

DIVERSITY  
& INCLUSION  
at ConAgra Foods

2005 Annual  
Diversity Report



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Human Resources  
One ConAgra Drive  
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**Gary Rodkin**  
President and Chief Executive Officer

***ConAgra Foods leadership statement on diversity***

At ConAgra Foods, we are building a culture of simplicity, accountability and collaboration. Diversity is vital to that culture, and we strongly support diversity and inclusion. This is not only good for our business; it is the right thing to do.

Our culture is expressed in and influenced by policies, practices and programs that create a safe, supportive environment where people can develop and grow and where individuals of unique talents and backgrounds can make meaningful contributions to the success of the company. Holding ourselves accountable for promoting diversity and inclusion helps focus us on the right things:

- management policies that respond to the needs of a diverse workforce, including work-life needs, that are inclusive and enable the full contribution of every person in the organization;
- sensitivity and responsiveness to diversity among employees, customers, consumers, suppliers and communities in which we work;
- ensuring that our social responsibility serves as an example of how diversity and inclusion can make a positive difference to individuals and businesses.

Everyone at ConAgra Foods is expected to act at all times in a manner that values diversity among our employees, business partners, consumers and communities. We welcome, encourage and need input from diverse backgrounds and perspectives.

A handwritten signature in black ink, appearing to read "Gary Rodkin".

Gary Rodkin  
President and Chief Executive Officer

## ■ INTRODUCTION

### *Diversity & Inclusion at ConAgra Foods*

ConAgra Foods continued executing its Diversity & Inclusion strategy throughout the company and made real progress in 2005, which is the period this report covers. As demonstrated below, the company continues to focus on building a workforce that mirrors our markets and communities, as well as creating an environment of inclusion conducive to realizing the potential of every employee. Additionally, ConAgra Foods is committed to forming strategic partnerships with national and local organizations that will help us advance our Diversity & Inclusion Strategy as well as enterprisewide business objectives.

For starters, of our approximately 36,000 employees, nearly 30 percent are Latinos, nearly 10 percent are African-Americans, five percent are Asians and one percent are Native Americans. This is all the more impressive when considering that our headquarters and many of our operations are in mid-America where the U.S. population is much less diverse. We even have increased the diversity of the executives serving in leadership roles. Women led the company's Research & Development organization, the Frozen Foods business, the Lightlife Foods business and the ConAgra Foods Foundation. In 2005, Latinos led our Meats business, our Human Resources and Corporate Affairs functions, and the strategic marketing area for ConAgra Foods Retail Products. African-Americans lead the marketing effort behind our Hunt's brand as well as our Labor Relations and Human Resources Business Center teams.

In 2005 the Women's Leadership Council (WLC) was formed. This group, made up of senior-level women in the organization, is the steering committee whose mission is to identify areas of opportunity for the company to build an environment where women thrive. Focus group discussions were held in 2005 with women across the company to hear their successes and concerns. The WLC, under the sponsorship of the vice president of Product Quality & Development in 2005, and the Diversity & Inclusion department, will be opening its membership in 2006 as it reaches out to involve other women throughout the company.

Also in 2005, the ConAgra Foods Latin Network was formed under the joint sponsorship of the president of the Refrigerated & Deli business and Diversity & Inclusion department. This affinity group likewise will look to expand throughout the company in 2006.

The ConAgra Foods Black Employees Network (CBEN) continues to increase its membership. Its community outreach, focus on members' career development and promotion of business objectives are receiving increasing support from the group's members and the company. This affinity group is sponsored by ConAgra Foods' vice president of the Human Resources Business Center and the Diversity & Inclusion department.

In 2005 we introduced a Diversity & Inclusion portlet to our employee portal as well as a diversity section in the company's external Web site. These have increased our communication of diversity initiatives, and diversity in general, throughout the company, reaching out to all who have online access. In 2005 we also started sending posters and other forms of communications that highlight special areas of emphasis and months such as Hispanic Heritage Month to our plants. Posters are distributed in both Spanish and English, courtesy of our newly formed Translations Services department. We also send out many plant communications in English, Spanish, French and Vietnamese. Additionally, a number of plants hold a variety of internal events to support diversity and inclusion efforts.

In 2005 ConAgra Foods initiated a partnership with the National Council of La Raza (NCLR), joining their Corporate Leadership Program at the Leader's Level. NCLR is the largest national Hispanic civil rights and advocacy organization in the United States working to improve opportunities for Hispanic Americans. For more information on NCLR, go to <http://www.nclr.org>. We also continue to cultivate relationships with other national organizations such as the National Urban League, SER Jobs for Progress, Catalyst, the Hispanic Association on Corporate Responsibility, the National Hispanic Corporate Council and the Women's

## ■ INTRODUCTION

### *Diversity & Inclusion at ConAgra Foods*

Foodservice Forum, all of which we sponsored in 2005. Additionally we maintain strong relationships with a number of organizations located in the communities where our employees live and work throughout the country, and many of our employees serve on the boards of those organizations. Through the ConAgra Foods Foundation, we also provide financial support to organizations promoting diversity and inclusion.

Some of our plants offer educational programs for our employees in such areas of study as English as a second language, GED and Spanish. We are in the process of expanding these programs to reach a higher number of employees at the plant level.

We have a very active supplier diversity program that is providing increasing opportunities for minority- and women-owned business enterprises. Our Supplier Diversity manager again was elected to the national board of directors of the National Minority Suppliers Development Council and was elected chairman of the board of the Great Plains Minority Business Development Council.

### **A word about our Code of Conduct**

ConAgra Foods maintains and promotes a companywide Code of Conduct, which is furnished to every employee and posted on the company's internal portal. The Code of Conduct defines ConAgra Foods' expectations of its employees, based on the highest standards of integrity and ethical behavior.

In addition, the policy encourages employees to report any behavior that violates the Code of Conduct. Employees may report such concerns to a specified member of the executive management team. The names, phone numbers and e-mail addresses of these individuals are listed in the Code of Conduct booklet.



Human Resources  
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Omaha, NE 68102-5001

**Gary Rodkin**  
President and Chief Executive Officer

**TO: ALL EMPLOYEES**

**SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY**

This statement is to confirm my full support of ConAgra Foods' long-standing commitment to equal employment opportunity in all areas of employment both as a matter of principle as well as in complying with relevant laws and regulations.

It is the responsibility of each ConAgra Foods manager and employee to ensure that all applicants and employees are treated equally in all phases of employment without regard to race, age, color, religion, gender, sexual preference, sexual identity, national origin, disability, veteran status or other protected status covered by local or state law. Discrimination or harassment on the basis of these factors has no place at ConAgra Foods. All managers and employees are charged with the responsibility of preventing or eliminating such abuses should they be found to exist. Only bona fide job-related requirements and procedures are to be used with regard to recruitment, employment, promotion, transfer and discipline, including termination, compensation, job assignments, benefits, demotion, layoff, training and educational programs.

ConAgra Foods' senior vice president of Human Resources, has accountability for the development, implementation and periodic audit of ConAgra Foods' affirmative action programs for the corporate headquarters. The senior manager at each ConAgra Foods facility has similar responsibilities at the local facility level. Additionally, we expect everyone at ConAgra Foods to value, welcome and encourage inclusion, as well as input from diverse backgrounds and perspectives. This is not only consistent with the principles of equal employment opportunity; it makes us a better company.

A handwritten signature in black ink, appearing to read "Gary Rodkin", with a long horizontal flourish extending to the right.

Gary Rodkin  
President and Chief Executive Officer

# ■ INTRODUCTION

## *Diversity & Inclusion at ConAgra Foods*

### **About this report**

The purpose of this report is to summarize the efforts ConAgra Foods is making to build, support and develop an inclusive culture, enabling people of all backgrounds to apply their skills and abilities for the benefit of employees, customers, consumers, suppliers and shareholders.

Efforts to build a diverse workforce are reported in four strategic categories:

<b>Community Affairs and Philanthropic Giving</b>	Includes charitable giving and active participation in local and national organizations that support the diversity and inclusion strategy, and ConAgra Foods' workforce and community initiatives. Involvement includes corporate memberships and sponsorships, financial assistance, product donations and employee volunteers.
<b>Recruiting and Hiring Efforts</b>	Incorporates all aspects of recruiting and hiring, including college recruiting and involvement in local and national organizations that support the advancement of a diverse workforce.
<b>Work/Life Balance and Wellness Initiatives</b>	Comprises activities and programs designed to help employees maintain a healthy balance between their work, personal and family lives.
<b>Training and Education Programs</b>	Encompasses all programs and activities that promote the development of job skills and career advancement in support of the advancement and retention of a diverse workforce.

These four categories will be broken down by activities and support from a corporate level, a business headquarters level and a production facilities level. For more information on ConAgra Foods' structure, markets, products or financial performance, visit [www.conagrafoods.com](http://www.conagrafoods.com).

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

*Working with organizations that touch employees, consumers, customers, vendors and shareholders helps ConAgra Foods reach out to diverse groups in communities where ConAgra Foods employees live and work. At the same time, these efforts allow ConAgra Foods to impact communities in positive ways. Through memberships and sponsorships, financial and product donations and employee volunteers, ConAgra Foods opens doors to strengthen its commitment to diversity with employees and expand this pledge into the community.*

#### **Corporate support**

ConAgra Foods is active in a number of local and national organizations that support its diversity initiatives through corporate memberships, event sponsorships, board involvement, product donations, employee volunteers and financial contributions via the ConAgra Foods Foundation and Corporate Community Affairs.

