

ConAgra Foods Financial Development Program



The ConAgra Foods Financial Development Program is a comprehensive three-year rotational program designed to provide you the exposure, experience and foundation you'll need for a rewarding long-term career in Finance/Accounting.

Rotations

Corporate Finance Track

(Overview of the enterprise-wide Finance/Accounting functions)

Financial Accounting

- Assist in preparing internal and external financial statements in accordance with GAAP.
- Participate in period-end close activities to ensure timely completion of assigned tasks.
- Create and maintain/update monthly accounting schedules to assist in monthly account reconciliation process.

Internal Audit

- Assist in the execution of moderately complex financial and operational audits.
- Participate in developing a work plan to analyze key business risks, understand their significance and likelihood of occurrence and assess whether controls are in place to effectively manage these risks.
- Offer value-added recommendations to management to improve the business processes affecting the achievement of operating, financial and compliance objectives.

Tax

- Prepare federal and state income, franchise and non-income tax returns, quarterly tax estimates and FAS109 analysis.
- Conduct thorough and accurate tax research to develop and support various tax positions.
- Assist with all tax issues, including audits, computer systems, incentive programs, tax planning projects, internal controls and procedures as required under Sarbanes-Oxley 404.

Treasury/Risk Management

- Manage the posting process for all daily cash management flows and bank transmission interfaces.
- Assist with the implementation of cash management improvement projects.
- Assist with primary cash desk activities during the wire and ACH release process.

Supply Chain Analysis Track

(Exposure to the cost of goods sold elements of the business)

Procurement (purchasing)

- Work with cross-functional Procurement team on assessing various raw materials (ingredients, packaging, etc.) prices.
- Assist in completing analyses related to commodity pricing fluctuations.

Operations (manufacturing plants)

- Analyze and summarize variances between actual results, current estimates, plan and prior year.
- Assist in completing operational scorecard to assess actual performance against targets.

Logistics (transportation and warehousing)

- Work with cross-functional logistics team in evaluating expenses.
- Assist in monthly variance reporting between actual results, current estimates, plan and prior year.

Business Analysis Track

(Experience business partnering within one of our business units)

Financial Planning & Analysis/Reporting

- Perform post-promotional analysis by analyzing the Return on Marketing Investment associated with promotions.
- Assist with process improvement projects, related to forecasting.
- Analyze and summarize monthly variances between actual results, current estimate, plan and prior year.
- Assist with reporting initiatives, such as: development of customer level profitability statements, daily sales reporting and customer scorecarding.
- Work with cross-functional teams comprising Marketing, Research, Quality & Innovation, Engineering, Packaging and Sales.
- Take responsibility for month-end reporting and assist with monthly business reviews.

In addition to the rotational assignments, each Financial Development Program participant will complete a three-year learning plan designed to build business acumen, accounting/finance technical skills and leadership/management skills.

Upon successful completion of the Financial Development Program, you will be provided additional opportunities for career advancement within ConAgra Foods.

3-Year Education Program

Education Program: Year 1

Quarter 1 Internal Audit

- New Employee Orientation
- Performance Management Process
- Myers-Briggs
- Microsoft Outlook
- Introduction to Sarbanes-Oxley Act and Corporate Governance*
- Understanding Activity Level Controls*
- Quarterly Meeting - Internal Audit
- Business Deep Dive - ConAgra Mills
- Quarterly Earnings Call

Quarter 2 Controller

- Accounting Emerging Issues (course TBD)
- Revenue Recognition*
- Preventive Stress Management*
- Quarterly Meeting - Business Services Center and Financial Reporting
- Product Knowledge - Snacks/Store Brands
- Business Deep Dive - Snacks/Store Brands
- Quarterly Earnings Call
- Management Book - Financial Leadership Team Sponsored Required Reading

Quarter 3 Tax

- Microsoft Office
- Corporate Taxation*
- Travel, Entertainment, Gift and Car Expenses*
- Accounting for Income Taxes (Basic)*
- Quarterly Meeting - Tax
- Product Knowledge - Frozen Convenient Meals
- Business Deep Dive - Frozen Convenient Meals
- Quarterly Earnings Call and Consumer Analyst Group of New York Review (hosted by Finance leader)

Quarter 4 Treasury

- Performance Management Process (Refresher)
- An Overview of Capital Structure Decisions*
- Quarterly Meeting - Treasury
- Business Deep Dive - Gilroy Foods & Flavors
- Quarterly Earnings Call
- Management Book - Financial Leadership Team Sponsored Required Reading

*online course

Education Program: Year 2

Quarter 1 Supply Chain Finance

- Diversity and Inclusion
- Introduction to Cost Accounting*
- Accounting for Management*
- Quarterly Meeting - Supply Chain Finance
- Functional Deep Dive - Supply Chain
- Product Knowledge - Refrigerated
- Business Deep Dive - Grocery, Refrigerated
- Quarterly Earnings Call

