

From: Bill Ford <cford1331@gmail.com>

Sent: Saturday, July 17, 2021 5:15 PM

To: Corporate Compliance <Corporate_Compliance@homedepot.com>

Subject: [EXTERNAL] Questions

I am sure I am in the wrong portal but would appreciate it if this would be forwarded to the right parties for a requested response.

Store 0884 has taken drastic payroll action. It is my understanding that all probationary employees have been terminated to cut costs. Part time employees have taken a 60 to 80% cut in pay. The only notice provided was on the weekly schedule. Scheduling for part times has been a disaster for the two and a half years employed. Also, new employees have been hired non stop until now which has only served to compound the problem.

1. Is cutting 80% of salary for part times a proper way to resolve scheduling?
2. Help me to understand how cutting a paycheck like this in any way incentivizes the recipient to provide value to the customer?
3. When reduced to four or eight hours a week help me to understand why come in at all?

Looking at your famous wheel some additional questions to ask

1. Taking Care of Our People. Is cutting pay 80% taking care? Is that what you mean?
2. Excellent Customer Service. Not only have we the results of policy implemented above but now call outs can no longer be filled when they occur. How does this equate to much less promote good customer service?
3. Building strong relationships. People, even part time, need these paychecks. Cutting them off like this does not build good relations does it?
4. Entrepreneurial Spirit. Probably not directly related to this.
5. Respect for all people. Part time cut 80% and full time no more than 20% possibly in what way does this show any respect for anyone?

6. Creating shareholder value. Other than cutting expenses in the short run please explain how understaffing the store and cutting paychecks results in shareholder value?

7. Doing something because you can never make it right. In what way is it doing the right thing to cut part time employees 80% but leave full time employees unscathed?

8. Giving back. Not sure anyone thinks this applies. Treating employees that are part time who do come to work like this is not giving back anything positive at the minimum. How are these reductions giving back?

9. What would your response and attitude be if Depot did this to you?

10. Why are full times not cut at the same percentage as part time?

Please advise. Thanks.

Charles Ford
678 477 2087 Cell

The information in this Internet Email is confidential and may be legally privileged. It is intended solely for the addressee. Access to this Email by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful. When addressed to our clients any opinions or advice contained in this Email are subject to the terms and conditions expressed in any applicable governing The Home Depot terms of business or client engagement letter. The Home Depot disclaims all responsibility and liability for the accuracy and content of this attachment and for any damages or losses arising from any inaccuracies, errors, viruses, e.g., worms, trojan horses, etc., or other items of a destructive nature, which may be contained in this attachment and shall not be liable for direct, indirect, consequential or special damages in connection with this e-mail message or its attachment.

6:11 PM (4 hours ago)

Hall, Abbey L

to me

I understand, however, I would like to help in any way I can. I hope this helps answer some of your questions,

- I was able to review your rate of pay, which appears to be calculating correctly at \$12.40 hourly, If you are seeing it anywhere at \$10, please let me know so I can ensure we get that corrected.
- Schedules are created based off of forecasted hours for each building. These hours fluctuate based off of projections that take into account customer shopping patterns and projected transactions. As a company we see these peak in the spring and wind down through the summer. With those patterns, we schedule to the customer needs. Your building has been following this same pattern, and utilizes different employment categories such as Full Time and Part Time to enable flexibility when hours ebb and flow.
- we appreciate the flexibility of our part time associates and know there are times, based on seasonality, where they might not be scheduled to the same hours they received in season, based on their scheduling availability.

Please let me know if you have any additional questions I can help answer.

Abbey Hall | The Home Depot
Midsouth Region– D319 District Human Resources Manager
[\(256\) 326-7136](tel:2563267136) | Abbey_L_Hall@HomeDepot.com

12:07 PM (1 minute ago)

Bill Ford

to Abbey

Thank you. My ten dollar statement was based on net not gross. Thanks for the restatement of company policy and procedure.

Charles Ford
CPCU JD CLU ARM AAI
678 477 2087 Cell