



# Employee Benefits and Programs

Effective January 1, 2024

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:

- Meaningful work.
- 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 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.
- 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 \$1200 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.”*