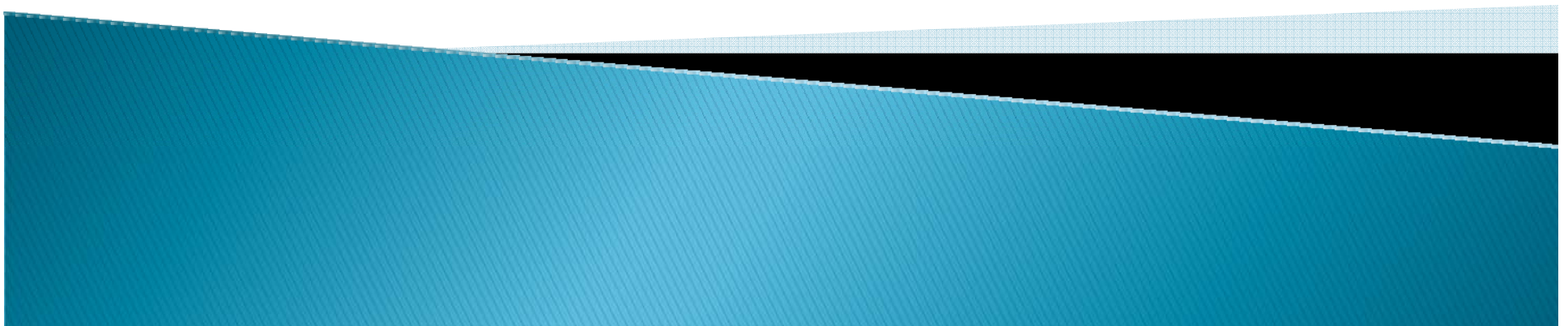


# What makes SAS the best company to work for?

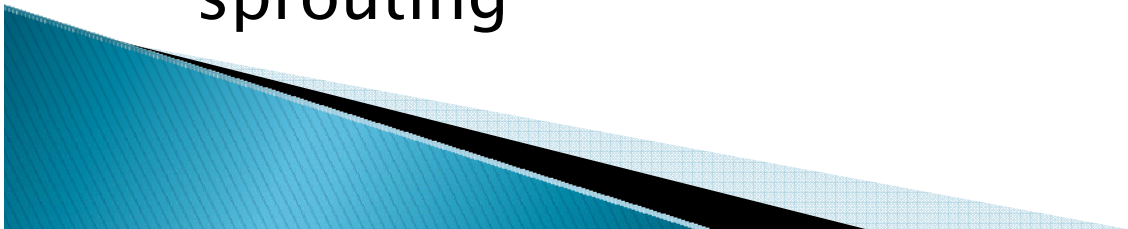
By  
Ramki

Source: Fortune 8 Feb 10



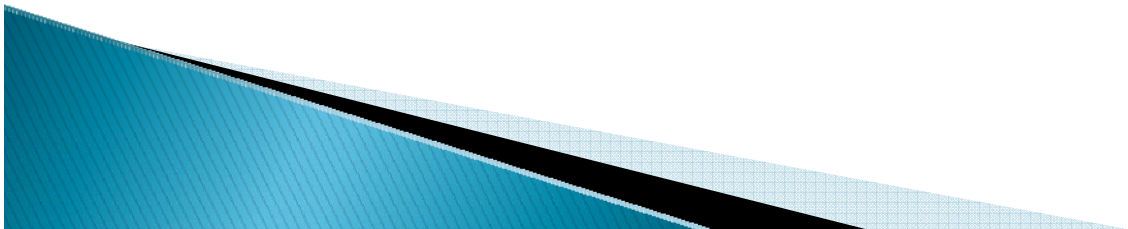
# SAS the company ..

- ▶ Largest privately held software co
- ▶ Revenue \$2.3B after 33 years' continuous growth!– doubled in 7 years
- ▶ Its software used by 79% of Fortune 500 cos
- ▶ 1 / 5<sup>th</sup> of revenue spent on R&D
- ▶ Its competitors are its customers too!
- ▶ Its software helps mine morsels of wisdom from seemingly limitless piles of data
- ▶ Used by every one from Census bureau, USA to Kogi University which used it for analyzing effect of “Nut storage, nut size, and nut soaking on nut sprouting”



