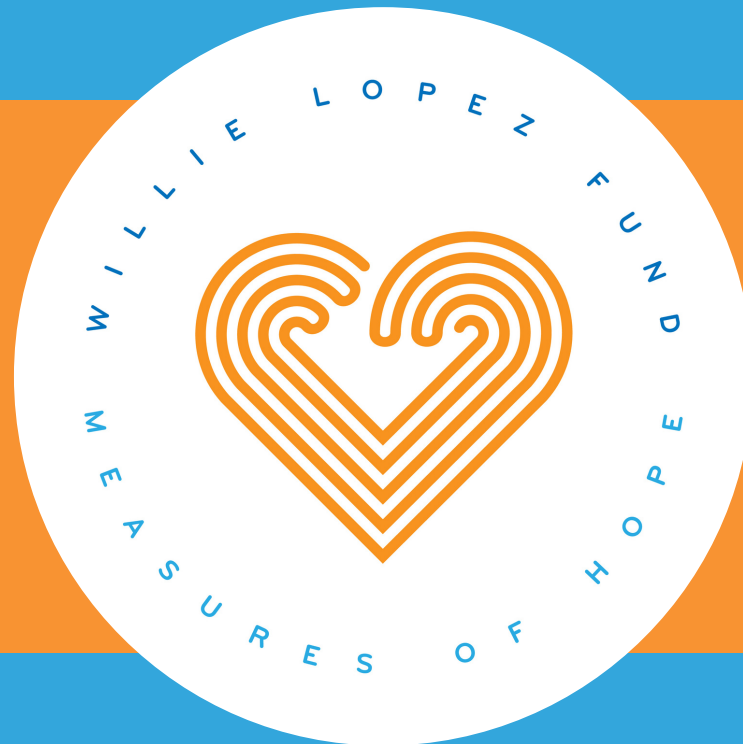


WILLIE LOPEZ EMERGENCY ASSISTANCE FUND

Annual Report 2021



DEAR WLF COMMUNITY

In 2021, the Willie Lopez Fund continued to carry out our mission of offering hope and financial security to our colleagues and their loved ones facing catastrophic situations. Thanks to the generosity of our donors, the Fund was able to meet our coworkers' needs as they navigated uncertain times.

The devastation caused by severe winter weather, hurricanes and tornadoes across the country in 2021 resulted in the Fund providing the most natural disaster-related assistance since 2017. As employees and their families worked to rebuild, the Fund provided nearly \$125,000 in disaster relief.

The Fund also faced another year of unprecedented circumstances as the pandemic continued. Dozens of employees received pandemic-related grants and a record 107 families experienced food insecurity, requiring assistance to help them put food on their tables. The Willie Lopez Fund also provided more than \$150,000 in funeral-related grants to those who faced the loss of a loved one – the most support provided for this need in the Fund's history.

Despite these events, the Willie Lopez Fund team worked diligently on behalf of our donors to meet the emotional and financial needs of our colleagues. While our team reviews applications for financial support, we also have the honor of listening with empathy and becoming familiar with the heartache and personal tragedies our colleagues are facing. We are proud to meet our grant applicants with compassion and, for those who ask for help, we are humbled by the courage it takes to share your stories. We hope we have been a source of comfort for you in your time of need. For our generous donors, we could not do what we do without you. Please join us as we reflect on the impact that your contributions made in 2021 and our plans for 2022.

WITH GRATITUDE,
THE WILLIE LOPEZ FUND TEAM



Vaughn Klebig
Fund Director



Lauren Yang
Program Planner

OUR MISSION

The Willie Lopez Emergency Assistance Fund (WLF) is an employee-funded, nonprofit organization dedicated to providing hope during times of despair for the employees of Tailored Brands and their loved ones.

