

2015 Recap:

Workplace Diversity

January 2016

Source: Industry average statistics attributed to company diversity reports released by Facebook, Twitter, Microsoft, Google, and Apple as reported in an Engadget article on December 31, 2015.

<http://www.engadget.com/2015/12/31/2015-diversity-report-card/>

The Mission

YourCause is a proud supporter of promoting and hiring a workforce diverse in talent, gender and ethnicity. Each individual selected to be a member of the team brings with them a diverse perspective both to our company culture and professional environment. As a global SaaS provider we believe success starts with hiring the best talent possible with an understanding of our international user base.

In honor of our diversity, YourCause is happy to disclose specifics around our workforce. The following pages detail gender and ethnicity statistics in the areas of company overview, leadership and technical positions across the company.

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Gender Diversity

Averages for 2015

Tech Industry Range

♂ 69% Male

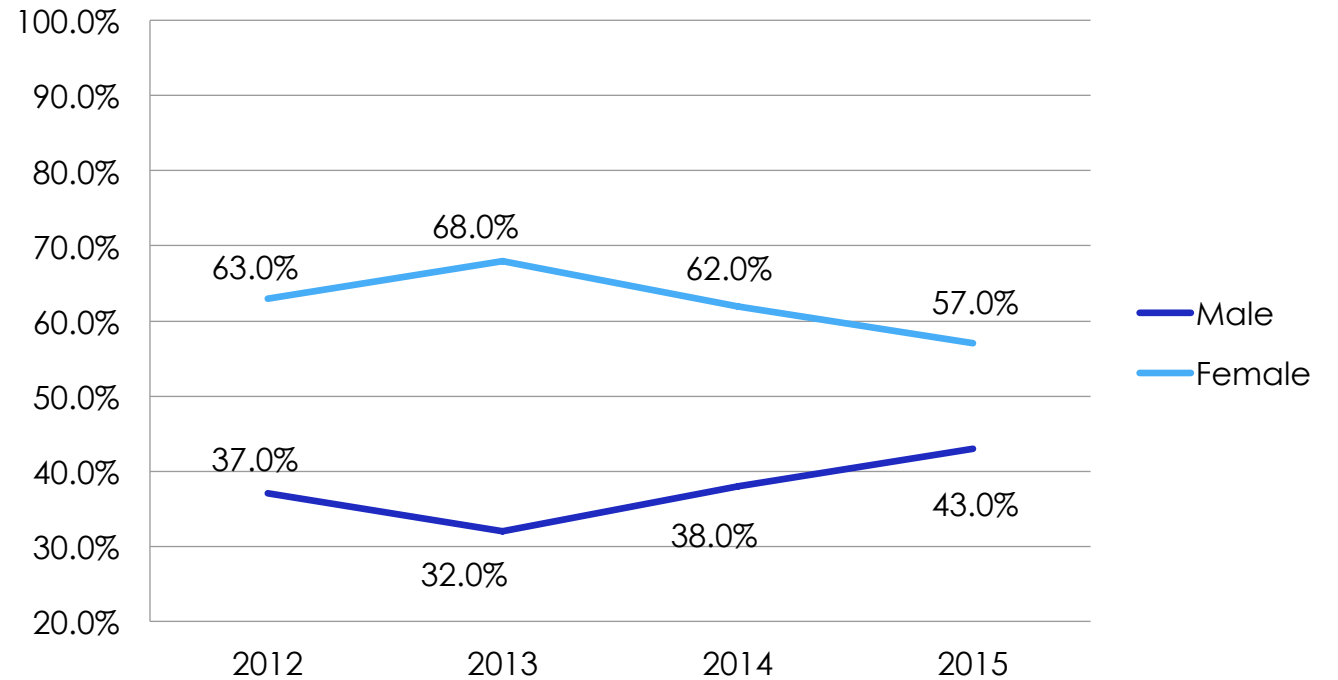
♀ 31% Female

YourCause Range

♂ 43% Male

♀ 57% Female

YourCause Gender Trend 2012 - 2015



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Ethnicity Overview

Averages for 2015

Tech Industry Range

57% Caucasian

29% Asian

4% African American

5% Hispanic

YourCause Range

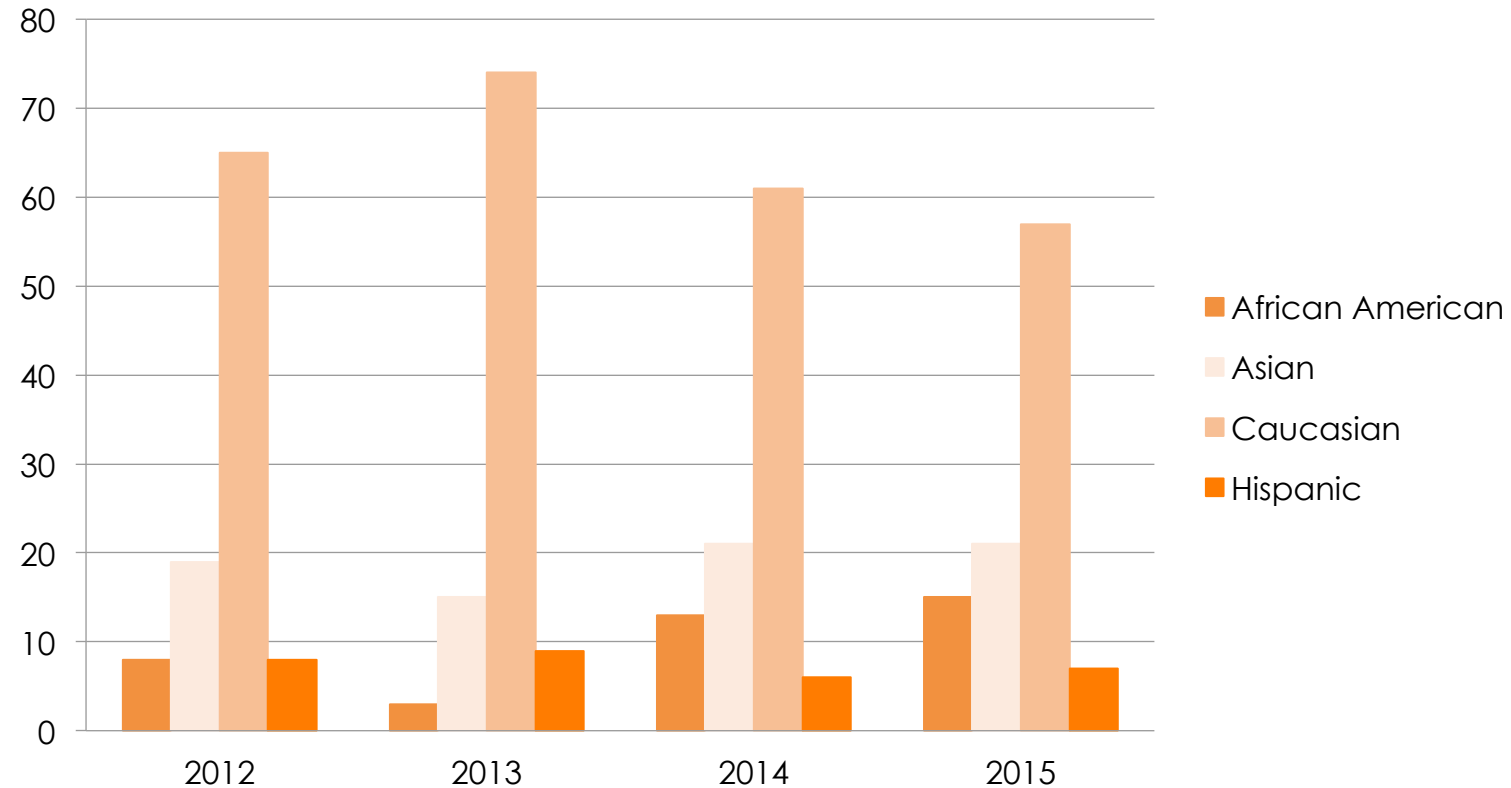
57% Caucasian

21% Asian

15% African American

7% Hispanic

YourCause Ethnicity 2012 – 2015



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Leadership Diversity

Averages for 2015


Tech Industry Range

