



POST HOLDINGS, INC.

# A Post For All

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## Tham txog ntau haiv neeg lus ntwam chaw ua hauj lwm – Post Consumer Brands



**JIM NOREAULT**  
*Vice President ntwam  
Continuous txhim kho  
Post Consumer Brands*



**MAHLIA MATSCH**  
*Associate Director, DEI &  
Organizational Zoo  
Post Consumer Brands*

Muaj ntau haiv neeg lus thiab kev kawm ntwam tau ib qho tseem ceeb tivthaiv PCB tus DEI uas zoo rau ntau xyoo – feem ntau noj cov hoob kawm los yog hauv internet thiab luam tawm cov chaw muab kev pab uas muaj rau cov neeg koom.

Thaum txoj kev kawm tseem yog ib feem thiab zoo kom lawv muaj awareness thiab to taub, cov PCB DEI Advisory Committee, nrog rau cov nom tswv senior, pom tau hais tias Ib lub sijhawm los pab kom muaj qhov zoo sib xws ntwam ntau haiv neeg lus, nqis thiab nrog rau qhov xyaum, txhua hnub uas feem ntau muaj los ntwam pab neeg nyob rau hauv lub koom haum.

Thaum pib nyaj 2024, senior nom tswv koom hauv ib "Pab neeg tham" qhib rau lub npe "Sib tham txog ntau haiv neeg @ Work" facilitated los ntwam pab neeg tham creators ntwam cov neeg sab. Pab neeg no tham framework, consisting ntwam kev sib tham, muab cov thawj coj uas muaj cuab yeej ntxiv los pab kom muaj lub ntsiab lus sib tham thiab ua chaw rau paab nug txog ntau haiv neeg lus nyob rau hauv txoj kev constructive.

Jim Noreault, Vice President ntwam Continuous txhim kho nrog Post Consumer Brands, nyuam qhuav tuav ib pab neeg tham txog ntau haiv neeg nrog nws pab neeg.



**Kuv chiv kawm ib tus neeg sab facilitated zaug nrog lwm cov nom tswv thiab xav tias nws yog ib tug zoo kawg thiab xav-provoking thiab qhov muag-qhib zaug.**

*Jim Noreault*

"Kuv chiv kawm ib tus neeg sab facilitated zaug nrog lwm cov nom tswv thiab xav tias nws yog ib tug zoo kawg thiab xav-provoking thiab qhov muag-qhib qhib," hais Noreault. "Tam sim no uas Kuv tau coj nws mus rau kuv pab neeg, thiab peb muaj peb tus kheej sib tham txog ntau haiv neeg lus, nws tau pom tias kuv tus nqi tseeb thiab lub hom phiaj. Peb pab neeg muaj ib co qhib, ncaj ncees, lam tau lam ua sib tham thiab, ntau ceeb tshaj, cov hais lus tau ua peb

paub ntau, Kev txawj ntse thiab ib pab neeg muaj zog."

Throughout FY24, PCB leaders will Thoob plaws FY24, PCB cov thawj coj yuav txuam yuaj rua lawv paab nyob rau hauv pab neeg

tham sib tham uas txhawb ib nyuas ntwam inclusion thiab belonging nyob rau hauv qhov chaw ua hauj lwm.

"PCB nom tswv ua si ib lub luag hauj lwm tseem ceeb nyob shaping peb nyuas thiab tsim ib qho chaw ua hauj lwm inclusive rau peb pab neeg. Pab neeg no tham nrog cov thawj coj empower peb cov thawj coj los txuam yuaj rua lawv paab tham txog cov tseem ceeb heev, tiam sis tej zaum nyuaj topics," hais Mahlia Matsch, Associate Director, DEI & Organizational zoo rau ncej Brands."



# 8 Lus Nug

## Nrog Alex Christian, Senior Counsel, Post Consumer Brands

### Koj lub luag hauj lwm ntawm PCB thiab koj lub luag hauj lwm tseem ceeb?

Kuv yog ib tug Senior Counsel nyob rau hauv lub tuam tsev pab kev noj qab haus huv raws li txoj cai. Kuv lub luag hauj lwm tseem ceeb yog txhawb lub grocery ua hauj lwm yuav luag txhua hnuv matters uas tej yam nws – rau ob hom branded thiab lwm daim ntawv lo. Qhov no muaj xws li rov xyuas tej lub advertising thiab li cas kev siv zog ntawm cov paab, daim ntawv cog lus sib khom lus rau cov neeg muag khoom tshiab thiab lwm tus neeg, pab substantiate khoom thov, ua hauj lwm nrog peb paab kev ntsuam xyuas, kev kawm thiab ntau dua. Kuv kuj tswj PCB tag nrho intellectual cuab yeej portfolio thiab peb cov ntaub ntawv tsis pub twg paub.

