



Corporate Social Responsibility (CSR)

Y&L Consulting, a YASH Technologies company, assists medium and large-size companies with their IT architecture, programming, service desk, business intelligence, and integration needs. A global corporation with local presence Y&L is headquartered in San Antonio, Texas, has offices in five continents and over 4,000 employees that strive to meet any client challenge.

Y&L seeks to be a responsible company and a partner in our community. Our employees believe in the importance of giving back to the communities that we live and operate in. We have developed initiatives and partnered with local organizations to uphold our commitment to bettering our community. Giving back is what Y&L is all about.

For Y&L, our CSR highlights our ongoing commitment to assist our communities through technology, education and philanthropy.

Below are some of our current projects and initiatives:

Charitable Donations

Y&L donates to over 20 local, national and international charities. Recently Y&L also made a technology donation of six servers, routers, a Pix firewall, switches, Cisco phones and a Dell Power Vault to San Antonio Christian Schools. This equipment will assist the school as IT teaching components in the classroom.

Philanthropy

We actively participate in improving our community and our Y&Lers are generous with their time and talents.

- Habitat for Humanity**

Y&Lers have volunteered at Habitat for Humanity housing projects in San Antonio.



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Education

- **Educate the Educators Program**

Over the years we have seen a growing gap between education and the technology needs of our clients. We created a program to connect educators with executives of companies that utilize IT talent to promote careers in the field. High School faculty, guidance counselors and school administrators/superintendents learn the importance of Information Technology and gain an understanding of how they can help prepare students for a career in IT.

- **Internships**

Y&L is proud to offer summer internships for recent high school graduates and college students. Interns can shadow and learn from a variety of fields and positions within our company. Interns are trained in areas of net programming, network administration, project management, recruiting, SAP programming, quality assurance testing, product management and more. We often find that we learn from the interns just as much as they learn from us!

- **InnoTech San Antonio**

InnoTech is the largest technology tradeshow in San Antonio. Y&L co-chairs the Board and is a highest level sponsor of the tradeshow where we assist in selecting technology topics, introduce new research, organize events, obtain speakers, and finalize schedules.

- **IT Career Training**

This program is focused on using entry level IT jobs as pathways to more advanced roles. The program works with minority groups, veterans, women, and other groups that are historically underrepresented in the overall IT workforce. We also see a large number of college graduates with non-technical degrees who are interested in technology careers. We created a “Retraining in Information Technology” program to train these individuals in a variety of introductory technologies to aid them on a future career in IT.

Community Enrichment

- **San Antonio Entrepreneur Center**

Y&L is one of the founding members and a key sponsor of this non-profit center. The center was created to foster local tech entrepreneurs by providing low cost co-working space, legal assistance and other support structures typically needed by startups and entrepreneurs.

- **San Antonio Technology Museum**

Y&L is a key sponsor of the initiative to create this museum, the first of its kind in San Antonio. The museum showcases the rich innovation history of SA in the technology space while also highlighting how those innovations have benefited the U.S. Armed Forces.

Government Initiatives

- **The San Antonio Technology Ecosystem**

In 2013, Y&L incubated a non-profit 501(c)(3) called SA-Tecosystem after we saw the need for collaboration in the San Antonio tech community. Our diverse group of members include local private and public sector CIO's, public officials, military personnel and educators, all working towards developing a cohesive technology strategy for the city.

- **Public Service**

John Lujan, VP sales, is currently serving as a Texas State Representative in Congress where he is spreading the benefits and importance of technology and tech jobs to sheltered communities.

- **SA Economic Impact Study**

Y&L initiated and was a key sponsor and driver for the effort to perform a San Antonio IT Economic Impact Study. The study focused on three major sub-sectors: IT Companies; Organizational IT, and U.S. Federal and Military departments and agencies. The study found that the San Antonio area boasted over 34,000 IT professionals and that the IT industry had a nearly \$10 billion economic impact on the area.



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