



# Performance management and rewards

## Performance management

Each year, approximately 14,000 General Mills employees globally participate in our performance management process. The process includes setting priorities, frequent check-ins and feedback, and a formal performance evaluation process. Employees also create individual development plans as part of the process, further helping to facilitate and encourage professional development and growth.



△ General Mills performance management process

## Recognition

Our Champions Award celebrates outstanding achievements and leadership by individuals and teams at General Mills. Since the late 1980s, we have been recognizing award recipients who have overcome obstacles with determination and persevered to deliver significant results for our business, our employees and our communities. Based on our Champions Award criteria, employees are able to nominate colleagues who exemplify our core values: play to win; win as a team; act boldly and move quickly; grow and inspire; and do the right thing all the time. In 2018, we added Engaging Leader behaviors to the criteria. Seventy Champions Award winners were selected in 2018.



## Expanded employee benefits

At General Mills, we put people first – and that starts with our employees. In a work environment that spans five generations, everyone values different things. We've spent a lot of time talking with employees and asking questions about their pain points and what contributes to feeling torn between work and home. As a result, in August 2018 we announced expanded employee benefits beginning in fiscal 2019 for every life stage, including:

- Enhanced maternal leave and parental leave for fathers, partners and adoptive parents.
- New caregiver leave, improved bereavement leave and short-term disability benefits.
- Expanded benefits eligibility to include domestic partners.

Leave for all life stages



2-week paid caregiver leave



Up to 4 weeks bereavement leave



100% paid short-term disability (up to 8 weeks) and 65% paid (up to 26 weeks) for all employees

# Employee well-being

## Our approach

We believe that providing wellness opportunities for our employees and their families is crucial to upholding our company values.

## Our progress

In April 2018, we launched our new My Well-being program in the U.S. that takes a holistic approach and supports many aspects of well-being. A sampling of our programs includes:

- Physical – We encourage good nutrition, offer employees healthy

dining choices and programs at our facilities, and provide opportunities to increase physical activity.

- Emotional – Our LifeWorks Employee Assistance program helps build resiliency through counseling, emotional support and referrals for U.S. employees and their families. In 2018, we added a digital sleep program focused on helping those with troubled sleep get the resources and care they need. In 2019, we are changing the way we approach mental health: We've started by

adding digital ways to engage with counseling, support and resources to help reduce barriers and start breaking the stigma. Many locations also offer stress and resilience programs.

- Financial – We support the financial well-being of our employees by providing them with competitive programs, resources, salaries and benefits. [Learn more](#). We also have financial wellness tools and resources that allow employees and families to get on track toward their short- and long-term financial goals.

- Career – We support our employees' career development with numerous opportunities for personal and professional growth, as well as resources to promote work/life balance. [Learn more](#).

- Social/community – We help connect employees with community-based programs where they can volunteer, receive support and strengthen connections. [Learn more](#) about our community engagement programs in the [Our Community](#) section of this report.