Celebrating the Heart of PepsiCo

How We Honor Our Talent

Explore career possibilities at PepsiCo, where you can learn, grow and achieve greatness.

www.pepsicojobs.com
The women and men of PepsiCo possess remarkable talents and an unwavering dedication to excellence.

Every day, in more than 200 countries and territories, PepsiCo associates are fueled by their extraordinary passion to serve our consumers, retail partners, communities and shareholders. And in everything they do, our associates demonstrate a profound sense of care and concern for one another, uniting as teams to deliver Performance with Purpose.

Truly, our associates are the heart of PepsiCo.

Our recognition programs also illustrate that our diversity is our strength. The honorees are of different ages, nationalities, cultures and backgrounds. Their diverse talents and perspectives are vital to our success as a company with both global reach and local relevance.

As we honor our associates, we recognize and thank their loved ones, too. No one wins on his or her own. We are deeply grateful to the family and friends who support, encourage and inspire our winners, and we invite them to participate in many of our recognition events. They make our celebrations extraordinarily special.

It is our honorees, along with their families, friends and teammates, who enable PepsiCo to be a great company that stands the test of time. I am humbled to be their colleague, and I thank them from the bottom of my heart.

Indra K. Nooyi
PepsiCo Chairman and Chief Executive Officer
“It is our honorees, along with their families, friends and teammates, who enable PepsiCo to be a great company that stands the test of time. I am humbled to be their colleague, and I thank them from the bottom of my heart.”

Indra K. Nooyi
PepsiCo Chairman and Chief Executive Officer
PepsiCo’s annual recognition celebrations shine a spotlight on outstanding performance by associates around the world who move us ahead on the front lines of our sales organization, operations and supply chain; whose work in research and development enables game-changing breakthroughs; and who build on our record of leadership in diversity, inclusion and employee engagement.

Through additional global recognition programs, we also show our gratitude to individuals, teams and business units for delivering exceptional growth and financial performance; advancing critically important priorities such as innovation, brand building, execution and productivity; and taking PepsiCo to new heights in our Performance with Purpose focus areas of Human, Environmental and Talent Sustainability.

**Chairman’s Ring of Honor**

PepsiCo sales associates in more than 200 countries and territories partner with our retail and foodservice customers to deliver our foods and beverages to our consumers.

The Chairman’s Ring of Honor Award celebrates the very best of frontline sales performers from PepsiCo and our franchise partners. Winners are selected on the basis of sales accomplishments, customer service and leadership, as well as for advancing our Performance with Purpose goals.

Honorees can bring a family member or friend to the celebration that includes a visit to New York City, meetings with senior leadership and the Chairman’s Ring of Honor Awards gala, where winners receive a special ring that commemorates their achievement.

The Chairman’s Circle of Champions celebrates the incredible talents and extraordinary contributions of frontline associates in PepsiCo’s operations and supply chain around the world. These are associates in our agricultural operations as well as those who make, move and deliver our foods and beverages. Champions exhibit an unwavering commitment to ensuring that our operations are safe, efficient and sustainable and to maintaining integrity and freshness in our offerings.

Winners are selected on the basis of exceptional performance in the areas of employee welfare, product quality, customer service, sustainability, cost effectiveness and safety. Like the Chairman’s Ring of Honor recipients, winners and their guests travel to New York for a three-day celebration that concludes with a gala in their honor.
Innovation fuels PepsiCo’s growth and enables us to strengthen our portfolio of great-tasting, nutritious and convenient foods and beverages. Our world-class global research & development (R&D) organization plays an instrumental role in driving that innovation.

The PepsiCo Academy of Sciences Award is the highest recognition within PepsiCo for R&D. It honors R&D associates for achievements in four categories: Insightful Innovation, Science & Technology, Quality by Design and Global Productivity.

We celebrate honorees at an annual gala at the New York Academy of Sciences during a three-day program in New York City. Like the Chairman’s Ring of Honor and Circle of Champion honorees, winners can be accompanied by a family member or friend.

“Our Academy of Sciences Award winners are delivering today’s business priorities, as well as the growth opportunities of tomorrow.”

Dr. Mehmood Khan  
Vice Chairman and Chief Scientific Officer, Global Research and Development, PepsiCo

PepsiCo broke the color barrier in hiring in the U.S. in the 1940s. We shattered the glass ceiling when a woman joined PepsiCo’s Board of Directors in the 1950s. And we made history again in 1962, when Harvey C. Russell became the first African-American vice president of any major U.S. corporation.

