

ANNUAL REPORT

20

A YEAR OF
COMMUNITY

23



WILLIE LOPEZ EMERGENCY ASSISTANCE FUND



Table Of Contents

About Us	002	Grants by Category	008
Message to the Community	003	Grant and Donor Breakdowns	009
Our Team	004	Spotlights	011
Financial Health	005	Thank You	015

About Us

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

1

Compassion - offer empathy to those in need through the actions of emotional and financial support

2

Community - strengthen the bond between our fellow coworkers by offering employees the opportunity to support each other through hardships

3

Change - provide measures of hope for future financial stability of our coworkers regardless of the difficulties they may face



Comfort, Hope, Support in 2023

Dear WLF Community,

It takes a community to provide the support that the Willie Lopez Emergency Assistance Fund (WLF) offers Tailored Brands' employees experiencing difficult times. Our donors, staff and board members, Decision Committee, and our volunteers all work together to carry out our mission of providing hope during times of despair. In 2023, we brought significant relief to our colleagues with more than \$709,000 spent on assistance – the most ever in a year without a mass catastrophic event.

While we reflect on the record amount of assistance provided last year, we understand that with the increased demand for grants comes a greater strain on WLF resources. 2023 was the fourth consecutive year that WLF drew on reserves to cover expenses; however, encouraging trends emerged throughout the year with growing donations and income. The expansion of sample sales contributed to an income increase of 19%, year over year.

We're confident that we can continue to grow revenue to meet the needs of our grant recipients by growing the number of sample sales, revising our engagement of donors and utilizing higher savings interest rates.

We invite you to learn more about our remarkable year and the wonderful people who enabled us to do this work. In this report, you'll find key stats from the past year, spotlights and celebrations of our volunteers and a story of how we all work together to provide hope. We're grateful to you for being a part of the WLF community and are excited to continue this journey with you in 2024!

With Gratitude,

The Willie Lopez Fund Team

Uniting Talents, Meet Our Team

Staff:

Vaughn Klebig
Lauren Yang

Board Members:

Gunther Grumm
Lindsay Phillips
Kara Richmond
Divyani Kothari
Madhav Sadhou
Valarie Rubinic-Camhi



Meet our dedicated team of staff and Board members who have contributed their expertise, passion, and collaboration to our community.





Financial Overview Donor Impact



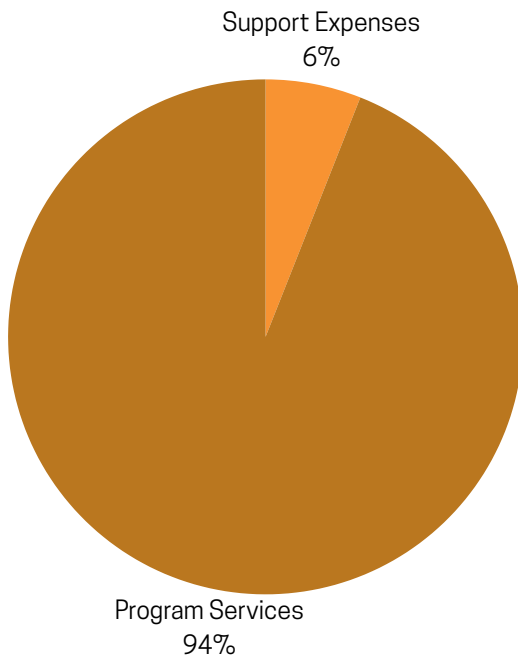
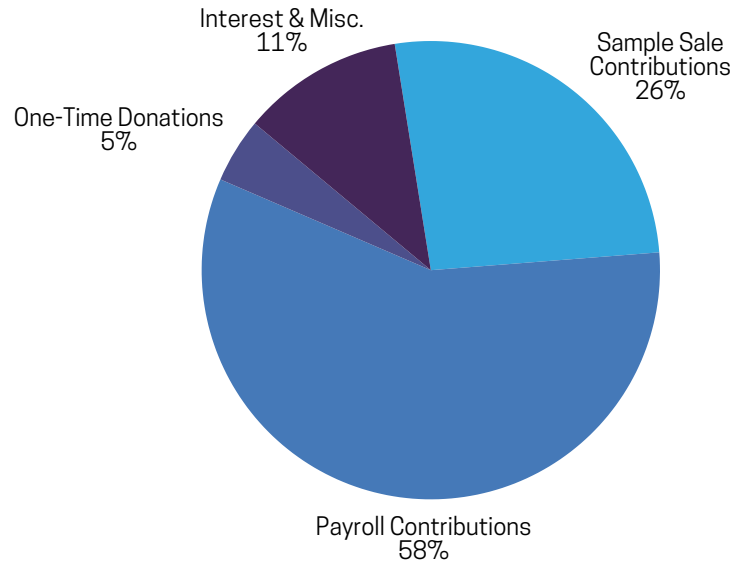
Delve into our financial performance, key impact stats that demonstrate our organizational health.



