



THE HOME DEPOT HEALTHY STATE CHALLENGE

CHALLENGE RULES

Challenge runs July 18 – August 28, 2016

1. WHAT IS THE HOME DEPOT HEALTHY STATE CHALLENGE?

- The 2016 Challenge features activities and valuable tools to help you improve your health, feel better and have fun. Plus you could win individual and team prizes! 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 per day in the **Move**, **Fuel** and **Balance** categories. 3 **Bonus** points per week are also available, for a total of 144 possible points during the Challenge.



MOVE

Be physically active

- Incorporated 30 minutes or (2) 15-minute sessions of continuous physical activity into my day



FUEL

Make healthier food choices

- Drank 64 ounces of water,
- Chose whole grains instead of refined grains,
- Ate at least 3 servings of fruits and vegetables, and
- Avoided oversized portions



BALANCE

Lower stress

- Took 15 minutes or more to do something that was calming or fun,
- Slept 7 hours or more, and
- Worked to reduce an unhealthy habit

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

2. WHY IS THE HOME DEPOT OFFERING THE 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 Company-offered tools available to encourage associates and spouses/domestic partners to engage in their health to improve their life.

3. WHO IS ELIGIBLE TO PARTICIPATE IN THE CHALLENGE?

- All U.S.* associates and their spouses/domestic partners are eligible to participate for free. Canada associates are also eligible but should refer to Canada Rules posted on the Canada Challenge site.

4. WHAT ARE THE KEY 2016 CHALLENGE DATES?

- Site Opens:** July 13
- Challenge Starts:** July 18
- Challenge Ends:** August 28
- Last Day to Enter Points:** September 4
- Winning State Team Announced:** September 26



5. DO I HAVE TO PARTICIPATE IN THE 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 Healthy Living Credit, earning 25 points in a certain category of the Health Challenge **may** be an option on your Healthy Living Checklist. See your Healthy Living Checklist for details (available at livetheorangelife.com by choosing the Healthy Living Credit tile or by viewing the Checklist mailed to you with your Hidden Health Risk Screening results.)

6. WHAT ARE THE BENEFITS OF PARTICIPATING IN THE CHALLENGE?

- A fun way to achieve better health and learn healthy habits.
- A chance to compete for individual and team prizes. Compete to win a \$50 individual cash prize each week or to win up to \$1,000 for your location’s Fun Fund by competing as a work state.

2015 HEALTH CHALLENGE RESULTS



157,000
associates & spouses
participated — that’s almost
triple the participation from
the prior year’s Challenge

Together, participants
logged the equivalent
of more than
310 YEARS
of exercise!



Participants logged
2.7 MILLION
gallons of water that
they drank



* Including U.S. territories.





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7. HOW DO I SIGN UP FOR THE CHALLENGE?

- **ASSOCIATES:** You can sign up for the Challenge starting Wednesday, July 13. Visit hdhealthchallenge.com and follow the sign-up instructions. All you need to register is:

— Your Associate ID — Your ZIP Code

During registration, you'll create your personal username and password, which you'll use to enter and submit your points throughout the Challenge. If you have any issues signing up, please verify that you are entering the information exactly as requested. If you still have trouble, contact the Benefits Choice Center at **1-800-555-4954** Monday – Friday, 9 a.m. – 7 p.m. ET.

- **SPOUSES/DOMESTIC PARTNERS:** You can sign-up for the Challenge starting Wednesday, July 13. Visit hdhealthchallenge.com and follow the sign-up instructions. You will need two of the following three pieces of information to register:

— **Healthy Living ID:** If you are enrolled in a Home Depot Medical plan, currently receiving the Healthy Living Credit, and have the health Challenge as an option on your Healthy Living Checklist, your Healthy Living ID is available by logging in at livetheorangelife.com and choosing the Healthy Living Credit tile. If you chose paper preference and are in this group, it was mailed to you recently with Challenge information. If you need this number, call the Benefits Choice Center at **1-800-555-4954** Monday – Friday, 9 a.m. – 7 p.m. ET.

— Your Spouse's Home Depot Associate ID

— Your Spouse's Home ZIP Code on file with The Home Depot

During sign up, you'll create your personal username and password, which you'll use to enter and submit your points throughout the Challenge.

8. HOW DO I EARN AND TRACK POINTS?

- Once the Challenge begins on July 18, you can earn up to 3 possible points per day for completing healthy activities in the **Move, Fuel and Balance** categories. Plus, you can earn 3 bonus points per week for completing the weekly theme bonus activity.

CATEGORY	# OF POINTS AVAILABLE PER DAY	# OF DAYS IN THE CHALLENGE	TOTAL POINTS AVAILABLE BY CATEGORY
MOVE Be physically active	1	X 42	= 42
FUEL Make healthier food choices	1	X 42	= 42
BALANCE Lower stress	1	X 42	= 42
BONUS POINTS:* Weekly Theme Bonus Activity	3 points per week		18

TOTAL POINTS AVAILABLE IN THE CHALLENGE: 144

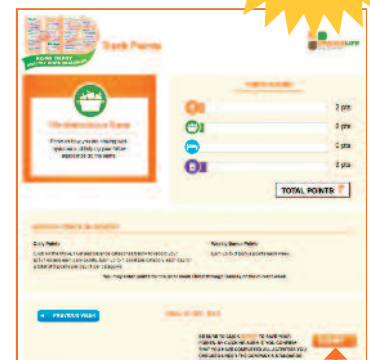
YOU CAN ONLY ENTER POINTS FOR THE CURRENT AND PRIOR WEEK!

