PEPSICO INC
Form 11-K
June 23, 2011

UNITED STATES

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

FORM 11-K

x **ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the fiscal year ended December 31, 2010

OR

¨ **TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the transition period from ______ to ______

Commission file number 1-1183

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

The PepsiCo 401(k) Plan for Hourly Employees

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

PepsiCo, Inc.

700 Anderson Hill Road

Purchase, New York 10577

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THE PEPSICO 401(k) PLAN FOR HOURLY EMPLOYEES

December 31, 2010 and 2009

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Report of Independent Registered Public Accounting Firm

To the Plan Administrator of The PepsiCo 401(k) Plan for Hourly Employees:

We have audited the accompanying statements of net assets available for benefits of The PepsiCo 401(k) Plan for Hourly Employees as of December 31, 2010 and 2009, and the related statement of changes in net assets available for benefits for the year ended December 31, 2010. These financial statements are the responsibility of the Plan s management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of The PepsiCo 401(k) Plan for Hourly Employees as of December 31, 2010 and 2009 and the changes in net assets available for benefits for the year ended December 31, 2010 in conformity with U.S. generally accepted accounting principles.

Our audits were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedule H, line 4i schedule of assets (held at end of year) as of December 31, 2010 is presented for the purpose of additional analysis and is not a required part of the basic financial statements but is supplementary information required by the Department of Labor s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. This supplemental schedule is the responsibility of the Plan s management. The supplemental schedule has been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

/s/ KPMG LLP

New York, New York

June 22, 2011

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THE PEPSICO 401(k) PLAN FOR HOURLY EMPLOYEES

Statements of Net Assets Available for Benefits

as of December 31, 2010 and 2009

(dollars in thousands)

	2010	2009
Assets		
Investments at fair value:		
Plan interest in the PepsiCo, Inc. Defined Contribution Plans Master Trust	$ 1,619,362	$ 1,119,206
Receivables:		
Participant loans	105,733	71,015
Participant contributions	2,314	1,768
Employer contributions	5,922	678
Total receivables	113,969	73,461
Net assets reflecting all investments at fair value	1,733,331	1,192,667
Adjustment from fair value to contract value for fully benefit-responsive investment contracts	(10,358)	(905)
Net Assets Available for Benefits	$ 1,722,973	$ 1,191,762

See accompanying notes to financial statements.

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THE PEPSICO 401(k) PLAN FOR HOURLY EMPLOYEES

Statement of Changes in Net Assets Available for Benefits

for the year ended December 31, 2010

(dollars in thousands)

Changes to Net Assets	
Income:	
Investment income from the PepsiCo, Inc. Defined Contribution Plans Master Trust	$ 132,237
Interest from participant loans	3,949
Total income	136,186
Contributions:	
Participants	107,020
Employer	38,570
Total contributions	145,590
Other activities:	
Distributions to participants	(83,114)
Dividends paid to participants	(2,236)
Administrative expenses	(1,171)
Total deductions related to other activities	(86,521)
Net increase in net assets before transfers	195,255
Net transfers to other plan	(3,287)
Transfers related to plan mergers	339,243
Net Increase in Net Assets	531,211
Net Assets Available for Benefits at Beginning of Year	1,191,762
Net Assets Available for Benefits at End of Year	$ 1,722,973

See accompanying notes to financial statements.

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THE PEPSICO 401(k) PLAN FOR HOURLY EMPLOYEES

Notes to Financial Statements

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Note 1 - Description of the Plan

The following brief description of The PepsiCo 401(k) Plan for Hourly Employees (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan s provisions.

General

In general, the Plan provides a program under which eligible hourly employees of PepsiCo, Inc. and certain of its affiliates (the Company) may accumulate funds on a pre-tax basis for long-term retirement savings. Full-time and part-time hourly employees who are paid in U.S. dollars from a U.S. payroll are eligible to participate in the Plan after completing the service requirements. Full-time employees are eligible after their first day of service and part-time employees are eligible after completing 1,000 hours within a 12-month period. Certain employees who are part of a collective bargaining unit and certain other employees, as defined in the Plan document, are not eligible to participate in the Plan. The Plan is a defined contribution plan with a cash or deferred arrangement and is intended to satisfy the qualification requirements under Sections 401(a) and 401(k) of the Internal Revenue Code of 1986, as amended (Code). The Plan has an employee stock ownership plan (ESOP) component within its PepsiCo Common Stock Fund and PepsiCo ESOP Preferred Stock Fund. The participant-directed accounts under the Plan are intended to meet the requirements of Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended (ERISA). In addition, the Plan is subject to the provisions of ERISA.

