

Your total rewards in 2024	နု တၢ်ဟ့ၣ်လၢကပီၤ ခဲလၢ်ဟံၣ်ဖျိၣ် လၢ 2024 အပူၤ
Prepared especially for: Sample ShortTRS	ကတၢ်ကတီၢ်အိၤ လီၤဆိဒၣ်တၢ် လၢ- ShortTRS အိၤ
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.	တၢ်ဟံၣ်ဖျိၣ်လၢအဒုးန့ၣ်ဖျါလၢလၢ်အိၤ မၢ်ဝဲ နုတၢ်ဟ့ၣ်လၢကပီၤ ခဲလၢ်ဟံၣ်ဖျိၣ် ဖဲးကး(ခ)ဘိၣ်, လၢအပၣ်ဃုာ်ဒီး တၢ်ဟ့ၣ်မၤစၢၤကျိၣ်စ့ ဒီးပုၤမၤတၢ်ဖိတၢ်န့ၣ်ဘျုး အကလၢ်ကလၢ် န့ၣ်လီၤ. လံာ်တၢ်ဖျါကဝီၤကျိၤအိၤ ဒုးန့ၣ်ဖျါထီၣ် နုတၢ်ဟ့ၣ်လၢကပီၤခဲလၢ်ဟံၣ်ဖျိၣ် အကလၢ်အရ့ၤဒိၣ်တဖၣ် လၢဘၣ်တၢ်ဟ့ၣ်လီၤအိၤလၢ Hormel Foods န့ၣ်လီၤ.
Base pay 51%	ဂံၢ်ဒိၣ်ထံးဘျးလဲ 51%
Paid time off 4%	တၢ်ဟ့ၣ်ဘျးလဲ လၢနံၤသဘျုး 4%
Retirement 10%	တၢ်အိၣ်ဘျးလဲလၢမုၢ်ဒါတၢ်မၤ 10%
Variable pay 12%	ဘျးလဲ လၢအလဲလီၤသးသ့ 12%
Health & welfare 23%	တၢ်အိၣ်ဆူၣ်အိၣ်ချ့ ဒီး တၢ်အိၣ်မုၢ်အိၣ်ပၤ 23%
Cash compensation in 2024 ¹	တၢ်ဟ့ၣ်မၤစၢၤစ့ လၢ 2024 အပူၤ ¹
Base pay	ဂံၢ်ဒိၣ်ထံး ဘျးလဲ
Regular pay	ဘျးလဲ ညီၣ်န့ၢ်
\$35,000	\$35,000
\$38,000	\$38,000
Paid time off	တၢ်ဟ့ၣ်ဘျးလဲ လၢနံၤသဘျုး
\$3,000	\$3,000
Variable pay	ဘျးလဲ လၢအလဲလီၤသးသ့
Shift differential	တၢ်ဟ့ၣ်အါထီၣ်စ့ လၢတၢ်မၤန့ၣ်ရံၣ်လီၤဆိအဂီၢ် (Shift differential)
\$2,000	\$2,000
Premium pay/overtime	ဖျိၣ်မံယၢ် ဘျးလဲ/တၢ်မၤတၢ်ဆၢကတီၢ်အပိၣ်
\$3,500	\$3,500
Incentives	စ့လၢတၢ်ဟ့ၣ်ဆူၣ်ထီၣ်သး (Incentives)
\$500	\$500
Joint earnings cash	တၢ်မၤန့ၢ်စ့ဟံၣ်ဖျိၣ်
\$2,500	\$2,500
Total cash compensation	တၢ်ဟ့ၣ်မၤစၢၤစ့ ခဲလၢ်ဟံၣ်ဖျိၣ်
\$46,500	\$46,500
Benefits in 2024	တၢ်န့ၢ်ဘျုး လၢ 2024 အပူၤ
Hormel Foods contribution	Hormel Foods တၢ်ဟ့ၣ်မၤစၢၤစ့
Your contribution	နု တၢ်ဟ့ၣ်မၤစၢၤစ့
Health & welfare benefits	တၢ်အိၣ်ဆူၣ်အိၣ်ချ့ ဒီး တၢ်အိၣ်ဘိၣ်အိၣ်ညိ တၢ်န့ၢ်ဘျုးတဖၣ်
Medical and prescription drug	ကသိၣ်ကသိၣ် ဒီး ကသိၣ်ဖိၣ် လၢအိၣ်ဒီးကသိၣ်သရၣ်တၢ်န့ၣ်လီၤ
