

PepsiCo Foundation Family Scholars Guidelines

PepsiCo Foundation Family Scholars encourage and support postsecondary education for children of PepsiCo employees. The awards are offered worldwide for study at colleges, universities and vocational-technical schools. Students may attend school in any country.

The program is administered by Scholarship America. Scholarship America is the largest designer and manager of scholarship and tuition reimbursement programs for corporations, foundations, associations and individuals. Direct all questions to Scholarship America at pepsico@scholarshipamerica.org.

Before beginning the application process and to better understand the PepsiCo Foundation Family Scholars program, please read the following guidelines and instructions. **Print this information and keep on file** for reference of program procedures and important dates.

Who is 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 LG4 and above roles and eCommerce employees in C2 and C1 roles are not eligible.
**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).*
- Students in their final year of high school, secondary 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 2024-25 academic year

How do I apply?

You, the student, are responsible for gathering and submitting all required information. This is a competitive program. Your application is evaluated on the information supplied; therefore, answer all applicable questions as completely as possible. Read and follow the instructions provided for each section of the application.

Before registering, gather the following **employee/parent information that is required** to submit your application:

- Family financial data and school cost information. This information will be kept confidential to the application process only.
- PepsiCo employee/parent's division or eligible entity (select from the list below), department, work location and Global Personnel ID# (GPID)/Employee ID#.

ELIGIBLE DIVISIONS and ENTITIES

- PepsiCo, Inc.
- PepsiCo Foods North America
 1. Frito-Lay North America
 2. Quaker Foods North America
 3. PepsiCo Foods Canada
- PepsiCo Beverages North America (including PepsiCo Beverages Canada)
- PepsiCo Latin America
- PepsiCo Asia Pacific, Australia/New Zealand, China (APAC)
- PepsiCo Europe
- PepsiCo Africa, Middle East, South Asia (AMESA)
- Pepsi Bottling Ventures (North Carolina, South Carolina, Maryland and Delaware)

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Required Supporting Documents

Applicants must also upload the following documents before submitting your application:

1. A current, complete transcript of grades (academic record). Transcripts must display student name, school name, grades and credit hours for each course and term in which each course was taken.
 - **Students in their final year of high school/secondary school and students who have not completed a full year of college/university** must send copies of their official final grades/marks from the past three or four years of (upper) secondary school and copies of their end-of-year exam results if applicable.
 - **Students who have completed one full year or more of college/university level courses** should send a copy of their official college/university academic record for each year through the most recent grading/marketing period.
2. **Required for U.S.** students the first two pages of IRS form 1040 (for security purposes, please white or black out all Social Security Numbers and bank account numbers)

Students must provide English translations for all non-English language documents. Copies of documents in original language should accompany all translations.

Ready to submit your application?

- Review your application carefully. You may also want to have a parent review your application.
- You may save and make changes to any section until the application is submitted. Be sure to review again after each change.
- When you are satisfied that all information is accurate and complete, print a copy for your records. Do **not** send a printed copy to Scholarship America.
- Submit the application by following the instructions on the 'Submit' page.
- After you submit the application, **no changes can be made**. Your account will be closed and you will have no further access to your application data.
- You will receive an email acknowledgment of your submitted application.

When is the deadline to submit my application?

The application must be submitted electronically by 3:00 p.m. Central Standard Time, February 7.

PLEASE NOTE:

All correspondence throughout the application process is sent by email. It is YOUR RESPONSIBILITY to monitor your email account for messages from Scholarship America. Students failing to provide a valid, active email account that will accommodate bulk mail may not receive consideration.

How are recipients selected and notified?

Scholarship recipients are selected on the basis of financial need, academic record, demonstrated leadership and participation in school and community activities, work experience, a statement of goals, unusual personal or family circumstances and an outside appraisal. Financial need must be demonstrated.

- All applicants will be notified by email in **June**.
- Correspondence throughout the application process will be by email. Students failing to provide a valid active email account that will accommodate bulk mail may not receive consideration.
- This is a competitive program. Not all applicants to the program will be selected as recipients.

Selection of recipients is made by Scholarship America. In no instance does any officer or employee of PepsiCo or the PepsiCo Foundation participate in the selection. All applicants agree to accept the decision as final.

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What are the details of the award and how and when are scholarships paid?

The amount of each scholarship, which is up to \$5,000 (USD) per year, is determined individually by Scholarship America. The family's ability to contribute to the student's educational expenses will be considered in determining the exact amount of the award.

- Payment is made in one installment in August. Requests for alternate payment schedules and check processing will be considered on an individual basis and cannot be guaranteed.
- Payments will be made via wire transfer to the recipient.
- The award may be used to pay for tuition, books, lab fees, room and board, and other related education expenses.
- Awards are renewable at the same level for up to three additional years or until undergraduate degree requirements are completed, whichever comes first. **Awards are for undergraduate study only.**
- Renewal is based on full-time enrollment and satisfactory academic standing. A renewal form is sent in December.
- Each country has different tax laws; therefore all recipients are responsible for checking with their local tax authority as to the taxability of the award.

Obligations

- Recipients must complete and submit a signed Scholarship Acceptance Form before funds can be processed.
- Recipients must notify their school about the award and deliver the scholarship check to the school in a timely manner.
- Recipients are required to notify Scholarship America of any change in address, school enrollment or other relevant information and to send a complete transcript when requested.

Terms and Conditions

The PepsiCo Foundation may suspend, change, or terminate this program at any time without prior notice. The interpretation, application and administration of these program provisions shall be determined by the PepsiCo Foundation at its sole discretion.

Questions? Contact us:

Email: pepsico@scholarshipamerica.org

Scholarship America

PepsiCo Foundation Family Scholars Program
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