

# Your Total Compensation Statement

200028

KELLY SHERWIN  
ONE MAIN STREET  
ANYTOWN, US 12345



## SHERWIN WILLIAMS®

May 2008

Dear Kelly Sherwin:

The Sherwin-Williams Company is pleased to provide you with your **Total Compensation Statement**, which is an overview of your 2007 compensation and the benefit plans in which you participated as of January 1, 2008. This information is provided to help you gain a better understanding of the value of the plans provided by Sherwin-Williams and their value to you as part of your total compensation.

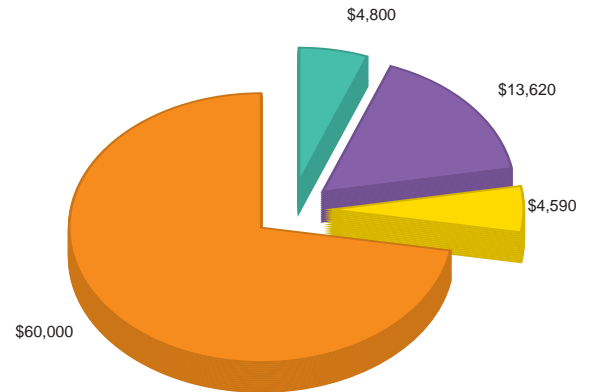
We continue to provide Sherwin-Williams employees with a competitive and comprehensive compensation and benefits package. As the chart to your right shows, your total compensation package includes significantly more than just your base salary. When you consider your paycheck combined with the value of your benefits, you have a better understanding of your total compensation as a Sherwin-Williams employee.





Please review this information carefully. Every effort has been made to report your compensation and benefits information accurately.

Sincerely,

Christopher M. Connor  
Chairman and Chief Executive Officer

### YOUR TOTAL ANNUAL COMPENSATION — \$83,010



	Base Pay	\$60,000
	Social Security & Medicare (Company Paid in 2007)	\$4,590
	Health, Survivor, Disability and Other Benefits	\$13,620
	Savings & Retirement Plans	\$4,800

**The Sherwin-Williams benefits program and the costs associated with providing services to employees were in excess of \$350 million in 2007.**

## Personal Information

Date of Birth:	01/01/1980	Annualized Base Pay (as of 01/01/2008):	\$60,000
Date of Hire:	01/01/2003	Benefits Service Date:	01/01/2003

## Current Protection

Sherwin-Williams provides you with benefits to help protect you and your family from financial catastrophe in the event of illness, disability, or death. Unless otherwise noted, all benefit elections are shown as of January 1, 2008. Any activity after this date is not reflected here.

**Estimated Annual  
Company  
Contribution**

### Health Care

**Medical** — You elected Option 2 In Area for yourself and your family.

**Dental** — You elected SW Dental for yourself and your family.

**Vision** — You elected SW Vision for yourself and your family.

*Health Care Total*

\$11,170

### Survivors' Benefits

#### Coverage Amount

**Basic Life Insurance** \$60,000

**Basic Accidental Death & Dismemberment (AD&D) Insurance** \$60,000

**Supplemental Life Insurance** \$60,000

**Voluntary Personal Accident (VPA) Insurance** for yourself. \$50,000

Your VPA insurance covers your family members at a percentage of your coverage based on your particular situation: Your spouse at 60-65% and each eligible dependent at 10-20%.

**Business Travel Accident Insurance** \$300,000

**Dependent Life Insurance**

For your spouse \$12,000

For each eligible child 6 months or older \$6,000

For each eligible child under 6 months \$1,000

*Survivors' Benefits Total*

\$390

### Disability Benefits

**Salary Continuation**

\$1,153 per week — 100% of base pay for up to 4 weeks.

\$692 per week — 60% of base pay for up to 22 weeks.

**Basic Long-Term Disability**— \$2,000 per month — 40% of your basic earnings offset by any other benefits or Social Security. You are automatically enrolled in Company-paid LTD Basic coverage.

**Supplemental Long-Term Disability**— \$1,000 per month — 20% of your basic earnings offset by any other benefits or Social Security.

*Disability Benefits Total*

\$1,160

### Other Benefits

To help you with special needs, Sherwin-Williams provides you with plans and services such as Workers' Compensation, Employee Assistance Plan, Jury Duty, Bereavement Leave and:

Adoption Assistance

Tuition Reimbursement

Health Care Spending Account

HealthFund HSA

Dependent Care Spending Account

*Other Benefits Total*

\$900

### Paid Time Off

Your paid time off for 2008 is 11 vacation day(s), 2 personal days and 6 holidays. Your benefits, when combined with the value of your paid time off, represent approximately 45% of your 2007 pay.

## Retirement and Savings Plans

Sherwin-Williams helps provide for your future financial security through the Employee Stock Purchase and Savings Plan and the Pension Investment Programs. These plans, together with Social Security and your personal savings, can serve as a basis for your retirement income needs. The value of these benefits to you is the annual contribution made by the Company to each Plan. Balances shown are as of December 31, 2007. Any activity after this date is not reflected here. You can check your current account balance by calling the Participant Service Center at 1-800-323-4015, or through the Internet at [www.401k.com](http://www.401k.com).

### Account Balance

Account Balance	Plan
\$2,400	<b>Salaried Employees Pension Investment Plan</b> — You are 0% vested.
\$10,800	<b>Employee Stock Purchase and Savings Plan</b> — You are 100% vested in your own contributions and 100% vested in the 2007 Sherwin-Williams contributions.

