

## Accidental Death & Dismemberment Insurance (AD&D)

You automatically receive AD&D insurance for yourself at no cost when you enroll in the employee basic life plan.

- If you die as a result of an accident, this plan pays a benefit equal to your total life insurance amount (basic life plus supplemental life, if applicable). AD&D benefits are paid in addition to your life benefits in the event of your accidental death.
- Reduced benefits are paid for accidents resulting in the loss of limbs or eyesight. If you suffer a covered accidental loss, AD&D benefits are paid directly to you.
- You also have the option to purchase dependent AD&D for your eligible dependents. You pay for 100 percent of this coverage.

## Business Travel Accident Insurance

If you die while traveling on company business, this plan pays a benefit equal to three times your annual base salary, up to a maximum benefit of \$600,000.

- This benefit is paid to your beneficiary in addition to your other life benefits and is provided at no cost to you.

## Pre-Tax Spending Accounts

ConAgra Foods offers two different types of pre-tax spending accounts to help you pay less in taxes as you pay qualified health and dependent care expenses.

- Each year you may contribute from \$26 to \$4,000 (before taxes) to your pre-tax health care spending account to help pay for qualified health care expenses incurred by you or your eligible family members that are not reimbursed by any other source. (However, if you choose the Health Savings Plan (HSP1), you will not be eligible to contribute to a pre-tax health care spending account.)
- You may contribute from \$26 to \$5,000 (before taxes) to your dependent care spending account to pay for qualified dependent care expenses that enable you or your spouse to work, regardless of which medical option you choose.

## ConAgra Foods Retirement Income Savings Plan (CRISP)

The ConAgra Foods Retirement Savings Income Plan (CRISP) is a 401(k) plan that offers employees the opportunity to save pre-tax dollars for retirement while deferring their tax obligation.

- Employees can contribute to CRISP, with the company matching 66 2/3 percent up to the first 6 percent you save, offering a wide variety of fund options to choose from.

## Pension Plan

Once you are vested, the ConAgra Foods Pension Plan for salaried employees may help provide a regular monthly income after you retire. The company pays the full cost of your pension plan.

## Extended Medical Plan

ConAgra Foods offers an extended medical plan for eligible employees upon retirement.

- Retirees pay 100 percent of the annual contribution plus deductibles and co-pays.



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## 2011 Benefit selection value sheet

*All premiums are per pay period*

	Your Plan Coverage			
	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
<b>Standard Medical Premium</b>				
Plan Code				
HSP1 - Network	\$55	\$120	\$95	\$160
PPO - Preferred Provider	\$45	\$100	\$75	\$130
<b>Wellness Premium</b>				
HSP1 - Wellness	\$40	\$90	\$80	\$130
PPO - Wellness	\$30	\$70	\$60	\$100
<i>Based on completion of the wellness criteria prior to Oct. 31, 2011</i>				
<b>Your Dental Contribution</b>				
CDNTL	\$5.25	\$10.50	\$10.50	\$15.75
<b>Your Vision Contribution</b>				
VISN	\$3.44	\$6.88	\$6.88	\$10.32
<b>Your Life Insurance</b>				
Employee:	Basic: 1 or 2 times basic annual salary		Employer Paid	
	Supplemental: 1, 2, 3 or 4 times basic annual salary		Employee Paid	
	<i>(plus last year's commissions and bonuses - only on supplemental life)</i>			
	<i>(rates per thousand dollars of coverage)</i>			
	Under 29: \$.06	55-59: \$.38		
	30-34: \$.07	60-64: \$.52		
	35-39: \$.08	65-69: \$.78		
	40-44: \$.10	70-74: \$1.19		
	45-49: \$.15	75-99: \$1.74		
	50-54: \$.21			
Dependent:	\$25,000 Spouse/\$10,000 Child(ren)		Employee Paid \$5.73/month	
	\$50,000 Spouse/\$20,000 Child(ren)		Employee Paid \$11.47/month	
	<i>Coverage for spouse may not exceed your basic life insurance value</i>			
<b>Your AD&amp;D Insurance</b>				
Employee:	Equals your life insurance value		Employer Paid	
Dependent:	50% of Employee Annual Salary - Spouse		Employee Paid 0.02/\$1,000	
	20% of Employee Annual Salary - Per Child			
<b>Your Short-Term (STD) Coverage</b>				
	Up to 26 weeks @ 100% base pay determined by years of service		Employer Paid	
	<i>(base pay includes prior year's commissions and bonus)</i>			
<b>Your Long-Term (LTD) Coverage</b>				
	60% of annual base pay		Employer Paid	
	<i>(base pay includes prior year's commissions and bonus)</i>			

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workperks

# 2011 Benefits at a Glance

for full-time salaried employees



At ConAgra Foods, we make the food you love. We make the food you can't imagine living without; food that people have loved for generations. With our high-energy work environment, competitive pay and exciting perks, we think you'll find a career you love, too.