Our mission is to empower our fellow Tailored Brands coworkers to confront catastrophic situations by offering financial assistance that ensures hope and self-sufficiency. The Fund operates under three guiding principles:

- **Compassion** - offer empathy to those in need through the actions of emotional and financial support
- **Community** - strengthen the bond between our fellow coworkers by offering employees the opportunity to support each other through hardships
- **Change** - provide measures of hope for future financial stability of our coworkers regardless of the difficulties they may face

Board Members

Gunther Grumm / WLF Board President,
VP of Human Resources, Tailored Brands
Autumn Tarsney / WLF Secretary,
Sr. Legal Assistant, Tailored Brands
Chris Lorenzo / WLF Treasurer,
VP of Customer Experience, Tailored
Brands
Lindsay Phillips / Independent Member
Kara Richmond / WLF 2nd Secretary, Sr.
Director of Marketing Programs, Tailored
Brands

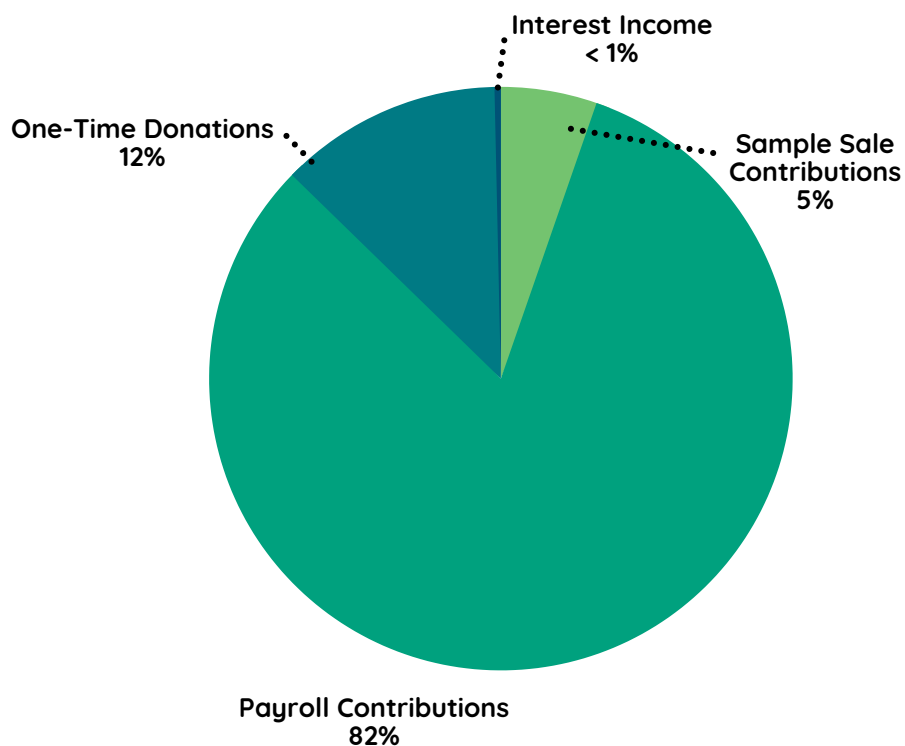
Staff Members

Vaughn Klebig / Fund Director
Lauren Yang / Program Planner



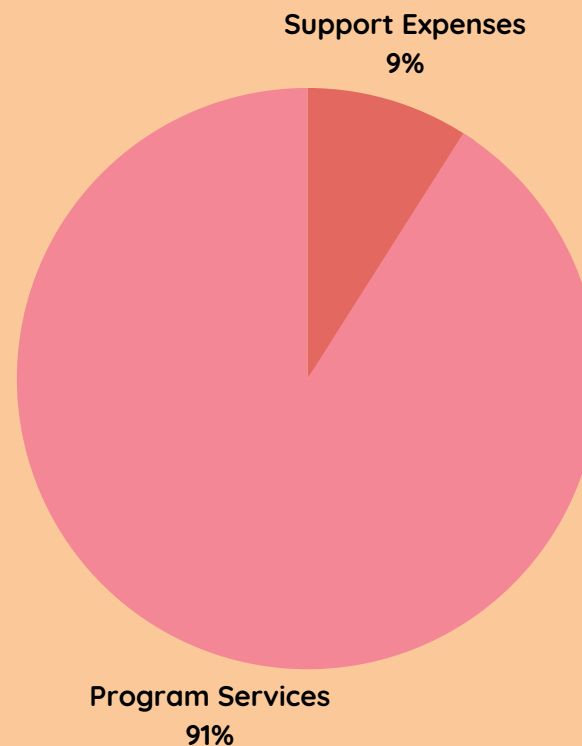
FINANCIAL HEALTH

Income: \$377,461



- Interest Income: \$1,324 (< 1%)
- Sample Sale Contributions: \$20,079 (5%)
- One-Time Donations: \$46,638 (12%)
- Payroll Contributions: \$309,420 (82%)