Income in 2023

Income: \$557,073

- **Payroll Contributions:** \$321,545 (58%)
- **Sample Sale Contributions:** \$146,402 (26%)
- **Interest & Miscellaneous Income:** \$63,614 (11%)
- **One-Time Donations:** \$25,512 (5%)



Expenses in 2023

Expenses: \$709,188

- **Program Services:** \$668,727 (94%)
 - Grant Expenses, Grocery Assistance
- **Support Expenses:** \$40,461 (6%)
 - Payroll Expenses, Professional Fees, Bank Fees, Marketing, Office, General Expenses

Financial Health Year-Over-Year



	2019	2020	2021	2022	2023
Payroll Deductions	\$455,780	\$300,917	\$309,442	\$333,336	\$321,545
Total Expense	\$579,584	\$596,285	\$499,954	\$651,578	\$709,188
Total Income	\$646,622	\$470,580	\$383,770	\$469,096	\$557,073
Net Income	\$67,038	(\$125,705)	(\$116,184)	(\$182,483)	(\$152,115)

Record levels of grants created a second year of increased expenses, while payroll contributions remained relatively static and have not yet returned to pre-pandemic levels. Use of our reserves was required to meet the needs of our grant recipients in 2023.



Grants by Category in 2023

→ **82** 

Grocery Cards Provided

→ **73** 

Ill or Injured Employees Assisted

→ **65** 

Evictions Prevented

→ **31** 

Funerals Funded

→ **31** 

Employees Housed

→ **8** 

Family Crisis Avoided

→ **5** 

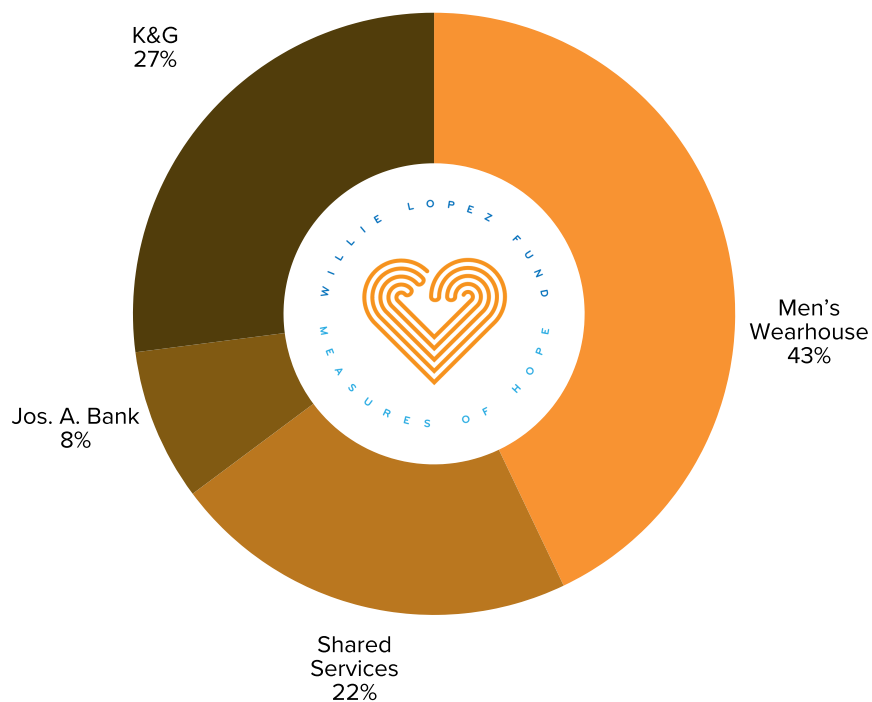
Victims of Crime Assisted

→ **5** 

Natural Disasters Assisted



Grants by Brand in 2023



Recipients by Business: 219

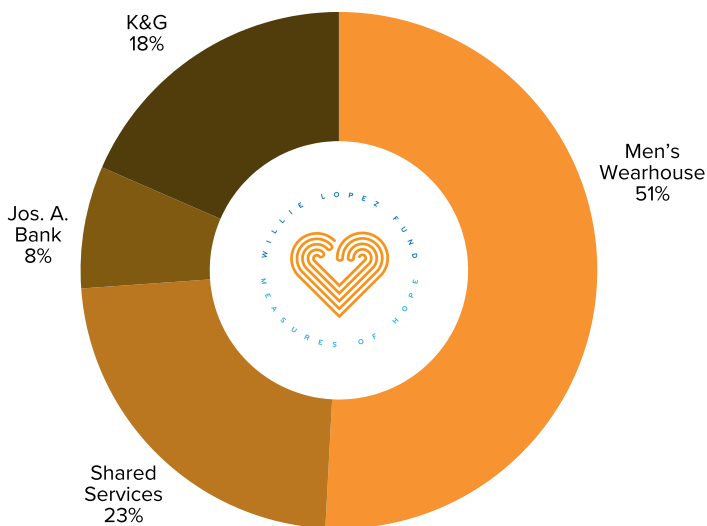
- **Men's Wearhouse** – 94 Recipients (43%)
- **K&G** – 59 Recipients (27%)
- **Shared Services** – 49 Recipients (22%)
 - Corporate, Supply Chain, Distribution Centers
- **Jos. A. Bank** – 17 recipients (8%)

Grant Details

