



# Real Rewards at Nestlé USA



**Nestlé**

Good Food, Good Life



# Real Rewards at Nestlé

As a leading Nutrition, Health and Wellness company, Nestlé's name is instantly recognizable. But what excites new hires and keeps current employees engaged is much more than just our name.

It's the *people* you get to work with every day.

It's the *experiences* you get when you work for a diverse, global company.

It's the various *possibilities* that you have to learn and grow in your career; and to contribute to the company's success from day one.

And, it's the *real rewards* you are offered for your contributions, and to help you reach your full potential as a member of the Nestlé team.

## What Is "Real Rewards"?

**Real Rewards is Nestlé's investment in you through:**

- Competitive pay
- High-quality health care and benefit programs
- Financial protection in the event of illness, disability or death
- Financial security for retirement
- Opportunities for learning and development
- Work/life benefits

## NESTLÉ REAL REWARDS

Compensation	Benefits	Personal Growth and Development	Work/Life Environment
<p><b>Fixed pay</b> Base salary</p> <p><b>Variable pay</b> Short-term incentive LTIP – long-term incentive</p>	<p>Health and wellness Nestlé 401(k) Savings Plan Spending accounts Disability Life and accidental death and dismemberment (AD&amp;D) Voluntary benefits Employee assistance programs (EAP) Scholarship program Adoption assistance</p>	<p>Career advancement Nestlé University Educational reimbursement Recognition</p>	<p>Paid time off Holiday pay Parental leave Community involvement/relations</p>





# Compensation

Compensation is a key part of Nestlé USA's total rewards package and important in our efforts to attract, motivate and retain a workforce of top performers. Our compensation philosophy is to provide and maintain disciplined compensation programs which recognize individual performance and value long-term relationships with employees. Compensation packages, including base salary, incentives and benefits, are used to ensure the total compensation package is competitive against our peers in the market.

Your base salary is the fixed portion of your pay. Base salaries are designed to be competitive, based on data specific to each position and market. High performance over time is recognized by base pay that is higher than the market.

The variable portion of your pay, incentive compensation, is designed to reward you for your accomplishments over a defined period.

**Short-term incentive pay** is designed to reward you for accomplishments during a specific performance period: quarterly for those on plant incentive and annual for all other incentive types. For most staff and division-level positions, Nestlé offers an APEX, Awards for Performance Excellence (APEX) program. APEX targets are set as a percentage of eligible earnings, and awards are tied to Nestlé USA's performance and business or function-specific measures toward the achievement of annual business objectives. Nestlé also offers a variety of incentive plans to reward those employees for their contributions to their specific team's success.

**Long-term incentive plans**, such as NUSA's LTIP, are designed to motivate and reward those in eligible leadership positions for the company's sustained success over a longer period, often three years or more. LTIP target opportunities are set to be competitive with marketplace practice and are calculated as a percentage of pay. Participants are advised of their LTIP multipliers when they are invited to participate in the plan.







# Benefits

Nestlé offers a competitive benefits program for real life, allowing you to tailor your benefits to meet your health care, personal wellness and financial/retirement needs.

## Health and Wellness

It should come as no surprise that the health and wellness of our employees is as important to the company as it is to you. That's why Nestlé USA offers a range of health plan options through [NesCARE](#), all including preventive care, prescription drug benefits and coverage for certain alternative medicine services. You are given the flexibility to choose the benefits that are right for you and your family, including medical, dental and vision coverage.

In addition to these traditional benefits, the company also provides access to a comprehensive health and wellness initiative called HealthWorks. This program offers no-cost resources and tools to help you and your family make informed decisions about health care and lifestyle support (i.e. losing weight or quitting tobacco products).

## Spending Accounts

Spending accounts are a great way to save some money on taxes. They allow you to put aside your pre-tax dollars to reimburse yourself for eligible out-of-pocket health care and dependent daycare expenses during the year.

## Disability

There may be a time when you are unable to work due to an illness or injury that occurred outside of work. Like disability plan, Nestlé's short-term and long-term disability plans help protect your ability to pay your bills and support your family during such a time by providing you with a certain amount of continued income while you get better.

