

What our Employees have to say:

"What I like best about working for Monsanto is the chance to do different things. I feel like I'm always learning. The people are great, too. They really want to see you grow, not just as an employee, but as a person."
Dione Davenport,
 Seed Quality Supervisor,
 Centralia, Illinois.

"I think it's the seasonal variety that's most appealing. It sure beats a traditional 'factory' setting. Before you can get bored with any one thing, your into the next season and it's time to move on."
Al Henderson,
 Plant Manager
 Grinnell, Iowa

"I started at the very bottom -- literally. My first job was sweeping the floor. Now I'm an Operations Supervisor and who knows how far I'll go. There's a lot of opportunity here. If you're willing to take on a challenge, it's a great place to be."
Terry Quadhammer,
 Operations Supervisor I
 Redwood Falls, Minnesota

"What I like best is that you can see the quality job we're doing right there in the seeds as they grow. It's a lot of hard work, but it's really rewarding."
Tim O'Brien, Trainee
 Huron, California



Imagine Growing Together: You and Monsanto
 CAREERS IN SEED PRODUCTION



If you'd like to know more about Monsanto and our exciting career opportunities, look for us at www.monsanto.com. Go to our "Career" section on our home page for an updated listing of U.S. opportunities. We also offer Internship and Co-op assignments. Please visit with your Campus Career Placement Professional at your school to learn more about these opportunities. If Monsanto does not currently visit your campus, please go to our "Career" section and add your resume to the Monsanto's resume database; please indicate that you are interested in an Internship or Co-op in your cover letter. For jobs outside of the U.S., we encourage you to contact the Monsanto Company directly; you will find the worldwide addresses listed under the "About Us" section on our home page.

Monsanto values diversity and is an equal opportunity affirmative action employer.

M/F/D/V

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A Good Place to Grow

WHO WE ARE... Monsanto Company is a leading, global provider of agricultural products and integrated solutions that bring together chemicals, seeds and biotechnology traits to improve farm productivity and food quality.



Our business is organized into two segments: Agricultural Productivity and Seeds & Genomics. The Agricultural Productivity segment includes Roundup herbicide and other crop protection products as well as products to improve the productivity of animal agriculture. The Seeds and Genomics segment includes high-quality, brand name seed - such as Asgrow and Dekalb - and technology solutions based on plant genomics. Our leading edge work in genomics and biotechnology enables us to make better plants, which benefit the environment, farmers and consumers.

We are a company of dedicated people, who are making significant contributions to one of the world's most important industries -- agriculture. Based in St. Louis, Missouri, we are building an inclusive and diverse organization, currently with approximately 14,000 people in over 60 countries around the world. We pride ourselves on reaching high, moving fast and growing both professionally and personally. We are creative and committed and believe that these are the values that will allow us to serve our customers best.



OUR SEED BUSINESS... Monsanto produces seeds for virtually every one of the world's most important crops, including corn, soybeans, wheat, cotton and other oilseed plants. We are either the number 1 or number 2 producer in key corn and soybean markets in North America, Latin America and Asia, while in Europe, we hold the number 1 position in wheat. We are the world's leader in biotech crops. In 2001, seeds with Monsanto traits accounted for more than 90 percent of the acres planted worldwide with either herbicide-tolerant or insect-resistant traits.



Unlike other seed and biotech companies, Monsanto is totally committed to agriculture. We have focused all of our considerable resources in this industry and we intend to be the best. For example, we have recently invested more than \$150 million in capital improvements at seed facilities across the Midwest. We've opened new state-of-the-art processing facilities in Grinnell, Iowa and Constantine, Michigan and will soon have a new facility at our Redwood Falls, Minnesota site. We have also upgraded all of our other locations with new equipment and safety enhancements.

At each of our locations, safety is our number one goal. Seven Monsanto seed sites have been awarded OSHA's VPP Star certification, the agency's top award for plants with safety records higher than the rest of the industry. Safety is important, but so is our commitment to quality. All of Monsanto's U.S. seed production sites as well as our quality-assurance laboratory have received registration to the International Organization for Standardization (ISO) 9002 certification.



These are all great reasons for coming to work at Monsanto, but the best reason of all is our culture. "This is a place where people can thrive," says Kent Martin, Team Lead for North American Manufacturing and Seed Production. "We have an open atmosphere where differences of opinion are valued. We respect our people and really listen to what they have to say."

CAREER OPPORTUNITIES... Monsanto offers a range of challenging positions. A typical career path with the Seed business starts at the Intern/Cop or Trainee level and moves through Quality Assurance Supervisor, to Operations Supervisors I and II, possibly leading to the position of Plant Manager and Crop Team Leader. Along the way, there are also specialized positions in Information Technology, Purchasing, Logistics, Quality Assurance, Engineering and Technology.

Each level offers opportunities for increased responsibility and professional growth, with exposure to a variety of functions, activities, crops and geographic areas.

We look for motivated individuals with a minimum of a Bachelor's Degree in Agronomy, Ag Business, Business or a similar discipline. In addition to the appropriate technical and functional skills required at each level, we seek results-oriented candidates who show a capacity for leadership. Communication skills are important, especially the ability to present information clearly and to influence others through oral or written presentations. We look for decision-makers with good problem-solving abilities as well as the people skills necessary to build morale and promote group commitments to company goals and objectives.

GROW WITH US... People are our most valuable asset, and as a result, we are committed to both professional and personal growth. We look to promote from within and encourage cross-functional assignments. In addition, we provide a variety of learning opportunities through on-site learning centers, on-line learning tools, internal and external seminars and a generous program of tuition reimbursement.

Monsanto's innovative Development, Performance and Rewards process provides a framework for our people to develop themselves in ways that contribute to the success of our business -- and in doing so, to receive increasing rewards. Goal setting, coaching and feedback are essential components of this process. Public recognition and frequent rewards are also important elements.

COMPENSATION AND BENEFITS... Monsanto offers competitive salaries and extensive benefits including:

- A generous holiday and vacation program
- Health, dental, vision and life insurance coverage
- Pension and savings investment programs (401k) in which the company matches a portion of individual contributions
- Dependent care programs
- Adoption assistance
- A matching gifts program for charitable contributions
- Group auto and home insurance
- Tuition reimbursement
- Monsanto Stock Options
- Employee Stock Purchase Plan

