



**Founded in 1956, the Institute for Defense Analyses operates three federally funded research and development centers**

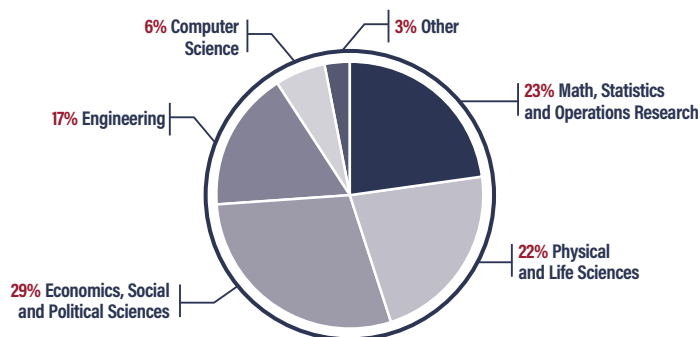
## Our locations across the United States



## WE HAVE A STRONG ACADEMIC BACKGROUND



**62% of our research staff hold doctorates**



## WE ARE HERE TO STAY

**Retention rate of 91%**



## RECRUITING

**18,000 applications annually**

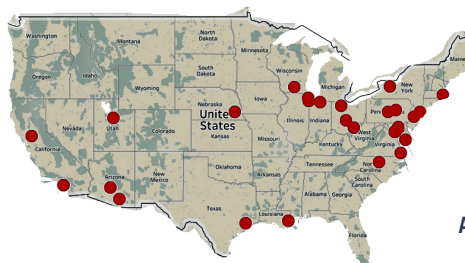
**237 hired**

## WE HAVE SERVED OUR NATION

**16% of employees are veterans**



**Recent graduate new hires come from across the country**



**Competitive summer internship program**



## WE INVEST IN OUR EMPLOYEES

**\$2.5M**

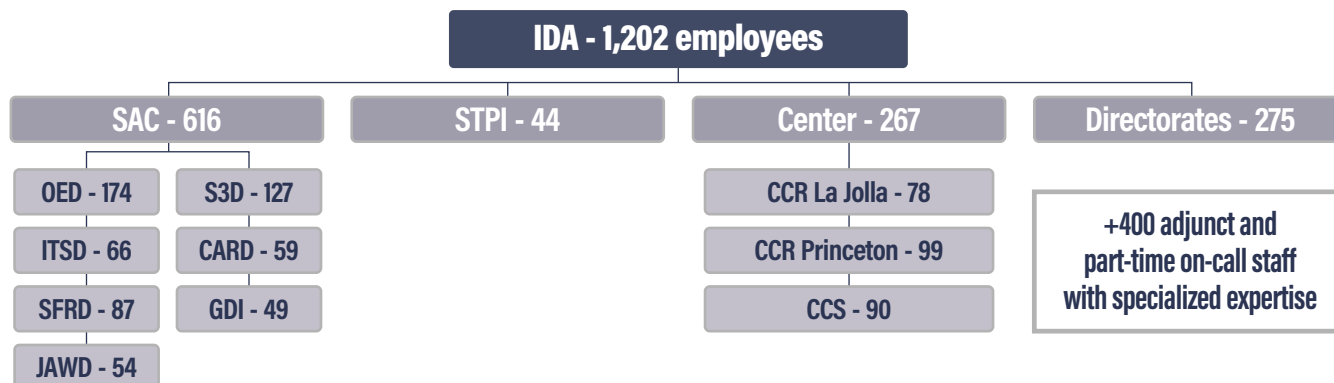
**Spent on staff training and professional development**

**\$4,441**

**Average financial assistance to an employee pursuing academic training**

IDA provides objective analyses of national security issues and related national challenges, particularly those requiring extraordinary scientific, technical, and analytic expertise

## OUR ORGANIZATION



## WE VALUE INCLUSION AND BELONGING

### All IDA



### 2024 New Hires



■ Caucasian

■ Black

■ Asian

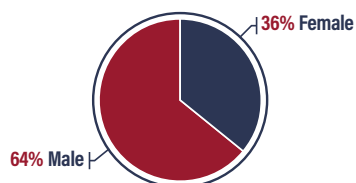
■ Hispanic/Latino

■ Two or More Races

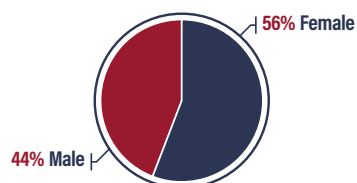
■ American Indian/Alaskan Native

■ Native Hawaiian/Other Pacific Islander

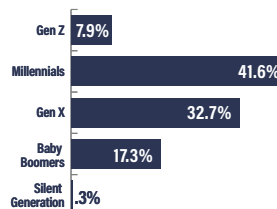
#### All IDA



#### 2024 New Hires



#### Generational Diversity



**46** | Average employee age

## WE EMBRACE COMMUNITY



IDA has **10** active Employee Resource Groups, with more than **30%** of staff involved in at least one ERG.

**400** hours of tutoring provided



## WE HAVE GREAT BENEFITS



**66%** of employees investing in retirement outside of mandatory contributions



**25%** of employees max out on retirement contributions



**89%** participate in health benefits (medical, dental, and/or vision)

**69%** Aetna PPO

