



A SALLY BEAUTY HOLDINGS FOUNDATION

ASSOCIATE RELIEF

F U N D

A new way to uplift & support our associates,
no matter what challenges life throws at them.

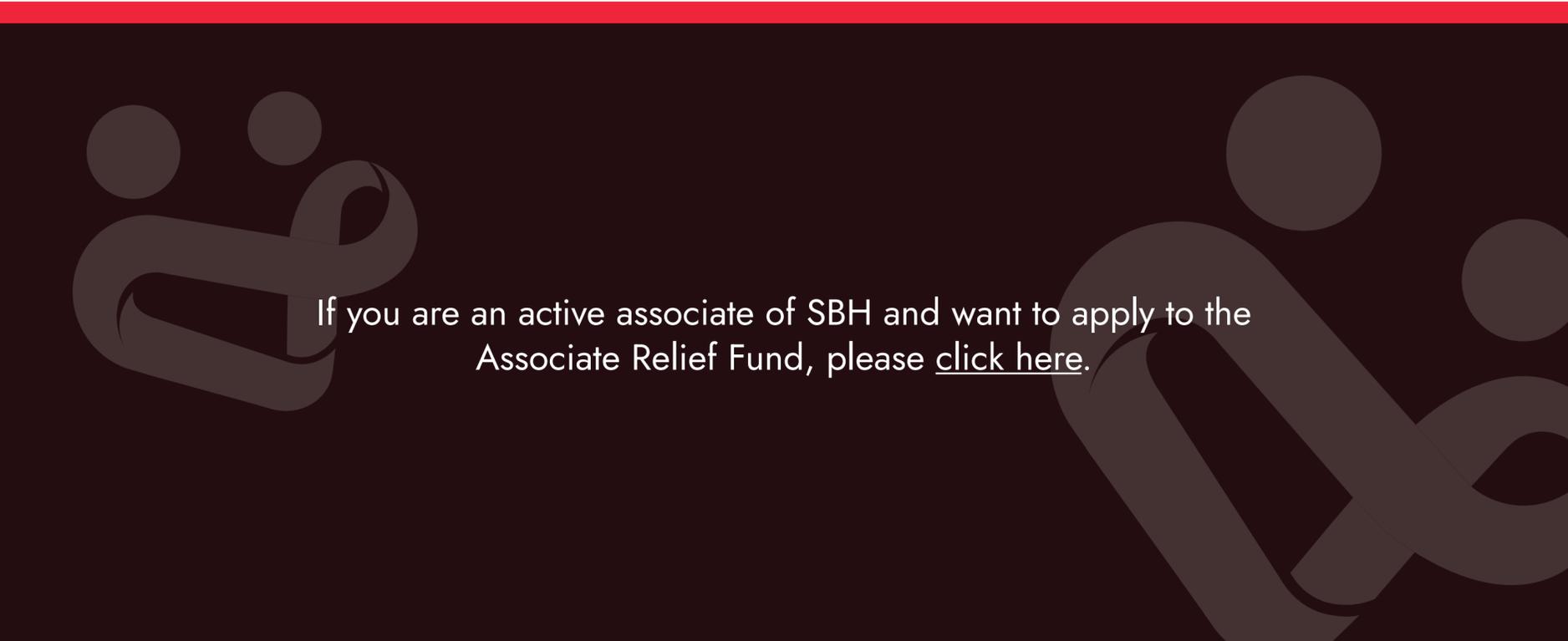


Introduction

The SBH Associate Relief Fund was created to support our company's commitment to ensuring all associates are supported, safe and secure. Our culture is one not only driven by our Purpose and Values, but also by the fundamental mission of our nonprofit Foundation, SBH Inspires; to uplift, champion and embrace all people by promoting confidence, empowerment and belonging for our associates and the communities we serve.

The Fund provides grants to company associates experiencing unforeseen emergencies with significant financial impact, such as a major medical situation, a catastrophic event or other grave challenge, including domestic violence. Initially and continually funded through company contribution, the Fund is also supported through contributions made by associates and other company stakeholders, as well as some continuing company contributions.

If you are interested in making a difference with a donation, please [click here](#). If you have questions, please contact the Fund at SBHInspiresFoundation@sallybeauty.com. The Associate Relief Fund is a charitable organization under section 501(c)(3) of the Internal Revenue Code. Contributions are tax-deductible to the extent permitted by law.



If you are an active associate of SBH and want to apply to the Associate Relief Fund, please [click here](#).

Eligibility

Who is eligible for assistance?

You are eligible to apply to the Fund if you are:

- A current, active SBH associate; or
- An immediate family member* of a SBH associate residing in the U.S. or Canada;
- **AND** you have experienced an unanticipated eligible disaster, emergency, and/or hardship event;
- **AND** the event has caused you to be unable to pay expenses in the same manner as before;
- **AND** the event occurred while employed by SBH and within the last 90 days.



