



INSPIRED  
PATHWAYS



# Summer Success Issue

## INSIDE / JUNE 2022

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## Thank You for Another Successful Year

### Congratulations to All the Hormel Inspired Pathways Scholarship Recipients!

*To those who have completed their first year of college, the Inspired Pathways team is thrilled for you and your success.*

*To our newest scholarship recipients, you've finished your high school careers and should be incredibly proud. Enjoy your summer and get ready to excel next year during your first year of college!*

### Inspired Pathways Students Receive Internships at Hormel Foods

When the Inspired Pathways program began, the first step was to assist students with pathways to college. We're excited to announce that the program has taken another step, helping students gain career experience through summer internships with Hormel Foods!

"I'm excited to report that two Inspired Pathways students began their summer internships at the company," reported Amy Sheehan, Director of Talent Acquisition. **"They will be assisting us, while gaining valuable work experience, in the areas of accounting and engineering."**



*Amy Sheehan, Director of Talent Acquisition, Hormel Foods*



# A Pivotal Summer for Rising Seniors

The summer before your senior year of high school is an incredibly important time for college planning. The more you do over the summer, the more likely you are to be admitted to your top choice of colleges. We’ve outlined some of the most important steps rising high school seniors can take to ensure success in their college search.

## Set goals

Before determining your major or what college to attend, it’s important to consider what you enjoy doing and what your strengths are. Research college majors and the types of jobs you can get with each. Speak with teachers, coaches, advisors and other adults who’ve gone to college to learn how they got to where they are.

8-12

THE NUMBER OF COLLEGES THE AVERAGE STUDENT APPLIES TO

## Review your college options

Once you’ve determined your goals, you can assess ways to achieve them. Consider your academic record and available resources to learn which colleges may be available to you. Will you peruse a community college degree? Will you start at a community college, then transfer? Do you have the grades to be admitted to a four-year college? Does your family have the resources to pay for a four-year college or will you need to apply for financial aid and scholarships?

## Build your college list

A good college list should include:

- At least two “safety” schools, colleges where your chance of being admitted is higher than 75%
- Four to six “target” schools, where you have a 40–60% chance of being accepted
- Two “reach” schools, colleges where you’ll have less than a 25% chance of being admitted

Having this diverse college list will give you the best chance of being admitted to a top college and getting scholarships from your target and safety schools. During August, Inspired Pathways will be hosting “List Assessment” appointments, which will give you the opportunity to speak with an experienced college advisor about your choices and learn about new schools that would be good to add to your list.

Once you’ve created your list, confirm the application deadlines and essay requirements for each of these colleges. Make sure to do this early because colleges can easily tell when an application or essay has been rushed.

## Document your achievements

Every four-year college application will ask you to list and discuss what you’ve done during your high school career. It is important to make sure you give them a good idea of what you’ve worked on. Start by making a list of all the clubs, organizations, jobs and responsibilities you have, the work you did for each and what successes you had. You’ll also want to identify any awards or honors you’ve received.

## Start writing essays

A good essay can significantly increase your chances of being accepted to your top college. You can find the Common App Essay topics here: [www.commonapp.org/apply/essay-prompts](http://www.commonapp.org/apply/essay-prompts)

*The most widely-used application in the U.S. is the Common Application. If you apply to a four-year college or university you will likely use it in your application process.*

You will likely need to write and submit only one essay, so it is essential that you thoroughly think about which prompt (if you decide to use one) to choose. Select the one that will allow you to shine.

To learn more about what colleges look for in an essay, attend one of our College Essay Workshop presentations over the summer. You can find links in our “Upcoming Events” section under the resources tab at [www.hormelinspiredpathways.com](http://www.hormelinspiredpathways.com)

## Make a testing plan

While community colleges do not require the SAT or ACT, many four-year colleges do. These tests can have a big impact on your chances of being admitted, so improving your score is one of the best ways to raise your likelihood of getting accepted.

The best test-prep program available online is Khan Academy, and it is 100% free. It was created in collaboration with the College Board, which owns the SAT, and it adjusts to the needs of each student. One to two hours of practice each week over the summer can lead to a massive improvement.

We also suggest that you plan on taking these tests two or three times. SAT testing occurs in May, June, August and October. Taking the test once at the end of junior year and another one or two times in August / October following a summer of studying will give you the best chance to get the score you want.



“It’s definitely going to help a lot and it will truly change how I think about school. Thank you very much for this scholarship, I really appreciate it.

