



2455 Paces Ferry Road • Atlanta, Georgia 30339
(770) 433-8211

ASSOCIATE ID: 200745983

July 13, 2022

Treasure McKenzie Church
2455 Paces Ferry Road
Atlanta, GA 30339

Dear Treasure,

Congratulations! We are excited to offer you an Internship with The Home Depot.

This will confirm Home Depot U.S.A., Inc. and Affiliates* (the “Company” or “Home Depot”), offer of a paid internship on the terms and conditions described herein. Please sign below to indicate your acceptance of this offer.

* The identity of the specific Home Depot legal entity by which you are employed will be identified on your pay stub.

1. Your Position, Reporting, Effective Date

You are being offered the position of Software Engineer Intern, reporting directly to me in Atlanta, GA effective August 29, 2022. This Internship is scheduled to be completed on December 16, 2022. Because of the Company’s social-distancing policies in place as a result of COVID-19, you will be required to work remotely. All work that you perform as an Intern for the Company must be performed within Mableton, GA.

This offer is contingent upon your being in “good standing” at the time you start in the position of Intern. In “good standing” means that 1) you do not have an “I” (Needs Improvement) and/or “-“ (Inconsistently Demonstrates) on your most recent performance review and 2) that you are not on an active Final Warning (i.e., one delivered in the previous six months).

2. Your Compensation and Benefits

Your initial hourly rate of pay while in the Intern role will be \$22 per hour and paychecks will be issued bi-weekly. As a Home Depot associate, you are eligible to continue your benefits during this Internship.

3. Your General Obligations to Home Depot While You are Employed with the Company

Restriction on Outside Activities or Investments

You agree that you shall not, without the prior express written consent of the Executive Vice President - Human Resources of The Home Depot, Inc., engage in or have any financial or other interests in, or render any service in any

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capacity to any Competitor or supplier of the Company, its parents, subsidiaries, affiliates, or related entities during the course of your employment with the Company. Hereinafter, the Company and its parents, subsidiaries, affiliates and related entities are referred to collectively as the “Company-Related Parties.” Notwithstanding the foregoing, you shall not be restricted from owning securities of corporations listed on a national securities exchange or regularly traded by national securities dealers, provided that such ownership was acquired in a manner not prohibited by the Company’s Conflict of Interest policy. The provisions of this paragraph shall apply to you and your immediate family members.

4. Your Obligations to Home Depot Regarding the Handling of Confidential Information, Trade Secrets, and Work Product

Protection of Trade Secrets and Confidential Information of Home Depot

You acknowledge that through your employment with the Company, you will acquire and have access to Confidential Information of the Company-Related Parties. You agree to use any Confidential Information of the Company-Related Parties that you acquire or have access to only for the purpose of conducting and completing your duties for the Company. You agree not to use any Confidential Information of the Company-Related Parties in any other manner or for any other purpose. You agree that the Company may prevent the use or disclosure of its Confidential Information through use of an injunction or other means and acknowledge that the Company-Related Parties have taken reasonable steps necessary to protect the secrecy of the Confidential Information. You agree that you will not disclose any Confidential Information to any third party, other than as required for the purpose of conducting or completing your duties for the Company, subject to obtaining the appropriate approvals and implementing appropriate safeguards, and you further agree to return all documents or any other item or source containing Confidential Information or any other property of the Company-Related Parties, to the Company immediately upon termination for any reason of your employment with the Company. This obligation shall remain in effect, both during and after your employment, for as long as the information or materials you have acquired or to which you have access retain their status as Confidential Information. This letter is not intended to, and does not, alter either the Company-Related Parties’ rights or your obligations under any state or federal statutory or common law regarding trade secrets and unfair trade practices.

