



PepsiCo Americas Beverages

2016 Plan Comparison- Chicago and Kankakee

Advantages of Standard Flex vs. Non-Standard Flex*

Employee Paycheck Impact

- Cost savings or no increase across all but one of the tiers after conversion to Standard Flex

Plan Design

- Unbundled medical and dental coverage
 - No waiting period for coverage
- Eight tiers: cover the dependents you want for the coverage you need
- Long Term Disability Coverage
- Potential for higher Short-term Disability benefit
- Vision Coverage Available
- Optional employee and dependent life insurance
- Basic Life insurance 1x eligible pay
- Surcharges (such as smoking) apply if program not completed

*This summary is intended to provide a summary of certain provisions of the PepsiCo, Inc. plans and programs. This summary is not intended to augment rights provided under the terms of the official plan documents



PEPSICO 2016 Medical Plan Comparison- Chicago and Kankakee Inside / Outside

PepsiCo Americas Beverages

Chicago 2016 Non-Standard Flex	PepsiCo Standard Flex Benefits-2016
60 day Waiting Period for ALL benefits	No Waiting Period (90 days only for STD benefits)
Medical (No differences in medical plan design/ bundled w/dental & vision) <ul style="list-style-type: none"> • Healthy Advantage with Health Savings Account • Core Plus (BCBS) • HMO's (eligibility based on home zip code) 	Medical <ul style="list-style-type: none"> • Healthy Advantage with Health Savings Account • Core Plus (BCBS) • HMO's (eligibility based on home zip)
Dental (No difference in dental plan design) <ul style="list-style-type: none"> • Basic/Enhanced Dental (Choice between MetLife/Delta) • Dental HMO (eligibility based on home zip) 	Dental <ul style="list-style-type: none"> • Basic/Enhanced Dental (Choice between MetLife/Delta) • Dental HMO (eligibility based on home zip)
Vision: Not offered	Vision: Offered; Administered by Eyemed
Life Insurance: \$10,000 flat amount	Basic Life Insurance: One times eligible pay
Optional Supplemental Life Insurance <ul style="list-style-type: none"> • Not available 	Optional Supplemental Life <ul style="list-style-type: none"> • Rates differentiated by smoker / non-smoker • Coverage available for employee, spouse/partner, & children • EE: Up to 10 times eligible pay with evidence of insurability • Spouse/Partner: Up to \$250,000 with evidence of insurability • Children: Up to \$25,000
Accidental Death and Dismemberment <ul style="list-style-type: none"> • \$10,000 flat amount • Buy Up AD&D not available 	Accidental Death and Dismemberment <ul style="list-style-type: none"> • Voluntary coverage for employee, spouse/partner & children • No company provided coverage • EE: Up to 15 times eligible pay • Spouse/Partner: Up to \$250,000 • Children: Up to \$25,000
Short Term Disability <ul style="list-style-type: none"> • \$150 per week for 13 weeks 	Short Term Disability <ul style="list-style-type: none"> • Subject to negotiations
Long Term Disability <ul style="list-style-type: none"> • Not available 	Long Term Disability <ul style="list-style-type: none"> • Company Provided Basic LTD- 35% • Optional Buy Up LTD- 50% • Medical coverage for 29 months/Bridge to Medicare
Health Care & Dependent Care Accounts : Offered	Health Care & Dependent Care Accounts: Offered
Group Legal –Offered	Group Legal- Offered
Wellness/Health Living: Offered and no difference in plan design.	Wellness/Health Living: Earn up to \$300 (EE Only) \$600 (EE and Spouse/Partner) per year by completing a Health Assessment, screenings and telephonic coaching.
Surcharges <ul style="list-style-type: none"> • Not Applicable 	Surcharges <ul style="list-style-type: none"> • Only when Tobacco Cessation program not completed: \$600 • Only when Care Management Refused: \$600 • Only if Spouse/Partner Works Full Time and has coverage available but chooses Pepsi Benefits: \$1,200
Adoption Assistance: Not Offered	Adoption Assistance: Receive up to \$8,000 for eligible adoption expenses

