Check out these Work/Life benefits from PepsiCo that may save you time, money and hassle!

Helping you balance work, life... and everything in between.
Child and Elder Care Benefits

**Back-up Child and Elder Care**
PepsiCo offers Bright Horizons back-up child and elder care when your regular care provider is unavailable. This program offers both in-home care for children and elderly parents, and center-based care at local daycare facilities (children only).

**Who’s Eligible**
Back-Up Child and Elder Care, Additional Family Support, and the 10% KinderCare discount are available to all PepsiCo benefits-eligible employees.

**Register First**
If you are interested, you must register in case you need back-up care in the future:
- Go to backup.brighthorizons.com and select Create Your Profile then enter pepsico as your username and password, or
- Call 1-877-242-2737.

Once you are registered, you can reserve back-up care:
- The same day, or up to one month in advance
- For up to 15 days per employee

**Use it when you need it**
Call 1-877-242-2737 for a provider in your area when:
- Your regular caregiver or stay-at-home caregiver is ill or temporarily unavailable
- You are in between care arrangements
- You are transitioning into a regular work schedule from leave
- Your child is mildly ill and can’t go to daycare

**Pay as you go**
You only pay for this benefit when you use it. Here are the copay amounts:
- $15 a day for center-based care for one child
- $25 a day for center-based care for two or more children
- $4 an hour (four hour minimum) for in-home care

**Imputed Income**
The fair market value of the back-up care benefit minus the copayment amount is taxable to you as imputed income. Imputed income will be added to your paycheck and your Form W-2 based on your use of the back-up care benefit. You will be responsible for paying any additional taxes owed as a result of the imputed income.

For example, if you bring your child to a back-up center three times in one year, you’ll see imputed income in your paycheck as follows: $80 (fair market value) x 3 = $240 minus the $45 copay = $195. You will pay approximately $63.67 in additional Social Security and federal income taxes.*

*Includes 25% federal income taxes for supplemental wages and 7.65% Social Security taxes. Does not include an additional 0.9% Medicare tax that may apply depending on total wages for the year. Additional state and local income taxes may also be due. The above example is for illustrative purposes only.

**Full-service Child Care Discount**
Cut your child care costs by 10% with our PepsiCo KinderCare Learning Center discount. Simply show proof of your PepsiCo employment at a community-based KinderCare Learning Center to start saving money on your child’s tuition. This discount applies to full-time, part-time and drop-in child care in preschool through school-age classrooms.

**Get informed**
To learn more about KinderCare and to find a center near you:
- Go to kindercare.com, or
- Call 1-877-KinderCare (1-877-546-3372).

**Show proof of employment**
This discount is available at most community-based KinderCare Learning Centers. Simply show proof of your PepsiCo employment (an ID badge) and let them know you are eligible for the 10% discount. Certain exclusions may apply.

**Additional Family Support**
Bright Horizons also provides resources to help you find ongoing care and support for your entire family. Through the Additional Family Support program, PepsiCo employees can enjoy:
- Free access to Sittercity’s database of service providers including nannies, babysitters, pet sitters, housekeepers and tutors
- Preferred enrollment at participating Bright Horizons child care centers nationwide, including a registration fee credit after 30 days of enrollment (up to a $250 value).
- Tuition discounts and waived registration fees at participating non-Bright Horizons network centers nationwide.
- Discounted tutoring resources for the SAT, ACT standardized tests and Common Core subjects
- Elder care planning and support resources including a free online assessment to help evaluate levels of care and access to expert Senior Care Advisors

Go to clients.brighthorizons.com/pepsico > Additional Family Support for more information.
A new addition to the family is exciting — and expensive — especially if you are adopting. To help offset the cost, PepsiCo offers an adoption assistance benefit that will reimburse you up to a lifetime maximum of $35,000 of qualifying adoption expenses for the adoption of an eligible child. The process is simple, free and confidential.

Keep your papers
Follow your adoption procedures and remember to keep all documentation.

Submit your expenses
Once your adoption is final, submit your expenses with the completed paperwork. Using the Adoption Assistance Reimbursement form, which is available on myPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Family.

