

Hi, I'm
Empowered



We Are **The Home Depot**



More saving. More doing.®

YEAR IN REVIEW

Store #8460 • Tiffany Springs



Dear Associates,

I would like to thank you for all of your hard work and efforts over the past year. Everything you do day-in and day-out has contributed to our success. Without your passion and commitment to our core values, we wouldn't have been able to accomplish everything that we have as a team! We have accomplished many things over the past year, including numerous Team Depot projects, fun events to help support the store's Employee Fund, and Homer Fund drives that have helped so many of our own Home Depot co-workers.

We are still always looking to try to make things even better and we cannot do that without your input. We value your opinion and we would like to take this opportunity to invite you to take the Voice of the Associate Survey ("VOA Survey") starting the first Monday of the month. This is your chance to let us know what we could do better to make our store an even better place to work.

As always, thank you for all that you do!

Our Leadership Team



Brian Bradshaw



Brian Horner



Brooke Neer



Chris Griese



Elaine Williams



Erik Brumbaugh



Felix Cantrell



Hugo Blomquist



Jamie Salsberry



John Buxton



Matt Haldeman



Ralph Ojeda



Rhonda Jurgensen



Ryan Mulford



Sonja Nissley



Todd Miller



Branden Lubke



Teresa Whitworth



James DePriest



Rob Large



The Home Depot

As we survey, this is a great time to review what we did with all the feedback you provided from last year's survey. Does this mean that all of our concerns from the last survey have been fixed? NO! We know that we always have work to do to improve our store, but we continue to work to take your suggestions and get better.

THE HOME DEPOT STRATEGY FOR SUCCESS!

CUSTOMER SERVICE

IN STOCK

STORE APPEARANCE



Growth and Advancement



Our very own DS Caitlin Stevenson was promoted to Speciality Assistant Store Manager at Liberty #3019. Caitlin joined THD family almost five years ago as a part time Special Services associate. Every associate should know that every associate has the same opportunities to move forward and grow with the Company. Many store managers and district managers across the Company started as cashiers and lot associates and moved their way up the line. Our very own Senior Vice President of US Stores, Anne Marie Campbell, started as a cashier with the Company. Stories like Caitlin's and Anne Marie's just goes to show that hard work and taking care of the customer, can take you as far as you are willing to go. You are limitless.

Some of our other promotions for 2016:

- Jamie Salsberry** - Paint Associate to Kitchen and Bath Dept Supervisor
- Rhonda Jurgensen** - Customer Order Specialist to Electrical / Lighting Department Supervisor
- Brandon Damon** - Order Fulfillment Associate to Tool Rental Service Technician
- Tim Leak** - PT Tool Rental Associate to FT Hardware Associate
- Sam Murray** - Project Specialist to Paint Sales Associate
- Cheryl Lupton** - Project Specialist to Wall and Flooring Sales Associate
- Hugo Blomquist** - FFT Dept Supervisor to Special Services Dept Supervisor
- Felix Cantrell** - Millwork Dept Supervisor to FFT Dept Supervisor
- Cameron Shilko** - Freight Lead to Delivery Will Call Coordinator
- CC Holmes** - Plumbing to Hardware Associate

Approximately 90% of all promotions are filled from within!

Our Store Associates with over 10 years of THD Experience



Todd Miller
25 Yrs



Dennis Ankrum
18 Yrs



Brian Bradshaw
18 Yrs



Cameron Shilko
18 Yrs



Pam White
17 Yrs



Susie Almaraz
17 Yrs



Marilyn McLain
16 Yrs



Sonja Nissley
16 Yrs



John Buxton
15 Yrs



Rose Beal
15 Yrs



Ralph Ojeda
13 Yrs



Catherine Souders
13 Yrs



Cynthia Horseman
13 Yrs



Nadine Odil
11 Yrs



Rhonda Jurgensen
10 Yrs



Hugo Blomquist
10 Yrs



Kathy Fithen
10 Yrs



Celebrating Your Excellence

285 Homer Awards were given so far in 2016



Homer

Aspiring Bronze

- Sam Carolla
- Chris Cox
- Brandon Damon
- Ray Deutsch
- Brady French
- Elaine Gower
- Chris Griese
- Alison Hatfield
- CC Holmes
- Brain Langston
- Tim Lawson
- Tim Leak
- Hannah Long
- Sieg Martin
- Harvey McIntyre
- Sam Murray
- Daniel Narayn
- Janice Oliviero
- Matt Perez
- Erica Rodriguez