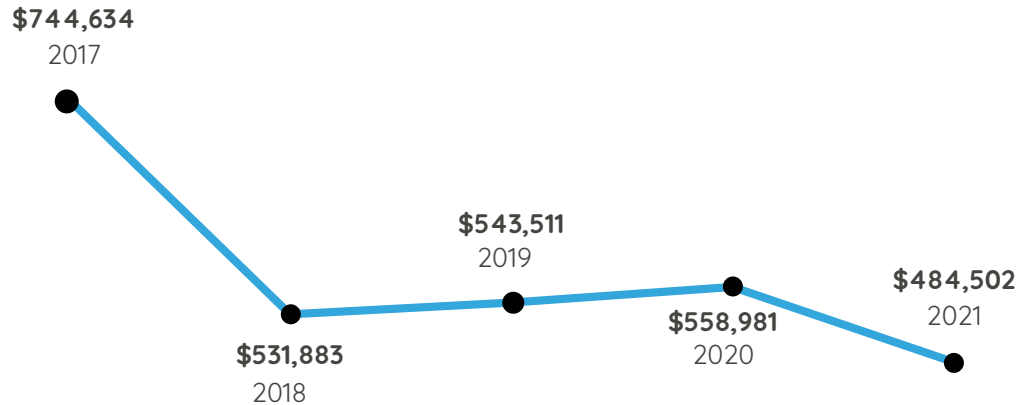
Expenses: \$500,028



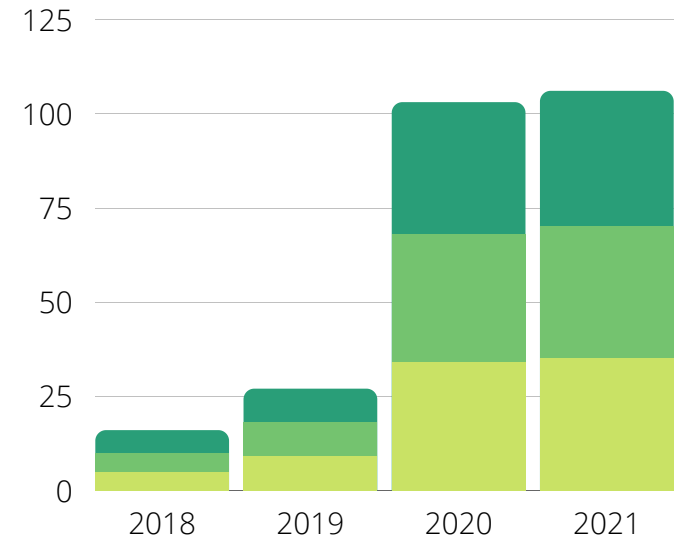
- Support Expenses: \$45,271 (9%)
 - Payroll Expenses, Professional Fees, Bank Fees, Marketing, Office, General Expenses
- Program Services: \$454,757 (91%)
 - Grant Expenses, Grocery Assistance

KEY IMPACT STATS

Grant Assistance Approved by Year



Grocery Assistance by Year



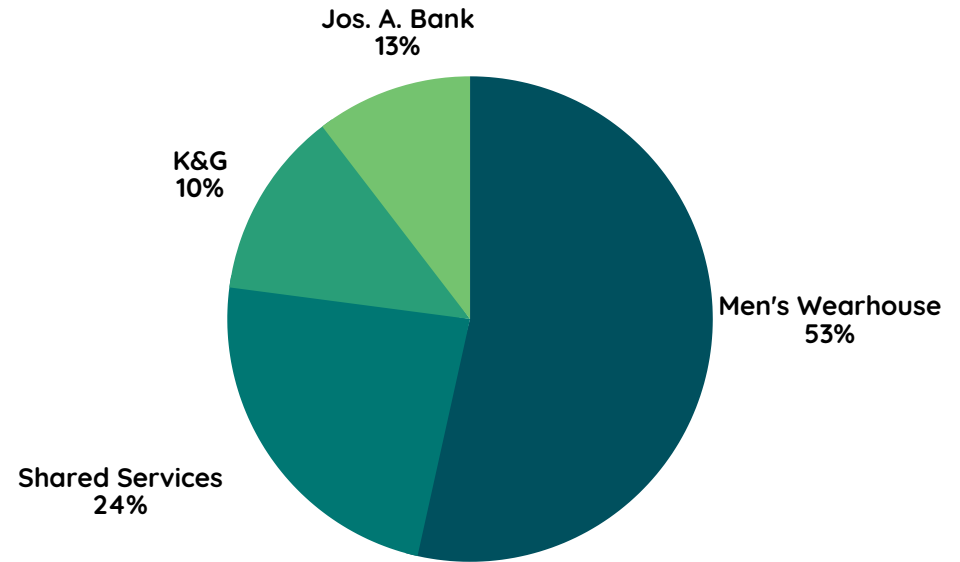
- 2018 - 16 Recipients
- 2019 - 26 Recipients
- 2020 - 103 Recipients
- 2021 - 107 Recipients

