

Equal Employment Opportunity (Including Affirmative Action) Policy

Yahoo supports and complies with all applicable laws and regulations regarding equal employment opportunity (EEO) and affirmative action.

Yahoo strongly believes in providing opportunity and rewarding people based solely on merit – this includes qualifications, skills, potential and competence. Candidates and Yahoos are selected for hire, promotion or other opportunities/benefits without regard to their race, religion, creed, color, national origin, ancestry, citizenship status, gender, age, gender identity, gender expression, actual or perceived sexual orientation, marital status, protected military or veteran status, genetic information, physical or mental disability, medical condition (except where physical ability is a bona fide occupational qualification) or any other factor that is unlawful under federal, state, or local laws. Yahoo also strictly prohibits workplace harassment or retaliation based on any of the above factors.

Yahoo has affirmative action plans in place to assist us with identifying and implementing outreach and workplace initiatives to strengthen our culture of diversity. Yahoo management supports Yahoo's affirmative action and equal employment opportunity program. Any Yahoo or candidate who has questions about Yahoo's affirmative action program or would like to view an affirmative action plan should contact HR Answers at yo/hranswers or hranswers@yahoo-inc.com.

The Company's commitment to providing equal employment opportunity applies to every Yahoo and prohibits unlawful discrimination, harassment or retaliation by anyone, including managers, co-workers and vendors. Any Yahoo or candidate who believes they have suffered discrimination, harassment or retaliation should contact their manager, human resources representative or Yahoo's confidential integrity line (1-888-47-YAHOO).