

Interview Guide



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About Lockheed Martin

Based in Bethesda, Maryland, Lockheed Martin stands as a leading global player in the security and aerospace sector. With a workforce of over 116,000 dedicated individuals scattered across the globe, our primary focus lies in pioneering research, design, development, production, integration and maintenance of cutting-edge technology systems, products and services. Lockheed Martin's operational framework is structured around four pivotal business areas: Aeronautics, Missiles and Fire Control, Rotary and Mission Systems, and Space.

OUR MISSION

We solve complex challenges, advance scientific discovery and deliver innovative solutions to help our customers keep people safe.

OUR VISION

Be the global leader in supporting our customers' missions, strengthening security and advancing scientific discovery.



Additional Resources

➤ [Lockheed Martin's History](#)

Connect with Lockheed Martin:



Lockheed Martin Fast Facts

By joining Lockheed Martin, you could join a team that stands at the forefront of tackling the world's most formidable technological obstacles and ensures the fulfillment of our customers' critical missions. Our diverse workforce, cutting-edge products, and groundbreaking technologies are relied upon by over 100 nations globally, providing their citizens with essential protection and connectivity, while simultaneously propelling scientific discovery. In a time marked by escalating uncertainties and unpredictable threats, our steadfast commitment to innovation at scale and excellence in all we do places emphasis on our employees while exceeding the needs of our customers.

Our People



116,000+
Total Employees



7,500+
International Employees



60,000+
and Technologists
Engineers, Scientists



More than
one in five
employees is a veteran

Our Footprint: Over 372 Global Facilities in over 50 countries worldwide



Sustainability

Lockheed Martin pioneers groundbreaking technology designed to foster societal growth, resilience, and security across the globe. We seamlessly incorporate environmental, social, and governance practices into every facet of our operations. Furthermore, our employees play an active role in enhancing the quality of life in the communities where they live and work, contributing beyond their professional commitments.

LOCKHEED MARTIN'S SOCIAL IMPACT CONTRIBUTIONS TOTALLED NEARLY \$32 million IN THREE MAIN AREAS:

FUTURE STEM
WORKFORCER



THOSE WHO
SERVE



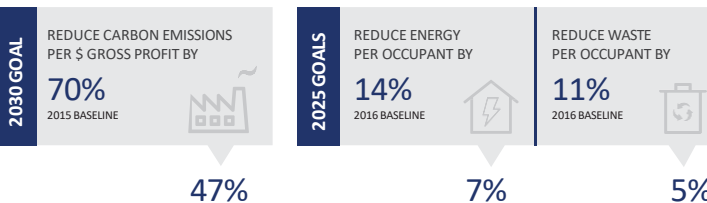
COMMUNITY
RESILIENCE



Over **22,000** Employees donated **\$7.7 million** to charities

Go Green Goals

Our commitment to environmental preservation takes the form of a resource efficiency initiative called *Go Green*, implemented across our global facilities. This program spurs operational enhancements, targeting carbon emissions reduction through energy efficiency and renewable energy adoption, minimizing water usage in our facilities, and curtailing waste generation. Since its inception in 2007, the *Go Green* initiative has yielded substantial results, with carbon emissions cut by 53%, energy consumption down by 19%, and waste-to-landfill reduced by nearly half, at 49%.



All Data from 2021
2021 PERFORMANCE



Lockheed Martin Fast Facts

A Vision for 21st Century Security

For over a century, Lockheed Martin has stood shoulder-to-shoulder with our customers, supporting them in their missions through superior technology. The evolving demands of our customers have become more critical and complex, as adversaries invest substantially in new technologies to undermine military superiority.

To ensure joint, multi-domain operations in a complex 21st-century threat environment, Lockheed Martin is driving forward a bold vision: enabling every customer to make informed decisions across all domains - land, sea, air, space, and cyber - through advanced, resilient communications, delivered at a pace our adversaries cannot rival.

To actualize this vision, we are strategically directing our research and development investments and leveraging our commercial partnerships towards areas that will confer our customers a decisive edge, empowering them with technology that facilitates smarter, swifter decisions.



