

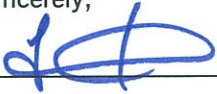
JUST – APPLICABLE SECTIONS:

- Gender Pay Scale Policy

GENDER PAY SCALE

YGH maintains a pay scale which is in alignment with the Dietrich Salary Survey and with local industry market. Every fiscal year salaries are reviewed for all employees based on current skills and experience. YGH maintains a fair and equitable pay scale which does not discriminate based on gender, gender identity or race.

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

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