

# About this Summary Plan Description

*Your 2012 Employee Benefits* is the Diageo NA Summary Plan Description (SPD) of employee benefit plans effective January 1, 2012. It replaces all prior descriptions of your benefits. There is a link to the SPD website available from Diageo One, the Company's HR intranet site. Where you see "The Company" throughout this SPD, it means Diageo NA.



This SPD is intended to provide an easy-to-understand explanation of the important provisions of your benefit plans. While the information presented here should answer most of your questions, it is not meant to take the place of the official plan documents that govern the plans. If there is a discrepancy between the SPD and the provisions of the plan or insurance documents, the provisions of the plan or insurance documents will prevail. You may request copies of the plan documents by contacting your Human Resources Representative.

Diageo NA, in its sole discretion, reserves the right to review, amend or terminate the plans at any time. Your 2012 Employee Benefits does not constitute an expressed or implied contract or guarantee of employment. Refer to the *Administration* section for details.



