

AutismAtWork



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About SAP and SAP Autism at Work

Autism at Work Background

In May of 2013, SAP Announced its objective to have 1% its global workforce represented by employees in the autism spectrum. About 650 Jobs

SAP Vision

Make the World Run Better and Improve People's Lives

About SAP

World Leader in Enterprise Software with 73,000 Employees, presence in 130 Countries, and with more than 280,000 Customers running through their SAP systems 75% of the world's GDP

SAP Autism at Work Roadmap

2013

2015

2017

2019

2020

**LEARN VIA PILOTS AT
LOCATIONS WORLDWIDE**

**PROCESS OPTIMIZATION &
SUSTAINABILITY OBJECTIVES**

**PROCESS MATURITY
ONBOARDING EQUIVALENCY**

Create “Good Practices”.

*Onboard 3-12 New Colleagues
with Autism Per Location*

From Good to Better Practices

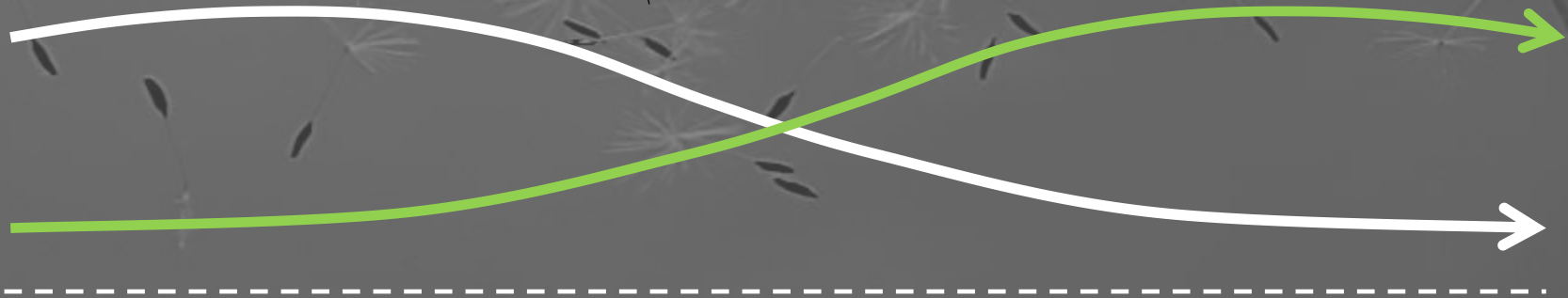
*Fine tune processes & scale partnerships
to reach sustainability objectives*

From Better to Best Practices.

*The organization has few special
processes to hire people with Autism*

Change Management

Best Practices, Sharing Learnings, Inspire



SAP Autism at Work **Today**

2013-2014 Pilots

- 70 Colleagues with Autism In **Canada, Ireland, India, Germany, U.S.**

- Software Developer
- Information Developer/KM
- Software Testing
- Business Analyst
- IT Technical Support
- System Administrator
- Marketing Operations Associate
- IT Project Management
- Customer Support
- Graphic Designer
- Media / Communications
- Data Analyst
- Associate Consultant
- Product Management

2015 Expansion

- 100-120 Employees with ASD Globally by year's end
- New Locations: Brazil and Czech Republic
- New Business Units : Success Factors, Ariba, SAP Retail....
- New Roles: HR / Finance-Administration