The amount of grant assistance decreased year over year due to a reduction of eligible employee population that the Fund serves. Federal and local pandemic-related programs also contributed to the reduction in grants, with one-time eviction assistance decreasing by 41%. Despite this, demand for assistance from the Fund remains high and grocery assistance continues to grow year over year for the Fund with many employees experiencing disruptions to their income because of the pandemic.

KEY IMPACT STATS

Recipients by Business Unit: 146 Total

- Men's Wearhouse – 77 Recipients (53%)
- Shared Services – 34 Recipients (24%)
 - Corporate, Supply Chain, Distribution Centers
- Jos. A. Bank – 18 Recipients (13%)
- K&G – 15 Recipients (10%)



Grant Details

- Smallest Grant Disbursed: \$300
- Average Grant Disbursed: \$3,065
- Largest Grant Disbursed: \$15,500

Grants by Category



Victim of Crime

2



Homelessness

7



One-Time
Eviction

13



Family Crisis

16



Death

31



Injury/Illness

36



Natural
Disaster

41

RECIPIENT SPOTLIGHT

"The assistance was a blessing. It gave me peace of mind knowing that no matter what, the Fund was going to be there for me and that I work for a company that actually cares."

- Edgar Lampkin (Men's Wearhouse Sales Consultant - Kenner, LA)

Edgar Lampkin was a thousand miles away from his home, visiting Detroit, Michigan in August of 2021 when Hurricane Ida made landfall along the Gulf Coast. While watching news reports he realized the severity of the storm. Lampkin says, "A vacation very quickly turned into a nightmare because in the past I had total losses from hurricanes. The uncertainty of what I would come back to was a scary thing." Additionally, flight cancellations left Edgar stranded in Detroit. Unsure how he would pay for the unplanned extended stay, Edgar reached out to the Willie Lopez Fund for help and received assistance with lodging and groceries as he remained stuck in Detroit for two additional weeks.

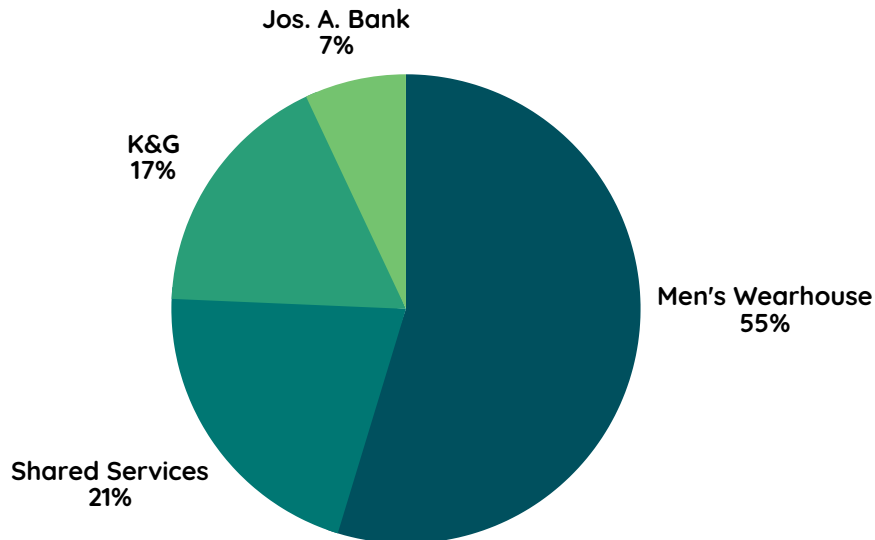


When Edgar returned home, he found his fears had been realized- his apartment had received significant damage. Portions of the ceiling had caved in, and water and mold made the apartment unsafe to live in and his possessions unsalvageable. Edgar recalls, "There was damage everywhere. Items that were irreplaceable like family portraits and college jerseys were covered in water, and seeing it was devastating." For the second time in a matter of weeks, Edgar turned to the Willie Lopez Fund for support. The Fund was again able to approve assistance and offered resources to help replace the damaged furniture and belongings.

