



2014 Home Depot Health Challenge

Challenge Rules

July 10 - August 28, 2014

1. What is the Home Depot Health Challenge?

- The 2014 Challenge features activities and valuable tools to help you improve your health, feel better, have fun and a chance to win up to \$1,000! Associates and spouses/domestic partners who participate in the Challenge choose from a variety of activities in the **Move**, **Fuel** and **Balance** categories. It is possible to earn up to 3 points a day for a total of 150 possible points during the Challenge.



Some examples:

- | | | |
|--|--|--|
| <input type="checkbox"/> Incorporated 30 minutes or (2) 15-minute sessions of continuous physical activity into my day | <input type="checkbox"/> Chose whole grains instead of refined grains
<input type="checkbox"/> Drank water instead of a sugary drink
<input type="checkbox"/> Chose fat-free or low-fat dairy products | <input type="checkbox"/> Slept 7 or more hours
<input type="checkbox"/> Simplified my daily schedule
<input type="checkbox"/> Simplified my finances |
|--|--|--|

Note: It is always important to consult your doctor before starting an exercise program.

2. Why is The Home Depot offering the Health Challenge?

- The Home Depot is committed to living our values and “taking care of our people” by offering valuable wellness tools to help associates and their spouses/domestic partners improve their health year-round. The Challenge is just one of the various year-round Company-offered tools available to encourage associates and spouses to engage in their health to improve their life.

3. Who is eligible to participate in the Health Challenge?

- All U.S.* associates and their spouses/domestic partners are eligible to participate for free.

4. What are the key 2014 Health Challenge dates?

- Registration Dates:** June 23-July 9
- Health Challenge Starts:** July 10
- Health Challenge Ends:** August 28
- Last Day To Track And Enter Points:** September 4
- Health Challenge Cash Prize Winners Announced:** September 25

5. Do I have to participate in the Health Challenge?

- No, participation in the Challenge is completely voluntary.
- If you and/or your spouse/domestic partner are enrolled in a Company medical plan and are receiving a Building Better Health Credit, attainment and tracking of at least the Bronze point level (25 points) is required in order to continue receiving the Building Better Health Credit for the remainder of 2014. See Rules #14 – 21 for more information.

6. What are the benefits of participating in the Health Challenge?

- A fun way to better health.
- Check out the great statistics from the 2013 Challenge!

During last year's Challenge...

63,000

associates and spouses/domestic partners participated



Participants logged in enough minutes of exercise to equal **86 years**



Participants ate enough servings of fruits and vegetables to fill more than **1.8 Million** Home Depot apron pockets

By the end of the Challenge, participants had lost **27,634** pounds!



Participants drank enough water to fill **30** swimming pools

CONGRATULATIONS!

Criss from Store #4611

Since last year's Challenge, Criss and his wife have committed to their health and lost over 75 pounds each!



* Including territories.



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7. HOW DO I REGISTER FOR THE HEALTH CHALLENGE?

- **ASSOCIATES:** You can register for the Challenge starting Monday, June 23. From livetheorangelife.com click **Health Challenge**, and you'll be on the **Challenge Home** page. All you need to register is:
 - Your Associate ID
 - Your Date of Birth

During registration, you'll create your personal username and password, which you'll use to enter and submit your points throughout the Challenge. And, check out the **Getting Ready Tips** and **Challenge Rules** that will help you make the most of your Challenge experience. If you have any issues with registration, call the Challenge Help Desk at **1-877-870-5063 (option 3)** between 8:00 a.m. - 6:00 p.m. ET.