For purposes of this letter, “Confidential Information” means any data or information that belongs and is valuable to the Company-Related Parties and not generally known to competitors of the Company-Related Parties or other outsiders, regardless of whether the Confidential Information is in printed, written, or electronic form; retained in your memory; or has been compiled or created by you, including but not limited to information related to: operations, services, information technology, computer systems, marketing, advertising, e-commerce, interconnected retail, technical, financial, human resources, personnel, staffing, payroll, information about employee compensation and performance, merchandising, pricing, strategic planning, product, vendor, supplier, customer or store planning data, construction, data security information, private brands, supply chain, or other information similar to the foregoing.

Ownership of “Work Product”

You acknowledge and agree that any new work product, including without limitation concepts, designs, notes, reports, documentation, drawings, computer programs (source code, object code, and listings), ideas, inventions (whether or not patentable), trade secrets, improvements, creations, scientific and mathematical models, writings, works, works of authorship (whether or not copyrightable), theses, books, lectures, illustrations, devices, masks, models, work-in-process, photographs, pictorial, graphical or audiovisual works or sound recordings or video recordings, prints, and deliverables, and any other subject matter which is or may become legally protectable or recognized as a form of

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property, and all materials contained therein and prepared in connection therewith and/or therefrom, whether in draft or final form (collectively, "Work Product"), which are designed, created, conceived, developed or reduced to practice, writing or publication by you, either solely or jointly with others, during your employment with Home Depot, which relate to or are useful in Home Depot's business, or which derive in any way from using Home Depot property, shall be considered works made for hire and shall be owned by, and deemed the exclusive property of, Home Depot. Without in any way limiting the foregoing, and without any further compensation, in the event that it is determined that any Work Product does not qualify as a work made for hire or that it is not otherwise owned by Home Depot, you agree to assign and do hereby assign to Home Depot your right, title, and interest in and to any Work Product, whether now existing or created in the future, that arises from your employment with Home Depot, or that derives in any way from using Home Depot property. You further agree to execute any additional documents that Home Depot deems, in its sole discretion, necessary to vest ownership of Work Product with Home Depot or perfect such intellectual property rights in the United States and any other jurisdiction worldwide.

Pursuant to 18 U.S.C. § 1833(b), nothing in this letter shall be interpreted to expose you to criminal or civil liability under Federal or state trade secret law for disclosure, in confidence, of trade secrets (i) to Federal, state, and local government officials, directly or indirectly, or to an attorney, solely for the purpose of reporting or investigating a suspected violation of law, or (ii) in a complaint or other document filed in a lawsuit or other proceeding, provided the filing is made under seal and otherwise protected from disclosure except pursuant to court order. If you file a lawsuit for retaliation for reporting a suspected violation of law, you may disclose trade secrets to your attorney and use the trade secret information in a court proceeding, provided that you file any document containing the trade secret under seal and you do not otherwise disclose the trade secret, except pursuant to court order. Nothing herein is intended to prohibit you from reporting possible violations of law or regulation to any governmental agency or entity having responsibility to investigate same or from making any truthful statement in connection with any legal proceeding or investigation by any governmental agency or entity.

5. At-Will Employment

This letter should not be construed, nor is it intended to be a contract of employment for a specified period of time or in any way limiting the Company's right to terminate the employment relationship. Your employment relationship is "at will." The Company reserves the right to terminate your employment with or without cause at any time.

6. Interpretation and Enforcement of this Offer Letter and the Terms Contained Herein

With respect to your internship with the Company, this letter supersedes any prior employment agreement, offer letters, or understandings, written or oral between you and the Company-Related Parties and contains the entire understanding of the Company and you with respect to the subject matter hereof, except that this letter does not supersede or limit your restrictions, obligations to the Company-Related Parties contained in the plans and agreement between you and the Company-Related Parties associated with Section 2 of this Offer Letter.

The terms of this letter shall be binding on, and in favor of, the Company's successors in interest and assigns.

Treasure McKenzie Church
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We are pleased to congratulate you on your new role. We have enclosed a copy of this letter for your records.
Please sign, date and return the original to us.

Sincerely,

DJ Hess

DJ Hess
Manager, Delivery Management

DH/md

I accept this offer pursuant to the foregoing terms and conditions:

Treasure McKenzie Church

Date

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