### Company Contributions (Paid in 2007)

\$1,200  
\$3,600

### Retirement and Savings Plan Total

\$4,800

## Social Security and Medicare

Every year you and Sherwin-Williams contribute to the **Social Security and Medicare** programs. These programs are designed to provide monthly income and medical benefits when you retire.

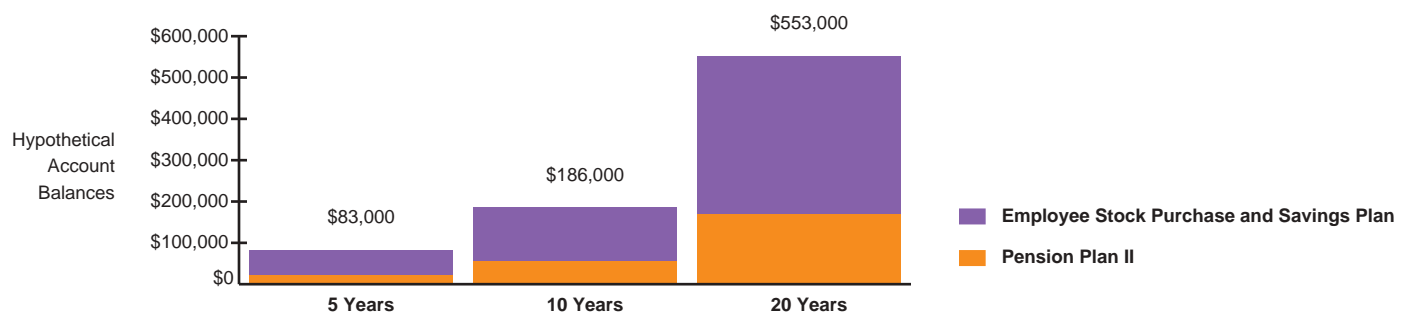
### Social Security and Medicare Total (Company-paid portion)

\$4,590

## Hypothetical Retirement Account Examples

The below hypothetical illustration indicates what your retirement accounts could be worth over time. The illustration is based on your current account balances and the following assumptions:

- You contribute 6% of pay to the Employee Stock Purchase and Savings Plan throughout the period(s) shown
  - Company contributions remain the same
  - Your current pay remains the same; potential raises are not factored in
  - Your account increases at a hypothetical 7.5% annual rate of return on investments, compounded monthly
  - You make no withdrawals or loans
  - All earnings are reinvested
- \*\* Additional assumptions and information about the Sherwin-Williams savings and retirement plans are shown on the next page.



This hypothetical illustration is provided for educational purposes only and should not be viewed as a guarantee of future results. Your own plan account may earn more or less than this illustration indicates. Your future account balances will be determined by many factors, including your contributions, any plan activity and investment performance, which may vary from the 7.5% rate of return assumed here. Income taxes will be due when you withdraw money from your plan account(s).

## Estimated Monthly Benefits at Retirement (See back for more information)

\$4,580 per month from Social Security payable at your Social Security Normal Retirement Age which is 67 years and 0 month(s).

## About Your Statement

The information reflected in this Statement is based on information provided by Sherwin-Williams as of January 1, 2008. Benefit values and estimates were calculated using a number of assumptions. However, the benefits you receive under any Sherwin-Williams plan depend on the actual conditions existing at the time of a particular benefit claim.

Estimated medical and dental values represent an annualized estimate based on your election as of January 1, 2008.

## Social Security

These estimated benefits were calculated based on law in effect as of the date of this statement and on a number of assumptions. Because of these assumptions, benefits reflected on this statement are likely to vary from those which you would actually receive. Your actual benefit will be based on your Social Security earnings history on file with the Social Security Administration. To verify your Social Security earnings record and receive an estimate of your benefit from the Social Security Administration, call 1-800-772-1213. You can also contact the Social Security Administration at [www.ssa.gov](http://www.ssa.gov), or Medicare at [www.medicare.gov](http://www.medicare.gov)

## Retirement And Savings Plans

\*\*In addition to the assumptions shown in the Hypothetical Retirement Account Examples section of this statement, the calculations also assume that: you will remain employed, current plan and/or federally mandated limits are applied; the dollar for dollar company match on your contributions up to 6% continue; the annual company contribution to PIP remains at the current rate; and all calculations assume monthly compounding. The hypothetical account examples also assume that you are 100% vested in your plan. If you are designated a highly compensated employee, additional limits may apply.

While it is the intent of this statement to provide information on your Sherwin-Williams benefits, including the savings and retirement plans, your benefits are provided solely according to the terms of the plan. This illustration is intended to provide you with information that might help you plan for your future. The hypothetical illustration of future balances should be in no way construed to infer any guarantee of future employment. The actual provisions are contained in each plan document, which will be the final authority on how the plan is administered.

## General

While every effort has been made to report information accurately, all benefits and incentive programs are governed by the official benefit plan documents and the availability of correct data. This statement **does not** constitute such a plan document. When the time comes for you to receive a benefit from a Sherwin-Williams Plan, you will receive the amount to which you are entitled under the rules of that particular Plan. For more information about any Sherwin-Williams benefit plans, please refer to that plan's Summary Plan Description.

Nothing contained in this statement creates any contractual obligation. The Sherwin-Williams Company retains the right to change, modify, suspend, interpret or cancel in whole or in part any of the published or unpublished personnel policies or practices and employee benefit plans of the Sherwin-Williams Company. This statement is not intended to create, nor will it be construed to form, a contract or promise for either employment or a benefit.

If you need additional information, please contact your Benefits Service Center.