

Willie Lopez Emergency Assistance Fund

Annual Report 2025

Comfort
Hope
Support



Dear WLF Community,

Thanks to your generosity, the Willie Lopez Emergency Assistance Fund made remarkable strides in 2025. Throughout the year, we remained focused on our mission of empowering our fellow Tailored Brands coworkers to confront catastrophic situations by offering financial assistance that ensures hope and self-sufficiency. Together, we achieved several meaningful program milestones that strengthened our ability to serve those in need.

One of the year's most notable accomplishments was hosting a record number of sample sales in 2025. These events aren't simply transactional – they represent hope, resilience, and community. Each event required thoughtful coordination, dedicated volunteers, and ongoing awareness of the Fund's mission. The impact was significant: the success of these events allowed the Fund to finish net positive for the first time since 2019.

The Fund also surpassed another historic milestone in 2025, officially providing more than \$12 million in assistance since its inception in 1997. Every recurring contribution, one-time donation, and sample sale directly fuels these life-changing efforts. As a result, we were able to respond quickly and compassionately to more than 210 team members facing medical emergencies, the loss of loved ones, natural disasters, and other unforeseen hardships.

We invite you to explore this Annual Report to learn more and be inspired by what we accomplished together in 2025. Thank you for your unwavering commitment to making the Willie Lopez Fund a cornerstone of care, compassion, and community across Tailored Brands.



Vaughn Klebig

Executive Director, Willie Lopez Emergency Assistance Fund

Meet Our Team

♥ Willie Lopez Emergency Assistance Fund

Staff:

Vaughn Klebig
Lauren Yang



Board Members:

Gunther Grumm
Lindsay Phillips
Valarie Rubinic-Camhi
Madhav Sadhou
Devon Otter



Our Mission & Values

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:

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

Compassion. Offer empathy to those in need through the actions of emotional and financial support.

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



Financial Overview 2025



\$621,860

Income

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



\$550,814

Expenses

Program Services, Support Expenses



\$71,046

Net Income

Total Income Minus Expenses



211

Grants & Grocery Cards Facilitated

"The funds I received from the WLF were unbelievable. I would have been devastated without the help I received... I am glad that I work for a company that cares. I feel great about giving to this fund never thinking that one day I might need this, but it was there for me when I needed it most." - Annette Glover, K&G

Financial Health Year-to-Year

In 2025, the Willie Lopez Fund finished the year net positive for the first time since 2019. This milestone was driven by a strategic shift toward increasing recurring payroll contributions, sample sale revenue, and through the allocation of returned bankruptcy funds from Tailored Brand’s Chapter 11 reorganization plans. Above all, our generous donors helped to bring financial stability to the Willie Lopez Fund in 2025.

Year	2021	2022	2023	2024	2025
Payroll Contribution	\$309,442	\$333,336	\$321,545	\$305,384	\$305,610
Total Expense	\$499,954	\$651,578	\$709,188	\$523,637	\$550,814
Total Income	\$383,770	\$469,096	\$557,073	\$504,784	\$621,860
Net Income	-\$116,184	-\$182,483	-\$152,115	-\$18,853	\$71,046



Assistance Overview

By Category & Spend

Total Grants Approved	140	\$448,361
Ill or Injured Employees Assisted	43	\$171,224
Evictions Prevented	35	\$79,891
Funerals Funded	32	\$114,357
Employees Housed	23	\$58,305
Family Crises Assisted	3	\$9,450
Victims of Crime Assisted	1	\$1,260
Natural Disaster Employees Assisted	3	\$13,874
Grocery Gift Cards Provided	71	\$13,750

