



■ We introduced differentiated learning through the Leadership Accelerator Program for people recognized as our most talented leaders with the potential to have the greatest impact. This program helps prepare people for making the transition from managers of teams to strategic operational/business unit roles, or helps senior leaders make the transition from operational/business unit roles to strategic enterprise roles. In addition

to broadening their skills, they participate in a cohort that learns together in a highly immersive and interactive manner to prepare them for broader roles in the near-term.

### 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.

### 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 to deliver significant results for our business, our employees and our communities. Based on our Champions Award criteria, employees are recognized when they 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 – and our Engaging Leader behaviors. Seventy-eight Champions Award winners were selected in 2019.

78 We recognized 78 employees as Champions Award winners in 2019.



△ Learning and development at General Mills.

## Employee benefits and well-being

### Benefits

**Our approach:** We're committed to providing employees with a work environment that encourages innovation, productivity and balance – and that helps every employee bring their unique self to work every day.

**Benefits:** Benefits vary by location. For example, in the U.S. we offer:\*

- Overall – Comprehensive medical and dental benefits to nonunion, U.S. employees and eligible dependents.

Employees are automatically enrolled in company-paid benefits, including life insurance, business travel accident insurance and short- and long-term disability.

- Financial planning – Retirement benefits, including a 401(k) savings program and financial coaching.
- Time off – Vacation, holidays, flexible work arrangements and leave benefits for all life stages, including up to two weeks of paid caregiver leave per year and 12-20 weeks paid parental

leave for new parents. (See story on next page for more details.)

### Other perks:

- Learning, developing and growing – Tools and resources to help employees expand and grow as professionals. See more details in the [Development and training](#) content.
- Giving back to the community – Volunteer opportunities and donation-match programs. Learn more in the [Community](#) section of this report.

- Talent referral – Bonuses for referring top talent to join the General Mills team.

[Learn more.](#)

### 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:** Now in its second year, our My Well-being program in the U.S. takes a holistic approach to

\*Benefits may vary for employees by location and other factors.