After the Florida hurricanes that hit the U.S., my home was severely impacted - we lost everything. I had no money to support my children, and that's when SBH came to my rescue! I'm so grateful that this wonderful company was there to help with essentials and put food on the table during this disastrous time.

- Shirley Mercado

* Immediate family members include the SBH associate, their spouse or domestic partner, minor children, and other dependents for which the associate is financially responsible (i.e., claimed on federal income tax return). The Fund may request additional documentation to verify familial relationships in its discretion.



Eligibility

What are eligible events?

Eligible events are typically unexpected and serious enough that they result in an inability to satisfy financial obligations or pay basic expenses in the same manner as before the event occurred. The Fund may determine events to be eligible or ineligible on a case-by-case basis and in its sole discretion, however, the following lists events typically considered eligible or ineligible for Fund grants:

Eligible:

- Victim of a Crime (including but not limited to domestic violence)
- Death
- Fire or Flood
- Natural or Civil Disaster
- Serious Accident
- Serious Medical Issue
- Loss of Housing

Not Eligible:

- Incidents that occurred before SBH employment and/or more than 90 days prior to the application date
 - Accumulated financial distress (i.e., income is not enough to cover regular monthly bills)
 - Legal fees
 - Debt owed to friends and family
 - Wage garnishments - Personal taxes and penalties
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FAQs

What expenses will Grants cover?

The Fund is primarily focused on providing assistance when an eligible event causes short-term financial emergencies that are not covered by insurance plans or other available funds, which typically will be limited to covering the following types of expenses:

- Basic Needs – includes expenses related to establishing or re-establishing habitable and safe housing (such as security deposit, temporary shelter, repairs, utilities), food, medical care/equipment/medications, basic clothing, necessary transportation, and other household needs.
- Unexpected Medical, Accident and/or Death-Related Expenses – includes expenses not eligible for reimbursement by existing insurance policies or manageable payment plans, funerals, funeral-related travel, etc. **The Fund is not a replacement for health or other insurance policies.*

Who determines if assistance is granted?

Applicants are selected by a volunteer grant committee of SBH associates on an objective basis, considering financial need, the severity and impact of the hardship on the applicant.

Are applications confidential?

SBH Inspires Foundation removes identifying information from applications before evaluation by the selection committee and makes reasonable efforts to keep the process confidential. Selections will be made without regard to actual or perceived applicant demographics protected under applicable law.

Is there a maximum amount I may receive?

Yes. The maximum each associate may receive from the Fund is determined, and will be updated from time to time, by the SBH Inspires Foundation Board.

FAQs

How do I apply for assistance?

The application process can be started on the SBH website by clicking [here](#). Once you have completed the initial questionnaire available at [the website link](#), you will be contacted via encrypted email with next steps.

How long does it take to process a grant application?

The Fund works to maintain a quick turnaround from the time it receives a completed application. However, processing time will be extended in cases where documentation or signatures are missing or if other information is needed. Please double check your application before submitting it for review. You will be notified if information is missing from your application.

If you have an immediate need for assistance, contact SBH Inspires Foundation by emailing SBHInspiresFoundation@sallybeauty.com.



I had a tragic fire due to no fault of my own and lost everything! I reached out to my SBH family and was pointed in the right direction for all types of assistance. Not only was I provided financial relief, but was also assisted with emotional support and accommodation during one of the hardest times in my life!

- Jamie Reed

FAQs

How will I be notified of a decision?

SBH Inspires Foundation will contact you via email with any additional requests for information or interviews, as well as your application decision.

Can a family member or coworker apply on behalf of the associate?

It is best if the associate applies directly. However, if the associate is unable to apply for any reason, someone may apply on the associate's behalf.

Who do I contact with questions?

Please contact the SBH Inspires Foundation at SBHInspiresFoundation@sallybeauty.com with any questions.



Additional Resources



If you or someone you know is experiencing domestic violence or abuse, contact the confidential National Domestic Hotline 24/7 at 1-800-799-SAFE (7233), text "START" at 88788 or go to www.thehotline.org. The Hotline is a powerful resource for those seeking help with domestic violence or abuse issues, and can connect those in need with immediate, local assistance.



SupportLinc associate Assistance Program (EAP) offers in-the-moment emotional and worklife support for you and your family members to assist with anxiety, depression, relationship problems and much more. Contact a clinician 24/7 at 888-881-5462 or go to supportlinc.com.



SBH Inspires is committed to uplifting, championing, and embracing all people. In addition to promoting confidence, empowerment, and belonging for our SBH associates, partners, and the communities we serve, SBH Inspires is working to make a difference by standing up against domestic violence and abuse.