Chicago Employee Paycheck Impact

Chicago 2016 Rate Compare

Chicago-Current CBA allows for a maximum 12% increase in rates each year

PBC 2016 Health and Welfare Annual Rates for Active Employees

<u>2016 Bundled Medical, Dental Rates - Standard Flex</u>	<u>EE</u>	<u>EE+S</u>	<u>EE+C</u>	<u>EE+S+C</u>	<u>EE+2C</u>	<u>EE+S+2C</u>	<u>EE+3C</u>	<u>EE+S+3C</u>
Healthy Advantage + Basic Dental	\$702	\$1,612	\$1,055	\$1,965	\$1,408	\$2,318	\$1,761	\$2,671
Core Plus PPO + Basic Dental	\$1,202	\$2,912	\$1,755	\$3,465	\$2,308	\$4,018	\$2,861	\$4,571
<u>2016 Medical/Basic Dental Chicago - Non-Standard Flex</u>	<u>EE</u>	<u>EE+Spouse</u>	<u>EE + Children</u>	<u>Family</u>				
Healthy Advantage + Basic Dental	\$1,203	\$2,315	\$2,315	\$3,489				
Core Plus PPO + Basic Dental	\$1,202	\$2,861	\$2,861	\$4,571				

¹Rate includes bundled basic dental. Rates Core Plus PPO are the same as Hourly Front Line employees in standard flex.

2016 Standard Flex (8 Tier) vs. 2016 Non Standard Flex (4 tier)

	<u>EE</u>	<u>EE+S</u>	<u>EE+C</u>	<u>EE+S+C</u>	<u>EE+2C</u>	<u>EE+S+2C</u>	<u>EE+3C</u>	<u>EE+S+3C</u>
Healthy Advantage ¹	-\$501	-\$703	-\$1,260	-\$1,524	-\$907	-\$1,171	-\$554	-\$818
Core Plus PPO ¹	\$0	\$51	-\$1,106	-\$1,106	-\$553	-\$553	\$0	\$0

1- Rate includes bundled basic dental for comparison purposes

Numbers in black = employee savings and red are additional cost

Does not take into account the Alternate Coverage Contribution or Medical Plan Surcharges employees may be subject to



Kankakee 2016 Rate Compare

Kankakee-Current CBA allows for a maximum 12% increase in rates each year

PBC 2016 Health and Welfare Annual Rates for Active Employees

<u>2016 Bundled Medical, Dental Rates - Standard Flex</u>	<u>EE</u>	<u>EE+S</u>	<u>EE+C</u>	<u>EE+S+C</u>	<u>EE+2C</u>	<u>EE+S+2C</u>	<u>EE+3C</u>	<u>EE+S+3C</u>
Healthy Advantage + Basic Dental	\$702	\$1,612	\$1,055	\$1,965	\$1,408	\$2,318	\$1,761	\$2,671
Core Plus PPO + Basic Dental	\$1,202	\$2,912	\$1,755	\$3,465	\$2,308	\$4,018	\$2,861	\$4,571
<u>2016 Medical/Basic Dental Chicago - Non-Standard Flex</u>	<u>EE</u>	<u>EE+Spouse</u>	<u>EE + Children</u>	<u>Family</u>				
Healthy Advantage + Basic Dental	\$1,110	\$2,170	\$2,170	\$3,467				
Core Plus PPO + Basic Dental	\$1,202	\$2,861	\$2,861	\$4,571				

¹Rate includes bundled basic dental. Rates Core Plus PPO are the same as Hourly Front Line employees in standard flex.

2016 Standard Flex (8 Tier) vs. 2016 Non Standard Flex (4 tier)

	<u>EE</u>	<u>EE+S</u>	<u>EE+C</u>	<u>EE+S+C</u>	<u>EE+2C</u>	<u>EE+S+2C</u>	<u>EE+3C</u>	<u>EE+S+3C</u>
Healthy Advantage ¹	-\$408	-\$558	-\$1,115	-\$1,502	-\$762	-\$1,149	-\$409	-\$796
Core Plus PPO ¹	\$0	\$51	-\$1,106	-\$1,106	-\$553	-\$553	\$0	\$0

1- Rate includes bundled basic dental for comparison purposes

Numbers in black = employee savings and red are additional cost

Does not take into account the Alternate Coverage Contribution or Medical Plan Surcharges employees may be subject to