#### **National:**

##### **Community advocacy and support**

**ConAgra Foods Feeding Children Better** – The nation’s largest corporate initiative dedicated solely to attacking child hunger in the United States, Feeding Children Better is a multi-year partnership between America’s Second Harvest – The Nation’s Food Bank Network, the nation’s largest charitable hunger-relief organization – and ConAgra Foods.

Since its inception, the Feeding Children Better program has:

- funded more than 225 Kids Cafes nationwide (Kids Cafes are safe places where kids get nutritious meals after school);
- donated more than 150 trucks to Food Banks in 43 states, the District of Columbia and Puerto Rico to help get food to the people who need it; and
- raised awareness of the issue of child hunger at Kids Cafe openings, National Hunger Awareness Day, Satellite Media Tours and similar activities.

**Hispanic Association on Corporate Responsibility** – A coalition of the 14 largest and most influential national Hispanic organizations whose mission is to ensure the inclusion of Hispanics in corporate America at a level commensurate with their economic contributions.

**National Business and Disability Council (Albertson, N.Y.)** – ConAgra Foods supports and is a member of this council, which promotes the employment of people with disabilities.

**National Council of La Raza (NCLR) (Washington, D.C.)** – In 2005 ConAgra Foods joined NCLR’s Corporate Partner’s Program at the Leaders Level, further building upon our previous sponsorships of the organization’s annual conference.

**National Hispanic Corporate Council** – ConAgra Foods is a member and active participant in this organization, which serves as a resource of collective expertise, market intelligence, education and counsel for reaching the external Hispanic community and leveraging internal talent. ConAgra Foods is represented in the board of directors of this organization.

**National Urban League (NUL)** – ConAgra Foods participates in and supports NUL’s national conference.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

**SER-Jobs for Progress** – ConAgra Foods participates in and supports SER's (Service, Employment, Redevelopment) national conference.

**Women's Foodservice Forum** – ConAgra Foods participates in and sponsors the National Conference and is a member of the Company Ambassador Program.

**Alliance for Work/Life Progress (Scottsdale, Ariz.)** – ConAgra Foods is a member of this organization, which promotes the development and advancement of work/life effectiveness.

### *Research and policy development*

**Catalyst (New York)** – ConAgra Foods is a member of this national organization, which is the leading research and advisory organization working with businesses to expand opportunities for women in the workplace.

**The Conference Board** – ConAgra Foods is a member of this national organization. Additionally, ConAgra Foods actively participates in its Diversity and Inclusion council and its Community and Public Issues council.

**Equal Employment Advisory Council (Washington, D.C.)** – ConAgra Foods is a member company of this council dedicated to the development of programs and practices aimed at the elimination of workplace discrimination.

**Human Resources Policy Association (Washington, D.C.)** – ConAgra Foods is part of this group, which provides in-depth information, analysis and advocacy for national labor and employment policy to advance human resources goals and objectives.

**Industry Liaison Group (National)** – ConAgra Foods participates in the Annual Conference.

**Native American initiatives** – Since 2002, ConAgra Foods has supplied meals for delegates at the annual Traditional Circle of Indian Elders and Youth of the American Indian Institute. This event is attended by tribal heads from many tribes from across the country.

### **Local:**

**100 Black Men of Omaha** – for activities directed toward positive role modeling.

**2005 Native Omaha Day Parade** – ConAgra Foods supported this event, coordinated by ConAgra Foods Black Employee Network.

**Boys and Girls Clubs of Omaha** – for positive programs for boys and girls, many of whom are minorities.

**Brush Up Nebraska (corporate sponsor)** – painting the homes of low-income Omaha residents each year.

**Camp Fire Boys and Girls** – for Niños en Acción (bilingual program for Hispanic children) and Action Pact (after-school mentoring program).

**Christ Child Center** – Through this center's initiatives, hundreds of ConAgra Foods employees donate wrapped gifts during the holiday season to low-income, at-risk children in Omaha.

**El Museo Latino** – for exhibits and general operating expenses and class fees for children attending courses in art, dance, drama and music.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

**Family Service** – ConAgra Foods provides six holiday food baskets annually to economically disadvantaged minority families.

**Greater Omaha Tri-County Workforce** – ConAgra Foods is active in this organization, with an employee serving a two-year term as executive on loan, in the capacity of director.

**Heartland Latino Leadership Conference** – For the sixth year, ConAgra Foods was the main sponsor of this conference, which promotes Hispanic/Latino awareness in the community, increases professional growth opportunities and improves access to community service agencies in Nebraska and the upper Midwest. ConAgra Foods is represented in the board of directors of this organization.

**Institute for Career Advancement Needs** – ConAgra Foods supports this organization, which provides professional development opportunities for women and men who aspire to be business and community leaders.

**Literacy Center of the Midlands** – for literacy education for adults, including special English-as-a-Second-Language classes for Spanish-speaking women.

**Martin Luther King Jr. Luncheon** – celebrating the life of Dr. Martin Luther King Jr.

**National Association for the Advancement of Colored People (NAACP) “Freedom Fund” Dinner (corporate sponsor)** – recognizing achievements at the annual NAACP Leadership and Training Conference for the Midwest region.

**National Conference for Community and Justice (NCCJ) Walk As One Diversity Walk (corporate sponsor)** – ConAgra Foods supported this activity, which promotes diversity in the Omaha/Council Bluffs, Iowa, community.

**Nebraska Food Bank Network** – for general fund raising and development, an annual food drive and for hunger-relief efforts across Nebraska.

**Nebraska Special Olympics** – for athletic competition.

**Partnership for Community Wellness (ConAgra Foods and the University of Nebraska Medical Center)** – ConAgra Foods teams up with the University of Nebraska Medical Center to bring health screenings to the South Omaha community free of charge.

**Radio Talking Book Services** – organization serving visually impaired Omaha, Neb., residents.

**United Negro College Fund** – for African-American students from Omaha attending historically black colleges.

**Urban League of Nebraska** – ConAgra Foods partners with and supports this organization through different partnerships and board representation. The vice president of the Human Resources Business Center serves as president of the Urban League’s board of directors.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

#### **Additional ConAgra Foods Foundation support for diversity and inclusion:**

- All Our Kids
- American Association for Higher Education
- American Business Women's Association
- American Heart Association
- American Indian College Fund
- Big Brothers Big Sisters of The Midlands
- Camp Fire USA Midlands Council
- Catholic Charities
- Christ Child Society of Omaha
- Christian Urban Education Service
- Claro Centro Latino De Apoyo
- Colorado State University Foundation
- Economic Opportunity Agency of Washington County, Inc.
- Girls Inc. of Omaha
- Great Plains Girl Scout Council
- Habitat for Humanity, Inc., of Omaha
- Heartland Family Service
- Hogan's Junior Golf Heroes
- Hope Center
- Interdenominational Ministerial Alliance of Metropolitan Omaha
- Joslyn Art Museum
- Junior Achievement of The Midlands, Inc.
- Literacy Volunteers Fox Valley
- Mercy Housing Idaho
- Midtown Educational Foundation
- Modesto Garden Club, Inc.
- National Coalition of 100 Black Women
- Nebraska Humanities Council
- North Omaha Foundation for Human Development
- Omaha Community Foundation
- Omaha Hearing School, Inc.
- 100 Black Men
- One World Community Health Centers
- Open Door Health Center
- Salvation Army
- Society of St. Andrew-North Carolina
- St. James Health Services
- Streetlights
- Teammates Mentoring Program
- The Healthy Foundation
- The National Center for American Indian Enterprise Development
- UNO Women's Walk
- Visiting Nurse Foundation
- Volunteers Intervening For Equity
- Wellness Council of the Midlands
- Youth Outreach Services
- YWCA

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

#### **ConAgra Foods business headquarters locations**

ConAgra Foods' business units are based in several locations across the country, primarily in Omaha, Irvine, Calif., Naperville, Ill., and Edina, Minn. These locations, and others, support diversity and philanthropic efforts through dollars, in-kind contributions and/or volunteer activity. The following organizations and causes are supported by these headquarters locations to promote diversity and inclusion:

- 4-H Club
- AIDS Services Foundation
- American Breast Cancer Society
- American Cancer Society
- American Diabetes Association
- American Heart Association
- American Red Cross
- America's Second Harvest
- ARTEC (schools that work)
- Big Brothers Big Sisters
- Boy Scouts and Girls Scouts associations
- Boys & Girls Club
- California State University-Fullerton Scholarship Program
- Canyon Acres Children & Family Services
- Children's Aid Golf Tournament
- Children's hospitals
- Children's Wish Foundation
- Corporate Advisory Board of the National Society of Hispanic MBAs
- Court Appointed Special Advocates
- DARE
- Dayle McIntosh Center for the Disabled
- Down Syndrome Society
- Habitat for Humanity
- Ike Kestler Safe House
- Junior League and Junior Achievement
- Local schools and PTAs
- Local youth sports associations
- Make-A-Wish Foundation
- March of Dimes
- Meals on Wheels
- Minneapolis Crisis Centers
- Olive Crest Treatment Centers for Abused and Neglected Children
- Orange County Homeless Issues Task Force
- Orange County Marathon
- Orangewood Shelter for Neglected and Abused Children, City of Orange
- PC Charities
- Rural Minnesota Concentrated Employment Program Workforce Council
- Salvation Army
- Special Olympics
- Special Olympics Indiana
- St. Jude Children's Marathon
- Susan G. Komen Foundation – Race for the Cure
- Toys for Tots
- Umatilla Morrow County Head Start
- United Way
- Vermilion Advantage
- Walk for Hope to Cure Breast Cancer
- Washburn Child Guidance
- Wishing Star
- Women Venture
- World at Work
- YMCA
- YMCA of the Great Tri-Cities, Wash.
- Youth sports programs
- YWCA

