

vibes

Changing Hearts by Creating
Meaning in the Workplace!

Sponsored by
TCWGlobal



Social
Responsibility

Equality

Belonging

Investment

Volunteering



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, this year we hit our goal of **90% volunteerism**.

Building Change Together

I want this VIBES book—and our entire VIBES platform—to serve as a template for other companies. We can't rely solely on programs, politics, and the government to make change. We need each other! I wish I had thought of VIBES when I started my career almost 30 years ago. Over the past 5 years since its inception, it has become our blueprint for change. It continues to shape our culture, strengthen our community, and bring meaning to everything we do as a company. This new generation will need companies that truly care, and TCWGlobal is one of them!

Because of partners like you, we dedicate 10% of profits to diverse organizations. Just as importantly, we roll up our sleeves. Over 90% of our people have volunteered in 2025!

We're expanding VIBES globally through matching gifts, information sharing, and hands-on service.



Samer Khouli, CEO TCWGlobal





THE BEST!

VOLUNTEERING AT RED SHOE DAY

For over 35 years, I've had the privilege of giving, serving, and investing in the neighborhoods of San Diego County.

Today, I'm honored to carry that mission forward through TCWGlobal and our VIBES program, which is focused on creating lasting impact through volunteerism, investment, belonging, equality, and social responsibility.

Through our partnerships with local non-profits, we've seen the power of creating spaces where people feel truly seen, valued, and supported. Every business has the ability to spark that kind of impact. Whether it's encouraging employees to volunteer, sharing resources, or meeting practical needs in simple ways, these investments ripple outward to create a more compassionate world.

So, here's my invitation: if you're a business leader, an organization, or a community-minded individual, I encourage you to step into volunteering, investing, and engaging. Use your influence, your platform, and your heart to help those who need it most.

Together, we can build communities rooted in love, service, dignity, and shared humanity. Let's make a lasting impact, one act of love at a time.

—DEBBIE SMITH



JOIN US IN IMPACT

At TCWGlobal, we know that the most powerful change happens when business leaders lead with heart. Through VIBES, our clients can partner with us to create meaningful impact—whether by joining volunteer initiatives, participating in matching gift programs, or co-sponsoring local community events. Together, we can turn shared values into lasting action and build workplaces where belonging, equality, and compassion thrive.

Scan the QR code to learn how your organization can make an even greater difference through VIBES.



Volunteering

Engaging the Hearts of Our Employees

“Boots on the ground” is what it’s all about if we want to change a person, a community, and a generation! We give each of our employees 16 hours a year and a bonus PTO day when they serve for 16 hours. This year, we reached 90% participation! From helping with local food programs to painting homes and supporting families in Baja, every act of service fills our cups and makes the world a little better, person by person.



VIBES TEAM MEMBERS!



WHOA! ★
150+

nonprofits served,
supporting 12,000 families
and 3,000 children



4418

employee volunteer
hours contributed
to supporting local
nonprofits.



FEEDING
SAN DIEGO

30
average employee
volunteer hours

Serving Side by Side

Truly it was just nice to spend time with coworkers from various departments, in the squishy tomato trenches, all doing the best we could. The organizers of Feeding San Diego are always very welcoming and helpful, so it makes the time both enjoyable and worthwhile.

—BLAINE MALCOLM

COOPER'S
CHRISTMAS
VILLAGE



We were honored to welcome children from Olive Crest, San Diego Rescue Mission, Ronald McDonald House, Home Start, and local San Diego schools for a magical Christmas production extravaganza!

90%
of TCWGlobal
employees volunteer

Investment

\$5.8 million. This number is still staggering!

We can hardly believe we've been privileged to give this much so far. Our employees around the world are part of this effort. When a contingent worker gives to a nonprofit, we match their donation 100%, up to \$5,000.

We love this program because it's truly a win-win-win. It's a win for our employees working with clients, for our clients themselves, and for TCWGlobal and the nonprofits we support. Every investment creates a powerful ripple effect of impact and generosity.





Part of Something Bigger

Volunteering through VIBES has been such a meaningful part of my experience here. Red Shoe Day was especially impactful. Something as simple as holding a red shoe for donations at a street intersection translated into real support for families facing incredibly difficult circumstances by helping Ronald McDonald House provide the comfort of home to families with hospitalized children. I'm so thankful to work for a company that makes it so easy to give back and inspires us to be a part of something bigger.

