

PepsiCo Benefits at a Glance

PEPSICO

for U.S. Employees

PepsiCo provides a full range of benefits designed to help employees live better, physically, financially and emotionally.



Medical

- 3 options, including Health Savings Account (HSA), additional options may be available in some locations

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, includes free meter & test strips
- Virtual physical therapy program

Dental

- 2 options plus DHMOs in some locations

Vision

Short-Term & Long-Term Disability

Company Provided Life Insurance

Additional Life & Accident Insurance

Long-term Care Insurance



401(k) Plan with Company match*

Company-funded retirement benefit (type of benefit will differ depending on Operating Unit, and/or Collective Bargaining Agreement, if applicable)

Healthy Money retirement planning resources & tools

Stock Purchase Program

* May not apply to certain employees.



Evernorth app gives easy access to all health & well-being benefits

Free Wellness Screening & Questionnaire

Free fitness, nutrition & weight management programs

\$300 in rewards available annually (plus \$300 for covered spouses/ partners)



Free stress management app

Virtual and in-person mental health services (eight free visits)



Free financial coaching

Free financial education delivered through a personalized digital resource



Parental Leave

- Six weeks paid (non-union employees only)

Perks & Discounts Program

- Auto & home insurance
- Wireless phone discounts
- Car discounts
- Mortgage/real estate services
- Pet insurance
- Thousands of other discounts available on pepPerks platform

Group Legal

Education assistance/tuition reimbursement

College Coach

Adoption Assistance

Child/elder care

Dependent Care Reimbursement Account