

SMITHFIELD FOODS INC
Form 8-K
December 14, 2009

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, DC 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): December 8, 2009

SMITHFIELD FOODS, INC.

| | | |
|--|--|--|
| Virginia (State or other jurisdiction of incorporation) | 1-15321 (Commission File Number) | 52-0845861 (IRS Employer Identification No.) |
| 200 Commerce Street Smithfield, Virginia (Address of principal executive offices) | | 23430 (Zip Code) |

Registrant's telephone number, including area code: (757) 365-3000

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers;
Compensatory Arrangements of Certain Officers

On December 8, 2009, the Compensation Committee of the Smithfield Foods, Inc. (the "Company") Board of Directors awarded Robert W. Manly, IV, the Company's Executive Vice President and Chief Financial Officer, an incentive cash bonus award pursuant to the performance grant component of the Smithfield Foods, Inc. 2008 Incentive Compensation Plan, a one-time cash bonus and performance share units. A summary of these awards is set forth in Exhibit 99.1.

The foregoing description is not complete and is qualified in its entirety by reference to Exhibit 99.1 which is incorporated herein by reference.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

99.1 Description of certain Compensation Committee actions, effective December 8, 2009.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

SMITHFIELD FOODS, INC.

Date: December 14, 2009

/s/ Michael H. Cole
Michael H. Cole
Vice President, Chief Legal Officer and Secretary

EXHIBIT INDEX

Exhibit 99.1 Summary of certain Compensation Committee actions, effective December 8, 2009.