WorkPerks brings together programs that help build your future at ConAgra Foods. It covers pay, work environment, learning and development, and benefits. The **programs vary by location**, but the philosophy behind them—a commitment to nourishing our people—never waivers.

## Pay

As a pay-for-performance company, ConAgra Foods is dedicated to developing a high-performance culture that rewards employees for their contributions.

- Beyond base salary, some employees are eligible for merit, bonus and equity.
- ConAgra Foods also offers a stock purchase plan and a pension plan for employees who meet the eligibility requirements.

## Work Environment

We're creating a culture of development and inclusion where you can discover your talents and advance your skills while embracing different viewpoints.

Check out some of our exciting perks:

- Summer hours (office locations close at 1 p.m. on Fridays from Memorial Day through Labor Day)
- 15 days of paid vacation annually for employees with less than 10 years of service based on the fiscal year
- 10 paid holidays, including company designated and discretionary holidays
- 6 days of occasional leave for personal or family illness after 90 days of continuous employment based on the fiscal year
- Tuition reimbursement at the undergraduate and graduate levels for courses relevant to the employee's current or future position
- Company planes available between Omaha and Naperville offices
- Company stores for purchase of our products and merchandise
- On-site fitness facilities and classes
- On-site cafeterias
- Services for new parents, including lactation rooms
- Paternity leave
- Adoption assistance
- Same-sex/domestic partner benefits

- Volunteer opportunities
- Free parking
- Scholarship assistance for dependents
- Recreational and social activities
- Work/family benefits and flexible schedules

Services and programs vary by location

## Learning & Development

In addition to expanding employees' knowledge, our learning and development programs help give our employees the opportunity to enrich their careers.

Development opportunities include:

- ConAgra University and Functional Academies
- Online learning courses
- Tools for career planning and development
- Employee and business focused classroom programs
- Unique, award-winning training programs on leadership

## Benefits

ConAgra Foods offers a comprehensive benefits package, including: medical, dental, vision, disability, life insurance and pre-tax spending accounts.

### Medical Plan

Medical coverage is administered by Blue Cross and Blue Shield of Nebraska.

- Two options include: Preferred Provider Organization (PPO) and Health Savings Plan HSP1.
- Each plan has a different payroll contribution, deductible and annual out-of-pocket limits. The cost is based on the Plan you choose and the coverage tier\* selected.
- Medical coverage is available to you and your eligible family members on your first day of employment, provided you return your Enrollment Statement within 31 days after your date of hire. The cost is based on the Plan you choose and the coverage tier\* selected.

### Dental Plan

ConAgra Foods also provides you and your family quality dental coverage, administered by MetLife.

- Plan pays for 100 percent coverage for preventive care, with no deductible. The annual benefit maximum is \$1,200 per family member.
- Included are provisions for basic and major dental work, as well as orthodontia.

- Dental coverage is available to you and your eligible family members on your first day of employment. The cost is based on the Plan you choose and the coverage tier\* selected.

### Vision Plan

Voluntary vision coverage is available through Vision Service Plan (VSP), a nationwide network of more than 22,000 vision care providers.

- Plan covers most vision care expenses and pays higher benefits if you use network providers.
- Vision coverage is available to you and your eligible family members on your first day of employment. The cost is based on the Plan you choose and the coverage tier\* selected.

### Employee Wellness

ConAgra Foods is committed to creating a long-term culture of wellness. The company invests in wellness resources that make it easier for employees to identify and address modifiable lifestyle and behavior risks at home and at work. Through our partner, StayWell, you and your family have free, confidential access to personal health assessments, health coaches, 24-hour nurse-line, online health tools and maternity management services.

- ConAgra Foods provides a wellness incentive to employees enrolled in a medical plan that participate in approved wellness activities, such as a personal health assessment, biometric screening, or online/telephonic programs. The incentive is provided in the form of a credit on the following year's medical premium associated with a ConAgra Foods medical plan.
- Employees and their families also enjoy nationwide fitness club discounts (GlobalFit), employee assistance program (Empathia), medical expert second opinion (Best Doctors) and claim resolution (Health Advocate).

### Disability Coverage

The short-term and long-term disability plans will work together as one complete program of disability coverage to continue your income while you are disabled.

- Short-term disability benefits pays 100 percent of your base pay for up to 26 weeks, depending on your length of service.
- After you have been disabled for 26 weeks, long-term disability coverage takes over to ensure that you and your family have a continued source of income. The long-term plan pays 60 percent of your eligible monthly compensation, up to a maximum monthly benefit of \$12,500.

### Life Insurance Benefits

ConAgra Foods provides you with basic life insurance equal to two times your annual salary at no cost to you, with a minimum benefit of \$50,000 and a maximum benefit of \$1,000,000.

\*Coverage tiers include, employee only, employee plus spouse/child, or family coverage.

- You may purchase supplemental life insurance equal to one, two, three or four times your salary, up to a maximum of \$1,500,000. The cost is based on your age and total supplemental life insurance volume.
- You also have the option to purchase dependent life insurance for your eligible dependents. You pay for 100 percent of this coverage.