



Land O'Lakes Technology D&I Overview

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02.27.2020

Land O'Lakes, Inc. Key Stats

#212

Fortune 500



Presence in

50 STATES

60+

COUNTRIES



10,000

employees



290

U.S. facilities

3rd

LARGEST

U.S. member-owned
cooperative

Participate in Human
Rights Campaign's
Corporate Equality Index
and Disability Equality
Index



Our Employer Value Proposition (EVP)

We're a Fortune 250 Company— and a Co-Op that Cares

As a \$15-billion, global enterprise—and a farmer-owned co-op—Land O'Lakes offers a combination of innovation, impact and compassion you won't find anywhere else.



Feed

Shape the industry that feeds the world.



Grow

Grow your skills and increase your impact.



Perform

High performance drives rewards.



Flex

You have the flexibility to do your best.

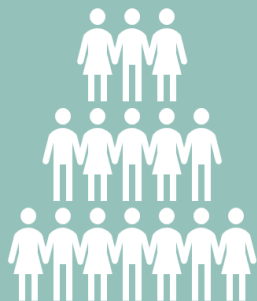


Do

We do the right thing, together.

Strategic Areas of Focus

Diversity+ Inclusion comes to life at Land O'Lakes



Workforce

Who we're hiring and how.

- ✓ **Recruiting:** Inclusive recruiting efforts by expanding external partnerships.
- ✓ **External Brand:** Integration of D+I into Feeding Human Progress, Inc.™ campaign and recruitment collateral.



Workplace

How it feels when you're here.

- ✓ **Leadership Commitment:** Diversity Executive Council and Diversity Enrichment Council.
- ✓ **Employee Resource Groups:** We provide a safe space for all employees to engage in cultural learning sessions, listening forums, and more!
- ✓ **Inclusive Environment:** Mentorship, sponsorship, & professional development.



Marketplace

Engaging our partners, customers, and communities.

- ✓ **Supplier Diversity:** Utilizing suppliers that reflect our values and consumers to win.
- ✓ **Growth and Solutions:** Supporting business unit ambitions by increasing customer and consumer relevance.
- ✓ **Communities and Citizenship:** Lead and serve alongside our communities through sponsorships, philanthropic and volunteerism efforts.



Technology Talent: Diverse and Innovative Programs



Land O'Lakes Aspirations In Computing - Summer Intern Experience

- Land O'Lakes sponsors the MN Aspirations in Computing Award Ceremony each Spring
- Summer Internships provided to 3-4 Current and Past Aspirations in Computing Award recipients
 - Interns have previous hands-on technical experience through high school robotics club or Girl Who Code
 - Interns receive real project work and technical deliverables:
 - Develop Grower Mobile App(Android Studios, Google Firebase, Adobe XD)
 - Code Test using Virtual Devices and Emulators
 - Digital Marketing Agile teams (Kentico/Azure and Salesforce)
 - Interns also learn soft skills; communication, initiative, commitment, teamwork, collaboration



LAND O'LAKES, INC.

