

## Who can apply for R3?

This program targets both undergraduate and graduate students. Applicants must be full-time students enrolled at an accredited US college or university.

Relevant degrees include: computer science, computer engineering, computer information systems, management information systems and statistics.

All R3 positions are full-time summer opportunities located at our world headquarters in Cary, NC.

## How to apply for R3

Recruiting for the R3 program begins in early fall. Please visit [www.sas.com/jobs](http://www.sas.com/jobs) for a complete listing of all our exciting summer student opportunities.



## What students are saying

“I think the R3 program goes beyond the traditional internship in several ways. From day one you have a network of fellow R3 students and former R3 participants that are there to help you make the most of your time. Combine that with a passionate director and a myriad of enriching activities, and you have a program that is built for success.”

**Evan Overington**, Software Developer

“The R3 program has been a milestone in my career development. I was impressed from the start with SAS’ willingness to incorporate my interests and strengths into my summer assignments. It was so rewarding for me to work on challenging projects that were valuable contributions to the team. Moreover, I have had the opportunity to not just meet, but truly build relationships with so many SAS employees, who are all the prime example of why this company is such an amazing place to work.”

**Krisa Tailor**, Communications Project Manager



EOE/AA/M/W/D/V



SAS Institute Inc. World Headquarters  
+1 919 677 8000 [www.sas.com/offices](http://www.sas.com/offices)

SAS and all other SAS Institute Inc. product or service names are registered trademarks or trademarks of SAS Institute Inc. in the USA and other countries. ® indicates USA registration. Other brand and product names are trademarks of their respective companies. Copyright © 2011, SAS Institute Inc. All rights reserved. 78669US.1011



RecognizeRecruitRetain  
Women and Minorities in Technology

“It’s very important for SAS to help prepare the workforce of the future. We need talented people to meet the needs of our business and introduce innovation. This program helps us identify, mentor and work with the leaders of tomorrow.”

**Jenn Mann**, Vice President of HR



## What is R3?

Diversity has proven to be an invaluable tool in creating a culture of innovation. One of our greatest diversity outreach tools is the R3 program. R3 is a summer student program that symbolizes our commitment to Recognize, Recruit and Retain women and minorities in fields of technology.

R3 students partner with management to work on challenging projects and gain real-world experience. This professional experience, combined with the student's educational course work, will strengthen opportunities for success when entering the workforce.

Students work with mentors and take part in professional training sessions that provide the knowledge and foundation needed to be successful in a global corporate culture.

Ultimately, our goal for the R3 program is to create a career pathway leading to employment with SAS for the successful student.



## Why R3?

Students in the R3 program have additional benefits that encourage and promote networking and professional development. These special benefits include:

- Mentorship from a Human Resources Specialist to assist and guide you through your summer learning experience. This person is put in place to provide you with one main point of contact for questions and specific professional development inquiries.
- Special "Meet and Greet" session with fellow students, managers and human resource management. This informal event is planned to help you transition into your new summer experience. SAS also provides a student orientation to help you navigate through all the company information you may need.
- Two lunch-n-learn professional training and development sessions specifically for R3 participants. These sessions are designed to help you determine your strengths and areas you can work on to become a more competitive employee.
- Matching your area of study to an applicable summer project or job.

## SAS Summer Student Benefits

As a summer student at SAS you have access to several of the outstanding amenities that are provided to all SAS employees.

- Unlimited access to our Recreation and Fitness Center, which includes a cardio room, weight lifting room, indoor basketball courts, volleyball courts, tennis courts, racquetball courts, outdoor track, walking trails, putting green, natatorium (pool), and fitness classes. Competitive and non-competitive activities are offered for every skill level, educational programs on various health-related issues are scheduled throughout each month, and leisure and special events will entertain and keep people of all ages active. Not to mention the variety of services such as alterations, hair salon, massage therapy and skin care services.
- Access to our work/life department, which includes personal and professional seminars in topics concerning employee and family solutions, college resources, life stages resources, life skills and financial planning training from certified counselors and professionals.