PepsiCo does not cover expenses related to:
• Adoption by a stepparent or legal guardian
• Failed adoptions
• Your adopted child’s everyday expenses
• Expenses that are not substantiated
• Other expenses not related to the adoption, as determined by PepsiCo using applicable IRS rules

Reimbursement of qualifying adoption expenses will be reported on your Form W-2. This amount is subject to Social Security taxes and may be subject to federal and state income taxes depending upon your adjusted gross income for the year and the amount of your adoption reimbursement.

Who’s Eligible
You are generally eligible for adoption assistance if you are classified as a full-time employee. You remain eligible for adoption assistance while on an authorized leave of absence or an approved severance program. However, special reimbursement rules apply. Please refer to the Adoption Assistance Program Details available on myPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Family for more information.

You are not eligible for adoption assistance if you are classified as a part-time, temporary or seasonal employee. You are also not eligible for adoption assistance if you are receiving long-term disability benefits or your employment is governed by a collective bargaining agreement that does not provide for adoption assistance benefits.
Parental Leave

Need more time with the new addition to your family? We offer six weeks of paid parental leave for the birth or adoption of a child. That’s thirty paid days off to spend with your new family. For birthing mothers, this time is in addition to any paid time-off benefits provided under the Short-Term Disability (STD) Plan.

When to Take the Leave
- Each week needs to be taken in five consecutive days within six months of the birth or adoption.
- For an adoption, the days may be taken before the adoption.
- You get one leave per birth or adoption, not per child. (For example, if you have twins you’ll have thirty days, not sixty).

Who to Call
Call the PepsiCo Leave and Claim Center (PLCC) at 1-855-PEP-CALL (855-737-2255) to request a leave. You will need to provide the appropriate documentation when you request a parental leave.

Who’s Eligible
Parental leave is available to eligible male and female employees. In order to qualify for this leave, employees must:
- Be full-time or part-time salaried or non-union hourly and eligible for Standard Flex Benefits;
- Have a newborn or newly adopted child (under age 18), be in the process of adopting a child, or otherwise qualify for child-bonding leave under any applicable federal, state, or local law;
- Be employed by PepsiCo when the child is born or placed for adoption; and
- Have worked for the Company for at least 90 days (applies to hourly employees only).

Note that both parents are eligible if they both work for PepsiCo and meet the eligibility requirements.

Pet Insurance
Pet insurance gives you peace of mind knowing you’re covered when your pets get sick or injured. Through Nationwide, PepsiCo offers affordable, comprehensive plans that you can use with any veterinarian.

Learn more and apply
Visit MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Family > Pet Insurance

Pet Care
In addition to Pet Insurance, through the Additional Family Support program, you have free access to Sittercity’s database of pet sitters.

Go to clients.brighthorizons.com/pepsico > Additional Family Support for more information.

Who’s Eligible
All PepsiCo benefits-eligible employees.
Auto & Home Insurance

PepsiCo’s Auto & Home Insurance Program is a benefit that allows you to obtain discounted auto, home and other insurance (e.g., boat, motorcycle, renters, condo) from three of the nation’s leading insurance carriers — MetLife Auto & Home, Travelers and Liberty Mutual. Enrollment in the program gives you access to special group rates and may also allow you to take advantage of additional discounts that can save you money.

Get a free quote
To find out how much you could save on auto and home insurance:

• Use the Comparative Rater Tool for an easy way to compare auto quotes. To access, go to MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Added Protection or
• Call toll free 1-800-504-1858. Listen to the menu and follow the prompts to the carrier of your choice. Quotes from each carrier will require three separate phone calls.

Pay hassle free
If you find an option that matches your protection needs, you can spread your payments over your policy term with no service charge and no dates to remember. You can make payments through:

• Electronic funds transfer (EFT) from your checking account,
• Direct billing,
• Payroll deduction, or
• Mortgage-lender billing for homeowner’s insurance.

Who’s Eligible

PepsiCo’s Auto & Home Insurance Program is available to all PepsiCo benefits-eligible employees. This benefit is not available in all locations.

Who’s Eligible

PepsiCo’s Auto & Home Insurance Program is available to all PepsiCo benefits-eligible employees. This benefit is not available in all locations.

