



Employee Benefits and Programs

Effective January 1, 2026

SAS is a workplace like no other. It's a place to be challenged, explore your curiosity and grow your career. A place where we go to great lengths to provide a variety of unique programs to help you do your best work and maintain a healthy work-life balance.

your CAREER

We create an experience that allows you to pursue meaningful work, empowers you to work on projects that are making a difference, and do it all in a world-class, supportive environment – whether remote or onsite. We want you to be your authentic, creative self and we are committed to helping you do your best, both personally and professionally, by providing:

- Tuition assistance program.
- Freedom to own your career with training and career/skills development opportunities.
- Career coaching, mentoring, and monthly development sessions to improve career wellness.
- A stimulating work environment.
- Flexible working hours and hybrid work.
- A culture of innovation and belonging.

your HEALTH

We believe happy, healthy people have a passionate engagement with life – and they bring it to work:

- Comprehensive medical, prescription, dental and vision plans for full-time and part-time employees.
- Blue Cross Blue Shield of NC medical plan options include:
 - PPO with low annual deductible and copays.
 - HDHP combined with a health savings account with a contribution from SAS (no access to on-site health care center).
- On-site Health Care Center and Health Care Pharmacy.
- Employee Assistance Program (EAP) provides up to 8 free counseling sessions per issue per year for employees and family members.
- Health care flexible spending account.
- On-site Recreation and Fitness Center (Cary HQ with in-person and virtual classes).
- Short- and long-term disability plans.

your MONEY

We want you to feel valued and secure, both now and in your years beyond SAS:

- Competitive pay.
- Discretionary bonus.
- A 401(k) plan, including employer matching contributions up to 6%, employee pre-tax and Roth contributions, rollovers, and after-tax contributions.
- Company-paid life insurance and accidental death and dismemberment (AD&D) insurance.

your FAMILY

Family is important, and we want to help you take care of things outside the office to make life a little easier:

- Paid parental leave.
- Paid family sick days.
- Paid caregiver leave and backup dependent care.
- On-site daycare.
- Paid school leave to attend activities at your child's school.
- Domestic partner benefits.
- Adoption and surrogacy assistance.
- Child Care subsidy program for daycare tuition (infant through preschool.)
- College scholarship program for eligible dependents of SAS employees.
- Dependent care flexible spending account.
- Breast milk shipping when traveling for work.
- Access to Work/Life Center in-person and/or virtual resources to assist employees with family-related situations.
- Work-related backup pet care for your furry family members.

your LIFE

We want you to live a well-balanced life:

- Eleven paid holidays, including our fan-favorite Winter Wellness Break between December 25 and January 1.
- Global Recharge Day.
- Two personal holidays.
- Paid vacation, 3 weeks per year to start for full-time employees.
- 20 hours of paid Volunteer Time Off (VTO).
- Jury duty, military and bereavement leaves.
- Paid sick/wellness days.
- Opportunity to develop meaningful connections through our Employee Inclusion Groups.
- Programs and resources to help you prioritize your health and well-being, including a \$1,200 well-being account for financial, physical, emotional, and other well-being needs.

your EXTRAS

We take great care of our team members because they do their best. We have relationships with vendors to offer discounts and services with a little “extra,” such as:

- Group-rate tickets to events.
- Group rates for pet, auto, home and renters' insurance.
- Vendor discounts for dining, entertainment, travel, household items and more.
- Voluntary enrollment in supplemental life and disability insurance with payroll deduction.

EMPLOYEE VOICES

“SAS provides me with the resources to do my job well. Remote support from IT ServiceNow is excellent, and ordering office supplies is a breeze.”

“Communication from HQ is frequent and timely. As a remote employee, I'm afforded many great benefits and treated as a valued part of the team.”

“The world is more virtual than it's ever been, and the online tools SAS provides makes working with customers and employees more effective than ever before.”