



Our company was founded on a commitment to people and doing business in a responsible manner. This commitment continues to guide us today and serves as the foundation of our efforts to drive sustainable business results.

Our People

Kellogg Company's focus on people builds on the investment in people which our founder, W. K. Kellogg, dedicated himself to more than 100 years ago.



Three important factors make Kellogg Company great: our people, their passion for excellence and their pride in our products. Kellogg Company's almost 26,500 employees are talented and dedicated to helping the company achieve its business results. Our Human Resources strategy focuses on making certain that Kellogg has the strongest possible teams around the world to help us achieve our vision of becoming the food company of choice.

A Talent Powerhouse. The competition for qualified individuals is more intense than



An employer of choice:
Hispanic Business – Kellogg in Top 60 Companies for Hispanics
DiversityInc – Kellogg in Top 25 Noteworthy Companies for Diversity
LatinaStyle – Kellogg in Top 50 Companies for Latinas
Black Enterprise – Kellogg in 40 Best Companies for Diversity

ever before. If Kellogg is to fulfill its vision to be the food company of choice, we must also strive to be an employer of choice.

Our people programs are designed to attract and hire the best people. Yet, hiring talented individuals isn't enough. To retain our employees and make sure they are prepared for current and future roles, we've implemented programs that help employees navigate the onboarding process, build their skill sets, identify career growth opportunities, and become effective people managers.

Kellogg Leaders, Today and Tomorrow. Strong, effective leaders are paramount to Kellogg Company's success now and in the

future. Our leadership programs ensure a deep pool of management talent throughout the organization – so that we're prepared not only for filling key positions in the near future, but are creating the next generation of Kellogg leaders. We clearly define what is expected from a Kellogg leader and are focused on building each leader's ability to engage and develop our employees while driving business results.

Creating Synergy and Efficiency. By sharing ideas and best practices around the Kellogg world, we're able to create synergy among our business units. We're looking at technological solutions to simplify, standardize and automate many of our processes, which will ensure that our global infrastructure



allows efficient and accurate exchange of the information we need to do business.

Culture-Guided Results. Our culture is the foundation of everything we do, and our *K Values* continually remind us that how we generate business results is just as important as the results themselves. An important part of maintaining an effective culture is gathering feedback from our employees on a regular basis.

In 2007 we conducted our third in a series of culture surveys designed to gauge employee perceptions of our work environment, advancement opportunities and ability to do their work. Results of this survey will help us ensure that our people have the necessary information and opportunities to contribute their best work and build satisfying careers.

Kellogg has long emphasized having a diverse and inclusive culture that reflects our consumer base. The company's focus on diversity and inclusion ensures that

our business leaders and employees are active participants in creating a work environment that values differences in thought, culture, experiences and background. Our employee affinity groups – Kellogg Multinational Employee Resource Group (K-MERG), Kellogg African American Resource Group (KAARG), Hispanic Resource Group (HOLA), Women of Kellogg (WOK) and Young Professionals (YP) – promote cultural and generational awareness and provide developmental opportunities and professional mentoring.

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