



TOMS®



A Healthy Exit...

is Part of The Experience



AGENDA

1. Who we are; how we've evolved
2. Inclusive and flexible work policies
3. How we're incentivizing resignations
4. How we all win

July 2021

TOMS

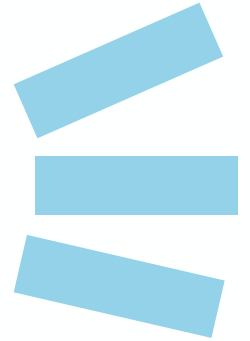
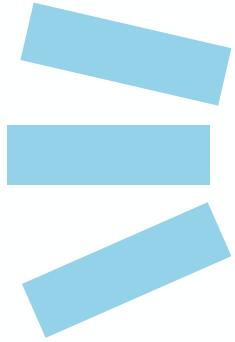


TOMS[®]

1/3 OF PROFITS FOR

GRASSROOTS GOOD

**TOMS is in
business to
improve lives.**



**WE STAND FOR AN EQUITABLE TOMORROW,
WHERE ALL PEOPLE HAVE A CHANCE TO THRIVE.**



Our Vision

TOMS®

A group of five people are walking away from the camera on a dirt path. In the background, a city skyline is visible under a cloudy sky. The path is lined with concrete pillars covered in graffiti. The scene is framed by a bright yellow border at the top and bottom. Large, bold, white text is overlaid on the center of the image.

**LOOKING
FORWARD**

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IMPACT MODEL

1/3 OF PROFITS FOR GRASSROOTS GOOD 1/3 OF PROFITS FOR GRASSROOTS GOOD 1/3 OF PROFITS FOR GRASSROOTS GOOD 1/3 OF PROFITS FOR GRASSROOTS GOOD



Mental Health

Increasing help-seeking behaviors



Access to Opportunities

Education and decent work



Ending Gun Violence

Prevention and intervention

TOMS Workforce

**Passionate, smart,
ambitious people
who want to change
the world and
to live full lives.**



Inclusive and Flexible Work Policies

“ Life is NOT
merely to
BE ALIVE,
But to be well. ”



TOMS®

Life Happens

You have kids

Become a
working parent

You go on
vacation

You move

You get a dog

Loved ones
pass away

Live life. Enjoy it.

Inclusive & Flexible Policies

Becoming a parent.

- Maternity & Paternity Leave
- New Working Parent Transition

Celebrate your day.

- Floating Holiday

Making weekends count.

- Half-Size Fridays
- Holiday Early Departure

Time off is encouraged.

- Friendly PTO policy that grows

Plan your future

- 1-on-1 Financial Coaching

Bring your dog to work

- Office Dog Policy

Flexible workdays

- No official start/end time
- Hybrid work model (launching in Oct)

Work anywhere, keep your dream job.

- Remote Work Policy

Giving makes the heart grow

- \$ support for an org you care about

Give yourself time to grieve

- Bereavement policy

So, what happens
when you decide
to take a
BOLD STEP
in a different
direction?



**We'll be
there to
support
you.**

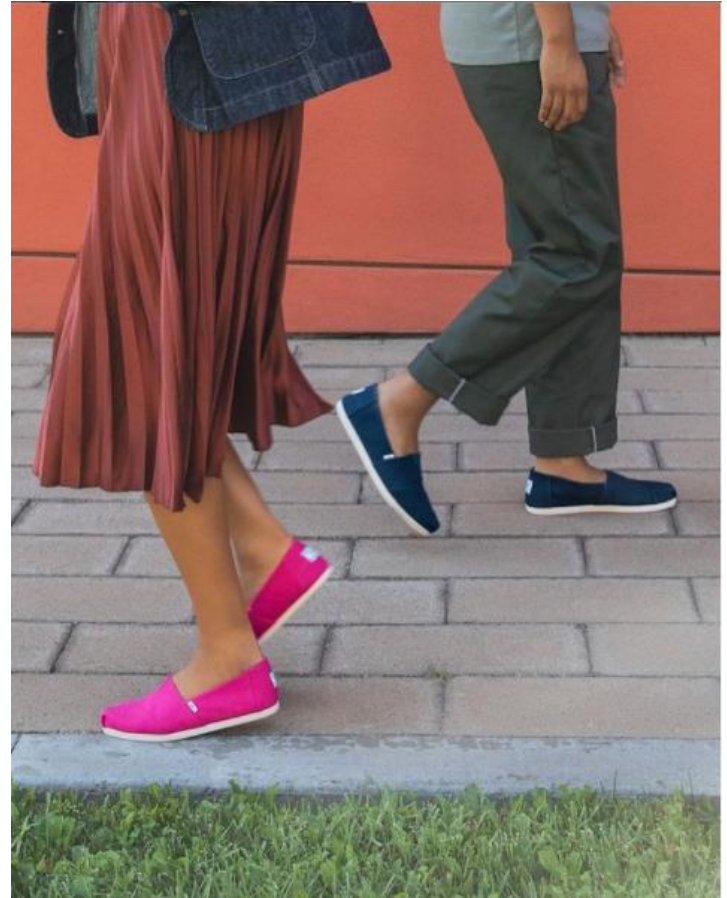
Two of the most memorable moments of an employee's work experience is the **BEGINNING** and the **End**.

We put so much effort onboarding employees, but when an employee decides to leave, their last days and/or weeks is what will be most memorable of their experience with your company.

It's important to make it count.