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

#### **ConAgra Foods Care Corps Team**

ConAgra Foods Care Corps Team is a group of company-sponsored Irvine headquarters employees who have come together to volunteer time and resources with a common goal of improving the communities where employees live and work. Some of the activities supported by the ConAgra Foods Care Corps team include:

- Pediatric Cancer Research Foundation Walk
- Grocery Foods United Way Campaign
- KOCE Public Television Pledge Drive
- Grocery Foods Holiday Adopt-A-Family Program
- American Cancer Society's Daffodil Days
- Second Harvest Food Bank Dinner
- Blood drives for both University of California-Irvine Hospital and the Red Cross
- Support of troops overseas

#### **ConAgra Foods manufacturing locations**

ConAgra Foods manufacturing facilities are located in more than 30 states and Puerto Rico. These locations support diversity-related philanthropic efforts through dollars, in-kind contributions and/or volunteer activity. Many of these facilities support their local chambers of commerce and their area chapters of the United Way and the American Red Cross. In addition to those, the following organizations and causes are supported by individual production facilities:

##### **Batesville, Ark.**

- University of Arkansas Community College Summer Camp (scholarships)
- White River Areas Agency on Aging
- Industry and Community Coalition
- Children of North Central Arkansas Child Care Agency
- Christmas Brings Hope
- Martin Luther King Jr. Memorial Scholarship
- Batesville Hometown Wellness Coalition
- Loud & Clear Bike Rally
- Mission of Hope
- Special Olympics

##### **Boardman, Ore.**

- North Morrow County Foundation - Art Impact Youth program
- Kiwanis Club
- Start Making a Reader Today
- AWANA program, Umatilla Baptist (church program for teaching values)
- Riverside Sports Boosters
- Boardman Senior Center
- Morrow County Bicycling program (helmets and education for needy children)
- Boardman Fire Safety Program

##### **Boise, Idaho**

- Bob LeBow Bike Tour - Health Care for All
- Ronald McDonald Fund

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

#### **Carol Stream, Ill.**

- Carol Stream Community Outreach Center

#### **Carthage, Mo.**

- Christmas for Kids
- Thanksgiving baskets
- Carthage Neighborhood Center
- Carthage Police and Fire departments
- Newspapers in Education
- Vietnamese Marion Days
- Carthage Crisis Center
- National Guard family support
- Carthage Schools annual turkey feed
- Southeast Kansas Schools annual turkey feed
- Rotary Club's dictionary program
- Carthage Kindergarten Welcome to School program
- Christmas parade

#### **Connell, Wash.**

- Connell Eagle's Nest
- Keenagers senior citizens group
- Kids Day

#### **Council Bluffs, Iowa**

- Council Bluffs Service League
- Hospice House
- Bayliss Park
- Hispanic Heritage Month
- Pottawattamie County Growth Alliance
- Centro Latino
- Heartland Equine Therapeutic Riding-Little Britches Horse Show Sponsorship

#### **Fertilizer and grain elevator facilities**

- Salvation Army
- Bethesda Home for Boys
- Children's Miracle Network
- NIL. Jaycees-Needy Family Thanksgiving Dinner
- Children's Make a Wish Foundation

#### **Gilroy, Calif.**

- Leadership Gilroy
- Ascencion Solorsano Middle School
- Community Pantry of San Benito County
- Rebekah Children's Services
- Pine Ridge Association
- Veterans of Foreign Wars

#### **Grayson, Ky.**

- Make-A-Wish Foundation
- Walk America
- Hispanic Coalition
- Heritage Academic Team
- Heritage Elementary Career Day

#### **Hanford, Calif.**

- Kings Pantry & Soup Kitchen

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

#### **Hastings, Neb.**

- Economic Development
  - Catholic Social Services
  - LEPC
  - Grow Hastings
- Hastings Chamber of Commerce Diversity Committee
  - Crossroads Shelter (homeless shelter)

#### **Hermiston, Ore.**

- Start Making a Reader Today
  - 4-H group adviser
- Hermiston Sports Boosters (scholarships to needy children)

#### **Holly Ridge, N.C.**

- The Women's Shelter
  - Children's Network
  - Clean Sweep of North Carolina
- Shop with a Cop program
  - Assisted living centers

#### **Humboldt, Tenn.**

- Catholic Charities of Tennessee
  - STAR Center
- Tennessee Department of Labor & Workforce Development

#### **Huntsville, Ark.**

- Madison County Single Parent Scholarship Program
  - Washington and Madison County Transitional Employee Assistance
  - Madison County Child Care Advisory Board
  - Madison County Health Coalition
  - Kingston Schools FCCLA – Kingston, Ark.
  - Madison County Single Parent Scholarship – Madison County, Ark.
  - Arkansas Lady Titans Basketball Team – Northwest Ark.
  - AT Smith Appreciation Night – Hindsville, Ark.
  - Open Arms Food Pantry
  - Madison County Child Development Center
  - Huntsville Riding Club
  - Hurricane Evacuees – Kingston, Ark.
  - Madison County Senior Citizen Center
  - Huntsville Schools Special Education
  - Marble City Community Pantry – Marble City, Okla.
- Table Rock Mission – Table Rock, Ark.
  - Yell County Cops for Kids – Centerville, Ark.
  - Harbor Food Pantry – Lowell, Ark.
  - Christian United Pantry – Springdale, Ark.
  - Eureka Kids (ConAgra Foods Kids Café) – Eureka Springs, Ark.
  - Life Source Food Pantry – Fayetteville, Ark.
  - Department of Human Services – Madison/Carroll Counties
  - Samaritan Community Center – Rogers, Ark.
  - Benton County Women's Shelter – Bentonville, Ark.
  - Christmas for Kids (Kiwanis) Madison County
  - Clifty Fire Department – Clifty, Ark.
  - Maintenance Charity Challenge (JB Hunt) for Hurricane Victims – Lowell, Ark.
  - League of United Latin American Citizens (LULAC) – Dallas, Texas
  - VFW Post 10021

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### *Community Affairs and Philanthropic Giving*

#### **Huntsville, Ark. (continued)**

- Washington Elementary (Hurricane Victims) – Fayetteville, Ark.
- Northwest Arkansas Head Start Human Services
- Hope Foundation – Marshall, Ark.
- Ozark Food Bank – Bethel Heights, Ark.
- Barbara Fairchild Ministries (Hurricane relief) – Branson, Mo.

#### **Indianapolis, Ind.**

- MDA Gala Community Service Award
- Gleaners Food Bank
- God's Pantry
- Adopt a Family

#### **Jericho, N.Y.**

- Everybody Wins NYC Reading Program

#### **Jonesboro, Ark.**

- World Safety Organization
- Safe Jonesboro Coalition smoke detector installation, child seat clinics
- Arkansas Children's Hospital
- Women's Technology
- UCP – United Cerebral Palsy
- Red Cross Blood Donations
- Workforce Training Consortium
- Hispanic Center Board Member
- Food industry partner w/local schools and other food industry
- Food Bank of Northeast Arkansas

#### **Junction City, Kan.**

- Flint Hills Breadbasket
- Open Door
- National Child Safety Council
- Central Kansas Foundation
- Economic Development Commission
- Gear Up II Program - Kansas State
- Vietnam Veterans of America
- DNA Life Print - Child Safety Safari
- Community Outreach Center

#### **Kansas City, Kan.**

- Harvesters Food Bank
- American Cancer Society Relay for Life
- National Federation for the Blind

#### **Kennewick, Wash.**

- Hispanic Academic Achievers Program
- Afro-Americans for an Academic Society

#### **Lincoln, Neb.**

- Nebraska State Employer Council
- Friendship Home Safe Quarters Program
- Nebraska Family Center
- Lancaster County 4-H Fair

#### **Longmont, Colo.**

- Toys for Tots
- Race for the Cure

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### *Community Affairs and Philanthropic Giving*

#### **Lufkin, Texas**

- Salvation Army
- Angelina County Drug Free Commission
- Economic Development Council

#### **Macon, Ga.**

- Georgia Department of American Veterans
- Georgia Jaycees
- Georgia Association of the Deaf

#### **Marshall, Mo.**

- Lighthouse Shelter for battered women and children
- Central Latino Support Resources and Opportunities
- Mar-Saline NAACP

#### **Mason City, Iowa**

- North Iowa Diversity Appreciation Team
- Mason City Economic Development Corp.
- Opportunity Village
- Frances Lauer Youth Home
- 4-H
- United Way
- Community Kitchen
- Mason City youth baseball
- Community Kitchen