—ARIANA

CASE FOR CHARACTER



Where Work Meets Purpose

One of the many things I love about being part of TCWGlobal is VIBES. The heart behind VIBES and the way it creates meaningful opportunities to connect is truly special. For me, it's more than just participating—it's a way to live out my values at work. I've always had a passion for philanthropy, and VIBES gives me the space to serve the community while strengthening relationships with coworkers. Two partners that have especially touched my heart are Ronald McDonald House Charities and Case for Character, both making a lasting impact for families and children in need. Every time I volunteer, I walk away feeling humbled and inspired, grateful that TCWGlobal reminds us our work is about more than business—it's about people, community, and making a difference together.

—JASMINE





WOW!!

\$1,135,794.41

total employee giving over years

Belonging

The power of the TRIBE can change the world!

That's what belonging is all about. Creating a true sense of belonging is one of the most important and challenging parts of building a positive company culture. Belonging turns a workplace into a community. Belonging turns a workplace into a community. It transforms diversity into strength and allows every person to show up fully as themselves and be celebrated for it. It inspires leaders to protect the culture by removing toxicity so everyone can thrive. At the end of the day, belonging is contagious!



EMPLOYEE APPRECIATION DAY



PI DAY FUNDRAISER



Generosity Multiplied

It is such a privilege to belong to an organization with this much character and generosity. I am continually amazed by TCWGlobal's commitment to giving. The fact that they match my donations to nonprofits—dollar for dollar—up to \$5,000 a year is incredible. And it is not just for internal employees, but for ALL workers. Knowing that my gift will be doubled inspires me to give even more, because I see how much greater the impact can be.

—JACQUELINE DRUMB

92%

of employees feel that someone at work encourages their development

86%

of employees say they have a best friend at work.



Equality

Equality doesn't have to be complicated but it has to be intentional.

We've leaned into equality and diversity with a fresh and positive perspective, creating safety and inclusion for everyone! Humans are all beautifully made and full of amazing stories. We want to celebrate and share those stories to build a better company and a better community. We don't shy away from difficult conversations. We jump all in because we believe we're better when we take the time to truly understand one another.



CREATING
GOOD VIBES

WHO ARE WE?

56%
FEMALE



44%
MALE



50%
OF LEADERSHIP
IS FEMALE

54%

OF STAFF ARE
MULTICULTURAL

Where Every Voice Matters

At TCWGlobal, I deeply value diversity and the many perspectives it brings to our culture and success. I'm proud that 50% of our leaders are women, and our team represents a wide range of backgrounds, experience, and knowledge. As a leader, I've seen how diverse voices spark innovation, strengthen collaboration, and inspire confidence. For my team, it reinforces that they are part of a culture where their contributions matter and where growth opportunities are open to everyone. One of TCWGlobal's core values is Beautiful Design—the belief that every individual is uniquely and wonderfully made. That value extends beyond our walls and into the communities we serve, through partnerships with Corazón de Vida, Case for Character, and Ronald McDonald House. It's a reminder that diversity isn't just embraced internally—it's lived out through the impact we make alongside others.

—NATALIE



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



Social Responsibility

WE'VE GOT

800

• SOLAR PANELS!

Social responsibility isn't rocket science, even though many might make it seem that way. It's about doing the right thing and leaning into opportunities to make the world a better place. We make sustainability a regular practice, even when it costs a bit more or takes a bit more effort.

When we model these values at work, they ripple into our homes, communities, and future careers—that's what true responsibility looks like!



WE COMPOST!



500

pounds of food waste composted monthly

47%

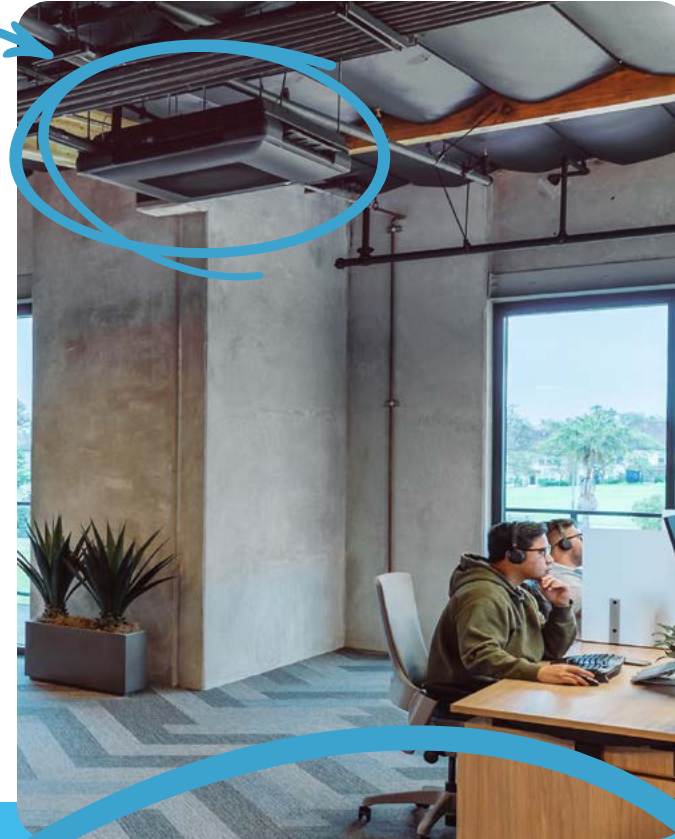
energy reduction with our high-efficiency HVAC

