

2019 HOME DEPOT HEALTHY STATE CHALLENGE RULES



1. WHAT IS THE HOME DEPOT HEALTHY STATE CHALLENGE?

The 2019 Challenge marks our 9th year of Moving, Fueling and Balancing our way to better health. And, to keep you motivated we are offering \$1,000 cash prizes. Take a few minutes to review these rules for details on how to participate and win prizes in this year's Challenge.

2. WHO IS ELIGIBLE TO PARTICIPATE IN THE CHALLENGE?

All U.S. (including Guam, U.S. Virgin Islands and Puerto Rico) full-time hourly, part-time hourly, salaried and temporary active and leave associates who work for The Home Depot (and are paid through the Home Depot's main payroll system) and their spouse¹ are eligible to participate in the Challenge.² Associates in Canada are eligible to participate in the Canadian Challenge (visit hdhealthchallenge.ca for information on that Challenge.)

3. WHAT ARE THE 2019 CHALLENGE KEY DATES?

- Challenge Site Opens for Sign Up: July 10
- Challenge Starts: July 15
- Challenge Ends: August 25
- Last Day to Enter Points: September 1 (you can only enter points for the current and prior week)
- Winners Announced: September 23



4. DO I HAVE TO PARTICIPATE IN THE CHALLENGE?

No. Participation in the Challenge is completely voluntary.

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

The Challenge is a free, fun way to learn healthy habits and work towards better health. By participating in the Challenge you may also be eligible to win a \$1,000 cash prize in the \$1,000 sweepstakes.

6. HOW DO I SIGN UP FOR THE CHALLENGE?

Visit hdhealthchallenge.com starting July 10 to sign up.

ASSOCIATES

All you need to sign up is:

- 1 YOUR ASSOCIATE ID
- 2 YOUR HOME ZIP CODE

SPOUSES

You will need two of the following three items to sign up:

- 1 HEALTHY LIVING ID³
- 2 YOUR SPOUSE'S HOME DEPOT ASSOCIATE ID
- 3 YOUR SPOUSE'S HOME ZIP CODE ON FILE WITH HOME DEPOT



During registration, you'll create your personal username and password by selecting **Sign Up**. You'll use this username and password 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 **800-555-4954** Monday – Friday, 9 a.m. – 7 p.m. ET.

¹ The term spouse throughout this document also includes same and opposite sex domestic partners. ² Associates who are temporary or on leave and spouses are not eligible to win a cash prize. ³ Visit livetheorangelife.com/healthylivingID for step-by-step instructions to find your Healthy Living ID.

7. HOW DO I EARN POINTS?



CORE POINTS — 21 POINTS PER WEEK

As in past years, associates and spouses who participate in the Challenge choose from a variety of activities in the Move, Fuel and Balance categories. Earn up to one point a day in the Move, Fuel and Balance categories for a total of three points a day.

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 (2 liters)** of **water**,
- Chose **whole grains** instead of refined grains,
- Ate at least **3 servings of fruits or 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**

TOTAL POINTS AVAILABLE IN THE CHALLENGE: 186

BONUS POINTS — 10 points per week

MINI CHALLENGES

Earn one point per day by participating in one of the Mini Challenges.

WAREHOUSE POST WEEKLY BONUS

Earn three points per week by posting on the Warehouse how you are participating in that week's theme. Use #HC2019

MINI CHALLENGES

- PLANK**
A plank a day can help keep the doctor away! Never heard of one? Learn about plank exercising this summer while building strength in your core, upper and lower body. You don't need any equipment to plank—all you need is a bit of space.
- SUGAR**
Challenge yourself this summer to know how much sugar you are actually eating. It's hidden in all kinds of unexpected places—even "healthy" foods can be full of sugar—so you might be surprised. Sugar has been called the single worst ingredient in the modern diet, leading to weight gain, elevated blood sugar and high blood pressure.
- HAPPINESS**
Over 40% of our happiness can be affected by our daily activities and the choices we make. Take some time each day during the Challenge to increase your own happiness!
- SALT**
Too much salt, also known as sodium, can increase your risk for heart disease. So don't let sodium sneak up in your daily diet. On average, American adults eat more than double the recommended amount of sodium daily. Challenge yourself to learn the right amount for your diet and ways to decrease your intake.
- MENTAL HEALTH**
A healthy lifestyle can help prevent the onset or worsening of mental health conditions. Eating healthy foods, exercising, getting enough sleep and managing stress go a long way in making you mentally strong. Learn more on each of these areas and how you can improve them to increase your mental strength.

