



**JIM SNEE, M.B.A.  
CHAIRMAN OF THE BOARD, PRESIDENT, AND  
CHIEF EXECUTIVE OFFICER  
HORMEL FOODS**

Jim Snee is chairman of the board, president and chief executive officer of Hormel Foods, a global branded food company with over \$12 billion in annual revenue across 80 countries worldwide.

In its 132-year history, Hormel Foods has earned a reputation as one of the most successful and admired Fortune 500 food

companies in the world. Guided by its purpose statement – Inspired People. Inspired Food.™ – 20,000 team members at Hormel Foods are inspired not only by the food they make, but by the difference they are making in the world. The company’s brands include Planters®, SKIPPY®, SPAM®, Hormel® Natural Choice®, Applegate®, Justin’s®, Columbus®, WHOLLY® Guacamole, Hormel® Black Label®, Jennie-O® and more than 30 other beloved brands.

Jim is only the 10th president and chief executive officer in the company’s history and his career with Hormel Foods spans more than three decades.

Jim’s leadership philosophy is rooted in the belief that the company has a crucial role to play in shaping the well-being of the communities where we live and work. With his guidance, Hormel Foods has become a model for how corporate entities can positively influence their communities. One such example is the Hometown Food Security Project (HFSP), which Hormel Foods launched in partnership with the United Way of Mower County. HFSP is a collective impact effort aimed at addressing the issues of hunger and food insecurity in Mower County, Minnesota – a rural community of 26,000 people, and global headquarters of Hormel Foods.

Jim earned a Bachelor of Arts degree in marketing from New Mexico State University and a Master’s degree in business administration from the University of St. Thomas. He has also participated in Harvard Business School’s executive leadership and management programs.

Jim is active in numerous industry and nonprofit boards and organizations, including the Republic Services (NYSE: RSG) board of directors and the executive board for the Thielen Foundation.

Jim and his wife, Tammy, have three children. James is a graduate of Marquette University, Josh is a graduate of Colorado State University, and Carly is a 2024 graduate of Baylor University.