



Ardent Mills™

Nourishing what's next.™

FEED THE WORLD.
NOURISH COMMUNITIES.
MAKE A DIFFERENCE.
JOIN OUR TEAM.

ArdentMillsCareers.com



Headquartered in Denver and with over 40 locations in the United States, Canada and Puerto Rico, we think we might have the perfect fit for you. Ardent Mills has career paths in:

- Communications
- Finance
- Human Resources
- Information Technology
- Marketing
- Operations
- Research, Quality and Technical
- Risk Management
- Sales
- Supply Chain

OUR VISION: *Ardent Mills is the trusted partner in nurturing our customers, consumers and communities through innovative and nutritious grain-based solutions.*



*Let's
make a
difference,
together.*

You want to...

- ...impact millions of people.
- ...help build the culture of an organization.
- ...find a career, not just a job.
- ...be surrounded by fresh perspectives and bold thinkers.
- ...always be learning and have endless opportunities.
- ...never settle for mediocrity.
- ...be on a team that values your input and ideas.
- ...nourish communities and feed the world.

We believe in...

...our values, which are our foundation:

*Working to earn **TRUST** every day, always operating with reliability and integrity.*

***SERVING** others with understanding, respect and care.*

*Operating with **SIMPLICITY**, clarity and transparency, removing barriers and letting people do what they do best.*

*Ensuring the **SAFETY** of our products and people; doing what's best to create the safest environment now and for the future.*

- ...having the freshest ideas in the industry.
- ...being bold and challenging the status quo.
- ...changing the tide and having an impact on the nutrition across America.
- ...having a voice in the food industry and helping consumers make educated decisions.
- ...surrounding ourselves with awesome people.
- ...being excited to come to work every morning.
- ...keeping the best talent at Ardent Mills.

*We think we might get along well.
And we happen to be hiring.*

Visit ArdentMillsCareers.com to apply to be part of our game-changing team.



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2015 Internship Opportunities

In order to fully understand the business complexity, intern candidates will be given exposure to critical knowledge areas in the milling industry. As an Ardent Mills Intern, students will spend time learning about the various functional groups within the business in addition to their assigned function. Students will gain exposure and experiences specific to their role, such as; day to day business activities, project management and implementation, information technology and computer based programs, business meetings and events, internal and external interactions and other various activities.

For all positions, successful candidates will have the following attributes:

- The ability to deliver results in first-time situations by inspiring others and working to earn trust every day.
- The willingness to serve others with understanding, respect, and care.
- The ability to operate with simplicity, clarity and transparency.
- The willingness to effectively deal with and drive change.
- The ability to organize, prioritize and own multiple tasks while meeting and/or exceeding deadlines.
- The ability to learn and apply new technology, with the willingness to share knowledge with others.

Above all you will be expected to carry out all your activities with reliability, integrity, compliance and in a safe, environmentally responsible, and efficient manner.

Human Resources

•Required: Any Business Major

Preferred: Human Resources

Information Technology (IT)

•Required: Majoring in Sciences, Technology or Business

Preferred: Information Technology, Mathematics, Statistics

Risk Management

•Required: Majoring in Business or Economics

Preferred: Agriculture Studies

Supply Chain

•Required: Majoring in Supply Chain, Logistics, Transportation or Business

Preferred: Agriculture Studies

Marketing

•Required: Any Business Major

Preferred: Marketing, Advertising, Management, Communications

Communications

•Required: Majoring in Communications

Preferred: Journalism, Marketing, Advertising

Sales

•Required: Any Business, Ag. or Communications Major

Preferred: Marketing, Management, Economics

Finance

•Required: Majoring in Business or Ag.

Preferred: Accounting, Finance, Economics, Risk

Research, Quality and Technical

•Required: Majoring in Cereal Chemistry, Grain/Food Sciences, Milling Science, Optical Physics, Culinary (Pastry), Agricultural, Biological, Chemical or Process Engineering

Milling, Operations and Quality

•Required: Majoring in Milling Science, Ag. Studies, Business, Operations, Food Science, Engineering, or related studies

Other Considerations:

- Must be willing to relocate
- Must be authorized to work in the United States without sponsorship now and in the future
- Except where prohibited by state law, all offers of employment are conditioned upon successfully passing a drug test and pre-employment background check

Ardent Mills is an Equal Opportunity Employer. As an equal opportunity employer, Ardent Mills is committed to a diverse workforce.

The Ardent Mills Leadership Development Program (LDP) will provide a consistent training and development program for newly hired leaders with a variety of backgrounds. The six to eighteen month structured curriculum is designed to give employees an understanding of the Ardent Mills vision and values and build a foundation for future leadership positions within Ardent Mills. Unlike other development programs in which participants do not hold actual responsibility and serve in more of a project management role, the Ardent Mills LDPs will follow a “learning through doing” method of carrying out actual responsibilities while being coached and mentored by their fellow Ardent Mills Operations professionals, all of whom have excelled in the milling and food manufacturing industries for decades.

Recognizing that candidates come in with diverse backgrounds and interests, the LDP has three distinct paths for training and development. Detailed objectives and individualized training plans will be established for each participant at the beginning of the program based upon previous experiences.

Upon successful completion of the program, the candidate will be placed in a full-time position at one of the Ardent Mills plant locations.

Operations Management

- During their LDP rotations, these young professionals will complete several weeks executing against actual responsibilities in the following departments: Mill, Elevator, Pack Department, Bulk Loading, Warehouse, Maintenance, and Quality. This rotation program provides a robust set of experiences and a core set of knowledge upon which each Operations LDP will build their career as an Ardent Mills Leader.

Technical Milling

- For those dedicated millers, we provide a tailored curriculum designed to fine tune and nurture the skills and knowledge necessary to run our mills and continuously improve our milling operation. The development of the Milling LDP will include working under the guidance of an experienced Head Miller, and may include assignments to other facilities to assist with projects, and rotations at additional facilities to expose the LDP to a diversity of milling challenges, tools, and resources. In addition to the amazing professionals at the facilities where they do their training, our Milling LDPs are also given the resources and coaching of our four top technical milling professionals, who focus their job on fine-tuning the skills and abilities of every single one of our milling staff.

Quality

- All candidates will rotate through the quality department to gain an understanding of customer specifications and requirements. Dedicated Quality LDP candidates will spend concentrated time in the laboratory setting instead of shift milling. Core competencies to be developed are an understanding of flour grades, testing and customer specifications.

A successful candidate will have the following attributes:

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- The willingness to serve others with understanding, respect, and care.
- The ability to operate with simplicity, clarity and transparency.
- The willingness to effectively deal with and drive change.
- The ability to organize, prioritize and own multiple tasks while meeting and/or exceeding deadlines.
- The ability to learn and apply new technology, with the willingness to share knowledge with others.

Above all you will be expected to carry out all your activities with reliability, integrity, compliance and in a safe, environmentally responsible, and efficient manner.

Program Requirements:

- Bachelor's degree or higher in Milling Science, Ag Studies, Business, Operations, Food Science, Engineering, or related studies
- Demonstrated initiative, self-starter
- Demonstrated communication skills, both verbal and written
- Demonstrated ability to work across functions and collaboration
- Demonstrated ability to work in a fast paced dynamic environment
- Demonstrated leadership capabilities

Other Considerations:

- Ability to travel up to 25% of the time
- Willing to relocate within first year and as promotional opportunities exist throughout career
- Must be authorized to work in the United States without sponsorship now and in the future
- Except where prohibited by state law, all offers of employment are conditioned upon successfully passing a drug test and pre-employment background check

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