

SHERWIN-WILLIAMS

Internship Program and Management/Sales Training Program

OUR COMPANY

STABILITY: Founded in 1866, Sherwin-Williams is the industry leader in providing top quality coatings and related products to paint contractors, manufacturers, industrial users, and the retail trade.

A CULTURE OF EXCELLENCE: Recognized among Fortune Magazine's "100 Best Companies to Work For" and rated by Forbes.com as one of "America's Top 100 Trustworthy Companies", seven core values drive the Sherwin-Williams culture and our company. These values: Integrity, People, Service, Quality, Performance, Innovation, and Growth, are reflected in our people, our products, and our business practices and relationships.

OUR BRANDS: In addition to the Sherwin-Williams® brand, we manufacture and sell products under several other well-known and respected brand names such as Dutch Boy®, Krylon®, Minwax®, Thompson's®, Pratt & Lambert®, Duron®, and Purdy®, to name a few.

OPPORTUNITIES FOR ADVANCEMENT: Sherwin-Williams reports that over 90% of placement into managerial and professional positions comes from within the Company. We provide the necessary training and tools to assist our employees with taking an active role in defining their own career path.

THE INTERNSHIP PROGRAM (PAID)

www.sherwin.com/careers/opportunities/internship

OVERVIEW: Our store internship program was designed to provide you with a comprehensive learning experience of the many facets of wholesale branch operations. During your internship, you will gain practical business-to-business and retail experience working in a paint store servicing painters, contractors, and do-it-yourself customers. You will be exposed to the following:

- Sales – making product recommendations and servicing retail and wholesale customers
- Customer Relations – customer account management, product ordering, custom color matching
- Marketing/Merchandising – learning the plan-o-gram and pricing systems
- Product Knowledge – paints, applicators, spray equipment, and associated products
- Inventory Management – rates of sale, stock replenishment, inventory turnover
- Financial Reports – profit and loss statements, analytical reports
- Accounts Receivable – operation of a trial balance, credit terms, and collections
- Operations Management – delivery scheduling, competitive product analysis

Additionally, as an intern, you may complete a special project on a relevant business issue. Interns who successfully complete the program and want to apply to our Management Training Program will have an advantage over other applicants.

DURATION:

- Minimum of 10 weeks
- Summer before either junior or senior year, based on location

ELIGIBILITY & REQUIREMENTS:

- Students enrolled in an accredited 4-year college or university, with completion of either sophomore or junior year at start of Internship (based on location);
- Eligible to work in the United States on a full-time basis upon graduation, without sponsorship or restrictions;
- General Business, Management, Marketing, Business Finance, or students with a related major are preferred;
- Prior work experience in sales or customer service is preferred;
- Excellent communication skills, a great work ethic, and an interest to work in an active, 'roll-up-your-sleeves' environment are essential.

MANAGEMENT/SALES TRAINING PROGRAM

www.sherwin.com/careers/opportunities/

OVERVIEW: Our Management/Sales Training Program (MTP) prepares you for a successful career in management and outside professional sales at locations throughout the nation. The Program combines structured, on-the-job training, self-study modules, classroom instruction, and ongoing education throughout your career in the areas of sales, marketing, financial management, store operations, merchandising, customer service, and human resource management.

TRAINING & DURATION:

- **PHASE 1:** Approximately six to eight weeks in a training store, this phase prepares you to sell our products and service our customers. This experience is concurrent with our Store Training and Reference Tool System (click S.T.A.R.T.), a workbook and series of CD's that teach you the basics of our business.
- **PHASE 2:** One week of classroom training in Cleveland, OH.
- **PHASE 3:** Approximately 12 to 20 months in the Assistant Manager/Operations Manager position, followed by advancement to a Store Manager or Outside Sales Representative position.

ELIGIBILITY & REQUIREMENTS:

- College graduate (business majors preferred) with a minimum GPA of 2.5;
- Eligible to work in the United States on a full-time basis, without sponsorship or restrictions;
- Willingness to relocate for first assignment and career advancement;
- Valid Driver's License;
- Excellent communication skills, a good work ethic, and interest in an active, 'roll-up-your-sleeves' type of environment are essential;
- Preference given to candidates with experience in sales, customer service, food service, or construction.

COMPENSATION & BENEFITS: We offer a competitive base salary, plus incentives based on performance. Benefits include: health, dental, and vision care; life insurance; disability insurance; 401k/stock purchase plan; company-paid pension investment plan; tuition reimbursement; employee assistance program; and various discount programs.