- **SPOUSES/DOMESTIC PARTNERS:** You can register for the Challenge starting Monday, June 23. From livetheorangelife.com click **Health Challenge**, and you'll be on the **Challenge Home** page. You will need two of the following three pieces of information to register:
 - **Health Challenge ID:** If you are enrolled in a Home Depot medical plan and are currently receiving the Building Better Health Credit, your Health Challenge ID is located above your name and address on the outside of the Challenge brochure mailed to your home address. If you need assistance, call the Challenge Help Desk at **1-877-870-5063 (option 3)** between 8:00 a.m. - 6:00 p.m. ET.
 - Your Spouse's Home Depot Associate ID
 - Your Spouse's Date of Birth

During registration, you'll create your personal username and password, which you'll use to enter and submit your points throughout the Challenge. And, check out the **Getting Ready Tips** and **Challenge Rules** that will help you make the most of your Challenge experience.

8. HOW DO I EARN AND TRACK POINTS DURING THE HEALTH CHALLENGE?

- Once the Challenge begins on July 10, you can earn up to 3 possible points per day for completing healthy activities in each of these 3 categories:

HEALTH CHALLENGE POINTS			
CATEGORY	MOVE Be physically active	FUEL Make healthier food choices	BALANCE Lower stress
# OF POINTS AVAILABLE PER DAY	1	1	1
# OF DAYS	50	50	50
TOTAL POINTS BY CATEGORY	50	50	50

Total points per day: **3**

Total days of the Challenge: **50**

Overall total points: **150**

TRACK YOUR POINTS



Once logged onto the Challenge website, click on **Track Your Points**. Here, you can track your points by adding a check mark for each day of the week in which you complete the activity. Then click **Submit** to save your points. **Don't forget to hit Submit!**

Be sure to enter and submit your points from your computer or mobile device. Only points entered online and submitted will be counted.

If you don't have access to a computer or mobile device to enter your points, you can contact the Help Desk for an alternative at **1-877-870-5063 (option 3)**.

- The Home Depot and its agents are not responsible for late or for any incorrect or inaccurate information, whether caused by any technical or human error which may occur in the processing of submissions in the contest.



- The Home Depot expects participants to comply with the Company's Code of Conduct. Any false statement/entry may result in your exclusion from the Challenge/ability to win a prize and may result in discipline under the Company's Code of Conduct, up to and including termination of employment.



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Challenge Rules

9. What Prizes can I Win?

- Associates that reach the Bronze, Silver, Gold or Platinum point level will be entered to win an individual prize of \$100, \$250, \$500 or \$1,000, depending on the point level you achieve by the end of the Challenge.

To win a team prize worth \$1,000 toward your location's Fun Fund (or alternative prize at management's discretion), your team must earn the highest average number of points per associate of the teams you are competing against. You can view your points and rankings, along with the teams you are competing against, on the [Challenge Home](#) page.

Spouses/Domestic partners are not eligible for prizes.

- Team prizes will be awarded as follows:
 - 1 prize to the highest store per district
 - 2 prizes for highest 2 MET Teams in each region
 - 2 prizes for highest 2 Distribution Centers in each platform
 - 1 prize for the highest region (or call center) in each Services Company
 - 1 prize for the highest Call Center
- In order to win, associates must be actively employed by The Home Depot (or a subsidiary thereof) and on a Home Depot payroll system at the time prizes are awarded. Temporary associates must be employed by the Company and on a Home Depot payroll system at the time prizes are awarded in order to receive a prize.

CHALLENGE LEVEL	BE ENTERED TO WIN
BRONZE 25 points	Win \$100
Silver 75 points	Win \$250
Gold 125 points	Win \$500
Platinum 140 points	Win \$1,000

District 187 Leaderboard
Click on each team's score to see more detail.
One store from each district will win \$1,000 toward their Fun Fund! The team with the highest average number of points per associate will win.

