

JUST – APPLICABLE SECTIONS:

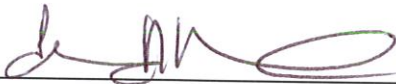
- Pay Scale Policy

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.

Position	Admin 3		Arch 5		Arch 6		Arch 7		Intern 2	
	M	F	M	F	M	F	M	F	M	F
No. of Employees by Gender	1	1	3	1	1	3	1	2	1	1
Average Pay Variance between the Genders	2.04%		4.01%		1.81%		1.49%		2.30%	

Sincerely,



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