

Benefits That Back You From Day One

Benefits aren't add-ons. They're part of how we work.

You get health coverage, tuition support, flexible schedules, paid time off, and performance-based pay. These benefits are built to support how you live, how you grow, and how you get things done both at work and in life.

Your Health Comes First

We cover what matters most with flexible medical plans, day-one coverage, and built-in wellness support.



- Multiple medical, dental, and vision plan options
- Free virtual care and mental health resources
- Wellness discounts and preventative care options

Your Financial Future

We help you build long-term financial security and recognize your contributions with a competitive 401(k) match and additional company contributions. You may also be eligible for an annual performance-based bonus, along with access to financial planning tools and coaching.



Flexible Schedules That Work for You

Life doesn't run on one schedule. We offer options that fit.

- 9/80, 4/40, and 5/80 workweeks (where applicable)
- Remote or hybrid roles based on position and location
- Adjusted hours to support work-life balance

Support for Growing Families



We offer benefits that support every path to parenthood.

- Paid parental leave for birth, adoptive, and foster parents
- Fertility care including consultations, testing, and treatment
- Donor service reimbursement
- Access to doula services and other family-building support

We Pay You to Level Up

From day one, you'll have access to tuition assistance for degrees and certifications, reimbursement for training and professional development, and opportunities to grow through leadership programs, mentoring, and internal mobility.



Time Off That Respects Your Time

You need time to reset and we make sure you get it.



- Monthly paid time off accrual
- Paid company holidays
- Paid year-end holiday shutdown from Christmas through New Year's

Perks That Go Beyond the Basics

Lockheed Martin employees get access to a wide range of discounts and perks across:

- Travel and hotels
- Electronics, fitness, and apparel
- Pet insurance, internet, real estate, and more
- One Pass: access to 16,000+ gyms, online classes, and grocery delivery

Support When Life Gets Real

Through our Employee Assistance Program (EAP), you'll have access to free, confidential support for:

- Mental health and stress
- Family and relationship resources
- Legal and financial services
- Work-life balance support

Click Here to
Learn More



BENEFITS

Benefit offerings may vary depending on your role, location, business area, or union status. Your recruiter can provide the details specific to your position.

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