This program is underwritten and the insurance is provided by MetLife, Travelers and Liberty Mutual and their affiliates. PepsiCo is not affiliated with MetLife, Travelers or Liberty Mutual and does not make any endorsement or representation regarding the insurance products provided under this program. This program is completely voluntary and is offered solely as a convenience to PepsiCo employees, and all premiums will be paid for by the employee.

Family-Friendly Benefits

The PepsiCo Parents Guide is your single source for benefits, tools and programs that support you in the most important job you’ll ever have—being a parent.

This online resource is designed to help moms, dads and parents-to-be prepare for pregnancy or adoption, plan for the big day and raise healthy, happy children. To access, go to MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life.
Vehicle Discounts

PepsiCo offers discounts on new cars and trucks from participating Chrysler, Ford, GM, Hyundai and Mercedes-Benz dealers. Get pre-determined prices that are within 1% of the dealer invoice price with Ford’s Partner Recognition Program. If you participate in the GM Supplier Discount Program, you will pay only 4% more than a GM employee would. Incentives for the Mercedes-Benz Discount Program range from $500 to $2,500.

To see how the programs compare, go to the next page.

Who’s Eligible

These vehicle discounts are available to all PepsiCo employees.

VEHICLE DISCOUNT PROGRAM COMPARISON

<table>
<thead>
<tr>
<th>Identify yourself</th>
<th>Visit a local dealer</th>
<th>Take your pick</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chrysler</td>
<td>To get the Chrysler discount and get your control number:</td>
<td>Take the Control number to a local Chrysler dealer to receive your discount.</td>
</tr>
<tr>
<td></td>
<td>• Go to chrysleraffiliates.com.</td>
<td>The discount is available for new and leased Chrysler vehicles.</td>
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<tr>
<td></td>
<td>• Use Company code FX6049, or</td>
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<tr>
<td></td>
<td>• Call 1-888-444-4321</td>
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</tr>
<tr>
<td>Ford</td>
<td>To use the Ford Partner Recognition Program, you must use PepsiCo’s Partner Code (XA206) to obtain a personal identification number (PIN):</td>
<td>Take your PIN, Social Security number and proof of employment to a participating dealer. Identify yourself as a Partner Recognition participant.</td>
</tr>
<tr>
<td></td>
<td>• Go to fordpartner.com, or</td>
<td>You can choose from a wide range of brand-new Ford Motor Company vehicles. The discount does not apply to used cars.</td>
</tr>
<tr>
<td></td>
<td>• Call the Ford Partner Recognition Hotline at 1-877-XPLAN-00 (1-877-975-2600).</td>
<td>With the Ford discount, you can trade in your old car when you buy a new one, but the trade-in allowance must be negotiated with your dealer.</td>
</tr>
<tr>
<td>GM</td>
<td>To get the GM discount, you must first get an authorization number:</td>
<td>Take the authorization number with you to a participating dealer to receive the discount. A form including your discount information and authorization number also will be mailed to you for your records.</td>
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<tr>
<td></td>
<td>• Go to gmsupplierdiscount.com and use the Company code B12788 to register. If you are a first time user, you must create a login name and password. Then follow the prompts to obtain a personal authorization number or</td>
<td>The discount is available for all new GM passenger cars, SUVs, minivans and light-duty trucks.</td>
</tr>
<tr>
<td></td>
<td>• Call 1-800-960-3375 and a representative will assist you.</td>
<td></td>
</tr>
<tr>
<td>Hyundai</td>
<td>To get the Hyundai discount:</td>
<td>Present your local dealership with your FEP Incentive Form and proof of employment.</td>
</tr>
<tr>
<td></td>
<td>• Go to hyundaicircle.com.</td>
<td>You can select a new or unused vehicle and negotiate your best price.</td>
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<tr>
<td></td>
<td>• Select Vendors</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Enter: CID # 232189</td>
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<tr>
<td></td>
<td>• Choose Plan A</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Enter year and model of Hyundai cars to search It will give you options and list of available vehicles near your location</td>
<td></td>
</tr>
<tr>
<td>Mercedes-Benz</td>
<td>To get the Mercedes-Benz discount:</td>
<td>Present your local dealership with your FEP Incentive Form and proof of employment.</td>
</tr>
<tr>
<td></td>
<td>• Go to fleet.mbusa.com/fep. Click Enroll Now, then enter the corporate account number 007337 - to print an FEP incentive form</td>
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Tip!