RANK	TEAM	AVERAGE SCORE
1	Store 3823	0 points
2	Store 3854	0 points
3	Store 3855	0 points
4	Store 3856	0 points
5	Store 3857	0 points
6	Store 3861	0 points
7	Store 3862	0 points
8	Store 3867	0 points
9	Store 3868	0 points

WIN ASSOCIATES CAN WIN UP TO \$1,000! VOTE RECIPES! CHAT MY HEALTH CHAT

- Prizes will be deposited into winner's paycheck as soon as administratively possible.
- Individual prize: Winners will be drawn from among all eligible entries. No substitutions, transfers or cashouts.
- Value of prizes will be reported as taxable income, and winner is responsible for all taxes. Potential winners may be required to provide proof of identity and/or eligibility before prize is awarded. Chances of winning depend on the number of entries received.
- Potential winner will be required to acknowledge that The Home Depot, Inc. and Home Depot U.S.A., Inc. and its subsidiaries, officers, directors, employees and agents have neither made, nor are in any manner responsible or liable for, any warranty, representation or guarantee, express or implied, in fact or in law, relative to any prize, regarding the use, value or enjoyment of the prize, including, without limitation, its quality, mechanical condition or fitness for a particular purpose, or alternate winner will be chosen. By entering this drawing and/or accepting a prize, all entrants agree that The Home Depot and its affiliates, subsidiaries, officers, directors, employees and agents will have no liability whatsoever for any damages (compensatory, director, incidental, consequential or otherwise), or attorney fees, with respect to, or in any way arising from this promotion or acceptance, use or misuse of any prize. Additional mutually acceptable release of liability may be required.
- Contest open to active U.S.* associates who work for The Home Depot (including subsidiaries). Associates excluded from the contest are: the Benefits Department, Officers of the Company and in-house benefits counsel.
- If winners are no longer on a Home Depot payroll system at the time the prize is awarded, an alternate winner will be randomly chosen. Sponsored by The Home Depot, 2455 Paces Ferry Road, Atlanta, Georgia 30339, whose decisions on all contested and disputed matters are final and which reserves the right to alter or terminates this program at its sole discretion in the event of extreme, unexpected or unusual circumstances. Entry constitutes consent to Sponsor's use of winner's name, biographical data, and likeness for advertising, promotion, or marketing purposes, as permitted by law, without additional compensation.

* Including territories.



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Challenge RULES

- Entry in the Health Challenge constitutes entrant's consent to the use by Home Depot U.S.A., Inc., its affiliates and subsidiaries (collectively, "The Home Depot") and its partners of, but not limited to, the entrant's name, work location name and number, biographical data, likeness, photograph, testimonial, video recording, voice recording, amount of points earned, and prize received (collectively, "Entry Materials"). All Entry Materials along with all copyright, trademarks and other proprietary rights associated therewith, become the property of The Home Depot upon entry. Entrant acknowledges that The Home Depot will own all rights to use, modify, reproduce, publish, perform, display, distribute, make derivative works of and otherwise commercially and non-commercially exploit the Entry Materials in perpetuity in any manner or medium (collectively, "HD Content"), without separate compensation to entrant or any other person or entity. HD Content may include but shall not be limited to publication for advertising, promotional or marketing purposes. Entrant agrees to take, at The Home Depot's expense, any further actions reasonably requested by The Home Depot to effect, perfect or confirm The Home Depot's ownership rights as set forth above. Entrant consents to being written about, photographed, videotaped or otherwise recorded. Entrant waives any right to inspect or approve HD Content. Entrant waives all claims regarding or arising from, and hereby releases, discharges and agrees to save harmless The Home Depot and its partners from any liability in, the creation or publication of HD Content, including without limitation any claims for libel or invasion of privacy.

10. Does time I spend earning points in the Challenge count as work time?

- Participation in the Challenge is voluntary. The Challenge is done on your own time, and you will not be paid for the time spent participating in the Challenge.

11. Who should I contact if I have issues with accessing the Health Challenge site or have technical difficulties while on the site?

- Call the Health Challenge Help desk at **1-877-870-5063 (option 3)**.

12. Is the Health Challenge available in Spanish?

- All participants will have the option to choose to view the Challenge website in Spanish during registration.

13. Will The Home Depot see my point entry?

- Information you enter on the Challenge website is not shared with The Home Depot at the individual level and individual results have no impact on your employment. The Home Depot will receive reporting based only on aggregate data.

