

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 > 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)



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.



healthy money

Free financial counseling available through PricewaterhouseCoopers

Monthly webinars

Online tools, resources & information

More information at myhealthymoney.pepsico.com



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.