Bronze

- Susie Almaraz - 3rd
- Gary Barnes
- Luke Berry - 2nd
- Brandee Blanton
- Dominique Blanchard
- Erik Brumbaugh - 2nd
- Wilma Burnett - 3rd
- Felix Cantrell
- James Depriest - 3rd
- Noria Gugliotta
- Matt Haldeman - 3rd
- Vikki Kidwell
- Keith Larabee - 2nd
- Rob Lister
- Stacy Mackley - 3rd
- Reggie Martin
- Pete Myers
- Nadine Odil - 4th
- Derek Olcott
- John Pyle
- Jamie Salsberry - 2nd
- Herschel Sampson - 2nd
- Carl Schoenrock
- Catherine Souders - 2nd
- Jim Waddle - 2nd
- Tim Wood



Silver

- Dennis Ankrum - 4th
- Brian Bradshaw - 2nd
- Robert Blaylock - 5th
- Hugo Blomquist - 2nd
- Rick DeFreece
- Jackie Friar - 3rd
- Brian Horner
- Rob Large
- Cheryl Lupton
- Ron Malone
- Marilyn McLain - 2nd
- Brooke Neer - 2nd
- Sonja Nissley - 4th
- Tom Nixon
- Lyle Phillips
- Aynslee Resch
- Jamie Salsberry - 2nd
- Jerod Saunders
- Brain Shattuck - 2nd
- Chuck Walitalo - 2nd



Gold

- Frank Bingham
- Lori Burnett
- Kathy Fithen - 2nd
- Alison Gordon - 5th
- John Guthrie
- Craig Hall
- Sherrie Hoskinson
- Rhonda Jurgensen - 3rd
- Jerry Kanabel
- Bob Lynch
- Elton Mansell - 2nd
- Juana Mendez
- Todd Miller - 3rd
- Jacob Murphy
- Demetria Roe
- Steve Roland
- Niketa Yelverton - 2nd



Platinum

- Rose Beal - 3rd
- Roger Burnett
- John Buxton - 3rd
- Ron Farrimond
- Cynthia Horseman - 4th
- Branden Lubke
- Jerry Moore
- Ryan Mulford
- Ralph Ojeda - 2nd
- Tabitha Rich
- Sonny Sallee
- Cameron Shilko
- Amanda Urtiz
- Pam White - 3rd
- Teresa Whitworth
- Elaine Williams



Executive Homer

- Rhonda Jurgensen
- Marilyn McLain

Welcome to the Team!

- Paula Andres
- Brandon Baker
- Dustin Bearden
- Brock Boldt
- Autumn Boyle
- Randy Cole
- Mel Conklin
- Brandon Damon
- Blaize Madrid-Evans

- Brady French
- Dale Kessler
- Michael Kincaid
- Tim Lawson
- Maria Martin
- Harvey McIntyre
- Jacob Murphy
- Sam Murray
- Daniel Narayan

- Daniel Powell
- Carl Schoenrock
- Breanne Segorski
- Alexia Stephens
- Hope Sunday
- Mycah Williams



Success Sharing

Rewarding Our Performance

2015
Second Half
Payout

\$20,482



2016
First Half
Payout

\$39,828

Here's how it works

Success Sharing pays you additional money based on our store's sales. The more our store exceeds its sales plan, the higher your payout can be. From the receiving department to the sales floor, everyone plays a role in exceeding sales plan and qualifying for Success Sharing. The minimum Success Sharing bonus is \$50 and you can start receiving a payout once your store hits 95 percent of sales plan.

Did our store qualify?

There are two levels of payout: stores that achieve between 95 and 100 percent of sales plan and stores that achieve between 100.1 and 110 percent of sales plan.

Determine our store's success sharing pool.

At the end of the plan period, our store's sales dollars between 95 and 100 percent of plan are multiplied by 1.5 percent. Sales between 100.1 and 110 percent of plan are multiplied by 3 percent to arrive at our store's Success Sharing pool amount.

Calculate your award

The pool is then divided by the sum of all eligible store associates' earnings for the plan period to arrive at a payout percent (not to exceed 8 percent). This payout percent is then multiplied by each individual's eligible earnings for the six-month period to get the individual's actual dollar payout.

