

The background features a collage of documents. On the left, a document has a large blue 'COMFORT' logo. In the center, there are orange and yellow line-art logos resembling stylized hearts or fingerprints. On the right, a document has the text 'willie lopez fund' in blue and 'asures of hope' in orange.

WILLIE LOPEZ
EMERGENCY ASSISTANCE FUND

2022 ANNUAL REPORT

DEAR WLF COMMUNITY

2022 was a year of milestones for the Willie Lopez Emergency Assistance Fund (WLF). The need for assistance continued to grow as severe weather events, the ongoing pandemic, and a growing workforce at Tailored Brands resulted in the 3rd highest number of grant recipients in WLF history.

The Fund also celebrated its 25th anniversary as a nonprofit and reflected on the impact our donors, volunteers and team members have made during the past quarter of a century. That impact is best illustrated by a key milestone achieved in 2022; surpassing \$10 million in grant assistance since our inception.

At WLF, we treat each applicant with respect, compassion, and care. We're inspired daily by our grant recipients for their courage in facing life's most difficult issues. We're also inspired by our donors, whose generosity has enabled the Fund to provide "measures of hope" since 1997. In 2022, nearly \$500,000 was raised by WLF donors, money that goes directly to assisting our teammates in need. It is your support that allows us to continue to carry out our mission.

We invite you to learn about the amazing work that the Willie Lopez Fund has been involved with this past year through a selection of personal stories, key statistics, and celebrations of our supporters. We're proud of the past quarter of a century of making a difference and it is our goal that the same spirit of giving from which the Fund was founded continues in our work for years to come.



Vaughn Klebig
Fund Director



Lauren Yang
Program Planner

WITH GRATITUDE, THE WILLIE LOPEZ FUND TEAM

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

WLF BOARD

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

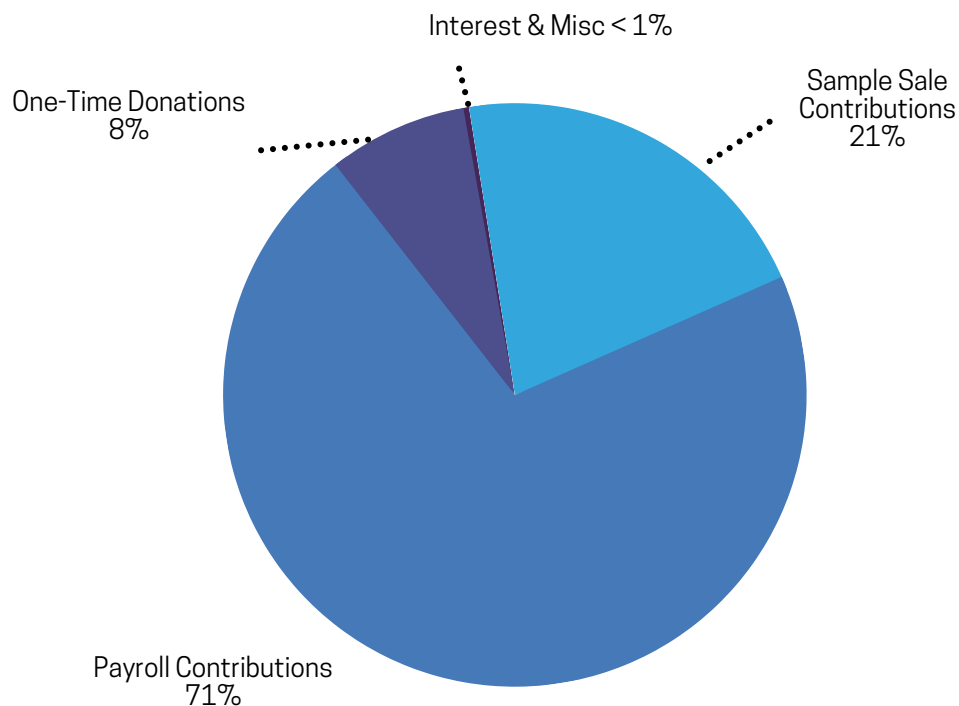
Lindsay Phillips / Independent Member, Assoc. Director of Creative Operations, ThirdLove

