

Diversity and Inclusion at SAS



Because great minds don't always think alike





DIVERSITY MATTERS

01

DIVERSITY AND INCLUSION AT SAS

Everyone is
respected for
their contributions
and abilities.

At SAS, it's not about fitting into the culture, it's about adding to it. A diverse and inclusive workforce fosters a more creative and innovative workplace. The backgrounds, experiences and perspectives of employees from nearly 60 countries create a unique multidimensional culture where everyone is respected for their contributions and abilities.





EMPOWERING WOMEN

02

DIVERSITY AND INCLUSION AT SAS



The Women's Initiative Network empowers and inspires women of all ages in order to foster a pipeline of talent across the organization. We continually help one another achieve personal satisfaction and professional excellence, while reaching into our communities to empower women and inspire students to pursue STEM-related careers.

Michelle Proctor

*Senior Manager for Business
Operations Risk Quantitative Solutions*

Women's Initiative Network Chair

Year after year, SAS is recognized as a Best Workplace for Women by Fortune magazine. Our strong community of female employees empower, encourage and inspire each other to pursue excellence in their career and fulfillment in their personal lives. From the Women's Initiative Network (WIN) to Women in Big Data meetups and technology conferences, SAS strives to offer opportunities that empower and encourage women in their careers.





I want my daughter to see me as a strong woman in the workplace. I want her to mirror my leadership, develop a committed work ethic, and be success-driven. SAS works alongside employees to make this possible.

Candace Clymer

Software Development Manager





SUPPORTING
THE MILITARY

03

DIVERSITY AND INCLUSION AT SAS



Members of the reserves are encouraged to take care of the Triad: their family, their civilian employer and the Air Force. I am now lucky enough to work with SAS, an employer that supports its own triad: work, life and duty.

Chris Lester

Senior Manager of Information Technology
Security Forces Manager, United States Air Force Reserve

Changing careers is never easy, and transitioning from the military to civilian life comes with a unique set of challenges. SAS recognizes the valuable skills and experience veterans bring to our workforce. That's why we provide service members, veterans and spouses with the opportunity to experience a civilian corporate work environment through our Veteran Employment, Training and Support (VETS) internships, outreach programs and career mentoring days.





I could tell SAS was a great place to work since the beginning of the hiring process when I met employees at a hiring event. Once hired and called upon for military training, it was easy to talk about my military obligations with my manager. It felt great to know that I have the full support of my leadership, my team and the company. And even better, I now get the chance to play a part in veterans outreach, helping to recruit veterans and bridge the gap in understanding military and civilian culture.

Sean Mobley

Senior Associate Systems Developer
US Army National Guardsman





RECOGNIZING ALL ABILITIES

04

DIVERSITY AND INCLUSION AT SAS



Not only do I run our accessibility program, I use our accessibility features daily to do data science at SAS. It's thrilling to have access to data again that I haven't had for 13 years. I can 'see' the data with my ears just as effectively as my sighted colleagues can with their eyes.

