



**SHERWIN-WILLIAMS®**

# **SIGN-ON BONUS**

## **for Spanish-Speaking Employees**

**\$1,000 sign-on bonus**

Applicants must have the ability to converse fluently in Spanish in order to service Spanish-speaking customers and their product needs. See reverse side for details and eligibility\*



**Must be hired between September 1, 2022 and December 31, 2022 for one of the following positions:**

- ✓ Management Trainee
- ✓ Assistant Manager
- ✓ Hourly In-Store Employee
- ✓ Driver
- ✓ \*Only applicable in select geographic regions

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**Apply today at [jobsearch.sherwin.com](https://jobsearch.sherwin.com)**

## Eligibility

- The sign-on bonus is only applicable to applicants who have the ability to converse fluently in Spanish in order to service Spanish-speaking customers and their product needs. The eligible job titles include: Management Trainee, Assistant Manager, Hourly In-Store Employee, Driver. Positions are limited to the following geographic scope: The Sherwin-Williams Company/The Americas Group/Midwestern Division only.
  - Must be hired between September 1, 2022 and December 31, 2022.
  - \$500 will be paid with first pay received and the remaining \$500 will be paid after 60 days of service. Employees must be actively employed after reaching 60 days of service in order to be eligible for the final \$500 payment.
  - In the event an employee is voluntarily or involuntarily terminated for non-misconduct reasons after the conclusion of reaching 60 days of service period but before the bonus is processed, the employee will receive the remaining \$500. Under no circumstances will the bonus yet distributed be awarded to an employee who is voluntarily or involuntarily terminated due to theft, dishonesty or any types of misconduct. Situations arising during the employment period leading to termination after the end of reaching 60 days of service but before the remaining \$500 is distributed will be evaluated as either misconduct or non-misconduct related. The bonus in misconduct situations will be forfeited based on the facts of the termination.
  - In the event an employee is voluntarily or involuntarily terminated before completing 60 days of service, the ability to earn the remaining \$500 will be forfeited by the employee.
  - This sign-on bonus does not apply to promotions, reassignments, or transfers.
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## Equal Opportunity Employer

All qualified applicants will receive consideration for employment and will not be discriminated against based on race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, age, pregnancy, genetic information, creed, citizenship status, marital status or any other consideration prohibited by law or contract.

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## Income Taxes

IRS tax laws require that the fair market value of the incentive be reported as compensation to the winning participants for W-2 purposes and is subject to the applicable withholding taxes through regular payroll deduction. Taxes will not be grossed-up by the Company.

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## General Information

- The Company reserves the right to reduce, modify or withhold bonuses for any reasons, including but not limited to, voluntary or involuntary termination, individual performance or management modification. The Plan is a statement of management's present intent to reward employees for the period September 1 – December 31, 2022 and is not intended to constitute an expressed or implied contract of employment, a guarantee of employment for a specific period of time, an assurance of compensation, or to otherwise change or modify the employment-at-will relationship between the employee and the Company.
- The Plan is subject to unilateral change by the Company without notice.