Kara Richmond / WLF 2nd Secretary, Sr. Director of Marketing Programs, Tailored Brands

Divyani Kothari / WLF 2nd Treasurer, SVP of Financial Planning & Analysis, Tailored Brands

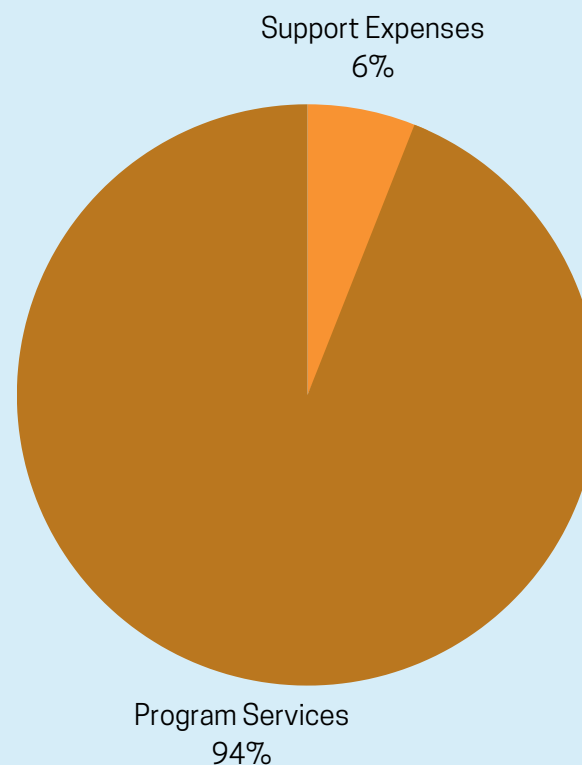


FINANCIAL HEALTH



Income: \$468,896

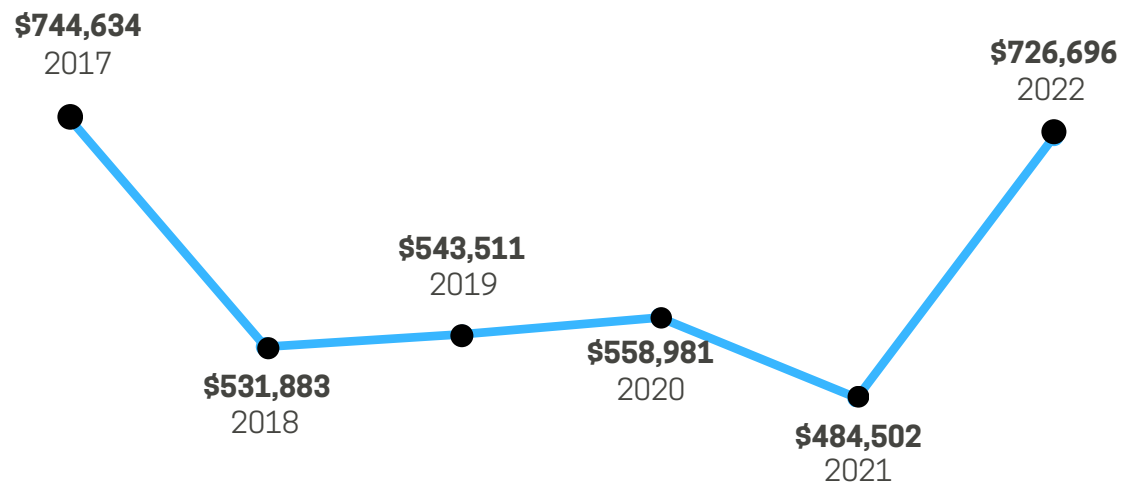
- Interest & Miscellaneous Income: \$1,461 (< 1%)
- One-Time Donations: \$36,139 (8%)
- Sample Sale Contributions: \$97,959 (21%)
- Payroll Contributions: \$333,337 (71%)