### Koj loj hlob tuaj qhov twg?

Chicago, Illinois - mus Bears!

### Qhov zoo tshaj plaws yog qhov zoo tshaj plaws ntawm koj txoj hauj lwm?

Kuv kiag li hlub ntau yam ntawm qhov chaw ua hauj lwm. Kuv hnuv yeej tsis tau tib yam – kuv yuav ua hauj lwm rau ntau yaam num, tag nrho spanning ntau qhov chaw ntawm lub tuam txhab, nyob rau hauv ib hnuv xwb. Kuv kuj hlub cov neeg ntawm PCB, thiab raws li cov nyuas peb muaj thiab ntxiv kom lawv muaj.

### Koj kawm tau li cas los ntawm koj lub neej?

Yog ib cov tshooj lus tseem ceeb tshaj plaws kuv twb kawm tsis nyuaj rau leej twg yog vim li cas. Tab sis kuv twb tseem kawm tias compromising yog txawv ntawm uas qhia raws li qhov teeb meem no. Ua ib tug kws lij choj thiab thawj coj, kuv nquag match kuv style rau kuv cov neeg tuaj saib. Kuv siv saib qhov no ua ib tug tsis zoo, tab sis kuv twb kawm lub sij hawm uas qhov no yog ib qho tseem ceeb heev uas yuav tsum muaj! Kuv twb tseem kawm ib txwm sim nrhiav cov nyiaj lining nyob rau hauv ib lub caijnyoog twg. Txawm tias tej yam zoo li tawv tiag tiag, muaj ib zaj lus qhia kom tau kawm los yog lub sij hawm zoo coj tam sim ntawd. Qhov no yuav pab reframe tsis zoo li txuj los pab kuv loj hlob.

### Vim li cas DEI thiaj tseem ceeb rau koj?

Yuav tsum muaj ntau haiv neeg zoo tshaj plaws, ntau haiv neeg nyob rau txhua hom kev sib nrauj yuav tsum tau – seb qhov twg yog nyob rau hauv kev ua niam txiv orientation, haiv neeg, kev ntseeg, hnuv nyoog, thiab lwm yam. Peb tsis pab ib tug neeg siv khoom – peb sim pab tag nrho cov kev pab. Qhov ntau peb paab yuav phim peb cov kev pab, qhov zoo peb yuav ntsib cov kev xav tau ntawm cov kev pab.

### Koj txhawb nqa inclusiveness??

Ib qho piv txwv yog los ntawm PCB Pride. Xyoo tas los no, PCB launched nws LGBTQ + cov neeg ua hauj lwm pab pawg neeg, thiab txij thaum ntawd los kuv twb tau koom tes nrog tej yam uas tau txais tej yam thiab khiav. Ua ib feem ntawm qhov kev siv zog no, kuv twb sim kom paub tseeb tias peb txheej xwm thiab cov kev pab cuam muaj xws li cov neeg los ntawm thoob plaws lub tuam txhab thiab lub teb chaws.

### Koj xav tias yog ib qho tseem ceeb trait ntawm ib tug thawj koj inclusive?

Muaj peev xwm mloog, yuav tsum paub, thiab qhib rau feedback.

### Koj nyiam PCB los yog Post khoom?

Malt-O-meal Cinnamon Toasters yog kuv muaj txim txhaum pleasure. Premier Protein Cereal yog kuv niaj hnuv protein hack.



DAIS IV GRADUATES:

## Kis tus Leash

*Dais nyob rau hauv ib lub rooj sab laj nyuaj rau kev ua hauj lwm.*

Rau ob xyoo dhau los, Nicole Bainbridge, Vice President ntawm trade li cas tom Bob Evans farms, muaj ib tug dub Labrador puppy hu ua Bear VI tagging nrog nws mus ua hauj lwm rooj sib tham. Nicole yog ib tug volunteer "puppy raiser" ntawm Canine Companions, ib lub koom haum uas tsis yog-profit enhancing lub neej ntawm cov neeg uas muaj mob xiam oob qhab los muab kev pab dev thiab mus tsis tu ncu, dawb xwb.