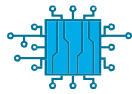
Artificial Intelligence and Autonomy

Undoubtedly, both on the war-front and in our daily lives, the integration of autonomy and artificial intelligence (AI) is progressing at an accelerated pace. We are committed to the development of AI systems designed to uphold human control, while concurrently enhancing safety and optimizing mission success, even in the most demanding and unpredictable scenarios.



Directed Energy

Directed energy systems utilize concentrated energy, achieving precise target neutralization with impeccable accuracy. Our skilled engineers lead the charge, repurposing high-power laser technology, initially developed for industrial purposes, into innovative and economically viable defense solutions to meet our customers' needs.



Edge Computing

Edge computing is an integral component across our systems, empowering advanced capabilities across air, land, sea, and space domains. At Lockheed Martin, we foster strategic alliances with both the commercial and defense industries to guarantee our customers seamless access to secure, adaptable, and intelligent computing across all operational domains.



Hypersonics

Attaining speeds of Mach 5, or 60 miles per minute, presents a myriad of intricate engineering and physics challenges. To address these, we tap into a diverse range of expertise and technological resources from across our organization, approaching these complexities with rapidity, flexibility, and creativity. Given that our endeavors align with the Department of Defense's utmost technical priority, our scientists and engineers are devoted to creating groundbreaking, scalable hypersonic solutions, thus ensuring mission success.



Spectrum Dominance

Warfighters depend on the spectrum to detect and pinpoint adversaries, while facilitating communication amongst allied forces. In a bid to uphold dominance within this spectrum, we're focusing on the development of open architecture spectrum solutions, which are designed to harmonize operations across all platforms.

Lockheed Martin Business Areas

AERONAUTICS



Lockheed Martin’s Aeronautics division stands as the preferred provider of air power solutions, with a focus on combat air furnished by the world’s exclusive 5th Generation fighters, highly dependable air mobility, and combat-proven airlift capabilities. We adhere to a sustainment philosophy that underscores the importance of the flight line as the central force. Our globally recognized Skunk Works® is shaping the future of aviation today. Collectively, these capabilities arm our customers with the essential innovations required to outpace emerging threats.

MISSILES AND FIRE CONTROL



Our Missiles and Fire Control division is dedicated to developing exceptional weapon systems, sensors, and services, offering our customers access to advanced, interconnected defensive solutions. We specialize in high-performance air and missile defense systems, encompassing air-to-air capabilities, precision strikes, close combat, sustainment, sensor technology, strike systems, and advanced program capabilities. On a global scale, we deliver seamlessly integrated solutions that empower our customers to make smarter, quicker decisions.

ROTARY AND MISSION SYSTEMS



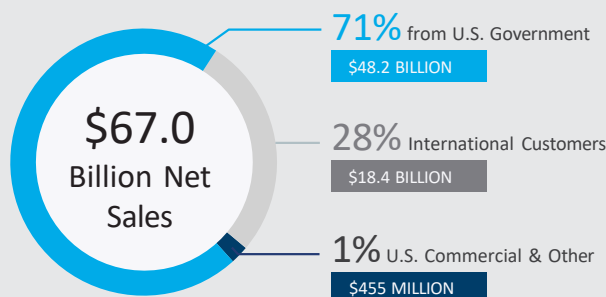
Our Rotary and Mission Systems division is driven by a mission-centric approach to innovation, spanning our comprehensive portfolio that includes rotary-wing technology, sensor systems, radar systems, command and control, combat training, sustainment, undersea systems, and comprehensive cyber capabilities. With over 1,000 programs extending across more than 100 countries, we deliver transformative capabilities that bridge people, platforms, and networks. We are dedicated to aiding our customers in addressing today’s challenges, while also equipping them for future uncertainties.

SPACE



From underwater depths to terrestrial landscapes, through atmospheric heights to the vast expanse of space and beyond, Lockheed Martin Space deploys interconnected capabilities to confront and surmount unforeseen challenges from their very roots. Leveraging transformative technologies — including secure communication and navigation, human and robotic deep-space exploration, strategic deterrence and missile defense, hypersonic strike and directed energy capabilities, weather and Earth science, and commercial communications — we provide comprehensive solutions that stretch the limits of scientific understanding, ensure safety, and pave the way for the future.

