



## 4.4 Community Engagement

As an integral part of SAS culture, the company encourages employees to donate their talent, time and/or finances to projects supporting education, the environment and social welfare. Offices across the globe manage programs tailored to fit the needs of their communities and the interests of SAS employees.

To foster a culture of volunteerism at SAS, the company manages the Employee Volunteer Fund (EVF), which contributes cash to education-based nonprofit organizations after an employee has provided at least 50 hours of volunteer support in three out of four quarters over 12 months.

### 2017 Data

SAS employees in the US volunteered almost 25,000 hours through the EVF program, resulting in more than \$91,000 paid to schools across the country. Globally, SAS employees volunteer their time in the community. Whether it is collecting toys at Christmas in France, adopting a local school in Canada, raising money for the food bank in Pittsburgh, collecting coats for kids in North Carolina, or building Habitat for Humanity homes across the US, SAS employees generously give their time to improve their communities.

Some SAS volunteer projects in 2017 included:

- SAS employees in 16 countries joined more than 30,000 organizations around the world in support of #GivingTuesday, Nov. 28. #GivingTuesday reports that more than \$300 million was raised. There were 21.7 billion social media mentions and people in over 150 countries participated.
- In Belgium, employees participated in the SAS Creates Chances program which raised money for a variety of groups such as children of refugees, young accident victims and farmers.
- In Brazil, employees collected clothes and shoes for a local shelter as well as raised funds and volunteered to help build houses for those in need.
- In Canada, employees served lunches and packaged food for local indigenous women and their families. SAS Canada raised more than \$132,311 in 2017 for charities and communities through activities such as a cycling challenge and local sports tournaments.

- In China, employees donated school supplies to a local nonprofit that cares for orphan and disabled children across the country.
- In Colombia, employees donated clothes, surgical materials and formula milk for children of Operation Smile.
- In Detroit, employees sponsored local families and provided clothes, winter coats, toys and books for children.
- In France, employees collected professional clothing for individuals searching for employment, collected toys for needy children and donated blood.
- In Hong Kong, employees raised funds and volunteered for a hospital charity organization that services schools and homes for the elderly.
- In Mexico, employees held a breakfast to help support a breast cancer foundation.
- In New York, employees purchased baby supplies to send to families in Puerto Rico who were affected by Hurricane Maria.
- In Scotland, employees collected toys and gifts for low-income families.
- In Spain, employees collected food and clothes for those in need and invested in organizations that help the disabled find employment.

A number of activities took place at SAS world headquarters:

- 400 children received new clothing as part of the Salvation Army Angel Tree collection.
- SAS employees donated over \$60,000 to DonorsChoose.org for classroom projects; SAS matched those donations, resulting in \$120,500 for 650 unique projects. A total of 72,559 students in 39 states have benefited from the partnership this past year. The DonorsChoose.org challenge raised \$44,466 in donations to 202 classroom projects via the #GivingTuesday campaign at SAS.
- SAS Internal Communications and SAS Solutions on Demand hosted students from the Boys & Girls Clubs of Wake County in an exciting hands-on STEM event called "Data on the Fly" in conjunction with the NC Department of Transportation at Raleigh-Durham International Airport.
- 137 pints of blood were donated to the American Red Cross.
- SAS volunteers helped raise nearly \$87,000 for UNC-TV, the statewide public television network. Since 2000, SAS has helped raise more than \$2 million for public television.
- SAS is a founding partner in SummerSTEM, and for the third year hosted a STEM immersion experience involving six corporations and 50 middle and high school teachers.



- SAS STEM Career Day. SAS STEM volunteers visited schools and described their careers, how they chose their career paths, and how SAS and its customers use math, science and technology. The goals are to increase student interest in STEM careers and courses, to help students connect what they do in school with an exciting STEM career pathway, and to familiarize them with the varied STEM careers at SAS and other organizations.
- The below activities served the Food Bank of Central and Eastern NC:
  - Between the child care centers' food drive and the Can Ornament display, employees donated 3,930 pounds of canned goods - enough to provide more than 3,300 meals.
  - The Executive Cooking Challenge raised awareness and encouraged employees to donate.
  - The Virtual Food Drive monetary donations totaled \$27,768 - or 138,840 meals.
  - All in all, enough food and money was collected to provide 142,149 meals - almost 90,000 more than last year.



### Community Board Membership

SAS staff members carry the company's corporate responsibility values outside the office by serving on the boards of community organizations that support education, disaster relief, the arts, science innovation, environmental conservation and other issues important to employees.

### 2017 Data

SAS executives served on numerous boards, including the following:

- American Statistical Association
- AmCham Belgium
- Business Council
- Business Roundtable
- BEST-NC (Business for Educational Success and Transformation in North Carolina)
- Cary Academy Board of Directors
- CSC Strategic Advisory Board at North Carolina State University - Board Emeritus
- Food Bank of Central and Eastern North Carolina
- Friday Institute for Educational Innovation (North Carolina State University)
- Inter-Faith Food Shuttle
- North Carolina Museum of Art
- North Carolina Museum of Natural Sciences - Friends
- North Carolina Public School Forum
- North Carolina Science Festival
- North Carolina State University Board of Trustees
- Smithsonian National Museum of Natural History, Advisory Board
- WildTrack
- World Wildlife Fund
- YMCA of the Triangle
- Youth Thrive