

## Purpose

Feeding human progress.

## Mission

Optimizing the value of our members' dairy, crop, and animal production systems through our unparalleled commitment to quality, efficiency, and productivity.

## Vision

Striving relentlessly to feed and nurture the planet for the benefit of all.

## Values

- **United in a Common Cause.** Since our beginning, we have understood that the total is greater than the sum of the parts and that our structure unites us in a way that is unparalleled.
- **Committed to Excellence.** Our obsession with quality, with serving our members, customers and our employees, and to always doing what's right are the beacons that keep us clearly focused.
- **Rooted in our Understanding of the Value of a Hard Day's Work.** We believe that our roots are our future and that each and every member and employee is firmly grounded here, never looking for shortcuts nor bypassing the importance of this age-old truth.
- **Inspired by Our Place in the World.** We firmly believe in the power to change and feed the planet and that our duty and desire to care for the world run deeply in all of us.



### Land O'Lakes, Inc.

#### Member Relations

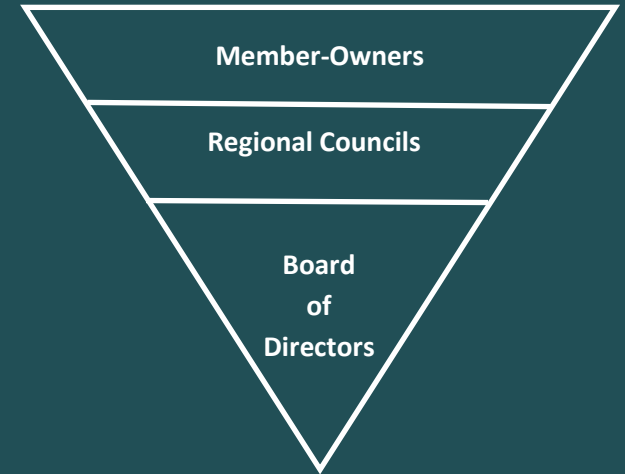
Landolakesinc.com

800-328-1341

membership@landolakes.com



# Corporate Board of Directors



## Required Qualifications

1. Must be less than 65 years of age at start of term.
2. May serve a maximum of 20 consecutive years.
3. No conflicting loyalties with other organizations.
4. No conflicting leadership obligations.
5. Membership Classification of:
  - ◆ An active producer member of a Class A (co-op) stockholder doing business with Land O'Lakes; or
  - ◆ A general manager (reporting directly to the board of directors) of a Class A stockholder; or
  - ◆ A Class B (individual) stockholder doing business with Land O'Lakes

## Preferred Qualifications

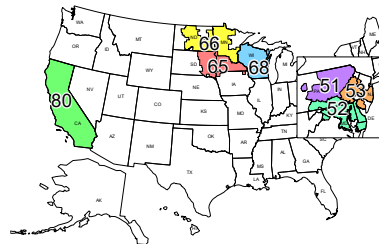
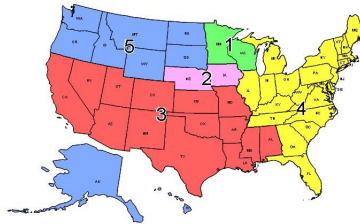
1. Acts with integrity and ethical behavior.
2. Manage a business projecting the image of high quality safe food production.
3. Strong record of business leadership in cooperative management or agricultural advocacy.
4. Prior board of director experience (member of or role directly reporting to board of director).
5. Displays well-developed communication and active listening skills.
6. Independent, strategic thought leader.
7. Possess an understanding of and support of Land O'Lakes vision, mission and values.
8. Experienced in managing a financially successful business.
9. Support Land O'Lakes through purchases and use of products/services..

## Responsibilities

1. To exercise prudent business judgement in reviewing, considering and deciding upon major and basic matters affecting Land O'Lakes activities.
2. To oversee management's conduct of the business affairs of Land O'Lakes in the interest of its member-owners.
3. Set policy direction for Land O'Lakes business in the future.
4. Approve capital expenditures.
5. Approve Land O'Lakes Annual Business Plan and operating budget.
6. Approve new members and cancel as necessary.
7. Set annual stock revolvment and patronage rates.
8. Evaluate CEO performance and compensation.

## Regions

There are 12 regions, five Ag and seven Dairy. Across these regions there are 24 directors.



## Time Commitment

Corporate Board of Directors is a four-year term commitment. Each year you will have the following meetings to attend:

- ◆ Six regularly scheduled board meetings per year
- ◆ Average of 45 days per year away from home, including board meetings and related functions
- ◆ Special meetings (as needed)

## Compensation

- ◆ Reimbursement is paid for travel, meals and lodging while on official Land O'Lakes business.
- ◆ Per diem of \$500 per day while on official Land O'Lakes business.
- ◆ Annual retainer of \$45,000.

## Next Steps

If interested in running for a corporate board of director seat, here are your next steps.

1. Contact your regional Nominating Committee Chair informing them of your interest.
2. Complete and return corporate board of directors application for candidacy to Land O'Lakes Member Relations.
  - \* If you are a producer or manager of a class A cooperative, a resolution of support letter must be obtained from your local board and submitted. Seek out your local board chair to assist you with gathering this letter of support.
3. If application approved, you will have an onsite interview with regional council members in June or July and a second interview at Land O'Lakes Mid-Year Meeting in August.