



# TOTAL REWARDS AT A GLANCE

FOR SALARIED U.S. EMPLOYEES OF PEPSICO

# TOTAL REWARDS AT PEPSICO

When you're on your A game, we know there's nothing you can't do. That's why we provide programs, services and support that enable you to be your best.

At PepsiCo, we call this **Total Rewards**. Total Rewards is designed to help you live better - physically, financially and emotionally.

We're excited to give you this first look at the Total Rewards you will receive as a PepsiCo employee. Whether your goal is to stay healthy, save money, or balance your work and personal life, there's something here to help you thrive.



# HEALTH AND INSURANCE BENEFITS

We're committed to helping you and your family live a healthy lifestyle. It starts with access to quality, affordable health care. Here are your options. Most of these benefits are paid for with pre-tax payroll deductions, which also helps you save money.

## YOUR CHOICES

### MEDICAL

PepsiCo's two key medical options are Healthy Advantage and Core Plus.

**HEALTHY ADVANTAGE** - The Healthy Advantage Option is a consumer-directed high deductible health plan that provides quality coverage and is paired with a Health Savings Account, or HSA. The HSA provides a tax-advantaged way to help you pay health care expenses now or into retirement. Depending on where you live, the option is available through either Anthem Blue Cross and Blue Shield or UnitedHealthcare.

**CORE PLUS** - Core Plus is a more traditional health plan that offers a lower deductible, but higher per paycheck cost for coverage. This plan is often paired with a Health Care Reimbursement Account, which you will learn more about on the next page.

A Health Maintenance Organization (HMO) may also be available in your location, giving you a third option.

**WHAT'S COVERED?** - Both medical options cover the following:

- > Preventive care including annual physicals, well-woman exams and cancer screenings
- > Prescription drugs
- > Maternity care, including access to Cleo, a family support system from pregnancy until your child's first birthday
- > Fertility benefits (including IVF and surrogacy assistance) up to a \$35,000 lifetime maximum benefit
- > Well-baby care including immunizations ...and more.

### HEALTH CARE RESOURCES

- > **Health ACE**, your health care advocacy service, is available to help you get the guidance and support you need as you make health care decisions for your entire family.





- > **Telemedicine** services provided through Anthem or UnitedHealthcare, connecting you to high-quality, affordable, health care when your Primary Care Physician isn't available, such as nights and weekends.
- > **Quality and cost comparison tool, Castlight**, helps you compare doctors, facilities and medical services based on the price you'll pay, the quality of their service and patient reviews.
- > **Virtual Second Opinion program**, provided by Consumer Medical, helps you learn more about your condition, make sure your diagnosis is correct and compares treatment options.

## DENTAL

Choose between the Basic and Enhanced Dental Options (with network choices of MetLife or Delta Dental). Both options give you the freedom to use any dentist or specialist, any time you need care. In some locations, a dental HMO option may also be available.

## VISION

Receive discounted rates for services and supplies if your provider is in the EyeMed network. Even if you do not enroll for vision benefits, vision discounts are available through LensCrafters.

## REIMBURSEMENT ACCOUNTS

**Health Care Reimbursement Account** – Allows you to set aside pre-tax dollars to pay for eligible out-of-pocket health care expenses, such as deductibles. This can help you budget and save money. Note that the Health Care Reimbursement Account is not available if you choose the Healthy Advantage Option. Instead, you are eligible to save money in your Health Savings Account (HSA).

**Dependent Care Reimbursement Account** – Allows you to set aside pre-tax dollars to pay for day care/elder care expenses for your pre-teen children, disabled spouse/partner and eligible dependents. (This account is not for your dependents' health care expenses.)

## LIFE INSURANCE

**Company-Provided Life Insurance** – PepsiCo provides you with coverage equal to one times your annual eligible pay at no cost.

**Optional Life Insurance** – You can purchase optional life insurance for yourself and your eligible dependents.

**Accidental Death and Dismemberment Insurance (AD&D)** – You can purchase coverage for yourself and your eligible dependents.

## DISABILITY

**Short-Term Disability (STD)** – STD coverage provides financial protection if you are disabled and unable to work for a short period of time.



**Long-Term Disability (LTD)** – LTD coverage provides a benefit if you are disabled and unable to work for more than 26 weeks. Basic LTD coverage replaces 35% of your eligible pay (up to a \$15,000 monthly maximum benefit) and is provided at no cost to you. You can purchase additional LTD coverage, which pays a benefit equal to 60% of your eligible pay.

