

# vibes

Changing Hearts by Creating  
Meaning in Workplaces!



Volunteering



Investment



Belonging



Equality



Social  
Responsibility

# Welcome to VIBES!

I hope this book brings a smile to your face and warmth to your heart. At TCWGlobal, we do more than just business; we foster a family of employees united by a common goal of creating positive change. Our dedication to excellence and community initiatives fills me with immense pride as CEO.

**Our endeavors, however, would not reach their full potential without you, our clients. Thank you.**

Whether you've recently joined the TCWGlobal family or have been a partner for decades, your trust and engagement enable us to make a substantial difference in the world.

Thanks to your support, we're able to dedicate 10% of our profits to a diverse range of global organizations; aiding thousands of individuals, animal companions, and environmental causes. But financial contributions are just the beginning: over half of our staff voluntarily donate their time and resources, aiming to increase this to 80% in the coming year. As a burgeoning program, VIBES seeks to continue to extend our philanthropic reach, including our valued Contingent Workers in meaningful

philanthropic connections. Through matching gifts, information sharing, and volunteer efforts, we are expanding the VIBES initiative globally. We invite you to join us on this journey toward sustainable change and profound engagement within our workforce and in every individual we touch.

Throughout this book, join us as we highlight some of the organizations and efforts we've made this year to make our local (and global) community better for everyone. Together, let's continue to strive for meaningful change and the privilege of making a positive impact.

*Samer*

Samer Khouli, CEO



THE BEST!

## WHAT'S UP! I'M DARIAH!

*I work at TCWGlobal, and my colleagues know me as someone who's dedicated and gets things done efficiently. Over time, I've built a reputation as a strong team member. However, when I joined my first TCWGlobal VIBES event, I found a new and exciting way to connect with the community and my work.*



SERVING AT THE RONALD MCDONALD HOUSE



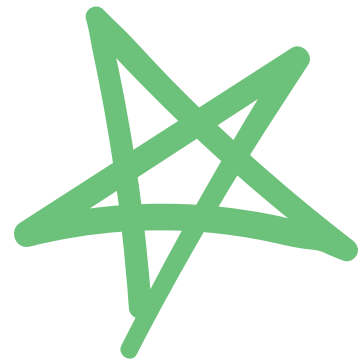
WANNA HELP OUT? CHECK OUT OUR VIBES PARTNERS



# Volunteering

## Volunteering at work

At TCWGlobal, we believe that volunteering is not just an individual choice but a collective responsibility. We're dedicated to encouraging our team members to actively engage in volunteer activities, empowering them to make a meaningful impact in the community while fostering a culture of social responsibility within our organization.



# MILITARY HEROES FESTIVAL



# WHOA!

## 53%

of employees volunteered 16 hours or more (2023)



Volunteering

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## 1,817

employee volunteer hours

## 12

average employee volunteer hours (2023)

# RONALD MCDONALD HOUSE



# PORTER ELEMENTARY FOOD DRIVE



# RONALD MCDONALD HOUSE

## JOURNAL MARCH 14TH: THE FIRST STEP

Today was different. Stepping outside my usual routine, I found myself volunteering at a local animal shelter with our VIBES program. I've never been surrounded by so many animals at once. Some covered in corners, while others approached with hopeful eyes. I spent my time feeding, playing, and, most importantly, listening to the stories of these furry friends. It's surprising how the simple act of stroking a cat's back or watching a puppy wag its tail can teach you about unconditional love. Today wasn't about making a difference in the world; it was about making a difference in one small corner of it.

-DARIAH



PORTER  
ELEMENTARY  
FOOD DRIVE



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73%



of employees  
volunteered in 2023



# Investment

## Walking the walk

As a company, we support great organizations, and are committed to more than just financial success; we aspire to create a positive global and community impact. We encourage our team members to invest both their time and resources in supporting causes that align with our values, believing that these investments not only enrich the world, but enhance our collective sense of purpose and fulfillment.