You can call the USAlliance Federal Credit Union to get car loan rates and apply for a loan. Call (800) 431-2754.
Commuter Accounts

Save hundreds of dollars every year by setting up a tax-free transit and/or parking account through PepsiCo’s Commuter Benefits Program. By setting aside tax-free dollars, you can save money on commuter services such as parking and transit.

Open an account
Start contributing. These contributions are exempt from federal taxes, Social Security (FICA) taxes and state income taxes (in most cases) — which means you save money. For more information on the Commuter Benefits Program, go online to MyPepsiCo.com > Pay, Benefits and Career > myHR > Reimbursement Accounts or call the HR Service Center at 1-866-HR-FOR-ME (1-866-473-6763).

Travel easy
You can use your transit account to pay for monthly transit passes, tokens, fare cards and vanpooling. Tolls are not reimbursable expenses.

Park easy
You can use your parking account to pay for parking at or near your workplace. If you prefer, you can park at the train or vanpool station.

Pay automatically
Pay your transit and parking accounts with simple, monthly payroll deductions — this can save you time and money. You will be reimbursed based on the current contributions that you have made, up to the monthly, allowable pre-tax reimbursement maximum.

Who’s Eligible
Commuter accounts are available to PepsiCo benefits-eligible employees on the standard platform. All California employees are eligible.

College Scholarships

PepsiCo encourages and rewards post-secondary education for employees’ children with special scholarships called ExCEL Awards. Awarded on a competitive basis, these scholarships are offered worldwide for study at two- or four-year colleges, universities and vocational-technical schools. Students may attend college in any country.

Who’s Eligible
Children of PepsiCo employees who meet the criteria listed below are eligible to apply for scholarships.

- Dependent* children, age 24 and under, of regular full-time or part-time hourly or salaried employees of PepsiCo Inc. Eligible employees must be actively employed in good standing or on an approved leave of absence during the verification process. Executives in LG3 and above roles and eCommerce employees in C2 and C1 roles are not eligible.
- Students in their final year of high school/upper secondary school, high school/upper secondary school graduates, or current college/university undergraduates who will be enrolled in full-time undergraduate study at an accredited college, university, or vocational-technical school for the entire 2020-21 academic year.

* Dependent children are defined as natural or legally adopted children or dependent stepchildren primarily supported by the employee (i.e., the employee must provide more than half of the child’s total support during the calendar year). Refer to MyPepsiCo.com > About PepsiCo > PepsiCo Foundation for more information on program eligibility.

Selection criteria
Awards will be granted based on several different factors. The applicant’s financial need, academic record, leadership, participation in school and community activities, work experience, career and educational goals and objectives, unusual circumstances and school recommendations will all be considered in the selection process.

Apply online
ExCEL applications must be submitted online at:
• www.scholarsapply.org/pepsico
• Call Scholarship America at 1-800-537-4180 for additional support.

Meet the deadline
• Applications and brochures are available online at www.scholarsapply.org/pepsico during the annual application period.
• The application window is typically open from early November through early February
Leaves

HIGHER EDUCATION LEAVE
Education is an important investment in your future that will benefit both you and PepsiCo and we want to encourage that growth. The higher education leave allows you to take up to six months of unpaid leave (up to the first 30 days paid) to pursue a higher education degree or career development.

What to Know
- You will need the approval of your manager, Division HR VP, Function Head and your Division Chief Human Resources Officer (CHRO).
- Your benefits will continue during your time away – you will be billed for payments after the first 30 days.
- You can take up to one higher education leave every five years, or earlier if approved by your CHRO.

How to Apply
To apply for a higher education leave, fill out the form available at MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Time Off & Leaves of Absence then schedule time with your manager and Human Resources Representative to discuss your plans.

Who’s Eligible
These leaves are available to all active, full-time and part-time salaried employees with at least five years of continuous service and who have a combined rating of 6 or higher for the past three years.

