



# Annual Report 2024

Comfort, Hope, Support

# Dear WLF Community,



Have you ever considered the impact of a warm meal? In 2024, Willie Lopez Emergency Assistance Fund (WLF) provided more than 300 grocery gift cards totaling nearly \$55,000—the most in the Fund's history—driven by the active hurricane season. Each of these gift cards represents a family finding security in knowing where their next meal will come from.

The number of families receiving aid from WLF increased by 47% year-over-year, with more than 450 grants and grocery cards issued. Despite this rise, grant expenses dropped 32%, thanks to serving a smaller population and enhancements to our Giving Guidelines that better align with our mission of empowering our colleagues to confront catastrophic situations.

Reduced expenses and increased investment income, paired with minor declines in contribution revenue, led to a strong financial year for the Fund. Net revenue rose 85% year-over-year, and a small budget deficit gives us hope that 2025 will be our strongest financial year since before the pandemic.

We appreciate your contributions to WLF. Please explore this Annual Report to learn how WLF provided hope and security in 2024, including thank-you notes from this year's recipients that highlight our impact.

With Gratitude,

**Willie Lopez Fund Team**

# Our Team

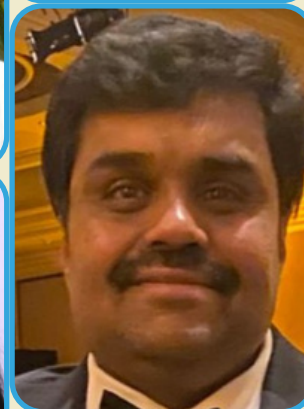


## Staff:

Vaughn Klebig  
Lauren Yang

## Board Members:

Gunther Grumm  
Lindsay Phillips  
Kara Richmond  
Madhav Sadhu  
Valarie Rubinic-Camhi



*"I was struggling, but with the help you have given me, I'm not homeless and doing my best. This has been the hardest thing in my life, and I don't know where I would be if not for the kindness and goodness of Willie Lopez Fund."*

- Gail, Men's Wearhouse

# Our Mission

## 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:



## Values

- **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.



# Financial Overview



**\$504,784**

**Income**

Payroll, Sample Sales, Interest, One-Time Donations and Misc. Income



**\$523,637**

**Expenses**

Program Services and Support Expenses



**-\$18,853**

**Net Income**

Total Income Minus Expenses



**458**

**Grants & Grocery  
Cards Facilitated**

# Financial Health Year-to-Year

While the use of our reserves was required to meet the needs of our grant recipients in 2024, our deficit was the smallest it has been since 2019. Strong one-time fundraising efforts during the hurricane response and reduced grant expenses contributed to our improved financial position.

"My family and I want to thank you for your help and support.

*I wish there were more organizations like this that go above and beyond and that care. I am speechless for all the Fund has done, and it brings tears to my eyes to have you on my side."*

- Anthony, K&G

|                      | 2020       | 2021       | 2022       | 2023       | 2024      |
|----------------------|------------|------------|------------|------------|-----------|
| Payroll Contribution | \$300,917  | \$309,442  | \$333,336  | \$321,545  | \$305,384 |
| Total Expense        | \$596,285  | \$499,954  | \$651,578  | \$709,188  | \$523,637 |
| Total Income         | \$470,580  | \$383,770  | \$469,096  | \$557,073  | \$504,784 |
| Net Income           | -\$125,705 | -\$116,184 | -\$182,483 | -\$152,115 | -\$18,853 |

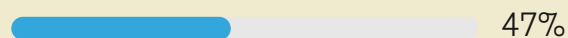
# Assistance Breakdown

|                                                             |                                                                           |                                                             |
|-------------------------------------------------------------|---------------------------------------------------------------------------|-------------------------------------------------------------|
| Total Grants<br>Approved<br><br><b>153</b><br><b>\$411K</b> | Ill or Injured<br>Employees<br>Assisted<br><br><b>50</b><br><b>\$185K</b> | Evictions<br>Prevented<br><br><b>42</b><br><b>\$71K</b>     |
| Funerals Funded<br><br><b>24</b><br><b>\$105K</b>           | Employees<br>Housed<br><br><b>16</b><br><b>\$37K</b>                      | Family Crises<br>Assisted<br><br><b>3</b><br><b>\$5K</b>    |
| Victims of Crime<br>Assisted<br><br><b>1</b><br><b>\$1K</b> | Natural Disasters<br>Assisted<br><br><b>17</b><br><b>\$39K</b>            | Grocery Cards<br>Provided<br><br><b>305</b><br><b>\$55K</b> |

