

The Home Depot

Building Better Health

Robert L. Nardelli
Chairman, President, and CEO
The Home Depot



Program Overview

- Number of employees: 300,000 associates

Program Goals

- Enhance workplace productivity and customer service.
- Improve the health of our associates.
- Provide a supportive wellness environment.
- Position The Home Depot as an Employer of Choice.

Program Components

- Wellness representatives at every site.
- Quarterly health topics.
- Programs: activities, events and challenges.
- Interventions: online and telephonic lifestyle improvement programs.
- Supportive environment.

Key Findings

- The *Flu Prevention Program* (2005) saved more than \$460,000 in health care expenditures and lost productivity. Similarly, the *Lactation Program* saved an estimated \$160,000 in health-related expenditures.
- Across all programs (2005), 88 percent of participants reported being satisfied with the programs, screenings or activities. While 100 percent participation is not possible, cumulative participation across all programs indicates that more than 1,241 sites and more than 39,000 associates participated in *Building Better Health* programs and activities.
- During 2005, The Home Depot sponsored 188 charity fitness runs and walks in the U.S. and Canada. 233,115 individuals participated in these events, including 2,899 associates of The Home Depot. The Home Depot helped raise \$13.3 million dollars to benefit the Multiple Sclerosis Society, City of Hope, and Jeff Galloway charities.

“In today’s business environment, wellness is more than a benefit; it gives us a competitive advantage. The healthier we are, the better we can take care of our customers. Therefore, as a company, we are committed to preserving a healthy workplace for our number one resource, our goal-driven associates. *Building Better Health* is an investment in our people and a long-term answer for keeping everyone well in the first place.

“Why do we do this? The answer is simple: our core purpose is to improve everything we touch, and that includes our associates. We feel our associates are more than just employees—they are our extended family.

“*Building Better Health* enhances careers and lives. We have found that a healthy workforce produces the following results:

- Improved recruiting and retention
- Enhanced customer service
- Increased productivity
- Positioning of The Home Depot as an Employer of Choice”

THE BOTTOM LINE

“*Building Better Health* is an investment in our people and a long-term answer for keeping everyone well in the first place.”