#### **Mayville, Wis.**

- Christmas giving tree for disadvantaged families
- Red Cross blood drive
- PAVE (local shelter for battered women)
- Food drive for area disadvantaged children

#### **Modesto, Calif.**

- California Employment Development Department
- Stanislaus County Veterans Council

#### **Moonachie, N.J.**

- The Food Industry Crusade Against Hunger

#### **Motley, Minn.**

- Region 5 Child Care Resources
- Motley Area Food Shelf
- Adopt a Family

#### **Naperville, Ill.**

- Youth Outreach Services
- GREATER Involvement Program
- Midtown Education (Chicago)
- Mentoring program
- PADS
- AIDS Marathon Chicago

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### *Community Affairs and Philanthropic Giving*

#### **Newport, Tenn.**

- Douglas-Cherokee Economic Authority
- Headstart – Northwest Center
- Neighborhood Service Center Food Pantry
- United Agencies of Cocke County

#### **Ozark, Ark.**

- Veteran's Day Recognition activities
- Cinco de Mayo education day and celebration

#### **Park Rapids, Minn.**

- Rural Minnesota Concentrated Employment Program

#### **Peru, Ind.**

- Peru / Miami County Economic Development Corporation
- Helping Hands of Miami County
- Miami County 4-H Fair
- United Way Foundation
- Salvation Army – Toys for Tots
- Lost Sisters Mississinewa Reservoir Trails
- Goodwill Centers of Central Indiana

#### **Queenstown, Md.**

- Workforce Investment Board
- Youth Council

#### **Quincy, Mich.**

- Coldwater Education Association
- Special Olympics Michigan
- Boy Scouts of America – Troops 469 and 433 of Coldwater
- Child Abuse Prevention and Awareness (CAPA) of Hillsdale County
- The Great Hospice Duck Race
- Word of Life Outreach Center
- Michigan Big Brothers Big Sisters
- Michigan Corrections Organization

#### **Rossford, Ohio**

- Northwest Ohio Food Bank
- Cherry Street Shelter

#### **Russellville, Ark.**

- Main Street Mission
- Yell County Senior Center
- Battered Women's Shelter

#### **San Jose, Calif.**

- Hope Rehabilitation Center

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### *Community Affairs and Philanthropic Giving*

#### **Sidney, Ohio**

- Edison College Scholarship Foundation
- Wilson Memorial Hospital Women's Center
- Agape Food Distribution Center
- Shelby County Cancer Walk
- Salvation Army Holiday Program

#### **St. Charles, Ill.**

- Three Fires Council of the Boy Scouts of America
- Hispanic Heritage Month
- Life of Rosa Parks celebration
- Newspapers in Education
- Tri-City Family Services
- Local latch-key program

#### **St. James, Minn.**

- Taste of St. James
- Community Expo
- Fathers and Families
- Unity/Unidad
- Southern Minnesota Initiative Foundation
- Saludando Salud health walk
- Open Door Outreach clinic
- Chicano/Latino conference
- Council of Hispanic-Latino Empowerment and Services Network
- Lulac

#### **St. Louis, Mo.**

- Holiday food drive for the Salvation Army

#### **Trenton, Mo.**

- Ronald McDonald House

#### **Tri-Cities, Wash.**

- United Way
- Academy of Children's Theater
- Habitat for Humanity

#### **Troy, Ohio**

- Partners in Hope
- Troy St. Patrick's Soup Kitchen
- Troy Schools Lunch Buddy program
- Troy Foundation

#### **Twin Falls, Idaho**

- Safe Kids Coalition
- Volunteers Against Violence
- Hispanic Heritage Festival

## ■ DIVERSITY & INCLUSION IN ACTION

### *Community Affairs and Philanthropic Giving*

#### **Waterloo, Iowa**

- Cedar Valley Food Bank
- African American Historical Society
- Salvation Army
- Cedar Valley Economic Development Council
- Local anti-drug campaign

#### **Weston, Ore.**

- Weston City Council
- Migrant Head Start

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### ***Marshall's recycling efforts cut waste, add community jobs***

It's hard to find a downside to any environmentally friendly recycling endeavor. And, in addition to protecting natural and financial resources, the program in place at Retail's Frozen Foods plant in Marshall, Mo., provides jobs to physically and mentally challenged people who live in or near Marshall.

For more than 20 years, in fact, the ConAgra Foods Marshall facility has been sending its recyclable materials to the Cooperative Workshop, a nonprofit organization that provides employment for physically and mentally challenged individuals who, because of their medical restrictions, cannot work in other business or industrial environments. The Workshop has a successful recycling program on site that helps support the organization while it provides permanent, full-time work for nearly a third of its employees.

## **Collaborating to win**

#### **Corporate Support**

##### ***ConAgra Foods Staffing department***

Attracting and retaining enthusiastic and talented individuals from all backgrounds is a key priority and requires assertive recruiting from a variety of sources, as well as strong retention programs. ConAgra Foods Staffing utilizes a variety of avenues to find the best and brightest candidates to join the ConAgra Foods team.

Principal activities ConAgra Foods Staffing uses to recruit, hire and retain a diverse workforce include:

- endorsing professional organizations dedicated to the professional growth and development of a diverse workforce through such activities as national conferences, job postings, career fairs, recruiting partnerships and corporate sponsorships;
- supporting the academic community (high schools, colleges and universities) through job fairs, recruiting and internships;
- advertising through various media, including online Web sites, local newspaper and radio ads, national newspapers and business publications, employee referral programs and job postings in community businesses and organizations; and
- engaging in Talent Management and Individual Development Planning to help the company promote from within, keep the diversity priority in focus and provide avenues for employees to develop and progress in their careers.

##### ***Organizational endorsements***

**Black Executive Exchange Program (BEEP II)** – This joint program of the Urban League and the University of Nebraska at Omaha marks the first time a university that is not a historically black college or university has participated in BEEP II. ConAgra Foods helps sponsor this program with financial support, speakers and advisory representatives.

**INROADS** – ConAgra Foods Staffing offers educational seminars and intern opportunities for this organization, which helps prepare minority college students for careers. The company also presents workshops at the Annual Leadership Development Conference and provides speakers for local growth events.

**Job Posting Sites** – ConAgra Foods Staffing uses several job posting sites that successfully reach large numbers of diversity candidates. Those sites include:

- **LatPro.com**
- **Diversitylink.com**
- **Monster.com**

**Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)** – ConAgra Foods Staffing sponsors this group by participating in its career fairs and annual conference. Many interns and full-time employees have been hired from this organization.

**National Affirmative Action Career Network, Inc.** – ConAgra Foods participated in this event, recruiting through informational conversations with candidates and on-site interviews.

**National Association of Women MBAs** – ConAgra Foods Staffing took part in this organization's first Annual Conference. ConAgra Foods also posted job openings, advertised in its publications and participated by recruiting in the career fair.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Recruiting and Hiring*

**National Black MBA Association** – ConAgra Foods Staffing supports this association by sponsoring its conference, participating in its career fair, advertising in its publications, posting jobs on its Web site and conducting interviews at the conference. Several successful MBAs have been hired from this organization and impact the overall business.

**National Hispanic Business Association** – ConAgra Foods Staffing sponsored the annual conference and recruited at a career fair for this organization, which assists Hispanic undergraduate business students.

**National Society of Black Engineers (NSBE)**—ConAgra Foods sponsored this organization serving African-American engineers by participating in its annual conference, which included recruiting at the career fair.

**National Society of Hispanic MBAs** – ConAgra Foods Staffing works with this organization by sponsoring the National Society of Hispanic MBAs Annual Conference. ConAgra Foods sponsored the Marketing Track and holds positions on the Corporate Advisory Council. ConAgra Foods posts job openings on the Job Match System, conducts interviews, advertises in its publications and participates in the career fair. Several successful MBAs have been hired from this organization and impact the overall business.

**Predominantly Minority Institutions** – ConAgra Foods Staffing has developed relationships and recruited at several historically black colleges and universities (HBCU) with high Hispanic, Native American or African-American enrollment:

- Xavier University of New Orleans
- Member of Business School Advisory Board
- New Mexico State University
- California State University – Los Angeles

**Sigma Alpha Female Professional Agricultural Sorority** – ConAgra Foods Staffing participated in this chapter's annual career fair and made financial donations to its career fair and national convention.

**Society of Hispanic Professional Engineers (SHPE)** – ConAgra Foods sponsored this organization serving Hispanic engineers by participating in its annual conference, which included recruiting at the career fair.

**ConAgra Foods in Canada** recruits interns from Career Edge, an organization that offers paid internships for university, college and high school graduates, as well as new immigrants in a variety of fields, including marketing, human resources, information technology and finance. This is a low-risk, cost-effective way for ConAgra Foods Canada to access well-educated young graduates and internationally trained professionals and for these candidates to gain work experience.

### *Advertising/Communication*

**Careerlink.org** – ConAgra Foods posts job openings on this site, sponsored by the Greater Omaha Chamber of Commerce.

**Conagrafoods.com** – reflects the culture of ConAgra Foods, includes diversity in its representation of employees and consumers and highlights ConAgra Foods' commitment to a diverse and inclusive workforce.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Recruiting and Hiring*

**ConAgra Foods Café portal/intranet site** – includes online information on diversity programs and efforts, and focuses on diversity initiatives on its front-page news many times each year. The department of Diversity & Inclusion also has a presence on the portal.