The Company maintains sponsorship of the Plan and has established the PepsiCo Investment Committee to oversee the Plan s investment structure. Overall responsibility for administering the Plan rests with the PepsiCo Administration Committee (the Plan Administrator). Fidelity Management Trust Company is the trustee for the Plan and Fidelity Workplace Services LLC is the recordkeeper for the Plan.

Contributions

Each year, participants are allowed to contribute up to 50% of their earnings, in whole percentage increments. However, the Code limits contributions by highly compensated participants. Under the Code, the maximum allowable pre-tax contribution for participants during 2010 was $16,500. Participants may contribute to the Plan any portion of lump-sum distributions received from other qualified plans when the contributions qualify as a tax-free rollover.

Participants who are expected to reach or are over the age of 50 during the Plan year and are making the maximum contribution are eligible to make additional catch-up contributions. Under the Code, the maximum allowable catch-up contribution was $5,500 for 2010.

Participants may elect to have their contributions invested in one or more investment options. Participants may change their investment elections and transfer their investment amounts between funds on a daily basis, except for transfers from the stable value fund to the participant-directed brokerage link account. Such transfers must be invested into another investment election for a 90-day waiting period. Initial transfers from other investment options to the participant-directed brokerage link account must be at least $1,000. Contributions or transfers into the PepsiCo ESOP Preferred Stock Fund are not allowed.

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In general, the Company matches 50% of employee contributions up to 6% (8% for certain employees) of eligible pay based on years of service. The matching Company contribution is invested in accordance with the investment elections of the employee. Eligible union employees may receive different Company matching and other Company contribution amounts.

The Plan has an automatic enrollment program for full-time and, effective January 1, 2011, part-time new hires. Under the program, employees automatically make pre-tax contributions in the amount of 4% of earnings. Employees that are automatically enrolled have their contribution invested in a target date fund, based on their age. An employee may elect out of the program at any time, as well as make changes to (or maintain) the level of contribution and investment fund option.

Participant Accounts

Each participant account is credited with participant contributions, as well as allocations of the Company contributions, fund earnings or losses, and expenses. Earnings or losses and expenses are allocated based on average daily balances. Certain participant investment accounts are also charged with short-term trading and/or monthly investment service fees, depending on fund elections.

Vesting

Participants are immediately vested in their contributions and fund earnings or losses. In general, participants are fully vested in the Company s contributions and associated fund earnings or losses after three years of service. During 2010, $986,700 was forfeited. This amount along with prior accumulated forfeitures was used to reduce $3,352,157 of Company contributions. During 2009, $929,964 was forfeited. The remaining amount may be used to reduce future Company contributions or plan administrative expenses.

Participant Loans

In general, participants who have $2,000 or more in the Plan may borrow from the total of their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 (subject to certain offsets for prior loans) or 50 percent of their vested balance. Participants are allowed to have two loans outstanding and only one of these loans can be related to the purchase of a principal residence. Loan terms range from one to five years for personal loans and up to 15 years for loans related to the purchase of a primary residence (up to 25 years for loans issued prior to 1999). The loans are secured by the balance in the participant s account and bear a fixed rate of interest at the prime lending rate plus one percent at the time the loans are issued. Loan repayments are made directly through payroll deductions and are applied to interest and then to principal according to a payment schedule. In addition, for loans taken on or after July 1, 2010, there is a one-time loan origination fee of $50. For loans taken prior to July 1, 2010 a one-time loan origination fee of $35 and a $3.75 quarterly maintenance fee is charged. The Company pays the maintenance fee for outstanding loans for participants from The Quaker 401(k) Plan for Hourly Employees (a previously merged Company-sponsored plan). There were 26,568 loans outstanding at December 31, 2010 with interest rates ranging from 3.3% to 9.3% and with maturities through 2024. There were 17,895 loans outstanding at December 31, 2009 with interest rates ranging from 4.3% to 10.5% and with maturities through 2025.

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Distributions

In general, participants may elect to receive a distribution upon hardship, termination, disability, retirement or after the age of 59 $^{1}/2$. Hardship distributions are allowed for purchasing a primary residence, financing the higher education of the participant, the participant s spouse or dependent, paying unreimbursed medical bills or alleviating other financial hardships. Upon termination, disability or retirement, participants may elect to start receiving benefits or rollover their account balances into other qualified plans. If a participant dies, the total account balance will be paid to the designated beneficiary or to his or her estate. Under certain circumstances, participants may also elect to take in-service distributions of any after-tax contributions, rollover contributions and vested matching contributions.

