



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

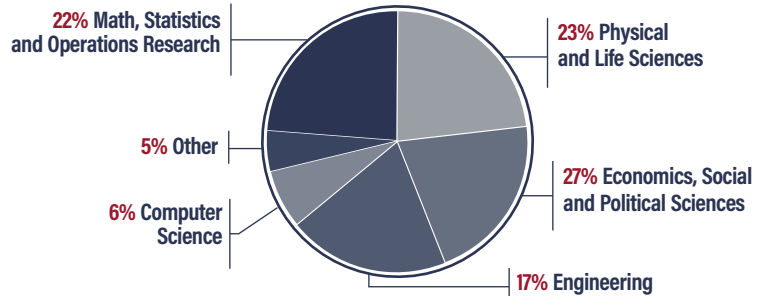
Our locations across the United States



WE HAVE A STRONG ACADEMIC BACKGROUND



62% of our research staff hold doctorates



WE ARE HERE TO STAY

Retention rate of 91%



RECRUITING

~ 13,000 applications annually

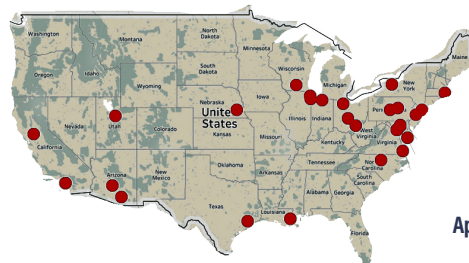
219 hired

WE HAVE SERVED OUR NATION

17% of employees are veterans



Recent graduate new hires come from across the country



Competitive summer internship program



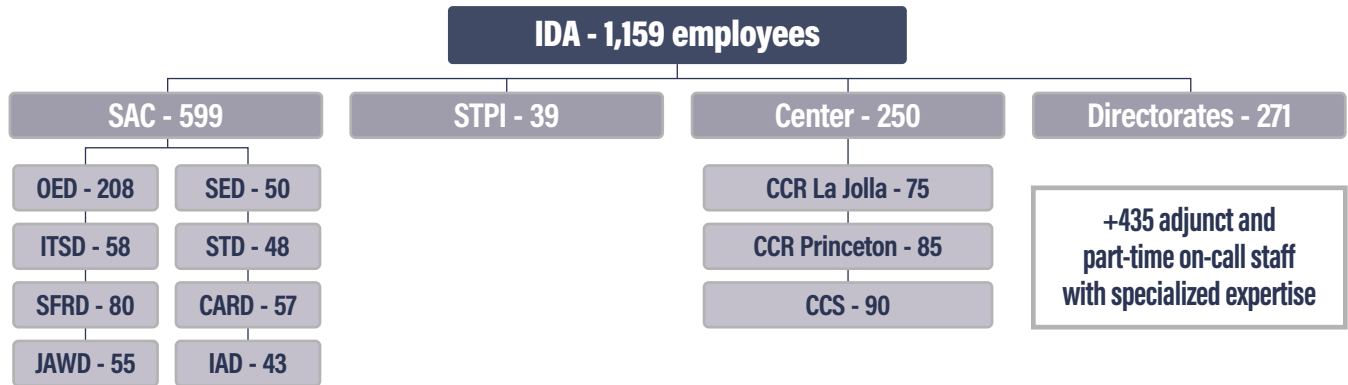
WE INVEST IN OUR EMPLOYEES

\$2.8M Spent on staff training and professional development

\$4,757 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

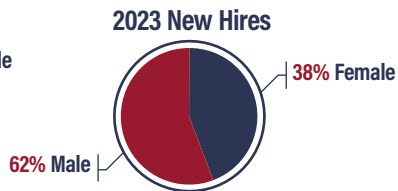
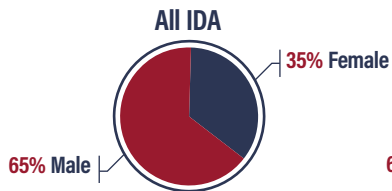
OUR ORGANIZATION



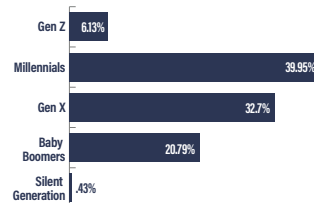
WE VALUE DIVERSITY, EQUITY AND INCLUSION



■ Caucasian
 ■ Black
 ■ Asian
 ■ Hispanic/Latino
 ■ Mixed
 ■ American Indian/Alaskan Native
 ■ Native Hawaiian/Other Pacific Islander



Generational Diversity



48 | Average employee age

WE EMBRACE COMMUNITY



IDA has **8** active Employee Resource Groups, with more than **30%** of staff involved in at least one ERG.

628 hours of tutoring provided



WE HAVE GREAT BENEFITS



66% of employees investing in retirement outside of mandatory contributions



26% of employees max out on retirement contributions



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