## Life and Accidental Death and Dismemberment (AD&D)

Nestlé's life and AD&D insurance offer "peace of mind." They provide financial protection—in the form of a cash benefit—in the event you or your covered dependents suffer a serious accident or death.

## Voluntary Benefits

Nestlé offers a number of voluntary benefits, including auto/home insurance and prepaid legal services.

## Employee Assistance Program (EAP) and WorkLife Services Benefit

The EAP and WorkLife Services benefits are resources that Nestlé offers to help employees balance work and life by providing easy confidential access to telephone and web-based counseling, education and referral services.



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## Retirement

To help prepare for retirement, Nestlé USA offers the Nestlé 401(k) Savings Plan, which offers a competitive employer-matching contribution along with an annual retirement contribution.

### 401(k) Savings Plan

The savings plan allows you to save on a tax-deferred basis through convenient payroll deductions. You are eligible for the plan as soon as you're hired, and you can save up to 25% of your eligible pay (certain limitations may apply). The plan offers automatic enrollment, which means you will be automatically enrolled at a contribution rate of 6% of your eligible pay, unless you select a different rate or decline participation.

#### Nestlé will match what you put in:

- 100% match on the first 3% of eligible pay you save
- 50% match on the next 2% of eligible pay you save

In addition to employer-matching contributions, Nestlé provides an annual retirement contribution, based on age and eligible service, to help you save for retirement. You will become 100% vested in your employer contributions (meaning you gain full ownership of the money) after completing the earlier of three years of service or reaching age 65.

The savings plan offers investment options for every type of investor. You choose how to invest both your contributions and Nestlé's among many investment options that offer various levels of risk and return. You also have access to Voya Retirement Advisors, powered by Financial Engines. This service can provide you with convenient retirement planning information and investment advice to help you make informed decisions about how much to save and how to invest to help meet your retirement goals. When you are ready to retire (or leave the company for any reason), you can decide if you want to leave your money in the savings plan (certain restrictions may apply) or take it with you.

## Scholarship Program

The Nestlé Scholarship Foundation is proud to sponsor a scholarship program to financially assist children of NUSA employees in the pursuit of higher education. Scholarship recipients are selected based on academic record, demonstrated leadership skills, and participation in school and community activities. Not all applicants who apply receive a scholarship, as the number of scholarships awarded is limited based on the funds available from the Nestlé Scholarship Foundation.

## Adoption Assistance

Family is an important part of who we are, which is why Nestlé offers valuable support for families through programs such as adoption assistance. This program helps eligible employees pay for adoption expenses, up to \$5,000 for adoption or \$6,000 for "special needs" adoption.

## Parent Support Policy

Nestlé is committed to providing a supportive environment for new parents and recognizes that both new moms and dads share the responsibilities of caring for a baby. We're also committed to health and wellness, and want to make sure new parents and newborns get off to the best start. That's why we offer the Parent Support Policy to support you along the way. The Parent Support Policy provides time off, supplemental income and a phased return program to eligible full-time employees after 26 weeks of service.





# Personal Growth and Development

## Career Advancement

Your career as a Nestlé employee is a shared partnership, in which you are the “senior partner.” At Nestlé, you are expected to manage your own career development and take the ultimate responsibility for your own career path. However, your manager and the organization also have key roles to fulfill in order to support you in your career development. Managers have a key role to play in inspiring, motivating and engaging employees—providing guidance and day-to-day coaching to support you in your performance and development goals. Managers at Nestlé have the responsibility to provide honest and regular feedback to help you continually improve and reach your full potential.

Nestlé endeavors to foster a culture where career and development opportunities are a significant component of our Total Rewards and where career advancement opportunities are linked to performance and potential.

## Educational Reimbursement

In addition to Nestlé University, we offer financial assistance for approved outside educational courses that will help enhance your job-related knowledge and skills. Educational expenses for tuition, books and other required fees may be reimbursed up to a calendar-year annual benefit maximum.

## Recognition

One of the essential ingredients of Nestlé’s success is our people, and Real Recognition is used to reward and recognize employees for a job well done and for demonstrating one of Nestlé’s Leadership Framework behaviors.