Pab dawb puppy raisers muab Canine Companions pups nrog ib lub tsev zoo, pub thiab tu lawv, noj lawv mus puppy hoob kawm, ua hauj lwm rau socialization thiab, tau kawg, muab lawv ntau hlab. Nicole pib volunteering thaum Dais nkaus nws tsev neeg nyob lig 2022 lig. Txij thaum ntawd los, nws tau ncaim ntawm pab rau lub koom haum board of directors thiab chaired Canine Companions txiv ib xyoo ib zaug celebration ntawm cov nyiaj ntawm tib neeg thiab dev (thiab cov coob fundraising teg num ntawm lub xyoo): DogFest.

Canine Companions service dev yog kawm los pab cov neeg laus thiab cov me nyuam uas muaj kev ua hauj lwm txhua hnuv thiab nce ywj siab los txo kev txhim khu kev qha rau lwm tus neeg. Dais siv sij hawm ua hauj lwm nrog Nicole ua familiarized nyob rau hauv ib qho chaw ua hauj lwm teev vim ib hnuv twg, nws yuav nrog nws tus khub mus ua hauj lwm, ib yam nkaus thiab. Cov socialization yaam puab puab pab nws kawm koj.

Dais kawm tiav los ntawm puppy raising nyob rau lub ob hlis ntuj thaum lub ob hlis ntuj thiab tam sim no nyob rau lub regional Canine Companions campus uas nws yog tau professionally kawm. Thaum Nicole thiab nws tsev neeg npeeg Dais, lawv nco ntsoov qhia lawv tus kheej ntawm vim li cas lawv pib cov lus no nyob rau hauv qhov chaw thawj: pab lwm tus xav tau.

"Dais sai los ua peb chaw ua hauj lwm mascot," hais Bainbridge. "Sawv daws ib txwm paub thaum kuv twb los vim lawv yuav hnov dais dab tshos jingling cia lub cuab. Nws yog hais tsis zoo rau sim nyiaj crumbs tawm hauv pem teb café thiab so nws lub taub hau rau tus neeg txhais taw thaum lub rooj sib tham (nrog rau peb CEO Mark Delahanty thiab CFO Mike McCoy). Vim dais muaj tshuav, muaj coob tus neeg tau muab qhia rau kuv npaum li cas lawv hlab thiab nco nws. Nws proves qhov txawv nws twb ua, cia li nyob rau hauv peb qhov chaw ua hauj lwm."

Tom qab kawm tiav los ntawm puppy raising, lub neej yav tom ntej dev yog tshwj xeeb tshaj yog kawm kom tau zoo heev nyob rau hauv tasks xws li xa rau teeb, de poob tseem ceeb los yog alerting lawv tib neeg rau ib doorbell. Ib txhia dev uas tsis tau master cov hauj lwm complex tasks tej zaum yuav tau kawm raws li ib tug dev dev ua hauj lwm hauv kev kho mob, mus ntsib los yog kev kawm ntawv teev. Lwm txoj kev yog ua ib qhov kev pab dev rau ib tug qub tub rog los yog tus aub uas pab lawv tus kheej.



### WHY IS HE NAMED BEAR VI?

*Because five other puppies named Bear have already been in the Canine Companions program! It's common to use multi-generational names in the program.*

"Pom qhov txawv tus dev ua tau qhov nqi zog tshaj plaws ntawm txoj kev," ntxiv Bainbridge.

Nws yuav siv sij hawm ib exceptional dev kawm tiav raws li ib tug dev dev. Yog tus aub tawm los ntawm qhov kev pab cuam vim hais tias nws tsis tau master cov kev txawj ntse, nws yuav tau txais raws li ib tug tsiaj. Nicole hais tias yog tias muaj li ntawd, nws tsev neeg yuav muaj lub sijhawm los adopt Dais. Yog hais tias nws kawm tiav, nws yuav tau mus koom ib tshwj xeeb kawm tiav ceremony thiab kis dais leash dua rau nws deserving tswv tshiab uas nws yuav pab, txhawb thiab hlab.

Txij thaum nws founding hauv 1975, Canine Companions tau muab tshaj 7,300 qhov kev pab dev rau cov neeg uas muaj mob xiam oob qhab. Kawm ntxiv txog Canine Companions, mus xyuas canine.org.