Once logged onto the Challenge website, click on **Track Points**. Here, you can track your points by adding a check mark for each day of the week in which you completed all of the items in the category. For bonus points, check the weekly bonus item if you have completed it. Then click **Submit** to save your points. **Don't forget to hit Submit!** Note that points can only be entered for the current and prior week. Be sure to enter your points each week!

If you want to track your points on paper, you can download and print a paper point tracking form from the **Track Points** page. Note that even if points are tracked on paper, you **must then enter them** into the Challenge website each week.

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

*Spouses/domestic partners are not eligible to earn bonus points.



Applies to U.S. Only



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8. HOW DO I EARN AND TRACK POINTS? CONTINUED

- 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 Standards of Performance. Any false statement/entry may result in your exclusion from the Challenge/ability to win a prize and may result in discipline under the Standards of Performance, up to and including termination of employment.

9. WHAT PRIZES CAN I WIN?

- Associates who earn at least 10 points in a given week will be entered to win \$50 and there will be one \$50 winner selected for each state/territory* each week during the Challenge. To be eligible to win as the weeks continue, the individual needs to earn at least 10 points each week. For example, if the participant:

WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6
Has recorded at least 10 total points	Has recorded at least 20 total points (during weeks 1-2)	Has recorded at least 30 total points (during weeks 1-3)	Has recorded at least 40 total points (during weeks 1-4)	Has recorded at least 50 total points (during weeks 1-5)	Has recorded at least 60 total points (during weeks 1-6)

To win a team prize worth up to \$1,000 toward your location's Fun Fund (at management's discretion), your work state must earn the highest ending average number of points per associate. You can view your points and your state's ranking, on the [Home](#) page.

Spouses/Domestic partners are not eligible for prizes.

- 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.
- 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 or transfers.
- 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.
- Entry constitutes acknowledgement 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. By entering this drawing and/or accepting a prize, all entrants agree that The Home Depot 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 terminate this program at its sole discretion in the event of extreme, unexpected or unusual circumstances.

* Including U.S. territories. Territories for purposes of the Challenge include Guam, U.S. Virgin Islands, Puerto Rico and the District of Columbia. An individual can only win a weekly prize once during the 2016 Challenge. If no one in the state/territory is eligible, there will not be a winner that week.





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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 CHALLENGE SITE OR HAVE TECHNICAL DIFFICULTIES WHILE ON THE SITE?

- Call the Benefits Choice Center at **1-800-555-4954** Monday – Friday, 9 a.m. – 7 p.m. ET.

12. IS THE 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?

- Your individual point entries that you enter on the Challenge website are not shared with The Home Depot and individual results have no impact on your employment. The Home Depot will receive reporting on an aggregate basis only. Only the Challenge administrator will have access to individual responses which will be used for the limited purpose of administering the Challenge.

14. WHAT TYPES OF COMMUNICATIONS REGARDING THE CHALLENGE WILL I RECEIVE?

- Depending on the communication preferences you have chosen, The Home Depot will communicate with you regarding the Challenge by email and/or text message. If you chose to be communicated with through email, you will receive weekly email Challenge updates and reminders. If you chose to be communicated with through text, you will receive a reminder text at the start of the Challenge. Further, if you chose to be communicated with through text, you agree to notify The Home Depot promptly if any of your telephone number(s) change by logging on at livetheorangelife.com or calling the Benefits Choice Center at **1-800-555-4954**. You agree to indemnify The Home Depot and its agents, vendors, service providers, and parties texting on its behalf in full for all claims, expenses, and damages related to or caused in whole or in part by your failure to notify us if you change your telephone number, including but not limited to all claims, expenses, and damages related to or arising under the Telephone Consumer Protection Act.

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

15. HOW DOES THE HEALTHY LIVING CREDIT WORK IN CONJUNCTION WITH THE CHALLENGE?

- If you and/or your spouse/domestic partner are enrolled in a Company Medical plan and are receiving the Healthy Living Credit, attainment and tracking of at least 25 points in a particular Challenge category **may** be an item on your Healthy Living Checklist. See your Healthy Living Checklist for details (available at livetheorangelife.com by choosing the Healthy Living Credit tile or by viewing the Checklist mailed to you with your Hidden Health Risk Screening results.) If you choose to complete the Challenge as your Checklist item for the September 1 Checklist deadline, be sure to earn and track at least 25 points in the assigned category by the end of the Challenge. Be sure to enter points each week. Points can only be entered for current and prior week.

16. HOW WILL I KNOW IF I HAVE SATISFIED THE CHALLENGE STEP FOR THE HEALTHY LIVING CHECKLIST?

- Your Healthy Living Checklist (available at livetheorangelife.com by choosing the Healthy Living Credit tile) will be marked as complete for the Checklist item within 48 hours of you tracking at least 25 points in the category assigned to you on your Checklist. If you are not able to view your Checklist or feel that your competition has not been properly recorded, call the Benefits Choice Center at **1-800-555-4954** Monday – Friday, 9 a.m. – 7 p.m. ET.

* 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.



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