You made an imPACt

Congratulations! Your support of The Home Depot Political Action Committee (PAC) helped elect candidates to Congress who will stand with The Home Depot on issues important to our customers, our associates, and our shareholders.

Success: Powered by You

This year’s PAC Campaign was the most successful in the history of our PAC. Thanks for your support.

We crushed our goal of 1,900 new PAC members! 2,767 associates either joined the PAC or increased their contribution.

Contributed $1,651,520 to candidates.

Raised $1,609,603.

Record-breaking 72% of all salaried associates contributed to our PAC.

4x more! The average corporate PAC has a 17 percent participation rate.

Made Our OrangeVoice Heard: 17,000 letters sent to elected officials.

13,391 politically engaged associates are members of our PAC.
Thank You!

Your membership in the PAC helps our Company grow and protects our business from harmful legislation.

Let’s make our OrangeVoices heard in this Congress.

Again, many thanks.

Kent Knutson
Chairman, The Home Depot PAC
Legislative Updates

On Capitol Hill

We fought to promote fairness and protect associates’ privacy in union election campaigns.

We worked to keep ports and trucks moving efficiently. We continue to fight for long-term legislation to improve transportation systems nationwide.

We worked to authorize states to tax online-only transactions in their states to level the playing field for our customers.

In the States

5 more states passed e-Fairness laws to require retailers with a physical presence to collect sales tax, bringing the total to 25.

9 states took action to stop frivolous and costly patent lawsuits in 2014.

10 states took action to reduce the mandatory take back of products like paint and electronics in our stores.
Building relationships with elected officials and local communities is critical to making our OrangeVoice heard.

The Home Depot was committed to drought assistance throughout California’s 2014 drought season. In September, the Company donated 30,000 water conservation kits during workshops at 13 different stores. These efforts took place in partnership with California Governor Jerry Brown (D).

Florida State Representative Gwendolyn Clarke-Reed (D) visits Store #0208 in Pompano Beach.

Congresswoman Cathy McMorris Rodgers (R-WA) visits Team Depot at a project to renovate a transitional center for homeless veterans and their families.

Congresswoman Dina Titus (D-NV) and Congressman Joe Heck (R-NV) attended the same event together in Las Vegas.

Congressman Roe (R-TN) is very pro e-Fairness. He started the discussion by telling us about his experiences with another retailer that had taken a loss to match an Internet competitor. He was very aware of the impact this has on our business and hopes the bill passes the House soon.

-Terry Arvin, Store Manager, #0744: Morristown, TN.

During the meeting with Congressman Wilson (R-SC), the group expressed concern about the unfair advantage online retailers had over not collecting sales tax at the point of sale. Overall, the meeting was very informative and the group agreed that something needs to be changed to keep up with the evolution of retail.

-Dennis Harrill, Assistant General Manager, RDC #5088: West Columbia, SC.

This fall, PAC Members represented The Home Depot at 10 in-district meetings with Members of Congress and their staff to discuss e-Fairness.

The 2014 Celebration of Service allowed us to share The Home Depot commitment to giving back to veterans with elected officials. There were 20 events where officials participated, including four with Members of Congress. Chairwoman of the U.S. House Republican Conference, Cathy McMorris Rodgers (R-WA), participated in an event in Spokane, while Congresswoman Dina Titus (D-NV) and Congressman Joe Heck (R-NV) attended the same event together in Las Vegas.

Congressman Joe Heck (R-NV, left) and Congresswoman Dina Titus (D-NV, right) with associates who renovated 19 housing units for disabled veterans.
Leaders of the PAC

What is a PAC Captain?

An enthusiastic leader and supporter of the PAC who is nominated by their District Manager (field) or Vice President (SSC) to help keep fellow salaried associates informed about the PAC and motivate them to become members.

PAC Members Spotlight

Our PAC Members work hard to help ensure our PAC continues to grow all year long. Check out what some of them have to say.

As part of The Home Depot Foundation, we work closely with the Government Relations team on a regular basis, sharing information on upcoming Team Depot projects to ensure elected officials are invited to attend and support our associates’ hard work. I know from both a professional and personal standpoint as a PAC member, our Company’s ability to connect with elected officials helps our growth and reputation in our communities.

I am proud to be a PAC Member and have a relationship with the PAC team because I know our Company benefits from strong relationships with elected officials, especially in times of disaster. I have had many opportunities over the years to engage in preparedness events with federal, state, and local governments, which help THD better prepare our customers and communities for severe weather.
Colleen Gee
District Manager
New York Metro Region

“I’ve been a PAC Captain for five years and have learned that the key to getting more salaried associates involved is to educate! Just asking someone to join the PAC doesn’t work. Once people learn about what the PAC does and the impact it has on our Company, they want to be a part of it.”

Lucretia Heath
Store Manager
Store #6688
Stanford Ranch, CA

“As a nine-year PAC member, I know the importance of engaging in the political process. Last year, my team hosted the Congressman who represents our store for a Congressional Store Walk. I appreciated that opportunity to voice our perspective on policy issues that matter to The Home Depot and our customers.”

Earl Schendell
Operations Manager
Store #4639
Fairfax, VA

“I wear my PAC shirt to work for numerous reasons, but one of the important ones is that it’s a conversation starter. It gives me the chance to tell a newer salaried manager why our PAC is important. Also, here in the DC area, a lot of our customers work in areas of government which may be in a position to impact our Company. I like to think that I’m reminding them that many of us wearing orange are politically aware and politically active.”

Congressman Tom McClintock (R-CA) visits Lucretia’s Store #6688 in Stanford Ranch in November.
Our field PAC Captains led us to incredible success during the 2014 campaign:

The field set a new record:
- 10 regions in our Company have 90% of their salaried associates giving to the PAC.

