

## **Yahoo! Inc.**

### **Affirmative Action and Equal Employment Opportunity**

Valuing diversity is core at Yahoo!. Our first employees of Yahoo! were a diverse group of talented people who recognized the power of a team with different backgrounds and strengths. As we have grown, we have continued to reach out to a diverse population. Yahoo! supports and complies with all laws and regulations regarding Equal Employment Opportunity (EEO), Affirmative Action (AA) and federal contract compliance. We have Affirmative Action Plans (AAP) in place to assist us with identifying and implementing outreach and workplace initiatives to strengthen our culture of diversity. Yahoo! strictly prohibits any discrimination of any kind against employees or applicants for employment.

Yahoo! strongly believes in creating opportunity based solely on merit, qualifications, skills, potential and competence. Candidates are selected for hire, promotion, advancement, or other opportunities without regard to race, religion, creed, color, national origin, ancestry, citizenship status, gender, actual or perceived sexual orientation, gender identity, gender expression, marital status, age, protected military or veteran status, genetic information, physical or mental disability, or medical condition (except where physical ability is a bona fide occupational qualification), or any other consideration made unlawful by federal, state, or local laws.

All managers and employees are part of our equal employment opportunity and diversity efforts because we all work together and interact with each other. All Yahoos are expected to treat each others as they would want to be treated, so that we can all enjoy our work, free of harassment, intimidation, and discrimination.

The Company's commitment to providing equal employment opportunity applies to every Yahoo and prohibits unlawful discrimination by anyone, including managers, co-workers and vendors. In addition to hiring, all other terms and conditions of employment must be administered free from unlawful discrimination. This includes promotions, salary increases, benefits, on-the- job training, tuition reimbursement, and investigating any complaints swiftly and fairly. Any employee who believes this policy is not being properly administered should contact their Human Resources representative or the Company's Diversity Office.