**Zachary Lightly**  
Hormel Inspired Pathways Scholarship Recipient

QUESTIONS & ANSWERS WITH  
**Barb Badger**

Assistant Director of Financial Aid,  
Des Moines Area Community College

*What are some of the benefits of attending a Community College?*

There are many benefits of attending a community college:

- Cost savings
- Smaller class sizes and easier access to instructors in comparison to a larger university
- Many program options — great transfer options as well as a variety of choices for students who are interested in career technical programs
- Many community colleges have partnership programs with four-year universities, making the transfer process even easier
- Some career technical programs offered at community colleges have industry and business partnerships which promote internships and hiring upon graduation
- Because community colleges have a broad range of students, they offer many flexible scheduling options

*Why are scholarship and advising programs like the Hormel Inspired Pathways program important?*

Scholarship programs such as Inspired Pathways are critical in helping students obtain their educational goals. They reduce the financial burden on students and families, reduce student debt and allow students to focus on their academics. Scholarship programs are increasingly important as the cost of education continues to rise at a faster pace than federal and state student aid programs.

*Inspired Pathways is the first corporate program to offer scholarships combined with one-on-one college counseling to its entire community. Do you have any thoughts on the value of this type of program for prospective students/families?*

Navigating college in general, including the financial aid process, can be challenging for students and their parents. Missing deadlines or steps in the college admissions, scholarship and financial aid application processes can be costly and frustrating. Having access to admissions and financial aid experts through the Inspired Pathways programs is a benefit that is unique and very valuable to employees and their families.

**Financial aid advice for students who want to transfer to a four-year college or university**

Make sure you **submit your FAFSA by your transfer school's FAFSA priority date** to ensure you are considered for all institutional aid and scholarships.

Many four-year colleges have access to state grants and also have a larger pool of their own institutional money compared to a community college. So just because you did not qualify for any “free” money at your community college does not mean you won’t be eligible for grants/scholarships at a four-year college.

**Research any scholarships that you may want to apply for** at your transfer school — many have scholarships specifically for transfer and/or community college students.

Since the cost of attending a four-year college is typically much higher than a community college, **borrow the minimum in student loans that you can when attending a community college.**

**Connect with an academic or program advisor at your transfer school early** to ensure that you are well-educated on what classes to take at your community college.



Scholar Spotlight  
**Brittany Sand**  
Melrose, MN

Meet Brittany, a member of Hormel Foods’s first class of Inspired Pathways scholars and interns. Brittany is an accounting student in her second year at Alexandria Technical and Community College.

“I am extremely excited to be working with Dan’s Prize and all the wonderful people there.”

**Brittany Sand**  
Hormel Inspired Pathways  
Scholarship Recipient

As she tells it, accounting was a natural choice for her. “I’ve always been good with numbers,” she says, “and a few years ago when I was working at a grocery store, they switched me from the register to bookkeeping. I ended up really liking it!”

In addition to her classes, Brittany interns at the nearby Dan’s Prize plant. It’s been a great way to practice what she’s been learning in school while gaining valuable real-world experience. “I’m helping fill in for someone on maternity leave, so I have more responsibility right off the bat, but I like it. There’s a lot to learn — inventory management and reconciliation, bill of materials verification, production yield review, general ledger balancing and a whole bunch of other stuff — but everyone has been really helpful. I was a little nervous at first, but one of my mom’s friends works there, so it was nice to already know someone when I started.”

When she’s not working or studying, Brittany plays on a volleyball team, something she’s enjoyed since she was young. And if her schedule isn’t already busy enough, she even found time to make the Dean’s List last semester!

Brittany’s best advice for anybody in high school is to “enjoy the moment you’re in, because you don’t realize how fast it goes by.” And for anybody who’s thinking about college, Brittany wants them to know that “it’s a change from high school, but in a good way. The work is more hands-on, and it feels so good to be in classes that you know will help you get your dream job. It can be a lot of work, but pushing through and seeing your grades at the end is super rewarding.”

Hormel Inspired Pathways is proud to support Brittany and all of her fellow scholars. It’s the dedicated individuals like her who make the Hormel family great. Keep up the good work!



# Hormel Inspired Pathways and Tidewater Community College Collaborate to Support Team Members at the Planters Suffolk, VA, Location

On May 18, Hormel Inspired Pathways director Nate Lockett and Tidewater Community College representatives Kanika Allen and Kelsey Warren visited the Planters Peanut plant in Suffolk, Virginia, to discuss the many college opportunities available to the Hormel community through Hormel’s Inspired Pathways program.