Financial Strength (2021)



Total Stockholder Return 2017-2021:
62%



Increase to Annual Dividend:
8%



Net Earnings:
\$6.3 Billion



Lockheed Martin Benefits

We foster a dynamic culture that constantly evolves to meet the needs of our diverse workforce. Our primary focus lies in promoting career growth for our employees while ensuring they achieve a harmonious work-life balance. From the moment you become part of our team, you gain access to an extensive range of benefits designed to support your professional development and personal well-being.



FLEXIBLE WORKING ENVIRONMENT

Varying working schedules including:

- 9/80: Allows for every other Friday off
- 4/40: Allows for every Friday off
- Telecommuting options
- Working arrangements vary based upon location, program, and business needs.
- Memorial Day, the 4th of July, Labor Day, Thanksgiving, Boxing Day, and more.

Generous Paid Time Off

- Employees may be eligible for accrued monthly time off as well as 40 granted hours per year.
- Annual paid holiday shutdown.
- Company Holidays: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and more

**Unless applicable law requires otherwise and are prorated based on hire date.*

HEALTH BENEFITS

We prioritize the health and well-being of our employees, offering comprehensive health benefits that commence from day one of employment. Our team members can select from a variety of medical plans, each providing best-in-class wellness resources tailored to individual needs. To ensure a seamless onboarding, employees have a 30-day window from their hire date to enroll in the health plan of their choice. Our benefits package underscores our commitment to supporting our employees' overall well-being.

401K Savings Plan

Our robust 401(k) program as a significant component of our comprehensive benefits package. This program is designed to aid employees in building a secure financial future. It provides opportunities for contributions with competitive company matching, enabling employees to grow their retirement savings more effectively. We understand the importance of long-term financial planning and are committed to providing our team with the tools they need to achieve their retirement goals.



TUITION ASSISTANCE

We support lifelong learning through our Tuition Assistance Program. This program offers financial aid to employees pursuing further education. We firmly believe in equipping our team members with the resources they need for career advancement and skill enhancement, aligning their growth with our mission's success.



*Please note that the availability of benefits may vary dependent on local laws and company policies. Additionally, not all employees are eligible for all the offered benefits.



Lockheed Martin Benefits

BUSINESS RESOURCE GROUPS

At Lockheed Martin, we proudly host a variety of Business Resource Groups (BRGs) that reflect our commitment to diversity, inclusion, and employee engagement. These groups serve as platforms for employees to share experiences, perspectives, and insights, while also providing opportunities for professional development, networking, and community engagement. They play an essential role in promoting a diverse and inclusive work environment where every voice is heard, and all employees feel valued and empowered. From women's leadership to veterans' support, our BRGs align with our core values and mission, fostering innovation through the richness of diverse perspectives.

EMPLOYEE DISCOUNTS

- Airport parking
- Apartment communities
- Appliances and electronics
- Auto
- Banking and financial services
- Books and music
- Cell phone provider / repair
- Clothing, shoes and accessories
- Computers and supplies
- Entertainment / discount tickets
- Fitness centers
- Furniture and bedding
- Hotels
- Insurance
- Internet service providers
- Pet insurance
- Real estate
- Software
- Travel
- Plus much more!

TRAINING SOLUTIONS

We value the growth and development of our employees. We believe that continuous learning and skill enhancement are crucial for maintaining our edge in the industry. To this end, we offer a range of professional development programs tailored to individual needs and career goals. These programs span diverse areas from leadership development to technical skill advancement, fostering a culture of continuous improvement and empowerment. With mentoring, coaching, and continual feedback integrated into our professional landscape, we're committed to supporting each team member's journey towards achieving their full potential.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Lockheed Martin's Employee Assistance Program (EAP) is a comprehensive support system designed to help our team members navigate both personal and work-related challenges. The program offers free, confidential services that include assessments, short-term counseling, referrals, and follow-up assistance for various concerns. Whether an employee is dealing with stress, family issues, financial concerns, or seeking work-life balance, our EAP is equipped to provide the necessary resources and support. We believe in fostering the well-being of our employees in all aspects of their lives, because we understand that personal well-being directly contributes to professional success.

