



Management Training Program

Our Management Training Program is designed to provide you with all the skills necessary for a successful career in management and/or outside professional sales. The Program includes self-study modules, structured on-the-job training, classroom instruction at our regional training facilities, as well as ongoing education throughout your career. Training topics include: paint and associated products, customer service, professional sales and marketing, credit and accounts receivable management, human resources management, profit and loss and merchandising management.

Growing a Career in Management:

If you think you've got what it takes to be a troubleshooter, "marketer", trainer, systems analyst, creative problem solver, strategist, and an all-encompassing leader of the pack, you could be part of the Sherwin-Williams management team. As a Sherwin-Williams Manager, you'll have the opportunity to oversee and manage a million dollar business, providing leadership and insight into the development and strategy of "your" store. (Average store sales are \$1.5 million.)

Growing a Career in Sales:

Many Management Trainees choose a path that leads to a career in professional sales. Sherwin-Williams' sales professionals grow the company's market share by selling to large, commercial users, such as painting contractors, purchasing agents, manufacturers, and other commercial users who need large volumes of our high quality products. Generally, sales professionals apply their trade in specific regions or territories. Management Trainees are eligible for professional sales positions once a track record of success within the stores has been established.

To join our Management Training Program, you must have an entrepreneurial spirit, demonstrated leadership ability, and work experience in customer service and/or sales. Also, bilingual candidates are welcome, and a willingness to relocate is encouraged.

Basic Requirements:

- Must have a valid Driver's License
- Must have a Bachelor's degree from an accredited college / university or obtain one within the next 12 months
- Must submit to a background screening which may include driving, credit and criminal history
- Must be legally authorized to work in country of employment without sponsorship for employment visa status (e.g., H1B status)
- Must be willing to work all scheduled hours which may include evenings and weekends, with or without reasonable accommodation

EOE M/F/D/V



College Intern

This PAID internship offers hands-on experience in a wholesale/retail work environment and can lead to career opportunities in management and/or professional outside sales upon graduation. You will have the opportunity to learn basic store operations, gain management skills, and develop sales techniques and customer service skills, as well as increase knowledge in a variety of key business topics such as profit & loss, inventory control, and human resources. Interns will also be exposed to S-W professionals in a variety of functional areas. You'll gain insight on a career in outside sales by traveling with a Sales Representative and spending structured time with your District Management team.

To join our Intern Program, you must have demonstrated leadership ability, as well as work experience in customer service and/or sales. Bilingual candidates welcome.

EOE M/F/D/V

Basic Requirements:

- Must have a valid Driver's License
- Must be enrolled in an accredited four year college or university
- Must submit to a background screening which may include driving, credit and criminal history
- Must be legally authorized to work in country of employment without sponsorship for employment visa status (e.g., H1B status)
- Must be willing to work all scheduled hours which may include evenings and weekends, with or without reasonable accommodation