



employees more time to make adjustments and refocus priorities as needed. We prepared managers with training and resources.

- **Setting priorities:** In the past, employees worked with their managers to establish a list of objectives for their development. In 2014, we began implementing a shift to setting a smaller number of focused priorities – and going through the process earlier in the year so employees have more time to achieve them.
- **Communicating impact:** We provided extensive training to help managers communicate with employees about changes designed to more accurately reward employees for desired performance. Changes included adjustments to performance evaluation, pay and job classifications. We trained 1,340 people – 88 percent of managers – in the U.S. and Canada in 2016.



## Compensation and benefits

We make food people love. We also provide a choice of benefits that our employees love. Our benefits program, Total Rewards, includes comprehensive and competitive offerings that work together to enhance employees' overall well-being – at work and in life.

**G4-LA10, LA11**

### Benefits\*

Here are a few highlights of the benefits General Mills offers:

<b>Pay</b>	Employees earn a competitive salary and annual bonus when they meet our ambitious goals. Salaries are reviewed each year, with increases based on performance and the market value of the position. Annual cash bonuses are based on performance (individual, company and in some cases, business unit).
<b>Medical, dental and vision</b>	General Mills offers employees and eligible dependents medical, dental and vision plans starting on the first day of employment. Coverage is available to employees in all locations.
<b>Retirement and savings plans</b>	General Mills offers tools and resources to manage current and future savings goals. Eligibility for General Mills' 401(k) Plan starts on the first day of employment.  Employees can access free, confidential education on managing money, college and tax savings, and more.
<b>Stock options and ownership</b>	Company stock is available in the 401(k) Plan. Our voluntary stock purchase program allows another ownership opportunity. Annual stock option grants are available to some management-level employees.
<b>Insurance</b>	Life, long-term care, legal, and auto and homeowners insurance is available, plus company-paid short- and long-term disability insurance.
<b>Educational assistance</b>	Loans and scholarship opportunities are available for employees and family members, plus reimbursement for job-related courses. Employees may be eligible for an unpaid leave of absence to further their education.
<b>Flexible work arrangements</b>	We offer telecommuting, flextime and part-time arrangements where business conditions allow. Through our FUSE (Flexible Use Shared Environment) program, employees create workspaces that improve collaboration and efficiency.
<b>Parenting benefits</b>	General Mills offers maternity leave benefits to birth mothers and also offers benefits to new fathers and adoptive parents.
<b>Credit Union</b>	Employees and their families are eligible for complete banking and financial services from the General Mills Federal Credit Union, established in 1935.

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