Expenses: \$651,578

- Support Expenses: \$40,282 (6%)
 - Payroll Expenses, Professional Fees, Bank Fees, Marketing, Office, General Expenses
- Program Services: \$611,296 (94%)
 - Grant Expenses, Grocery Assistance

KEY IMPACT STATS



GRANT ASSISTANCE APPROVED PER YEAR

Grant assistance increased nearly **50%** in 2022. We saw the 3rd highest amount of grant assistance approved in Fund history, surpassed only by 2017 and 2008 when Hurricanes Harvey and Ike devastated local populations.



Victim of Crime

7



Natural Disaster

9



Family Crisis

16



Funeral

38



Homelessness

40



One-Time Eviction

50



Injury/Illness

70

GRANT ASSISTANCE BY CATEGORY



Did you know? The Fund provided the most homelessness and eviction related grants in our 25-year history.

KEY IMPACT STATS

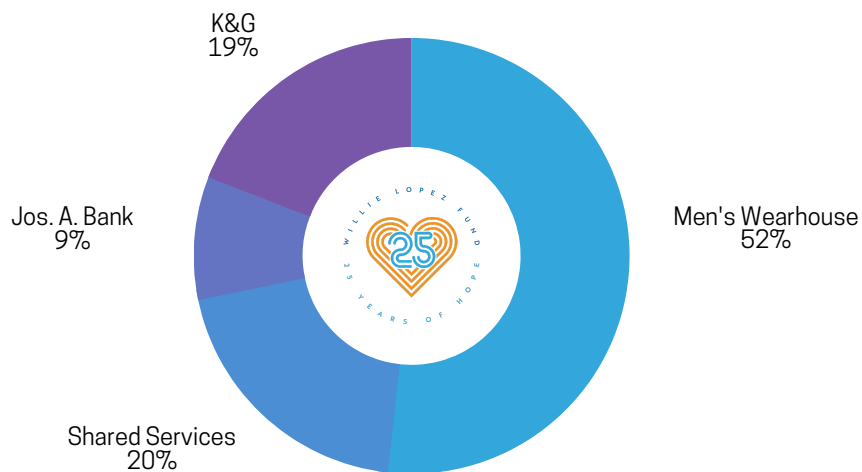


FIG. 1 RECIPIENTS BY BUSINESS UNIT: 230 TOTAL

- **Men's Wearhouse** – 119 (52%)
- **Shared Services** – 46 Recipients (20%)
 - Corporate, Supply Chain, Distribution Centers
- **Jos. A. Bank** – 21 recipients (9%)
- **K&G** – 44 Recipients (19%)

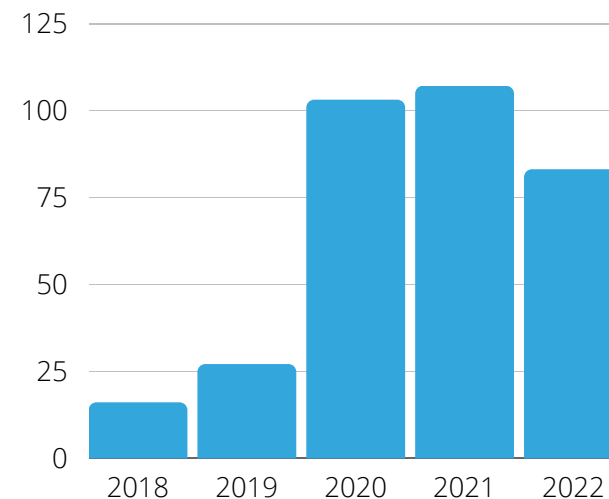


FIG. 2 GROCERY ASSISTANCE BY YEAR

- **2018** – 16 Recipients
- **2019** – 26 Recipients
- **2020** – 103 Recipients
- **2021** – 107 Recipients
- **2022** – 83 Recipients