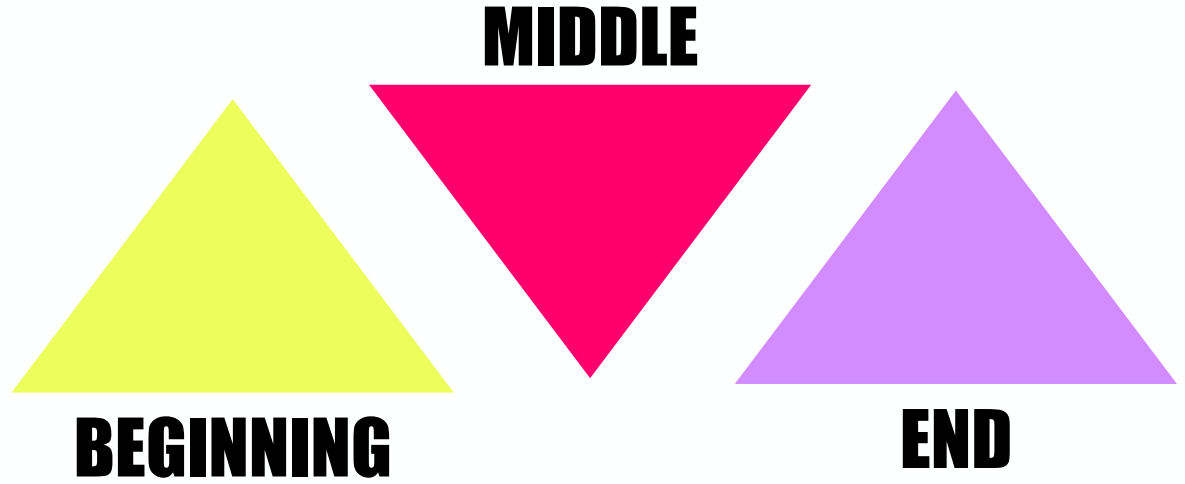
We're Incentivizing the Resignation *Notice*

**“ Life is a
marvelous,
transitory
adventure. ”**



TOMS®

**Every
Story
has a...**



**Let's remove the
stigma that
comes with
quitting.**

IT'S NATURAL.



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Removing the Surprise Factor

We're asking employees to give a **LONGER** resignation notice beyond the standard 2 weeks. We're asking for **ONE** to **THREE** month's notice.

A longer heads up...

- Allows for employee and leader to properly plan and talk it out
- Supports knowledge transfer and proper documentation of SOPs
- Eases the burden on the team with taking on more work
- Reduces the rush in finding qualified candidates
- Eliminates retention bonus or salary matching



Money Talks.

30%

**Increase to
base salary**



30% increase to the employee's base bi-weekly salary for the duration of the notification period.

Notification must be at least 4 weeks but no more than 3 months.

Lump sum payment is included in final payout upon exit.



**Support
Matters.**

**Help with resume,
interview, and
references.**



Our recruiters offer to help with resume and interview prep so that they are set up for success in life beyond TOMS.

Flexibility with taking time off during work hours for interviews.

Candid conversation with leader about interest in moving on.

Conditions to Meet

- ▶ Available for a minimum of 4 weeks with a maximum of 3 months.
- ▶ Employee and Leader must align on and specify the timeframe of the arrangement.
- ▶ Good performance standing.
- ▶ Fully involved in deliverables and present – cannot take PTO for majority of notice period.
- ▶ Complete knowledge transfer document.
- ▶ Assist with updating the job description to ensure it reflects the current duties of the role. If needed, assist with the candidate search and onboarding.

How We All Win

**“ Act As If
What You
Do Makes A
Difference.
IT DOES. ”**



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Return on Investment

COMPANY

- ▶ Less time with a vacant position
- ▶ More time sourcing
- ▶ Knowledge retention and proper documentation of SOPs
- ▶ Business continuity
- ▶ More time to properly determine need to fill role
- ▶ Eliminates retention bonus or salary matching

Leader

- ▶ Creates an opening for an honest dialogue about the decision to move on
- ▶ Gives leader time to plan and re-scope position based on future needs
- ▶ Reduces the rush to find qualified candidates
- ▶ Help with candidate search from exiting team member

Team

- ▶ Eases their burden with taking on the overflow of work
- ▶ Gives team time to process the news of an exiting team member
- ▶ Assistance with onboarding new team member

Financial Cost

(Hypothetical)

By increasing an employee's salary by **30%**, then the *additional cost* to the business per employee is:

Salary	Cost for 1 Month	Cost for 2 Months	Cost for 3 months
\$50,000	\$1,250.00	\$2,500.00	\$3,750.00
\$100,000	\$2,500.00	\$5,000.00	\$7,500.00
\$150,000	\$3,750.00	\$7,500.00	\$11,250.00

BUT...

What's the potential cost of a vacant position?

- ▶ Lost productivity
- ▶ Lost revenue
- ▶ Lost knowledge
- ▶ Potential Burnout on remaining team
- ▶ Rushed (wrong) hire

AND...

**You're creating a
positive employee
experience, where the
employee will feel...**

- ▶ Supported
- ▶ Cared for
- ▶ Celebrated
- ▶ Valued

Isn't that what the
EMPLOYEE EXPERIENCE
is all about?

iGracias!

谢谢你

Grazie! Mahadsanid!

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Спасибо!

ਤੁਹਾਡਾ ਧੰਨਵਾਦ!

Dank u!

Asante!

شكرا لك!

Thank you!

감사합니다!

Merci!

Cảm ơn bạn!

ありがとうございました

Vielen Dank!

धन्यवाद!

Ua tsaug rau koj!

Баярлалаа!

Tack!