

WE'RE PROUD TO INTRODUCE OPERATION CAREER FRONT.

In an effort to build on our practice of hiring former service members, The Home Depot® is reaching out to America's military heroes and their spouses who are seeking employment with rewarding and challenging career opportunities at our store locations across the country.

This effort, known as *Operation Career Front*, has been created to attract America's military job seekers – veterans, separating and retiring service members, National Guard and Reservists as well as military spouses – in their job search efforts. For those who are interested in transferring their unique skills, knowledge and abilities from the military into a successful second career or wish to begin a new one, The Home Depot may be just what you are looking for!

The Home Depot offers a national presence with a store located near most military installations across the country. We offer career pathways that encourage growth as well as the potential for portable careers. With locations in every state, in most major metropolitan areas and many rural towns across the nation, it is possible to transfer your career at The Home Depot and maintain your associate status when you change duty stations or separate, depending on job availability.



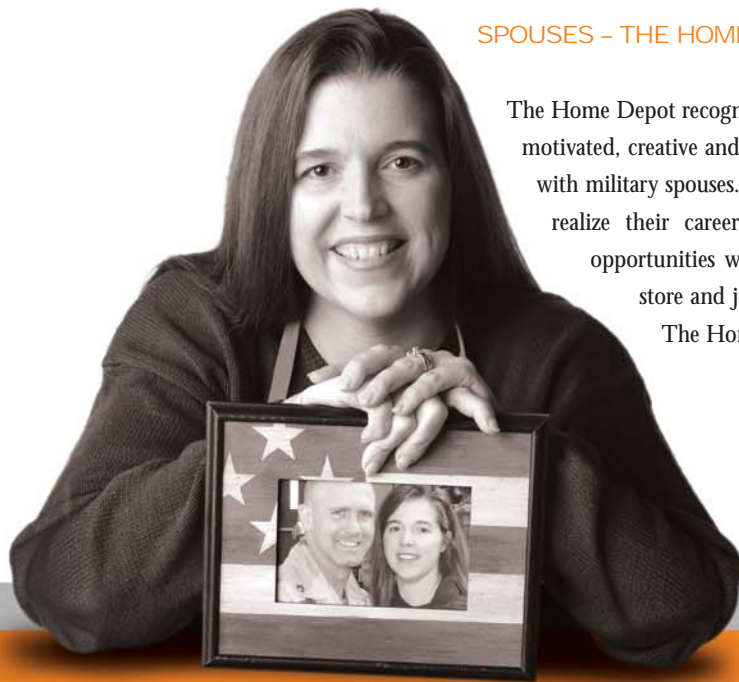
I'M BUILDING A NEW CAREER

The Home Depot is one of the fastest growing companies in North America. And that means there will be opportunities for me.
– Tony Collins, Staff Sgt. US Army, Retired. Store #130
Atlanta, GA

THE HOME DEPOT GIVES BACK TO THE COMMUNITY.

The Home Depot offers support to each of the communities where we operate through contributions of time, money and materials to support youth-at-risk. We build and renovate affordable housing through Habitat for Humanity, and we prepare and rebuild after natural disasters. Through our associate volunteer program, Team Depot, and the non-profit organization KaBOOM!, we create safe and accessible playgrounds for children living in urban neighborhoods around the nation. Recently, we pledged over \$1 million to help reforest devastated parts of Southern California.

The Home Depot is also a sponsor of the US and Canadian Olympic and Para-Olympic games and we employ over 200 Olympic athletes through our Olympic Job Opportunity Program.



SPOUSES – THE HOME DEPOT WANTS YOU!

The Home Depot recognizes and salutes the military spouse! Adaptable, talented, highly motivated, creative and reliable – these are just a few of the unique qualities associated with military spouses. We want to help military families reach their full potential and realize their career goals by linking meaningful and rewarding employment opportunities with spouses. With over 1,750 stores in the US, depending on store and job availability, associates may be able to transfer their careers at The Home Depot when they change duty stations, retire or separate.

Join us – and you can build something, too.
visit us online at: careers.homedepot.com/military

I'M BUILDING AN OPPORTUNITY.

As a spouse of a soldier, I am proud to be involved with Project Homefront. My husband is serving our country. It's nice to work for a company that serves us, too.
– Dana Chango, Store Manager, Store #726
Clarksville, TN

YOU HAVE MADE A COMMITMENT TO THE MILITARY. SO HAVE WE.

- Hired almost 10,000 veterans in 2003
- The Employer Support of the Guard and Reserve (ESGR) Association honored The Home Depot with its 2003 *Homefront Award* for its commitment to more than 1,800 associates who were called to active duty in association with Operation Iraqi Freedom through extended and enhanced leave of absence (LOA) benefits
- In January 2004, we followed up *Project Homefront* with a pledge of \$1 million in merchandise to aid rebuilding efforts in Iraq.
- Held "Welcome Home" celebrations for our associates returning from active duty (Blue Star Associates)
- Ranked #4 in the nation in 2003 by *GI Jobs* magazine on their list of "Top 10 Military Friendly Employers"
- Recipient of the 2002 American Veterans Corporate Patriotism Award
- Corporate member of the Army Spouse Employment Partnership
- President's National Hire Veterans Committee Member

FACTS ABOUT THE HOME DEPOT:

- The Home Depot is the world's largest home improvement retailer
- Grew to a Fortune 13 Company
- In 2003, The Home Depot:
 - Generated over \$64 billion in sales
 - Completed over 1.25 billion customer transactions
 - Created 40,000 new jobs
 - Opened a new store every 43 hours
 - Exceeded 1,750 stores
 - Surpassed 300,000 enthusiastic associates



PROJECT HOMEFRONT

In 2003, we launched *Project Homefront*, a national program to help military families with home repair while a military family member served in the war with Iraq. We invested \$1 million and one million hours of volunteer service in support of the families of those serving our country on active duty. This effort will help these families keep up their home lives and their homes while their loved ones are away serving our country.

BLUE STAR ASSOCIATES

President & CEO, Bob Nardelli, welcomes home a "Blue Star" Associate returning from active duty. The Blue Star Service Banner is displayed by families who have a loved one serving in the Armed Forces, including the National Guard and all Military Reserves.