DRESS FOR YOUR DAY

We understand that comfort is key to enhancing productivity and business success. Based upon location, we offer our employees flexible dress options that are tailored to daily tasks and business area responsibilities. Bottom line: in some cases, jeans are welcome!



BONUS PROGRAM

As an exempt-level employee at Lockheed Martin, you may qualify for our Annual Incentive Plan. This performance-based reward system is calculated as a percentage of your base salary, factoring in your role, business area, and individual performance. This incentive structure emphasizes our commitment to recognizing and rewarding exemplary work.



Interviewing at Lockheed Martin

Whether your interview is virtual or in-person, take some time to review the following resources and tips. Practice your responses ahead of time to ensure you're prepared for a successful interview.

Top 10 Common Interview Questions

1. Tell me about yourself.
2. Why are you interested in working at Lockheed Martin?
3. How do you prioritize your work when facing multiple deadlines?
4. How do you handle feedback and criticism?
5. Can you provide an example of a project where you took the initiative or showed leadership?
6. Where do you see yourself in five years?
7. What technical skills or knowledge do you bring to this role?
8. Can you describe a situation where you faced a significant challenge at work and how you handled it?
9. Can you describe a time when you had to deal with a difficult coworker or team member?
10. Do you have any questions for us?

The STAR Method ▼

As a best practice, we recommend using the STAR method to answer all interview questions and put your best foot forward.



Interview Tips

General Interview Advice

- Review the job description and be prepared to demonstrate your qualifications for the position.
- Research Lockheed Martin and show what you know.
- Practice your responses to common interview questions and be prepared to share specific examples from your work history.
- Keep your responses concise and focused. Tie your answers back to your skills and accomplishments.
- Dress for success. Professional attire is recommended, even if you are interviewing virtually.
- Be prepared with a list of questions to ask your interviewer(s). Ask about next steps, company culture, the specific job and any other questions that you may have.
- Send a personalized thank you email after the interview.

