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EMPLOYEES & CULTURE

04

Employees & Culture



World-changing innovation starts with happy employees

SAS' culture has always been an integral part of who it is as a company, connecting the curious nature that started SAS and the spirit of innovation that moves it forward. Originating at its North Carolina headquarters and spreading to more than 150 global offices, SAS cultivates an award-winning culture anchored by meaningful work, empowering leadership and a world-class work environment.

Fostering a good work/life balance continues to make great business sense. So in support of the UN Sustainable Development Goal of providing good health and well-being, SAS remains strongly committed to promoting a world-class environment that inspires innovation. Throughout more than 40 years of analytics innovation, SAS has invested heavily in its workplace culture to make employees feel inspired and energized.

Diversity and Inclusion

At SAS, it's not about fitting into the culture, it's about adding to it. Diversity and inclusion are more than just gender or race. SAS culture blends different backgrounds, experiences, perspectives and cultures from 59 countries around the world. As innovators, SAS relies on employees' diverse creativity and differences to create great software. From the technology SAS designs to the conversations shared, SAS' diversity is a creative asset.

SAS CEO Jim Goodnight leads a task force of the Business Roundtable, by using his voice as a LinkedIn Influencer, and by sponsoring numerous STEM education initiatives that open these fields to people of all backgrounds. And to further formalize the commitment, in 2017 he joined leaders of the world's 500 top companies in signing the CEO Action for Diversity and Inclusion pledge to use their individual and collective voices to advance diversity and inclusion in the workplace through practical strategies.

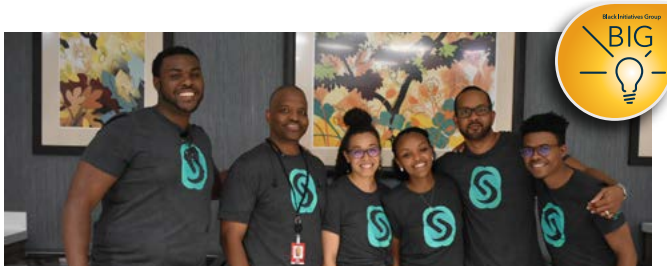
SAS Employee Inclusion Groups



Women's Initiative Network (WIN) is dedicated to inspiring, encouraging and empowering women through networking, career development and community service.



Young Professionals Network provides ongoing opportunities for professional development, engaging with the community through volunteerism, and social networking for the younger employee population - and the young at heart.



Black Initiatives Group (BIG) is an inclusive group of employees who identify as Black, African, African-American, West Indian, Copper Skinned, Indigenous, American Indian, Afro-Latinx or of African descent, and those interested in the mission to advance SAS' global diversity initiatives and support the interests and professional development of SAS employees, the STEM field and our communities.



SAS Military Network (VETS) engages SAS employee service members, veterans, family members and supporters of the US military by providing an inclusive community that focuses on employee professional development and networking, customer engagement, and community involvement while supporting SAS' strategic goals.



SAS Pride - LGBTQ+ and Allies provides a safe and welcoming network for lesbian, gay, bisexual, transgender and queer employees, and allies in support of equality and inclusion.



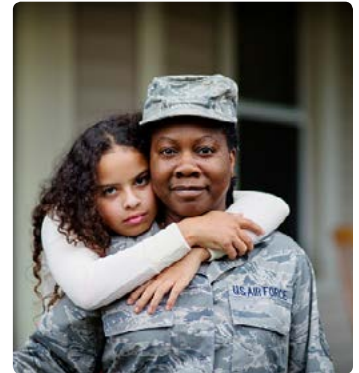
SAS International Connections has been dedicated to fostering, supporting and promoting international inclusiveness at SAS for more than 25 years.

Diversity and Inclusion Programs

- The “Tribe” – started by the Accessibility and Applied Assistive Technology Team and comprised of employees from all divisions in the organization – believes everyone should be able to work with and benefit from data. They are fundamentally changing the way people interact with data by developing innovative technology that makes data visualizations like charts, graphs and maps accessible to all, regardless of technical savvy or physical abilities. This online community shares resources and best practices, and serves as a forum to ask questions.
- The SAS intern program, ranked No. 6 Best Tech & Engineering Internship by Vault, is a mechanism for us to cultivate diverse talent throughout our organization and build a SAS programming pipeline for our customers. We cultivate a diverse talent pool through university outreach and engagement to several schools’ student organizations throughout the United States.

