

## YOUR HEALTH CARE BENEFITS

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.

**Starting Jan. 1, 2016**



**Orthopaedic Shoes/Inserts** – Coverage will remain at the same level of reimbursement however, coverage will now only apply to custom-made orthopaedic shoes and/or custom-made foot orthotics, for the treatment of a diagnosed eligible medical condition, when prescribed by a physician, podiatrist or chiropodist. Stock-item shoes and modifications made to stock-item shoes are not eligible for coverage. **This benefit applies only to full-time hourly and salaried associates.**



**Mandatory Generic Drug Substitution** – The current prescription drug plan will be modified to a mandatory generic drug substitution plan. This means that all prescription drugs will automatically be reimbursed at the cost of the generic option. Brand name drugs that do not have a generic option will continue to be reimbursed at the cost of the brand name.

**Starting Mar. 1, 2016**



**Express Scripts Canada Pharmacy** – All maintenance medications, medications that are taken on a regular basis for conditions like asthma, high blood pressure, cholesterol, diabetes etc., will be eligible for reimbursement only when dispensed through Express Scripts Canada Pharmacy. This free, direct shipping service will deliver prescriptions to your home and you can request renewals, refills or transfers online, by phone or by mail.

Please see the enclosed information for further details about these changes.

If you have any questions or concerns about the changes to your health care benefits please speak with your human resources representative, visit [livetheorangelifecan.ca](http://livetheorangelifecan.ca) or call 1-866-698-4347.