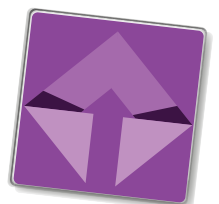




SHERWIN-WILLIAMS®

Early Talent Programs

Create
Your
Possible™



Our internships, co-ops and development programs are all about real, hands-on experiences centered around your development. We offer opportunities in many of our field and corporate locations to students and recent graduates of all majors and backgrounds. We seek candidates willing to bring their unique experiences, who are ready to challenge themselves and add to our culture of excellence. Together, we'll make your career ambitions a reality!



It's all here for you ... let's Create

The Sherwin-Williams Company has been fueled by the collective energies, creativity and commitment of our employees for more than 150 years. We inspire and improve the world by coloring and protecting what matters. Our paints, coatings and innovative solutions make the places and spaces in our world brighter and stronger. Your skills, talent and passion make it possible to live our purpose, and for our customers and business to achieve great results.

Sherwin-Williams is a place that takes its stability and industry leadership and translates it to possibility for our people. We invest in you by supporting you in:

life ... with rewards, benefits and the flexibility to enhance your health and well-being. Whether you're looking to live healthier, save smarter or feel better, we have the programs and resources you need to plan for the future and care for what matters.

career ... with opportunities to learn, develop new skills and grow your contribution. Every job plays a part in our success—so we take time to recognize, celebrate and reward your contributions and ideas.

connection ... with an inclusive team and commitment to our own and broader communities. Our purpose, to color and protect what matters, unites our employees around the world, inspiring them to make a difference together as one team.

Your **Possible**™



Performance Coatings Group Programs

We provide best-in-class leadership experiences to jump-start your career and take ownership of your future. With this first step, you will develop the foundation for what it takes to be successful in our organization.



Automotive Sales Leadership Development

The Automotive Sales Leadership Development Program is an accelerated, entry-level position designed to prepare you for a branch management position. Upon completion of this 8-week, in-store, hands-on program, you will have the opportunity to progress to an Assistant Branch Manager position.

Automotive Sales Summer Internship



The Automotive Summer Sales Internship experience provides you with the opportunity to learn about our Company, our business and our culture. During your 10-week internship, you will be able to interact with a variety of customers and individuals in The Sherwin-Williams Company.

Research & Development Summer Internship/Co-Op



The Research & Development Intern and Co-Op Programs are comprehensive learning experiences in either the Global Supply Chain or Performance Coatings Group at Sherwin-Williams. Students will immerse themselves in a world of innovation, growth and discovery.

Leadership Development Program (Sales, Facilities, R&D)



The Leadership Development Program (LDP) is an 8- to 12-month program that exposes participants to various aspects of our Performance Coatings Group. Participants remain in one position for the entire program, which provides a hands-on experience in sales, facilities or research & development (R&D). Participants should be open to initial relocation for the duration of the program and long-term relocation for post-program placement. Each LDP path concludes with a leadership showcase and presentation of your work during the program.



Paint Stores Group Programs

Here, there's no one path to success. Everyone brings their energy and unique perspective to each new day. We believe in careers that grow with you and open up new opportunities. At Sherwin-Williams, we offer internships, co-ops and development programs in all functions to students of all majors.

It's all here for you ... let's Create Your **Possible™**

Management & Sales Training Program

The Management & Sales Training Program is an accelerated, entry-level position designed to prepare you for a store leadership role. Upon completion of this 8-week, in-store, hands-on program, you will have the opportunity to progress into an Assistant Store Manager position.

Management & Sales Floorcovering Training Program

The Floorcovering Management & Sales Training Program is an accelerated, entry-level position designed to prepare you for a branch leadership role. Upon completion of this 8-week, in-branch, hands-on program, you will have the opportunity to progress into a Branch Operations Manager position.

Management & Sales Summer Internship

The Management & Sales Summer Internship experience provides you with the opportunity to learn about our Company, our business and our culture. You will be able to interact with a variety of customers and individuals in The Sherwin-Williams Company.



Corporate Programs

We provide best-in-class leadership experiences to jump-start your career and take ownership of your future. With this first step, you will develop the foundation for what it takes to be successful in our organization.



Finance Development Program

In our Finance Development Programs, you will gain hands-on experience in either the finance and accounting fields or in the areas of innovative technologies and predictive analytics. These programs provide you with the experience to rotate through multiple departments to learn the processes and culture that drive meaningful results at Sherwin-Williams. We offer programs in **Finance & Accounting** and **Automation & Insights**.

