

## Project Update

August 2021

The Building Our Future project will create workplace environments that further ignite creativity and industry-leading innovation for our employees while also positively impacting the Northeast Ohio region. This minimum \$600 investment will enable Sherwin-Williams to retain 4,400 positions and add a minimum of 400 positions over time. The global headquarters campus in downtown Cleveland and the global research & development center in Brecksville will enhance the communities in which they are located and spur adjacent economic growth. Below is a brief update on recent activity for both sites.

### Leveraging the IPD Process

IPD, or Integrated Project Delivery, is a highly collaborative approach to design and construct buildings. The goal is to ensure the best results, reduce waste and maximize efficiency by bringing all partners together early on. It traditionally takes more time at the beginning of the project to align partners, but once that stage is complete, the project moves forward quickly. The IPD process is typically used in large-scale, complex projects such as health-care facilities, manufacturing plants and infrastructure projects. Given the complexity and scale of both the global headquarters campus and the R&D center, we believe the IPD approach will ensure the best outcome.

### Beginning the Design Review Process

This summer the Building our Future team began the design review process for both the global headquarters campus in downtown Cleveland and the global research & development center in Brecksville. Initial designs were presented to the appropriate design review teams within each city. Sherwin-Williams is incorporating feedback from these review teams and the community as it moves forward with refining the designs for each site. You can find additional details on the design review process on the Building Our Future [Media Center](#) page.

### Gathering Community Feedback

As a strong community partner, we understand the impact our new facilities will have in enhancing the heart of downtown Cleveland and the city of Brecksville and acting as a catalyst for adjacent economic growth. Collecting community feedback is important to us and we're following a multi-tiered approach. This includes one-on-one meetings with government, business and community organizations in both cities. For the downtown Cleveland site, we are also gathering input from a small community advisory group made up of representatives from key, local organizations with a strong interest in our Building Our Future project and working with the Downtown Cleveland Alliance to facilitate several input sessions with residents, building owners and developers, building managers and organizations that support bringing visitors to Cleveland. For our Brecksville site, we continue to engage with the local community to maintain an ongoing dialogue and provide them project updates.

**Reinforcing Our Commitment to Inclusion, Diversity & Equity**

Sherwin-Williams is committed to fostering a culture of inclusion, diversity and equity in our organization and we are extending this commitment to the construction of our new facilities.

We are working proactively with the cities of Cleveland and Brecksville, community leaders and trade partners to positively impact the local economy including awarding contracts to minority-owned and female-owned businesses, as well as small businesses. Additionally, we welcome the participation of union labor in the construction of our new facilities. We will work with our construction partners to pay state prevailing wages on the construction components of the project.

Together with our key partners, Sherwin-Williams is following an intentional, deliberate and strategic approach to include minority organizations. This includes one-on-one and quarterly meetings with community organizations to discuss the project, its scope and opportunities to be involved. In addition, we are using defined RFQ and RFP processes to identify and select minority partners who can best support the requirements of both large-scale and complex projects. We are using this process to identify minority construction management firms that will work with our construction management team Welty I Gilbane as well as an inclusion, diversity and equity administrator. In addition, we are implementing our minority partner approach across a broad spectrum of activities associated with the project.

**Commitment to Economic Inclusion**

Sherwin-Williams, in collaboration with the City of Cleveland, the City of Brecksville, Cuyahoga County, the State of Ohio and the Port Authority, have established ID&E, community engagement and community participation goals for the headquarters and the R&D projects.

The following are the economic inclusion targets established for the Building Our Future project:

**Business Enterprise Inclusion Requirements**

- Minority Business Enterprise (MBE) – 15%
- Female Business Enterprise (FBE) – 7%
- Cleveland Small Business Enterprise (CSB) – 8%

**Workforce Requirements**

- Minority – 16%
- Female – 7%
- Cleveland residents (Headquarters Only) – 20%

**Northeast Ohio Goals**

- Enterprise – 50% of profits will remain in Northeast Ohio
- Workforce – 90% of labor will be Northeast Ohio based