Ed Summers

Distinguished Technical Leader

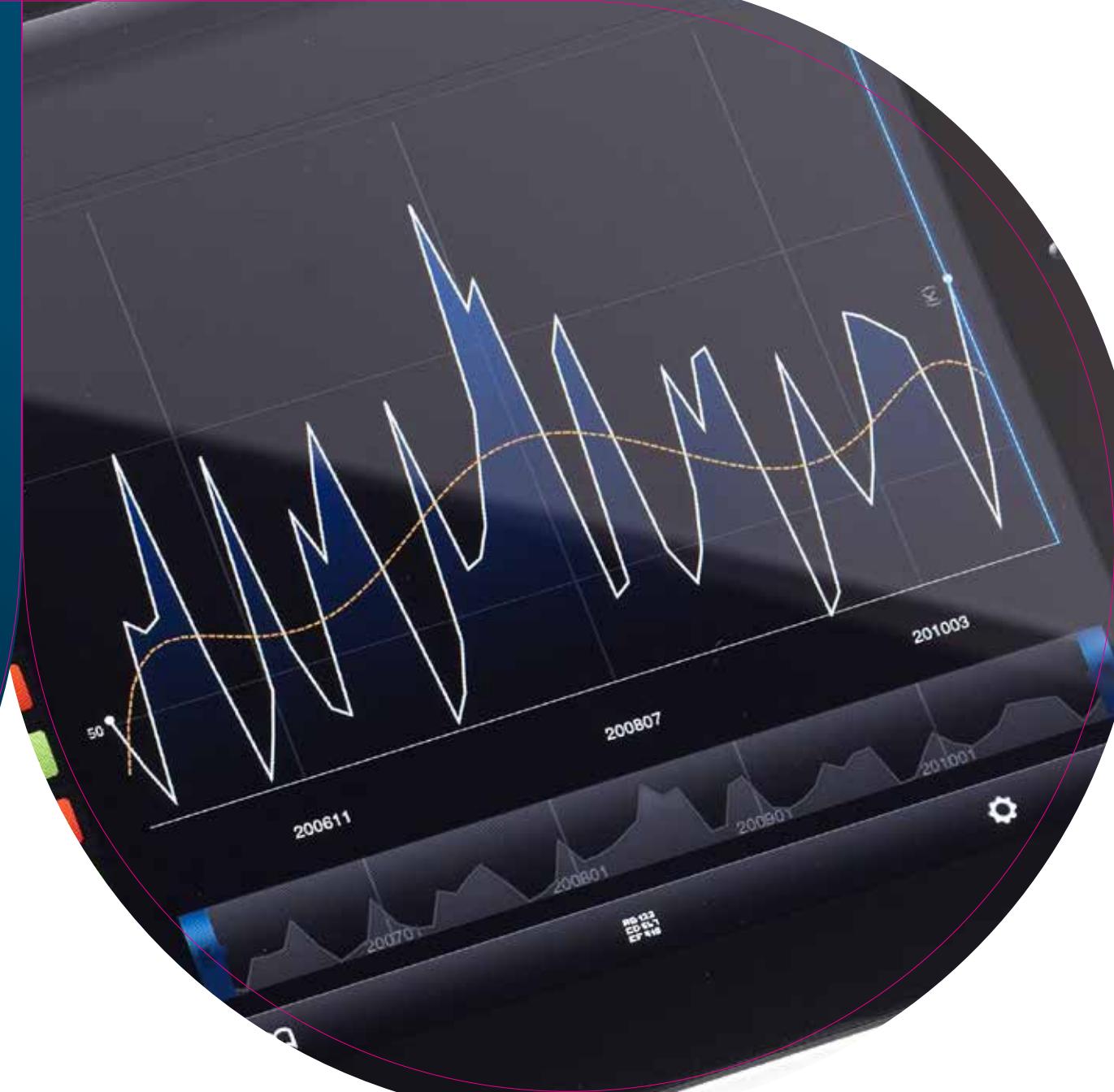
There are an estimated 1 billion people in the world with disabilities. SAS supports people of all abilities and recognizes their diverse talents. Our Accessibility and Applied Assistive Technology Team develops innovative technology that makes visualizations like charts, graphs and maps accessible to everyone regardless of technical savvy or physical ability.





My daughter, Grace, reads sight words, enjoys hearing chapter books and shows an affinity for math. But she can't interpret illustrations in a children's book or recognize my face. She has cortical visual impairment (CVI), and our family has been overwhelmed by the many unknowns. But there's always one constant: the stellar people I work with at SAS. They've shown curiosity about CVI and, more importantly, genuine care for my daughter. Who knows? One day that curiosity might lead to new technology for Grace.

Jessica Marquardt
Senior Communications Specialist





EMBRACING MULTIPLE
CULTURES AND
IDENTITIES

05

DIVERSITY AND INCLUSION AT SAS



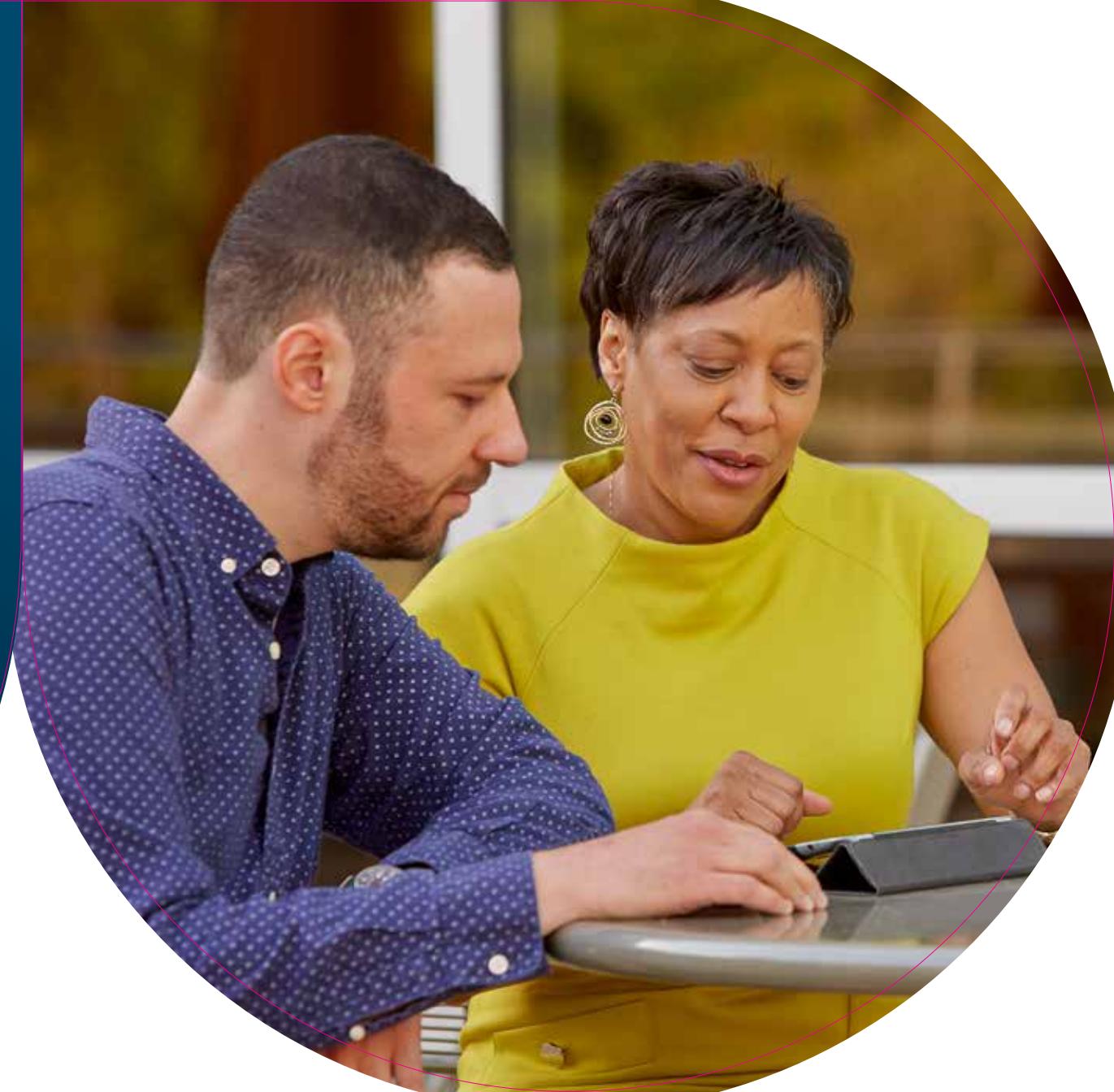
We're excited to build this community at SAS, and we're even more excited that employees want to be a part of it! While serving as a resource for those who support the interests of the black community, we hope to connect one another by creating networking and mentorship opportunities in addition to supporting professional development for employees.

