

Diversity Report

YourCause, LLC | January 2015

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.

* Source: Industry average statistics attributed to Gigaom via company diversity reports released as of August 19, 2014.
<https://gigaom.com/2014/08/21/eight-charts-that-put-tech-companies-diversity-stats-into-perspective/>

Gender Overview

Averages for 2014

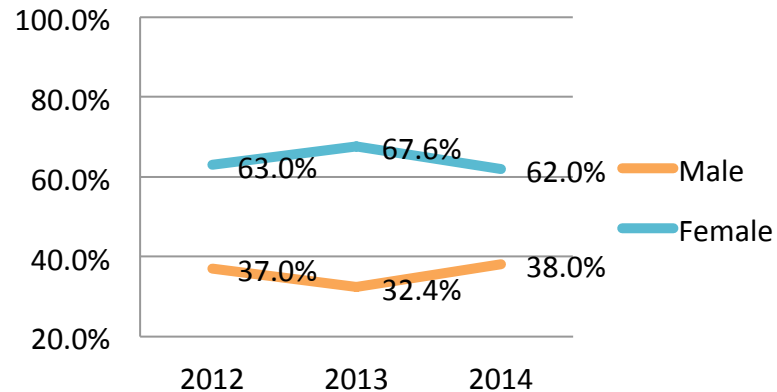
Tech Industry Range

- 58 - 77% Male
- 23 - 42% Female

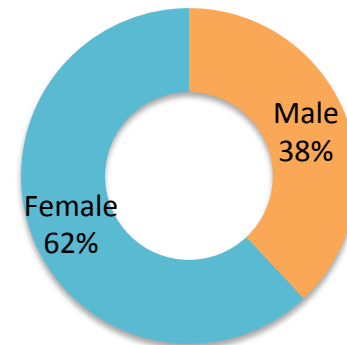
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- 38% Male
- 62% Female

Gender Growth 2012 - 2014 at YourCause



Gender Division in 2014 at YourCause



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Ethnicity Overview

Averages for 2014

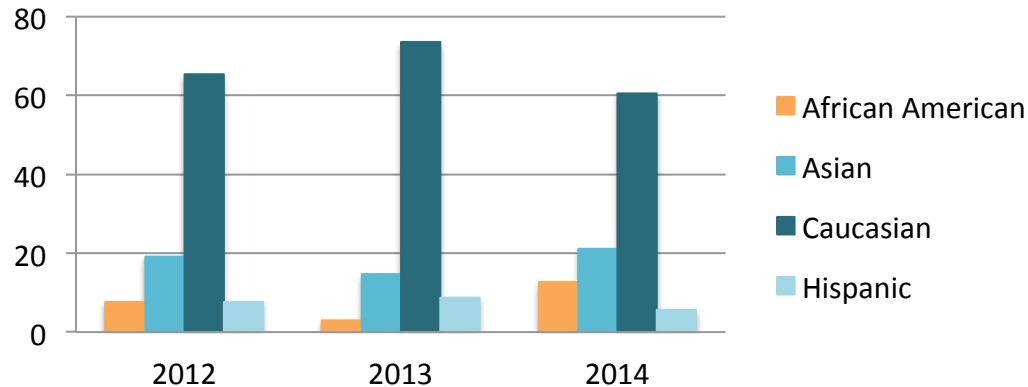
Tech Industry Range

- 50 - 80.6% Caucasian
- 5.4 - 42% Asian
- 1 - 11.1% African American
- 2 - 11% Hispanic

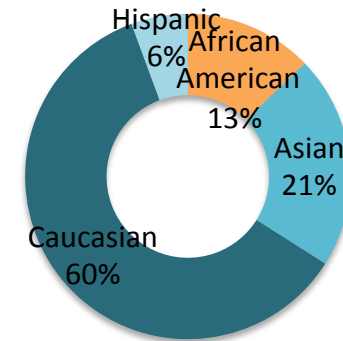
YourCause

- 60% Caucasian
- 21% Asian
- 13% African American
- 6% Hispanic

Ethnicity Growth 2012 – 2014 at YourCause



Ethnicity Division in 2014 at YourCause



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Leadership Overview

Averages for 2014

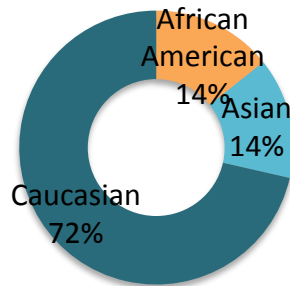
Tech Industry Range

- 72 - 81% Male
- 19 - 28% Female
- 64 - 80% Caucasian
- 10.6 - 28% Asian
- 1 - 3.6% African American
- 1 - 6% Hispanic

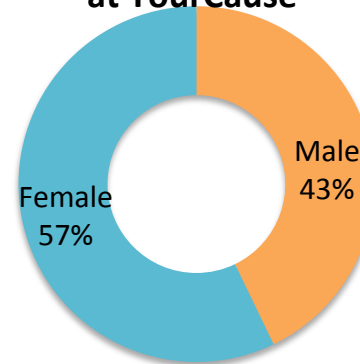
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- 43% Male
- 57% Female
- 72% Caucasian
- 14% Asian
- 14% - African American
- NA - Hispanic

Leadership Diversity in 2014 at YourCause



Gender Division in 2014 at YourCause



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Tech Positions

Averages for 2014

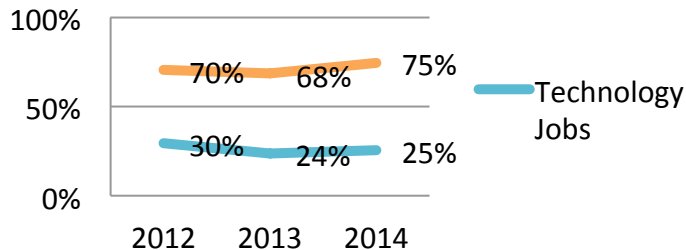
Tech Industry Ranges

- 76 - 90% Male in Tech positions
- 24 - 10% Female in Tech positions
- 34 - 60% Caucasian
- 23 - 60% Asian
- 1 - 6% African American
- 2 - 7% Hispanic

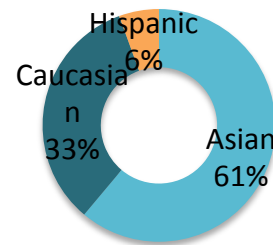
YourCause

- 67% Male in Tech positions
- 33% Female in Tech positions
- 33% Caucasian
- 61% Asian
- NA - African American
- 6% Hispanic

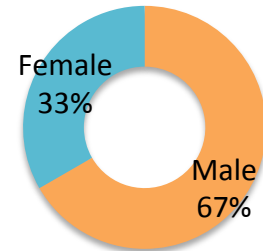
Tech Position Growth 2012 - 2014 at YourCause



Diversity in 2014 Tech Positions at YourCause



Gender Division in Tech Positions in 2014 at YourCause



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How are we different?
Real. Passionate. Dedicated.