42%

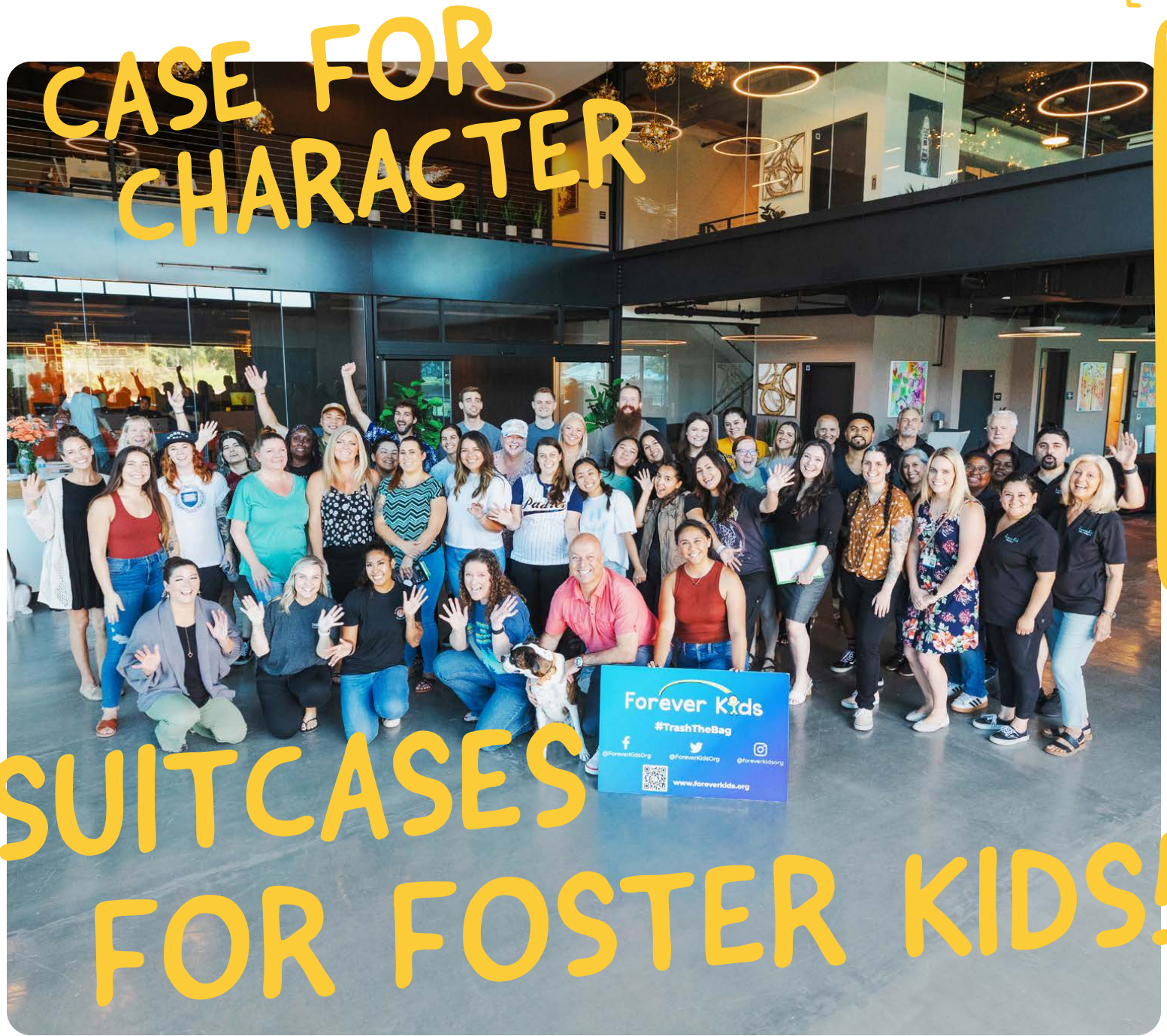
of employees  
donated in 2023  
(+80% from 2022)

\$565

average employee  
yearly donation  
(2023)

675+

unique non-profits  
given to globally



CASE FOR  
CHARACTER

SUITCASES  
FOR FOSTER KIDS!