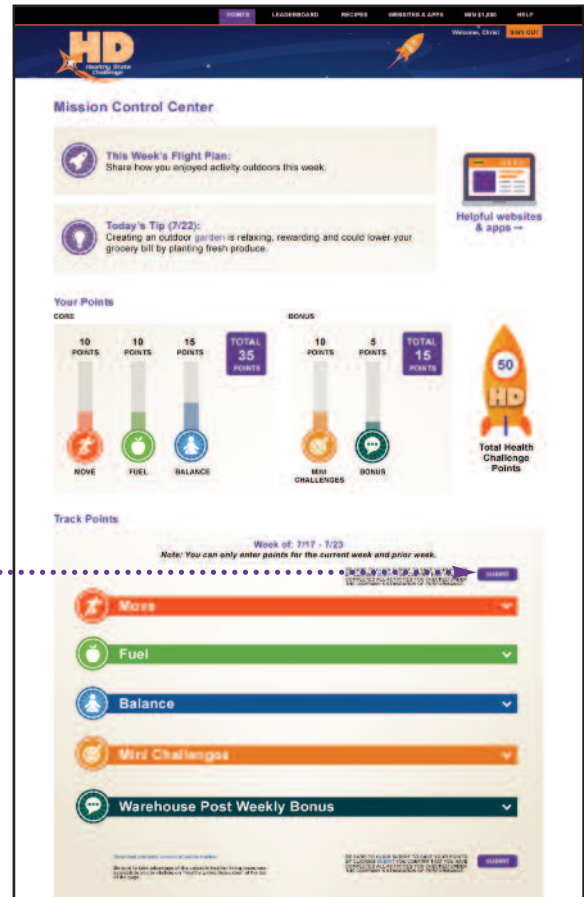
YOU CAN ONLY ENTER POINTS FOR THE CURRENT AND PRIOR WEEK!



8. HOW DO I TRACK POINTS?

Once logged onto the Challenge website (computer or mobile device) click on **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. 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!

- Last day to enter points is September 1, 2019. Only points entered online and submitted by the deadline will be counted.
- 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 that may occur in the processing of submissions in the Challenge.
- The Home Depot expects participants to comply with the Company's Standards of Performance. Any false statement may result in your exclusion from the Challenge and your ability to win a prize and may result in discipline under the Standards of Performance, up to and including termination of employment.



9. DOES TIME I SPEND EARNING POINTS IN THE CHALLENGE COUNT AS WORK TIME?

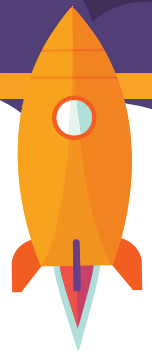
Participation in the Challenge is voluntary. The Challenge is done on your own time, and you will not be paid for the time spent participating in the Challenge.

10. 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 **800-555-4954** Monday – Friday, 9 a.m. – 7 p.m. ET.

11. IS THE CHALLENGE AVAILABLE IN SPANISH?

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



12. 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. The Home Depot has designated certain personnel to assist with administration of the wellness programs, including the Challenge (the “The Healthy State Challenge Administrator”). Only the The Healthy State Challenge Administrator will have access to individual responses and only as necessary for the limited purpose of administering the Challenge. Under no circumstance will your responses be used or disclosed for any other purpose, including but not limited to employment purposes, without your authorization and the information will not be used to discriminate against you in any way.

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

Depending on the communication preferences you have chosen, The Home Depot or its agent will communicate with you regarding the Challenge by email and/or text message. If you choose to be communicated with through email, you will receive weekly email Challenge updates and reminders. If you choose to be communicated with through text, you will receive up to two text Challenge updates and reminders during the Challenge. Further, if you choose to be communicated with through text, you agree to notify The Home Depot promptly if any of your telephone numbers(s) change by logging on at livetheorangelife.com or calling the Benefits Choice Center at 800-555-4954 Monday – Friday, 9 a.m. – 7 p.m. ET. 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.

14. HOW DOES THE HEALTHY LIVING PROGRAM DISCOUNT WORK IN CONJUNCTION WITH THE CHALLENGE?

If you and/or your spouse are enrolled in a Company Medical plan and are eligible* and receiving the Healthy Living Program Discount, attainment and tracking of at least 50 points in any Challenge category may be an item on your Healthy Living Checklist. See your Healthy Living Checklist for details (available by logging on at livetheorangelife.com and choosing the Healthy Living Program 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 50 points in any category by the end of the Challenge. Be sure to enter points each week. Points can only be entered for the current and prior week.