Field Audit Program

In the Field Audit Program, you will gain hands-on experience to perform operational and financial audits for North American retail locations, with the exciting opportunity to relocate and travel to Atlanta, Chicago, Cleveland, Dallas, Denver, Los Angeles, Miami, Philadelphia or Seattle.

Finance Summer Internship

In our Finance Internship Programs, you will gain hands-on experience in finance, accounting or audit, or with innovative technologies and predictive analytics. These programs provide you with the experience to develop meaningful, targeted skills to greatly enhance your future career. We offer programs in **Finance & Accounting** and **Automation & Insights**.

IT Rotational Development Program

The Information Technology (IT) Rotational Development Program is a unique, full-time experience with a key focus on design thinking. Each employee will experience a minimum of two rotations exploring various areas in technology and business functions with opportunities to enhance analytical skills and business and technical acumen. A dedicated mentor, program manager and alumni will support each employee throughout the program.

IT Summer Internship

The IT Summer Internship is a 10- to 12-week experience aimed at providing current college students with hands-on, applicable training and mentorship. The program fosters the growth of foundational skills in a Fortune 500 environment, and provides meaningful project work.

IT Co-Op

The IT Co-Op experience is designed for team-focused, self-motivated students with strong communication and drive, who are interested in project execution and career progression into information technology. Students gain hands-on technical exposure within a global enterprise environment. Incorporating real-world experience and skill building, we offer opportunities for students looking to gain experience in the IT field.





Consumer Brands Group Programs

Here, there's no one path to success. Everyone brings their energy and unique perspective to each new day. We believe in careers that grow with you and open up new opportunities. At Sherwin-Williams, we offer internships, co-ops and development programs in all functions to students of all majors.

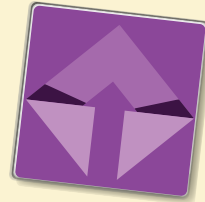
It's all here for you ... let's Create Your **Possible™**

Sales Development Program

The Sales Development Program is a hands-on training that prepares you for a sales representative role in our Lowe's Business Unit. Participants follow a structured learning plan that includes hands-on product training and sales excellence through a combination of on-the-job experiences, e-learning and instructor-led training. Our leadership teams place a strategic emphasis on your success and offer formal development and mentorship.

Lowe's Summer Internship

The Sales Development Summer Internship is a 10-week experience that helps pave the way for a career in sales. The program provides hands-on activities and comprehensive learning experiences that dive into key parts of business, such as store operations, sales, marketing, finance, people management and more.



Global Supply Chain Programs

We provide best-in-class leadership experiences to jump-start your career and take ownership of your future. With this first step, you will develop the foundation for what it takes to be successful in our organization.



Accelerated Development Program

The Global Supply Chain Accelerated Development Program provides hands-on experiences to help you build your career with Sherwin-Williams. You will engage with leaders, work on special projects, and gain exposure to all areas of our end-to-end supply chain. Program participants will train at one of our manufacturing, distribution or technical facilities across North America.

GSC Summer Internship

The Global Supply Chain (GSC) Internship Program provides real-world experiences at one of our manufacturing plants, distribution sites, technical centers or divisional offices. You will complete projects under the supervision of a mentor and assist the department with day-to-day operations. Internship opportunities are available in the following areas: Environmental, Health & Safety; Finance; Human Resources; Operations; Quality; or Planning & Logistics.



Engineering Co-Op

The Engineering Co-Op provides real-world experiences in continuous improvement, controls, design, packaging, quality, reliability, excellence or robotics at one of our manufacturing plants or distribution sites across North America.



Research & Development Summer Internship/Co-Op

The Research & Development Intern and Co-Op Programs are comprehensive learning experiences in either the Global Supply Chain or Performance Coatings Group at Sherwin-Williams. Students will immerse themselves in a world of innovation, growth and discovery.



Applying is easy!



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visit careers.sherwin-williams.com

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**SHERWIN
WILLIAMS®**

Create
Your
Possible™

* You'll receive one auto-text and option to receive another with local job openings. Message & data rates apply.

Equal Opportunity Employer. All qualified candidates will receive consideration for employment and will not be discriminated against based on race, color, religion, sex, sexual orientation, gender identify, national origin, protected veteran status, disability, age, pregnancy, genetic information, creed, citizenship status, marital status or any other consideration prohibited by law or contract. VEVRAA Federal Contractor requesting priority referral of protected veterans.