LUB HOM PHIAJ MUAJ XWS LI:

## Michael Foods Yuav siv strides nrog cov tub rog TSHIAB DEI Program



*Lucas Nevins (pictured txoj cai) ntawm cov michael zaub mov rooj rau lub build kuv yav tom ntej kev tshwm sim ntawm lub xeev Iowa Fairgrounds nyob rau lub plaub hlis.*

Hauv 2023, Michael zaub mov embarked rau ib lub hom phiaj xaiv yaam rau qhov chaw nyob recruitment txoj kev sib tw thiab txo txoj hauj lwm vacancies amid surging khoom thov, internal retirements thiab lub neej yav tom ntej uas tej yaam num uas tsis muaj industrial txheeb uas yuav muaj feem rau kev ua hauj lwm peevxwm. Lub tuam txhab pom tau hais tias cov imperative ze gaps hauv nws txoj kev ntiav thiab qhov xav tau ib robust DEI zoo.

To tackle this, Michael Foods launched a pioneering program and introduced a new position dedicated solely to overseeing military hiring initiatives. The main goal of this innovative move was to make the Michael Foods brand more accessible to veterans, transitioning service members and military spouses.

Cov teg num underscores Michael zaub mov cov lus rau DEI txhooj thiab paub txog cov kev txawj ntse invaluable thiab yaam puab paub tias cov tub rog cov neeg ua hauj lwm coj mus rau qhov chaw ua hauj lwm.

Yog tsim tailored cov kev pab cuam thiab txuj, lub tuam txhab no tsis tsuas diversifying nws txuj ci txuj ci, tiam sis kuj honoring cov kev pab thiab dedication ntawm cov neeg uas tau txais kev pab nyob rau hauv cov tub rog kom muaj cov tub rog txij nkawm.

Nyob rau hauv ib xaiv yaam thawb kom zoo ntawm nws cov tub rog tshiab recruiting qhov kev pab cuam, Michael zaub mov embarked rau ib txhoj puab heev nrhiav ib tus neeg sib tw nrog ib blend ntawm recruiting kev txawj ntse thiab cov tub rog kev. Lub tuam txhab kev culminated hauv lub recruitment ntawm Lucas Nevins, ib tus Senior Chief Petty Officer hauv Teb Chaws Asmeskas rog nrog ib illustrious 21 xyoo hauj lwm.

Lucas them ib wealth ntawm kev rau nws lub luag hauj lwm, muaj garnered heev recruiting txeeb thiab accolades thaum nws tenure hauv lub rog. Notably, nws ua si ib pivotal luag hauj lwm pivotal hauv senior recruiting haujlwm ntawm Amazon, uas nws spearheaded lub tsev lag luam thiab tswj cov tub rog Amazon Apprenticeship program. Nws tus kheej thiab kev siv zog muaj ncaj qha contributed rau lub ntiav ntiav ntiav thiab integration ntawm ntau tshaj 700 veterans rau cov neeg peg xeev neeg peg xeev ua hauj lwm.

Muaj ib tug sib sib zog nqus to taub txog tom qab muab rau neeg noj recruiting dynamics thiab ib so los siav network nyob rau hauv cov zej zog tub rog, Lucas yog poised ua Michael zaub mov cov tub rog recruiting kev siv zog. Nws lub sij hawm teem tseg reflects lub tuam txhab siab nyiam attracting thiab ntiav cov tub rog txuj ci txuj ci, underscoring nws ke rau ntau haiv neeg lus thiab nrog rau cov chaw ua hauj lwm.

Nyob rau (6) lub hlis txij pub ntxiv tshaj Michael zaub mov, Lucas tau pom tias zoo kawg li ke rau enhancing tub rog inclusivity nyob rau hauv lub koom haum. Nws kev siv zog tau ua rau cov recruitment zoo heev heev tub rog, enriching ntau haiv neeg txuj ci nyob rau hauv lub tuam txhab.

*(txuas ntxiv mus rau phab 4)*

Saib tom ntej rau 2025 thiab tshaj ntawd, Lucas muaj proactively pib daim ntawv thov michael Zaub mov ua ib registered Department of kws muaj txuj ci SkillBridge tus khub. No xaiv yaam yuav pab kom cov tswv cuab koom rau hauv tailored internship programs ntawm Michael Zaub mov, fostering ib seamless txoj kev hloov mus rau civilian hauj lwm.

Ntxiv thiab, yog pursuing lub xeev-theem veteran certifications, Lucas aims mus nrhiav kom tau Michael Zaub mov ua ib txhawb, steadfast ally rau cov tub rog zej zog.

