

ARCHER DANIELS MIDLAND CO
Form 11-K
June 16, 2011

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D. C. 20549

FORM 11-K

ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2010

OR

TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period _____ To _____

Commission file number 1-44

ARCHER-DANIELS-MIDLAND COMPANY

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

ADM 401(k) and Employee Stock Ownership Plan for Hourly Employees
ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees

B. Name of the issuer of the securities held pursuant to the Plan and the address of its principal executive office:

Archer-Daniels-Midland Company
4666 Faries Parkway
PO Box 1470
Decatur, Illinois 62525

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees and
ADM 401(k) and Employee Stock Ownership Plan for Hourly Employees
Years Ended December 31, 2010 and 2009
With Report of Independent Auditors

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees and ADM 401(k) and
Employee Stock Ownership Plan for Hourly Employees

Audited Financial Statements and Schedule

Years Ended December 31, 2010 and 2009

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Report of Independent Registered Public Accounting Firm

The Benefit Plans Committee

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees and

ADM 401(k) and Employee Stock Ownership Plan for Hourly Employees

We have audited the accompanying statements of net assets available for benefits of ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees (the Salaried Plan) and ADM 401(k) and Employee Stock Ownership Plan for Hourly Employees (the Hourly Plan) (collectively, the Plans) as of December 31, 2010 and 2009, and the related statements of changes in net assets available for benefits for the Plans for the years then ended. These financial statements are the responsibility of the Plans' management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. We were not engaged to perform an audit of the Plans' internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements for the Plans referred to above present fairly, in all material respects, the net assets available for benefits of the Plans at December 31, 2010 and 2009, and the changes in their net assets available for benefits for the years then ended, in conformity with U.S. generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplemental schedules of assets (held at end of year) as of December 31, 2010, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The supplemental schedules are the responsibility of the Plans' management. The supplemental schedules have been subjected to the auditing procedures applied in our audits of the financial statements and, in our opinion, are fairly stated in all material respects in relation to the financial statements taken as a whole.

/s/ Ernst & Young

St. Louis, MO

June 16, 2011

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees and ADM 401(k) and
Employee Stock Ownership Plan for Hourly Employees

Statements of Net Assets Available for Benefits

	December 31, 2010	
	Salaried Plan	Hourly Plan
Assets		
Interest in Master Trust at fair value	\$ 948,917,335	\$ 289,811,747
Notes receivable from participants	18,645,842	12,271,096
Contributions receivable from employer	2,108,896	1,598,248
Total assets available for benefits at fair value	969,672,073	303,681,091
Adjustment from fair value to contract value for fully responsive investment contract	(2,627,548)	(935,509)
Net assets available for benefits	\$ 967,044,525	\$ 302,745,582

	December 31, 2009	
	Salaried Plan	Hourly Plan
Assets		
Interest in Master Trust at fair value	\$ 871,074,580	\$ 264,246,130
Notes receivable from participants	17,204,321	9,855,784
Contributions receivable from employer	1,991,898	1,466,318
Total assets available for benefits at fair value	890,270,799	275,568,232
Adjustment from fair value to contract value for fully responsive investment contract	1,913,061	650,632
Net assets available for benefits	\$ 892,183,860	\$ 276,218,864

See accompanying notes.

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees and ADM 401(k) and
Employee Stock Ownership Plan for Hourly Employees

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2010	
	Salaried Plan	Hourly Plan
Additions:		
Net investment gain from plan interest in Master Trust	\$ 52,899,324	\$ 12,063,208
Interest income from participant notes receivable	1,028,452	592,803
Contributions from employer	24,585,973	15,223,961
Contributions from participating employees	41,165,937	19,972,826
Transfers	2,723,945	-
	122,403,631	47,852,798
Deductions:		
Withdrawals	47,424,472	18,567,445
Plan expenses	118,494	36,292
Transfers	-	2,722,343
	47,542,966	21,326,080
Net increase	74,860,665	26,526,718
Net assets available for benefits at beginning of year	892,183,860	276,218,864
Net assets available for benefits at end of year	\$ 967,044,525	\$ 302,745,582
	Year Ended December 31, 2009	
	Salaried Plan	Hourly Plan
Additions:		
Net investment gain from plan interest in Master Trust	\$ 113,555,588	\$ 30,176,145
Interest income from participant notes receivable	1,083,517	600,107
Contributions from employer	24,622,675	14,532,438
Contributions from participating employees	40,976,971	19,945,097
Transfers	3,895,882	-
	184,134,633	65,253,787
Deductions:		
Withdrawals	38,258,251	18,915,351
Plan expenses	149,840	45,615
Transfers	-	3,893,567
	38,408,091	22,854,533
Net increase	145,726,542	42,399,254
Net assets available for benefits at beginning of year	746,457,318	233,819,610
Net assets available for benefits at end of year	\$ 892,183,860	\$ 276,218,864

See accompanying notes.

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees and
ADM 401(k) Employee Stock Ownership Plan for Hourly Employees

Notes to Financial Statements

December 31, 2010

1. Description of the Plans

General

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees (the Salaried Plan) and ADM 401(k) and Employee Stock Ownership Plan for Hourly Employees (the Hourly Plan) (collectively, the Plans), each of which includes an employee stock ownership component, are defined contribution plans available to all eligible salaried and hourly employees of Archer-Daniels-Midland Company (ADM or the Company) and its participating affiliates. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The following description of the Plans provides only general information. Participants should refer to the appropriate plan document and the prospectus for a more complete description of the applicable plan's provisions.

Employee eligibility varies by employment class, location and employment status. Complete information regarding employee eligibility is described in the plan documents, summary plan descriptions, and in certain cases, an appendix to the appropriate plan.

Arrangement with Related Party

The assets of the Plans are held by Hickory Point Bank & Trust, FSB, through a master trust agreement (the Master Trust). The Plans hold investments in ADM common stock which are permitted parties-in-interest transactions. Furthermore, dividends paid on ADM common stock held in participant accounts are automatically reinvested in additional shares of the Company's common stock unless the participant has elected to receive a distribution of such dividends in cash. Shares of ADM common stock are purchased on the market with any dividends received by the plan and not distributed. The Plans held 16,611,705 and 16,756,196 number of shares of ADM common stock as of December 31, 2010 and 2009, respectively. There is no time requirement for holding common stock purchased with ordinary dividends. The total amount of dividends paid on ADM common stock for December 31, 2010 and 2009 was \$10,102,631 and \$9,544,997, respectively.

Contributions

Under the terms of the Plans, employees electing to participate can contribute from 1% up to as much as 50% of their compensation to the plan, subject to certain Internal Revenue Service (IRS) limitations and the respective plan's provisions for the participating location. Participants age 50 or older can make additional "catch-up" contributions, up to the limits allowed under the tax laws. Eligible new hires on or after January 1, 2009 are automatically enrolled at 6% unless they file an affirmative election requesting a higher or lower participation percentage within the terms of the applicable plan.

ADM 401(k) and Employee Stock Ownership Plan for Salaried Employees and
ADM 401(k) Employee Stock Ownership Plan for Hourly Employees

Notes to Financial Statements (continued)

1. Description of the Plans (continued)

ADM's matching contributions are made in cash. The Company also makes a non-elective contribution of 1% of plan-defined compensation to all eligible employees' accounts, su