Grant Details

- **Smallest Grant Disbursed:** \$124
- **Average Grant Disbursed:** \$3,160
- **Largest Grant Disbursed:** \$15,700

BUILDING COMMUNITY



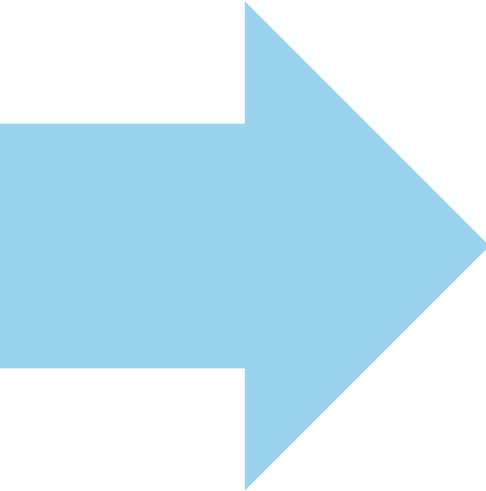
Judy was overwhelmed by the support of the Willie Lopez Fund and the Tailored Brands community and expressed her gratitude saying, "All I can say is thank you from the bottom of my heart."

Many of our teammates were impacted by the devastation caused by Hurricane Ian in September. Judy Rybicki, a tailor at Jos. A. Bank, has been a resident in Southwest Florida for more than 46 years. Despite her experience with storms, Judy did not expect the catastrophe that would follow Hurricane Ian's landfall. Her home was devastated with extensive damage caused by winds over 140 MPH and more than 3 feet of flood water entering her home. "I lost everything inside," Judy recalls, "including the most difficult loss of old family pictures and heirlooms." When her coworkers heard about her situation, they immediately sprang into action. Since Judy had lost her van, the team made sure she had a ride to and from work every day. They also began collecting donations to help replace the items she had lost and encouraged her to reach out to the Willie Lopez Fund for additional assistance. The Fund quickly approved financial assistance to replace lost items and repair damage to her home.

Your donations allow us to support each other and build community!



OFFERING COMPASSION



Christian Wright had been a consultant with Men's Wearhouse for only a year, but in that time he formed strong bonds with his coworkers in the Frisco, Texas store. When Christian revealed he would need to go in for an emergency bypass surgery, his coworkers encouraged him to apply for the Fund. Unfortunately, Christian's health deteriorated post-surgery, and he passed away shortly thereafter. His coworkers knew that Christian did not have immediate family to help facilitate funeral arrangements, so they reached out to the Fund for assistance. The Fund covered the costs of the funeral which gave Christian's coworkers and friends a chance to say final goodbyes. Juanita Clark, Assistant Manager, remarked on Christian's memorial, "We celebrated Christian Wright tonight with many wonderful stories. It was a beautiful journey. We are in awe of the support of the Fund."



* Did you know?

Funeral assistance comprises of 17% of WLF grants. The ability to give friends, family, and coworkers of a loved one the chance to mourn and the opportunity to remember has been at the core of the Fund's mission since inception.