If only a portion of the account is distributed, the remaining balance will continue to be adjusted for any contributions and fund earnings and losses as of each valuation date. Participants can elect to receive distributions in a lump sum or annual installments for a period no longer than the participant s life expectancy. However, distributions of $5,000 or less must be made in a lump sum. If the account balance is greater than $1,000 and less than or equal to $5,000, and if a distribution election is not made within the required timeframe, that account will be rolled over into a Fidelity Rollover IRA and invested in the Fidelity Cash Reserves fund. If a distribution election is not made for an account balance of $1,000 or less, the account will be distributed automatically.

Termination

Although it has not expressed any intent to do so, the Company may terminate the Plan in accordance with ERISA and the Code. In the event that the Plan is terminated, the Plan Administrator can direct that all accounts be distributed to the participant or continued in trust for his or her benefit.

Note 2 - Plan Mergers

On December 31, 2010, the following Company-sponsored defined contribution plans were merged into the Plan, and the following net assets were transferred to the Plan:

	(dollars in thousands)		
Name of Plan	**Investments**	**Receivables**	**Total Assets**
PBG 401(k) Program	$186,512	$16,276	$202,788
PepsiAmericas, Inc. Hourly 401(k) Plan	130,761	5,694	136,455
	$317,273	$21,970	$339,243

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THE PEPSICO 401(k) PLAN FOR HOURLY EMPLOYEES

Notes to Financial Statements

December 31, 2010 and 2009

Note 3 - Summary of Significant Accounting Policies

Basis of Presentation

The financial statements are prepared under the accrual basis of accounting. The preparation of the financial statements in conformity with U.S. generally accepted accounting principles requires the Plan s management to make estimates and assumptions that affect the reported amounts of assets, liabilities, additions to net assets, deductions from net assets and disclosure of contingent assets and liabilities. Actual results could differ from those estimates and assumptions.

Financial Accounting Standards Board (FASB) Accounting Standard Update (ASU) No. 2010-25, *Reporting Loans to Participants by Defined Contribution Pension Plans*, requires that loans to participants be classified as notes receivable and measured at their unpaid principal balance plus any accrued but unpaid interest. Previous guidance required classification of loans as plan investments and measurement at fair value. ASU No. 2010-25 is effective for fiscal years ending after December 15, 2010 and should be applied retrospectively to all prior periods presented. The Plan adopted ASU No. 2010-25 effective for the year ended December 31, 2010.

Fully benefit-responsive investment contracts are included in the financial statements at fair value as reported to the Plan by the investment manager, and are then adjusted to contract value in determining net assets available for benefits.

Refer to Note 4 for disclosures about contract value and Note 5 for disclosures about fair value measurements.

Tabular dollars are in thousands. Certain reclassifications were made to prior year s amounts to conform to the 2010 presentation.

Investment Valuation and Income Recognition

The Plan retains an interest in the PepsiCo, Inc. Defined Contribution Plans Master Trust (PepsiCo Master Trust) which holds investments in various securities, funds and fully benefit-responsive investment contracts. These investments are valued at fair value.

Refer to Note 5 for disclosures about fair value measurements.

Purchases and sales of securities are recognized on the trade date. Interest income is recorded as earned and dividend income is recorded as of the ex-dividend date.

Participant Loans Receivable

Participant loans receivable are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are recorded as distributions to participants.

Payment of Benefits

The Plan accounts for participant distributions when paid. For purposes of reporting on Form 5500, Annual Return/Report of Employee Benefit Plan , distributions are recorded in the period such amounts are authorized to be paid to participants. Such treatment may result in a difference between the Plan s Form 5500 and the accompanying financial statements. For the years ended December 31, 2010 and 2009, there were no such differences.

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Subsequent Events

The Plan has evaluated subsequent events through the date the financial statements were issued.

Note 4 - Plan Interest in Master Trust

The Plan s investments are combined with the investments of The PepsiCo Savings Plan in the PepsiCo Master Trust to maximize administrative efficiencies. Each participating savings plan has an interest in the PepsiCo Master Trust. Investment income, investment management fees and other direct expenses relating to the PepsiCo Master Trust are allocated to the individual savings plans based upon the average daily balances. A separate account is maintained reflecting the equitable share of each plan s participation in each investment fund within the PepsiCo Master Trust. The Plan s interest in the PepsiCo Master Trust was 29% and 33% at December 31, 2010 and 2009, respectively. The PepsiCo Master Trust net assets and net investment income are detailed below. Investments that represent 5% or more of the total net assets are shown separately.