\$15,000	\$15,000
\$1,200	\$1,200
Dental and vision	မဲ ဒီး မံၤချံတၢ်ထီၣ်
\$500	\$500
\$300	\$300
Life and AD&D insurance	သးသမ့ ဒီး AD&D တၢ်အုၣ်ကီၤ (Life and AD&D insurance)
\$75	\$75
\$400	\$400
Short-term (avg) and long-term disability	ကတီၢ်-ဖျိၣ် (တၢ်ထီၣ်ဃု) ဒီး ကတီၢ်-ထီၣ် ကွၢ်ဂီၤတလၢတပုၤ
\$853	\$853
\$500	\$500

Voluntary benefits	နိမ့်ကစ၍တပ်သားဆွဲ၍ တပ်နံ့ဘျူး (Voluntary benefits)
\$0	\$0
\$750	\$750
Retirement benefits	တပ်အိ၍ဘုးလၢမုဒါတပ်မၤ တပ်နံ့ဘျူး
Pension plan	ပုၣ်စ့ၣ် တပ်တိၣ်ကျဲ (Pension plan)
\$2,200	\$2,200
\$0	\$0
401(k) plan	401(k) တပ်တိၣ်ကျဲ
\$1,400	\$1,400
\$3,000	\$3,000
Social Security & Medicare	ပုၣ်ဂီၢ် တပ်ဘိၣ်တပ်ဘၢ ဒီး Medicare (Social Security & Medicare)
\$3,557	\$3,557
\$3,557	\$3,557
Total benefits	တပ်နံ့ဘျူး ခဲလၢ်ဟံၣ်ဖျိၣ်
\$23,585	\$23,585
\$9,707	\$9,707
Percent contributed	တပ်ဟ့ၣ်မၤဘျီၣ်လီၤစ့ မျးကယၤ
71%	71%
29%	29%
Value of your 2024 total rewards package	န 2024 တပ်ဟ့ၣ်လၢကပီၤ ခဲလၢ်ဟံၣ်ဖျိၣ် မဲးကွဲး(ခ) ဘိၣ် အလုၢ်အပူၤ
\$70,085	\$70,085
Benefits as a percent of your total rewards package	တပ်နံ့ဘျူးတဖၣ် ဒ် န တပ်ဟ့ၣ်လၢကပီၤ ခဲလၢ်ဟံၣ်ဖျိၣ် မဲးကွဲး(ခ) ဘိၣ် အမျးကယၤ အသိး
38%	38%
¹ Your cash compensation total may not agree with your IRS form W-2, due to deferrals and/or taxes.	¹ နတပ်ဟ့ၣ်မၤစၢၤကျိၣ်စ့ ခဲလၢ်ဟံၣ်ဖျိၣ် တအၢ်လီၤတူၢ်လီၤ ဒီး န IRS လိာ်ကျိၣ်ဒ် W-2 သ့ၣ်သ့ၣ်, မ့ၢ်လၢ တၢ်သုးယံၤထီၣ် တပ်ဟံၣ်ပနီၣ်တၢ်ဆၢကတိၢ်တဖၣ် ဒီး/မ့တမ့ၢ် ခိသ့တဖၣ် အယံၣ်န့ၣ်လီၤ.
Scan here to view a short video and/or translated sample Total Reward statements.	စကဲ(န)မဲးအံၤ လၢကကွၢ် ဘိၣ်ဒ်အိၣ်ဖျိၣ်ကိာ် ဒီး/မ့တမ့ၢ် တပ်ဟ့ၣ်လၢကပီၤခဲလၢ်ဟံၣ်ဖျိၣ် (Total Reward) တပ်ဟံၣ်ဖျိၣ် အဒိလၢတၢ်ကွဲးကျိၣ်ထံအံၤတဖၣ် တက့ၢ်.