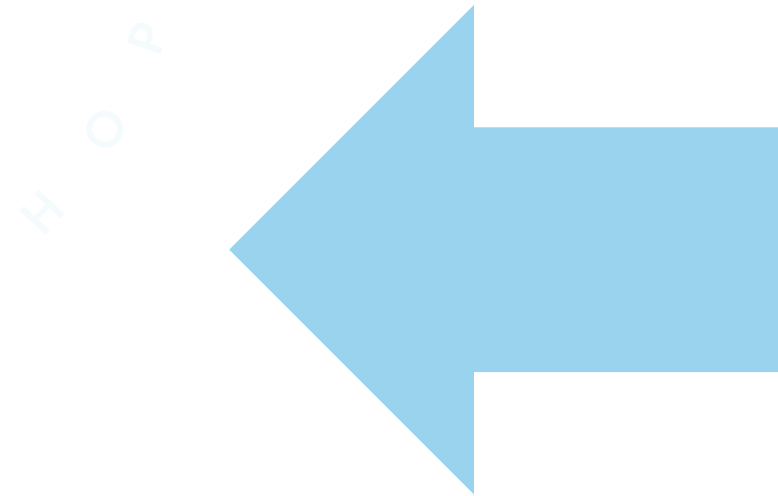
Team members from Store 1250 gather at a celebration of life in memory of fellow employee Christian Wright.

CHANGING LIVES

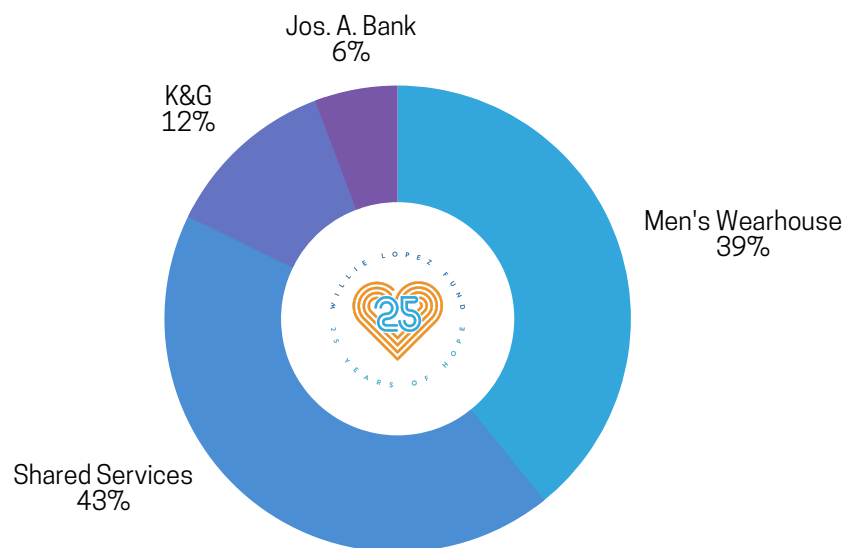
Hillary Saldana, a Customer Service Consultant with Tailored Brands, was born with Congenital Nystagmus, a rare eye disorder that left her legally blind. While Hillary was able to successfully do her job with some accommodation, she still experienced regular dizziness, migraines, and general pain. When she learned about a corrective procedure that could improve her eyesight by up to 95%, she was overjoyed, but upon learning her insurance would not cover the procedure, she began to lose hope.

While sharing her disappointment with a coworker, she was encouraged to reach out to the Willie Lopez Fund to see what help may be available, and through Fund support, she underwent a successful surgery. Hillary reflected on the impact that her team and the Fund had on her, saying “It makes me feel even more loved, taken care of, and understood...I could not ask for a better team or for a better company that has benefits like the Willie Lopez Fund.”

 *Did you know? Health related issues are the top categories of assistance for WLF grant recipients representing 30% of all grants in 2022.*