**JOURNAL MARCH 28TH:  
A PART OF THE GOOD IN THE WORLD**  
*The fundraiser for Case for Character was enlightening. Not just the money we raised, but the joy I experienced when we all chipped in to pack the cases was beyond anything I have experienced before. Being a part of such an event reminded me that we're all part of something much larger than ourselves. It's funny how small moments make big impacts. A passing greeting in the hallway, shared laughs during workshops, cheering together during fundraisers - I can see these tiny threads weaving a fabric of belonging. It's cool, I like it. I am meeting a bunch of new people. I'm not just an employee here; I'm a part of a community, a family.* **-DARIAH**



WOW!!



\$302,063.66

total employee giving (2023)





# Belonging

## We all belong

We prioritize a culture of belonging where every team member feels valued and included. By promoting a culture of belonging, we ensure that everyone's voice is heard and respected, creating a more innovative and equitable workplace.





**JOURNAL MAY 17TH:  
THE RIPPLE EFFECT**

*The warmth from volunteering stayed with me. I was checking my finances today when I remembered TCWGlobal's charitable match incentive - matching charitable donations. I had been wanting to give towards a local foodbank at my kid's school. It felt like serendipity. After a bit of thinking, I diverted a portion of my savings. It wasn't monumental, but if my little donation could make a big difference in a child's life, and if my company matched it, why not? I also started helping out once a month for a few hours in the morning, making my investment seem even more special.*

**-DARIAH**

**WELLNESSPALOOZA  
HIKE CLUB!**



**92%**

of employees feel that someone at work encourages their development

**86%**

of employees say they have a best friend at work.





LUNCH  
AND  
LEARN'S

ARE BETTER  
WITH FRIENDS!!!

# Equality

## Equality for all

Our company is committed to promoting equality not only within our workplace but also in society at large. Through our philanthropy program, we aim to extend equal opportunities and support to those who are often marginalized, helping to create a more inclusive world where everyone has a chance to thrive and succeed.



# WHO ARE WE?

63%  
FEMALE



37%  
MALE



50%  
OF LEADERSHIP  
IS FEMALE



45%  
OF STAFF ARE  
MULTICULTURAL

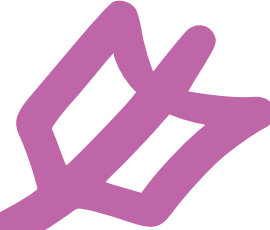
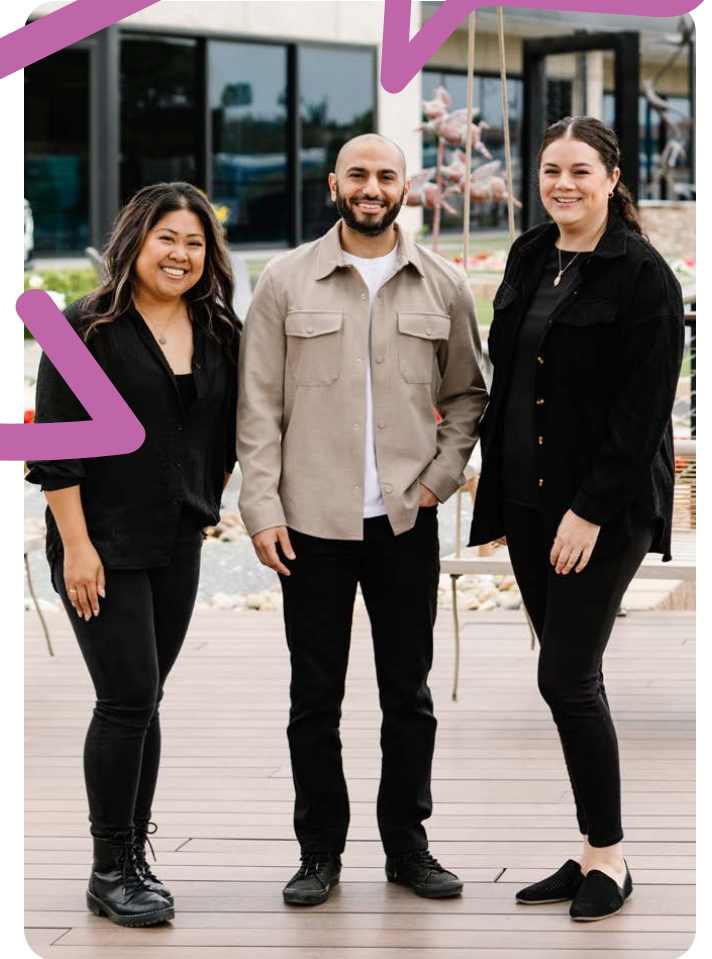
## JOURNAL AUGUST 8TH: SEEING EVERYONE AS ONE