Our coworkers, like Edgar, are only able to receive assistance because of the generosity of donors like you. As Edgar says, "A lot of the time you give to an organization, and you don't know where and how your money is being used, but I am a testimony that the funds are being used in a proper way and there are going to be times when they are definitely needed." On behalf of Edgar and thousands more who have been supported by the Willie Lopez Fund, thank you for continuing to make a difference with your donations.

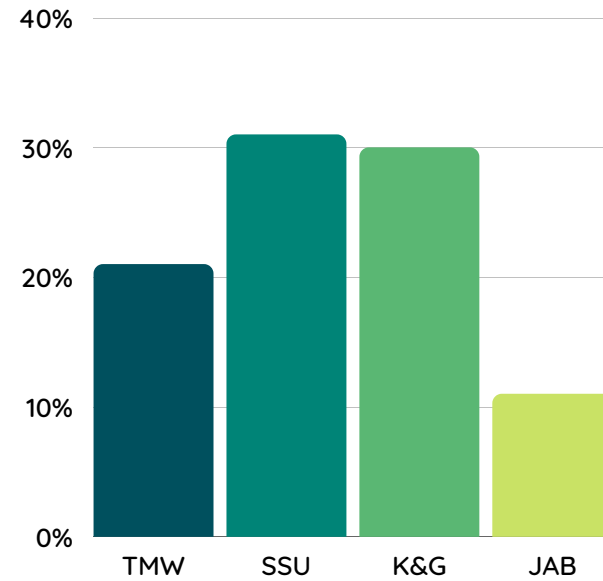
DONOR BREAKDOWN

Donors by Business Unit: 4,013 Total



- Men's Wearhouse – 2,195 Donors (55%)
- Shared Services – 842 Donors (21%)
- K&G – 695 Donors (17%)
- Jos. A. Bank – 281 Donors (7%)

Percentage Enrolled in Payroll Contribution



- Men's Wearhouse (TMW) – 21% Participation
- Shared Services (SSU) – 31% Participation
 - Supply Chain, Distribution Center, All Corporate
- K&G – 30% Participation
- Jos. A. Bank (JAB) – 11% Participation

Employees from Men's Wearhouse makeup the highest percentage of the donor base for the Willie Lopez Fund. However, Shared Services and K&G employees have the highest percentage of their employee population enrolled in recurring contributions to the Fund. The number of donors who made a one-time contribution to the Fund increased nearly 80% thanks to matching contribution campaigns generously conducted by Tailored Brands. We're grateful for all of our donors throughout Tailored Brands!

DONOR BREAKDOWN

Donation Details

- **One-Time Donations - 376 Total**
 - One-Time Paycheck Donations - 211
 - Totaling \$4,188
 - One-Time PayPal Donations - 165
 - Totaling \$34,029
 - Average One-Time Donation Amount:
\$101.64
- **Recurring Donors - 3,975 Total**
 - Average Recurring Payroll Contribution
Per Paycheck: \$2.95

DONATE



[PayPal](#)

[PeopleSoft](#)

[Amazon Smile](#)

Store Shoutouts!

A special thank you to the following stores who have achieved 60% or more of their employees enrolled in recurring payroll contributions to the Fund!

80% Club - [K&G Store 810](#)

70% Club - [K&G Store 70](#), [TMW Stores: 1218, 3521, 5223](#)

60% Club - [K&G Stores: 17, 18, 31, 66, 74, 705](#)
[TMW Stores: 1214, 1701, 3320, 4409, 5139](#)

LOOKING AHEAD

The year 2022 marks the 25th Anniversary of the founding of the Willie Lopez Emergency Assistance Fund – a grassroots effort undertaken by employees to support the family of Willie Lopez, a Men’s Wearhouse District Manager who passed away unexpectedly in 1997, leaving his family in need of support.

While we reflect on our beginnings, we also want to celebrate the Fund’s growth into the nonprofit of today that assists thousands of coworkers and their families.

We will be highlighting the impact that our donors have made all year long with stories, interviews, and special events that honor the history and mission of the Willie Lopez Fund. Stay tuned on our [website](#), [The Thread](#), and [Facebook](#) to join us in our year-long celebration!



Contact Us!

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