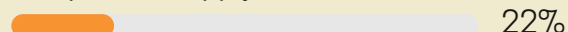
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## Recipients by Business

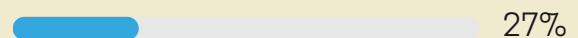
Men's Wearhouse



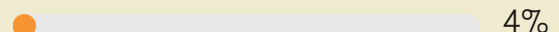
Shared Services  
(Corporate, Supply Chain, Distribution Centers)



K&G



Jos. A. Bank



# Donation Breakdowns



**3162**

**Recurring Donors**



**\$3.50**

**Avg. Donation Per Check**



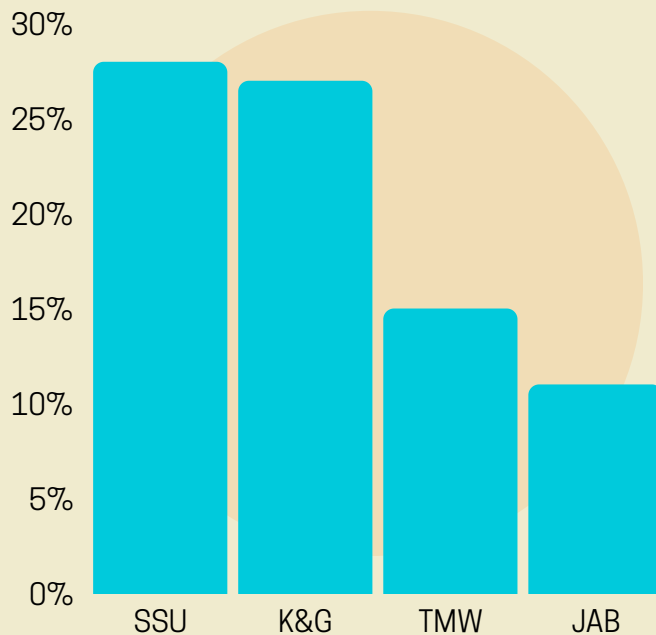
**385**

**One-Time Donors**



**\$162**

**Avg. Donation Per One-Time Donation**



## % Enrolled in Payroll Contribution

- **Shared Services (SSU)** – 28% participation
- **K&G** – 27% participation
- **Men's Wearhouse (TMW)** – 15% participation
- **Jos. A. Bank (JAB)** – 11% participation



*"Thank you for helping me out during a very difficult event in my life. It meant so much to me – I still get weepy thinking about your generosity. How lucky am I to work for such a thoughtful company?"*  
- Maria, Men's Wearhouse

# Volunteer Spotlight



## HRBP Team



Hurricane Beryl caused widespread destruction in the Houston area, impacting many colleagues. In the days that followed the storm, hundreds of applications for grocery assistance were received due to prolonged power outages.



To address this surge in demand, a dozen volunteers jumped into action to help WLF reach out to the affected applicants. Members of the Human Resources Business Partner (HRBP) team went above and beyond, contacting more than 100 applicants.



More than 75 volunteers assisted WLF in 2024, helping with hurricane response efforts, sample sales, decision committees, fundraisers, communications and more. WLF is so thankful for all our volunteers and the amazing work they continue to accomplish!



*"Hurricane Beryl was catastrophic for Houston, and so many people were impacted without the means to feed their families. I was honored to make phone calls on behalf of Willie Lopez Fund, offering comfort and support to our employees through grocery gift cards.*

*What a blessing for them and me."*

*- Paula McLemore*



*"I feel truly blessed to work for a company that prioritizes helping our employees in times of need. It was incredibly rewarding to connect with and support the Spanish-speaking team members in Houston after Hurricane Beryl. Knowing that the Company's support made a tangible impact on their recovery only reinforces how proud I am to be part of such a compassionate organization."*

*- Gabriela Rosas*

# THANK YOU!



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