

Red Tab Foundation: Overview of Eligibility and Emergency Services

Who We Are

The Red Tab Foundation is an independent, nonprofit organization that provides short-term financial aid to Levi Strauss & Co. employees facing critical emergencies. It was founded in 1981 by Jerry O'Shea, an employee who invested his own money to help fellow employees in need.

Today's Red Tab Foundation continues to provide emergency financial aid to employees around the world and is funded primarily by employees, retirees and company shareholders.

Eligibility

To be eligible for assistance, an employee must meet the following requirements:

- Be employed by Levi Strauss & Co. (Contractors paid by a third-party and franchise workers are not eligible).
- Experience a qualifying emergency.
- Be unable to cope with emergency expenses using personal savings, family support, insurance, etc.

Qualifying Emergencies

Financial assistance may be provided **following unexpected emergencies**, such as:

- **Major illness or injury:** Past due household expenses or denial of critical care affecting an employee, a spouse/domestic partner, child, sibling or parent living in the same household.
- **Death:** Burial expenses for an employee, spouse/domestic partner, child, sibling, or parent living in the same household.
- **Disaster (typhoon, house fire, etc.):** Temporary shelter and/or relocation assistance when an employee's primary residence is uninhabitable; replacement of clothing and other essentials.
- **Emergency travel:** Obtain critical medical care not available locally or to attend a funeral of a child, sibling, parent or grandparent.
- **Involuntary job loss:** Past due household expenses as a direct result of a sudden job loss or layoff impacting a spouse/domestic partner, child, sibling or parent living in the same household.
- **Loss of transportation:** Repair costs to an employee's only source of transportation.
- **Domestic violence:** Shelter and other essential items needed to establish a safe living environment due to domestic violence.

Level of Aid

The amount depends primarily on the type of emergency and the employee's financial need. The maximum is USD \$5,000.

How to Contact Us

Contact your Manager or Human Resources partner, or send an email to the Red Tab Foundation at RedTabFoundation@levi.com. If requesting assistance, please provide your name, work location, a description of your emergency, and the best way to contact you.

All inquiries are confidential. Any information you provide will be used exclusively to determine your eligibility for assistance.