

# PepsiCo Benefits at a Glance

for U.S. Hourly, Commissioned and Performance Pay Employees of PepsiCo Foods North America

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



## health & insurance

### Medical

- 3 options, including Health Savings Account (HSA), plus additional options 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, including free meter and test strips
- Virtual physical therapy program

### Dental

- 2 options plus DHMOs in some locations

### Vision

Company Provided Life Insurance

Short-Term & Long-Term Disability

Additional Life & Accident Insurance

## healthy living

Free Wellness Screening & Questionnaire

Free fitness, nutrition, weight programs

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

## healthy mind

Free stress management app

Building Resilience program

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

## 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
- Pet insurance
- Other special discounts & offers

### Group Legal

Education assistance/tuition reimbursement\*

### College Coach

### Adoption Assistance

### Child/elder care

Dependent Care Reimbursement Account

\* 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

Company-funded retirement benefit\*

\* May not apply to certain union employees.

## healthy money

Free financial counseling

Monthly webinars/videos

Online tools and resources