WAY TO GO
- Midwest
- Pac Mtn Desert
- Northern Plains
- Pac North
- NY Metro
- Pac South
- Ohio Valley
- Southwest
- Pac Central
- South Florida

TOP SPOT: The Midwest Region beat their own “top spot” from last year with the highest regional participation rate ever:
- 99%

CONGRATULATIONS
- Don Mandeville and his PAC team.

7 regions beat their goal to increase participation by 15%.

GREAT WORK
- Central
- Ohio Valley
- Northern Plains
- Pac Mtn Desert
- NY Metro
- Pac North
- South Atlantic

The Western Division
- has the highest divisional participation rate:
- 94.24%.

The Southern Division
- hit their highest participation rate ever:
- 90%.

The Northern Division
- achieved their highest participation rate ever:
- 89.11%.
PAC Captain
Motivation Technique:
Southwest PAC Captain
Jimmy Lewis

spent time each week sharing the best practices and progress of each District PAC Captain with their fellow PAC Captain peers to create a competitive, supportive environment during the campaign.

It Worked:
The Southwest Region finished third with a participation rate of 97%.

Most improved regional participation rate:
South Atlantic 20.36% increase.

CONGRATULATIONS
Jeremy Millay and his PAC team.

THE RESULTS:
a combined 454 new SSC associates participated in the PAC campaign.

WAY TO GO
Mike Shady (.Com) and Thomas Lucarelli and Sherry Martin (Marketing).

SSC PAC Captain Tip:
Two SSC departments hosted events to educate salaried associates about the PAC.
During the 2014 Midterm Elections campaign season, PAC Members at the SSC heard from Georgia’s U.S. Senate candidates: Democrat Michelle Nunn and Republican David Perdue. Many PAC members stopped by both sessions to make an informed decision on Election Day.
Global shippers will migrate to the most efficient and expedient options as a matter of necessity, so the Savannah port expansion is absolutely critical for Georgia to maintain its standing as one of the world’s most important shipping corridors for the years to come.

Mark Holifield, EVP, Supply Chain and Product Development

SSC PAC Members Lesley Leiserson and Antonia Ricks at the ceremony.

The Home Depot hosted Georgia Gov. Nathan Deal (R), Atlanta Mayor Kasim Reed (D), U.S. Senator Saxby Chambliss (R), and more than 100 other elected officials at the Locust Grove Direct Fulfillment Center for the signing of the Savannah Harbor Port Expansion agreement.

Government Relations worked to secure funding for the port expansion, which will bring over 12,000 tons of product to our stores every year.

The signing ceremony was the largest gathering of elected officials ever hosted by The Home Depot.

“Global shippers will migrate to the most efficient and expedient options as a matter of necessity, so the Savannah port expansion is absolutely critical for Georgia to maintain its standing as one of the world’s most important shipping corridors for the years to come.”
Congressional Store Walks

Store Managers from across the country hosted 46 Store Walks with elected officials in 2014. This means that 7,170 associates had an elected official visit their store last year. These visits encourage policymakers to keep our Company in mind when passing legislation that impacts our associates, customers, and shareholders.

Overheard at Congressional Store Walks

“Congressman Huizenga (R-MI) fully agreed that the playing field is not level and that it should be, especially in an economy where people will gladly save six percent by purchasing online.”

- Cathleen Richardson
  Store Manager, #2767
  Ludington, MI

“During our Store Walk with New Jersey Assemblywoman Quijano (D), we discussed the important reasons why The Home Depot promotes strong communication, feels passionate about taking care of associates, and creates a career path for every associate.”

- Bill Dalrymple
  Store Manager, Superstore #0915
  Vauxhall, NJ

“These visits build relationships between PAC Members and elected officials, while also giving us a chance to highlight The Home Depot business and core values.”

- Rob Bertone
  District Manager, Ohio Valley Region
U.S House Majority Whip, Steve Scalise (R-LA) walked the aisles of Store #0362 in Harahan, Louisiana.

The visit was a “welcome home” for Congressman Scalise - the highest ranking former associate of The Home Depot in Congress. He worked at The Home Depot to pay his way through college.

During his Store Walk, Congressman Scalise discussed his time as an associate of The Home Depot.

“...I learned how much I enjoyed helping people on a daily basis. Customers would walk into my department, working on a project for their home, like retiling the floor or cutting the carpet. I got to help them accomplish those tasks to build their dream home. While the value of hard work was instilled in me at a young age, working at The Home Depot cultivated that value.”
Making Our OrangeVoice Heard on Twitter

Associates of The Home Depot connect directly with elected officials through @HomeDepotGR.

We are considered a top Twitter influencer on Chip and PIN. According to Topsy.com, a leading social media analytics provider.

In 2014, our Twitter following grew by 94.6%.

Check out the geographic locations of our followers:

TOP TWEETS AND RETWEETS IN 2014 included posts on Store Walks and our commitment to veterans.

Notable Tweets

**Rep. Marc Veasey**

"Thank you to the team @HomeDepot #Store6534 for letting me spend the workday with you! It was a great experience! #TX33 #MMB"

**Home Depot GR**

"Store Manager Jason Barker thanks Mayor and City Officials @HomeDepot #Minot store opening." #whynotminot

Follow Us

**Rep. Steve Womack**

"Thanks to @THDFayetteville for having me to your #AR3 store today!" @thehomedepot @HomeDepotGR
Congressman Erik Paulsen (R-MN) visits with the #2808 Plymouth team during his Store Walk.

Store #4723 in Redmond hosted Congresswoman Suzan DelBene (D-WA), who expressed her strong support for e-Fairness.
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