Today, PepsiCo associates around the world continue to build on this leadership legacy. The Global Harvey C. Russell Award for Diversity & Inclusion honors those associates who go above and beyond their day-to-day responsibilities to foster diversity, inclusion and engagement in both our company and our communities.

“Diversity has never been more vital to our success. It is precisely what gives us valuable strategic insights, fuels our product innovation and helps us to attract the best talent.”

Deborah Rosado Shaw  
Senior Vice President, Chief Global Diversity and Engagement Officer, PepsiCo
Entry into the Chairman’s Club is reserved for company- or franchise-owned operating business units that demonstrate truly outstanding market performance in snacks or beverages in a given year. This achievement recognizes teamwork, commitment to quality and strong partnerships.

Inductees are named to this high-performing group at the prestigious PepsiCo Chairman’s Club gala.

Chairman’s Award

Established in 1996, the Chairman’s Award annually recognizes distinguished employees and teams who have made outstanding contributions that benefit PepsiCo and the people we serve. Winners receive a stock option grant as well as a personalized plaque from PepsiCo’s Chairman.

Chairman’s Club

“PepsiCo is a place where people can come from all walks of life and do extraordinary things that inspire us all.”

Al Carey
Chief Executive Officer, PepsiCo Americas Beverages
PepsiCo honors bottling partners in two major recognition events. The International Bottler of the Year Award is the highest annual honor bestowed upon PepsiCo’s best bottling partner from PepsiCo Asia, Middle East and Africa; Europe; or Latin America. Finalists are nominated based on customer service, community support, volume and sales growth, quality standards, and commitment to Performance with Purpose. PepsiCo franchise teams are also recognized for excellence in business, joint planning, productivity and governance.

In the U.S. and Canada, the Donald M. Kendall Bottler of the Year Award is the highest honor given to an independent bottling partner.

**Donald M. Kendall Awards**

Named for PepsiCo’s first CEO, the annual Donald M. Kendall Awards recognize top-performing food and beverage business units globally in key areas, including innovation, consumer value, brand building and Performance with Purpose. Finalists compete before a judging panel of senior executives in four categories — small developing markets, large developing markets, small developed markets and large developed markets — in both the food and beverage categories.

**Celebrating Great Teamwork**

PepsiCo annually recognizes teams from across the world for extraordinary achievement in advancing our priorities of brand building, innovation, execution, and productivity. Additionally, teams are honored for exemplary work in advancing our Performance with Purpose focus areas of Human, Environmental and Talent Sustainability. The Business Unit of the Year Award is also presented each year by the Chairman and CEO for outstanding financial performance, with special acknowledgement for teams that exemplify PepsiCo’s can-do spirit.

In all of our markets, we see associates who are fueled by determination and a desire for greatness. Our award programs at the regional and local levels and within our functions complement our global celebrations, enabling us to recognize more fully the spectacular talent within PepsiCo.

Some of these programs, like the “Crushed Can” Award, have a specific focus. Others, like our “Everyday Recognition” program, are flexible, enabling managers to reward efforts as well as results simply because they are outstanding.

A common theme uniting all our recognition programs is PepsiCo’s desire to strengthen a culture in which the commitment to excellence and great performance is celebrated and where our associates feel appreciated for their leadership and contributions.

**Other Accolades**
Performance with Purpose

The Promise of PepsiCo

About PepsiCo

PepsiCo products are enjoyed by consumers 1 billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than $66 billion in net revenue in 2014, driven by a complementary food and beverage portfolio that includes Frito-Lay, Gatorade, Pepsi-Cola, Quaker and Tropicana. PepsiCo’s product portfolio includes a wide range of enjoyable foods and beverages, including 22 brands that generate more than $1 billion each in estimated annual retail sales.

Guiding all that we do at PepsiCo is Performance with Purpose — our goal to deliver top-tier financial performance while creating sustainable growth and shareholder value. In practice, Performance with Purpose means providing a wide range of foods and beverages, from treats to healthy eats; finding innovative ways to minimize our impact on the environment and reduce our operating costs; providing a safe and inclusive workplace for our employees globally; and respecting, supporting and investing in the local communities where we operate. For more information, visit www.pepsico.com.