*Note to Salaried Part-Time Employees: Eligibility for STD and LTD coverage varies.*

## LEGAL

**Group Legal Coverage** – This option, administered by Hyatt Legal Plans, helps you pay for a variety of common legal services for one low annual fee. The plan covers a range of family and personal matters such as adoption and guardianship, separation, dissolution or divorce, premarital and domestic partner agreements, real estate transactions, simple and living wills and protection of driving privilege, to name a few.

## COVERING DEPENDENTS

PepsiCo offers benefits to you and your eligible family members. Extended family members, such as grandchildren, are not eligible for coverage unless you are their legal guardian or have adopted them.

Here’s a look at who is eligible for coverage:

FAMILY MEMBER	REQUIREMENTS
Your spouse  Your domestic partner (same sex or opposite sex)	Must be your legal spouse for federal tax purposes <i>(Including state recognized common-law spouses)<sup>1</sup></i>  Must complete the plan’s affidavit of domestic partnership
Your children, including: <ul style="list-style-type: none"> <li>• Biological children</li> <li>• Legally adopted children (or children placed for adoption)</li> <li>• Stepchildren</li> <li>• Foster children</li> <li>• Children for whom you or your spouse are the legal guardian</li> <li>• Children of same-sex or opposite sex domestic partner</li> </ul>	Must be under age 26
Children named in a Qualified Medical Child Support Order (QMCSO)	Employee ( <i>not spouse</i> ) must be required to provide coverage from the PepsiCo plan
Physically or mentally disabled child who is age 26 or older	<ul style="list-style-type: none"> <li>• Child is unmarried and does not have other medical coverage available through his/her own employment</li> <li>• Child lives with you for at least half of the year</li> <li>• Child is disabled on or before his/her 26th birthday</li> <li>• Child is dependent on you for financial support</li> <li>• The claims administrator determines that your child is disabled</li> </ul>

<sup>1</sup> Common-law marriages may be formed in Alabama, Colorado, Iowa, Kansas, Montana, Oklahoma, Pennsylvania (pre-9/18/03), Rhode Island, South Carolina, Texas, Utah and District of Columbia.



# HEALTHY LIVING

Achieving your best health – **physical, emotional and financial** – is important. That’s why we invest in **Healthy Living**, our well-being program for you and your family. Participate in the activities that help you reach your personal well-being goals and earn rewards along the way!

## PHYSICAL WELL-BEING

**Want to feel stronger, healthier and more energized?** Turn to these flexible, easy-to-access Healthy Living resources that offer something for everyone (including family members, where eligible), whether you’d like to eat better, exercise more, lose weight, quit smoking or improve your sleeping habits:

- > Wellness Screening\*
  - > WellnessQ\*
  - > Healthyroads wellness coaching\*
  - > Omada weight-management program\*
  - > Kurbo digital health coaching\*
  - > Step, food and sleep trackers\*
  - > Challenges\*
- > Flu shots\*
  - > Cleo family support
  - > Tobacco-Free Program
  - > Livongo for diabetes management and hypertension
  - > Care Management programs for chronic conditions or health crises

## EMOTIONAL WELL-BEING

**When life hands you challenges, get guidance and support** from these programs and resources that can help you bounce back, manage stress, battle addiction or depression and boost your confidence:

- > meQuilibrium for stress management\*
  - > Employee Assistance Program (EAP)
  - > Telemedicine for behavioral health
  - > Rethink for support raising a child with special needs
- > Office visit with an in-network therapist, psychologist or psychiatrist
  - > Health ACE
  - > Back-up child and elder care
  - > Bright Horizons Additional Family Supports™ for help finding ongoing care for your entire family

## FINANCIAL WELL-BEING

**Healthy Money helps you manage the personal finance issues that are most important to you**, such as budgeting, reducing debt or retirement planning. Improve your financial well-being and make your money go further with help from these resources:

- > Healthy Money Counselors
  - > My Money Checkup financial well-being assessment
  - > Healthy Money Family
- > Online tools, tips and videos to help you achieve your goals
  - > Monthly webinars on relevant financial topics
  - > ALEX retirement benefits counselor

\*Earn points to redeem for rewards by participating in this program.



## GET REWARDED

**Earn points by participating in Healthy Living programs** that help you and your family learn new ways to manage stress and improve your emotional well-being, eat right, and get and stay active. You can rack up even **more** points by joining competitions, working with a Wellness Coach, tracking your steps, food and sleep...the list goes on and on.

