



Jenn Mann

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 14,000 employees. She is responsible for developing and guiding SAS' talent management philosophy, as well as articulating the organization's strategy for acquiring, developing, rewarding and retaining the best talent.

Her workplace culture insights have been shared in *The Wall Street Journal*, *US News & World Report*, *CBS MoneyWatch.com*, *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.

In an interview with *Glassdoor.com*, Mann explains her work-life balance philosophy. "At SAS, our goal is to offer meaningful work for our employees, an empowering management philosophy, and a world-class work environment that includes services and benefits to make employees' lives easier at work and in their personal lives," she said. "This allows them to be motivated, creative and innovative in our software development. It's critical for us to provide a workplace that incentivizes great talent." This leadership philosophy, shared by SAS' entire executive board, has resulted in numerous accolades across the globe for workplace culture and commitment to innovation.

Mann joined SAS in 1998, working initially with executive leadership on employee performance and organizational effectiveness programs. She managed 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. She serves on the HR Advisory Board at North Carolina State University's Poole College of Management, is on the board of directors for the Inter-Faith Food Shuttle and is a member of the Tugboat Institute Fellows.

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