

FREQUENTLY ASKED QUESTIONS

What is The Homer Fund?

The Homer Fund is a nonprofit charity established in 1999 for The Home Depot associates and their families. It provides financial assistance to qualifying associates in need through two types of grants: Direct Grants and Matching Grants. Over the years, more than 165,000 associates have received support totaling nearly \$233 million.

DIRECT GRANTS help associates through tragic events such as the death of a spouse, dependent, parent or child 26 years or younger, natural disaster, fire, illness or injury, a spouse's lay-off or company closure, loss of government subsidy, major home repair, major car repair, unexpected increase in family size, crime and health insurance premium while on an approved medical leave of absence for 30 days or more. Illness is the most common reason associates request help from the Fund. The maximum amount for a Direct Grant is \$10,000.

MATCHING GRANTS are based on the "pass the hat" concept and address circumstances and expenses that did not qualify for a Direct Grant. Pre-approval of a Matching Grant must be obtained before taking up a collection. Cash collected by Home Depot associates may be matched by The Homer Fund \$2 for every \$1, up to the associate's demonstrated need*. Always consider a Direct Grant before starting a Matching grant. A maximum of \$5,000 is contributed by The Homer Fund per circumstance.

Where can I find more information on the qualifications for the Direct Grant and Matching Grant?

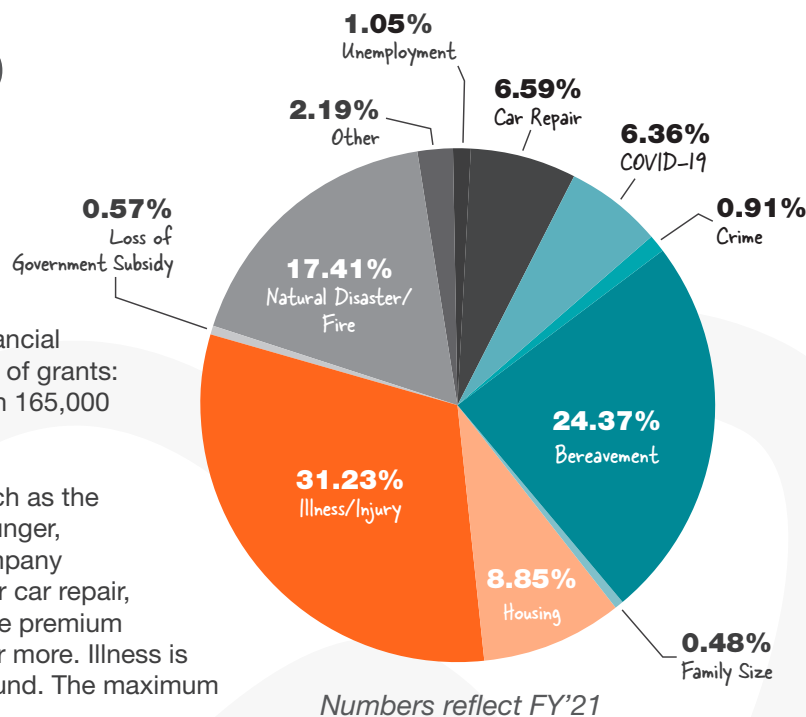
The Homer Fund's website is **THDHomerFund.org** and is your best resource for information. Here, associates can review grant guidelines and the supporting documentation needed, sign up to donate or manage payroll donations. Managers will use this site to submit the online application for a qualifying associate in need.

Who is eligible to apply for Grant assistance from The Homer Fund?

All associates of The Home Depot (salaried, hourly or temporary) are eligible to apply for assistance through The Homer Fund. Eligibility begins on the first day of employment; however, the circumstance causing the hardship must have occurred while the associate has been employed with the company, not prior to employment. Associates in need may take the eligibility quick-test at **THDHomerFund.org** to determine which grant is applicable to their situation.

Why should I help?

Giving to The Homer Fund allows us to support one another. Lives can change in an instant because of one unforeseen event. By supporting the Fund, you can reach out to your fellow associates when they need help the most and be confident that your donation will make a meaningful difference in the life of another associate.



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I give to the Fund. Do I automatically qualify to receive assistance?

It is not required to donate to the Fund to receive assistance. Similarly, donating to the Fund does not automatically qualify you for assistance. The Homer Fund reviews each grant request solely based on the guidelines of the Direct and Matching Grants and awards assistance if a situation meets the qualifying guidelines.

How can I contribute to The Homer Fund?

Donations can be made online by visiting **THDHomerFund.org/donate**. Donations can be made in one of the following ways:

- Recurring payroll deductions (minimum \$1 per pay period)
- One-time payroll deduction
- Check
- Credit card
- Stock

Is my gift tax deductible?

The Homer Fund is a 501(c)(3) nonprofit charity, and donations from U.S. associates made directly to the Fund are tax deductible. Payroll contributions (per pay period and year-to-date) will appear on your pay stub. You may use your year-end paystub as documentation of your donations when filing taxes.

NOTE: Donations made to a fellow associate to be matched by The Homer Fund's Matching Grant program are not tax deductible. Only those donations made directly to The Homer Fund are tax deductible. Donations from The Home Depot Canada associates are NOT tax deductible.

How will I know if The Homer Fund received my gift?

The Homer Fund staff sends acknowledgment letters to donors each year by January 31. This letter should be saved with your personal records for tax filing purposes.

Will the Company's Matching Gifts Program match my gift to The Homer Fund?

Yes. The Home Depot Foundation's Associate Matching Gifts Program automatically matches gifts between \$25 and \$1,000, up to \$3 million. You do not need to register your donation to have it matched.

How much of my donations goes toward operating expenses (such as staff payroll, campaign materials, professional fees, educational resources, etc.)?

Every dollar donated by an associate goes directly to an associate in need. Operating expenses are covered by donations from The Home Depot Foundation's Matching Gifts Program.

Has The Homer Fund changed any of its programs to help associates?

Yes. Due to the generosity of our associates, the Fund, through the guidance of The Board of Trustees, has made several program enhancements throughout the years. For example, in 2020, the Fund modified granting to accommodate circumstances related to COVID-19. In 2019, the Fund expanded the Direct Grant guidelines to include the death of a parent or child 26 years of age or younger, loss of government subsidy, major home repair, major car repair, unexpected increase in family size, emergency travel expenses, victims of specific types of crime and coverage of health insurance premium if on an approved medical leave of absence for 30 days or more.

Do other companies have programs like The Homer Fund?

Not many. The Homer Fund is one of a small group of charities across the country associated with corporations whose sole purpose is to assist that corporation's employees in times of financial need.