As you move along in your well-being journey, watch your points add up, and redeem them for things like:



Gift Cards



Contributions to  
your Health Savings  
Account (HSA)



Sweepstakes  
entries



Prizes

**You and your covered spouse/partner can each earn up to 3,000 points to redeem for rewards (equivalent in value to \$300)** – that’s a total of 6,000 points (\$600 value!). Once you reach the maximum, you can continue to earn points and redeem them for entries into quarterly sweepstakes with exciting prizes.

## READY TO LEARN MORE?

Rewards apply to U.S. employees who are eligible for PepsiCo benefits and their spouses/partners enrolled in a PepsiCo medical plan. Visit [myHealthHub.pepsico.com](https://myHealthHub.pepsico.com) for full program and eligibility details.



# RETIREMENT BENEFITS

It's never too soon to plan for retirement. PepsiCo offers the plans, tools and resources to help you meet your retirement goals. The rest is up to you! Here are benefits you can take advantage of:

## AUTOMATIC RETIREMENT CONTRIBUTION

PepsiCo provides you with an Automatic Retirement Contribution, or ARC.<sup>2</sup> ARC will be a key component of your retirement savings. Here is a summary of key provisions to help you better understand this important benefit and how it fits into your overall retirement plan.

- This benefit is completely funded by PepsiCo and automatically deposited into your 401(k) account. You do not need to contribute to the 401(k) Plan to be eligible for the ARC.
- You will be vested in your ARC balance once you have three years of service.
- The ARC you receive will be based on your age and service. The longer you work for the Company, the higher your ARC, which will range from 2% up to a maximum of 9%.
- The ARC percentage will be determined on a paycheck-by-paycheck basis and will automatically increase as your age plus service increase to the next level.

### How your ARC is determined:

If your age + service equal this:	Your ARC as a percent of eligible pay is:
Under 35	2%
35-39	3%
40-44	4%
45-49	5%
50-54	6%
55-59	7%
60-64	8%
65+	9%





- ARC is made beginning with your first paycheck.
- You will not be able to take a distribution of your ARC balance while you are an active employee. Loans are also not available.

## 401(K) SAVINGS PLAN & MATCHING CONTRIBUTIONS

The PepsiCo 401(k) Savings Plan makes saving for retirement easy, especially with the Company match.<sup>2</sup> A percentage you choose is deducted from each paycheck (before or after income taxes – you decide) and is put into your 401(k) account at Fidelity. In addition, PepsiCo will match a percentage of your contribution. For each \$1 you put in (up to 4% of your eligible pay as a new hire), PepsiCo puts in 50¢.

If you do not enroll in the 401(k) plan within 60 days of your hire date, you will automatically be enrolled at a contribution rate of 4% with an annual increase of 1% for the next two years, until you reach 6%.

### **You don't have to be an investment expert.**

The plan offers a full range of investment options from conservative funds to aggressive ones, plus a brokerage account. As an alternative to the core funds where you can “pick your own” investments, you also have the option of investing in a target date fund. Target date funds are professionally managed funds that invest more conservatively as you get closer to your expected retirement date (your “target date”).

## STOCK PURCHASE PROGRAM

Become a PepsiCo shareholder through convenient payroll deductions. Your payroll deductions will purchase shares of PepsiCo stock at the market price.

- Invest as little as \$5 per week (\$10 per bi-weekly paycheck).
- **No commissions or other fees on purchases or dividends.**
- Once you hold shares in your account, you are entitled to the normal voting and other rights of a PepsiCo shareholder.

<sup>2</sup>Employees participating in a grandfathered pension plan are not eligible for the Automatic Retirement Contribution or the PepsiCo 401(k) match.



# WORK/LIFE BENEFITS

Balancing work and life isn't easy. We know it all too well! That's why we offer a wide selection of programs that can save you time, money and hassle.

