Get Ready to Enroll in the New Era of the Healthy Orange Life

Balancing every segment of your day—work, home, health, hobbies—that’s living the Orange life. Beginning in 2009, your Home Depot health plans will provide benefits and resources to help you focus on your health and live your best possible Orange life. Soon, it will be time to enroll in your benefits for 2009. Here are the top four Annual Enrollment must-knows:

1. New Health Plans and Health Plan Carriers
   The Home Depot is partnering with new health plan carriers to offer you all-new medical, dental and vision plans in 2009.

2. New Requirement to Actively Enroll or NO COVERAGE
   You must go to Your Benefits Resources ™ or call the Benefits Choice Center to enroll in the new medical, dental and vision plans by your enrollment deadline or you won’t have coverage next year.

3. Annual Enrollment Information on a New Eco-Friendly CD
   We’re taking paper out of annual enrollment by mailing a CD containing enrollment information and the 2009 Benefits Summary ™ to your home address.

4. Key Dates During the Annual Enrollment Period
   You’ll find your enrollment period and other key enrollment dates inside this brochure! Your enrollment deadline also will be on the address label of your Annual Enrollment CD mailer, that you will receive at your home address 3 to 5 days prior to your enrollment period.

Two Ways to Win!
- Enroll on Your Benefits Resources ™ (either INTO coverage or to confirm NO coverage) during your Annual Enrollment period and you are automatically entered in our annual enrollment drawing for one of six Nintendo ® Wii ™ game systems, one of 60 iPod ® shuffles ™ or the grand prize, a complete Wii Fit ™ package!
- Go to the Virtual Benefits Fair and spin to win prizes—the Benefits Fair is on the Associate Discounts Web site, which you can access through Your Benefits Resources, and starts on September 17th.

Complete contest rules are viewable on www.livethehealthyorangelife.com.
New Health Plans and Health Plan Carriers

Getting healthy, staying healthy and living an active orange life— that’s Home Depot’s new health care strategy. To make this strategy a reality, Home Depot went through a lengthy process evaluating health plan carriers to find the best partners with the best resources to put “healthy” into our new medical, dental and vision plans. We are proud to announce that our new 2009 health plan carriers are:

- Aetna/SRC— two all-new PPO medical options
- MetLife— three all-new dental options
- EyeMed— two all-new vision options

You’ll find more information on the new plans (including plan designs and pricing) in the Annual Enrollment CD that will be mailed to your home address three to five days before your annual enrollment period, which is shown in the When You Enroll chart in this brochure.

Before your Annual Enrollment CD arrives, visit our new carriers’ Web sites or give them a call to find out:

- If your medical, dental and vision providers are in the new networks
- How to nominate your provider to become part of the network
- About transition of care coverage. This is available for certain conditions allowing you to continue receiving treatment from a provider who is not in the new network.

Plan/Network Contact Information

Aetna Choice POS II network—a large provider and facility network across the U.S.
www.livewewhealthyorange life.com 1-800-508-4015 (800# available on September 15th)

MetLife Dental network—nearly 110,000 providers—much larger than our current dental network
www.metlife.com/dental 1-800-638-9909

EyeMed Select network— thousands of independent providers and leading optical retailers (including Pearle Vision, LensCrafters, Sears Optical & more)
www.enrollwitheyemed.com 1-888-203-7447

New Requirement to Actively Enroll or NO COVERAGE

Because you’ll have to make all new medical, dental and vision choices for 2009, you must actively enroll yourself and your dependents in those plans by your enrollment deadline or you will not have coverage next year.

Once you enroll in the plans, you’ll have new benefits and other kinds of support to help you live a healthier life next year. And when you enroll online during your annual enrollment period, you may also have a Nintendo® “Wii” game system. Because when you enroll online, your name will automatically go into a drawing to win one of six Wii™ or one of the 60 iPod® shuffles™ we’ll be giving away. You could even win the grand prize—a complete Wii Fit™ package.

Note: If you are currently enrolled in any other plans through The Home Depot—such as term life, disability, legal, long-term care, auto and home or pet insurance—coverage in these plans is automatically continued in 2009.

When You Enroll

<table>
<thead>
<tr>
<th>Enrollment Period</th>
<th>Work State</th>
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<tbody>
<tr>
<td>September 30 - October 10</td>
<td>AL, DC, GA, KY, MD, NC, SC, TN, VA, WV</td>
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<tr>
<td>October 7 - October 17</td>
<td>FL, LA, MS, OH, PA</td>
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<tr>
<td>October 14 - October 24</td>
<td>AK, CT, DE, MA, ME, NH, NJ, NY, RI, VT</td>
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<tr>
<td>October 21 - October 31</td>
<td>AZ, CO, IA, KS, MI, MN, MO, NM, NV, UT, WI</td>
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<tr>
<td>November 4 - November 14</td>
<td>AR, ID, MT, ND, Northern CA (if you live in ZIP 93600 or above), OK, OR, SD, TX, WY</td>
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Key Dates During the Annual Enrollment Period

Be on the lookout for a brochure to arrive at your store before your enrollment period that will include more information on your new plans and payroll deductions for 2009. If you still need more information and don’t have access to a computer, each store/location will have a printed copy of the materials found on the CD.

3. Annual Enrollment Information on a New Eco-friendly CD

At The Home Depot, we want to improve your health and the health of our planet. For our 2009 Annual Enrollment, you’ll receive an interactive, video-guided CD at your home address. This CD contains all of the information you need to choose and enroll in the new medical, dental, vision and other Home Depot benefit plans.

Your CD also will contain the electronic version of the 2009 Benefits Summary. If you like the easy-to-search electronic version, you can elect to use it instead of receiving a paper version by visiting Your Benefits Resources. You can also change any previous election you made by clicking on the Personal Information tab on YBR.

4. Key Dates During the Annual Enrollment Period

Steps to Living a Healthier Orange Life in 2009

Check network providers, nominate your provider and get transition of care information on our carriers’ Web sites.
Visit the Virtual Benefits Fair by going to http://resources.hewitt.com/homedeport and clicking the Associate Discounts tab.
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<td>Check network providers, nominate your provider and get transition of care information on our carriers’ Web sites. Visit the Virtual Benefits Fair by going to <a href="http://resources.hewitt.com/homedeport">http://resources.hewitt.com/homedeport</a> and clicking the Associate Discounts tab. Because you’ll have to make all new medical, dental and vision choices for 2009, you must actively enroll yourself and your dependents in those plans by your enrollment deadline or you will not have coverage next year.</td>
</tr>
<tr>
<td>September 17, 2009</td>
<td>About three to five days before your enrollment period (see When You Enroll).</td>
</tr>
<tr>
<td>January 9 or January 16, 2009, depending on your pay cycle</td>
<td>Payroll deductions begin for your 2009 benefits</td>
</tr>
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</table>

4. Key Dates During the Annual Enrollment Period

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