Once you have satisfied the Challenge Step for the Healthy Living Checklist, the Challenge Checklist item will be marked as complete within 48 hours of tracking and submitting at least 50 points in the Challenge. You can find your Healthy Living Checklist by logging on at livetheorangelife.com and choosing the Healthy Living Program tile. If you are not able to view your Checklist or feel that your participation has not been properly recorded, call the Benefits Choice Center at 800-555-4954 Monday – Friday, 9 a.m. – 7 p.m. ET.

* Those enrolled in a Medical plan in Hawaii, Puerto Rico U.S.V.I. or Guam, or enrolled in a Medical plan as a Health Care Qualifying Hours associate are not eligible for the Healthy Living Program Discount.

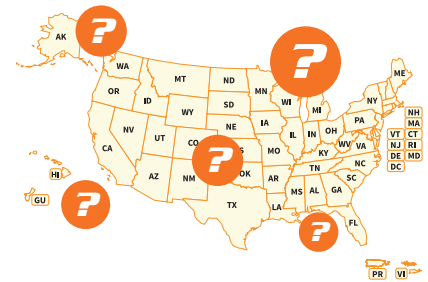


15. WHAT IF I AM UNABLE TO PARTICIPATE IN ANY OF THE CHALLENGE'S HEALTH-RELATED ACTIVITIES?

If you are unable to participate in any of the health-related activities and you need a reasonable accommodation, please contact the Benefits Choice Center at 800-555-4954 Monday – Friday, 9 a.m. – 7 p.m. ET.

16. WHAT IS THE HEALTHIEST STATE TITLE?

To earn the title, your state must earn the highest number of average points during the Challenge.



The highest number of average points by state are calculated as follows:

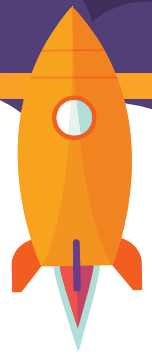
- Each associate that signs up in the Challenge and is hired as of July 15, 2019 is counted as participating.
 - Each participating associate is assigned to a state based on their work state in the Home Depot's main payroll system at the end of the Challenge.
 - The total number of points earned by the participating associates in each work state are tallied.
 - The total number of points earned by the participating associates in each work state are then divided by the total number of eligible associates in that work state to gather an average number of points per eligible associates in each work state.
 - Example:
 - Total eligible associates in State X at the end of the Challenge = 100
 - Total points earned by the participating associates in the State X = 4,500
 - Average points per eligible associate in State X = 45
- If State X has the highest average number of points per eligible associate, State X will win the Healthiest State title.
- In the event of a tie after two decimal points, The Healthy State Challenge Administrator will randomly draw from those states that tied, for the Healthiest State title.
 - The State earning the Healthiest State title will have 10 \$1,000 Sweepstake prize winners randomly selected.

17. WHO IS ELIGIBLE TO WIN A PRIZE IN THE \$1,000 SWEEPSTAKES?

All active U.S. (including Guam, U.S. Virgin Islands and Puerto Rico) full-time hourly, part-time hourly and salaried associates who work for The Home Depot and are paid through the Home Depot's main payroll system and have at least one entry are eligible to win a \$1,000 prize in the Sweepstakes. Associates who are temporary or on leave and spouses are not eligible for the Sweepstakes.

18. HOW DO YOU WIN A PRIZE IN THE \$1,000 SWEEPSTAKES?

Each point earned, tracked and submitted into the Points page of the Challenge at hdhealthchallenge.com is counted as one entry. The more points you earn the more chance you have to win. After September 1, 2019, one winner will be randomly selected from each state (for purposes of this Sweepstakes there will be 54 "states" – the 50 U.S. states, District of Columbia, Guam, U.S. Virgin Islands and Puerto Rico). The state that earns the Healthiest State title will have an additional 9 associates randomly selected from the Challenge entries for a total of 10 winners from the Healthiest State.



Up to 63 \$1,000 prizes will be awarded in the \$1,000 Sweepstakes. In the event there are no eligible participating associates in a state, a prize will not be awarded in that state.