## EDUCATION FOR YOU AND YOUR CHILDREN

- **Scholarship Program for Children**  
Each year, the PepsiCo Foundation awards up to 400 new scholarships for undergraduate study to the children of PepsiCo employees.
- **Education Assistance for Employees**  
Receive free education advising, tuition reimbursement for qualifying undergraduate, graduate and certificate courses and valuable savings at accredited schools, including more affordable classes and reduced out-of-pocket costs with select schools nationwide.
- **College Coach for Parents of College-Bound Children**  
Get advice and guidance with the college selection, application and financing process.
- **Tutoring, Test Prep and Homework Help**  
Available through the Additional Family Support program, PepsiCo employees enjoy free access to Sittercity, a website that connects you with local in-home care, including homework help and tutors as well as discounted tutoring resources for the SAT, ACT, standardized tests, and Common Core subjects.
- **Innovation Leave**  
Take up to 30 days of paid time away from your current role to develop an innovative, breakthrough idea or project.
- **Higher Education Leave**  
Take up to 6 months of unpaid leave<sup>3</sup> to pursue a higher education degree or career development.
- **Teen Driver Education**  
Help your teen make better choices behind the wheel – ones that will keep them, their siblings and their friends safe.

<sup>3</sup> Up to the first 30 days paid.



## SUPPORT WHEN YOUR FAMILY NEEDS IT MOST

- **Flexible Work Arrangements<sup>4</sup>**  
Three types of flexible work arrangements are available through PepsiCo's MyFlexAbility program: Flex Time, Flex Day, Flex Place.
- **Adoption Assistance**  
Reimbursement of covered expenses up to a lifetime maximum benefit of \$35,000.
- **Fertility Support/Surrogacy Assistance**  
Assisted reproductive technology (IVF), egg freezing and surrogacy assistance covered up to a lifetime maximum benefit of \$35,000.
- **Cleo Family Support**  
Virtual guidance from experts from pre-pregnancy through a child's first birthday.
- **Child and Elder Care**  
Back-up child and elder care through Bright Horizons, and resources to help secure ongoing care, including free access to Sittercity, preferred enrollment at Bright Horizons Child Care Centers and 10% off KinderCare Learning Centers.
- **Employee Assistance Program**  
Free telephone counseling available 24 hours a day/7 days a week.
- **Survivor Support/Financial Counseling**  
In the event of your death or the death of a spouse or child.
- **Parental Leave**  
Six weeks paid leave for mothers and fathers within the first six months of birth or adoption. For birth mothers, this is in addition to the six weeks of short-term disability leave (eight weeks for a C-section).
- **Onsite/Nearsite Childcare**  
PEPstart, Purchase, NY's onsite childcare center is available for Westchester area employees. For employees in Plano, TX, a nearsite childcare center is available.
- **Rethink Program**  
Support for families raising children with learning, social or behavior challenges or developmental disabilities. Available at no cost to all U.S. employees.
- **Additional Family Support**  
Provides free access to Sittercity, a website that connects you with local in-home care, including nannies, babysitters, pet sitters and housekeepers. Also provides free access to elder care planning and support resources through Years Ahead.
- **Pet insurance**  
This option, provided through Nationwide, offers affordable, comprehensive plans that can be used with any veterinarian.

Visit the PepsiCo Parents Guide ([parentsguide.pepsico.com/2](https://parentsguide.pepsico.com/2)) for a detailed look at all of PepsiCo's family friendly benefits.

<sup>4</sup> MyFlexAbility is available to eligible salaried employees in roles conducive to flexible work arrangements.



## DISCOUNTS ON HOME AND TRANSPORTATION EXPENSES

- **Auto and Home Insurance**  
Reduce your costs by getting competitive bids from three national insurance companies.
- **Car Promotions from BMW, Chrysler, Ford, GM, Hyundai and Mercedes-Benz**  
Take advantage of special pricing and promotions on many top automobile models.
- **Mortgage Services**  
Receive special discounts by using Green Bank or Wells Fargo.
- **Real Estate Services**  
Receive a cash rebate for using a participating real estate agent.
- **Commuter Benefits Program**  
Set aside pre-tax money to cover transit and parking expenses (subject to annual limitations).

## SPECIAL DISCOUNTS ON SHOPPING AND ENTERTAINMENT

- Cell phones
- Adventure parks
- Sporting events
- Electronics
- Florists
- Spas
- Hotels
- Papa John's



This guide provides a summary of some of the provisions of PepsiCo Inc.'s plans and programs. However, this guide is not intended to augment rights provided under the terms of the official plan documents. Your eligibility and benefits will be determined in accordance with and subject to the official plan documents. No benefits will be paid or provided unless and until the applicable plan administrator determines, in its sole discretion, that you are entitled to such benefits. While PepsiCo currently intends to continue the plans and programs herein, PepsiCo reserves the right to amend, modify or terminate the plans and programs at any time. Nothing in this guide should be construed as a promise or guarantee of future benefits or of any level or amount of benefits, or as a promise or guarantee of employment or future employment for any duration.

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