

BUILDING OUR FUTURE COMMUNITY ENGAGEMENT FACT SHEET

September 2021

The Sherwin-Williams Company has been and will continue to be a proud supporter of our local community. We are committed to and value inclusion, diversity and equity in our workforce. In the last few years, Forbes has named the Company among America’s Best Employers for Diversity, for New Graduates and for Women.

We are extending this commitment to the Building Our Future (BOF) project. This means we are working proactively with the City of Cleveland, the City of Brecksville, community leaders and trade partners to positively impact the local economy by providing workforce opportunities for the community, including awarding contracts to minority-owned and female-owned businesses, as well as small businesses.

Sherwin-Williams is applying its inclusion, diversity and equity approach to a broad spectrum of project activities. These include construction, design, landscape design, etc. Below is a summary of completed and planned community engagement activities related to the BOF project.

Completed Activities
Q3 – 2021
Continue to forecast diverse spend potential on the project (process ongoing)
Performed onboarding for diverse design firm partner working on R&D facility project
Conducted interviews with ID&E Administrator firms who responded to RFP
Conducted Q3 Community Outreach meeting group session (7/29/21)
Issued Notice to Awards to R&D project MCM partners
Selected initial diverse design firms to begin working on project(s) as a part of the design team
Issued Contracts to HQ and R&D MCM partners; issued press release
Conducted interviews and contract negotiations with ID&E Administrator
Selected roofing MTP partner for R&D project
Selected building automation MTP for HQ and R&D project
Awarded design firms and consultant contracts for HQ and R&D
Q2 – 2021
Issued MCM RFP’s; Received responses
Issued RFQ for ID&E Administrator
Begin identifying additional areas to apply ID&E approach and expand minority partners (beyond construction) including design and specialty consultants for landscape architecture, architectural lighting design, waterproof and roofing consultant, wind tunnel and microclimate consultant, migration bird consultant, etc.
Conducted second community engagement outreach group session (4/8/21); plan to host quarterly
Identified preliminary list of minority business participation opportunities outside of construction (design, landscaping, etc.)
Evaluated the HQ MCM proposals and conducted interviews
Began developing process for engaging MBE/WBE design firms into the project
Selected MTP enclosure partner

BUILDING OUR FUTURE COMMUNITY ENGAGEMENT FACT SHEET

September 2021

Q1 – 2021
Received and evaluated responses to qualification request from MCM firms
Continued working with Major Trade Partners on coordinating the community engagement/diversity and inclusion approach on the project
Provided virtual biweekly updates to the Office of the Governor and monthly meetings with the State of Ohio Office of Equal Opportunity on community engagement efforts on BOF
Initiated plan development for diverse design consultants/team members
Initiated development for RFQ for ID&E Administrator
Met with Mayor of Cleveland to provide BOF project updates
Met with Mayor of Brecksville and his administration staff to begin alignment of construction team’s objective’s and establish relationship prior to start of construction
Participated in Hispanic Chamber of Commerce Construction Fair (3/12 and 3/19)
Q4 – 2020
Continued virtual ‘one-on-one’ meetings with community organizations to share community engagement plan
Conducted first community engagement outreach group session (12/10/20)
Virtual meeting with State Sen. Sandra Williams to share community engagement plan
Began working with Major Trade Partners to start coordinating the community engagement/diversity and inclusion approach on the project
Solicited qualifications from Minority Construction Managers (MCM) to engage firm(s) as partner(s) to CM team
Began identifying mentor/protégé relationships/opportunities and internships to be part of Community Engagement Plan
Conduced regular updates for program development with government officials
Q3 – 2020
Virtual meeting with City of Cleveland Equal Opportunity office
Virtual ‘one-on-one’ meetings with community organizations to share community engagement plan
Initial virtual meetings with Diversity Liaison from Office of the Governor and State of Ohio Office of Equal Opportunity, to share community engagement plan; scheduled regular cadence of meetings

BUILDING OUR FUTURE COMMUNITY ENGAGEMENT FACT SHEET

September 2021

Planned Activities
Q4 – 2021
Procure design and specialty consultants for exterior signage and commissioning agent
Finalize award of ID&E Administrator contract
Continue procurement of Welty Gilbane lump sum contracts for R&D
Host Research & Development groundbreaking
Host Global Headquarters groundbreaking
Issue press release naming additional diverse firms on the project
Develop workforce forecast for project, including anticipated participation availability
Continue developing purchasing and award plan including ID&E plan
Continue to build financial resources summary to assist diverse firms
Conduct quarterly community engagement outreach group meeting (October)
Q1 - 2022
Procure MTP trade subcontractors and suppliers for R&D and HQ fire protection, mechanical, plumbing, electrical/fire alarm/telecommunications
Continue to procure MTP trade subcontractors and suppliers for HQ concrete, structural steel, enclosure and site work
Continue to build financial resources summary to assist diverse firms
Procure MTP trades subcontractors and suppliers for R&D concrete, structural steel, enclosure, sitework
Continue to refine project reporting needs and format
Conduct quarterly community engagement outreach group meeting (January)
Q2 - 2022
Begin procurement of Welty Gilbane lump sum contracts for R&D
Identify needs and develop format for project reporting
Conduct quarterly community engagement outreach group meeting (April)

BUILDING OUR FUTURE COMMUNITY ENGAGEMENT FACT SHEET

September 2021

LIST OF KEY COMMUNITY ENGAGEMENT ORGANIZATIONS

Below is a list of key organizations Welty | Gilbane and Sherwin-Williams are working with to ensure we will achieve our inclusion, diversity and equity commitments and goals associated with the Building Our Future project. This list will continue to evolve as the project progresses.

American Center for Economic Equality and Black Contractors Association

Norm Edwards – President

Cleveland Building and Construction Trades Council

David Wondolowski – Executive Secretary/Business Manager

City of Cleveland

Kerry McCormack – Councilman Ward

David Ebersole – Director Economic Development

Dr Melissa Burrows – Director Office of Equal Opportunity

City of Brecksville City Council

Mark Harwood – President

Laura Redinger – Vice President

Lou Carouse Jr.

Dominic Caruso

Ann Koepke

Kim Veras

Construction Employers Association

Tim Linville – Executive Director

Glen Shumate – Executive Vice President

Construction Assistance Association

Shakorie Davis – President

Greater Cleveland Partnership

Paul Federico – Vice President Sales and Member

Christopher B Nance – Director Construction Diversity and Inclusion

Spanish American Committee

Gianmeryth Gonzalez – Latino Program Coordinator

NE Ohio Hispanic Center for Economic Development

Jenice Contreras – Executive Director

NAACP

Danielle Sydnor – President

ECDI

Steve Fireman – President

SCLC – National

BUILDING OUR FUTURE COMMUNITY ENGAGEMENT FACT SHEET

September 2021

Matthew Thomas – Director of Corporate Diversity and Inclusion

Urban League

April Needham – Program/Marketing Coordinator, Minority Business Assistance Center