Their goal was to speak to each shift team, so they started bright and early, making their first presentation to the overnight team after their work shift ended at 4:30 a.m. Then they stayed throughout the day, using the time between presentations to hold one-on-one meetings with dozens of parents, helping to answer any individual questions they had.

In total, **more than 300 members of the Planters team were able to learn about all the college options available to them and their children.**

**Some highlights include:**

- Every child of a Planters employee is eligible for free community college tuition
- Inspired Pathways advisors are available to all Hormel community members to discuss their and their child’s college options
- Tidewater CC has guaranteed transfer programs with the University of Virginia, William and Mary, and Hampton University (a top 5 HBCU), taking all of the guesswork out of the transfer process from community college to four-year university.
- Both Inspired Pathways and Tidewater CC would like to thank Suffolk’s HR manager Cara Dunfee, who worked tirelessly to ensure the event went smoothly and all had an opportunity to ask their questions.



*Planters Plant team members during the Hormel Inspired Pathways program presentation*



*Hormel Foods team members gather at the Suffolk peanut plant to learn about the program*



*Hormel Inspired Pathways Director Nate Lockett presenting in Suffolk*



# Helping Your High School Graduate Transition to College

Making the move from high school to college can be exciting, difficult and confusing. While some students transition easily, for many it can take months to adapt to the college lifestyle, while also figuring out how to manage time and navigate the many opportunities and support systems available on campus.

We want to make sure every Inspired Pathways student is successful once they arrive on their college campus. **Here are seven things you can do this summer to help you prepare for college.**



## Make a financial plan

While every student attending college through the Hormel Inspired Pathways program will have all of their tuition paid, there are other costs to consider. You'll want to prepare for transportation costs, meal plan and food costs, books and other course materials you'll need. Once you have an idea of what these extra expenses will add up to, you can start budgeting or looking for funding possibilities. One great option is to get involved in college work-study programs. Even students who don't need funding should look into these programs. Nothing beats getting paid to do your homework!

There are also millions of independent scholarships available that can be used for any college cost, not just tuition. These smaller scholarships are a great way to cover the extra costs of college and they are very easy to apply for. You can **find a list of some of these scholarships on the Hormel Inspired Pathways website in the Student Resources section.**

## Identify on-campus support programs

From academic tutoring to mental health counseling, colleges offer a wide variety of support programs. Take some time to identify them during the summer before you enroll. Most colleges will have all of this information on their website, but you can also reach out to a student advisor to find out what's available and how to take advantage of it. In general, be on the lookout for:

**Academic Supports:** student and teaching assistant tutoring offices; study, writing and testing centers; and academic planning offices

**Mental Health Supports:** wellness centers; counseling offices; language/ translating support; child care services; and disability support services

**Student Involvement:** student activities center and clubs; career services; library and bookstore; work-study office; fitness centers; and dining

## Gather important documentation

You will need to bring some important documents with you to college. You might need proof of acceptance to register for classes, a photocopy of your birth certificate if you get a part-time job, and your health insurance card if you have a health emergency. Some of the documents you may want to include are:

- Driver's license and/or passport (copy and actual)
- Health and dental insurance cards
- Copy of your birth certificate
- Copy of social security card (if you don't have one, summer is a good time to request one with the Social Security Administration)
- Student ID
- Immunization record/COVID immunization card

## Orientation and academic planning days

You should absolutely attend one of your college's freshman orientations because they are a great way to help with your transition from high school to college. This is an excellent opportunity to tour the campus, ask current students questions, meet other incoming freshmen and make some friends before your first day on campus. In addition to orientation, some colleges allow freshmen to meet with advisors ahead of time to schedule classes and provide all the login and registration information you'll need to use throughout your college experience.

## Textbooks and materials

Textbooks and other academic materials are things you will need to buy. However, you don't always have to buy them new, especially textbooks. Before spending hundreds of dollars on new books, see if your college has any used book sales organizations. Used textbooks will cost much less than new ones, and sometimes they even have helpful notes from past students! Another place to find your books is your college's inter-library loan program. Typically almost every book that would be required is available, and they're all free! Be aware that there will be a limited quantity so make sure

to pick yours up early. They can also take a couple of weeks to deliver, so it's important to stop by your library early to ask about the book loan options.

