



WILLIE LOPEZ FUND GIVING GUIDELINES

Threshold Criteria:

An employee must meet each of the following two threshold criteria to be considered for a grant from the Willie Lopez Emergency Assistance Fund (the “Fund”):

- 1) The applicant must be an Eligible Employee or a Permitted Family Applicant.
 - a) “Eligible Employees” include (i) current, part-time or full-time employees of any North American based subsidiary of Tailored Brands, Inc., whose employment is not the result of/subject to an employment contract or collective bargaining agreement; and (ii) seasonal employees with a minimum of 2080 hours of past service with any North American based subsidiary of Tailored Brands, Inc. An eligible employee’s Manager, Multi-Unit Manager, Regional Manager, or HR Department may act on the eligible employee’s behalf to submit the application due to physical or geographic limitations.
 - b) If the eligible employee is deceased or physically unable to apply, their surviving spouse/domestic or civil union partner, dependent children, dependent parents or dependent parents-in-law (“Permitted Family Applicant”) may apply instead.
- 2) The Eligible Employee or Permitted Family Applicant must lack the basic necessities of life due to one or more of the reasons below (each, a “Qualifying Emergency”):
 - a) A death of the Eligible Employee, or his/her spouse, parent, child, civil union partner, domestic partner, or other dependent that was not the result of natural causes
 - b) A serious illness or injury that prevents the Eligible Employee from working for an extended period, except for non-emergency or cosmetic surgery and regular maternity or paternity leave.
 - c) A civil disaster such as a riot, act of terrorism and/or war
 - d) A severe personal or family crisis such as physical abuse, criminal violence, current homelessness, or impending homelessness, provided that:
 - Rental assistance for impending homelessness shall only be available on a one-time basis to Eligible Employees with a gross annual household income of less than \$40,000, and such assistance shall not exceed \$5,000. Eligible Employees for one-time rental assistance must have a minimum of two paychecks received from any North American based subsidiary of Tailored Brands, Inc.
 - Assistance for homelessness shall not exceed \$5000.



- Assistance for homelessness or impending homelessness cannot be received within six months of payment of prior homelessness or impending homelessness assistance from the Fund.
- e) The loss of primary residence, vehicle, or personal property due to a natural disaster such as fire, flood, earthquake, hurricane or similar circumstances, provided that:
 - The Fund will not provide assistance for: (i) damage caused by flooding as a result of plumbing issues; and (ii) cosmetic repairs to homes or property that are unrelated to potential health or safety risks.

Selection Committee

The Fund utilizes a Selection Committee comprised of Tailored Brands, Inc. employees as well as employees of Tailored Brands, Inc. subsidiaries to review and approve applications. The Selection Committee has complete discretion to determine whether a particular application qualifies for a grant (whether or not the applicant meets the above criteria). Each of the following considerations may be taken into account by the Selection Committee in reviewing applications:

- a) The size and nature of the Qualifying Emergency
- b) The prior responsibility of the applicant in maintaining proper insurance
- c) The relative financial need of the applicant
- d) Other assets of the applicant that may be utilized without causing undue hardship to the applicant
- e) Any anticipated cash flow to the applicant from other sources, such as family or insurance
- f) The availability of financial assistance or other relief available to the applicant under state or government law/provisions
- g) Prior applications made by the applicant due to the same Qualifying Emergency
- h) The remaining balance of monies in the Fund
- i) Projected demands from other applicants on Fund resources

Eligible Expenses & Amount of Grant

Fund assistance is limited to those expenses necessary to meet the basic needs of the applicant. For example, the Fund will not assist in legal fees, child support, or car repairs.

The amount of any particular grant is determined by the Selection Committee on an individual basis. The Selection Committee will also determine the amount and appropriate method and recipient of any Fund disbursements. Grants may be disbursed in the following ways:

- a) Directly to the applicant
- b) To third party creditors of the applicant; or
- c) To a relative, custodian, parent or guardian of the applicant



Grant recipients are not entitled to any particular amount of disbursement. However, Fund disbursements may not exceed a maximum amount of \$20,000¹ per application, and there is a \$30,000 limit on total disbursements to any individual employee during the duration of a recipient's employment with Tailored Brands or a subsidiary.

¹ In the event that the Fund's reserves drop below: (i) \$500,000 at any time, disbursements per application may not exceed a maximum amount of \$10,000; (ii) \$250,000, disbursements per application may not exceed a maximum amount of \$5,000; or (iii) \$100,000, disbursements per application may not exceed a maximum amount of \$2,500.