

**JUST – APPLICABLE SECTIONS:**

- Gender Diversity Policy

**EQUAL EMPLOYMENT OPPORTUNITY (“EEO”)**

YGH is an equal opportunity employer. YGH is firmly committed to creating a workforce that reflects the diversity of qualified individuals in the labor market. YGH recruits, hires, trains, and promotes persons in all job titles, without regard to race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity, or other characteristic protected by law. YGH does not discriminate against any applicant or employee in hiring or in the terms, conditions, and privileges of employment based upon pregnancy, childbirth, or related medical conditions. YGH will make reasonable accommodation for religious beliefs. Employment decisions and personnel actions, including, but not limited to, compensation, benefits, promotion, demotion, layoff/recall, termination, and training are based upon ensuring equal employment opportunities.

**GENDER DIVERSITY**

YGH is committed to ensuring gender diversity within our company. All employment decisions including but not limited to hiring, promotions, salary increases and terminations are made based on experience, education and skill set. Gender does not factor into these decisions whatsoever.

**GENDER DIVERSITY IN OWNERSHIP**

YGH has worked hard to recruit and promote woman to our shareholder group. Since the founding of the firm in 1964, women have made up 23% of those employees promoted into an ownership position cumulatively. Today, women make up 33% of the shareholders in the firm. Our goal is to have women and/or non-binary ownership at 50%.

Sincerely,



Thomas R. Robbins, Principal

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