

Your total rewards in 2024

Wadarta abaalmarinahaaga 2024

Prepared especially for: Sample ShortTRS

Gaar ahaan loo diyaariyey: Tusaalaha 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.

Hoos waxaa lagu muujiyey qiimaha wadarta guud ee xirmada abaalmarinahaaga, kuwaasi oo ka kooban gunnad lacageed iyo faa'iidooyin shaqaale oo kala duwan. Shaxdan waxay muujineysaa qaybaha ugu waaweyn ee wadarta abaalmarinahaaga ay bixiso Hormel Foods.

Base pay 51%	Mushaarka saldhiga ah 51%
Paid time off 4%	Fasaxa mushaharka leh 4%
Retirement 10%	Hawlgabka 10%
Variable pay 12%	Mushaharka ku salaysan waxqabadka 12%
Health & welfare 23%	Caafimaadka & fayogabka 23%
Cash compensation in 2024 ¹	Gunnada lacageed ee 2024 ¹
Base pay	Mushaharka saldhiga ah
Regular pay	Mushaharka joogtada/caadiga ah
\$35,000	\$35,000
\$38,000	\$38,000
Paid time off	Fasaxa mushaharka leh
\$3,000	\$3,000
Variable pay	Mushaharka ku salaysan waxqabadka
Shift differential	Mushaharka waqtiga shaqo ee ka badan mudada shaqada
\$2,000	\$2,000
Premium pay/overtime	Mushaharka waqtiga dheeriga ah
\$3,500	\$3,500
Incentives	Dhiirigelinada
\$500	\$500
Joint earnings cash	Lacagta caddaanka ah ee dakhliga wadajirka ah
\$2,500	\$2,500
Total cash compensation	Wadarta gunnada lacagta caddaanka ah
\$46,500	\$46,500
Benefits in 2024	Dheefaha/Macaashyada 2024
Hormel Foods contribution	Biirinta Hormel Foods
Your contribution	Biirintaada
Health & welfare benefits	Macaashyada caafimaadka iyo fayogabka
Medical and prescription drug	Caafimaadka iyo dawooyinka dhakhtarku qoro
\$15,000	\$15,000
\$1,200	\$1,200
Dental and vision	Ilkaha iyo aragga
\$500	\$500
\$300	\$300
Life and AD&D insurance	Caymiska Nolosha iyo AD&D
\$75	\$75
\$400	\$400
Short-term (avg) and long-term disability	Naafanimada muddada-gaaban (celcelis ahaan) iyo naafanimada muddada-dheer
\$853	\$853
\$500	\$500
Voluntary benefits	Faa'iidooyinka/Dheefaha ikhtiyaariga ah
\$0	\$0
\$750	\$750
Retirement benefits	Dheefaha hawlgabka
Pension plan	Qorshaha hawlgabka
\$2,200	\$2,200
\$0	\$0

401(k) plan	Qorshaha 401(k)
\$1,400	\$1,400
\$3,000	\$3,000
Social Security & Medicare	Soshiyaal Sekiyuuriti/Macaashka Bulshada & Medicare
\$3,557	\$3,557
\$3,557	\$3,557
Total benefits	Wadarta dheefaha
\$23,585	\$23,585
\$9,707	\$9,707
Percent contributed	Boqolkiiba qiyaasta la biiriyay
71%	71%
29%	29%
Value of your 2024 total rewards package	Qiimaha wadarta guud ee xirmada abaalmarinahaaga ee 2024
\$70,085	\$70,085
Benefits as a percent of your total rewards package	Qiyaasta dheefaha marka la eego inta ay boqolkiiba ka tahay wadarta guud ee xirmada abaalmarinahaaga
38%	38%
¹ Your cash compensation total may not agree with your IRS form W-2, due to deferrals and/or taxes.	¹ Wadarta gunnadaada lacagta caddaanka ah ayaa laga yaabaa inaanay waafaqsaneyn foomkaaga IRS W-2, dib u dhigiyada iyo/ama cashuuraha awgood.
Scan here to view a short video and/or translated sample Total Reward statements.	Sawir halkan si aad u aragto muqaal gaaban iyo/ama muunad la turjumay oo ah bayaanada Wadarta Abaalmarinta