



Kim Nelson

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Kim Nelson is a retired C-Suite executive with nearly 30 years of experience in PNL and corporate roles in the Consumer Packaged Foods industry. She currently serves as an independent director on the boards of Colgate-Palmolive, Cummins Inc. and Tate and Lyle. Kim brings a unique combination of PNL operating experience and deep ESG expertise into the boardroom, as well as a personal passion for culture, DEI and talent management.

As Senior Vice President of External Relations, Kim served in the C-suite on the company's executive team, providing leadership and counsel on a wide range of global issues during a period of significant disruption and transformation in the food industry. In her role staffing the General Mills Board of Director Public Responsibility Committee, Kim developed the Committee's agenda and led discussions of external stakeholder issues of importance to the Board.

As President of the \$1.2B Snacks Division, Kim drove +10% sales and +14% profit growth annually. Under Kim's leadership, General Mills doubled the size of its grain snacks business and seized share leadership of the grain snacks category, behind strong growth on its core Nature Valley Granola bar business and the launch of Nature Valley Sweet and Salty and Fiber One snack bars. Prior to this role Kim held positions of increasing responsibility on businesses including Cheerios, Old El Paso, Hamburger Helper, Betty Crocker Potatoes and Yoplait yogurt. These PNL assignments stewarding many of the company's largest and most profitable businesses helped Kim build a reputation as a leader with expertise driving core growth, innovating differentially and building talent and culture.

In addition to Kim's impact on the business, she was instrumental in helping General Mills shape an inclusive work culture. She was a founding member of the company's Black Champions Network and co-founder of its Women In Marketing Network. As the most senior woman at General Mills, Kim led the company's very active and engaged Woman Officer group. Kim was well known an effective mentor and influential sponsor of talent and widely viewed by colleagues and subordinates as a highly ethical and inspiring leader.

Kim has been an engaged leader within the broader Twin Cities community for many years. As a member of Minnesota chapter of Women Corporate Directors, she co-founded an initiative to build a pipeline of board-ready women of color in the Twin Cities.

PROFESSIONAL EXPERIENCE

COLGATE PALMOLIVE COMPANY

Independent Director March 2021 - Present

Serves on Nominating, Governance Committee & CSR and Personnel and Organization Committee.

CUMMINS INC

Independent Director November 2020 - Present

Serves on Audit Committee and Safety, Environment and Technology Committee.

TATE AND LYLE, PLC

Independent Director July 2019 – Present

Serves on Audit Committee and Nominating/Governance Committee.

GENERAL MILLS INC, Aug 1988 – Jan 2018

Senior Vice President, External Relations, C-Suite 2010 – 2018

Kim served as a member of the Executive Committee and staffed the Public Responsibility Committee of the Board of Directors. Global role with accountability for corporate branding & reputation, consumer relations, internal and external communications, issues & crisis management, NGO, industry & government relations, sustainability and philanthropy.

Senior Vice President, Snacks Foods Division President 2004 – 2010

Nature Valley Granola Bars, Fiber One Bars, Betty Crocker Fruit Snacks, Chex Mix, Pop Secret Popcorn

Led fastest growing U.S. operating unit in General Mills (\$1.2B), generating +10% Sales and +14% Profit growth annually behind game changing innovation. Doubled sales and profit of grain portfolio in 5 years and seized bar category share leadership.

Various PNL assignments of increasing responsibility leading brands in various Marketing Divisions 1988 - 2004

EDUCATION

Executive Management Coursework, Harvard Kennedy School of Government – Fall 2010

MBA, Columbia Business School, May 1988

BS, International Relations, Georgetown University Edmund E. Walsh School of Foreign Service, May 1984; Year Abroad in France - L'Universite de Montpellier 1982-83

NON-PROFIT BOARD EXPERIENCE

Fair Vote Minnesota, 2019 - Present
Northside Achievement Zone, 2012 – 2023
University of Minnesota, Humphrey School of Public Affairs Advisory Council, 2012 – 2021
Co-Founder and Co-Chair Generation Next Leadership Council, 2012 – 2017
African American Leadership Forum (AALF) Steering Committee, 2014 – 2016
Partners In Food Solutions Board Member, 2011 – 2015
YWCA Board Member, 2003 - 2009, Board Chair 2005 -2007
Congressional Black Caucus Foundation Board, 2006 - 2011

GENERAL MILLS COMMUNITY LEADERSHIP

Co-Founder, Black Champions Network, 1995; Advisory Board member, 1997 -2017
Co-Founder, Women in Marketing Network, 2003; Advisory Board member, 2003 – 2010
Leader of Women Officer Group, 2013 – 2017
GMI Executive Multicultural Council, 2008 – 2017

BUSINESS MEMBERSHIPS

National Association of Corporate Directors (NACD), 2018 – present
Women Corporate Directors (WCD), 2019 – present
Executive Leadership Council (ELC), 2000 – present
Black Women on Boards (BWOB), 2021 - present
Minnesota Women’s Economic Roundtable (MWER), 2010 – present
Network of Executive Women (NEW), 2007 – 2017; Founding member of the Twin Cities Chapter of the Network of Executive Women, 2008

RECOGNITION

- Woman of Power Award, YWCA – Minneapolis (2018) - https://www.ywcampls.org/news_press/2018/05/14/1084/kim_nelson_receives_ywca_minneapolis_inaugural_woman_of_power_award
- History Makers at Home Award, Minneapolis Department of Civil Rights (2018)
- CNN Servant Leader Segment (2017) - <https://www.cnn.com/videos/living/2017/08/30/at-the-top-general-mills-kim-nelson.cnn>
- YMCA Harold Mezile Legacy of Leadership Award, YMCA Minneapolis (2015)
- African American Leadership Forum, Community Service Award (2015)
- Woman of the Year, Minnesota Women’s Consortium (2013)
- Public Leadership Award, University of Minnesota Humphrey School of Public Affairs (2012)
- 75 Most Powerful Women in Business, Black Enterprise Magazine (2010)