So far, through VIBES, I've come to recognize that diversity isn't confined to my office space. It's a global tapestry, weaving stories from every corner of the world. My most heartfelt moment ever was spent at the Corazón de Vida orphanage in Mexico. Serving there opened my eyes to see that I could impact not only my community, but the whole world.

Diversity is evident everywhere. But it's more than just having diverse teams; it's about everyone getting an equal seat at the table from the kids at the food bank to the kids at an orphanage. I've started brainstorming new VIBES initiatives and things I could do to help. I want to bring even more opportunities to those overlooked by society. Everyone has potential; it's time we all started seeing it. I admit I missed it for so long. It's weird, and I never expected volunteering to make me think of others and include them at work in so many things.

-DARIAH

**TCWGlobal  
is proudly  
more diverse  
than our local  
community**



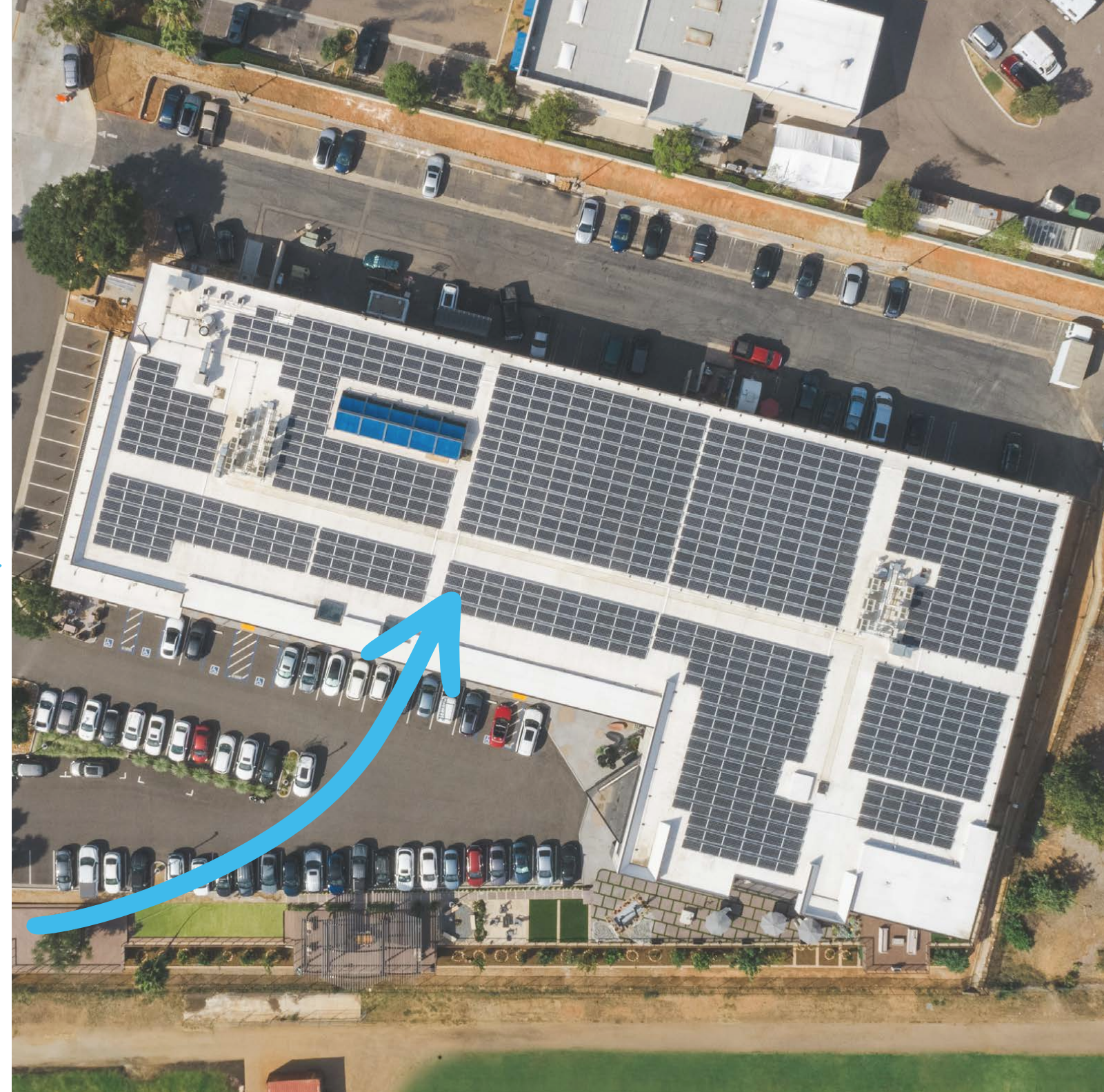
# Social Responsibility



WE'VE GOT  
**800**  
SOLAR PANELS!

## Less energy, more good

Social responsibility is at the core of our company's values; we actively promote a culture of caring and making a positive difference in our team members and the broader community. By inspiring others to embrace our collective social responsibility, we can all contribute to a better world, leaving a lasting impact for future generations.



WE COMPOST!



500

pounds of food waste composted monthly

47%

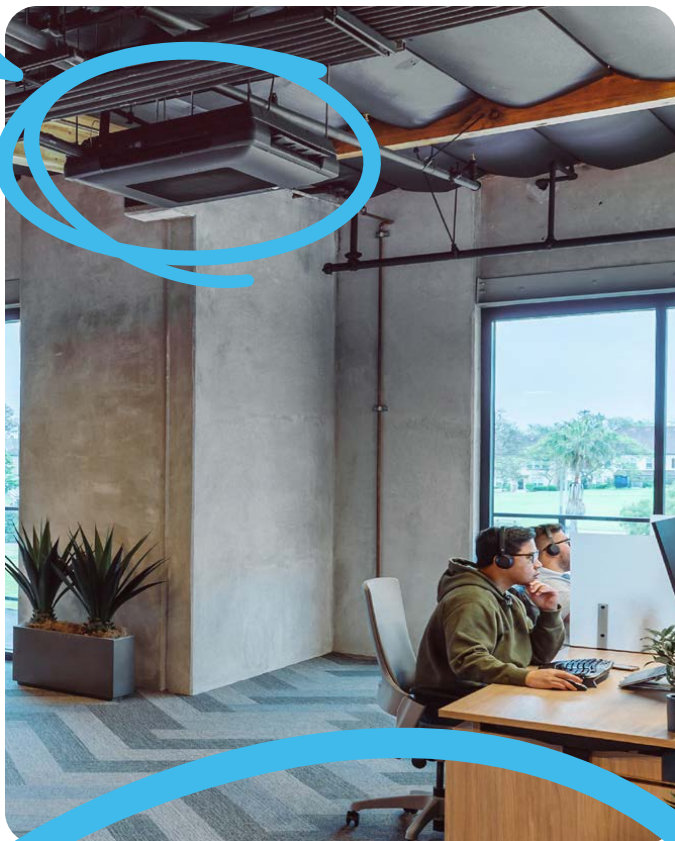
energy reduction with our high-efficiency HVAC

