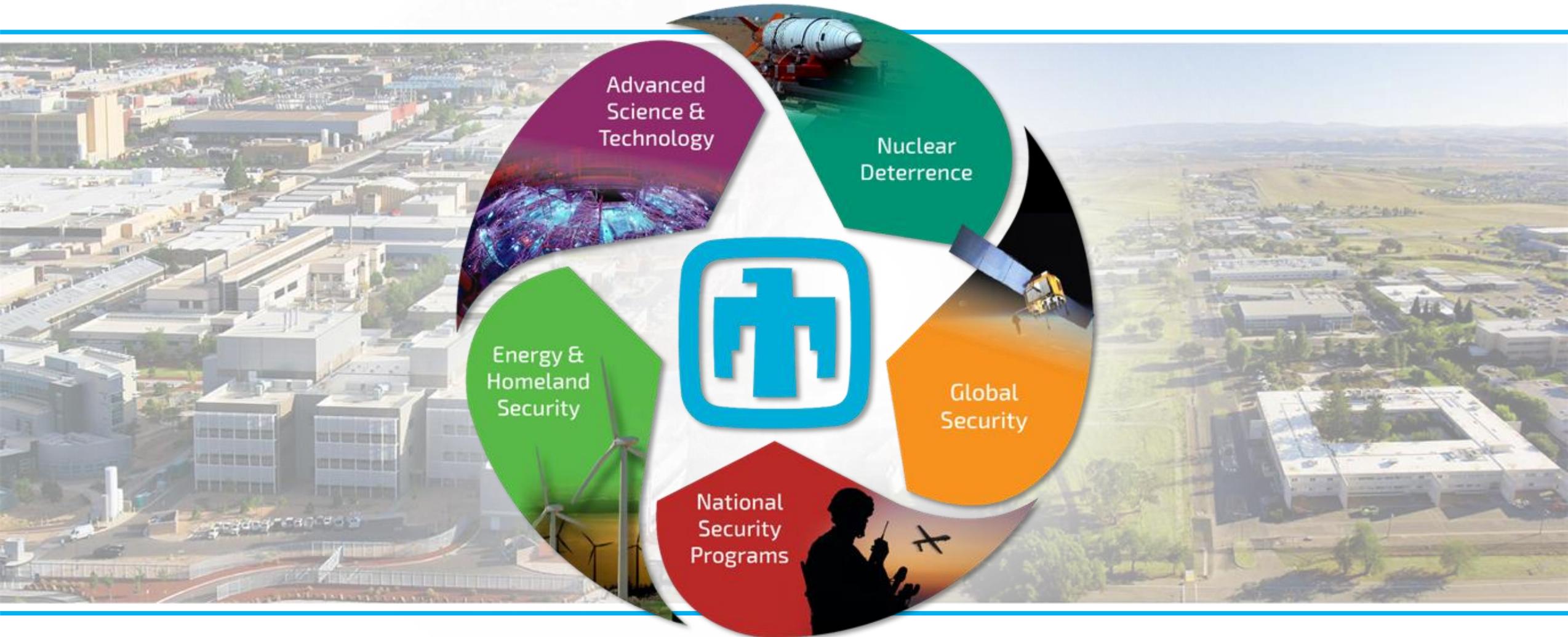


Sandia National Laboratories is a multimission laboratory managed and operated by National Technology and Engineering Solutions of Sandia LLC, a wholly owned subsidiary of Honeywell International Inc. for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-NA0003525. SAND2022-15876 O