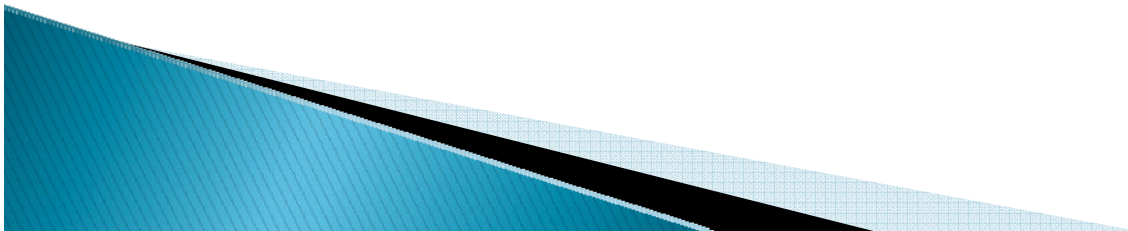
# SAS the darling of employees

- ▶ Average tenure of employees 10 years
- ▶ 300 employees have worked 25 years or more
- ▶ Annual turnover 2% (SW industry average 22%!)
- ▶ SAS hired 264 in 2009 and received 1000 resumes per each open position!
- ▶ SAS is used as model in the perks area by even GOOGLE!



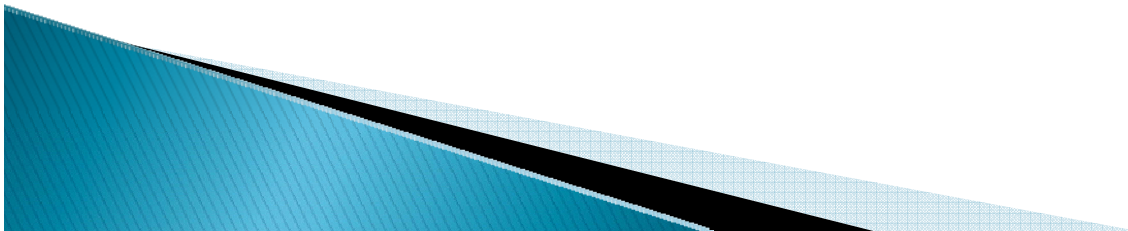
# Despite ..

- ▶ No stock options
- ▶ Not the highest salary in industry!



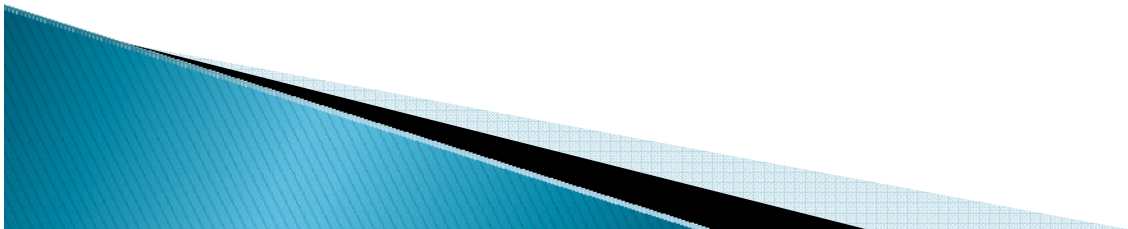
# Why?

- ▶ It's a paragon of perks
- ▶ Its iconic founder Goodnight has policies that
  - Augment creativity
  - Reduce distraction
  - Foster intense loyalty



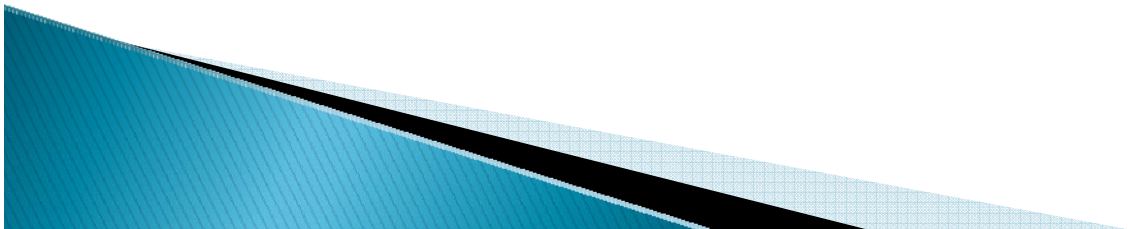
# How?

- ▶ Work hours: 35 /week
- ▶ No one monitors sick days (average: 2)
- ▶ Many employees can set their own schedule
- ▶ Two subsidized day care centers for 600 children
- ▶ Three subsidized cafeterias–also provide take out to family
- ▶ Dry cleaning
- ▶ Car detailing
- ▶ UPS depot
- ▶ Book exchange
- ▶ Meditation garden
  - Contd...



