

# Red Tab Foundation: Overview for People Managers



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# Who We Are and What We Do



At the Red Tab Foundation (RTF) we believe that no Levi Strauss & Co. Employee or retiree should be without a financial safety net.



RTF assists LS&Co. employees, retirees and their families who face unexpected financial hardship. RTF provides financial assistance, education and preventive programs to help these individuals in their own efforts to maintain their financial, physical and emotional health.



RTF assistance is available to employees from their first day of employment with LS&Co.

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# Managers Lead the Way

- As Managers, you are often the first ones to know if someone on your team is struggling. RTF needs your help spreading awareness to make sure that every LS&Co. employee understands we are a resource for all employees to access.
- Rainy days happen for all of us and RTF assistance isn't only for natural disasters or medical emergencies. RTF might be able to help if people are short on rent, need help with bills, or are dealing with a car breakdown. RTF gives our employees a safe place to turn when support is needed most.
- RTF assistance for qualifying financial hardships is a charitable gift that does not need to be repaid.

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# How To Apply For Help?



**Email:** [redtabfoundation@levi.com](mailto:redtabfoundation@levi.com)



**Online:** [www.redtabfoundation.org/apply-for-help](http://www.redtabfoundation.org/apply-for-help)



**Contact a manager or your local HR resource**



**Call: 1(800) 544-5498 (US/Canada)**



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# Who We Help

- **Current LS&Co. employees**
  - Anyone who is paid by LS&Co. and has a direct employer – employee relationship. (Regarding contracted employees: If there is a third-party employer, such as Bartech, WiPro, or a franchisee, who pays the employee's salary, he or she is not eligible for RTF assistance.)
  - Employees are eligible for assistance from Day 1 of employment, but the financial emergency must have taken place while employed at LS&Co.
  - Applicants must be in good standing with LS&Co.
- **LS&Co. retirees, spouses and surviving spouses** (retirees typically have 15+ years of service and were age 55+ at time of separation) or 20 or more years of service.
- **LS&Co. alumni, spouses and surviving spouses** (former employees who have 10+ years of service)

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# General Criteria For Approval

To qualify for financial assistance, employees/retirees must meet the following\*:

Experience a  
qualifying hardship  
(slide 8)

+

Demonstrate  
extreme  
financial need  
(impacting access to basic  
necessities like food,  
shelter, utilities)

+

Have made a  
reasonable attempt  
to address the  
emergency on their  
own

*\*Any employees found to be dishonest with the Red Tab Foundation are subject to disciplinary action, up to and including termination.*

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# What We Help With – Qualifying Hardship

A situation is eligible if an employee/retiree experiences a loss of income or unexpected expense related to:

- Major illness/injury and related medical expenses (of employee or household member)
- Death (of employee or household member)
- Natural disaster
- Involuntary job loss or substantial reduction in hours
- Inoperable vehicle
- Emergency travel
- Domestic violence
- Eviction or utility disconnection
- And others

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# What We Help With

If we determine the triggering circumstance to be eligible, we can help fill a financial gap by covering the following kinds of expenses (must be attributed to qualifying emergency seen on the previous slide):

- Rent/Mortgage
- Utilities (electricity, natural gas, propane, water, etc.)
- Past due medical bills (location and case dependent)
- Groceries
- Car repairs
- Funeral expenses
- Emergency medical travel
- Temporary shelter
- Replacement of household essentials - following a disaster or domestic violence
- And others