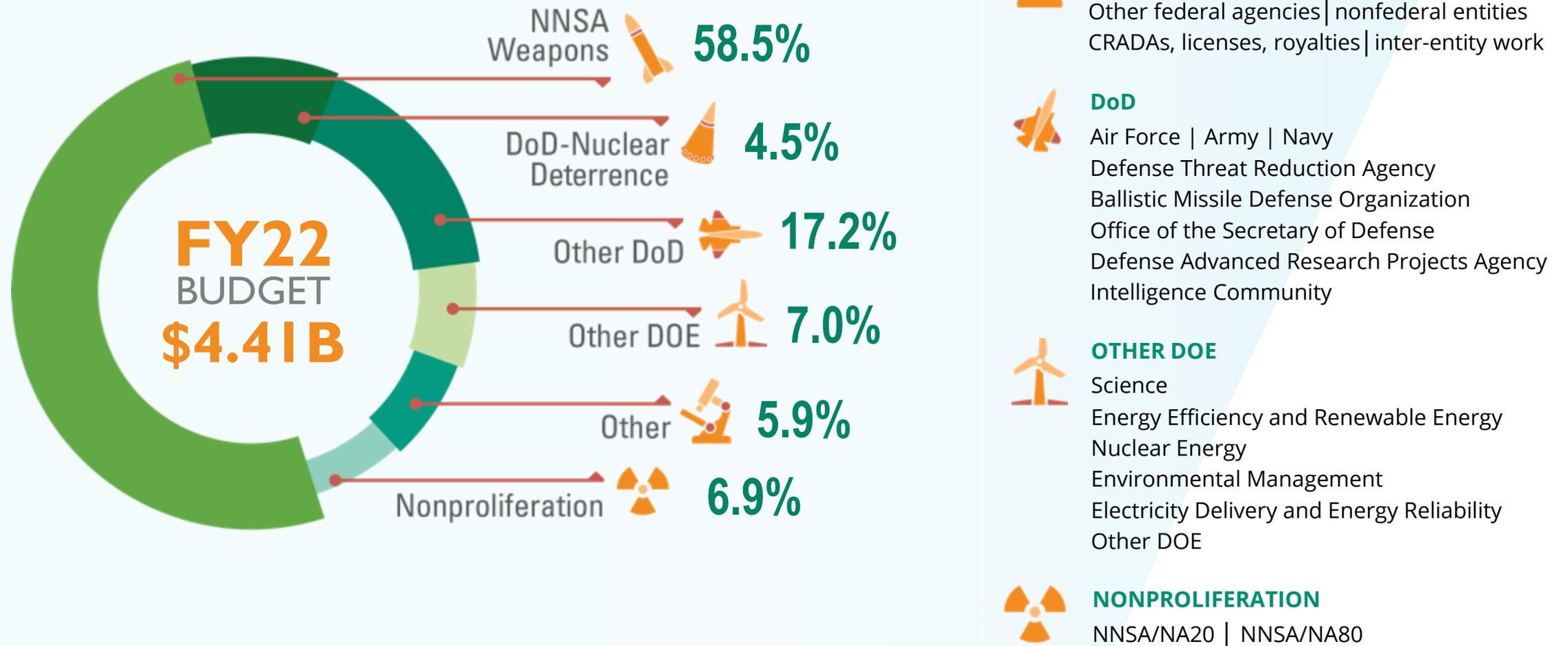
We have facilities across the nation



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



Our budget covers a broad range of government and other work

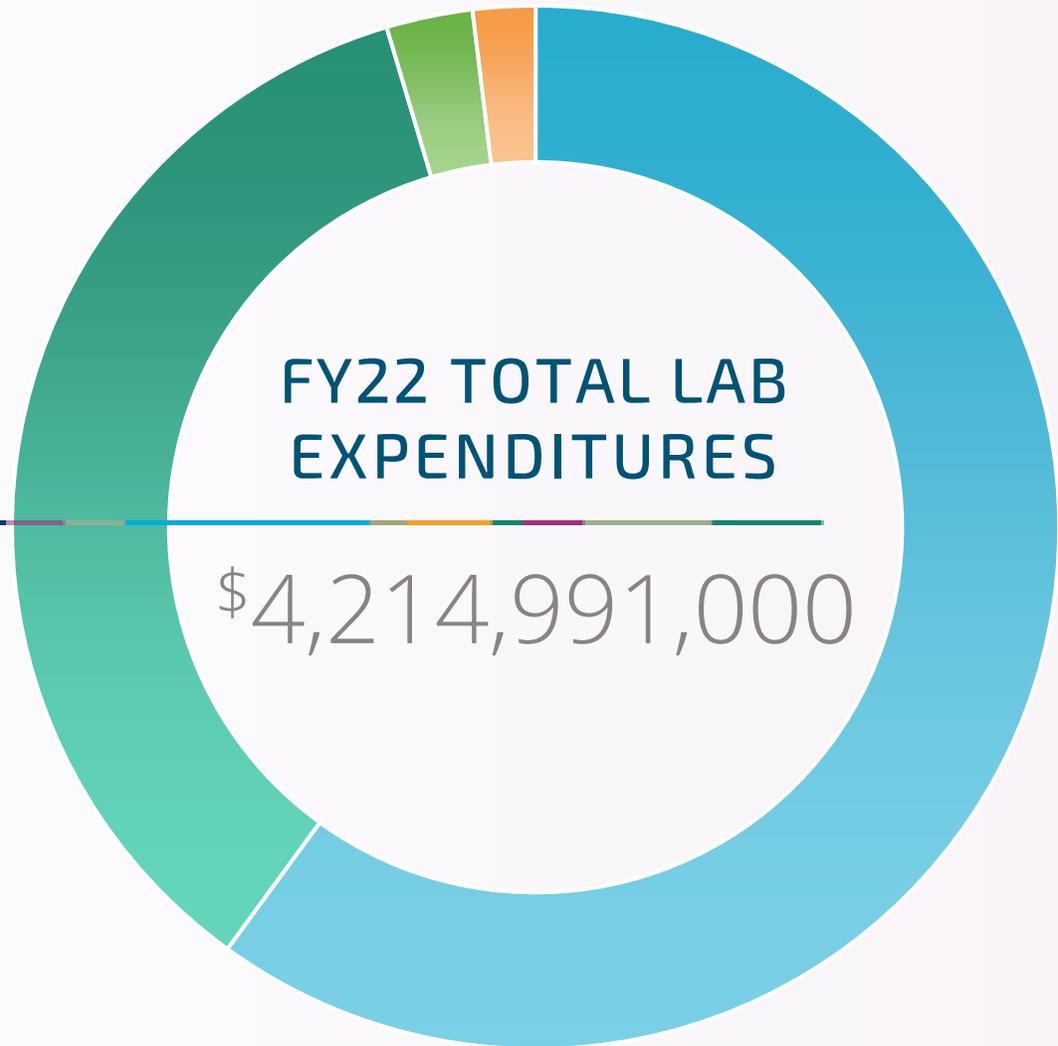


Sandia helps the New Mexico economy in significant ways

- 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 \$4.2 billion



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

\$2,529,937,000



**SUBCONTRACT-RELATED
PAYMENTS**

\$1,501,532,000



NM GROSS RECEIPTS TAXES

\$111,700,000



**PROCUREMENT CARD
PAYMENTS**

\$72,645,000

Small-business contracting is a priority



