



Jenn Mann

Executive Vice President and Chief Human Resources Officer

Jenn Mann leads a global HR organization that acts as stewards of the SAS culture and engages a diverse workforce of more than 12,000 employees. An established leader with over 25 years of experience in developing and implementing strategies linking people programs to business objectives, her vision guides SAS' philosophy for acquiring, developing, rewarding and retaining the best talent.

Her strategic leadership fosters a people-first culture creating a meaningful employee experience where people understand the connection between what they do every day and its impact on customers and society, while feeling valued and cared for. Mann uses a data-driven approach to inform the employee experience, from well-being and benefits to learning and development to organizational design and flexible work strategies. Her passion for diversity and inclusion has helped create a more diverse, equitable and inclusive workplace. She serves as the executive sponsor of the SAS Women's Initiatives Network (WIN) and the SAS Women in Analytics (WIA) Network, which promote diversity in analytics.

Her workplace culture insights have been shared in *The Wall Street Journal*, *US News & World Report*, *CBS MoneyWatch*, *CBS Sunday Morning*, *CNN*, *The Huffington Post* and *The Great Workplace* by Michael Burchell and Jennifer Robin. Mann was selected as *HRO Magazine's* Chief Human Resources Officer of the Year in 2015 and was recognized in *WomenInc.* magazine's 2019 list of Most Influential Corporate Directors. She has helped SAS achieve workplace culture and diversity awards from *Forbes*, *Top Employer* and *Great Place to Work*, with over 150 awards.

Mann joined SAS in 1998, working with executive leadership on employee performance and organizational effectiveness programs and managing an HR team supporting Worldwide Marketing and R&D divisions before taking on her current role in 2008. Prior to joining SAS, Mann held HR leadership roles in high-tech manufacturing, health care and academia. She earned her bachelor's degree in psychology and business from Meredith College in Raleigh, NC, where she serves as a trustee board member. Mann is a member of the board of directors for United Community Bank, where she chairs the talent and compensation committee. She is a member of OnBoard NC and serves on the HR advisory board for North Carolina State University's Poole College of Management as well as Leadership North Carolina's Diversity Committee.

100 SAS Campus Drive
Cary, NC 27513

T +1 919 677 8000
F +1 919 677 4444

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please visit: sas.com/offices