

# PepsiCo Benefits at a Glance

## for Frito-Lay Hourly & Commissioned Employees

PepsiCo provides a full range of benefits designed to help employees live better, physically, financially and emotionally.

View your personalized information at [MyPepsiCo.Com](http://MyPepsiCo.Com) > Pay, Benefits and Career > myHR

### health & insurance

**Medical**

- 2 options plus HMOs in some locations

**Healthcare Tools & Resources**

- Health advocacy program
- Telemedicine: 24/7 access to doctors via phone or video
- Free second opinion service
- Infertility & healthy pregnancy programs
- Diabetes management program, which includes free meter and test strips
- More information at [myhealthhub.pepsico.com](http://myhealthhub.pepsico.com)

**Dental**

- 2 options plus DHMOs in some locations

**Vision**

**Healthcare Reimbursement Account**

**Company Provided Life Insurance**

**Short-Term & Long-Term Disability**

**Additional Life & Accident Insurance**

### healthy living

**Free Wellness Screening & Wellness Questionnaire with incentives for participating**

**Free fitness/nutrition/weight management programs for the family**

**Wellness competitions: fun way to get healthy & win prizes**

**More information at [myhealthhub.pepsico.com](http://myhealthhub.pepsico.com)**

### work/life

**Parental Leave**

- Four weeks paid (non-union employees only)

**Discount Program**

- Auto & home insurance
- Wireless phone discounts
- Car discounts
- Mortgage/real estate services
- Other special discounts & offers

**Group Legal**

**Education assistance/tuition reimbursement\***

**College Coach**

**Adoption Assistance**

**Child/elder care**

**Dependent Care Reimbursement Account**

**Employee Assistance Program**

### retirement

**401(k) Plan with Company match**

**Pension Plan**

**Stock Purchase Program**

**Healthy Money retirement planning resources & tools**

### healthy money

**Free financial counseling available through PricewaterhouseCoopers**

**Online tools, resources & information, including ALEX Financial Wellness**

**Monthly webinars**

**More information at [myhealthymoney.pepsico.com](http://myhealthymoney.pepsico.com)**

\* May not apply to certain union employees.

# Did you know...?

- ★ PepsiCo spends about **\$13,000 per year**, per employee for benefits!
- ★ The Healthy Advantage and Core Plus Medical Options include **support for complex and chronic medical conditions** with Best Doctors second opinion or consultation services and the Health ACE Care Management program.
- ★ Only 13% of private-sector companies nationally offer a pension program like PepsiCo's that is **fully funded by the Company!** And only 25% of Fortune 100 companies provide pension plans like PepsiCo's to new employees.<sup>1</sup>
- ★ Less than half of companies nationally offer a **401(k) match program** like PepsiCo!<sup>2</sup>
- ★ **Part-time employees are eligible** to participate in PepsiCo's pension and 401(k) match programs! (for those working 30+ hours/week or 1,000 hours in their first year)
- ★ The Education Reimbursement program **covers tuition expenses**, up to \$5,250 (for undergraduate course) or \$8,000 (for graduate courses) annually!
- ★ The Perks Connect discount program offers hundreds of discounts - you can **save up to 28% off your cell phone bill!**

<sup>1</sup> Wall Street Journal, January 2017

<sup>2</sup> Bureau of Labor Statistics, 2015 Compensation Survey