SMALL BUSINESS*	\$391M
DISADVANTAGED	\$292M
WOMAN-OWNED	\$183M
VETERAN-OWNED	\$159M
SERVICE-DISABLED VETERAN-OWNED	\$111M
HUBZONE	\$84M



DISADVANTAGED	\$177M
SMALL BUSINESS*	\$127M
WOMAN-OWNED	\$91M
VETERAN-OWNED	\$61M
HUBZONE	\$36M
SERVICE-DISABLED VETERAN-OWNED	\$27M

67% OF ALL SANDIA SUPPLIERS ARE SMALL BUSINESSES

>500 NEW SMALL-BUSINESS SUPPLIERS ADDED TO SANDIA'S SUPPLIER BASE

NEW MEXICO SMALL BUSINESS SUBCONTRACTING PAYMENTS ARE:

45% OF TOTAL SMALL-BUSINESS SUBCONTRACTING PAYMENTS

87% 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.*

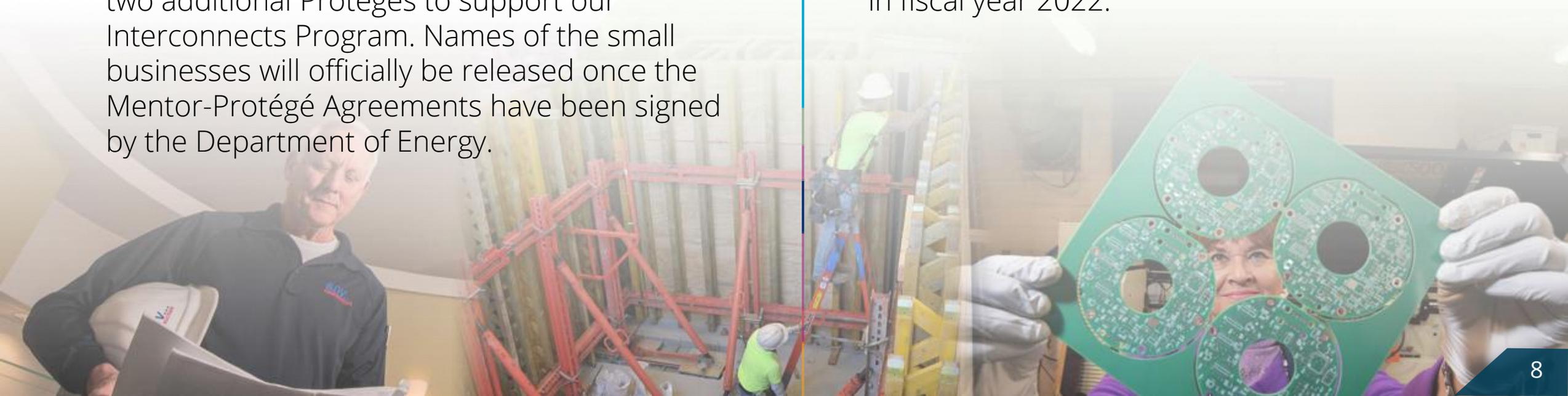
Our programs promote small-business success

