



Home Depot of Canada Inc.
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Dear Associate,

At The Home Depot Canada we are proud to provide comprehensive and affordable health care benefits. Following our annual benefits review, we will be implementing three changes to the current package in order to continue to offer competitive health care benefits for all eligible associates. Two changes will take effect Jan. 1, 2016 and the third will take effect Mar. 1, 2016.

Below you will find a brief description of these changes and what they mean for you. Enclosed you will find more detailed information contained in the brochures about each of these changes.

Orthopaedic Shoes:

Starting Jan. 1 there will be a change to coverage for orthopaedic shoes and inserts. Coverage will remain at the same level of reimbursement however, coverage will now only apply to corrective orthopaedic shoes and/or foot orthotics that are custom-made to treat a specific condition as diagnosed by a credible health care provider. Stock-item shoes and stock-item shoes with modifications will no longer be eligible for coverage. The process for reimbursement of approved orthopaedic shoes and inserts remains the same.

What information do you need to provide to be eligible for a custom-made orthotic or orthopaedic shoe?

When submitting an orthotics or orthopaedic shoe claim, please include a standard Extended Health Care Claim form with these supporting documents or submit an estimate to determine if you are eligible prior to purchase:

1. The recommendation or referral from the licensed physician, podiatrist or chiropodist, which includes the medical condition requiring the use of orthotic appliances;
2. Copies of the biomechanical examination and gait analysis performed;
3. A description of the process used to create the orthotics, including the casting technique and raw materials used;
4. Confirmation that orthotics have been paid in full (supporting receipt).

As you will see in the enclosed Orthotics, Orthopaedic Shoe and Compression Stocking there is a heightened concern around the submission of these products so we encourage you to read and become familiar with what you should and shouldn't do and how to protect yourself.

Mandatory Generic Drugs:

Also starting Jan. 1, The Home Depot will move to a mandatory generic drug substitution plan. All prescriptions will automatically be filled with the generic equivalent (unless otherwise specified by your health care provider) and reimbursed at the cost of the generic option. If you choose to continue receiving a brand name drug and there is an equivalent generic available you will be reimbursed at the lowest priced alternative medication which is typically the generic. Brand name drugs that do not have a generic option will continue to be reimbursed at the cost of the brand name. There is no action required on your part in regards to this change. Please refer to the enclosed brochure entitled Prescription drugs – why pay more than you have to – for more information.

Express Scripts Canada Pharmacy:

Starting Mar. 1, The Home Depot will use Express Scripts Canada Pharmacy to dispense all maintenance medications (any medications that are taken on a regular or ongoing basis for conditions like asthma, high blood pressure, cholesterol, diabetes etc.). These medications will be eligible for reimbursement only when dispensed through Express Scripts Canada Pharmacy. In January you will receive more information about this exciting initiative including a package of information that will provide you with detailed instructions on how to join, what the program provides, how to transfer existing drug prescriptions and where to find more information should you have additional questions or needs. The Express Scripts program highlights the convenience, value and peace of mind that are important to all programs The Home Depot extends to our associates. ***Stay tuned!***

Robert Hesketh
Director, compensation, benefits, HR systems and supply chain