

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

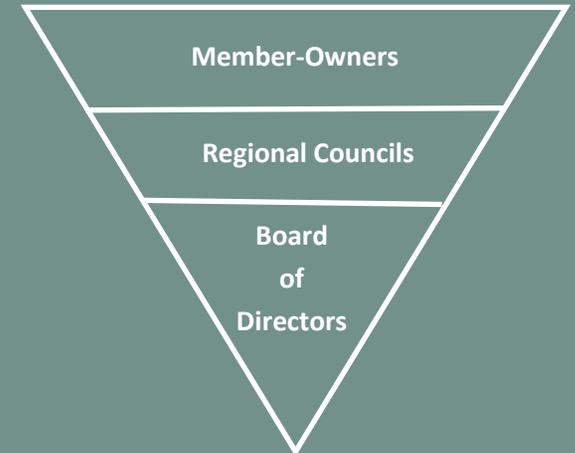
Landolakesinc.com

800-328-1341

membership@landolakes.com



Leadership Council



LAND O'LAKES, INC.

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 to other organizations that would interfere with their loyalty to Land O'Lakes.
4. Not serving as an officer, director, manager or advisor to an organization that competes with Land O'Lakes in procurement of milk or marketing of food products or agricultural supplies.
5. Members eligible to serve on leadership council include:
 - ◆ Class B members actively doing business with Land O'Lakes Dairy Foods.

Responsibilities

1. Source, recruit and help develop a diverse set of future leaders.
2. Source, recruit and fill representative seats on the Land O'Lakes Board of Directors and the regional council from a diverse set of applicants.
3. Contribute to open and collaborative dialogue with fellow council members and Land O'Lakes management, purposefully sharing information and member perspective.
4. Share outgoing messages from Board of Directors and Land O'Lakes management and advocate on behalf of Land O'Lakes specifically and agriculture in general.
5. Ensure member-owners know their region's board member(s) and connect them as needed.
6. Support the strategic direction and governance of Land O'Lakes.
7. Encourage other members within region to become involved in Land O'Lakes and to participate in leader development opportunities.
8. Serve as a role model for others—council members' actions define elected leadership.

Council Role Opportunities

- ◆ Council Chair
- ◆ Vice Chair
- ◆ Secretary
- ◆ Nominating Chair
- ◆ Leader Development Chair
- ◆ Policies and Resolutions Representative

Time Commitment

Leadership Council is a one-year term commitment. Each year you will have the following meetings to attend:

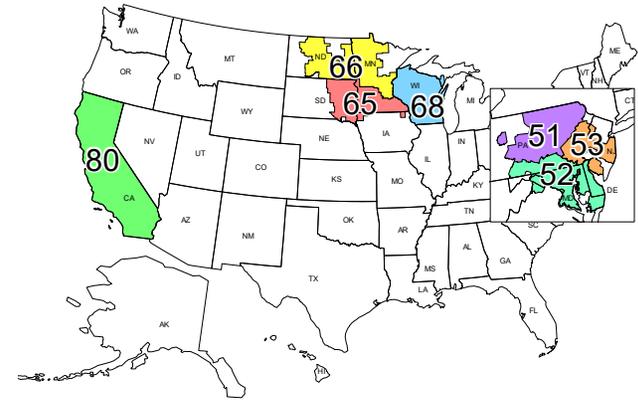
- ◆ 2-3 days at Annual Meeting (late Feb)
- ◆ 1-2 days at Mid-Year Meeting (Aug)
- ◆ Special meetings or conference calls (as needed)

Reimbursement

- ◆ Reimbursement is paid for travel, meals and lodging while on official Land O'Lakes business.
- ◆ Elected leaders receive a \$350/day per diem while on official Land O'Lakes business.

Regions

There are seven Dairy regions. Across these regions there are 55 leadership council members.



Next Steps

If you are interested in running for a leadership council seat here are your next steps:

1. Contact your regional Nominating Committee Chair informing them of your interest.
2. Complete and return application for candidacy to Land O'Lakes Member Relations.
3. Once application approved, your name goes before regional council to be approved for candidacy.