Sandia is committed to awarding **60.5% of total subcontracting dollars** to small businesses in 2023.

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 has selected two additional Protégés to support our Interconnects Program. Names of the small businesses will officially be released once the Mentor-Protégé Agreements have been signed by the Department of Energy.

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 continues to host monthly virtual **Office Hours** where our Small Business Program Advocates are available for one-on-one collaborations. We hosted over 70 companies in fiscal year 2022.



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

New Mexico Small Business Assistance (NMSBA)

- 10,211 new jobs created and retained; all 33 NM counties supported
- \$76.1M in technical assistance to 3,204 NM small businesses
- 2021: \$2.4M in assistance provided by Sandia alone, 130 small businesses in 22 counties

Entrepreneurial Separation to Transfer Technology (ESTT)

- 176 Sandia entrepreneurs have left the Labs
- 127 companies started or expanded
- 2022: 9 Sandians were approved to leave the Labs on ESTT

TRGR Technology Readiness Initiative

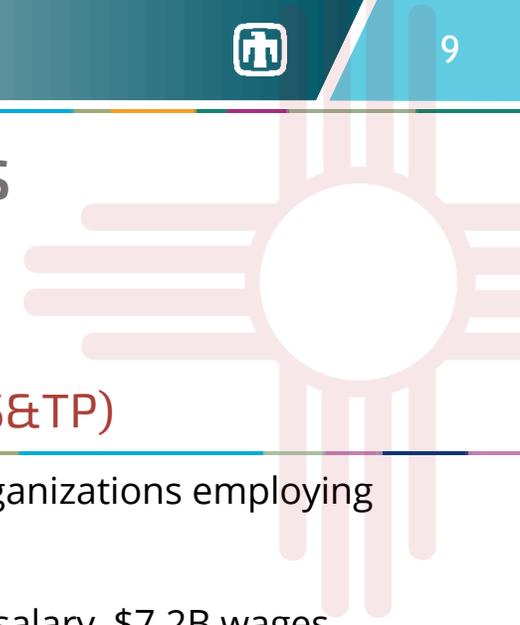
- \$1M in annual funding to both NM laboratories through 2027
- Up to \$150K in assistance to an NM business that has licensed a technology from an NM national laboratory or has a Cooperative Research and Development Agreement with an NM national laboratory
- 2022: 6 completed projects and 10 projects in development

Sandia Science & Technology Park (SS&TP)

- 34 companies and organizations employing 1,871 people
- \$416M of investment
- \$97K average annual salary, \$7.2B wages and salaries generated
- 2022: 1 company expanded and 1 company moved into their new building

Technology Commercialization Fund (TCF)

- Boost, C4 and S2Edge are Sandia's three TCF awards
- 60% internal success rate (3 of 5 proposals awarded)
- 43% external success rate (Sandia won 3 of 7 proposals)
- Will include \$8.2 million in federal funding awarded to Sandia to develop and implement programming to improve and strengthen clean energy technology commercialization process



Sandia spending on New Mexico labor tops \$1 billion

- **\$1.47B in New Mexico labor** in FY22
- **Average New Mexico salary of \$125,778** for regular employees
- More than \$249M in annual pension payments to New Mexico residents

