



< PEOPLE

Benefits

[CR REPORT](#) 

We offer competitive benefits to attract and retain top talent.

Our Benefits Package

Full-time employees at all U.S. locations are eligible for disability coverage, life insurance, health care, confidential counseling, retirement programs and education assistance. Part-time and seasonal employees may be eligible for benefits based on the hours they work and their length of service.

Hormel Foods employees are eligible for a retirement savings plan that includes company contributions. In fiscal year 2019, we contributed \$43 million to our defined contribution benefit plans. We continue to maintain these plans on a fully-funded basis.

See a comprehensive list of our benefits in our
Careers section.

[ALL BENEFITS](#)

Inspired Health

We encourage and empower our employees to make healthy lifestyle choices. Our Inspired Health companywide initiative includes on-site fitness centers and fitness center discounts, wellness challenges, and confidential health and wellness support 24 hours a day, seven days a week.

Compensation

Our goal is to attract, retain, motivate and reward high-performing individuals. We review compensation at least annually to ensure it is equitable. We offer merit-based pay increases based on a formal performance management process and use a well-established process that is blind to race, gender or ethnicity for determining related pay changes.

Profit Sharing

We return a portion of our profit back to employees, either as a cash payment or a contribution to our Joint Earning Profit Sharing Trust Plan. In fiscal year 2018, we distributed \$17.9 million to eligible employees.

Flexibility

We look for ways to help employees find a healthy, happy work-life balance. This includes flex-time, alternative work schedules, part-time positions, telecommuting, a summer-hours program and flexible leave options following a child's birth, adoption or placement in foster care.



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