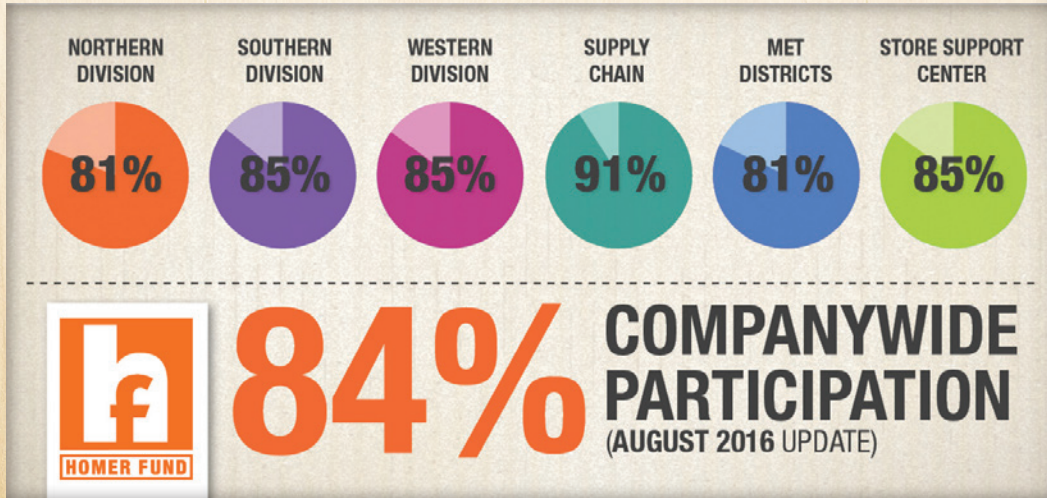
MORE SALES. MORE SUCCESS SHARING. THAT'S THE POWER OF THE HOME DEPOT.

Your Success Sharing payout is based solely on our store's sales. That's why when you remain focused on providing excellent customer service, you have the power to directly affect our store's success and your own payout. For example, the average store averages 11,000 transactions per week. By focusing on Customers FIRST and striving for attachment sales and project selling on each of those transactions, you have the chance to drive sales and increase our store's Success Sharing payout amount.



Taking Care of Our People

Since the inception of The Homer Fund in 1999, \$100 million has been given to associates through direct grants and matching grants!



Our store, through the Homer Fund, has given out 20k in support to fellow associates. Some of you reading this have been personally helped. Some of you reading this manned a fundraiser or donated food. Each one of these Homer Fund applications and fundraisers were for a hardworking, in-need associate. I wish you all knew what I knew and the impact your change had on an associate you call a friend. Some of the things associates helped take care of were medical expenses, paying for a funeral, and we even helped an associate who was living in a car.

If every associate would donate \$1/per paycheck to the Homer Fund. After taxes and deductions, it would be a change of approximately 21 cents less in your paycheck or \$5.46 in a years time. The company matches your donation 2 for 1. Will you please consider giving up one Big Mac in a year to contribute to something that impacts associates in some of the hardest moment in their life?

- Rob



Our Homer's Pantry



The purpose of **Homer's Pantry** is simple... to take care of our associates.

Many times our associates may not have the time or money to run out for breakfast or lunch. So if we can provide a quick snack in the break room, it is beneficial for many associates. If you can, please donate to the pantry to take care of one another.

The Benefits of Being Orange

Home Depot Associates Receive

- **Purchasing Power**
Online credit that can be used to purchase merchandise with easy automatic Payroll Deductions.
- **Associate Discounts**
Discounts on nearly everything, from electronics to travel, dining to apparel.
- **ESPP & 401(k)**
Company match on retirement savings and a 15% discount on Home Depot stocks
- **Tuition Reimbursement**
Home Depot will help you invest in your education.
- **Home, Auto, & Pet Insurance**
Ensure all the important things in your life are insured at very competitive rates.



Living the Healthy Orange Life

Home Depot Associates Receive

- **Annual Health Screening**
Free with Home Depot medical insurance, reduced for everyone else. includes family members!
- **Doctor on Demand**
24/7 medical help & support from actual doctors!
- **Quit For Life**
Assistance to help you stop smoking... Permanently!
- **Flu Vaccines**
Available annually. Free for Home Depot associates!
- **Health & Better Living Challenge**
Our yearly Health Challenge gives advice and support to get associates healthy.





Special Surprise Visit

Earlier this year, our Company's leadership dropped in to see just what our store associates were doing to drive sales and create shareholder value. While Craig and Ann Marie were here, they presented Paint Associate Marilyn McLain with an Executive Homer Award.



L-R District Manager: Mike Hinck, President / CEO: Craig Menear, Paint Associate: Marilyn McLain, Senior Vice President: Ann Marie Campbell and District HR Manager: Sonya Nave.



