



**WHY WORK FOR THE HOME DEPOT?  
FRANKLY, WE HAVE A LOT IN COMMON.**

The Home Depot values the mix of leadership and team essentials associated with those who have worn the uniforms of our nation. These skills include commitment, integrity, results-driven leadership, decision making and teamwork. We also value the dedication and work ethic of the military spouse. As the nation's largest home improvement retailer, we want to be your Employer of Choice.

**HOW TO APPLY:**

**READY TO JOIN OUR TEAM?**  
Apply for full- and part-time opportunities  
by visiting: [careers.homedepot.com/military](http://careers.homedepot.com/military)

Applicants must be at least 18 years of age.  
A successful drug screen and background  
check is required as a condition of employment.  
The Home Depot is an Equal Opportunity Employer.

**WHAT WILL YOU BUILD AT THE HOME DEPOT?**

Your future. We are looking for the best associates to provide The Home Depot's most valuable products: outstanding customer service, expert advice and knowledge of the latest trends in home improvement. So, if you love to help people, there are many opportunities at locations across the nation.

**Sales Associates:** Work in each department within the store to provide advice and assistance to our customers in these areas: Hardware, Electrical, Plumbing, Kitchen & Bath, Lumber, Building Materials and Millwork, Flooring & Walls, Paint and Garden Center.

**Sales Specialists:** Highly skilled associates with significant experience in home improvement projects, advanced selling skills and in-depth knowledge of products.

**Cashiers:** Provide outstanding and quick checkout service to customers at our registers.

**Receiving and Freight Associates:** Typically work overnight unloading and stocking merchandise.

**Lot Associates:** Assist customers with the loading of their vehicles and maintain the entrance to the store.

**Tool Rental Associates:** Help customers rent products such as saws, sprayers, sanders, washers, scaffolding, mixers, staplers, pumps and nailers.

**Special Services Associates:** Help customers with special orders and projects that require installation.

**Pro Sales Associates:** Assist professional builders, contractors and remodelers complete their projects on time and within budget.

**Department Supervisors:** Train, coach, and develop associates in each department to ensure customers receive excellent service and can easily find the merchandise they need.

**Store Managers and Assistant Store Managers:** Managers at The Home Depot run multi-million dollar businesses within the store. They hire and lead teams of associates, manage the operations of different departments and make merchandising and financial decisions to drive store profitability.



**ORANGE GOES WELL WITH  
RED, WHITE AND BLUE.**

*We all served in the military. Now we're building our careers at The Home Depot®.*



The Home Depot's benefits plan provides you with the opportunity to choose the right fit for your individual and family needs. We call our approach "My Benefits Choices" which includes the basic benefits package listed below.

**Work/Life Benefits**

- Tuition Reimbursement
- Relocation Assistance\*
- Associate Wellness Program
- Team Depot Volunteer Program
- Matching Gift Program
- Beneficiary Assistance Program
- Adoption Assistance & Reimbursement
- Associate Programs (Mental Health, Legal & Financial Services)

**Time-Off Benefits**

- Vacation Pay
- Holiday Pay
- Personal/Sick Days
- Leave of Absence
- Jury Duty
- Bereavement Days

**Financial Benefits**

- FutureBuilder 401(k) and Stock Ownership Plan
- Employee Stock Purchase Plan (ESPP)
- Success Sharing
- Direct Deposit

**Health & Welfare Benefits**

- Medical
- Prescription Drugs
- Dental
- Vision
- Disability Insurance
- Life Insurance
- AD&D Insurance\*
- Health Care Spending Account\*
- Dependent Day Care Spending Account\*
- Long-Term Care Insurance
- Group Legal
- Auto/Home Insurance
- Pet Insurance

\*For eligible full-time associates



**You can do it. We can help.™**

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[careers.homedepot.com/military](http://careers.homedepot.com/military)

## 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](http://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.