

# HR CAREERS AT PEPSICO

**LEARN TWICE AS MUCH IN HALF THE TIME**

An HR internship at PepsiCo will provide you with world-class training experiences + learning opportunities, while you discover our culture and decide if a career at PepsiCo is right for you.

## HR CAREERS AT PEPSICO



### THE JOB

As a new campus hire, you'll support a group of front-line employees and their managers at one of our manufacturing sites, sales offices, or distribution centers.

#### YOU



Graduate degree in HR or Labor Relations



Leadership experience (on or off campus) preferred



Thrives in a fast-paced environment



Geographic mobility preferred



Self starter with strong work ethic

#### THE EXPERIENCE

In your first 24 months at PepsiCo, you'll build Critical Experiences, including:



**Employee Relations:** Investigations, round tables, proactive planning and frontline engagement



**HR Core Processes:** Annual processes executed by HR in partnership with business leaders



**Total Rewards:** Compensation and Benefits administration, annual frontline wage review



**Talent Acquisition:** Local responsibilities for frontline and professional hires and forecasting. Partnership with key vendors



**Labor Relations:** Mix of union and non-union locations.



**Change Management:** Change leader within location and use tools to ensure change sustainability in new initiatives

## HR INTERNSHIPS AT PEPSICO

### THE PROGRAM



12 week program



Locations throughout the U.S.



**Real Projects:** Work on strategic problems based on actual PepsiCo business needs, culminating with presentation to leadership team

### THE OPPORTUNITIES



Executive speaker series



Charitable Events



Professional networking events



Social networks to keep you connected to peers

### SAMPLE PROJECTS



Improve female retention



Create turnover action plans for key roles



Develop automated shift-assigning process



Boost recognition program utilization