



PEPSICO



EMERGING LEADERSHIP PROGRAM

Who are we?

PepsiCo is a global leader in snacks, foods and beverages, and is comprised of some of the world's most recognized and trusted brands. The company has divisions in over 175 countries, including Canada.

PepsiCo Canada is organized into two business units; PepsiCo Beverages Canada, which includes brands such as Pepsi, Tropicana and Gatorade; and PepsiCo Foods Canada, which includes Frito Lay Canada and Quaker Canada.

The Pillars of Our Brand

At PepsiCo Canada, our greatest strength is our people! Without a broad base of talented people, we could not continue to deliver the exceptional results we've become known for. Our goal is to attract, hire, develop and retain the most talented people. By valuing our nearly 10,000 employees nationally, supporting their ability to work effectively together and provide them with the tools they need to succeed, we are ensuring that PepsiCo Canada is the kind of company where talented people of all backgrounds want to work!

Our goal is to foster an inclusive environment where individuals feel they can bring their whole self to work, and that all their contributions and past experiences are valued.

We encourage our national employee base to participate in community service and inclusion activities, which are designed not only to positively impact the communities we serve, but to drive our employees to be leaders in social responsibility.

We take a holistic approach to attracting and retaining the best talent through:

- A strong commitment to diversity
- Competitive compensation and benefits
- Strong health and safety programs
- Opportunities for career growth and development through core people processes
- Lifestyle and personal development opportunities, including job training programs
- Robust programs to measure employee satisfaction and award achievement
- Supporting the work life quality of our employees

Performance with Purpose

Moving forward with a goal in mind and being part of something bigger than ourselves is important. Globally we're committed to giving people the taste they crave and the nutrition they need. We dream globally and act locally – constantly innovating to sustain our planet, our people, our communities and our business practices. Pushing to be the best and fully committed to our investors as well as the people we share the planet with is what performance with purpose is all about.

Real World Leadership

We encourage our employees to be their best and reach beyond their comfort level for personal growth and success. Stretch assignments, early responsibility, job rotations and seasoned mentors are just part of what makes PepsiCo Canada an unparalleled training ground. At every level of our business and in every function, our employees are supported by passionate and experienced leaders.

What do we offer?

Our **Emerging Leadership Program** is a career development program aimed at fast tracking the careers of recent graduates, and setting them on the path of a Senior Leadership Program in approximately half the standard time of a standard career path. This program will offer new grads the opportunity to experience many different roles, a fast paced career path, amazing professional and personal growth opportunities and the opportunity to live throughout Western Canada, Canada and potentially beyond internationally.

Participants begin in an intensive three-month on boarding program where they are exposed to all aspects of our business, regardless of whether they choose to join our Operations or Sales teams. They will gain a wide breadth of knowledge that will be invaluable as they begin their climb up the PepsiCo Canada ladder.

Participants will join the company in one role, and ideally, every 18-24 months, they will be promoted into a position of greater responsibility and people leadership, with a goal of reaching Senior Leadership within 8 – 10 years.

Want to know more?

To learn more about this opportunity, we invite you to our Company Tour in September 2013 to give you a glimpse of what a career with PepsiCo will look like. Ideally, we are looking for students in Business, Land Food and Systems or Food Sciences, and Engineering.