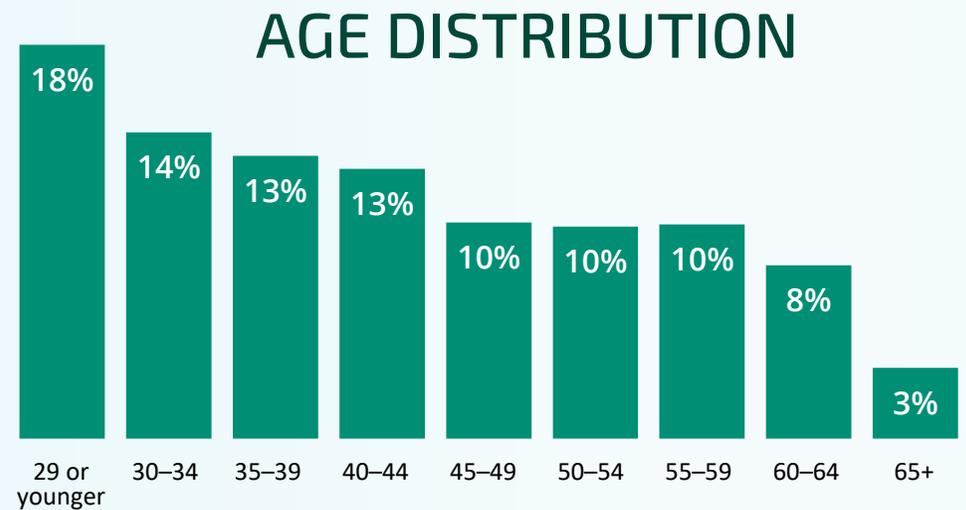
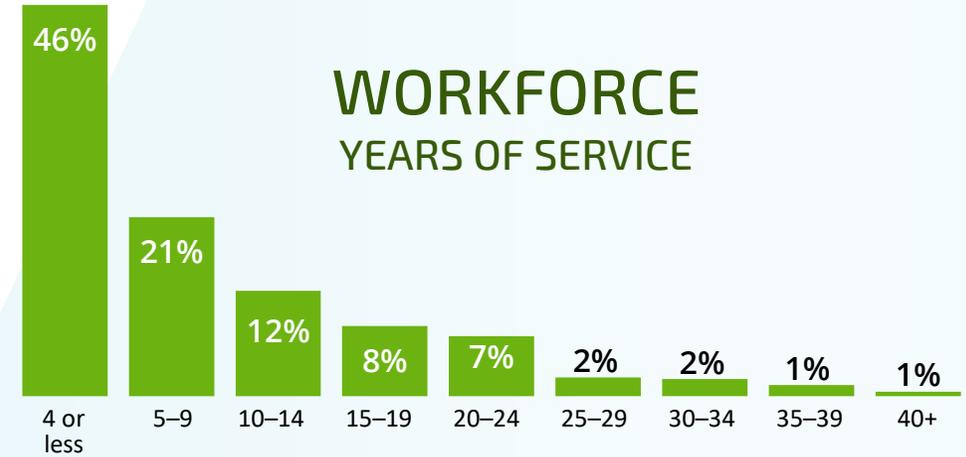


Our workforce totals about 15,600



In the past five years, **about 27%** of hires (excluding students) – or about **1,800** 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

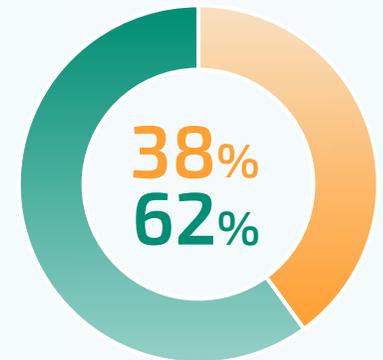


HIGH DEGREES OF SANDIA EMPLOYEES

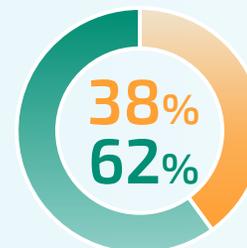
- 36% Masters
- 23% Bachelors
- 19% Doctorate
- 16% Less than Associates
- 6% Associates