INNOVATION LEAVE
Do you have an innovative, breakthrough idea that you want to explore outside of your current role at PepsiCo? Innovation is an integral part of our business and essential to moving the Company forward. You may be eligible to take up to 30 days of paid time away from your current role to develop your idea or project.

What to Know
- You will need the approval of your manager, Division HR VP, Function Head and your Division Chief Human Resources Officer (CHRO).
- Your benefits will continue during your time away.
- You will be able take up to one innovation leave every five years, or earlier if approved by your CHRO.

How to Apply
To apply for an innovation leave, fill out the form available at MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Time Off & Leaves of Absence then schedule time with your manager and Human Resources Representative to discuss your idea.
**Education Assistance**

Free education and financial advising
When you work with an EdAssist education coach, you’ll get the guidance you need to make informed decisions about your education program. They’ll help you find the right academic program that matches your career objectives. Set up your education advising session by calling 1-855-222-6891.

Valuable tuition savings at accredited schools
The EdAssist Education Network gives you access to valuable tuition reductions at accredited schools, waived or reduced fees and academic credit for experience or military service. PepsiCo and EdAssist have also partnered with select schools nationwide to offer even deeper discounts meaning more affordable classes and reduced out-of-pocket expenses.

You can view the network of schools and learn more on the EdAssist website.

Go to MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Education and follow the link to EdAssist.

**Tuition Reimbursement**
The Company will reimburse up to 100 percent of tuition and registration fees up to a maximum of $5,250 annually for approved undergraduate programs and up to $8,000 annually for approved graduate programs.

**EdAssist Website**
Getting reimbursed is easy and fully automated through the EdAssist website. Just follow these simple steps:
1. Find a class—All coursework (except certifications) must be provided by an accredited institution and must be job-related.
2. Get the “Go-Ahead”—To receive reimbursement, you will be required to submit an application on the EdAssist website no later than 30 days after the class start date. Your application will be reviewed by EdAssist for policy compliance before being forwarded to your manager for final approval.
3. Make the Grade—in order to receive the tuition reimbursement, you must receive a grade of a “C” or better. Courses based on a pass/fail grading system must be completed with a passing grade.
4. Submit your documentation—After finishing your course, submit your documentation through the EdAssist website. Documentation such as proof of successful course completion and billed invoices, must be received no later than 90 days after the course end. Refer to the Education Assistance Program Policy for a list of costs eligible for reimbursement (MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Education > Education Assistance Program).

**Who’s Eligible**
Education Assistance is available to full-time salaried and non-union hourly employees with a minimum of six months of continuous service. Tuition Reimbursement may also be available to certain union employees. Contact your local HR representative to find out if you are eligible.

**College Coach**
The college admission process and thinking about how to pay for it can be overwhelming. PepsiCo has partnered with Bright Horizons to offer advice and guidance with the college selection, application and financing process. There are also programs to assist parents of younger children with study skills.

**Sign Up**
- Go to MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Education and follow the link to the College Coach website.
- Click on “Signing Up Is Easy. Start Today.”
- Enter your Company passcode: pepisco
- Create a username and password
- Complete your account profile Call 1-866-914-5809 or email pepisco@getintocollege.com if you have any questions.

**College Coach is available to all benefits-eligible PepsiCo employees.**

**Online workshops**
Convenient online workshops are available on these topics:
- Filing the FAFSA
- Saving for College
- College Admissions: The Insiders View
- Paying for College
- Education Loan Repayment Strategies

**Education help desk**
Education & College Advising experts are former admissions and financial aid staff who no longer represent or recruit for colleges. They provide interested employees with free personalized counseling including essay critique and financial aid application assistance.

**Who’s Eligible**
College Coach is available to all benefits-eligible PepsiCo employees.
Charitable Giving

PepsiCo is dedicated to helping support you, your voluntary efforts and the world we live in. The PepsiCo Foundation will match your donations dollar for dollar (up to a maximum of $10,000 per year) to eligible charities through the Matching Gifts Program.

Choose a charity
Qualifying charities in the U.S. and elsewhere in the world — organized and operated for charitable or educational purposes — may be eligible to receive matching gifts.

