



Patrick McLaughlin

Senior Vice President of Human Resources,
Chief Human Resources Officer
Frito-Lay North America

Patrick McLaughlin is senior vice president of human resources and chief human resources officer for Frito-Lay North America, leading the field and headquarters structure with a focus on building organizational health and capability, developing talent and strengthening employee relations.

Patrick assumed this role in February 2012, after serving as vice president of human resources sales and supply chain, which included the human resources support for Frito-Lay North America plants, sales regions, sales operations organizations and the headquarters organizations since May 2010. Before this appointment, he served as a regional human resources director, manager of labor relations, and head of the human resources function for the Pepsi-Cola North America franchise organization at Pepsi Beverages Company/Pepsi Beverages Americas, where he helped lead the integration of bottler acquisition.

Prior to PepsiCo, Patrick worked for Exxon in organizational development, labor and HR generalist roles. He holds bachelor's and master's degrees from Purdue University and is originally from Northwest Indiana.