Recipients by Brand

Men's
Wearhouse
44%

K&G
21%

Shared
Services
19%

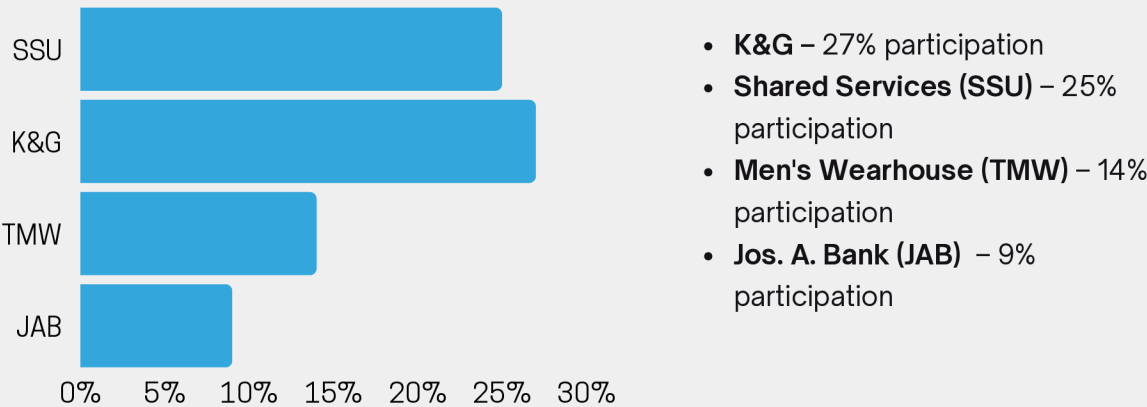
Jos. A. Bank
16%

Funeral assistance increased 33% year-over-year in a trend likely to continue with an increasingly aging population. A mild hurricane season dramatically reduced the number of grocery cards and disaster grants.

Donor Breakdowns

Payroll contributions remain the cornerstone of the Willie Lopez Fund, with 2,882 recurring donors providing steady support throughout the year. Through a targeted leadership campaign, the average contribution per paycheck increased by nearly 15% year-over-year to \$4.00 per paycheck in 2025. This change creates a meaningful impact when multiplied across thousands of donors. Together with one-time donations, these collective efforts help make an average grant of \$3,194 possible for employees in need.