**ConAgra Foods Job Posting** – an internal job posting board that encourages internal movement for all employees and high visibility for all open positions. Additionally, this automated resume/applicant management system helps Recruitment track applicants and assists in focusing on a diverse applicant pool.

**Monster.com** – ConAgra Foods posts job openings on this worldwide job search and career enhancement site and uses its diversity network to reach targeted African-American and Hispanic communities as well as sites that cater to women and other minority groups.

**The Omaha Star** – ConAgra Foods advertises in this publication for the African-American audience.

**The Omaha Latino Directory** – ConAgra Foods places ads in this listing, which caters to the Latino community.

**Recruitment Video** – ConAgra Foods produced a video that highlights its commitment to inclusiveness and a diverse workforce. An accompanying brochure is currently in production.

## **ConAgra Foods business headquarters locations**

### *Endorsements*

ConAgra Foods' business headquarters locations support the following list of recruiting- and hiring-related organizations.

- 40 Plus
- America's Job Bank
- Anaheim Employment Development Department
- Arkansas Battered Women Association
- Bureau of Indian Affairs
- Comunidades Latinas Unidas En Servicio
- CORE Welfare-to-Work Program
- Diversified Staffing
- Employment Development Department
- Goodwill Rehab Development
- Hispanic Chamber of Commerce
- Hmong American Partnership
- Immigrant Sponsorship)  
HI-B, F-1 and labor certification)
- Indiana Department of Workforce Development
- Jewish Family Services
- Job Training of Greater Omaha
- La Raza Conference
- Labor Solutions - Troy, Ohio,  
(minority recruitment)
- Los Angeles Urban League
- Lutheran Social Services of Minnesota
- Minnesota Work Force Center
- MRI Sales Consultants of Roswell, Ga.,  
(specializes in diversity candidates)
- Nebraska Job Service
- Nebraska Work Force Development Department  
of Labor
- Orange County Regional Occupational Program
- Somali Community of Minnesota
- Somali Women's Group
- Southern California Indian Center
- Southern California Rehabilitation Department
- Success Pluss, State of California/EDD
- Troy Workforce Development Council
- Urban League of Nebraska
- Veteran Center Outreach Program
- Vietnam Social Services

## ■ DIVERSITY & INCLUSION IN ACTION

### *Recruiting and Hiring*

- Vocational Rehab Services
- Women in Management
- Workforce Development of Sedalia & Marshall, Mo.

- Working Opportunities for Women
- Worknet - Iowa Department of Job Service
- YMCA

#### ***Academic support***

ConAgra Foods' business headquarters locations support the following academic organizations.

- Anahuac University, Mexico
- Ibero University, Mexico
- Instituto Tecnológico de Monterrey, Mexico
- Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)
- Mohawk College, Ontario
- National Society of Hispanic MBAs
- New Mexico State
- Sigma Alpha Ag Sorority
- University of California, Los Angeles (UCLA)
- University of Southern California
- University of St. Thomas

#### ***Advertising***

ConAgra Foods' business headquarters locations advertise in the following publications or publish job openings with them.

- Equal Opportunity Employment Journal
- Illinois Job Bank
- *Kansas City Star*
- LatPro
- *Los Angeles Times*
- Minnesota Workforce Web site
- *Minority Review*
- New Jersey employment Web site
- *Orange County Register*

### **Manufacturing locations**

#### ***Endorsements***

ConAgra Foods' manufacturing facilities support the following list of recruiting- and hiring-related organizations.

#### **Carol Stream, Ill.**

- Illinois Department of Labor
- World Relief Organization  
(job placement for refugees)
- Hoy (Latin community organization)

#### **Carthage, Mo.**

- Poultry Association scholarship program
- Joplin Area Human Resources Association

## ■ DIVERSITY & INCLUSION IN ACTION

### *Recruiting and Hiring*

#### **Fertilizer and grain elevator facilities**

- Foundation for Agronomic Research (Norcross, Ga.)
- Minorities in Agriculture Natural Resources and Related Sciences (MANNRS)
- Sorority for Women in Agriculture (Sigma Alpha)
- Future Farmers of America
- Young Farmers Association
- Wayne State College
- 4-H

#### **Hanford, Calif.**

- Community Career Faire

#### **Hastings, Neb.**

- Headstart Child and Family Development
- Nebraska Workforce Development

#### **Holly Ridge, N.C.**

- Daily News of Jacksonville
- Wilmington Star News
- Topsail Voice
- Topsail Advertiser
- Cape Fear Community College
- State of North Carolina Employment Security Agency
- Local public access channel

#### **Huntsville, Ark.**

- Arkansas Employment Security Division
- Arkansas Department of Human Services

#### **Indianapolis, Ind.**

- Welfare and Child Support Offices
- PIC office
- VET Employment and Training
- Hispanic Center
- Southwest Multiservice Center

#### **Jonesboro, Ark.**

- Employment Security Division
- Hispanic Center of Jonesboro
- Career Link

#### **Junction City, Kan.**

- Local Business Showcase
- Ft. Riley Job Placement Service
- Society for Human Resource Professionals
- Regional and National Workforce Development Centers

#### **Kansas City, Kan.**

- Employment Guide
- Wyandotte Center
- Full Employment Council

## ■ DIVERSITY & INCLUSION IN ACTION

### *Recruiting and Hiring*

- Catholic Charities
- Full Employment Council

#### **Kansas City, Mo.**

- Guadalupe Center
- Missouri Job Service Veteran's Career Center

- New Mexico Department of Labor
- New Mexico Gold mentor program

#### **Las Cruces, N.M.**

- El Pas Rio Grande at Work

- American Indian Center
- Asian Community Center

#### **Lincoln, Neb.**

- America's Job Bank
- Hispanic Center

- Denver Metro Career Day

#### **Longmont, Colo.**

- Texas Workforce Commission
- American Meat Institute

#### **Lufkin, Texas**

- National Recruiters
- Express Personnel

- Wisconsin Job Service

#### **Mayville, Wis.**

- Occupational Center of New Jersey
- Greenco

#### **Moonachie, N.J.**

- Friendship House

- Minnesota Work Force Center

#### **Motley, Minn.**

- On-site job fairs
- *Johnson County Graphic* newspaper
- *Ozark, Ark., Spectator* newspaper

#### **Ozark, Ark.**

- *Press-Argus Express* newspaper
- Employment Security Division in Clarksville and Fort Smith, Ark.

- Indiana Black Expo

#### **Peru, Ind.**

- Michigan FRDI/Michigan Works!

#### **Quincy, Mich.**

- Ohio Unemployment Bureau

#### **Rossford, Ohio**

- *Toledo Journal*

## ■ DIVERSITY & INCLUSION IN ACTION

### *Recruiting and Hiring*

#### **St. Charles, Ill.**

- Illinois Urban League
- Diversity Recruitment Advertising

#### **St. James, Min.**

- Center for Cultural Affairs – MSU-Mankato
- Department of Human Services
- Fairmont/Mankato Workforce Center

#### ***Academic support***

ConAgra Foods' manufacturing facilities support the following academic organizations:

#### **Gilroy and King City, Calif.**

- Galivan Community College
- San Jose State University

#### **Holly Ridge, N.C.**

- Coastal Carolina Community College Job Links
- North Carolina State University
- University of North Carolina at Wilmington
- Virginia Technical College

#### **Huntsville, Ark.**

- Northwest Arkansas Technical Institute
- University of Arkansas

#### **Junction City, Kan.**

- Kansas State University

#### **Las Cruces, N.M.**

- New Mexico State University
- New Mexico Community College
- University of Texas at El Paso

#### **Longmont, Colo.**

- Colorado State University
- University of Colorado

#### **Lufkin, Texas**

- Angelina Community College
- Stephen F. Austin State University

#### **Ozark, Ark.**

- Arkansas Tech University
- University of Arkansas at Fort Smith

#### **Sidney, Ohio**

- Sidney High School Future Leader Class

#### **St. Charles, Ill.**

- Elgin Community College
- Northern Illinois University

## ■ DIVERSITY & INCLUSION IN ACTION

### *Work/Life Balance and Wellness*

#### **Work/Life balance and wellness**

When employees have the flexibility that can help enable them to achieve balance between their work duties and home lives, everybody wins. Health Promotion programs and other work/life initiatives throughout ConAgra Foods give employees the opportunity to meet a number of their individual needs.

#### ***Omaha area***

**Business/Campus/Community Partnership** – This unique initiative between ConAgra Foods and the medical community is a partnership that offers free health care screenings and education classes to plant personnel in the state of Nebraska. Going forward, this initiative will be limited to community health fairs in Omaha, as all plant health screenings will be part of the company's health promotion initiative with Pfizer (more on this follows).

**Employee Assistance Program (EAP)** – ConAgra Foods' EAP covers all employees and their household members. In Omaha, employees and household members can work to resolve their issues within five sessions with an Alegent Health counselor without charge to the employee or the household member.

**Families and Work Institute** – ConAgra Foods has corporate membership in this organization that encourages heightened awareness of work life/wellness issues and effective workplace strategies.

**Fitness Centers** – ConAgra Foods' locations have seven on-site fitness centers and two group fitness rooms with a certified fitness staff to assist participants in building a program appropriate for them.

