

#ISupportTHF – 2018 Campaign Messaging



About The Homer Fund

- The Homer Fund is one of the greatest examples of how we live our values.
- In celebration of The Home Depot's 20th anniversary in 1999, The Homer Fund was established to help associates in need of shelter, food, clothing and funeral expenses.
- Our Company's founders each gave \$5 million to provide the initial funding, and since then, it's been supported almost solely through associate donations.
- We take care of our people. Every dollar that's donated to The Homer Fund goes right back to associates in need through the Direct and Matching Grant programs.
- Your donation dollars do not go towards covering operating costs—donations from the Company cover those expenses.
- Each month, The Homer Fund receives more than 1,250 requests for assistance and awards more than \$1.5 million in support.
- Because of the amazing support from our associates, The Homer Fund was able to award \$19 million to 15,000 associates in need in 2017.
- More than 130,000 associates have received life changing assistance since the start of The Homer Fund, totaling more than \$165 million.

The Homer Fund Campaign

- By donating to The Homer Fund, you're helping us continue this spirit of giving back to take care of our people.

2016 Campaign:

- As a company, we finished last year's campaign with 93 percent participation and more than 335,000 associates across the Company giving to The Homer Fund.
- BY DIVISION:
 - Northern Division – 93%*
 - Southern Division – 95%*
 - Western Division – 94%*
 - Supply Chain – 94%*
 - MET Field – 90%*
 - SSC – 92%*
- We also had 1,800 locations that reached the CEO Challenge with at least 90 percent participation.
 - Northern Division – 642*
 - Southern Division – 596*
 - Western Division – 401*
 - Supply Chain – 30*
 - MET Districts – 118*
 - SSC – 9 (all leadership teams)*

2018 Campaign

- Supporting others is a core part of our culture and our values. We all need a helping hand from time to time – that's just a part of life.
- At The Home Depot, we take pride in knowing we have 400,000 hands ready to help us get back on our feet when the unexpected happens. That's The Homer Fund in action.
- From Feb. 15 through April 15, join associates across the company in supporting each other by making a donation or increasing your donation to The Homer Fund.

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- Every dollar donated goes right back to support associates in need through the Fund's Direct and Matching Grant programs.
- All locations that finishes the Campaign on April 15 with 90 percent participation or above will meet the CEO Challenge.
- If you're able to increase your giving this year, even by \$1 dollar, you'll make a difference for an associate when they need it most.
- We're proud to support each other by supporting The Homer Fund. Are you in? Follow @HomerFund on Twitter and Warehouse to share your #ISupportTHF story.
- For more information on The Homer Fund campaign and to watch stories of how The Homer Fund supports our associates, visit thd.co/SupportTHF.

Ways to Donate

- Associates can choose the amount they'd like to give through recurring or one-time payroll deduction or one-time check or credit card donations.
- All donations are tax-deductible and the federal tax ID is #58-2491657.
- To receive appropriate credit, each donation should have the nine-digit associate ID number (AIN) or LDAP.
- The Associate Matching Gifts Program will automatically match donations of \$25 or greater. Gifts to The Homer Fund don't need to be registered to receive the match.
- Credit card donations can be made at THDHomerFund.org. Due to processing fees, the minimum credit card donation from an individual is \$25.
- Checks should be made payable to The Homer Fund.

How The Homer Fund Direct and Matching Grants can help

- Direct Grants
 - The Direct Grant provides help for associates who are unable to pay basic living expenses as a direct result of an unforeseen circumstance such as death, natural disaster, fire, illness or injury, unexpected unemployment due to a lay-off or company closure, or if a home rented by the associate is unexpectedly sold or foreclosed due to no fault of their own.
 - This grant can assist with past-due basic living expenses such as rent or mortgage and household utilities.
 - The Direct Grant assists based on the situation's documented need, and the maximum amount awarded is \$10,000.
- Matching Grants
 - The Matching Grant may be used to cover expenses not covered by a Direct Grant such as car loans, non-essential utilities, or to pay the remaining balance after Direct Grant has been exhausted.
 - The Matching Grant is a "pass the hat" concept where associates collect money to help another associate in need and The Homer Fund will match the collection.
 - The maximum amount awarded is \$5,000.
- Associates who wish to apply for a grant must work with a manager or above to complete the application.
- More information on The Homer Fund's grant programs can be found on THDHomerFund.org > Grants.