

## THE SHERWIN-WILLIAMS COMPANY

The Sherwin -Williams Company continues to encourage many diversity programs in the workplace. In 2010 a women's focus group met to discuss and develop strategies on ways to:

- Increase our ability to attract and develop women at all levels of our business
- Identify ways we can encourage growth
- Provide meaningful leadership
- Encourage professional networking opportunities.

The response was overwhelming; the women were excited, vocal and driven to begin.

In 2011 the "Women's Leadership Council" was formed. Four sub-committees, (Retention & Development, Communications, Inclusion and Recruitment) were created to support this organization with several WIN members taking the lead as chairpersons.

The Council set the calendar for the year includes quarterly meetings on topics to meet our objectives. The first quarter concentrated on Career Development and Internal SW training and Guidance. Second quarter followed with a Work-Life Balance panel of speakers in which a wide range of suggestions were presented from an holistic approach to a very analytical medical perspective. National Networking and Community Service events are planned as well as assertiveness training for the group and presentations on communication issues specific to genders.

The Women's Leadership Council also sponsored events for our entire campus - a speaker on employee assistance programs and this summer the WLC launched an 8 week fitness challenge all available to both male and female employees. Another great resource has been the creation of the Women's Leadership Council Library with books and CD's available on leadership, public speaking, presenting and career development.

The Sherwin-Williams Company identifies that women often face unique challenges in their work environment. The Company supports the Women's Leadership Council as it provides women with resources and best practices for connecting with other women within Sherwin-Williams and to address common situations professional women face. Our goal is to develop, promote, and retain female talent within The Sherwin-Williams Company while supporting the communities in which we reside.