	December 31, 2010	December 31, 2009
Investments, at fair value:		
Cash and cash equivalents	$ 75,718	$ 125,460
PepsiCo common stock	1,183,303	934,991
PepsiCo preferred stock	73,805	73,485
Common and preferred stock	103,604	66,146
Mutual funds	870,352	951,218
Government securities	460	408
Corporate bonds	749	365
Stable value fund	861,059	507,665
Large cap equity commingled trust fund	717,719	425,332
Medium cap equity commingled trust fund	295,656	
Other commingled trust funds	1,312,818	304,549
Other investments	1,519	774
	5,496,762	3,390,393
Interest and dividends receivable	6,176	6,679
Net asset/(liability) for unsettled investment activity	1,718	(6,268)
Net assets	$5,504,656	$3,390,804

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Notes to Financial Statements

December 31, 2010 and 2009

	Year ended December 31, 2010
Investment income:	
Net appreciation in fair value investments:	
PepsiCo common stock	$ 69,008
PepsiCo preferred stock	5,398
Common and preferred stock	7,887
Mutual funds	134,714
Government securities	40
Corporate bonds	10
Commingled trust funds	111,339
Other investments	276
	328,672
Interest and dividends	74,569
Net investment income	$403,241

The PepsiCo Master Trust holds investments in the stable value fund which consists of a wrapped bond portfolio. The majority of the portfolio is made up of government, corporate, mortgage-backed and asset-backed securities. The wrapper contracts enable the fund to realize a specific known value for the assets if it needs to liquidate them for benefit payments.

The fully benefit-responsive investment contracts are issued by two investment grade financial institutions and serve to preserve the value of the fund s investments by mitigating fluctuations in the market value of the associated bond portfolio. These investment contracts are fully benefit-responsive in that they provide that the participants may make withdrawals at contract value for benefit-responsive requirements. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. The contract value of these contracts was $828,465,924 as of December 31, 2010 and $505,168,510 as of December 31, 2009.

There are no reserves against the contract value for credit risk of the contract issuer or otherwise. The average yield was 2.3% and 3.5% at December 31, 2010 and 2009, respectively. The average crediting interest rate was 3.5% at both December 31, 2010 and 2009. The crediting interest rate is based on a formula agreed upon with the issuer, but may not be less than zero. Such interest rates are reviewed by the investment manager on a quarterly basis for resetting.

Certain events, such as layoffs or early retirement incentives, may limit the ability of participants to access their investments at contract value. The likelihood of such events limiting the ability of the Plan to transact at contract value is not probable. The contract issuers may terminate the investment contracts only in the unlikely event of a default by the Plan.

Refer to Note 5 for disclosures about fair value measurements.

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Notes to Financial Statements

December 31, 2010 and 2009

Note 5 - Fair Value Measurements

The guidance on fair value measurements defines fair value, establishes a framework for measuring fair value, and expands disclosures about fair value measurements. The fair value framework requires the categorization of assets and liabilities into three levels based upon the assumptions (inputs) used to price the assets. Level 1 provides the most reliable measure of fair value, whereas Level 3 generally requires significant judgment.

PepsiCo Master Trust assets measured at fair value as of December 31, 2010 and 2009 are categorized consistently by level in both years, and are as follows:

	2010				2009
	Total	**Level 1**	**Level 2**	**Level 3**	**Total**
Assets					
Equity securities:					
PepsiCo common stock (a)	$1,183,303	$1,183,303	$	$	$ 934,991
PepsiCo preferred stock (b)	73,805		73,805		73,485
Participant-directed brokerage (a)	103,604	103,604			66,146
Fixed income securities:					
Stable value fund (c)	861,059		861,059		507,665
Participant-directed brokerage (c)	1,209		1,209		773
Mutual funds:					
U.S. equity (a)	514,038	514,038			465,145
International equity (a)	269,275	269,275			198,203
Fixed income (a)	3,434	3,434			227,711
Participant-directed brokerage (a)	83,605	83,605			60,159
Commingled trust funds:					
U.S. equity (c)	1,297,659		1,297,659		425,332
Target date (c)	999,800		999,800		304,539
Fixed income (c)	28,716		28,716		
Participant-directed brokerage (c)	18		18		10
Other:					
Cash and cash equivalents	75,718	75,718			125,460
Participant-directed brokerage (d)	1,519			1,519	774
Total	$5,496,762	$2,232,977	$3,262,266	$1,519	$3,390,393

(a) Based on quoted market prices in active markets.