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



Donor Breakdown in 2023

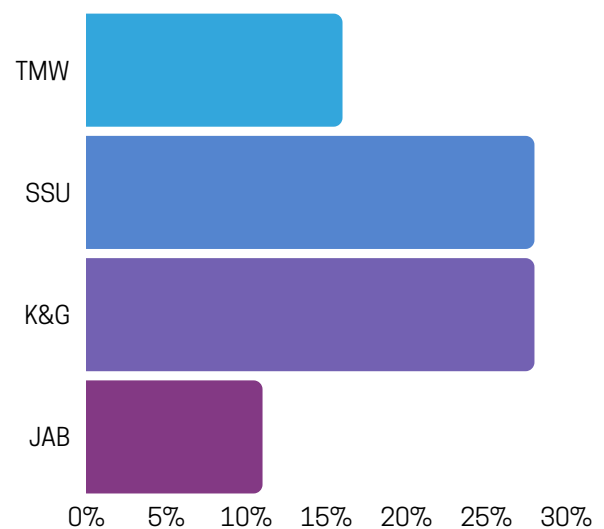


Donors by Business Unit: 3,637 Total

- **Men's Wearhouse** – 1849 Donors (51%)
- **Shared Services** – 838 Donors (23%)
 - Corporate, Supply Chain, Distribution Centers
- **K&G** – 672 Donors (18%)
- **Jos. A. Bank** – 278 Donors (8%)

Percentage Enrolled in Payroll Contribution

- **Men's Wearhouse (TMW)** – 16% Participation
- **Shared Services (SSU)** – 28% Participation
 - Corporate, Supply Chain, Distribution Centers
- **K&G** – 28% Participation
- **Jos. A. Bank (JAB)** – 11% Participation



Empowering Others, Driving Compassion



Hear from our valued recipients and donors as they share their stories highlighting how the Fund has made a positive impact on their lives.



Recipient Spotlight

Ryane Berry



"It means so much to me that I work for a Company who supports those in need, I feel truly blessed to be a part of Tailored Brands, and I don't know what I would have done without the Willie Lopez Fund."

Ryane Berry

Security Analyst II, Loss Prevention

www.WillieLopezFund.org

Ryane Berry didn't expect to hear from her doctor so quickly after a routine annual checkup, and was surprised to receive a call just three days later asking her to come back immediately. When she returned, Ryane received devastating news; she had stage 4 cervical cancer and stage 3 uterine cancer, requiring surgery. Ryane was already struggling with out-of-pocket medical expenses stating, "I did not know how I was going to pay for that after draining my savings to pay for all the appointments leading up to surgery, but without the surgery the outcome for me would not be good."

