SOFTWARE ASSOCIATE-DEGREE PROGRAM (SWAP)

OVERVIEW

The Software Development Associate Program is designed to attract, develop and retain early-career professionals with an aspiration to jump start their professional technical career. Program participants will develop a comprehensive toolkit to prepare for future Lockheed Martin technical positions in a variety of areas, such as software development, network or cyber engineering. The program is shaped in an intensive 3 year format which builds participant technical and professional development skills sets through exposure opportunities where program participants: collaborate on assignments, projects, receive specialized technical training and mentoring from experienced professionals and are encouraged to complete their technical bachelor's degree.

Program Characteristics

- ▶ Three year program
- ▶ Students accepted into the program one year prior to graduation and begin clearance process once accepted
- ▶ Tuition reimbursement towards obtaining Bachelor's Degree
- ▶ Program sponsored technical development

TOTAL VALUE

Being happy in your work and life comes easier when you join an employer that is committed to policies and programs that accommodate both your professional and personal needs. Some of the programs we offer include:
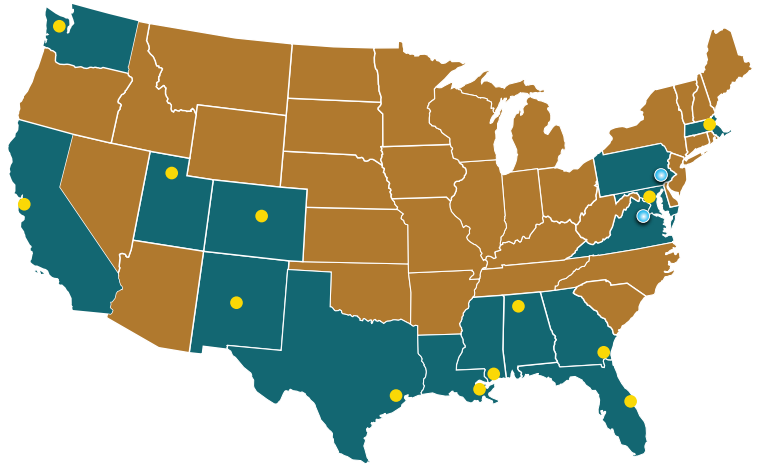
- ▶ Flexible and Alternative Work Schedules
- ▶ Telecommuting
- ▶ Education Assistance
- ▶ Fitness Centers at Some Locations
- ▶ Scholarship Fund
- ▶ College and Matching Gifts Program
- ▶ Employee Assistance Program and Family Resource Program
- ▶ Birth/Adoption Leave
- ▶ Competitive compensation and benefits

DIVERSITY:
WHAT WE BELIEVE . . . WHAT WE LIVE

At Lockheed Martin, we embrace the diverse talents and perspectives of our people to power innovation and business success. Diversity and inclusion are woven throughout our culture and reflect our values of doing what's right, respecting others and performing with excellence. By leveraging our employees' unique talents and experiences, we can deliver innovative, affordable solutions and unparalleled customer value.

LET'S GET STARTED ON YOUR EXCITING LOCKHEED MARTIN FUTURE

When you move boldly with strong principles pointing the way . . . when you act with integrity … when you drive innovation with a clear sense of purpose and forthrightness — there is no limit to what a company, a team or an individual can achieve.

Great Places to Live and Work! Current openings in Valley Forge, PA and Herndon, VA. See reqs 425651BR (VF Req) and 425888BR (Herndon Req) for details

PREREQUISITES:

- ▶ Current Associate Student in identified Engineering Program (ex. Computer Science, Cyber, Network) at one of the following schools: Delaware County Community College, Montgomery County Community College, or Northern Virginia Community College
- ▶ Rising graduate with minimum 3.2 GPA
- ▶ Graduate with Associate Degree at start of program
- ▶ Desire to obtain Bachelor of Science Degree
- ▶ Ability to balance school schedule and full time employment

ASSOCIATE DEGREE STUDENT

LM EMPLOYEE

LOCKHEED MARTIN

SWAP Participant → Non-exempt Software Role → Exempt Professional Engineering Role → Desired Career Path

ENGINEERING & TECHNOLOGY LOCKHEED MARTIN SPACE   ENGINEERING & TECHNOLOGY LOCKHEED MARTIN SPACE   ENGINEERING & TECHNOLOGY LOCKHEED MARTIN SPACE

Associate Graduate → LM Unique Program requirements to grow technical career while achieving Bachelor of Science Degree

QUESTIONS?