78%

water use reduction with drip irrigation (vs traditional)

75%

energy saved with high-efficiency LED lighting



XERISCAPING! (SUPER WATER SAVING!)



I love TCW's commitment to caring for the world and our community. Whether it be donating to organizations across the world or volunteering at the hospital down the street. Working here, I love being a steward of the Earth we are given. Whether our efforts are big or small I believe it benefits us, but also the global community we are a part of!

-BEN



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



**CHECK OUT
BOUJIEMANA!**

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

COOPER'S CORNER DEDICATION AT THE RONALD MCDONALD HOUSE

Volunteering with Ronald McDonald House Charities of San Diego has been one of the most meaningful experiences I've had. From the very first time I helped prepare and serve lunch at the House, I knew I wanted to stay involved, and that passion has only grown. Over the past three years, I've been lucky to take part in and lead Red Shoe Day, and this year TCWGlobal raised over \$10,000 to directly support the families RMHC serves. It's been amazing to watch the House expand its impact—especially with TCWGlobal's donation of Cooper's Corner, a playground that gives kids a chance to just be kids during their stay. I'm so thankful to TCWGlobal for giving us the chance to volunteer and be part of something so special!

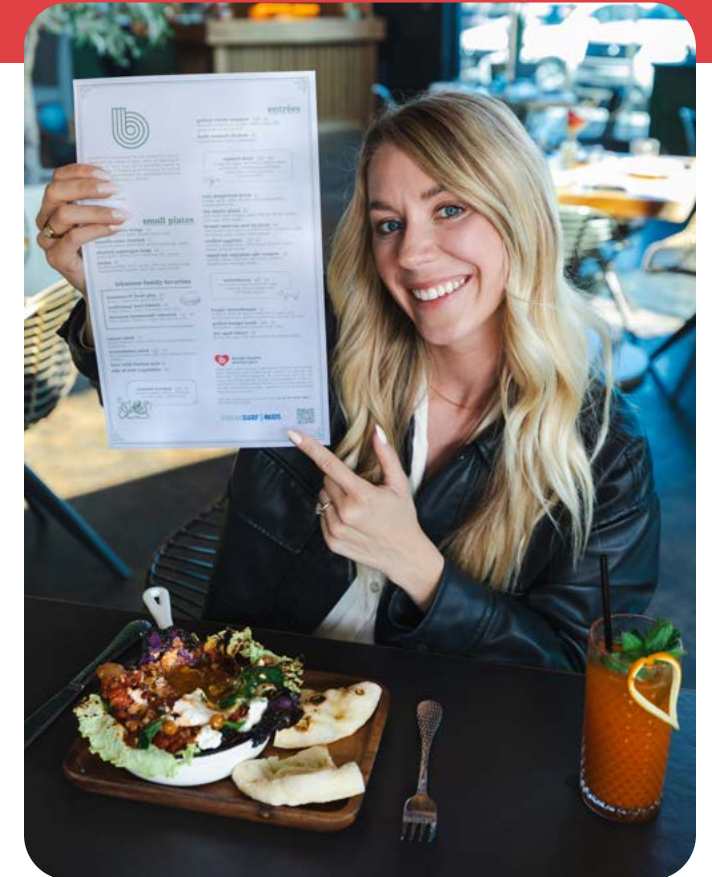
— KIMBERLY KHOUNBORIN





Partnered with
19+ NONPROFITS
(and counting)

Boujie Hearts Always Give – Our Onsite Restaurant Philanthropy Program



\$74,000
DONATED
TO DATE

Each month, TCWGlobal's onsite restaurant, BoujieMana, spotlights and supports a different nonprofit. Three percent of all proceeds go directly toward that organization's mission, turning every meal served into a way to give back.

“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)





TCWGlobal

CHANGING HEARTS
BY CREATING MEANING IN
THE WORKPLACE

Say Hey!

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TCWGlobal.com