Start helping — apply for the match
Full-time and part-time employees are eligible to apply for a matching gift. To apply, go to www.LivePwP.com. If you have questions you can email the Matching Gifts Program administrator directly at PepsiCo-Support@yourcause.com.

Donate
Cash gifts and negotiable security donations are matched dollar for dollar, with a minimum contribution amount of $25 per donation and a maximum of $10,000 per calendar year. Charitable donations of goods or services (other than negotiable securities) will not be matched.

Who's Eligible
The matching gifts program is available to full-time and part-time employees worldwide.

Charitable Giving

Discounts & Promotions

Need flowers for a special someone? Planning your next vacation? PepsiCo offers you special discounts on everything from hotel rooms to your neighborhood florist through our Discounts and Promotions program, Perks at Work. Let PepsiCo help you save money on all the things you love to do!

Perks at Work has negotiated with thousands of merchants to offer value and a pricing advantage. Here is just a sampling of what you will find:

Appliances from GE, Samsung, Home Depot, Macy’s
Books and DVDs from Nook, Magazines.com, Rosetta Stone
Cars from Ford, GM, Hyundai and Mercedes Benz
Clothing from Coach, Lord & Taylor, Calvin Klein, Under Armour, Nike, New Balance
Jewelry from Macy’s, Eve’s Addiction, Bloomingdales
Technology products from Samsung, Dell, Lenovo, HP, Best Buy, Bose, Sonos
Tickets to theme parks and sporting events
Flights, cruises, hotels and car rentals through partnerships with Priceline, Expedia, Hotels.com, Booking.com and more

Access these special discounts and many more by visiting MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Discounts & Promotions.

Vision Discounts
Receive discounted rates for vision supplies at LensCrafters. These discounts are available to all PepsiCo employees (even if you don’t elect the EyeMed Vision Care option). Begin seeing things clearly with PepsiCo’s special vision discounts:

• 20% off eyeglasses from LensCrafters
• 15% off conventional contact lenses at LensCrafters

These discounted rates are subject to change, and do not apply to eye exams or disposable contact lenses, and cannot be combined with special retail offers (e.g., sales or coupons).

Find a vision retailer near you:
• To locate a nearby LensCrafters call 1-800-521-3606. You’ll need to present a form of PepsiCo identification, such as your ID badge, to get the discounts.

Who's Eligible
These discounts are available to all PepsiCo employees.
Identity Theft Protection Insurance

Help safeguard your data through Identity Theft Protection insurance, available through InfoArmor. The InfoArmor PrivacyArmor Plus plan features:

• Identity and credit monitoring
• Annual tri-bureau credit score and report
• Social media reputation monitoring
• Full-service fraud remediation with a dedicated Privacy Advocate
• Proactive alerts on financial account transactions

You may enroll in the plan at any time throughout the year.

Learn more and enroll now
Go to MyPepsiCo.com > Pay, Benefits and Career > myHR > Work/Life > Added Protection 1-800-504-1858

Who’s Eligible

PepsiCo’s Identity Theft Protection Insurance is available to all PepsiCo benefits-eligible employees.

Beneficiary Financial Counseling

When a loved one dies, it’s difficult to deal with the necessary financial decisions. To help, PepsiCo offers Beneficiary Financial Counseling through PricewaterhouseCoopers (PwC), a financial counseling service for you and the eligible beneficiaries of your Company-provided and Optional Life Insurance benefits. There is no cost to you. PwC can help manage benefit plan payouts, taxes, investments and other important money matters.

Contact a counselor
Get financial counseling with a professional financial advisor by calling 1-866-685-0598.

Create a financial plan
When you speak with your financial counselor, they will provide you with a:
• Personalized financial plan for your specific needs
• Reference guide with easy-to-follow guidance on financial and non-financial issues

Get help when you need it
With this benefit, you will have toll-free telephone access to PwC for 12 months after the counseling session. PwC will also follow up with you once a month for up to six months to help you keep your finances on track.

Who’s Eligible

Beneficiary Financial Counseling is available to benefits-eligible PepsiCo employees and eligible beneficiaries.
Sometimes life’s problems can be overwhelming. That’s why PepsiCo offers you help when you need it for personal problems like substance abuse, marital troubles and work-related stress. Get free, confidential counseling with the Employee Assistance Program (EAP) offered to you and your family through Optum.