Quarter 2 Financial Planning & Reporting

- Introduction to Budgeting*
- Introduction to Forecasting and Budgeting*
- Forecasting Techniques: Smoothing, Regression and Time Series*
- Quarterly Meeting - Financial Planning & Reporting
- Quarterly Earnings Call
- Management Book - Financial Leadership Team Sponsored Required Reading

Quarter 3 Sales Finance

- Customer Visit
- Trade Spend Training*
- Profitability Training*
- Quarterly Meeting - Sales Finance
- Functional Deep Dive - Research, Quality & Innovation
- Product Knowledge - Foodservice/International
- Business Deep Dive - Foodservice/International
- Quarterly Earnings Call and Consumer Analyst Group of New York Review (hosted by Finance leader)

Quarter 4 Brand Finance

- Understanding the Process of Customer Decision Making*
- Developing Comprehensive Competitive Intelligence*
- Managing Change*
- Quarterly Meeting - Brand Finance
- Functional Deep Dive - Global Marketing
- Quarterly Earnings Call
- Management Book - Financial Leadership Team Sponsored Required Reading

*online course

Education Program: Year 3

Quarter 1 Mergers & Acquisitions

- Combinations, Leveraged Buyouts and Consolidations*
- Contract Law: A Comprehensive Review*
- Valuation of an Entity*
- Quarterly Meeting - Mergers & Acquisitions
- Functional Deep Dive - Legal and Communication
- Quarterly Earnings Call (hosted by Finance leader)

Quarter 2 Investor Relations/Strategy

- Interpreting Cash Flow Statements*
- Interpreting the Balance Sheet*
- Listening Skills*
- Quarterly Meeting - Investor Relations
- Quarterly Earnings Call
- Management Book - Financial Leadership Team Sponsored Required Reading

Quarter 3 Information Technology

- Effective Presentations*
- Introduction to Information Systems Project Management*
- Data Mining*
- Documenting & Diagramming Techniques in Accounting Information Systems*
- Quarterly Meeting - Information Technology
- Business Deep Dive - Lamb Weston
- Quarterly Earnings Call and Consumer Analyst Group of New York Review (hosted by Finance leader)

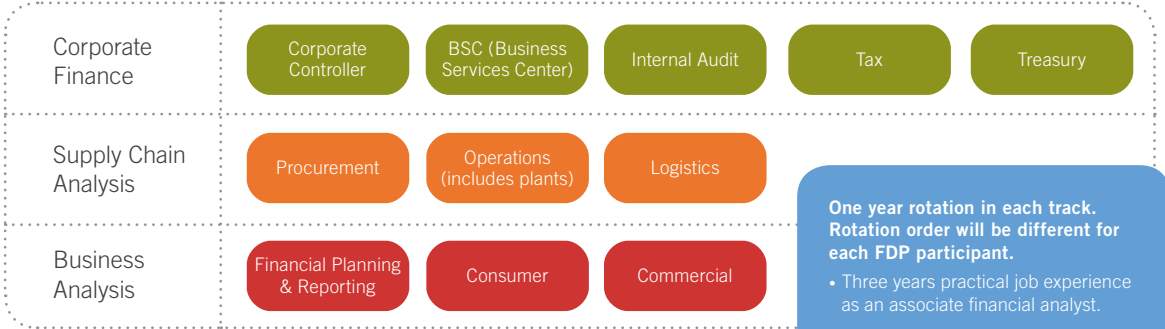
Quarter 4 Chief Financial Officer

- Meeting Protocol
- The Balanced Scorecard - An Introduction*
- Understanding New Value-Based Metrics*
- Essential Skills for Today's CFO*
- Quarterly Meeting - Chief Financial Officer
- Board of Directors Visit
- Quarterly Earnings Call
- Management Book - Financial Leadership Team Sponsored Required Reading

*online course

Experience

Rotational Experience



One year rotation in each track. Rotation order will be different for each FDP participant.

- Three years practical job experience as an associate financial analyst.
- First year rotation located in Omaha, Neb. Future rotations may require relocation (i.e. Naperville, Ill., Edina, Minn., Kennewick, Wash., or a plant location).
- Opportunities may also be available in areas not shown.

Competencies Developed

- Customer Focus
- Ethics and Values
- Integrity and Trust
- Learning on the Fly
- Priority Setting
- Problem Solving
- Drive for Results
- Self-Development
- Technical Learning
- Time Management
- Total Work Systems

Educational Learning

Business Acumen
Leadership, Management & Communication
Accounting, Finance & Technology Skills