% Enrolled in Payroll Contribution



Recurring Donors

2,882

One-Time Donors

273

Avg. Donation per One-Time Donation

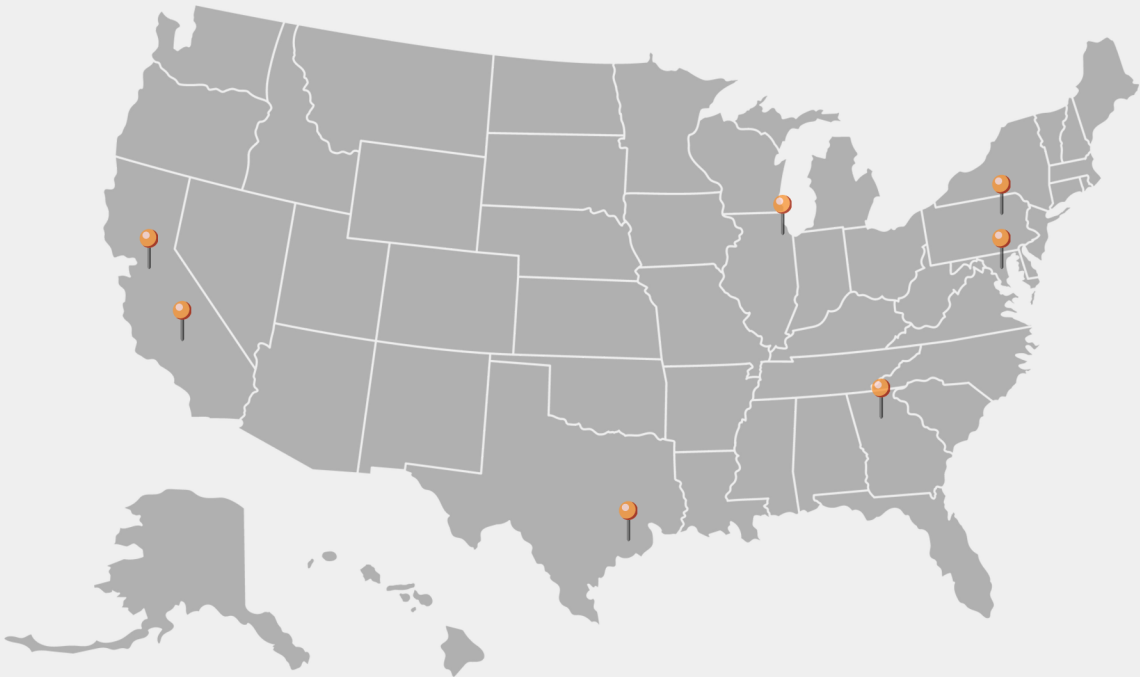
\$77

Avg. Grant per Recipient

\$3,194

Avg. Donation per Check

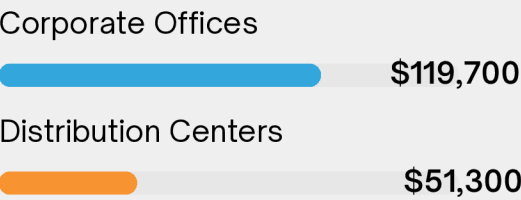
\$4.00



SAMPLE SALES

Sample sales are a key way the Willie Lopez Fund raises money to support employees in need. In 2025, we focused on increasing the number of sample sales to drive revenue and build community. Each sale requires days of planning, setup, and teardown, and our volunteers are central to that process. More than 50 volunteers contributed their time to make these sales possible and we’re incredibly grateful for their hard work and dedication!

Locations & Revenue



Did you know? The Fund covers all operating expenses through Sample Sales and other fundraising revenue. That means when you make a payroll contribution, 100% of your donation goes directly to grants for coworkers in need!

\$171K
Revenue Generated

Volunteer Spotlight

Erin Woodard



“Volunteering with the Fund let’s me extend that help to all employees of Tailored Brands and not just my team... Support from the WLF can truly change somebody’s life, so it’s wonderful being able to be a part of that.”

Erin Woodard

Senior Administrator, Human Resources

You’ve volunteered at multiple sample sales — what keeps you coming back?

I think we can all agree that volunteering is always rewarding, but there’s something extra special about being able to volunteer for a fund that helps the employees you work with every day. While folding and hanging up clothes may not be my favorite activity, I would do it every day if it meant potentially improving one of my employees’ lives.

What’s been your favorite or most memorable moment from a sample sale so far?

Every year we have a good number of people that come in with young children. Being a mother of a young child myself, I know how difficult it can be to try and shop with them alongside you. This past sample sale, I remembered that I had a children’s puzzle in my office, so I brought it out and the kids loved it. This gave their parents more time to shop, which led them to buy more and raise more money for the Fund. In upcoming years, I’ll always make sure to have something to entertain any young children that come through with their parents.

From your perspective, why do programs like these (WLF and sample sales) matter to our community?

The work that WLF does let’s our Tailored Brands community know that we care about them and want to help them when they are going through hard times. That we see them as people and not just employees. I’ve personally seen WLF provide relief to employees, and they are always extremely grateful. Opening the sale to family and friends also gives the local community a chance to shop for high quality, usually not so cheap clothing, at a discounted rate. Everyone loves a deal!

How does volunteering with the Fund align with the values you see in your work in HR?

I’ve always made it a goal as an HR Admin to help employees as much as I possibly can and go that extra mile for them when I’m able to. Volunteering with the Fund let’s me extend that help to all employees of Tailored Brands and not just my team. It also extends the help to a level outside of the work environment. Support from the WLF can truly change somebody’s life, so it’s wonderful being able to be a part of that.





Thank You!

We hope that you've been inspired by the stories of how we come together to support our colleagues. This support isn't possible without the hard work of our staff, Board of Directors, Decision Committee, volunteers, and our donors. Thank you for being an important member of the Willie Lopez Fund community.



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www.WillieLopezFund.org