

Diageo Benefits Handbook

Diageo North America offers you a generous benefits program to help meet the needs of you and your family throughout your career and in the future. These benefits are described in this ***2009 Employee Benefits Handbook***.

To explore the main sections of this Handbook, use the links in the drop-down menus in the banner above. Then in each section, use the navigation menu on the left to browse through the section. You can print any section of this Handbook by selecting the “Print a Section” link at the top of each page. This will take you to the *Easy Print Library* page where you can choose sections to print. You can also view or print the *Archived 2007 Handbook* from the Easy Print Library page.



Benefits Program Overview

The program has been designed to:

- Help with health-related expenses through the Medical, Prescription Drug, Dental, and Vision Plans.
- Protect your income through the Life Insurance, Accidental Death and Dismemberment (AD&D), Business Travel Accident, Short and Long-term Disability Plans, and Long-term Care Insurance.
- Provide tax advantages through pretax payroll deductions, the Health Care and Dependent Care Flexible Spending Accounts, and the Commuter Expense Reimbursement Account (CERA).
- Provide future retirement security through the 401(k) and Cash Balance Plans.
- Balance your work and personal life through the Employee Assistance Program (EAP), LifeCare, Vacation Buy Plan, the Legal Assistance Plan, Long-term Care Insurance, and offering group rates and policy discounts for auto, home, and pet insurance.

