

## LARRY D. THOMPSON LEGACY OF LEADERSHIP FELLOWSHIP PROGRAM

As one of the world's leading food and beverage companies with over \$67 billion in net revenue, PepsiCo leverages diversity and engagement as a competitive business advantage – one that fuels innovation, attracts world class talent, and fosters valuable relationships with customers, consumers, and the communities in which we operate worldwide. Accordingly, PepsiCo is proud to honor its former general counsel, Larry Thompson, with a summer fellowship designed to promote diversity in the legal profession and advance PepsiCo's commitment to supporting the development of professionals from diverse backgrounds.

Throughout his career, Mr. Thompson has been a steadfast champion of diversity and inclusion in the legal profession and a mentor to diverse attorneys. While at PepsiCo, he began the company's outside counsel diversity initiative, which annually evaluates law firms to ensure that PepsiCo has the benefit of diverse legal representation from outside counsel. Prior to his tenure at PepsiCo, while serving as Deputy Attorney General, Mr. Thompson led the U.S. Department of Justice's diversity initiative to recruit a wide range of racial, ethnic, economic, and geographic backgrounds to the Department. Through this fellowship, PepsiCo is committed to continuing Mr. Thompson's legacy of advancing diversity and inclusion in the legal profession.

### *Fellowship Program*

Now in its eighth year, the Larry D. Thompson Legacy of Leadership Fellowship Program will award fellowships to first-year law students who will also be part of the 1L Leadership Council on Legal Diversity (LCLD) Scholars Program. Fellows will complete an 8-week program with PepsiCo based in either Purchase, NY or Plano, TX beginning on May 22, 2023. Fellows will also be invited to participate in the 2023 1L LCLD Scholars Virtual Summit on May 23-25, 2023. Thompson Fellows will receive a weekly stipend of \$2,000.

Thompson Fellows will have the opportunity to work on projects and with attorneys across various offices. The fellowship curriculum will include guest speakers, seminars, and opportunities to work in various areas, such as:

- Corporate Governance, Finance & Securities
- Litigation
- Mergers & Acquisitions
- Employment
- Human Rights
- Privacy
- Intellectual Property
- Regulatory
- Compliance & Ethics
- Public Policy & Government Affairs
- Diversity & Engagement

Each fellow will be assigned an attorney mentor and provided with real, hands-on assignments in support of the PepsiCo business. To learn more about the Program and hear from our past Fellows about their experiences at PepsiCo, please visit [PepsiCo Larry D. Thompson Legacy of Leadership Fellowship 2019 Experience](#).

### *Qualifications*

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, or disability status.

PepsiCo is an Equal Opportunity Employer: Female / Minority / Disability / Protected Veteran / Sexual Orientation / Gender Identity. Our Company will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of the Fair Credit Reporting Act, and all other applicable laws, including but not limited to, San Francisco Police Code Sections 4901 - 4919, commonly referred to as the San Francisco Fair Chance Ordinance; and Chapter XVII, Article 9 of the Los Angeles Municipal Code, commonly referred to as the Fair Chance Initiative for Hiring Ordinance.

If you'd like more information about your EEO rights as an applicant under the law, please download the available [EEO is the Law](#) & [EEO is the Law Supplement](#) documents. View [PepsiCo EEO Policy](#) and our [Pay Transparency Statement](#).

### **REQUIRED QUALIFICATIONS**

- First-year law student (anticipated graduation date in 2025), in good standing at an ABA-accredited law school in the U.S.

## *2023 Program Description*

- Strong academic achievement
- Excellence in oral and written communication skills
- Contributions to promoting diversity in the legal profession
- Be eligible to work in United States without work authorization sponsorship now or anytime in the future
- Pass a drug screen and background investigation

## ***Application & Deadline***

The following materials must be submitted as one combined .pdf file to [PepsiCoThompsonFellowshipProgram@pepsico.com](mailto:PepsiCoThompsonFellowshipProgram@pepsico.com) **no later than January 27, 2023:**

- Resume
- Essay (**In 1,000 words or less**, please describe the impact of diversity in your life **and** how you contribute to promoting diversity in the legal profession)
- If selected for an interview, candidates may be asked to provide first-semester law school grades
- *Optional:* No more than one letter of recommendation from a professional or academic reference
- In your email, please indicate preference between the New York and Texas offices

## ***About PepsiCo***

*PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$70 billion in net revenue in 2020, 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 23 brands that generate more than \$1 billion each in estimated annual retail sales.*

*At the heart of PepsiCo is Winning with Purpose – our fundamental belief that the success of our company is inextricably linked to the sustainability of the world around us. We believe that continuously improving the products we sell, operating responsibly to protect our planet and empowering people around the world is what enables PepsiCo to run a successful global company that creates long-term value for society and our shareholders.*

For more information, visit [www.pepsico.com](http://www.pepsico.com).