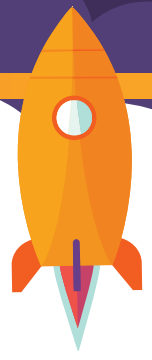
19. WILL IT BE DISCLOSED THAT I WON A CHALLENGE CASH PRIZE?

Yes. Participating in the Challenge constitutes the potential winner's authorization to disclose Challenge winner information as provided below.

20. ARE THERE ADDITIONAL SWEEPSTAKES RULES?

Yes.

- In order to win, associates must be actively employed by The Home Depot (or a subsidiary thereof) and on The Home Depot's main payroll system at the time prizes are awarded. Prizes will be deposited into winner's paycheck as soon as administratively possible following the end of the Challenge.
- Sweepstake winners will be randomly 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.
- Eligibility for a cash prize is open to active full-time hourly, part-time hourly and salaried U.S. associates (including those associates in Guam, U.S. Virgin Islands and Puerto Rico) who work for The Home Depot (including subsidiaries) and are on The Home Depot's main payroll system. Associates excluded from winning a cash prize are: the Benefits Department, Officers of the Company and in-house benefits counsel.
- If winners are no longer on the Home Depot's main payroll system at the time the prize is awarded, an alternate winner will be randomly chosen.
- The Healthy State Challenge is sponsored by The Home Depot, 2455 Paces Ferry Road, Atlanta, Georgia 30339 (the "Sponsor"). Sponsor's decisions on all contested and disputed matters are final and Sponsor reserves the right to alter or terminate the Challenge at its sole discretion in the event of extreme, unexpected or unusual circumstances, or if Sponsor finds that the Challenge program or rules have been violated or compromised. Persons who violate any rule, gain unfair advantage in participating in the Challenge or obtain winner status using fraudulent means will be disqualified.
- Entry constitutes potential winner's acknowledgement that The Home Depot, Inc. and Home Depot U.S.A., Inc. and its subsidiaries, officers, directors, employees and agents (collectively, "The Contest Entities") 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 an alternate winner will be chosen. By entering the Challenge and/or accepting a prize, all entrants agree that The Contest Entities will have no liability whatsoever for any damages (compensatory, direct, incidental, consequential or otherwise), or attorney fees, with respect to, or in any way arising from the conduct of or participating in the Challenge, or acceptance, use or misuse of any prize. Additional mutually acceptable release of liability may be required. Sweepstakes Winners: The names of the winners may be obtained after November 1, 2019 by sending a self-addressed stamped envelope to: The Home Depot, Attn: Benefits Department, 2455 Paces Ferry Road, C-18, Atlanta, Georgia 30339.



AUTHORIZATION FOR USE OR DISCLOSE OF HEALTH CHALLENGE WINNER INFORMATION

I. INFORMATION ABOUT THE USE OR DISCLOSURE OF HEALTH CHALLENGE WINNER INFORMATION

I hereby authorize the use and disclosure by The Home Depot U.S.A., Inc., its parent, affiliates and subsidiaries (collectively, “The Home Depot”) and its partners of, but not limited to, my name, work location, biographical data, likeness, photograph, testimonial, video recording, voice recording, amount of points earned and prize received (collectively, “Health Challenge Winner Information”). All Health Challenge Winner Information, along with all copyright, trademarks and other proprietary rights associated therewith, become the property of The Home Depot upon entry. I acknowledge 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 use the Health Challenge Winner Information in any manner or medium including, but not limited to, on The Health Challenge website (collectively, “HD Content”), without separate compensation to myself or any other person or entity. HD Content may include but shall not be limited to publication for advertising, promotional or marketing purposes. I agree 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. I consent to being written about, photographed, videotaped or otherwise recorded. I waive any right to inspect or approve HD Content. I waive all claims regarding or arising from, and hereby releases, discharges and agrees to hold 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.

This authorization shall be effective until 12/31/2026, unless revoked earlier as provided below.

II. IMPORTANT INFORMATION ABOUT YOUR RIGHTS

I understand that:

- This authorization is voluntary and I may refuse to agree to it.
- I may revoke this authorization, in writing, at any time by sending a written authorization to Home Depot U.S.A., Inc., Attn: Benefits Department, C-18, 2455 Paces Ferry Road, Atlanta, GA 30339. The revocation will not have any effect on any actions that The Home Depot took before it received the revocation notice.
- The information that is used or disclosed pursuant to this authorization may be re-disclosed by The Home Depot and may no longer be protected by state or federal privacy laws.