**Take control of your problems**
Don’t ignore the issues that are negatively affecting you or someone you love. Let PepsiCo’s EAP help you solve problems related to:
- Marital and family issues
- Death of a loved one
- Alcohol or drug abuse
- Retirement anxiety
- Separation or divorce
- Job-related stress
- Parenting
- Eating disorders
- Sexual concerns

**Call 24 hours a day**
Optum counselors are just a phone call away. Start getting the support you need from trained, professional counselors.
Call the private line at 1-800-223-7486 or visit liveandworkwell.com (password: Pepsi)

**Try face-to-face support**
Get up to six face-to-face or virtual counseling sessions for each incident, at no charge, for each covered family member.

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**Who’s Eligible**

The Employee Assistance Program is available to all PepsiCo employees and their eligible dependents, regardless of the medical option chosen.

**Visit a referred provider**
After speaking with an Optum counselor, you may be referred to a local provider who can assist you further. While the referral is at no cost to you, the costs incurred when using the local provider will be your responsibility, and may be covered partially by your medical option.

**What is not covered?**
The following services are not covered by the Employee Assistance Program benefit:
- Services not authorized by Optum
- Inpatient/intermediate behavioral health care treatment
- Health care services of any kind, including prescription drugs
- Testing, screening or treatment of learning disabilities
- Missed appointments
- Court-ordered testing and treatment
- Any treatment provided through Workers’ Compensation or for which the recipient is not legally obligated to pay
- Professional services received from a household member or relative

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The Employee Assistance Program is totally confidential. Your personal information will not be shared with anyone. Discussions between you and your Optum counselor (or referred professional) are held in strict confidence. No information is given to PepsiCo unless you give written permission.

**However…** If there is an immediate threat of harm to yourself or others, the law may require that the situation be reported to the proper authorities. You can speak with a counselor anonymously if this concerns you.
Rethink can help with a wide variety of issues such as:
- Autism spectrum disorder
- Developmental delays
- Learning disabilities, including dyslexia
- Speech/language problems
- ADD/ADHD
- Down syndrome
- Problem behaviors

Rethink also offers more than 1,500 easy-to-follow videos that show behavior experts and educators teaching children skills such as language, socialization, self-help, academics, vocational (job skills training) and more. Printable materials and on-demand web-based training complement these tools to support children in reaching their full potential.

Rethink is available at no cost to all U.S. employees and is offered in addition to Applied Behavior Analysis (ABA) therapy covered under PepsiCo’s medical plans.

Learn more at pepsico.rethinkbenefits.com code: pepsi
Contact Information

You can find more information on all of these programs on the myHR website. Go to the Pay, Benefits and Career tab on MyPepsiCo.com, then click myHR.

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<td>1-866-862-1858</td>
<td>1-877-242-2737</td>
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<td>1-866-914-5809</td>
<td>1-855-223-7486</td>
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<td>1-877-KinderCare</td>
<td>1-888-444-4321</td>
<td>1-877-XPLAN-00</td>
<td>1-800-960-3375</td>
<td>1-855-524-7253</td>
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Don't miss these opportunities.

This brochure summarizes some of the terms and conditions of PepsiCo's Work/Life benefit plans and programs. All discounts and rebates listed in this brochure are provided by the applicable retailers or other service providers and are subject to change without advance notice. PepsiCo is not affiliated with any of the retailers or other service providers listed in this brochure. Benefits provided by PepsiCo will not be paid or provided unless and until the Plan Administrator (or other applicable person) determines, in its sole discretion, that you are entitled to such benefits. While the Company currently intends to continue the plans and programs herein, the Company reserves the right to amend, modify or terminate the plans and programs at any time. This brochure and the myHR website are intended to provide a summary of the major provisions of the plans and programs. Your benefits are described as clearly as possible, with minimal use of the technical words and phrases appearing in the official plan documents. However, this description is not intended to augment rights provided under the terms of the official plan documents. To request a copy of the official plan documents, contact the HR Service Center.

January 2020