NEW MEXICO HIGH DEGREES ASSOCIATES AND HIGHER

Total Employees



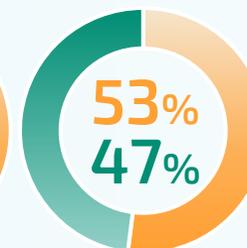
Regular Employees



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 FY22

Expanded Talent Pipeline

11,221	Total NM Degrees <i>5,052 High Degrees (45%)</i>
5,837	Total NM Alumni <i>15,580 Total employees (37%)</i>
2,438	R&D Employees <i>8,093 Total R&D (30%)</i>
1,739	Business Employees <i>3,278 Total Business (53%)</i>
904	Technologists <i>2,035 Total Technologists (44%)</i>
290	FY22 Student Hires <i>879 Total Student Hires (33%)</i>
133	FY22 Conversions <i>319 Total Conversions (42%)</i>
20	FY22 LTE Hires <i>76 Total LTE Hires (26%)</i>
30	FY22 Regular Hires <i>181 Total Regular Hires (17%)</i>

Strengthened Research Collaborations

\$7.5M	FY22 Joint R&D <i>114 Collaborations</i>
\$3.3M	FY22 LDRD Research <i>47 Collaborations</i>
31	Sandians on University Advisory Boards
49	Sandians as Affiliated Faculty
84	Co-authored Publications
3	FY22 Joint Patent Grants
-	FY22 Joint Patent Applications
0	FY22 Joint Disclosures
-	FY22 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
First Joint Appointee with NMSU initiated

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

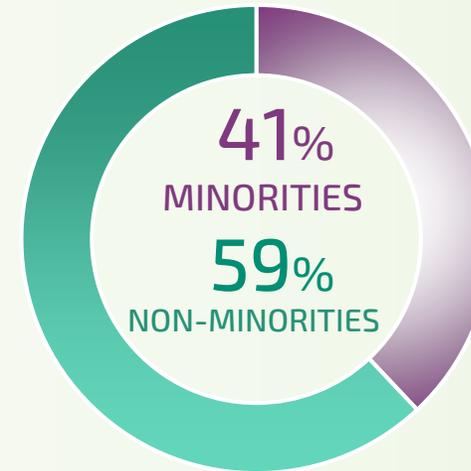
- Job Shadow Opportunities
- CyberPatriot Mentors
- Quantum Computing Camp
- Summer Physics Camp for Young Women
- Intern Institute Experiences
- Technician/Technologist Opportunities
- Explosives Technician Certification (CNM)



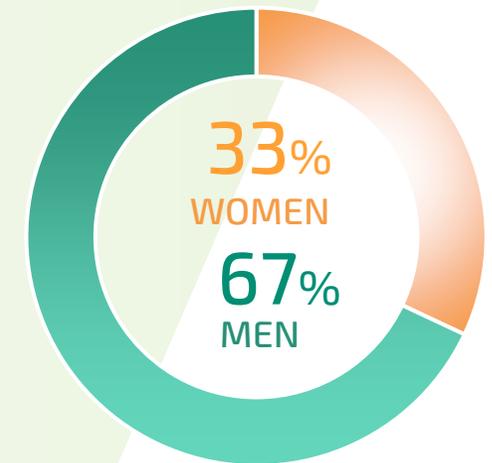
Diverse representation of talent is a strategic advantage to Sandia

- Sandia's overall minority representation rose from 34% in FY17 to 41% in FY22. In Research & Development we increased from 24% to 30%.
- Representation of minorities in management rose from 27% in FY17 to 33% in FY22. Representation of women in management increased from 27% in FY17 to 31% in FY22.
- Although representation of women overall has remained constant, women at the executive level increased to 35.7% in FY22. Representation of women in R&D is at 20.5%.
- Representation of Individuals with a disability increased to 7% in FY22 (industry average is 5.5%, OFCCP benchmark is 7%).
- In FY22, Sandia earned the U.S. Department of Labor HIRE Vets Medallion Platinum Award. Our Corporate Veteran Recruiting Strategy, the Exceptional Warrior Career Development Program, SkillBridge Program, and the community of leaders and staff members who support these programs made this award possible.

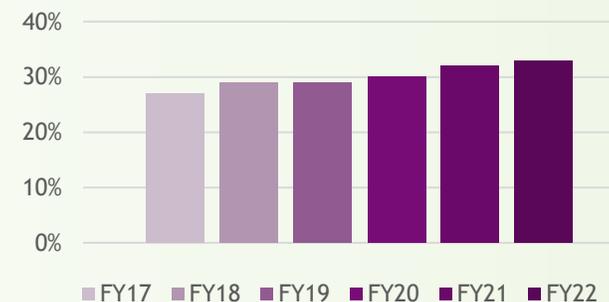
Race



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

945 units/blood

Family Stability 40%

Shoe and holiday gift drives

Sandia Serves Saturdays



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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