



EMBRACING DIVERSITY

At E. & J. Gallo Winery we are dedicated to a diverse and inclusive environment. As we embrace diversity, our goal is to create a workplace and marketplace where we can all achieve and contribute the best that we have to give. Valuing the differences of our employees, suppliers, consumers and the community, contributes to our success as a world class leader in the wine industry.

Create and Fulfill Human Resource Practices that Value Diversity

COMMITMENT BEGINS AT THE TOP

- The Company offers Diversity/Inclusion Training for Senior Management to increase awareness and leadership skills to support an “inclusive culture”.
- The company is committed to providing all employees with a safe, harassment-free work environment. We are excited to offer a web-based, on-line training course for managers.

“Gallo sees diversity as an opportunity to become a company that better reflects the world we live in. Embracing diversity is not only the right thing to do, it positions us to meet the needs of today’s increasingly diverse marketplace.”



Joseph E. Gallo CEO

RECRUIT, HIRE AND PROMOTE A DIVERSE WORKFORCE

- At E. & J. Gallo Winery we know our employees are an important resource. Through their commitment, creativity, and talent employees strengthen the work environment. The stronger the work environment, the more opportunity we have to leverage Diversity to grow the business.
- Gallo partners with colleges and universities, community groups and professional organizations to find the best candidates.
- In an effort to further support our diversity efforts, we post all competitive salaried positions at the Director level and below. Any candidate may apply for an open position by submitting a resume through www.gallo.com.
- Performance feedback is shared based on meeting objectives and competencies. Feedback is provided through many avenues such as annual performance reviews and 360° assessments.
- We are committed to the on-going development and exposure of our employees through programs such as job shadowing, mentoring and development planning.

This overview does not constitute a legal commitment to provide benefits or an official summary plan description of any of the Gallo plans. If there is any difference between this information and the plan documents, the plan documents will govern. This document is for those employees not covered by a collective bargaining agreement. Benefits are subject to change without notice.

BENEFITS

- To stay current, E. & J. Gallo Winery performs best-practice evaluations of Family-Friendly initiatives. We are pleased to offer benefits for domestic partners.
- Gallo partners with Kaiser Permanente as part of their Wellness Program. Classes are offered to employees in a wide range of topics such as improving nutrition, increasing physical activity, weight management, stress reduction and many others. Annual biometrics are completed including an online health assessment.

COMMUNITY INVOLVEMENT

- A core basic value of E. & J. Gallo Winery is involvement in the communities where we play and work. We support education and youth development as well as civic and cultural organizations. Below highlights some of the organizations we support:
 - Society of Hispanic Professional Engineers
 - Kellogg Women's Business Association Wines of the World Event
 - Graduate Women in Business Wine Tasting Event
 - Catalyst - Advancement of Women at work
 - Latino Community Round Table
 - El Concilio - Fundraiser and Support
 - King Kennedy Memorial Center - Women's Auxiliary
 - Congress of Racial Equality (CORE) - Job Training Program
 - Parent Institute for Quality Education - Educational Parenting Skills
 - Latino Business Association
 - American GI Forum/Modes to Chapter
 - Hispanic Leadership Council - Noche de Becas / Evening for Scholarships
- E. & J. Gallo Winery employees have long fostered a personal generosity by volunteering time to help others. Employees devote their time and talents to community projects, including local schools, literacy programs, and walk-a-thon activities.

CORPORATE PROGRAMS FOR TRAINING EMPLOYEES

- E. & J. Gallo Winery's Organizational Development Department provides innovative & best practice development solutions for individuals, departments and the organization. Training classes are available on-site or off-site based on the needs of our employees
- The Company offers employees the ability to easily find and use the appropriate resources to help drive their own professional growth and development.

For detailed information go to www.gallo.com

This overview does not constitute a legal commitment to provide benefits or an official summary plan description of any of the Gallo plans. If there is any difference between this information and the plan documents, the plan documents will govern. This document is for those employees not covered by a collective bargaining agreement. Benefits are subject to change without notice.