

# 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) > My HR



## health & insurance

### Medical

- 3 options, including Health Savings Account (HSA)\*

### Health care Tools & Resources

- Health advocacy program
- Telemedicine: 24/7 access to doctors via phone or video
- Free second opinion service
- Fertility support and surrogacy assistance benefits
- Pregnancy and new parent family support program
- Diabetes management program, including free meter and test strips

### Dental

- 2 options plus DHMOs in some locations

### Vision

### Company Provided Life Insurance

### Short-Term & Long-Term Disability

### Additional Life & Accident Insurance

\*Additional options available to those living in certain Dallas/Fort Worth Texas area ZIP Codes



## healthy living

### Free Wellness Screening & Wellness Questionnaire

### Free fitness/nutrition/weight management/resilience programs

### Free access to emotional well-being programs

Engaging Castlight app makes it fun to participate and earn rewards—up to \$300 annually (plus \$300 for covered spouses/partners)



## healthy money

### Free financial counseling available through PricewaterhouseCoopers

### Monthly webinars

### Online tools, resources & information

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



## work/life

### Parental Leave

- Six weeks paid (non-union employees only)

### Discounts 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.



## retirement

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

### Stock Purchase Program

### Pension Plan

### Healthy Money retirement planning resources & tools

\* May not apply to certain union employees.