As a donor, Ryane was familiar with the Willie Lopez Fund, but didn't expect to become an applicant. She shared, "I'm not a person who typically asks for help, and my only thoughts have ever been to donate to the Fund for others in need, until I was put in a situation that I had to take action fast and apply for assistance." Ryane was quickly approved for a grant, and her surgery was a success. During her recovery she reflected on how important having assistance available was when she needed it. "It means so much to me that I work for a Company who supports those in need, I feel truly blessed to be a part of Tailored Brands, and I don't know what I would have done without the Willie Lopez Fund."

On behalf of Ryane and thousands more who have received assistance from the Fund, thank you for contributing to make a difference.

Donor Spotlight

Steven Donaldson



The Willie Lopez Fund Decision Committee reviews and grants assistance to applicants based on our Giving Guidelines. This group includes dozens of employees from across the Company who generously give their time.

Decision Committee member, Steve Donaldson, has participated in the work of the Fund for 26 years, and attended nearly 20 decision meetings in 2023 alone. We sat down with Steve to learn more about his experience.

Steve Donaldson

Sr Planner, The Men's Wearhouse

www.WillieLopezFund.org 

Q: Why did you want to get involved with the Decision Committee, and what has kept you involved for so many years?

A: Being asked to join was an honor. Initially it was an opportunity to help serve as an ambassador of sorts, helping our Tailored Brands family members in need, but we have since transcended the original mission. Hearing the stories serves as a constant reminder that even the smallest gesture can have a profound impact on others right here at home. The Fund is the ultimate testament to people being inherently good in a world where that isn't always evident."

Q: You've reviewed hundreds of WLF applications. What takeaways do you have when you reflect on the difficult times people face?

A: "I feel very fortunate to be with a Company that actively supports its entire family regardless of position and tenure. We're all on equal footing when it comes to our ability to help—and the possibility of being in need ourselves in the future. Difficult times discriminate against no one."

Q: You're not only a Decision Committee member, you've also been a donor since the Fund began 26 years ago. What motivates you to participate, and what would you say to those thinking about contributing to the Fund?

A: "I feel like my donation is a way to pay it forward. It's a very simple way to express appreciation for our good fortune while helping our Tailored Brands family members in times of need. Who wouldn't want to invest in their family?"

Thank you to Steve for sharing his story. The Willie Lopez Fund is incredibly grateful to all our donors and Decision Committee members for the impact that they make.

Volunteer Spotlight

Gabriella Jaimes



“Throughout the years, I have had close coworkers benefit from the Willie Lopez Fund when they fell on hard times. I feel great knowing that I had a hand in helping a great cause.”

Gabriella Jaimes

Print Specialist II, Shared Services

www.WillieLopezFund.org 

Sample sales offer employees the opportunity to purchase sample merchandise while raising funds for the Willie Lopez Fund. In 2023, our teams hosted more than 20 sample sales, the most in the organization’s history, earning more than \$145,000. Sales were hosted in five distribution centers, and at our Oak Park (Houston) and new Dublin offices. Nearly 100 volunteers helped to plan, organize and operate these sales.

Gabbie Jaimes keeps sample sales running smoothly in Houston. Gabbie’s team has always supported the sale, but in 2023 she went above and beyond by taking over the planning of all aspects of the Houston sales. She shared that she loves how the sale builds community and, “brings people into the office and enables us to reconnect with everyone.” Most of all, Gabbie loves the overall impact that the sales make and shared, “Throughout the years, I have had close coworkers benefit from the Willie Lopez Fund when they fell on hard times. I feel great knowing that I had a hand in helping a great cause.”

We’re so grateful to Gabbie and all the volunteers across the business who have helped with sample sales. If you’d like to find sample sale volunteer opportunities near you, visit the [myGiving volunteer platform](#) and search for Willie Lopez Emergency Assistance Fund for more information.

THANK YOU!

We hope that you've been inspired by the stories of how we come together to support our colleagues. We cannot make this impact without your generosity, and we rely on your contributions to ensure that we can continue to meet the rising demand for assistance. We invite you to login to [PeopleSoft](#) to review your current donation. There you'll find additional stats, a recipient highlight video, and have the opportunity to increase your contributions to help us make an even greater impact. You can also visit us online at www.WillieLopezFund.org and on the [Thread](#) for more information. Thank you for being an important member of the Willie Lopez Fund community.



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