Program Implementation

Our Partners Globally

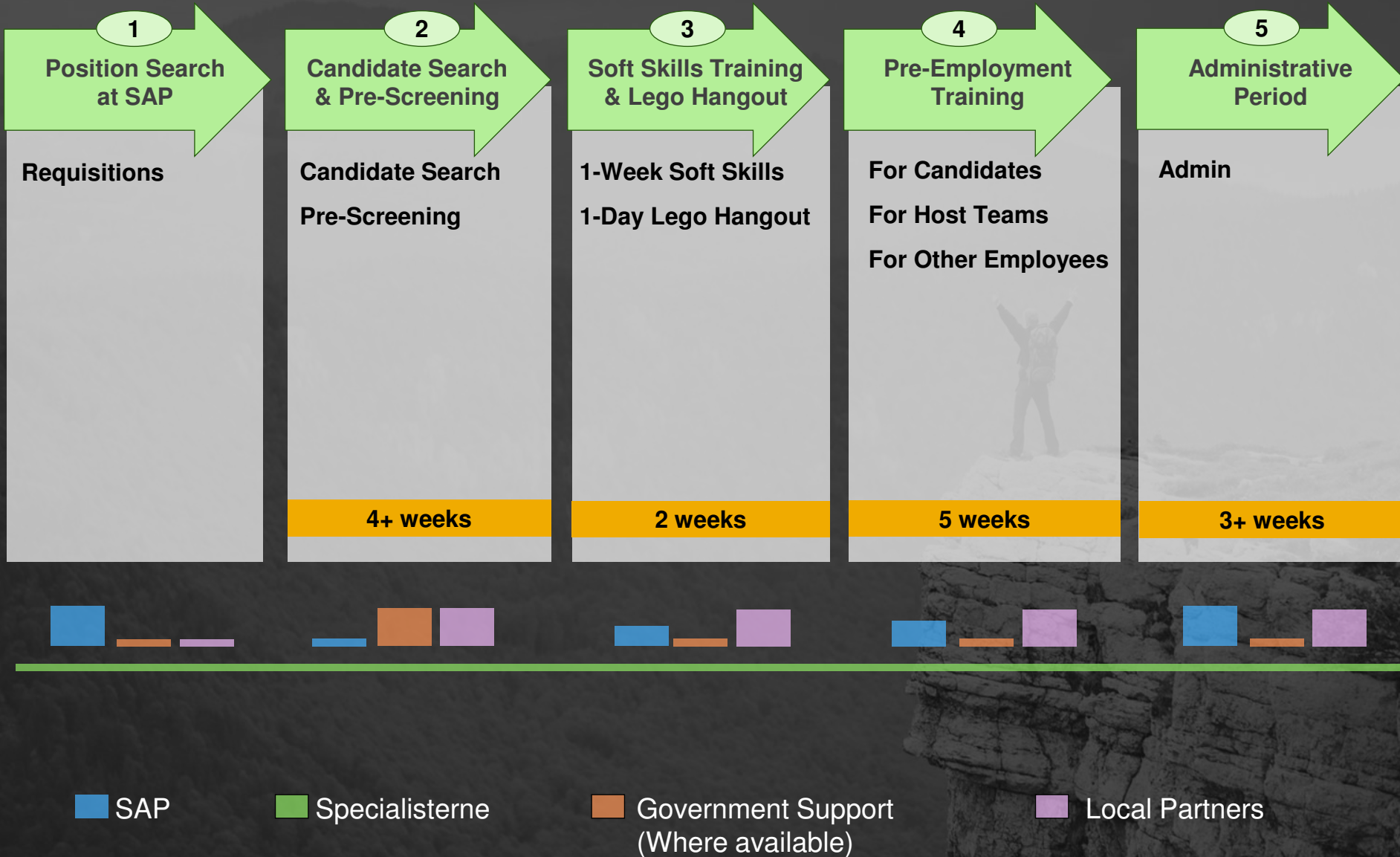
GLOBAL PARTNERSHIP



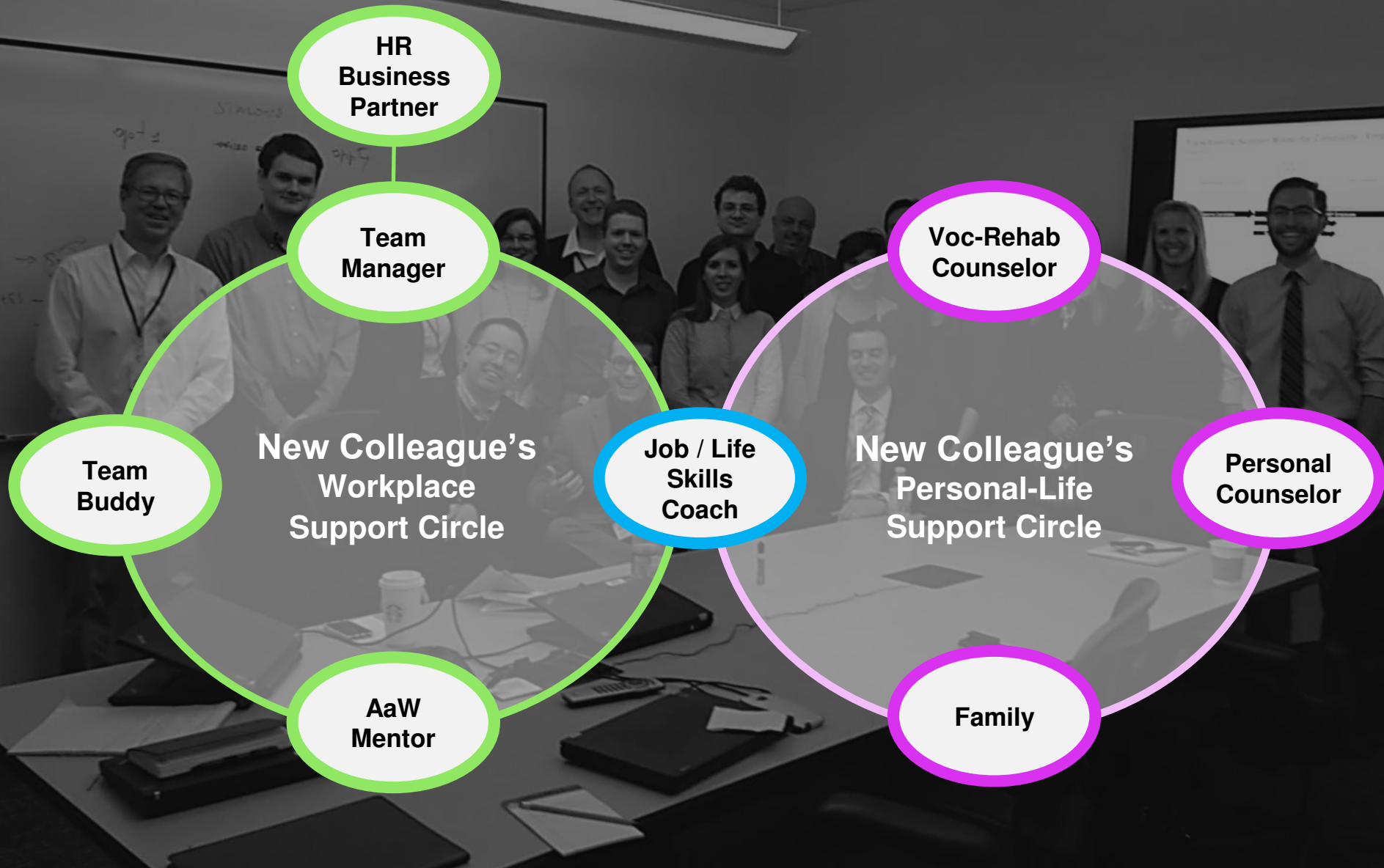
Local Partners in Different Countries



Example of Process in The United States



Employee Support Circles



Autism at Work Impact

Impacting Our Ability to Capture the Best Talent



Patrick

Project Management Associate
SAP IT

Before SAP

- Graduated Cum Laude with a BA in Communications
- Unemployed for 2+ years.

Highlights

- Speaker at **United Nations**, CBS, Al-Jazeera America



Elijah

Integration Specialist
SAP Integration & Orchestration

Before SAP

- Graduated Cum Laude with a B.S. in Physics
- Unemployed for 2+ years.

Highlights

- Published SCN documents seen more than 6,500 times



Janis

Quality Specialist
SAP Internet of Things

Before SAP

- Master of Arts, Multimedia
- 25 years of Industry Experience
- Underemployed for 13 years.

Highlights

- Winner of SAP DKOM Hackathon @ 11months on Job

Impacting Our Community



18 Special Education Teachers from Souderton High School Spent the day at SAP Learning how they can improve education of students who are in the autism spectrum

Impacting our Team Experience



New Colleagues with Autism and their SAP Employee-Mentors Volunteering their time
Creating Art for a Hospital

Impacting our Company Identity



Lunch with SAP Autism at Work Mentors, Colleagues with Autism, SAP America President Jennifer Morgan, SAP America COO, Rick Knowles and SVP Silvio Bessa

Impacting Our Vision to “Make the World Run Better”



EVP Tanja Rueckert with UN Secretary General Ban Ki-moon at The United Nations Autism Awareness Day



Nomination for White House “Champions of Change”



TED Speaker Temple Grandin
SAP Bay Area Employee Event



Delaware Governor Jack Markel Kicks off Autism at Work Event in Philadelphia



Testifying at U.S. Congress Foreign Affairs Committee Hearing on the “Global Challenge of Autism”

We Are Autism At Work