 78% Male

 22% Female

YourCause Range

 63% Male

 38% Female

Averages for 2015

Tech Industry Range

70% Caucasian

23% Asian

2% African American

3% Hispanic

YourCause Range

75% Caucasian

12.5% Asian

12.5% African American

0% Hispanic

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Tech Positions

Averages for 2015

Tech Industry Range

♂ 83% Male

♀ 17% Female

YourCause Range

♂ 71% Male

♀ 29% Female

Averages for 2015

Tech Industry Range

55% Caucasian

35% Asian

2% African American

4% Hispanic

YourCause Range

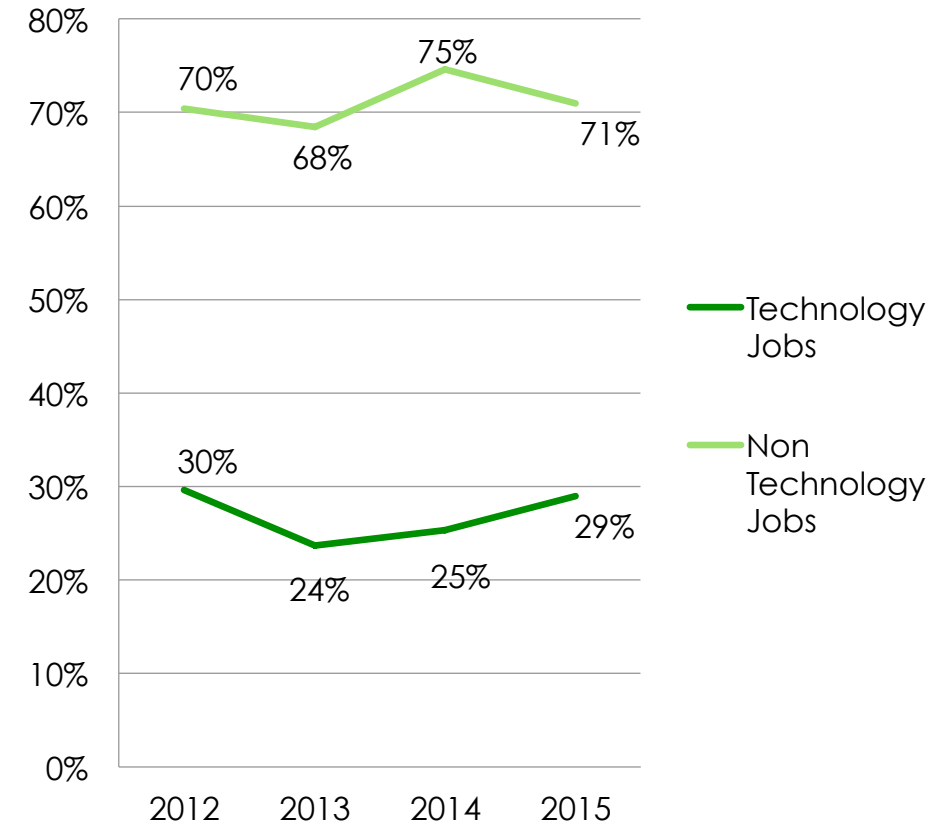
33% Caucasian

54% Asian

8% African American

4% Hispanic

Tech at YourCause 2012 – 2015



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How are we different?
Real. Passionate. Dedicated.



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