BUILDING BETTER HEALTH CREDIT FOR FULL-TIME HOURLY & SALARIED ASSOCIATES AND THEIR COVERED SPOUSES/DOMESTIC PARTNERS ENROLLED IN A COMPANY MEDICAL PLAN*

14. How much is the Building Better Health Credit?

- The Building Better Health Credit for 2014 is \$25 per biweekly pay period for both associates and for covered spouses/domestic partners.

15. How does the Building Better Health Credit work in conjunction with the Health Challenge?

- If you and/or your spouse/domestic partner are enrolled in a Company medical plan and are receiving a Building Better Health Credit, attainment and tracking of at least the Bronze point level (25 points) is required by the deadline in order to continue receiving the Building Better Health Credit for the remainder of 2014.
- If you and/or your spouse/domestic partner are not currently receiving the Building Better Health Credit but have satisfied the Bronze point level requirements of the Challenge, you may still be eligible to receive the credit for the remainder of 2014, visit livetheorangelife.com > **Healthy Living** > **Healthy Living Credits** > **Building Better Health** for more information.

* Those enrolled in the Bronze High Deductible Health Plan or in a medical plan in Hawaii, Puerto Rico U.S.V.I. or Guam are not eligible for the credit.



2014 Home Depot Health Challenge

Challenge RULES

16. If both myself and my spouse/domestic partner are receiving the Building Better Health Credit, do we both have to attain at least the Bronze point level (25 points) to continue to receive the credit?

- Yes, you both have to attain at least the Bronze point level to continue to receive your individual credit.

17. How will I know if I have satisfied the Health Challenge step of the Building Better Health Credit?

- Once you have earned and recorded the Bronze point level (25 points) in the Health Challenge you have satisfied the Health Challenge step of the Building Better Health Credit and do not need to take any further action to continue receiving the credit in 2014 (assumes you were receiving the credit because you completed prior steps of the Building Better Health Credit). You will receive a message on the Health Challenge site that you have reached the 25-point level and a confirmation page will be available to you for your own personal records.

18. I am on a leave of absence during the challenge; will I have to meet the Bronze level in the challenge to continue receiving the credit?

- Associates on an approved Medical, Family, Service Member Caregiver Family or Military leave of absence from June 1, 2014 through August 31, 2014 will automatically be exempt from satisfying the Bronze point level in the Challenge and will continue to receive the credit for the remainder of the year.

19. What if an individual has a medical condition that will not allow him/her to participate in the challenge?

- If an individual has a medical condition where it is medically inadvisable or unreasonably difficult to participate in the Challenge, there is a physician medical waiver the individual's doctor can complete to allow the individual to continue receiving the credit and/or be eligible for the cash prizes. This form, along with return instructions can be found on livetheorangelife.com > **Health Living** > **Healthy Living Credits** > **Building Better Health** or individuals can call the Benefits Choice Center at **1-800-555-4954** to request the form.

20. I am an associate/spouse/domestic partner who will not be eligible for full-time medical benefits until on or after June 1, 2014 - can I still receive the credit?

- Associates and spouses/domestic partners who become eligible for full-time medical benefits on or after June 1, 2014 and elect the Building Better Health Credit will not need to participate in the Challenge or Hidden Health Risk Screening to receive the credit for 2014. The online Health Assessment requirement must be completed to begin receiving the credit.

21. What if I (or my spouse/domestic partner) am unable to enter my Health Challenge points online?

- If you and/or your spouse/domestic partner have earned at least the Bronze level of points (25 points) but are unable to enter your Health Challenge points online, please contact the Challenge Help Desk at **1-877-870-5063 (option 3)** to request an Affidavit for Associates/Spouses (or Domestic Partners) Unable to Enter Points Online. Completion and return of the Affidavit via fax to **1-847-883-8269** by August 29, 2014 will enable you to meet the minimum Bronze level point requirement and continue to receive the credit for 2014.