Portia Parker

Analytics Software Tester Tech Lead
BIG Committee Member and Co-Founder

We embrace individuality and seek out unique perspectives to add to our team. This blend of nationalities, cultures and identities fosters a more creative and innovative workplace where all employees should feel free to be their authentic and true selves. Every year SAS participates in programs designed to give K-12 students of color an in-depth look at careers in STEM, attends the Historically Black College and University (HBCU) Career Development Marketplace, and hosts the annual SAS HBCU STEM Connect event with local HBCU students. And for more than 20 years, the SAS International Connection (SASIC) group has been dedicated to fostering, supporting and promoting international inclusiveness and collaboration among SAS employees.

SAS also has multiple employee inclusion groups, including the Black Initiatives Group (BIG). This group works to offer empowering STEM education opportunities to employees, students and graduates who self-identify as black, African, African- American, West Indian, indigenous, American Indian, Afro-Latinx and others.





Since I first interviewed with SAS in 1998, I have had nothing but positive experiences. I can be myself at work and feel accepted, valued and included. I'm excited to be actively engaged in the SAS UK and Ireland Diversity and Inclusion group, championing workplace culture. I'm proud to work for a company that actively and publically supports LGBTQ+ employees and workplace inclusion.

Nigel Armstead
Account Executive





**COLLABORATING IN A
CROSS-GENERATIONAL
WORKFORCE**

06

DIVERSITY AND INCLUSION AT SAS



My manager knows my strengths and makes sure they are being put to the best use for my team.

Raymund Riegl

Associate Systems Engineer
Presales Data Management

As an active member of the Young Professionals Network, I've witnessed the positive effects the group has on young professionals like myself, and the overall culture of SAS.

Krystal Allen

Senior Associate Customer Success Manager

For the first time in history, there are five generations working together. And when everyone recognizes and respects the knowledge, skills and experience of each generation, it helps the organization succeed and flourish. At SAS, our goal is for every employee - from seasoned professionals to recent graduates - to have opportunities to grow and be successful. Teams participate in multigenerational training that helps everyone better understand the dynamics at play in today's workforce. The SAS Young Professionals Network provides ongoing opportunities for development, community volunteerism and social networking for the young and the young at heart.



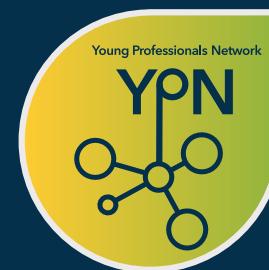


In 2017 Jim Goodnight joined 300 other CEOs of the world's leading companies and signed the CEO Action for Diversity and Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. This group offers organizations a community where we can share best practices and learn from one another.

That same year we were honored to be named one of the Best Workplaces for Diversity by Great Place to Work® and Fortune. Our priority is, and has always been, to foster a culture that is a great place for everyone to work. We strive to continue learning and growing in this area.

Keep up with our efforts at sas.com/diversity or find the career that will allow you to add to our culture at sas.com/careers.

SAS Employee Inclusion Groups





THE POWER TO KNOW.®

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