

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 > 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

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

retirement

401(k) Plan with Company match

Pension Plan

Stock Purchase Program

Healthy Money retirement planning resources & tools

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

healthy money

Free financial counseling available through PricewaterhouseCoopers

Online tools, resources & information, including ALEX Financial Wellness

Monthly webinars

More information at myhealthymoney.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

* 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.¹
- ★ Less than half of companies nationally offer a **401(k) match program** like PepsiCo!²
- ★ **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!**

¹ Wall Street Journal, January 2017

² Bureau of Labor Statistics, 2015 Compensation Survey