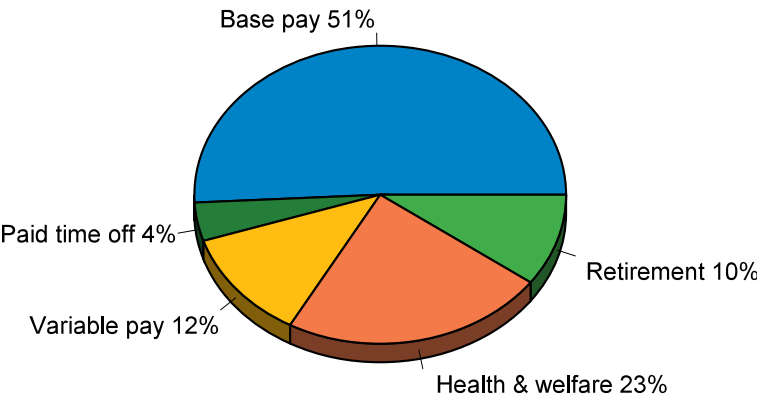


Your total rewards in 2024

Prepared especially for: Sample ShortTRS

Shown below is the value of your total rewards package, which consists of cash compensation and a variety of employee benefits. This pie chart represents the major categories of your total rewards provided by Hormel Foods.



Cash compensation in 2024 ¹				
Base pay	Regular pay	\$35,000		\$38,000
	Paid time off	\$3,000		
Variable pay	Shift differential			\$2,000
	Premium pay/overtime			\$3,500
	Incentives			\$500
	Joint earnings cash			\$2,500
	Total cash compensation			\$46,500

Benefits in 2024		Hormel Foods contribution	Your contribution
Health & welfare benefits	Medical and prescription drug	\$15,000	\$1,200
	Dental and vision	\$500	\$300
	Life and AD&D insurance	\$75	\$400
	Short-term (avg) and long-term disability	\$853	\$500
	Voluntary benefits	\$0	\$750
Retirement benefits	Pension plan	\$2,200	\$0
	401(k) plan	\$1,400	\$3,000
	Social Security & Medicare	\$3,557	\$3,557
	Total benefits	\$23,585	\$9,707
Percent contributed		71%	29%
Value of your 2024 total rewards package		\$70,085	
Benefits as a percent of your total rewards package		38%	

¹ Your cash compensation total may not agree with your IRS form W-2, due to deferrals and/or taxes.

Spanish

Para obtener una copia de esta declaración traducida a su idioma, diríjase a su oficina local de recursos humanos.

Somali

Haddii aad dooneyso nuqul ka mid ah bayaankan oo laguugu turjumay luqadaada, tag xafiiska shaqaalaha ee deegaankaaga.

Vietnamese

Để có bản sao của tuyên bố này được dịch bằng ngôn ngữ của bạn, hãy đến văn phòng nhân sự tại địa phương của bạn.

Burmese

ဤထုတ်ပြန်ချက် မိတ္တူကို သင့်သား စကားမပြောရန် သင့်ဒေသဆိုင်ရရှိ လူစွမ်းအား အရင်းအမြစ်ရုံး သို့ သွားပါ။

Karen

နမူနာအုပ်စုလိပ် ပာဗျာတဘျာအံ၊ လာကညီကျိန်နီ၊ လဲဘာနီဆူနီ၊ နီကဝီ၊ HR ဝါဒါး တကွာ၊



Scan here to view a short video and/or translated sample Total Reward statements.



Inspired People.
Inspired Food.™



2025 Total Rewards Statement



About Us

More than
80 COUNTRIES
where our products are sold

Listed on the
**150 BEST
INTERNSHIPS LIST**
by Vault



Our brands hold the
NO. 1 OR NO. 2 share
in more than **40 CATEGORIES**

\$ ~\$12 BILLION in sales
in FISCAL YEAR 2024

**FOUNDED
IN 1891**



Given a
GREEN POWER LEADERSHIP AWARD
from the U.S. Environmental Protection Agency

Named one of the
**MOST TRUSTWORTHY
COMPANIES IN AMERICA**
by Newsweek Magazine

Named one of
**AMERICA'S
BEST-RUN COMPANIES**
by Drucker Institute



**GLOBAL BRANDED
FOOD COMPANY**



Approximately
20,000 TEAM MEMBERS
worldwide

More than
**30 PRODUCTION
FACILITIES**



Named one of the
**60 BEST COMPANIES
TO SELL FOR**
by Selling Power

Sample ShortTRS (0001/P/)
123 Street
Austin, MN 65432

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