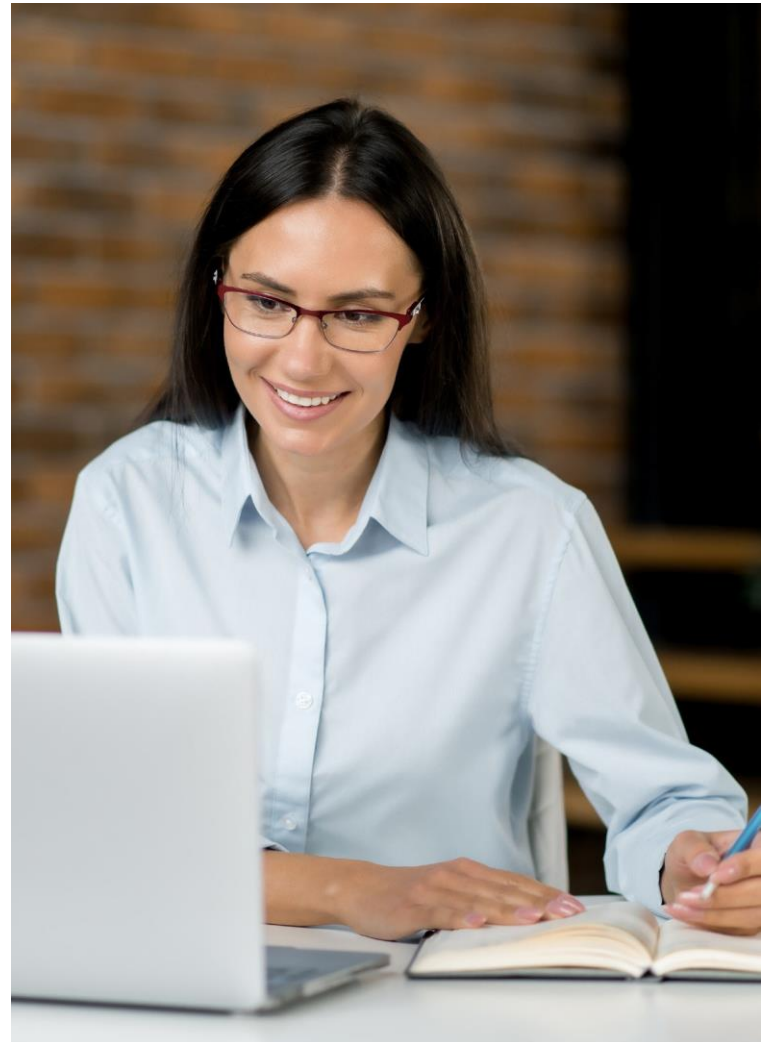
Virtual Interview Tips

- Test your technology and download any necessary applications needed, prior to the interview.
- Check your microphone, camera, audio and internet connectivity.
- Do not have multiple software applications open or running on your computer.
- Be aware of your surroundings. Keep the area behind you tidy and free of distractions.
- Be sure you are in a quiet area where no one can disrupt you during the interview.
- Make sure the lighting is good and your face is visible.
- Be ready for your virtual interview a few minutes before it is scheduled to start.
- If you are running late, please reach out to your Talent Acquisition Coordinator or Recruiter to alert them.

In-Person Interview Tips

- Arrive for your interview about 20-25 minutes early, allowing extra time for security check in.

- Bring a valid photo ID.
- Bring multiple copies of your resume, along with a notebook and pen to take notes.
- Turn off your cell phone.
- Make eye contact and be aware of your body language.



Interview FAQs

NEXT STEPS AND FAQs

1) What can I expect during the interview process?

Our goal is to streamline the interview process, ensuring it's both effective and time-efficient. However, the quantity of interviews and duration may vary due to several factors, including the hiring manager's discretion, urgency of the role, specific business area, and more. For a comprehensive understanding of our hiring process, collaborate with your designated recruiter and explore our '[How We Hire](#)' page on our website.

2) Where do I find the status of my application?

Visit our careers [site](#) → Scroll to "Returning Applicants" → Choose either 'Experienced Professionals' or 'Students and Interns'. Then log into your job seeker profile.

3) Who can I contact for updates?

Your recruiter will be your point of contact throughout the interview and selection process. Feel free to reach out to them at any point by using the contact information provided in the interview confirmation email.

For more information on why Lockheed Martin is a great place to work, visit our [#LifeatLM blog page](#).



Security Clearances

Security clearances are a form of authorization that allows individuals to access classified information or restricted areas after they undergo a thorough background investigation. Issued primarily by government agencies, these clearances are designed to ensure that individuals who have access to sensitive information can be trusted with national security secrets. The clearance levels often vary from country to country but common tiers include confidential, secret, and top secret. To be granted a security clearance an individual has to demonstrate trustworthiness, integrity and reliability. Factors considered during the vetting process can include financial records, personal conduct, foreign contacts and even drug use. Maintaining a clearance often requires periodic reinvestigation and individuals can lose their clearance if they engage in misconduct or situations arise that increase their risk profile.

For more information on obtaining a new clearance, visit here (<https://www.state.gov/security-clearances>)

SECURITY CLEARANCES AT LOCKHEED MARTIN:

1) Do all of your positions require security clearances?

Not all positions at Lockheed Martin require a security clearance. While many roles, especially those related to product, necessitate clearances, there are many that do not. Each job listing will indicate if a clearance is required.

2) Who is eligible for a clearance?

Eligibility is dependent on an individual's background, integrity and trustworthiness. Candidate must be a US citizen and undergo a thorough background investigation.

3) What is the clearance timeline?

The timeline is dependent on the level of clearance as well as the specific circumstances of the applicant including but not limited to complications or issues during the background process. On average, the process can take several months to over a year.

4) Is a clearance needed prior to starting a job at Lockheed Martin?

The need for a clearance at the beginning of employment varies based upon the needs of the position. There are some roles that require a candidate with an active clearance. All clearance information is indicated on individual job postings.

For additional questions about cleared roles at Lockheed Martin, please contact your recruiter.



Lockheed Martin Online Resources to Explore

Visit the below links for further information about Lockheed Martin

Videos, Testimonials, Communities and More!



👉 [#LifeatLM Employee Blog](#)



👉 [YouTube: Careers at Lockheed Martin Playlist](#)

Business Reports



👉 [2021 Proxy Statement](#)



👉 [2021 Annual Report](#)

Connect with Lockheed Martin:



Ensuring those who serve
always stay Ahead of Ready.