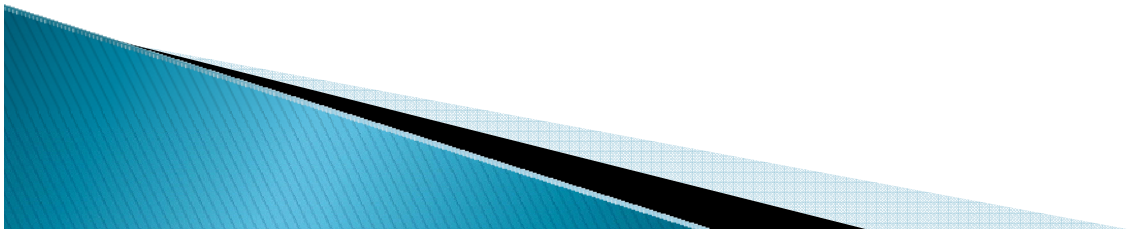
# How? Contd.

- ▶ Summer camp
- ▶ Tax-prep vendor in season
- ▶ Orthotics store
- ▶ One cafeteria has a piano player
- ▶ If you have child in day care you can bring him to lunch
- ▶ In all buildings you have snacks galore so you will never be hungry
- ▶ On-site work day sports leagues



# The best perk –however is..

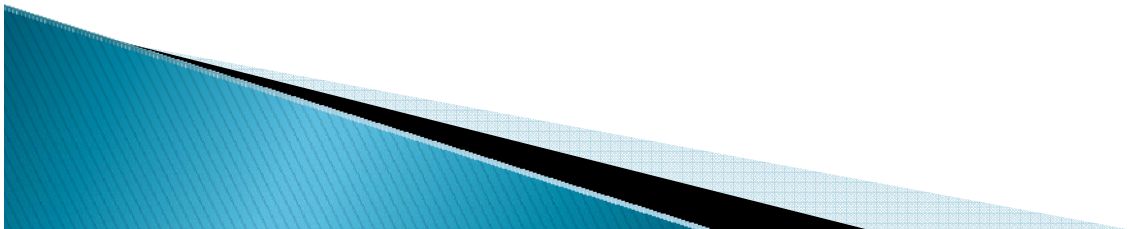
- ▶ Health care centre
- ▶ Cost to employee =0
- ▶ Operates :8–6
- ▶ Staff of 56 including 4 docs, 10 nurses, nutritionists, lab technicians, physical therapists, a psychologist etc
- ▶ Budget \$4.5 mio
- ▶ Every body in USA complains about health care not SAS employees!





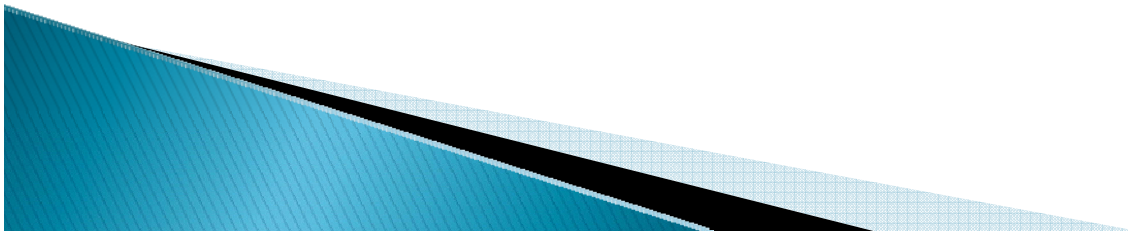
# And the extras on 'work-life' balance...

- ▶ Pilates (physical fitness system developed by Joseph Pilates)
- ▶ Zumba(Aerobic exercise routine inspired by Latin dance)
- ▶ Partner Yoga
- ▶ Weight management
- ▶ Smoking cessation
- ▶ Hiking
- ▶ Harmonic sound healing
- ▶ Scent mixology
- ▶ Wii bowling
- ▶ Salsa aerobics
- ▶ Crock-pot cooking
- ▶ Drive in movies (you watch from a float in the pool)
- ▶ How to keep a journal etc
  - Some available on web server for entire family!



# A whole lot to say SAS cares

- ▶ Family nights at rodeo, circus
- ▶ Seminars like
  - Adoption
  - Divorce
  - Special needs children
  - Raising teenagers
  - Caring closet supplies wheel chairs and walkers
  - Long term elder care counseling



# So they also get work done..

- ▶ Amidst all this they also get work done and how
- ▶ Policies designed to produce constancy, continuity and commitment
- ▶ As the founder says
  - Contented cows give more milk!