**Lactation Program Services for New Mothers** – Omaha ConAgra Foods employees, spouses and partners may use this program to facilitate breast feeding in lactation rooms at the work site. Participants are provided with a portable breast pump to use for up to six months at no cost. Methodist Hospital staff provide members professional training. In addition, participants have 24/7 access to telephone services that will assist them during the trials of new parenthood.

**Rest Easy Program** – ConAgra Foods uses this service, which responds to the unexpected, short-term need for dependent care, for family members of employees in Omaha. Arrangements can be made for emergency or short-term care for children too young to be left alone, mildly ill children and adults, or a spouse or dependent needing assistance or supervision. Qualified personnel are available 24 hours a day, seven days a week.

**Well Workplace (WWP) Award** – WWP award establishes criteria to measure success of corporate health promotions. ConAgra Foods corporate headquarters received a Gold WWP award in 2001. In 2004, the company received the Platinum WWP Award, which earned national recognition.

#### **Company-sponsored events for employees and families:**

- Summer picnic
- ConAgra Foods holiday lights/fireworks reception

#### **Planning Activities for ConAgra Foods Employees (PACE) Committee**

ConAgra Foods sponsors this volunteer organization in Omaha, which supports and organizes a variety of events and activities for employees, many of which benefit the community:

- American Heart Walk

## ■ DIVERSITY & INCLUSION IN ACTION

### *Work/Life Balance and Wellness*

- Nebraska Humane Society Walk for the Animals
- Corporate Cycling Challenge
- Big Brothers Big Sisters Bowling Event
- Literacy Program
- MS Walk
- Take our Kids to Work Day Sponsored by the PACE Committee – ConAgra Foods participates in the national “Take Our Kids to Work Day.” Employees are encouraged to bring a child, stepchild, grandchild, niece or nephew. Foster children and mentor children of employees are welcome to participate as well. Children are exposed to many different working sessions to enhance their understanding of the work site and the role their parent/relative plays. Children are provided with a variety of products made across ConAgra Foods.

#### **ConAgra Foods health promotion strategy**

ConAgra Foods has a three-pronged approach to managing the cost and quality of our health care: wellness, consumerism and condition management. By implementing a large-scale wellness effort, we work to keep participants healthy and productive and educate them on how to stay healthy and identify and address health issues early. “Consumerism” means educating and providing tools to enable participants to take charge of their health care, in addition to implementing plan designs to encourage employees to treat each health care dollar as their own. And through condition management, the company provides education and resources to help participants manage chronic illnesses by implementing plan designs to minimize the out-of-pocket burden for those with chronic illnesses.

ConAgra Foods views health care costs as an investment it works to manage on behalf of the company, employees and their families. The company provides preventive screenings of various kinds: cancer, blood pressure, cholesterol, triglycerides, HDL, LDL, diabetes, weight, etc., on site and at no cost to the participant. It does not provide large-scale incentives, other than the invaluable opportunity to participate in these offerings on company time and without personal cost, because the company believes that good health is its own incentive. BY creating an environment that demonstrates a commitment to health, ConAgra Foods creates a culture that embraces preventive care, leading to early detection and treatment of many avoidable disease states.

In addition, ConAgra Foods has partnered with Pfizer, Inc., to implement preventive screenings for employees. Together, as companies with common goals, we can provide services and resources to our employees and their families to help them live a more healthful lifestyle. By combining Pfizer’s extensive medical professionals network with its provider network, ConAgra Foods has successfully put together a supporting cast for participants to use in determining next steps for their particular health personality.

#### ***Companywide support***

Many headquarters locations and manufacturing facilities across the company offer the following services and activities to employees:

- Wellness programs
- Lactation/privacy rooms
- Flu shots

## ■ DIVERSITY & INCLUSION IN ACTION

### *Work/Life Balance and Wellness*

- Safety recognition and incentives
- Smoking cessation classes
- PayFlex
- Eye exams
- Family outings (picnics & cookouts, golf, swimming, bowling and fishing outings)
- Company-sponsored sports teams
- Employee service awards/gifts
- Health fairs
- Flexible leave of absence program
- Holiday luncheons and parties
- On-site physicals
- Health screenings (blood pressure, glaucoma, cancer, blood, hearing tests)

#### ***Business headquarters locations***

A number of ConAgra Foods' business headquarters locations participate in the following programs and services that encourage a strong work/life balance.

**Baby blanket program** – Snack Foods and its business units provide baby blankets for employees' newborns.

**Children First** – Grocery Foods in Irvine sponsors a child care alternative to employees on a drop-in basis.

**Core hour program** – Grocery Foods in Irvine allows employees to work a varied workday with supervisor approval and required attendance during core hours of the day.

**Flex time** – All locations allow flexible hours to accommodate associates' work and family schedules.

**Harassment Notification Hotline** – Grocery Foods maintains a notification phone number available 24 hours a day to make it easy for employees to report any instances of harassment or discrimination.

**MaternaLink** – Snack Foods and its business units sponsor this maternity program for healthy babies and moms.

**Memorials** – Snack Foods and its business units provide memorials based on the choice of the family.

**On-site Banking** – A Financial Partners Credit Union satellite office and no-fee automated teller machines are available to employees at the Irvine, Calif., campus.

**On-site fitness center** – The on-site center is available at the Edina headquarters facility at no cost to employees.

**Recreation Connection** – This program provides an employee discount benefit for local amusement parks, theatres and other leisure activities and events.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Work/Life Balance and Wellness*

**Take Our Kids to Work Day Canada** – The International Foods office in Canada participates in Take Our Kids To Work Day, a one-day job-shadowing experience for students in Grade 9, which enables students to spend a day at work with a parent, friend, relative or volunteer.

**Troy and Sidney, Ohio, facilities** provide activities to promote work/life balance and wellness. Annual Health and Safety Fairs provide valuable health data and wellness activities for associates. Associates are offered discount incentives toward local YMCA membership. ConAgra Foods Day at the County Fair encourages family activity. ConAgra Foods has supported local bike and walking trails for use by the entire community.

ConAgra Foods business headquarters locations also support the following:

- 4-H livestock animal purchases at county fairs
- American Red Cross blood donation drives
- Company-sponsored sports teams
- Employee service awards/gifts
- Eye exams
- Family bowling day
- Family outings (picnics and cookouts, golf, swimming, bowling and fishing outings)
- Flexible leave-of-absence program
- Flu shots
- Get Fit point program
- Halloween “harvest celebration” for employees’ children
- Health fairs
- Health screenings (blood pressure, glaucoma, cancer, blood, hearing tests)
- Holiday luncheons and parties
- Hydromania (education event to inform fourth- and fifth-grade students about industry and natural resource issues)
- Lactation/privacy rooms
- March of Dimes Walkathon
- On-site physicals
- PayFlex
- Safety recognition and incentives
- Seattle Mariners game day
- Smoking cessation classes
- Weight-loss program

## ■ DIVERSITY & INCLUSION IN ACTION

### *Work/Life Balance and Wellness*

- Wellness programs
- YMCA enrollment with company cost-share

#### ***Manufacturing Locations***

A number of ConAgra Foods' manufacturing facilities participate in the following programs and services that encourage a strong work/life balance.

**Baby Blanket program** – Baby blankets are provided for employees' newborns in Mason City, Iowa, and Junction City, Kan.

**Apartment rental assistance** – Company pays every fourth month's rent for the first year for employees living in College Heights Apartments, adjacent to the facility in Huntsville, Ark.

**Arvest Bank** – Cooks hamburgers, hot dogs and refreshments for all of the Huntsville employees and shares its financial services once a year.

**On-site day care** – Madison County Child Care is located adjacent to the Huntsville facility. Tuition is subsidized at a rate of nearly 50 percent for employees with children in the day care.

**Wellness program** – Three Health Fairs annually: ConAgra/Pfizer-sponsored health fair every six months and the local Annual Madison County Health Coalition Health Fair for all Huntsville employees.

**Northwest Arkansas Federal Credit Union** – Is available for all employees at the local plant.

**Family Day** – Company-paid picnic for the whole family includes free meal, refreshments, snow cones, carnival style games, rides, bingo and door prizes.

**Employee Appreciation Days** – Once a quarter, there is an appreciation day for employees, a free meal, recognition and brand awareness activities.

**Employee Recognition for Becoming an American Citizen** – Cake and refreshments for the whole department and an American flag to the individual. Photos are taken and displayed on bulletin boards and closed-circuit television in Huntsville, Ark.

**Hispanic Heritage Month** – Several plants recognize significant events connected to Hispanic history. Cafeteria and break rooms display flags of Hispanic countries, and bulletin boards offer reading material discussing Hispanic heritage.

**Saturday work days** – Huntsville employees are provided free coffee, hot chocolate, orange juice, breakfast bars, snack cakes and doughnuts on their first break. Any employee with a child in the Madison County Child Care receives free day care.

**Sunday work days** – Huntsville employees are provided free coffee, hot chocolate, orange juice, breakfast bars, snack cakes and doughnuts on their first break. On their second break the plant caters lunch for all employees. The plant also offers prizes and/or games during the breaks for the employees on Sunday Work Days. Employees receive double time for Sunday work if it is the seventh work day of the week. Any employee with a child in the Madison County Child Care receives free day care.