Two signature programs that pipeline diversity through our internship program include:

- o The Autism Spectrum Technical Internship Program helps to bridge the gap between academic and on-the-job learning for autistic technical students by providing an inclusive interviewing process and training program that addresses the challenges and barriers often encountered in obtaining meaningful employment.
 - o The Veteran Employment, Training and Support (VETS) Internship Program provides an internship experience for uniformed service members, veterans and military spouses who are pursuing an accredited degree, in various roles throughout SAS.
- SAS STEM Connect with North Carolina historically black colleges and universities (HBCUs).
 - STEM Career Showcase for students with disabilities.
 - Executive Women’s Day during SAS Championship golf tournament.
 - Diversity recruitment events.
 - o Grace Hopper Celebration.
 - o HBCU Career Development Marketplace.
 - o Student Veterans of America.
 - o Service Academy Career Conference.
 - o Women in Data Science and Statistics.
 - o WomenHACK.



Diversity and Inclusion Partnerships



- Triangle Women in STEM is a partnership among companies in the Research Triangle Park area focused on increasing representation of women in the workforce with distinctive programs promoting inclusion and pathways to success by recruiting, retaining and advancing women in STEM fields. SAS participates every year by hosting an annual event for summer interns and by engaging in their yearly programming.
- SAS is proud to participate in Pride in the Triangle, a collaboration of Triangle area LGBTQ+ employees and allies from various organizations that come together to share best practices, work together on LGBTQ+ issues in our corporations and in North Carolina, and network with other out employees and allies. Through networking and community events as well as thought leadership opportunities, the goal is to create a more inclusive LGBTQ+ friendly work environment together.
- For more than 20 years, SAS has partnered with the UNC TEACCH Autism program through the supported employment initiative, which provides job coaches for long-term autistic employees who work in SAS' cafes. In addition, SAS has launched the Autism Spectrum Internship program for technical college students who identify as autistic to mitigate the social challenges that students on the spectrum encounter when going through a neurotypical interviewing process. The students spent the summer interning in SAS' research and development department and received ongoing support and feedback from TEACCH Autism Program.
- Students from Wake County Public Schools receive credit toward their Occupational Course of Study diploma by volunteering with corporate mentors from SAS to learn basic workplace skills.
- SAS has been involved with the programming and sponsorship of Statfest and the Diversity Mentoring program run by the American Statistical Association's Committee on minorities in statistics to increase representation in the field. In addition, SAS partners with the International Biometric Society's Eastern North American Region conference to help foster diversity in biostatistics through conferences and workshops.
- SAS partners with many nonprofit organizations to provide mentorship and career development resources for veterans transitioning to civilian life. In addition to the VETS internship program that provides valuable work experience for military personnel pursuing an IT degree, SAS joined forces with the Institute for Veterans and Military Families in 2017 to offer free SAS programming courses to transitioning service members and their families.

Equal Employment Opportunity

SAS is committed to providing an equal employment opportunity that treats all employees and applicants equally based on merit and experience - without regard to age, race, color, gender identity, religion, creed, ancestry, national origin, citizenship, marital status, sexual orientation, disability, medical condition, veteran status, pregnancy or any other protected class as defined by federal, state or local law. We recruit, hire, train and promote without regard to protected characteristics and ensure that all our employment decisions are based only on valid job requirements.

Hiring and Retaining Staff



SAS cultivates the optimal environment for creativity, encouraging employees to take risks and exceed expectations while helping them balance work and life. SAS not only invests in employee career development, but also health and well-being through several services, programs and benefits. For example, SAS offers up to 12 weeks of paid parental leave for birth mothers, fathers, domestic partners and adoptive parents to provide employees with paid time off to bond with and care for newborns or a newly adopted child.

2018 Data

SAS maintained its perennially low turnover rate while sustaining its worldwide headcount. SAS did not have any substantiated and material negative incidents with regard to employee discrimination or harassment. At the end of 2018, SAS had 14,166 employees worldwide and 7,088 US employees. In the US, the average SAS employee tenure is 12.6 years, compared to an industry average of 4.2 years.¹ Reducing turnover reduces recruitment costs, helping the company retain knowledge and deliver deeper, longer-term customer relationships. This means SAS employees spend more time on productivity and less time training new hires. SAS sees a strong connection between employee loyalty and business success.

SAS' voluntary employee turnover rate was 5.9%.