Raws li Michael zaub mov tseem pioneer tshiab txoj kev choj cov kis ntawm cov tub rog thiab neeg peg xeev ua hauj lwm, no coj cog lus tsav meaningful tej yam thiab tseem lub tsev txuj rau cov tub rog thiab lawv tsev neeg nyob rau hauv lub koom haum.

TSIS KOS NPE:

## "Belonging ua qhov txawv"

*Yog Emma Varlow, lub taub hau ntawm txoj kev loj hlob tshiab thiab D&I Cochair, Weetabix*

Peb yog tam sim no nyob rau hauv lub xyoo thib rau ntawm peb cov neeg inclusion tsis kos zoo ntawm Weetabix. Txhua xyoo peb nug peb cov neeg ua hauj lwm kom tiav ib qho kev sojntsuam Maturity thiab sojntsuam ntawm daim ntawv ntsuam xyuas no pab qhia qhov twg peb yuav tsum tsum xam peb DEI kev siv zog, kom peb yuav tau ua Weetabix ib qho chaw ua hauj lwm.

Peb daim ntawv ntsuam xyuas hauv 2023 highlighted qhov tseem ceeb ntawm khiav mus los ntawm awareness tes hauj lwm thiab, thaum peb twb muaj feedback zoo kawg thiab feedback rau raising khiav ntawm ntau haiv neeg lus xyoo, muaj ib lub caij nyoog zoo kawg thiab txav peb kev siv zog kom kub siab rau "Ib lub tswv yim loj" uas unites peb sawv daws. Vim qhov no, lub ntsiab rau 2024 thiab tshaj ntawd yog "Belonging ua qhov txawv."

Belonging yog ib tug tseem ceeb tivthaiv ntawm DEI. "Ntau haiv neeg" nruab nrab yog qhov txawv ntawm cov neeg ntawm Weetabix

"Nqis" txhawb kev ncaj ncees thiab xyuas kom sawv daws sib npaug zos rau txuj, "Inclusion" xyuas kom sawv daws kho nrog hwm thiab txais tos ntawm no, thiab "Belonging" yog hais txog koj tus kheej valued, txuas nrog, thiab tau koj muaj tseeb ntawm Weetabix, kom koj ua tau koj qhov chaw ua hauj lwm zoo tshaj plaws.

Nyob rau lub ib hlis ntuj, peb hosted peb txhuab peb lub hlis tshais nrog inclusion tsis kos virtual vaj huam sib luag uas peb muab lub sijhawm los tso lub ntsiab ntawm Belonging. Peb caw ib txhia lug txhawb cov miv muab dab tsi belonging txhais tau tias rau lawv thiab lawv yaam puab paub thaum lawv muaj thiab tsis muaj li lawv sawv daws khoom. Cov kev sib tham yog coj los Weetabix marketing director Francesca Theokli.

Peb muaj lug txhawb cov miv los hla manufacturing, chaw ua hauj lwm thiab ib co apprentices, uas muab lawv foupectives rau qhov tseem ceeb ntawm koj lawm, zoo heev thiab txuas nrog cov neeg nyob ib ncig ntawm koj.



### INCLUSION WITHOUT EXCEPTION

Cov dab neeg los ntawm peb manufacturing lug txhawb cov miv ntawm peb qhov chaw hauv Ryecroft tau tshwj xeeb tshaj yog thaum lawv tham txog lawv kev nyob rau xyoo 2012 thaum peb muab kho peb EPR lawv ntawm Weetabix, uas, vim yog tus nyob deb li cas ntawm lawv hoobkas los ntawm lub tsev hauv paus Weetabix, ua rau lawv xav tias disconnected thiab cais los ntawm peb tes num. Txawm li ntawd los, rau peb tshiab EPR hloov tshiab los nyob hauv ntuj 2024, Ryecroft consulted los ntawm qhov entirety ntawm peb tes num, muab lawv ib tug lawm empowerment thiab txuas nrog rau lub tuam txhab upgrade tag nrho upgrade.

Hauv 2024 peb yuav tsim rau Belonging ua qhov txawv, xws li tshiab, tshwj xeeb kawm rau peb ELT, senior nom tswv thiab kab tswj, kom peb yuav tsim ib nyuas ntawm belonging thiab tseem ua Weetabix ib qho chaw ua hauj lwm.