Land O'Lakes Genesys Works Internships

12 Years
with the
Program

63
Cumulative
High School
Interns

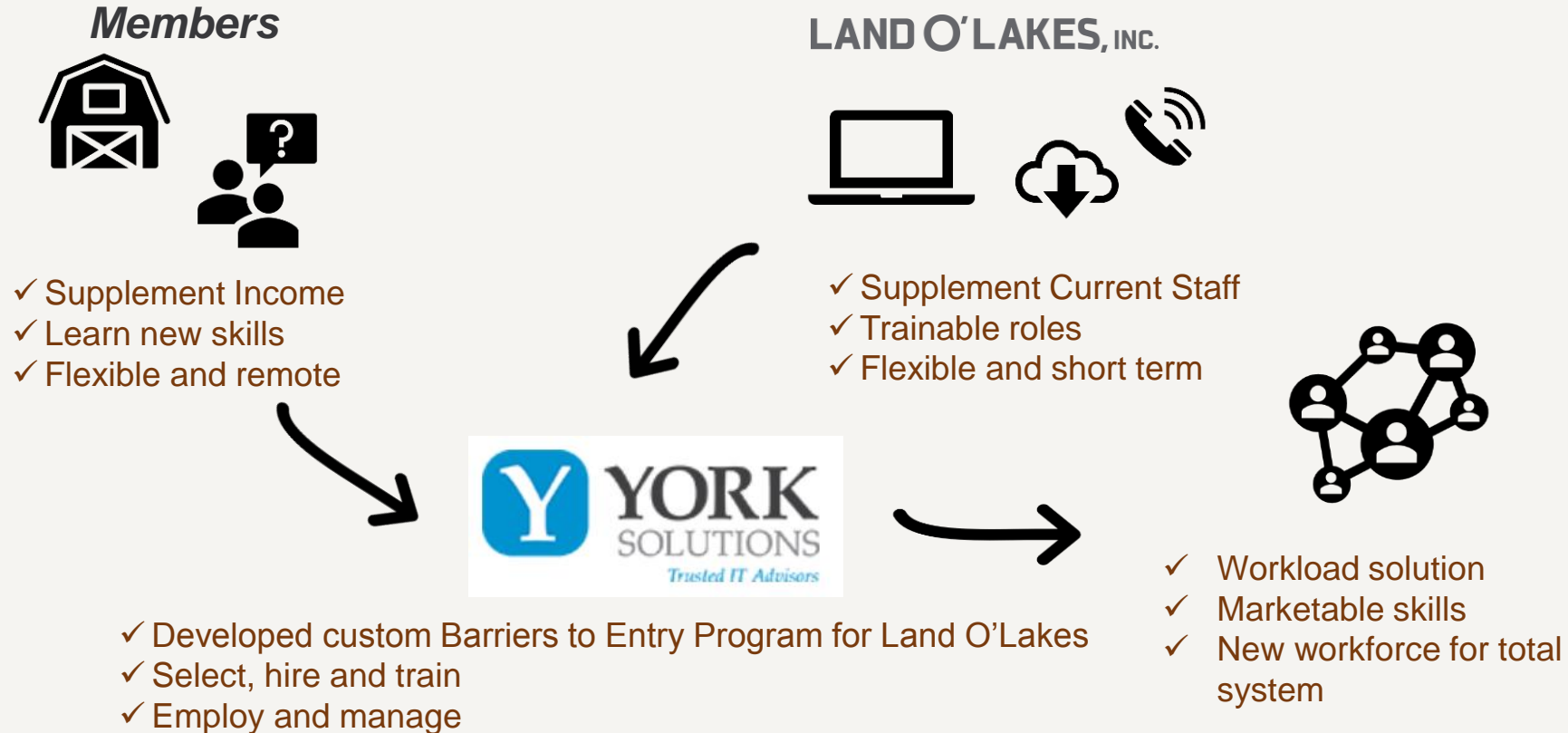
\$541.1K
Total
Intern
Wages



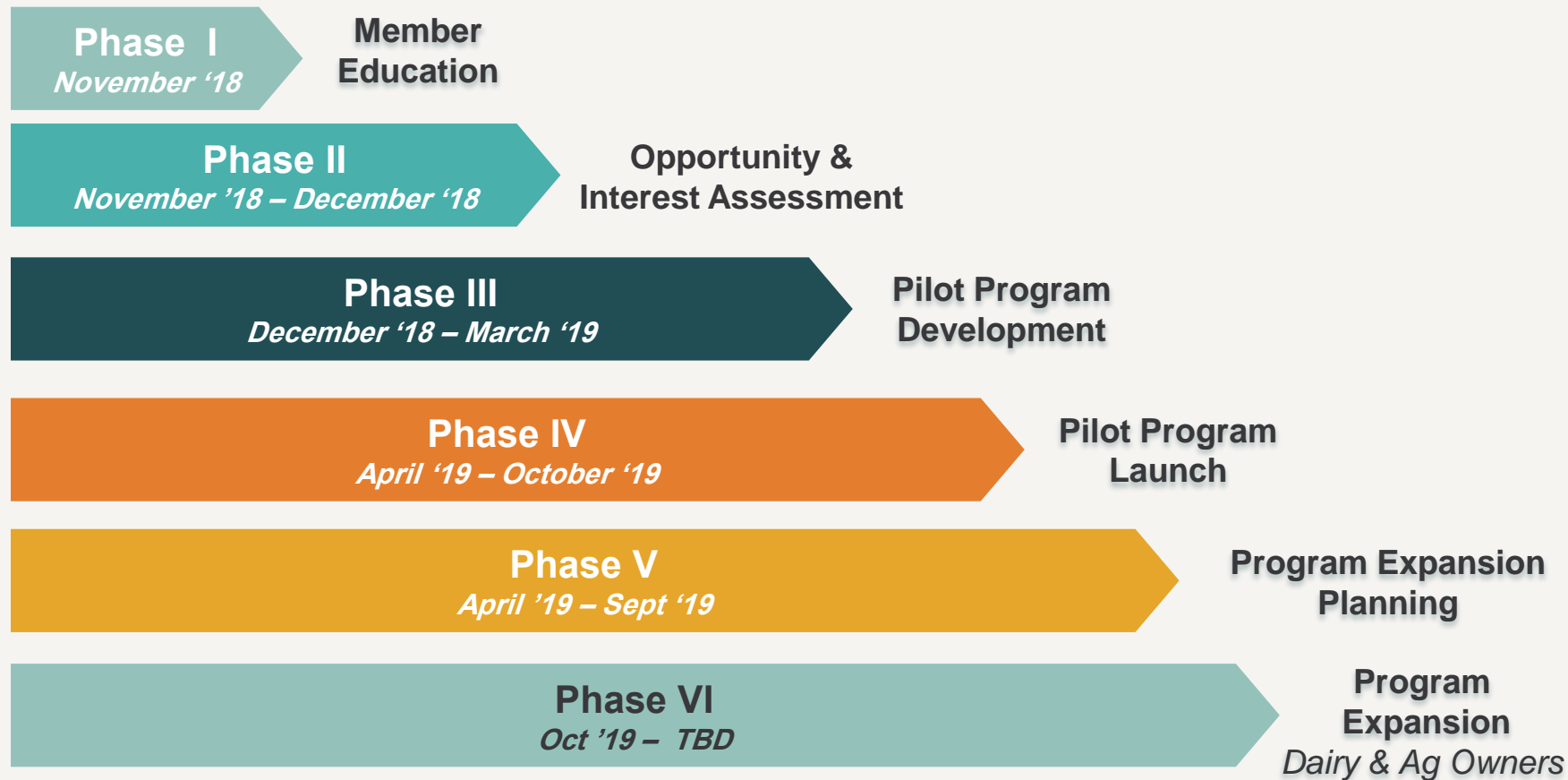
Genesys Works transforms lives of high school students by helping them achieve college and career success through a multi-faceted approach:



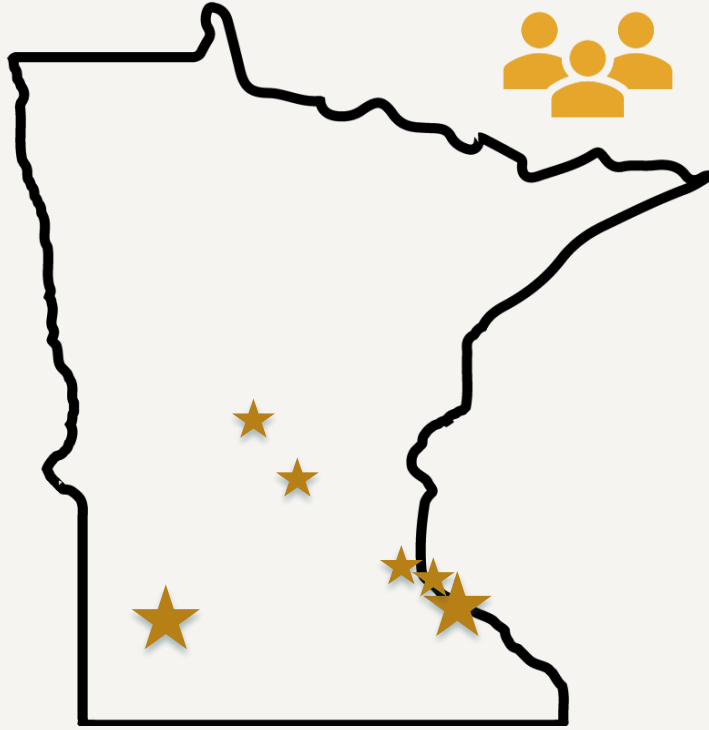
Land O'Lakes and York Solutions - Supplemental Work Opportunities Program (SWOP) for Members



Project SWOP Journey



SWOP Pilot Participants



**LOL Dairy
Member**

**Immediate
Family
Member**

**18 years
of age**

**Basic
computer
skills**

**High
speed
internet**

Flexible work schedule

“Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world.”

– Desmond Tutu

Thank you.