The average industry voluntary turnover rate was 13.5%.²

¹ US Bureau of Labor Statistics
² Radford/Aon Hewitt

Global Employee Hires		2018
By region	Asia Pacific	383
	Canada and Latin America	128
	Europe, Middle East and Africa	417
	United States	503

US Turnover Summary		2018
Type	Turnover number	420
	Turnover percentage	5.9%
By age group	19-31	82
	32-44	127
	45-63	150
	64 and up	61
By gender	Female	154
	Male	266

US Hire Summary		2018
By age group	19-31	174
	32-44	175
	45-63	140
	64 and up	3
	NA	11
By gender	Female	169
	Male	334

Skills Development



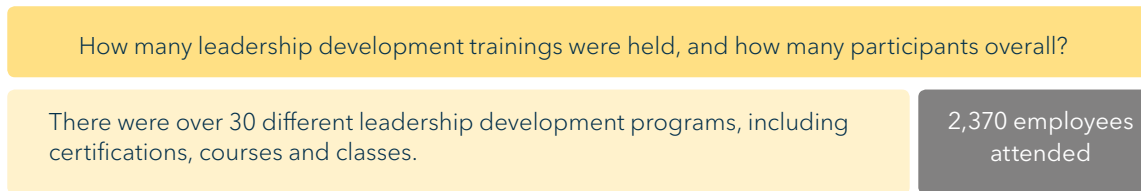
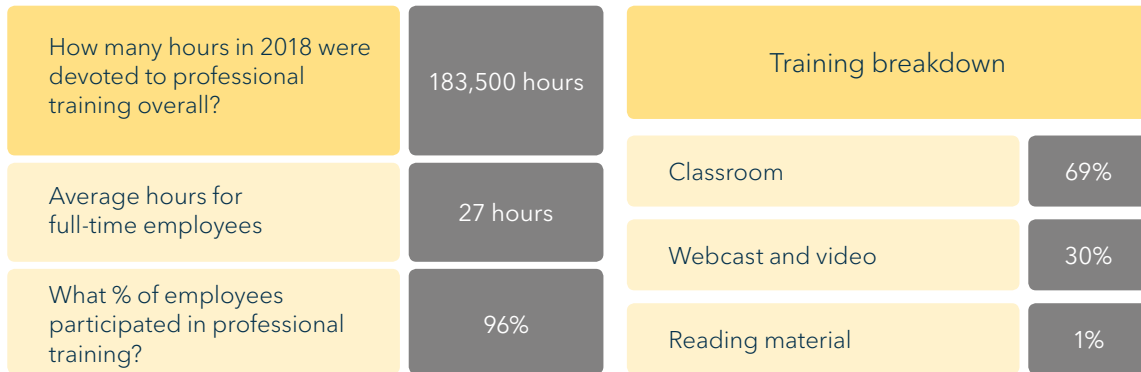
SAS supports the idea that all employees have a natural desire to learn and grow. As part of its culture and benefits, SAS provides many development opportunities for employees, whether for specific job skills, business acumen or interpersonal competence. Training includes instructor-led classes, e-learning and live web training. SAS encourages employees at all levels to pursue training to hone their skills. Employees with sharp, updated and relevant skills offer more value to SAS customers in the dynamic, evolving world of data and analytics.

2018 Data

Approximately 96% of employees participated in professional training, totaling 183,500 hours.

In addition to skills training, SAS has created a program specifically for employees pursuing leadership and management training. Courses are offered at different levels within the organization to cultivate and nurture internal talent. In 2018, SAS provided 30 courses on leadership development, training 2,370 people.

SAS offers a wide array of training options that enable employees to find their best learning method to meet work and career goals.



Health and Safety



Around the globe, SAS provides a safe and healthy working environment for all its employees. Each SAS office manages its own health and safety programs. Resources and best practices are available from the headquarters office in the US; however, each program is designed to fit the needs of that particular location.

The Security & Safety and Risk Management departments investigate any incidents that pose a danger to company employees or third parties and take measures to reduce or eliminate these hazards. These departments provide additional training and resources to help identify and prevent similar incidents from causing damage or injury to individuals.

The Safety Team will complete a comprehensive investigation of all reportable work-related incidents and provide corrective actions when necessary.

SAS also has an Ergonomics department that supports employees through personal assessments and training. The department provides further educational resources through an intranet site, which includes FAQs, tips and information about a safe work skills program for manual labor employees. It also provides an assessment request form that employees can complete for a personal work-site evaluation by one of two full-time ergonomics specialists.

Absenteeism

By providing a safe, nurturing work environment, SAS strives to keep employees productive and effective in their roles. One measure of that success is the absenteeism rate.

2018 Data

SAS recorded an absence rate of 4.14 days per full-time employee. This accounts for the following absence types: sick, time away medical, time away non-medical, floating holiday, school leave, jury duty, military and bereavement.