



3.2 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 eight 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.

2017 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 2017, SAS had 14,116 employees worldwide and 7,108 US employees. In the US, the average SAS employee tenure is 9.5 years, compared to an industry average of 3.68 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 6.5 percent. The average industry voluntary turnover rate was 14.4 percent.²

¹ US Bureau of Labor Statistics
² Radford/Aon Hewitt

US Turnover Summary	2015	2016	2017
Type			
Turnover number	353	437	463
Turnover percentage	5.1%	6%	6.5%
By age group			
19-31	72	48	63
32-44	110	127	129
45-63	122	228	225
64 and up	49	34	46
By gender			
Female	149	165	191
Male	204	272	272

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 - we have a culture that blends our different backgrounds, experiences, perspectives and cultures from our 58 countries around the world. As innovators, we rely on our creativity and differences to create great software.

SAS CEO Jim Goodnight is fulfilling this commitment by leading 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, last fall, he joined leaders of the world's 300 top companies in signing the [CEO Action for Diversity and Inclusion](#), a pledge to use their individual and collective voices to advance diversity and inclusion in the workplace.

To promote diversity and inclusion, SAS engages in the following:

- SAS employee-led interest/affinity groups.
 - o Women's Initiative Network (WIN) is dedicated to inspiring, encouraging and empowering women through networking, career development and community service.
 - o 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.
- o The "Tribe" for Accessibility - the Accessibility and Applied Assistive Technology Team or "tribe" 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.
- Summer intern programs for students demonstrating SAS' commitment to promoting diversity in the field of technology.
 - o Recruit, Recognize, Retain (R3) for women and students of color.
 - o Veteran Employment, Training and Support (VETS) for uniformed service members and veterans.
- STEM Diversity Career Day with historically black colleges and universities.
- STEM Career Showcase for students with disabilities.
- Future of STEM: Back-to-School Minority Opportunity Fair.
- Executive Women's Day during SAS Championship golf tournament.
- Diversity recruitment events.
 - o HBCU Career Development Marketplace.
 - o Student Veterans of America.
 - o Women in Data Science and Statistics.
 - o Women in Technology.

- Partnerships promoting diversity and inclusion include:
 - Enable America partnership to provide job shadowing and mentoring for transitioning veterans.
 - Treatment and Education of Autistic and Related Communication Handicapped Children (TEACCH) program provides job coaches for long-term autistic employees who work in SAS cafes.
 - Food and Service Training (FAST) students from Wake County Public Schools receive credit toward Occupational Course of Study (OCS) diplomas by volunteering with corporate mentors to learn basic workplace skills.
 - Arc of Wake County to help match people in the community with disabilities who are seeking competitive employment with appropriate jobs and on-site coaching. Students gain work credit to meet requirements for OCS diplomas.
 - American Statistical Association - Committee on Minorities in Statistics (StatFest and Diversity Mentoring Program).
 - International Biometric Society - Fostering Diversity in Biostatistics Workshops (Eastern North America Region).
 - Triangle Women in STEM Initiative.
- Helping veterans transition to rewarding civilian careers-
 - 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.