## Work/Life Environment

According to our employees, here’s what makes Nestlé a great place to work:

- The people
- The potential to make a difference right away
- The possibilities to create your own career path and learn
- The opportunities to give back to the community
- The ability to have a balanced work and personal life
- The fact that even though we all work hard, we still have fun



## Healthy and Positive Lifestyle at Work and Outside of Work

Nestlé strives to have an inspiring work environment that supports a good balance between work and personal life. There is a high sense of well-being in working for a company committed to creating value for employees, consumers and the communities, in addition to working for a company where safety and health are fundamental values. This is why Nestlé provides access to various forms of physical activity, health-related screenings, educational programming and other workplace convenience services at most locations.

Together, these are the key ingredients of an engaging work environment at Nestlé. Of course, some of what creates a great work environment doesn't necessarily happen at work—it's also the opportunity to take some time off when you need it, or to join your colleagues outside of the office to participate in community programs.

## Time Off

There are certain times when you need to be away from work, and paid time off (PTO), holidays and parental leave allow you to do just that.

## PTO

Based on years of service, all employees earn PTO each pay period and can use it for vacation, illness (yours or a family member's), medical necessity or "just because" (personal time).

Paid Time Off (PTO) Schedule for Full-Time Salaried Employees*		
Years of Service	PTO Days You Earn for the Year	Maximum PTO Days You Can Bank
Less than 1	12	17
1-4	15	20
5-9	20	25
10-14	23	28
15-19	25	30
20+	30	35

\*Management-level employees with less than 20 years of service earn and can bank an additional five days of PTO each year.

## Holiday Pay

In addition to PTO, all employees receive 10 regular paid holidays and two floating holidays per year. Some factories may have different holiday schedules, but all employees are eligible for a total of 12 regular and floating holidays.

## Parental Leave

Separate from PTO or holiday pay, Nestlé provides one week of paid leave for new moms and dads during the first six months of your child's birth or adoption.







## Community Relations/Involvement

Nestlé is deeply committed to the communities where our employees live and work. Our Community Affairs team works with various non-profit organizations, whose focus aligns with our goal of bringing nutrition education and physical activity programs to young people all across the country. We feel our employees can also make a difference in creating a healthier generation of children by volunteering in their communities with one of our active kids or nutrition education programs. Some of the ways to get involved include:



**Nestlé Adopt-A-School Program**—This program has been the cornerstone of our volunteer outreach for more than two decades. This year, the program grew to more than 40 adopted schools across the country. Here, we continue to provide our employees with paid time off during the workday to spend with students in the classroom, acting as positive role models, with a focus on healthy living and physical activity.



**Boys & Girls Clubs of America**—As a Nestlé employee, you will have the opportunity to volunteer with a local Boys & Girls Club in your community. Nestlé recently engaged in a partnership with Boys & Girls Clubs by sponsoring a bi-annual National Fitness Competition aimed at inspiring kids to achieve tangible short-term fitness goals. The competition is expected to reach 500 clubs and engage a total of 50,000 young people by 2017.



**Nestlé National Day of Volunteering**—Each fall we invite Nestlé employees from all across the country to join in our National Day of Volunteering. This collective effort of volunteerism supports Nestlé's vision to be recognized and trusted as the leading Food, Nutrition, Health and Wellness company in the USA and also our commitment to bringing "Good Food, Good Life" to the communities where we live and work.



**Healthy Steps for Healthy Lives**—This program was created as a free resource to support K-6 classrooms with materials that teach kids and their families to make good decisions when it comes to food and exercise. To date, nearly one million young people have benefited from our Healthy Steps for Healthy Lives program.



**Community Care Campaign**—Giving back to the community is deeply rooted in Nestlé's culture, and our employees continually demonstrate their generosity through gifts of time and financial contributions. During our annual campaign, Nestlé salaried employees have the opportunity to donate one day's pay (their Fair Share) to either a local Boys & Girls Club or the Nestlé Adopt-A-School program. Those who donate their Fair Share receive two additional days of paid time off (PTO). In addition, Nestlé matches employee contributions.

**Food Donations**—Nestlé has donated 154 million pounds of food and beverages to Feeding America. In addition, Nestlé has engaged with several cause-marketing programs with Feeding America, and employees volunteer at its network of regional food locations across the country.







*Nestlé Real Rewards is designed to meet the changing needs of your life—both at work and at home, during your career and in the future.*



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