



# FRITO-LAY AT A GLANCE

To express your interest in a career at Frito-Lay, search for jobs on our [Career Site](#) or join our [Talent Community](#)



## Our Mission Delight our Consumers

### OUR MISSION

#### What We Stand For

At Frito-Lay, delighting our consumers is job No. 1. To us, that means putting consumers first in every decision we make – from the quality and care that goes into making our snacks to the ways in which we give back to the community and care for our environment. Our associates take pride in their jobs because our consumers deserve nothing less.

### OUR PEOPLE

#### From Our Family to Yours

Nearly 55,000 Frito-Lay associates across the country work hard to bring you the snacks you love. Whether in research and development, manufacturing, sales, transportation, marketing or beyond, our Frito-Lay family is dedicated to ensuring your snacking experiences are the very best they can be.

### OUR COMPANY

#### How It All Started

In 1932, Herman W. Lay began his own potato chip business in Nashville by delivering snack foods. Not long after, Mr. Lay purchased the manufacturer and formed H.W. Lay & Company. The company became one of the largest snack food companies in the Southeast. In 1961, H.W. Lay & Company merged with the Frito Company, becoming Frito-Lay, Inc. In 1965, Frito-Lay, Inc. merged with Pepsi-Cola to form PepsiCo.

### OUR BRANDS



### DIVERSITY & INCLUSION

#### Thriving on Diversity & Inclusion

We know the future of our success is dependent on embracing the differences in our values, beliefs, preferences and expectations. We will continue to make a collective effort to foster a culture where every associate is given the opportunity to perform to his or her full potential, and where every associate feels valued and respected.



# TOTAL REWARDS AT A GLANCE

FOR HOURLY US EMPLOYEES OF FRITO-LAY



## Health & Insurance

You have the ability to choose the health and insurance benefits that are right for you and your family.



## Well-being

We offer a range of programs and resources to help you improve your physical, financial and emotional well-being.



## Work- Life Balance

We believe hard work is important, but balance is essential. These programs are designed to help you manage your professional and personal life.



## Saving and Retirement

Our savings and retirement benefits are designed to help you reach your future retirement goals.

## HEALTH AND INSURANCE BENEFITS

**Option 1**     **Healthy Advantage** – A consumer-directed high deductible health plan paired with a Health Savings Account

**Option 2**     **Core Plus** – A more traditional health plan offering a lower deductible, but higher per paycheck cost for coverage

**Health ACE** – Health care advocacy service

**Teledoc**

**Quality and cost comparison tools**

**Dental** – Choose between Basic and Enhanced Options

**Vision** – Discounted rates for services and supplies in the EyeMed networks and discounts through LensCrafters

**Life Insurance** – Company-provided coverage equal to one times your annual eligible pay at no cost plus additional life insurance options

**Accidental Death and Dismemberment Insurance**

**Disability** – Short and Long-Term Disability

**Dependent Coverage** – Benefits to you and eligible family members

## WELL-BEING

**Physical Well-Being Programs**

**Emotional Well-Being Programs**

**Financial Well-Being Programs**

## SAVINGS AND RETIREMENT

**401(K) Matching Contributions**

**Company-Funded Retirement Benefit**

## WORK/LIFE BENEFITS - FAMILY

**Adoption Assistance**

**Child and Elder Care**

**Employee Assistance Program**

**Survivor Support/Financial Counseling**

**Parental Leave**

**Rethink Program**

**Additional Family Support**

**Optional Pet Insurance Plan**

## WORK/LIFE BENEFITS - EDUCATION

**Scholarship Program for Children**

**Tuition Reimbursement for Employees**

**College Coach for Parents of College-Bound Children**

**Tutoring, Test Prep and Homework Help**

**Teen Driver Education**

## WORK/LIFE BENEFITS – HOME/AUTO

**Auto and Home Insurance Discounts**

**Car Promotions** – BMW, Chrysler, Ford, GM, Hyundai and Mercedes-Benz

**Mortgage Services**

**Real Estate Services**

**Commuter Benefits Program**

**Discounts on Shopping & Entertainment** – Cell phones, Adventure Parks, Sporting Events, Electronics, Florists, Spas, Hotels, Papa John's