(b) Based primarily on the price of PepsiCo common stock into which the PepsiCo preferred stock is convertible.

(c) Based on the fair value of the underlying investments using quoted prices in active markets.

(d) Based on the net asset value per unit of the underlying investments as determined by the investment manager.

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Notes to Financial Statements

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Note 6 - Net Transfers to/from Other Plans

Transfers to other plan

Certain participants transferred net assets out of the Plan into The PepsiCo Savings Plan.

Transfers from other plans related to mergers

Refer to Note 2 for disclosures about plan mergers.

Note 7 - Administrative Expenses

The Company pays most of the usual and reasonable direct expenses of the Plan and the Plan Administrator. Any direct expenses not borne by the Company are paid by the trustee out of the PepsiCo Master Trust. If applicable, expenses related to short-term trading fees, monthly investment service fees and loan fees are charged to participants investment balances and are reflected in the value of their accounts. Any other indirect expenses are reflected in the net asset value of the various funds.

Note 8 - Risks and Uncertainties

The Plan provides for investment options in various funds which invest in equity and debt securities and other investments. Such investments are exposed to risks and uncertainties, such as interest rate risk, credit risk, economic changes, political unrest, regulatory changes and foreign currency risk. The Plan s exposure to a concentration of credit risk is dependent upon funds selected by participants. These risks and uncertainties could impact participants account balances and the amounts reported in the financial statements. Approximately 26% and 33% of the Plan s net assets were invested in the common and preferred stock of the Company at December 31, 2010 and 2009, respectively. The underlying value of the Company s stock is impacted by the performance of the Company, the market s evaluation of such performance and other factors.

Note 9 - Tax Status

During 2008, the Company identified potential administrative errors which it voluntarily submitted to the Internal Revenue Service (IRS) for review. As of the date hereof, the Company has not received a response from the IRS with respect to the information submitted.

The Plan s latest favorable determination letter, received from the IRS, is dated February 14, 2005. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes the Plan is designed and currently being operated in compliance with the applicable requirements of the Code.

Note 10 - Related Party Transactions

Certain Plan investments in the PepsiCo Master Trust are shares of mutual funds managed by an affiliate of Fidelity Management Trust Company, the trustee. Additionally, the PepsiCo Master Trust holds investments in shares of the Company s common stock in the PepsiCo Common Stock Fund and the Company s preferred stock in the PepsiCo ESOP Preferred Stock Fund. The value of the PepsiCo Master Trust investments in the Company s common stock was $1,183,303,475 and $934,991,094 at December 31, 2010 and 2009, respectively. The value of the PepsiCo Master Trust investments in the Company s preferred stock was $73,805,103 and $73,484,811 at December 31, 2010 and 2009, respectively. These transactions qualify as exempt party-in-interest transactions. There have been no known prohibited transactions with a party-in-interest.

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Notes to Financial Statements

December 31, 2010 and 2009

Note 11 - Reconciliation of Financial Statements to Form 5500

The following are reconciliations of amounts reported in the financial statements to amounts reported on Form 5500 as of December 31, 2010 and 2009, and for the year ended December 31, 2010:

	December 31, 2010	December 31, 2009
Net assets available for benefits per the financial statements	$1,722,973	$1,191,762
Adjustment from contract value to fair value for fully benefit-responsive investment contracts	10,358	905
Net assets available for benefits per Form 5500	$1,733,331	$1,192,667

	Year ended December 31, 2010
Net increase in net assets before transfers per the financial statements	$195,255
Adjustment from contract value to fair value for fully benefit-responsive investment contracts:	
Current year	10,358
Prior year	(905)
Net income per Form 5500	$204,708

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Schedule H, line 4i Schedule of Assets (Held at End of Year)

as of December 31, 2010

(dollars in thousands)

Identity of issuer, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value
*Participant Loans	Participant loan fund (26,568 loans outstanding with interest rates ranging from 3.3% to 9.3%, with maturities through 2024)	$	$ 105,733

*Party-in-interest as defined by ERISA.

See accompanying report of independent registered public accounting firm.

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SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: June 22, 2011

THE PEPSICO 401(k) PLAN FOR HOURLY EMPLOYEES

/s/ Marie T. Gallagher
Marie T. Gallagher
Senior Vice President and Controller and

Executive Pension Officer

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Index to Exhibit

23.1	KPMG Consent of Independent Registered Public Accounting Firm