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## Our SAS Culture Code: Perks +

By [Alyssa Grube](#) on [SAS Life](#) | November 18, 2019

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Assessing a company from the outside can be tricky business—but it shouldn't be. That's why we're proud to share our #saslife. From our values to our vision for the future, we're giving a transparent look at what it's really like to work at SAS.

We kicked off the series with a deep dive into our culture, and today we're chatting all things perks and benefits.

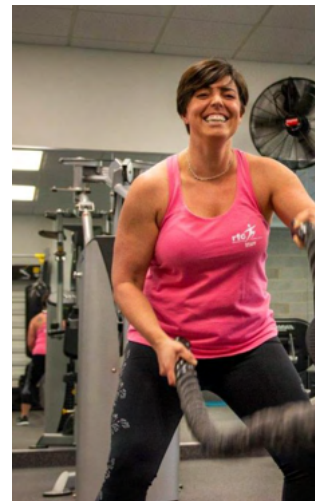
## Total Rewards

At SAS, we believe in providing an exceptional employee experience, and that means everything from work environment to personal benefits. The work we do every day makes a difference, and we recognize that—both on and off the job. So we take a total rewards approach, providing both financial and unique perks. Our Total Rewards focuses on what's important to our employees:

- **Your Money.** Reward you for a job well done.
- **Your Health.** Help you live a healthy and well-balanced life.
- **Your Career.** Provide opportunities to continuously grow and learn.
- **Your Life.** Programs that are meaningful to you, wherever life may take you.

## Designed to make life easier

Our Total Rewards philosophy has led us to offer some unique perks and benefits—after all, most companies don't have a free health care center or a subsidized hair salon. We're a global company with offices in 60 countries, so we customize our offerings to provide a world-class experience no matter where you are in the world. While perks vary globally (Norway's got beer on tap, and our UK office has a cricket pitch!), they're all aligned to a common goal: make life easier for our employees, so they can bring their best, most creative selves to work.



Whether you're a recent grad, a new parent or navigating life as an empty nester, we've got something for you.

A few of our most-loved perks include...

- Generous vacation and volunteer time off policy
- Unlimited sick days
- On-campus health care center—free to employees and dependents. (Seriously—they do have a hair salon.)



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- 6 subsidized cafés with everything from sushi to wood fired pizza ovens
- Full recreation and fitness center with a pool, group fitness classes and basketball courts.
- Onsite hair salon, nail salon and massage therapy
- Work/Life center helping everyone from our young professionals, to new parents, parents eldercare —you name it!
- On-campus shipping center
- Paid maternity *and* paternity leave and adoption assistance
- Tuition assistance

## SAS Passion and Perks | SAS Careers



## Centered around employees

Over the years, our benefits have evolved organically, with employees at the center. Our childcare benefit started in 1981, one of our female employees was planning to leave SAS to stay at home with her kids due to a predicament led to our current high quality childcare and preschool benefits that we're proud to offer o

Another example is our onsite Health Care Center, which began when a review of our health care plan was spending a lot of health plan dollars on primary care. [Fast forward 35 years](#), we now have a 56-person



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While we've said "yes" to many different perks over the years, not every idea has come to fruition. When a benefit or service, we talk to employees, crunch the numbers, and if it makes sense, we do it! If it does, employees know why. Our philosophy has led to benefits that are both meaningful to employees and profitable for the business.



## Better for business

We believe our perks and benefits are the best for our employees—but they also make sense for the business. "Innovation is the key to success in this business," says our founder and CEO, Jim Goodnight. "It's especially important to SAS because software is a fast-moving industry. Ninety-five percent of my assets drive out the door every day. It's my job to maintain a work environment that keeps people coming to work every morning."

By investing in our employees and reducing everyday stress and distraction, our employees are more productive—which positively impacts business results.

In addition to having happier and healthier employees, our unique approach has led to...

- Being listed as a [Best Workplace for Innovators](#) with the ability to create new products innovatively and increase productivity
- Lower turnover rates—our average is about 5-8%, compared to the industry standard of about 10%
- Increased tenure—our people grow their careers in-house and have average tenure of 12 years (compared to 7 years at other companies).
- [Year-over-year](#) revenue growth
- Our ranking as a [Great Place to Work Legend](#), with a place on the US list every year
- A ranking as a [Top 10 World's Best Workplace](#)

At the end of the day, happy employees stay longer, are more engaged at work, learn more about our products, and build stronger relationships with our customers. And that leads to greater success for our company.

But don't just take our word for it—our people have amazing stories to tell. Check out our own [Natalie's](#) story. Her healthcare benefits helped her start her family, and search #SASLife on social media to hear from our employees.



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# Tags

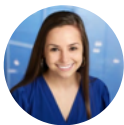
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### ABOUT AUTHOR



## Alyssa Grube

Associate Communications Specialist

Alyssa Grube is an Associate Communications Specialist focused on employee programs, branding. She's passionate about the intersection of people + brand, and loves sharing the Seriously, ask her about why she loves SAS —just grab a coffee first.

### 2 COMMENTS



Mike Levy on November 19, 2019 8:36 am

Favorite SAS perk: Online ordering of food to go, picked up on my way out of campus at the end of the day.  
perk: On-site pharmacy for easy, convenient pick up of prescriptions.

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Liz' Bonilla on November 20, 2019 1:50 pm

Love this!

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