

The  
**LEADER**  
in  
NUCLEAR  
REACTOR  
DESIGN



## NAVAL NUCLEAR LABORATORY

The Naval Nuclear Laboratory is a Prime Contractor for the Naval Nuclear Propulsion Program and has been the U.S. Navy's trusted partner for designing and testing superior propulsion technology since 1946.

We have one mission: to develop the world's best naval nuclear propulsion systems for U.S. Navy submarines and aircraft carriers, train Sailors to operate them, and provide full lifecycle support to the Fleet from design and development, through operational life, to ultimate disposal. The Naval Nuclear Laboratory offers a unique career opportunity to provide the Navy with the technological edge that enables them to accomplish their mission safely and reliably.

The Naval Nuclear Laboratory has a record of unparalleled success and is nearly 8,000 people strong at five primary locations.

## NAVAL NUCLEAR PROPULSION PROGRAM

The Naval Nuclear Propulsion Program (NNPP) is an elite, world class organization. For 75 years, the NNPP has been at the forefront of technological and operational innovation. We have a proud tradition of producing reactor plants for submarines and surface ships that provide unprecedented endurance and safety. We are a Program with cutting edge technology, high technical standards, and integrity.

The NNPP has much to offer, including the opportunity to work with and learn from some of the brightest engineers, scientists, and professionals from a wide spectrum of disciplines. A career in the Naval Nuclear Propulsion Program could be the most challenging and rewarding experience of your life.

## FLUOR MARINE PROPULSION, LLC

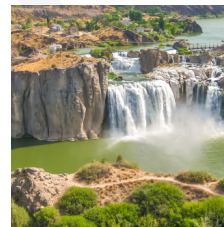
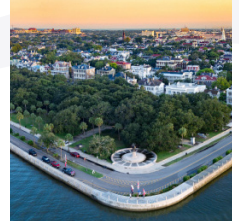
The Naval Nuclear Laboratory is operated by Fluor Marine Propulsion, LLC, a wholly owned subsidiary of Fluor Corporation.

Founded in 1912, Fluor Corporation is a global engineering, procurement, fabrication, construction, and maintenance company that transforms the world by building prosperity and empowering progress. Fluor serves its clients by designing, building, and maintaining safe, well executed, capital-efficient projects around the world. Clients trust Fluor and its 56,000 employees to successfully, ethically, and safely complete their capital projects. For more information about Fluor, visit [www.fluor.com](http://www.fluor.com).

## WHERE WE ARE LOCATED

### Charleston, South Carolina

The city of Charleston is located on Oyster Point in the Charleston Harbor, an inlet of the Atlantic Ocean formed by the confluence of the Ashley and Cooper rivers. Founded in 1670, Charleston is the oldest and second-largest city in the State of South Carolina, making it a place where history comes alive.

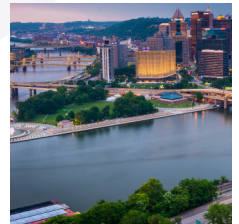


### Idaho Falls, Idaho

One of the jewels on the fertile Snake River Plain, Idaho Falls is ranked among the Top 10 "Hottest Small Cities" by Inc. Magazine. The city of over 52,000 is big enough to offer a wide variety of entertainment, activity, and 5-star cuisine, but small enough for an easy pace, clean air, and riverside walks.

### Pittsburgh, Pennsylvania

The city of Pittsburgh consists of 90 unique neighborhoods, each with its own history and unique character. With a nationally recognized aquarium, aviary, and zoo, Pittsburgh abounds with museums, parks, and green space: a metropolitan city with a small town soul.



### Capital Region, New York

New York's Capital District is tucked into beautiful upstate New York between the Catskill and Adirondack mountains. As rich in history as it is in scenery, the city on the banks of the Hudson River, together with its surrounding area, has much to offer.

## WHAT WE DO

- Advanced Technology
- Deactivation & Defueling
- Fleet Support 24/7
- Operations & Training
- Procurement
- Project Management
- Research & Development
- Support Services
- Testing

## EMPLOYEE BENEFITS

We are committed to providing employees a comprehensive and competitive health and welfare program designed to support you in your work and personal life. This program consists of several key components that together make up an extensive package of financial and non-financial benefits designed to attract, retain, reward and develop our talented workforce.

### FLEXIBLE WORK SCHEDULES

Most employees have the option to work a “9/80 alternate work schedule” where they have every other Friday off—that’s 26 additional days off per year. The traditional 5/40 schedule is also available. There are also teleworking options and flexibility with start/end times in most positions to help meet your personal needs.

### PERSONAL & MEDICAL TIME OFF

Employees should have opportunities to spend time away from work to help balance their lives. By providing an allotment of Personal Time Off (PeTO), employees have the flexibility to use those hours for vacation, appointments, volunteerism, personal emergencies, or other activities addressing their needs. When you are first hired, you receive 40 hours in your PeTO account. After four months of service, you will begin to accrue PeTO at a rate commensurate with your 12-month eligibility amount. The amount of PeTO you are eligible for is determined by your length of service. Upon hire it is 120 hours annually, then 160 hours annually after three years and 200 hours annually after 15 years.

Medical Time Off (MTO) may be used for illness, injury, or medical appointments for the employee or the employee’s immediate family. When an employee is first hired, they are credited with 56 hours of MTO on their first day of employment. Thereafter, employees accrue up to 56 hours of MTO on a pro rata basis in a 12-month period.

