



June 9, 2006

For Immediate Release

Sherwin-Williams Partners With Shaker Consulting Group, Inc. For New Plant Start-Up

Cleveland, Ohio

Shaker Consulting Group, Inc. has been selected by the Sherwin-Williams Company (NYSE SW) to support the staffing process for the opening of its new Fernley, NV paint manufacturing plant. Candidates for production jobs at the new facility will complete a realistic job preview, an objective minimum qualifications screening questionnaire, and the Virtual Job Tryout™ via the Web. This interactive experience helps candidates learn more about the culture of the company and demands of the job. The recruiting team gets to learn more about how the candidate will interact with coworkers and make decisions regarding the demands of day-to-day work situations.

This approach to the hiring process eliminates the resume from the front end of the recruiting cycle and creates a significant savings from traditional methods by leveraging the power of the Web for information exchange. More importantly the quality of the hiring decision is improved by introducing objective and fair information into the candidate evaluation process. Shaker Consulting Group conducted research into the factors that predict job performance at existing Sherwin-Williams facilities.

This greenfield production facility is the first new paint plant Sherwin-Williams has opened in over 25 years. "Getting the right people to staff this new team-based manufacturing facility is a strategic imperative," says Fernley site manager Francis Huppman. Corporate Human Resource Director Paul Alvarez, who is coordinating the staffing side of the start-up said, "This new process has revolutionized our approach to plant staffing. We have been able to handle a significant number of candidates and get to the best talent quickly and efficiently."

Joseph P. Murphy, Vice President of Shaker Consulting Group stated the performance gains and cost reductions can generate a full ROI from the system in less than one year.

The new staffing process offers two critical benefits to the start-up team:

1. **Efficiency**—accept applications and objectively screen candidates with little to no time invested
2. **Effectiveness**—begin the interviewing process with candidates who are most likely to be productive workers.

This approach offers significant benefits to the candidates as well. No resume is needed and candidates can apply 24/7 via the company website. An informative overview of the position and the company make for an engaging two-way information exchange. The design and supporting research ensure fair, job-relevant, and objective treatment.

Current production employees at other locations completed the Virtual Job Tryout™ and their responses were analyzed against objective measures of job performance and supervisor ratings of observed on-the-job behaviors. The research indicates candidates performing well on the Virtual Job Tryout™ are more likely to be safer, have higher rates of attendance and be more productive on the job.



In the first two months of accepting applications, over 700 candidates have been screened and evaluated prior to beginning the interview process or looking at resumes. Objective rating methods have allowed the hiring team to begin the interviewing process with candidates who are most likely to be successful on the job. Recruiters are then better equipped to conduct an interview focused on key issues of job-fit.

About Shaker Consulting Group, Inc.

Shaker Consulting Group is a pioneer in the field of on-line candidate evaluation and developers of the Virtual Job Tryout™. Shaker Consulting Group helps companies create measurement methods that link staffing practices to company performance.

This propriety process creates an interactive and company branded job application experience. The results are a more effective and objective approach for making hiring decisions. Using performance modeling and closed-loop analytics, Shaker is able to create a competency based profile that recruiters can use to describe, compare, and evaluate candidates, thus improving the quality of the hiring decision.

3201 Enterprise Parkway
Suite 360
Cleveland, OH 44122
216.292.0202
www.shakercg.com

About The Sherwin Williams Company

Founded in 1866, The Sherwin-Williams Company is a world leader in the manufacture, distribution and sale of coatings and related products to professional, industrial, commercial and retail customers. The Company manufactures products under well-known brand names such as Sherwin-Williams®, Dutch Boy®, Krylon®, Minwax®, Thompson's® Water Seal® and many more. Sherwin-Williams® branded products are sold exclusively through a chain of more than 3,000 company-operated stores, while the company's other brands are sold through leading mass merchandisers, home centers, independent paint dealers, hardware stores, automotive retailers and industrial distributors throughout North America. Through its International Coatings Division, Sherwin-Williams distributes products in more than 20 countries around the world.