Ann Marie Campbell, Teresa Whitworth and Craig Menear.

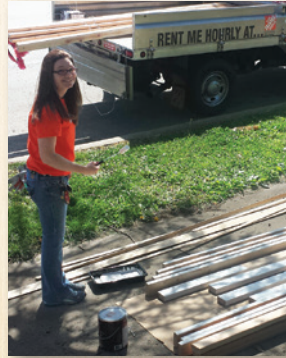


Ann Marie Campbell, James DePriest, Alison Gordon and Craig Menear.



Team Depot

Improving Our Community





What is the VOA?

The VOA committee (Voice of the Associates) is a group of associates that work together to improve associate engagement and the overall environment in the store. The main focus is on communication, recognition and growth & advancement.

What does the VOA committee do?

The VOA committee takes feedback from associates to find ways to make the store a more enjoyable place to work. This ranges from having fun events such as celebrating national soup day and donut day, to more important issues, like improving communication between the management team and associates, and our recognition programs, like the Bravo Board and Associates of the Month Awards. To continue making improvements, we continually need YOUR help by giving feedback on what is working, and the areas that still need improvement.



Rob
Store Manager



Teresa
Ops Manager



Elaine
D78



Sonja
D95



Pam
D30



Amanda
D31



Jim
D23



John
D27



Matt
D26



Jerry
D96



▲ *Special celebration events throughout the year.*



◀ *Recognitions on the Bravo board in the break room.*

▼ *Associates of the Month posted in the break room and the newsletter.*



◀ *Our monthly newsletter, The Orange Peel.*

Holiday Cookouts

MEMORIAL DAY COOKOUT



4TH OF JULY



LABOR DAY





You Asked, We Listened



▲ New cart corrals throughout the parking lot.



▲ Large outside garden canopy with lighting.



▲ Brand new customer service area.



▲ New signage for each department and aisle.



▲ Beautiful new registers throughout the entire store.



▲ Newly resurfaced PRO Driveway.



Our Updated Breakroom

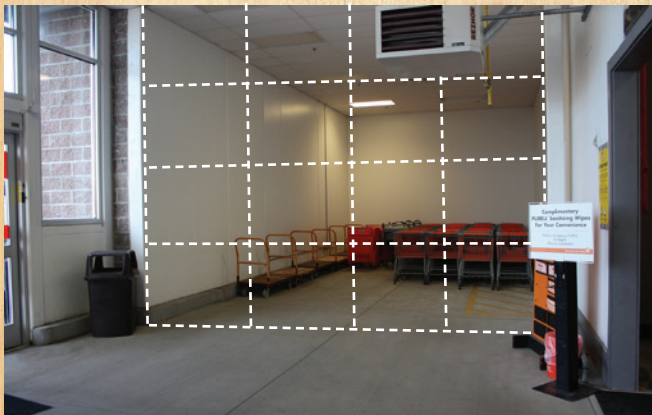


The walls were repainted, new chairs were purchased along with a big screen TV, new plastic utensils dispensers, microwave and updated vending machines. Coming soon: a phone/mobile device charging station.



Renovations

Future plans for renovations.



▲ Future home for BOPIS orders.



▲ New restrooms along with StepNpull for handsfree doors.



The Home Depot – Ahead of the Curve

Always Innovating
Products & Services



To Improve
The Customer & Associate
Experience





The Home Depot Has Heart

**A COMPANY THAT
TAKES CARE OF IT'S
ASSOCIATES**

**A COMPANY THAT
TAKES CARE OF THE
COMMUNITY**



- 401(k) Match
- ESPP
- Picnics & Parties
- Success Sharing
- Advancement Opportunities
- The Homer Fund
- Store Remodels

- Team Depot
- Veteran's Projects
- How-to-Clinics
- Kid's Workshops
- Community Outreach
- Job Fairs
- Do-It-Herself Workshops

Closing Thoughts

When taking the survey, you will be given three options for each question:

- **Favorable**
- **Neutral**
- **Unfavorable**

Remember that our store does not get credit for neutral or negative answers.

- If you see our store going in the right direction, please consider giving us a positive response on the survey.
- If there are specifics that you would like us to work on, even if you give a **positive** response, you can anonymously give additional feedback in the comments and we will keep working to improve regardless of our scores.



Thank You!



**SEE
YOU IN
THE AISLES**



Store # 8460 • Tiffany Springs
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