78%

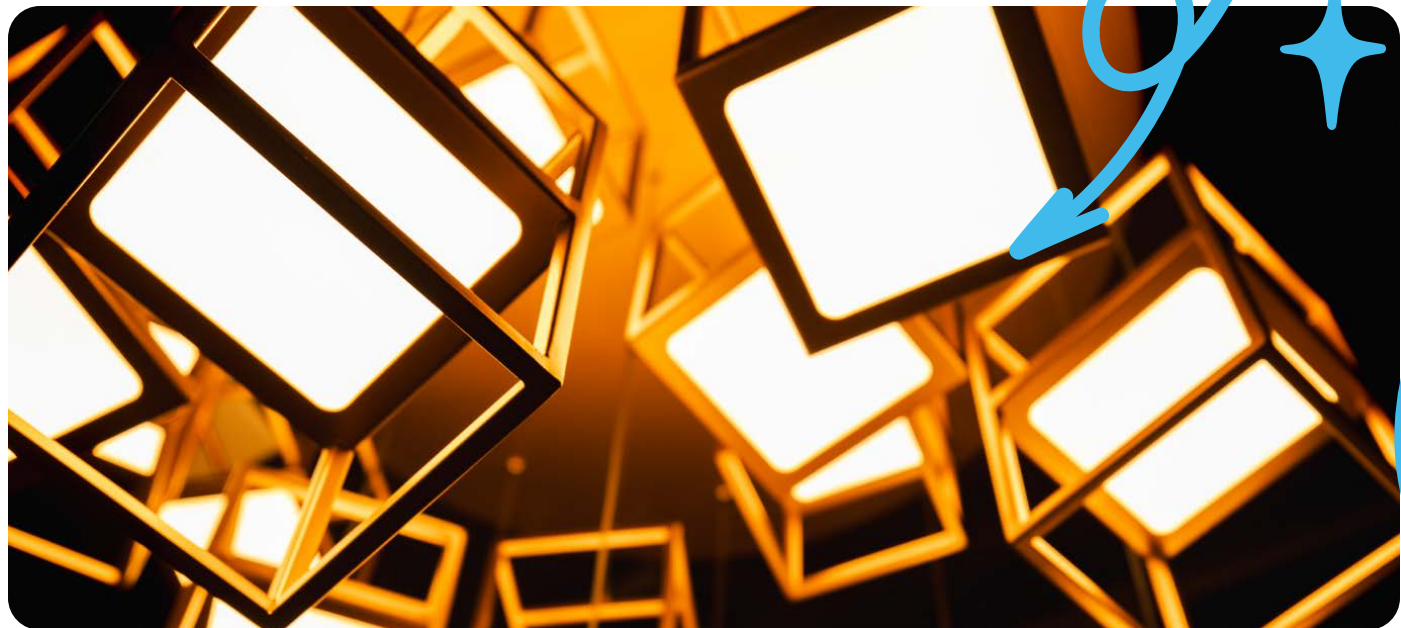
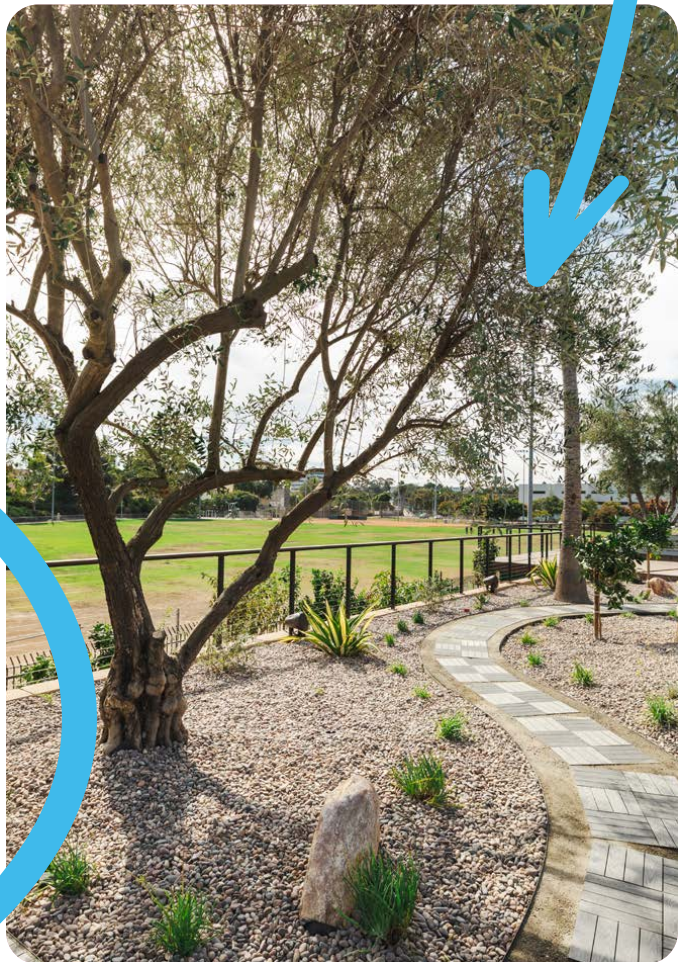
water use reduction with drip irrigation (vs traditional)