**Voluntary Day Off Program** – Macon, Mo., has developed a program that allows individuals the ability to have a "voluntary day off" during the regular work week. This is a way for associates to have some time off during the plant's heavy work schedule.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Work/Life Balance and Wellness*

**Family and Friends Committee** – Council Bluffs, Iowa, and Macon, Mo., have hourly associate committees dedicated to having dinners, etc., to raise money for fellow associates who are out on medical leave, or who have had significant family hardships.

**Summer Hours** – Moonachie, N.J., enables its employees to begin their weekends early on Fridays. Each department is divided into two teams. Each team takes turns leaving early on Fridays between Memorial Day and Labor Day. Each employee works an additional 45 minutes Monday through Thursday and leaves work three hours early on Friday.

**Flexible Work Schedules** – Deli headquarters and Moonachie, N.J., offices established flexible work schedules to enable employees to coordinate their work and home lives.

**Job Sharing** – The ConAgra Foods Specialty Potato Products, Kennewick, Wash., office has a successful job-sharing position created especially to accommodate two working mothers. The company also has provided flexible work schedules when feasible to assist employees.

**On-Site Day Care** – The location in Sidney, Ohio, has an on-site day care center available to employees and to the public as well. This center provides subsidized day care for Sidney and Troy employees Monday through Friday and on Saturdays if production is running.

**Scholarship Program** – Macon, Mo., Council Bluffs, Iowa, and Russellville, Ark., award a plant-sponsored college scholarship each year to children of associates. Children of hourly and salaried associates are eligible to apply for scholarships.

**On-site Banking** – Lakeville offers on-site banking (cash machine) and access to Hiway Federal Credit Union.

#### **Carthage, Mo.**

- Neosho Parks and Recreation
- Local health fair
- Kids Safety Calendar
- Carthage Baseball Association
- Carthage Soccer League

#### **Hastings, Neb.**

- American Heartwalk
- Walk for Juvenile Diabetes

#### **Jonesboro, Ark.**

- Wellness program
- Company-sponsored sports teams
- Employee service awards
- Health Screenings
- Safety Recognition and Incentives
- Family outings
- Atta-dude Recognition Program
- Christmas Club
- Credit Union

## ■ DIVERSITY & INCLUSION IN ACTION

### *Work/Life Balance and Wellness*

#### **Kansas City, Mo.**

- Employee Service Awards
  - Flexible Leave of Absence Program
  - Health Screenings
- PayFlex
  - Health Fairs
  - Luncheon Celebrations

#### **Longmont, Colo.**

- Wellness fair
  - On-site massage
- Metabolic Health

#### **Mayville, Wis.**

- Plant family day at Milwaukee Zoo
  - Breast cancer awareness program
- TAG (Local area wellness center)

#### **Motley, Minn.**

- ConAgra Foods/Pfizer Preventative Screening Program
- Employee Assistance Program

#### **Rossford, Ohio**

- Smoking cessation program
  - Flu shots
- Employee softball team
  - Trip to Cedar Point theme park

#### **St. James, Min.**

- Monthly health seminars
- Health screenings

#### **St. Louis, Mo.**

- YMCA discount

#### **Training and Education**

Having knowledgeable employees is vital to ConAgra Foods' success. ConAgra Foods offers a multitude of learning and growth opportunities so that every individual has the necessary tools to succeed in his or her career. Most notably, language courses and translation services, companywide, have improved communication and enhanced ConAgra Foods' multicultural environment.

Additionally, many production facilities have management capable of speaking multiple languages so that immediate needs can be met and learning and advancement opportunities are known to all employees, whether they speak English or not. To further employee understanding of ConAgra Foods initiatives and brands, all companywide communication is translated into Spanish, and many communications are translated into multiple languages, including French and Vietnamese. As an example, the most recent Code of Conduct was translated into nine languages to help ensure that all employees are aware of the company's work practices and expectations.

#### ***Corporate support***

**Education reimbursement** – ConAgra Foods corporate employees are offered education reimbursement to help pay for continuing education to further their careers and enhance professional skills.

**Language access services** – The company is working to ensure that language access services, such as translations and interpreters, are available to employees in all ConAgra Foods locations.

**The ConAgra Foods Learning Center** – This on-site facility at corporate headquarters is where a variety of courses, seminars and other information-sharing activities are held to help enrich the work experience for ConAgra Foods employees.

#### ***Business headquarters***

ConAgra Foods' business headquarters locations have supported the following training and education efforts to promote diversity and inclusion.

**College partnerships** – ConAgra Foods works with the following higher learning institutions that offer GED programs and English as a Second Language courses to help employees continue their education:

- Columbia Basin Community College (CBC),
- Washington State University Tri-Cities Campus., and
- College of Southern Idaho.

#### **EAP training**

**Harassment/discrimination training** – Irvine has a training program on harassment and discrimination that all company executives are required to complete. Supervisors and managers were also trained at locations where state law mandated such training.

**Individual development planning** – Irvine has a training program that provides employees with information and tools for developing a plan for achieving professional goals.

**Management training** – ConAgra Food Ingredients managers are trained in interviewing, discipline, performance evaluation, mentoring and sensitivity. Additionally, Food Ingredients offers a variety of leadership training courses developed by Achieve Global.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Training and Education*

**Mindleaders** – Food Ingredients employees have the opportunity to study employment issues, communication, management, leadership, coaching, customer service finance, managing within the law, negotiation, self-management, workplace environment and desktop computing.

**Project management training** – Irvine headquarters offers project management training to key R&D, foodservice and brand marketing managers.

**Starlight education** – Irvine provides this online training to full-time salaried employees to increase their knowledge and productivity by learning from more than 70 software programs. The online courses are accessible 24 hours a day, seven days a week.

#### **Summer interns**

#### **Supervisory training**

**Toastmasters** – Irvine headquarters employees are invited to participate in the local Toastmasters program.

#### **Tuition reimbursement**

### *Manufacturing locations*

Following are some detailed examples of the training- and education-related activities supported by our manufacturing facilities.

**Basic skill review training** – Russellville, Ark., offers up to 20 hours of math courses for associates in technical positions needing further skills to become promoted.

**Bilingual interpreters** – Council Bluffs, Iowa, has a full-time bilingual interpreter on the Human Resources staff to assist in recruiting and hiring. Additional bilingual employees have been tested and approved as interpreters. Marshall, Mo., and Russellville, Ark., also have bilingual supervisors who aid in interpreting and training.

**GED enrollment** – Macon, Mo., works with the local Family Literacy Center to enroll new hires who commit to obtaining their GEDs.

**Electrician apprenticeship program** – Blue Mountain Community College in Pendleton, Ore., has provided training courses for electronics technicians in a partnership program with the ConAgra Foods Boardman and Hermiston, Ore., facilities.

**English as a second language (ESL)** – Lakeville, Minn., offers ESL classes to employees to improve their knowledge of English business-related terminology.

**KeyConcepts of Safety** – ConAgra Foods introduced the KeyConcepts of Safety in 2005. This program is designed to help keep safety top of mind in all plants. The Key Concepts are accountability, strategic planning, compliance, safe practices, hazard identification, training, behavioral safety and performance tracking.

**GREAT** – The GREAT Council was formed to support the Junction City, Kan., facility's values of growth, respect, empowerment, accountability and trust. The GREAT Council, which is made up of employees working in various departments in the plant, reinforces these values through its support of employee recognition, community involvement and diversity. The council puts on special events commemorating heritage months and produces a newsletter.

## ■ DIVERSITY & INCLUSION IN ACTION

### *Training and Education*

**Language classes** – Language classes are offered at the Council Bluffs, Iowa, location. Troy, Ohio, offers ESL classes.

**Language interpreters** – Several plants provide interpreters (including sign language) to ease or eliminate language barriers for training and meeting purposes.

**On-site training** – Russellville, Ark., holds training courses for maintenance associates and Lead and Quality Control positions. Council Bluffs, Iowa, holds training course for on-site maintenance associates. Batesville, Ark., has conducted CPR, First Aid and Breath/Alcohol Technician training.

**Safety training** – The Holly Ridge, N.C., facility provides safety training to all full-time and temporary employees through various community colleges, such as Coastal Carolina Community College and the Wilmington Safety School.

**Scholarships** – The Troy and Sidney, Ohio, plants have supported both the Black Achievement Scholarship and the Edison Community foundation Scholarship to help local students pursue a higher education. Spanish for the Workforce courses are offered through Upper Valley

**Spanish and Vietnamese translations** – The Council Bluffs, Iowa, plant translates job postings, handbooks and announcements in both Spanish and Vietnamese. Many locations have Spanish-language communications.

**Teamworks, Inc.** – Park Rapids, Minn., works with this nonprofit organization that provides job-specific training to increase the supply of quality workers. There is a heavy concentration of involvement with the White Earth and Red Lake Indian Reservations.

