



A future worth working for

WELCOME TO DAIRY WEST

As the voice of Idaho and Utah's dairy industry, Dairy West's mission is to inspire trust in dairy products and build demand for those products around the world. And that effort starts with the work that we do here at home. Everything we do is centered around building a bigger, better, brighter future not only for dairy, but for the region as a whole. Our team is passionate about the work we do on behalf of dairy farmers to enhance the health and vibrancy of our communities and foster positive change. And we're always on the lookout for people who share our vision for dairy's future.

OUR CULTURE

When you join Dairy West, you have the opportunity to become a part of—and contribute to—a unique and dynamic culture. Throughout our organization, we strive to create an atmosphere that relies less on functional hierarchies and more on teams that are flexible and goal-driven. And we continually seek to align our work with the unique strengths of the individuals who make up our teams.

OUR VALUES



Trust – We cultivate strong, honest and respectful relationships. We maintain the highest standard of ethical behavior at all times, establishing and maintaining open, honest, respectful, trustworthy relationships with our farmers, customers, partners, and co-workers.



Action – We act with intention and courage. We will act on our aspirations and goals and do so in a collaborative, positive way. We will actively seek the opinions and skills of others. We will always seek the pursuit of continuous improvement. We will do what it takes to get the job done.



Stewardship – We protect, preserve and enhance the resources entrusted to our care. We take the oversight of the farmer investment seriously and pledge to make decisions that will drive the most value.

“ I am proud to work on behalf of dairy farm families and am blessed to have all the opportunities I have as a Dairy West team member! The culture, the passion for growth and development, and the innovative mindset allows endless initiative potentials!”

– Jaclyn St. John, MS, RDN, LD, Health and Wellness Manager, proud team member since 2014

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learn more about employment opportunities at Dairy West

INVESTING IN THE FUTURE OF OUR INDUSTRY — AND OUR PEOPLE

Our Total Rewards approach to compensation is designed to allow us to attract and retain skilled employees and remain competitive within our region. The Total Rewards strategy is all about our people, from fair compensation and benefits to recognition, development and well-being. We work hard to ensure that all of these elements play a role in hiring and retaining inspired, productive and committed team members, so that together we can fulfill our mission and vision.

FLEXIBILITY

Workplace flexibility is important to our culture, as it offers the opportunity to balance the needs of the organization with individual needs. Being flexible about where, when, and how we work empowers our team members to perform at their best, while enabling us to collaborate on projects and fulfill our role as good stewards of the farmer investment. Our focus at all times is on outcomes, as we work together to achieve our goals.

PROFESSIONAL DEVELOPMENT

Dairy West strives to enable our employees to pursue their learning and growth journeys, and we intentionally invest in opportunities to do just that. These investments include:

- Education and tuition reimbursement
- Professional association memberships
- Business and communication coaching

BENEFITS

Full-time employees are eligible to participate in the Dairy West benefit plan, which includes:

- Medical insurance
- Telehealth
- Dental coverage
- Vision benefits
- Life insurance
- Long-term and short-term disability insurance
- Accidental death and dismemberment insurance
- Worker's compensation
- Flexible spending accounts
- 401K
- Employee assistance program

PAID TIME OFF

Dairy West employees are offered 10 paid holidays per year and awarded "PTO" based on years of continuous employment:

- **0 to 3 years** – an annual total of 20 days (160 hours)
- **4 to 6 years** – 25 days (200 hours)
- **7 to 9 years** – 30 days (240 hours)
- **10+ years** – 35 days (280 hours)

“ Working at Dairy West has provided me with experiences I couldn't imagine getting anywhere else. Our culture encourages risk-taking and stretching yourself to achieve new heights. Step in, contribute, try something new, learn, and develop your skill set — all things I've been able to do. It continues to be a great ride!”

– Jason Rajkowski, VP Finance & Operations, proud team member since 2016

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