



ROOTED IN TOMORROW™



College Relations Program @ LOL

Benefits of intentionally structured talent programs:

- Robust rotational and leadership development programs and trainings
- Functional Director level steering teams focus on career progression and placements for interns and new grads
- Successful internships convert to full-time opportunities, offers extended at end of summer.
- Designed to set employees up for success in their first 2-5 years
- Full Time Rotational programs offer enhanced visibility to business leaders

6 Key National Affiliated Partnerships
250+ campus events @ 30 universities
200+ Interns and new grads hired per summer





The Internship Program

- 11 week paid internship program
- Relocation reimbursement program & Housing stipend to offset temporary rental fees
 - Connections to interns, alumni and LOL staff to assist with housing searches
- Remote, facility and HQ based experiences
- Orientation Experience:
 - Company Information & Leadership panels
 - Functional Project/Talent Program Trainings
 - Employee Resource Groups & volunteering
 - Networking & skill development
- Individual, project-based internships
- Performance management & coaching
- Engage with Senior Leaders and Land O'Lakes Executive Team
- Summer programming based on key pillars of:
 - Professional Development
 - Volunteerism
 - LOL Community Building
- End of Summer Wrap Up Experience:
 - Individual presentations
 - Networking
 - Interviews & talent program leadership calibrations
 - Conversion to full time or additional internship roles





internship opportunities.

College Relations Overview

- 12 Undergrad and Graduate level Internship Programs
- 30+ Undergrad and Graduate profiles
- Targets: 130 – 140 Interns
- 5 profiles for our Retail Owner Internship and New Grad opportunities
- 11-12 week summer internships

WinField United

- Agronomy
- Business Operations
- Crop Nutrients
- Forage Genetics
- Marketing
- Research and Development
- Services
- Sales

Corporate

- Dairy Food Sales & Analytics
- Global Leadership Program*
- Finance & Accounting
- Human Resources (HRIR, MBA)
- Information Technology
- Marketing (MBA)
- Law Clerk (JD)
- Strategy (MBA)
- Test Kitchen

Member Co-Ops & Retailers

- Agronomy Sales
- Crop Scout
- Feed Sales
- Precision Ag

Purina Animal Nutrition

- Feed Sales
- Marketing
- Research

Supply Chain & Operations

- Engineering
- Environmental Health & Safety
- Logistics
- Manufacturing
- Operations Excellence & Transformation
- Quality
- Research & Development
- Sourcing





full-time
opportunities.

College Relations Overview

- 20 New Grad Leadership Development and Rotation Programs
- Full Time Rotational Targets: 70-80
- 77% Acceptance Rate

WinField United

WinField United Program

Corporate

Accounting Talent Acceleration Program
Dairy Foods Sales, Marketing & Analytics
Finance Talent Acceleration Program
IT Talent Acceleration Program
HR Pathways (Grad)
Associate Marketing Manager (Grad)
Corporate Strategy (Grad)

Member Co-Ops & Retailers

Custom Applicator
Feed Sales Specialist
Precision Ag Specialist
Sales Agronomist

Purina Animal Nutrition

Livestock Production Specialist

Supply Chain & Operations

Distribution Manager Trainee
Environmental Health & Safety
Logistics
Manufacturing Management Trainee
Risk Management Program
Sourcing
Talent Acceleration Program

College Relations Team