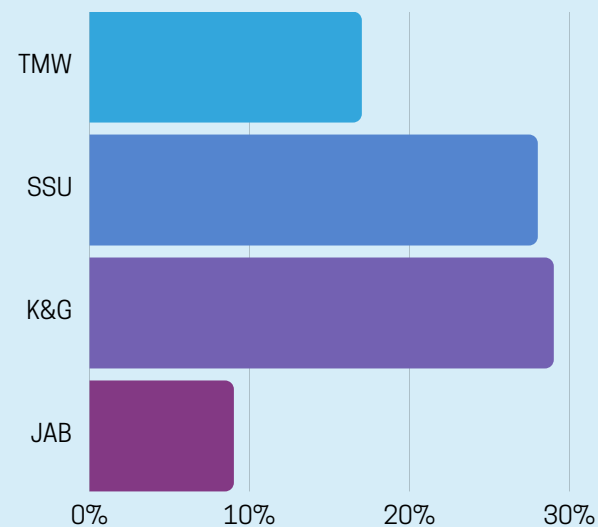


DONOR BREAKDOWN



Donors by Business Unit: 4,013 Total

- **Men's Wearhouse** – 2,414 (39%)
- **Shared Services** – 2,652 (43%)
 - Corporate, Supply Chain, Distribution Centers
- **K&G** – 741 (12%)
- **Jos. A. Bank** – 355 (6%)



Percentage Enrolled in Payroll Contribution

- **Men's Wearhouse (TMW)** – 17% Participation
- **Shared Services (SSU)** – 28% Participation
 - Corporate, Supply Chain, Distribution Centers
- **K&G** – 29% Participation
- **Jos. A. Bank (JAB)** – 9% Participation

Donation Details

- **One-Time Donations** - 403 Total
 - One-Time Paycheck Donations – 318
 - One-Time PayPal Donations – 85
 - Average One-Time Donation Amount: \$47.20
- **Recurring Donors** - 5,844 Total
 - Average Recurring Payroll Contribution Per Paycheck: \$2.26

25 YEAR DONORS



The Willie Lopez Fund has thousands of dedicated donors who make our work possible. In honor of the 25th anniversary of the Fund we want to spotlight a special group of donors who have been contributing to the Fund since our inception in 1997. We thank our 25 year donors for their generosity and for being a part of helping the Fund make a difference for the past quarter century!

- Paul B Alberts
- Yolanda P Barajas
- Steve A Berry
- Antoinette M Bray
- Curtis Allen Carmichael
- Melania Castillo
- Donald Eugene Childs
- Jessie L Conley
- Heather D Cornelius
- Alton Marvin Cox
- Estera M Craiovan
- Steven John Donaldson
- Anthony Finocchiaro
- Rafael Juan Flores
- Carlos A Garcia
- Janice J Harris-Jones
- Robert W Henderson
- Amy Valentine Heroux
- Cecil A Hopwood
- Kimberly Phuong Huynh
- Kambiz Iranmahd
- Timothy P Johnson

- Abaid G Khan
- Greg Allen Kinnison
- Eugene Raymond Knutson
- Blanca (Bianca) Kotero
- Raul Leon
- Keitha Renee Lewis
- Joel H Lizaola
- Susanne M Madrid
- Octavio Q Maldonado
- Rosendo Martinez
- Tonya Kay Misner
- Lyle C Nelson
- Kim Nguyen
- David Carl Peerson
- Julia Z Quinto
- Mattie Eunell Ricard-Harvey
- Robert S Ruggeri
- Bobby Lewisa Salazar
- Robert Salinas
- Jose Manuel Sandoval
- Marcelle Shadian
- Todd Joseph Sorgen

- Tatyana Stetsenko
- Stanislav Stetsenko
- John Charles Thompson
- Jerry Todd Titsworth
- Avery Keith Tolden
- Tien N Tran
- Rosalia Valenzuela-Harris
- Antonio Parache Vijil
- John Martin Wallace
- Toni C Weidman
- Aleshia C Williams

DONATE TODAY!



CONTACT US

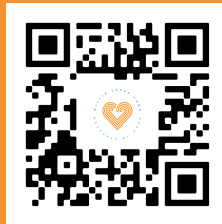
Phone: (510) 723-8517

Fax: (713) 531-9739

Email: WillieLopezFund@TailoredBrands.com



GET MORE INFO



FOLLOW US



Willie Lopez Emergency Assistance Fund | 6100 Stevenson Blvd, Fremont, CA 94538 | Tax ID: 31-1564404