

*James W. Cavanaugh*  
Corporate Secretary and  
Senior Attorney

February 27, 2003

**Hormel Foods Corporation**  
1 Hormel Place  
Austin MN 55912-3680  
Phone 507 437 5220  
Fax 507 437 5135  
E-Mail: [jwcavanaugh@hormel.com](mailto:jwcavanaugh@hormel.com)

**REGISTERED MAIL; RETURN RECEIPT REQUESTED**

Secretary of Labor  
Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue N.W.  
Washington D.C. 20210

2520040762151

Re: Alternative Method of Compliance under DOL Reg. Section 2520.104-23

Dear Sir or Madam:

The purpose of this letter is to comply with the "Alternative Method of Compliance" for reporting and disclosure (as set forth in DOL Reg. Section 2520.104-23) with respect to the Deferred Compensation Plan (the "Plan") established by Hormel Foods Corporation, a Delaware Corporation (the "Company").

In accordance with that Section, we provide you with the following:

1. Name and Address of the Company.  
Hormel Foods Corporation  
1 Hormel Place  
Austin, MN 55912-3680
2. Employer Identification No.  
41-0319970
3. Declaration.

The Company established, effective January 1, 2003, the Plan, which is maintained primarily for the purpose of providing deferred compensation for a select group of management and/or highly compensated employees of the Company. Currently, 77 employees and/or directors participate in the Plan.

Secretary of Labor  
February 27, 2003  
Page 2

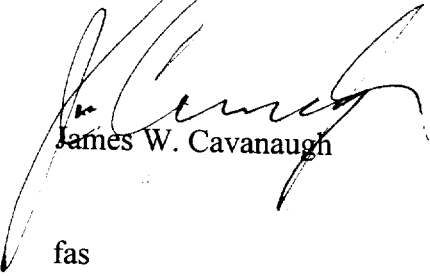
4. Documents.

With respect to the Plan, the Company will provide to the Secretary of Labor, upon request, copies of the Plan documents, if any, that are required by Section 104 (a) (1) of the Employee Retirement Income Security Act of 1974 to be filed with the Secretary of Labor.

Enclosed is a copy of this letter, which we ask that you date-stamp and return to us in the enclosed, self-addressed, and stamped envelope.

Should you have any questions about this letter, please do not hesitate to contact us at the above address.

Very truly yours,



James W. Cavanaugh

fas

Enc.

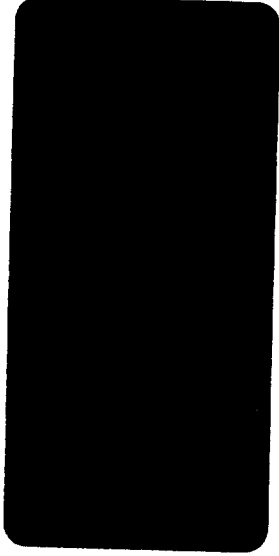
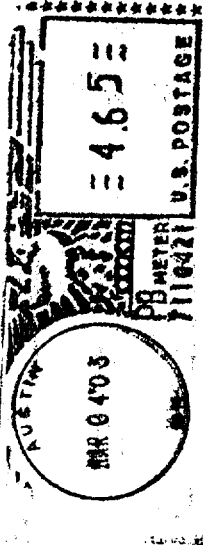
cc: Tom Chisholm, Clark/Bardes Consulting

**CERTIFIED MAIL**



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Austin MN 55912-3680*



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