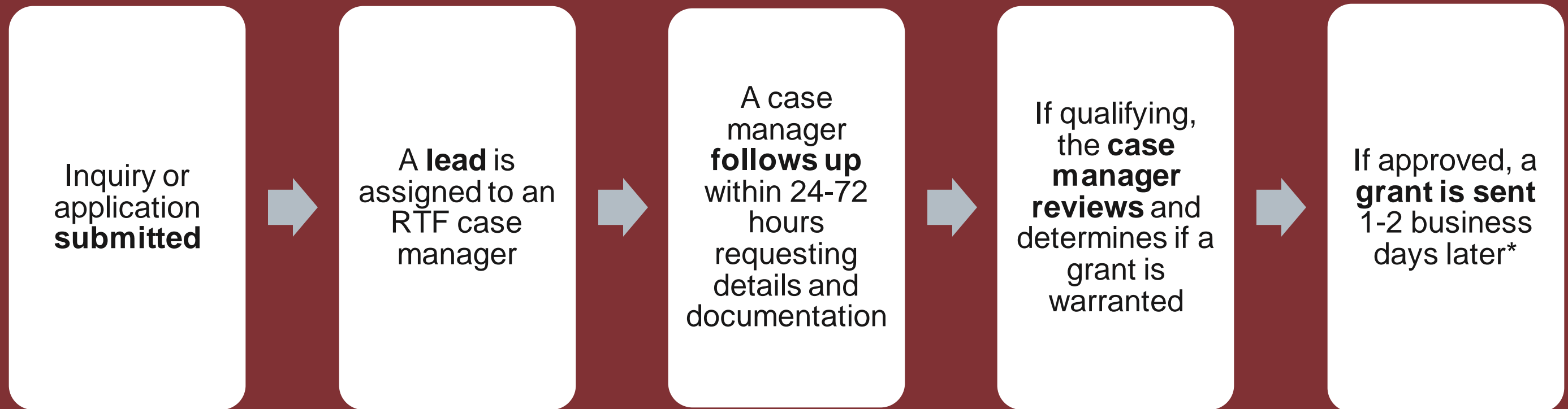
# What We Don't

**Non-Qualifying Emergencies/Expenses (not all-inclusive):**

- Income taxes
- Child custody disputes
- Credit card debt
- Non-medical wage garnishments
- Car registration
- College tuition/education services,
- Therapy charges (individual, marriage, family, music, reading, etc.)
- Any loss or expense associated with illegal activity
- Legal expenses (other than restraining order)



# RTF Application Process: Behind The Scenes



\*Even if an applicant does not qualify for support, RTF will to the best of our ability make recommendations on local resources or places the grantee can turn to for support. They will receive some assistance, if not monetary.

# Examples of Support



James P. is a stylist in Nashville, USA. When his hours were significantly reduced for multiple months, he fell behind on his mortgage payments and is now at risk of losing his home. RTF will factor in his unemployment payments and help with a grant that bridges the gap to help pay his mortgage.



Mariel S. is Store Manager and mother of 3 in Rome, Italy. Her car broke down suddenly last month and as a result of paying for repairs, her cell phone bill is overdue and will be disconnected. RTF will help with a grant to cover her overdue phone bill.



Yulie V. is a Merchandise Coordinator in Cambodia. She lives with her mother, who is very sick. As they pay for medical treatment, the family falls behind on their electricity bill and it will be turned off. RTF will help Yulie pay her family's past due electricity bill.

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# How to Raise Awareness of RTF on Your Team

- Its up to you to decide the best time and place to educate or remind your reports about RTF, but best practice is remind your staff about how to get assistance into a staff meeting **at least *twice a year***. All Hands meetings, Town Halls, quarterly team meetings and off-sites are all great opportunities.
- You can find updated stories, marketing materials, slides and talk points for your use in these venues on our [Global Partner Portal](#).
- Follow us on [Facebook](#) and [Instagram](#)
- Work with RTF to help you communicate and support RTF with your team by emailing feedback and suggestions to [redtabfoundation@levi.com](mailto:redtabfoundation@levi.com)  
(e.g., tell us what kind of information will resonate)



## Questions?

For FAQ'S about who we are and what we do, click [here](#)

For additional questions, please email [redtabfoundation@levi.com](mailto:redtabfoundation@levi.com) to get in touch with us.