## Make a plan for your daily life

One of the best parts of college is the amount of time and freedom you'll have. The average college student spends just 15 hours in class per week! However, a good rule of thumb is that for every hour you spend in class, you should spend one to two hours outside of class on coursework, which means one to two hours studying, doing homework or working on assignments. So you should plan on spending 30–45 hours on schoolwork a week. That's equivalent to a full-time job. It's important to create a plan for when you'll do this work, using your syllabus to create a schedule of when assignments will be due and a time to do them.

Students should identify two hours per day that they'll be in the library or another location they work well in to do that work. By having a daily time to do your work, you'll make sure that you aren't procrastinating. And don't make the most common freshman mistake: leaving projects and assignments for finals week when all you'll want to do is study for your important upcoming exams.

You'll also want to get into a consistent sleep and eating schedule to make sure you don't end up missing morning classes or skipping meals because your schedule doesn't give you enough time to get to the dining halls. When you get to college, you will likely see many classmates struggle because they're exhausted after pulling an all-nighter or not having time to grab a bite to eat.

## Connect with your classmates

One of the most important parts of the college experience is the people you'll meet. They may end up being life-long friends, but even if they don't, finding a group of friends on campus is incredibly beneficial. They'll be able to help you with assignments, connect you with organizations you may not have heard of, and later on may even be the connection you need to land your dream job.



## Message From a Parent

Wendy Trujillo, a territory manager at Hormel Foods, is a proud mom to twin sons Alijah and Antonio, but being twins isn't all Alijah and Antonio have in common. For one, both young men attend Northampton Community College in Bethlehem, Pennsylvania, where Alijah studies Graphic Arts and Design, and Antonio studies Media Production. For another, both Alijah and Antonio are recipients of Hormel's Inspired Pathways Program scholarship.

Wendy says she found out about the scholarship during a town hall meeting hosted by Chairman of the Board, President, and CEO of Hormel Foods Jim Snee. After that, the pieces fell into place (a big win, especially when juggling the often overwhelming college application process). In fact, she notes that the process really worked for her family. "We received great support from the advisors who helped us find the situation that worked best for our family."

"As a single parent, I wanted my children to have the opportunity to attend college, and truthfully wasn't sure if I would be able to provide that for them," Wendy says. "Having the chance to

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*Having the chance to take advantage of this scholarship program means the world to me.*

**Wendy Trujillo**  
Hormel Inspired Pathways Parent

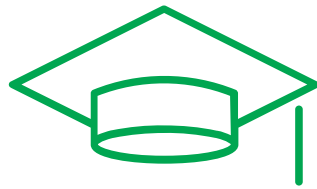
take advantage of this scholarship program means the world to me." This opportunity is one she sincerely hopes others will look into and find a way to take advantage of. She knows not many are afforded the chance to have this level of support, especially with their children's college tuition. So in addition to advising parents to start early with the college application process and seek to understand what their child is truly interested in, Wendy says to "take advantage of this wonderful opportunity that Hormel is providing. They are so helpful along each step. It is a gift that not many are afforded, and I am truly grateful to Hormel for this opportunity."

## Hormel Inspired Pathways Summer Workshop Schedule

Every Wednesday at 6:00 p.m. EDT

Webinar login information can be found on [www.HormelInspiredPathways.com](http://www.HormelInspiredPathways.com)

PRESENTATION	DATES	DESCRIPTION
Introduction to Inspired Pathways	June 8 July 13 August 17	We'll discuss the scholarship rules and how to get support from our college counseling team.
What to look for in a College / Types of Colleges / What's Offered	June 15 August 03	Learn about the types of degrees available at both community colleges and four-year universities. We will also cover how to transfer from a community college to a four-year university.
Financial Aid and Scholarships	June 29 July 27 August 31	We'll cover all the types of college funding options available and how to access them including FAFSA, the CSS Profile, Scholarships, Grants, Loans and Work-Study.  <b>We strongly encourage students and parents to sign up for a meeting with one of our advisors after this presentation to discuss the best financial aid options for you and your child.</b>
Building the Perfect College List	June 22 July 20 August 24	We will teach students how to choose the right colleges to apply to so they'll have the best shot at admissions and strong financial aid packages.  <b>We strongly encourage students and parents to sign up for a meeting with one of our advisors after this presentation to discuss the best college list options for you and your child.</b>
How to Write College Essays	July 13 August 10 September 7	We will discuss what colleges look for in the essay, how to structure them, and how to choose the best topics.  <b>Students and parents are encouraged to sign up for a meeting with one of our advisors after this presentation to discuss individual questions regarding essays. They aren't necessary for community college, but are one of the most important factors in the four-year university admissions process.</b>



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