

**JUST – APPLICABLE SECTIONS:**

- Ethnic and Racial 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.

**ETHNIC AND RACIAL DIVERSITY**

YGH is committed to ensuring ethnic and racial 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. Ethnicity and race do not factor into these decisions what so ever.

YGH strives to reach out to individuals and organizations of diverse backgrounds to professionally network with them; invite them to tour our offices and hopefully give them insight and a step up into our industry.

Sincerely,



Thomas R. Robbins, Principal

707 SW Washington St  
Suite 1200  
Portland, Oregon  
97205 USA  
t 503 221 0150  
f 503 295 0840  
w [ygh.com](http://ygh.com)

NELS HALL, FAIA  
THOMAS ROBBINS, AIA  
JERRY WATERS, AIA

STEVE NEIGER, AIA  
CRYSTAL SANDERSON, AIA  
KATHY SIMONE, AIA  
IREN TARAN, AIA  
JESSE WALT, AIA

of counsel  
JOACHIM GRUBE, FAIA