



U.S. Total Rewards

2026 Benefits Guide

FULL-TIME EMPLOYEES

**SHERWIN
WILLIAMS®**

Create Your Possible™

At Sherwin-Williams, our people are the foundation of our success — and we are committed to supporting them at every stage of life and career. That's why we offer a thoughtfully designed, comprehensive suite of compensation and benefit programs that reflect our dedication to being an Employer of Choice.

Note: This information is intended for U.S. candidates and employees. Benefits listed on this document may or may not be applicable to you if hired by Sherwin-Williams.

MY COMPENSATION

- ➔ **Base Pay**
- ➔ **Bonus Pay/
Additional Pay**
- ➔ **Equity Awards**
- ➔ **Overtime/
Commissions**

MY RETIREMENT & SAVINGS

- ➔ **401k Plan**
- ➔ **Pension Investment Plan
(PIP)**
- ➔ **Total Rewards Statement**

MY EDUCATION

- ➔ **Education Benefit**
- ➔ **Tuition Reimbursement**
- ➔ **Tutoring Services**

MY HEALTH & SECURITY

- ➔ **Health Insurance**
 - ▶ Medical & Prescription Drug
 - Centers of Excellence Care
 - Digital Cardiovascular Program
 - ▶ Flexible Spending Accounts
 - ▶ Health Savings Account
 - ▶ Dental
 - ▶ Vision
 - ▶ Second Opinion Service
 - ▶ Virtual Health Visits
- ➔ **Life Insurance**
 - ▶ Basic Life
 - ▶ Optional Employee Life
 - ▶ Optional Spouse and Dependent Life
 - ▶ Optional Employee AD&D
- ➔ **Disability Coverage**
 - ▶ Short-Term Disability
 - ▶ Long-Term Disability
- ➔ **Voluntary Benefits Insurance**
 - ▶ Critical Illness
 - ▶ Accident
 - ▶ Hospital Indemnity
 - ▶ Legal
 - ▶ Auto and Home Insurance
 - ▶ Identity Theft Protection
 - ▶ Pet Insurance
 - ▶ Permanent Life

Supporting you in **life + career + connection**

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MY TIME AWAY FROM WORK

- ➔ Bereavement Leave
- ➔ Vacation
- ➔ Medical Leave
- ➔ Personal Leave
- ➔ FMLA and ADA
- ➔ Holidays
- ➔ Military Leave
- ➔ Paid Parental Leave

MY WELL-BEING BENEFITS

- ➔ **Well-Being Program**
 - ▶ Tiered Rewards Program
 - ▶ Incentivized Activity Challenges
 - ▶ Health and Lifestyle Coaching
 - ▶ Goal Setting
 - ▶ Wellness Education
 - ▶ Physical Activity Tracking
- ➔ **Employee Assistance Program**
 - ▶ In-the-moment support
 - ▶ Short-term counseling
 - ▶ Financial expertise
 - ▶ Legal consultation
 - ▶ Phone, email, live chat, text support
- ➔ **Fitness Reimbursement**
- ➔ **Tobacco Cessation Program**
- ➔ **Flu Shot Program**
- ➔ **Weight Management Program**
- ➔ **Virtual Physical Therapy**

MY EXTRAS

- ➔ **Family-Building Solutions – Adoption Assistance & Surrogacy**
- ➔ **Back-Up Child & Elder Care Program**
- ➔ **Matching Gifts Program**
- ➔ **Employee Recognition Program**
- ➔ **Credit Union**
- ➔ **Commuter Benefit**
- ➔ **Employee Discounts**
- ➔ **S-W BenefitHub Marketplace**
- ➔ **Employee and Extended Family Discount Cards**
- ➔ **529 College Savings Plan**
- ➔ **Business Travel Benefits**
 - ▶ Crisis24
 - ▶ World Business Traveler
 - ▶ Business Travel Accident
- ➔ **Employment Authorization Document Reimbursement Program**
- ➔ **Employee Banking and Investing Program**



Benefits information and employee access to myswbenefits.com



SHERWIN WILLIAMS
Create Your **Possible**™