75%

energy saved with high-efficiency LED lighting



XERISCAPING!  
(SUPER WATER SAVING!)



**JOURNAL OCTOBER 20TH:  
BEYOND MYSELF**

*My perspective is shifting. Every small effort, every kind gesture, it creates ripples. It's not about what I can do; it's about what we can all achieve together. Social responsibility means doing our part to make the world better for everyone. I used to watch others do it, and now I do it. Good VIBES all around, that's for sure.*

**-DARIAH**





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**All produce  
grown on-site  
is used in our  
restaurant,  
BoujieMana**

We know it's more  
work but it's worth it.  
Set an example!



**CHECK OUT  
BOUJIEMANA!**

A high-angle photograph of a man in a light blue shirt standing and presenting to a group of people seated in a modern office environment. The room features large windows, a wooden reception desk, and a potted plant. The text 'This is VIBES' is overlaid on the image, with 'VIBES' circled in red.

# This is VIBES

One of the ways we live out VIBES at TCWGlobal is by engaging with organizations like the Honor Foundation; giving us the opportunity to assist retiring U.S. Special Forces as they transition into civilian life.

It's both our responsibility and privilege to provide financial support, interview readiness, business mentorship, and workforce integration. This embodies our sincere appreciation for those who've made sacrifices to ensure our freedom and security.

**“VIBES isn’t limited to promoting equality in the workplace; it extends to the less fortunate in our society who lack basic resources and support, let’s work on bringing joy and showing love to everyone in need.”**

**—SAMER** (COOLEST CEO EVER)



# BUILDING LEADERS



## CoachThis!

CoachThis! is an event designed to develop our company's future leaders. We offer leadership training, mentorship, and skill-building workshops to empower our team members for success in leadership roles and contributing to the company's growth.

## MindAlign

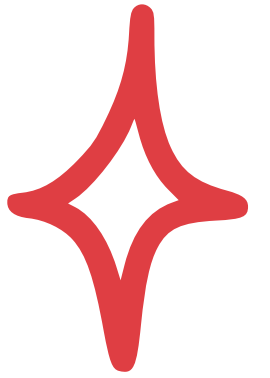
During MindAlign, our month-long mental fitness initiative, we focus on our team's mental well-being. We host mindfulness sessions, stress management workshops, and emotional resilience training to promote healthier minds and create a positive workplace.



## Toxic Content Help

Toxic content on the internet is a serious concern, it can be very hard to escape its negative impact. To tackle this issue, we've created tools to help those affected and strive to make the online world a safer and more positive place for everyone.

# Get started and find your VIBES!



## WellnessPalooza

Our "WellnessPalooza" month is dedicated to nurturing our team's physical well-being. We host engaging activities, including fitness challenges, yoga sessions, and nutrition workshops to promote healthier lifestyles.



# GETTIN' FIT!

WANNA HELP OUT?  
CHECK OUT OUR  
VIBES PARTNERS



TCWGlobal

CHANGING HEARTS  
BY CREATING MEANING IN  
WORKPLACES!

Say Hey!

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TCWGlobal.com