The following is a list of programs and organizations supported by other facilities:

#### **Boardman, Ore.**

- Eastern Oregon University Alumni Board
- Blue Mountain Community College – ESL, GED and citizenship classes

#### **Carthage, Mo.**

- Carthage Literacy Council
- Ozark Safety Council
- Society for Human Resource Management
- Franklin Career Center
- Carthage Library

#### **Grayson, Ky.**

- GED program – Adult Learning Center
- Spanish classes – Adult Learning Center
- English classes – Adult Learning Center

#### **Hastings, Neb.**

- Off-site English as a second language courses
- University of Nebraska-Lincoln Food Science program grant
- Black Belt Meat Processing with Iowa State University/ ConAgra Foods

#### **Holland, Mich.**

- CPR and first-aid training

## ■ DIVERSITY & INCLUSION IN ACTION

### *Training and Education*

#### **Indianapolis, Ind.**

- Work-related continuing education

#### **Jonesboro, Ark.**

- Arkansas State University Workforce Technical Center
- Leadership through the Greater Jonesboro Chamber of Commerce
- Adult Learning center
- Garden City Community College
- Arkansas State University scholarship for employee children or grandchildren
- Solutions Group - Maintenance training classes
- Arkansas Workforce Investment Board
- Iowa State/ConAgra Foods Meat Institute

#### **Junction City, Kan.**

- American Institute of Baking
- Convenience Foods
- Council on Education in Management Conference and Workshop
- Facility Diversity Awareness Celebration
- Facility Diversity Newsletter

#### **Kansas City, Mo.**

- Bilingual Spanish/English Interpreters

#### **Lincoln, Neb.**

- English as a second language tuition reimbursement
- Refrigeration and ammonia training for supervisors and managers
- Machine training
- On-site Vietnamese translator
- Wastewater Training

#### **Longmont, Colo.**

- On-site Spanish as a second language
- Adult education classes with St. Vrain school district
- Dale Carnegie course
- Mountain States Employers Council
- HACCP training
- Diversity/Sanitation
- ISO certification training
- FORMAX training

#### **Lufkin, Texas**

- Angelina College
- Stephen F Austin University
- Tiromat Training
- SAP
- Cryovac Training
- Electrical Training
- MOS tools
- Sexual harassment training
- Workplace violence
- OSHA safety training
- Training for front-line supervisors

## ■ DIVERSITY & INCLUSION IN ACTION

### *Training and Education*

#### **Mason City, Iowa**

- First responder training and certification

#### **Mayville, Wis.**

- CPR and first-aid training

#### **Motley, Minn.**

- American Management Association seminars
- Midwest Minnesota Community Development Center – Teamworks on-site seminars
- Violence in the workplace training
- Harassment/discrimination training

#### **Ozark, Ark.**

- Continuing education courses for employees
- Tuition reimbursement benefit program
- Annual Harassment/Discrimination Training
- Annual Violence in the Workplace Training
- GED assistance programs
- VPP Star location

#### **Peru, Ind.**

- Hispanic Heritage Month celebration

#### **Rossford, Ohio**

- Off-site team-building meetings
- CPR and first-aid training

#### **St. Charles, Ill.**

- Diversity and harassment training

#### **St. James, Min.**

- On-site ESL
- On-site Spanish classes
- Skills training
- Language interpreter

#### **St. Louis, Mo.**

- Workplace violence training

#### **Turners Falls, Mass.**

- On-site English as a manufacturing language
- Off-site mechanical skills training
- Massachusetts Work Force Training Grant
- On-site Russian and Spanish Translators

#### **Waterloo, Iowa**

- CPR and first-aid training
- Off-site team building sessions

### *Hispanic Center of Excellence*

In 2005, ConAgra Foods added a significant initiative to its diversity-related efforts with its Hispanic Center of Excellence. The Hispanic COE is a dedicated marketing and customer development team charged with building the company's brands among consumers of Hispanic heritage and the retailers that serve them.

The team has worked hard on pilot programs for several ConAgra Foods brands and will continue to develop those programs and add new brands in the coming years. They rely on data analysis and the insights of the COE's members to carefully plan how best to get the brands' messages to the Hispanic community.

The Hispanic Center of Excellence has brought on board Allan & Associates, a minority recruiter specializing in Hispanic and African-American talent in the field of marketing. Team members of the Hispanic COE have taken on-site Spanish courses to gain insights into the culture to which they are dedicated.

**Reaching out to diverse customers**

### **Supplier diversity**

As the workforce grows more diverse, so does the diversity among potential suppliers. There are more women- and minority-owned businesses today than ever before, and the trend doesn't appear to be slowing. In fact, the U.S. Census Bureau estimates that, over the next 30 years, people of color together will constitute the largest segment of the American population. In California, this is already true. As consumers, minorities will be in the majority, making them a significant force in the economy.

All ConAgra Foods business relationships are conducted to provide equal opportunity for all potential vendors, suppliers and business partners. In keeping with high standards, good business practices and its responsibilities as a good corporate citizen, ConAgra Foods is committed to providing purchasing opportunities to qualified Minority and Women-Owned Business Enterprises (MWBE).

ConAgra Foods defines "MWBE" as business enterprises that are at least 51 percent owned, managed and controlled by one or more members of the following groups: African-Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, Asian-Indian Americans, and Women. Further, such MWBEs must be certified by a ConAgra Foods-approved certifying entity.

Positive working relationships between companies and their suppliers contribute to organizational effectiveness. At ConAgra Foods, we believe that diversity in the workforce and diversity among our suppliers creates a competitive advantage.

For that reason, ConAgra Foods and its operating groups do business with a variety of women and minority-owned suppliers and vendors that are able to meet our business needs. Our relationships with diverse suppliers pay off with suppliers being more focused on the customer and more willing to tailor their services to better suit ConAgra Foods' needs.

### **2005 highlights**

ConAgra Foods enthusiastically supports the advancement of Minority-and Women-Owned Business Enterprises (MWBEs). Great strides in 2005 underscore ConAgra Foods' commitment to be a supplier diversity leader nationally and within the food industry.

ConAgra Foods' Supplier Diversity manager again was elected to the national board of directors of the National Minority Suppliers Development Council, representing the Midwest region. He also was elected chairman of the board of the Great Plains Minority Business Development Council.

To further ConAgra Foods' national exposure, the company is active with the National Women's Business Enterprise Council and serves on its Program Committee, the Native American Chamber of Commerce, and the Multicultural Foodservice & Hospitality Alliance. ConAgra Foods also worked with the U.S. Department of Agriculture to provide business opportunities to minority farmers. The company hosted several networking events in Texas and California farming communities.

In 2005 ConAgra Foods significantly extended its outreach efforts to search for qualified diverse suppliers. Below is a listing of trade shows, media advertisements, and network events in which ConAgra's Supplier Diversity department participated.

### *Trade shows and networking events*

- Attended, RES 2005 – National Reservation Economic Summit & American Indian Business Trade Fair.
- Attended, Chicago Business & Opportunity Fair – Chicago Minority Business Development Council.
- Exhibitor, Minority Business Opportunity Day – Southern California Minority Business Development Council
- Exhibitor, Speaker, Business Opportunity Fair – National Minority Supplier Development Conference
- Exhibitor, Gold Sponsor; Access 2005 – Great Plains Minority Supplier Development Council
- Exhibitor, National Conference and Business Fair – Women Business Enterprise National Council

### *Media*

- ***Diversity Inc*** Article highlighting ConAgra Foods Suppliers Diversity Program
- ***Minority Business Entrepreneur Magazine***
  - Foodservice and Supply Issue (Food Marketing Institute)
  - Convention Special/NMSCD, MED Week
- ***Minority Business News, USA Edition***
  - Food & Beverage issue
  - NMSDC Conference issue
- ***Women's Enterprise Magazine***
  - WBENC/NAWBO National Convention issues
- ***Asian Business News***
  - US Pan Asian Chamber Conference issue
- ***Hispanic Network Magazine***
  - Cinco De Mayo issue
  - Conference issue (MNSDC, USHCC)
- ***Black Enterprise Magazine***

As a result of ConAgra Foods' outreach efforts, it has added new diverse suppliers and extended contacts with current diverse suppliers. Below are examples of multimillion-dollar contracts ConAgra Foods has with diverse suppliers.

- Co-manufacturer – PAM spray
- Cooler displays – Reddi Whip
- Sanitation chemicals – manufacturing plants
- Folding cartons manufacturer – Chef Boyardee, Crunch 'n Munch, and Gulden's.
- Tomato farmers – Hunt's tomato-based products
- Frozen boil-and-bag material – Banquet, Healthy Choice, and Marie Callender's frozen products.

## ■ SUPPLIER DIVERSITY

*2005 Highlights*

- Long-haul truck transporters – Transportation and Logistics department
- Pressure-sensitive labels – Healthy Choice and Armour product lines

To learn more about ConAgra Foods' Supplier Diversity Program or to be considered for business opportunities, please complete **Supplier Diversity Information Form** online at:

**<http://www.conagrafoods.com/b2b/diversity.jsp>**

## ■ DIVERSITY & INCLUSION IN ACTION

*The Journey Continues*

### **The journey continues**

While ConAgra Foods continues to evolve to better serve its customers, consumers, suppliers, shareholders and employees, its dedication to diversity and inclusion is unwavering. ConAgra Foods understands that, as its employee base grows to mirror its customers and consumers, it will be better equipped to understand ever-changing and varied marketplace needs, allowing the company to continue to grow.

As ConAgra Foods implements and enhances its Diversity and Inclusion Strategy, focusing on internal and external initiatives, it will be poised to become and be recognized as an industry leader in the field of diversity and inclusion.