### PAID PARENTAL LEAVE

We understand the importance of bonding time for employees and their families. The Paid Parental Leave benefit provides up to four weeks of paid leave following the birth of a child or the placement of a child with an employee in connection with an adoption. Paid Parental Leave can be taken consecutively or in one-week increments within a 12-month period, with each week compensated at 100% of the employee’s salary.



### CAREER GROWTH

With five main sites, as well as field assignments at various shipyards, there are numerous career growth opportunities throughout the company. Employees are expected to be in their current position for two years before being considered for another position; however, they may apply for a new position before that timeframe with their current manager’s approval.

### HEALTH, DENTAL & VISION

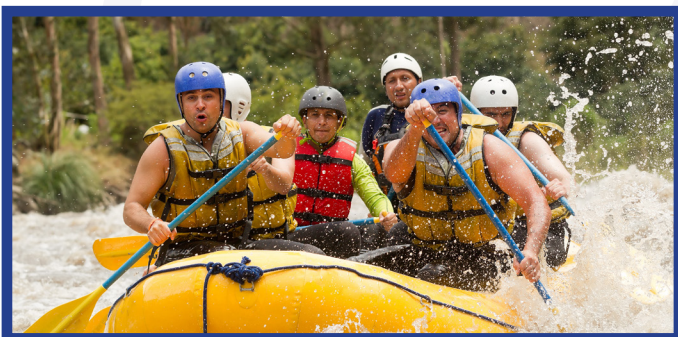
NNL offers various types and coverage to fit the needs of our employees. Options include two different high deductible health plans (HDHP), two dental plan options and a vision plan. The health plans are administered by Highmark, Aetna, or CDPHP (administrator depends on your residence), Delta Dental for dental and Eyemed for vision.

### FLEXIBLE SPENDING ACCOUNTS

Flexible spending accounts give you the opportunity to use pre-tax dollars to pay for certain expenses not normally covered by the health care plan or dependent care. Two spending accounts are available for employees: Dependent Care Spending Account (DCSA) and Health Care Spending Account (HCSA).

### DISABILITY, LIFE & ACCIDENT INSURANCE

When the unexpected happens, it is good to know that you and your family have resources to depend on. A variety of programs are available to employees, some at no cost, and include Short and Long Term Disability, Basic Life and Accidental Death Insurance, Voluntary Dependent Life Insurance, and more.



## EMPLOYEE ASSISTANCE PROGRAM (EAP)

This program offers confidential resource and referral services at no cost to employees and their family and household members and other dependents. EAP services are specifically designed to help employees balance the demands of work, life and personal challenges.

## WELLNESS PROGRAM

Employees enrolled in one of our medical program options are eligible to participate in the wellness program for cash rewards. In addition, Health Savings Account (HSA) bonus dollars will be given to those participants who successfully complete the wellness program and are enrolled in one of our high deductible plans with an open/active HSA account. Participants can potentially earn hundreds of reward dollars. Participation in these programs has resulted in improved employee well-being while also helping control cost for both employees and the company.

## EMPLOYEE ASSOCIATIONS, PROFESSIONAL SOCIETIES & MORE

There are many different opportunities to join coworkers and be an active member of the Naval Nuclear Laboratory team. You can join an Employee Association to cultivate a supportive, welcoming, and engaging work environment that builds camaraderie and morale within the workforce. We also have many hobby and recreation groups and professional societies to explore, as well as groups specifically for new employees.



## TUITION ASSISTANCE

Employees are empowered to pursue additional education to develop capabilities and grow their careers within NNL. All eligible employees may be reimbursed for tuition, compulsory fees and books. Currently, eligible employees may be reimbursed for approved college/university expenses. Reimbursement amounts vary based on whether the employee is enrolled in an undergraduate or graduate degree program.

## STUDENT DEBT BENEFIT PERSONAL TIME OFF (PeTO) SELL PROGRAM

Student loan debt is now the second highest consumer debt category, resulting in increased stress levels, difficulties in paying daily expenses, and challenges to contributing to retirement accounts. To help reduce student debt, eligible employees have the option to convert the value of PeTO hours sold towards reducing the principal balance of their student loans. Employees currently have the option to sell between eight and 40 hours of accrued PeTO per year.

## FINANCIAL WELLNESS

Through our partnership with Fidelity, we offer employees tools and programs to help better manage money on a daily basis, as well as help them plan for both short- and long-term goals. To help employees save for their future, we offer the NNPP Contractor Savings Plan (401(k)) and the NNPP Contractor Capital Accumulation Plan (CAP).

The 401(k) plan is the cornerstone of our retirement income program. It's available to all employees and the company will match 50% of your contributions, up to 9%. It's easy to participate and the plan offers several investment options. Your contributions and company matching payments are immediately vested. The CAP also helps you prepare for retirement. You are automatically enrolled and the company makes a contribution to your plan as a percent of your pay, starting at 3%. The amount of the contribution increases as your service increases, capping at 6%. You manage your CAP account with a choice of investment options, and you are fully vested in your plan benefits after three years.

## OTHER VOLUNTARY BENEFITS

There are several non-company sponsored plans that offer employees discounted group rates with the convenience of payroll deduction. They include Group Universal Life Insurance, Critical Illness Insurance and Critical Accident Insurance, Auto/Home Coverage, and Pet Insurance.

Find us at:  
[NavalNuclearLab.energy.gov](http://NavalNuclearLab.energy.gov)



## U.S. CITIZENSHIP REQUIRED

Fluor Marine Propulsion, LLC is an Equal Opportunity Employer.  
Selected Applicants will be subject to a  
federal background investigation and must meet eligibility requirements.