

**JUST – APPLICABLE SECTIONS:**

- **Community Volunteering**

YGH encourages employees to seek volunteer opportunities in the community which align with the personal and professional goals of the employee and Yost Grube Hall Architecture.

YGH Employees have participated in SOLV cleanups annually; we've taken teams to the Oregon coast and worked right here in our city. This is usually unpaid time.

One of our shareholders serves on the board of the Architectural Foundation of Oregon; we also have three employees that participate on the AFO's Architects in Schools program during work hours. This is both paid and unpaid time.

We have a shareholder who participates with SEI, Self Enhancement Inc. and advises on the organization's construction design needs. This is a paid endeavor.

We have an employee who sits on the board of Canstruction Portland, an organization which puts on an annual competition wherein architects, engineers and construction company employees design and build structures of canned food that is all donated to the Oregon Food Bank. This is both paid and unpaid year-round time.

We also allow employees to leave work to donate blood or platelets to the American Red Cross, this is paid time.

We have employees who have volunteered in elementary student architecture competition during paid hours.

One of our employees serves on the Tigard advisor board for city of Tigard. This can be both paid and unpaid time.

Sincerely,



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