

2022 CANADA BENEFITS SUMMARY



LIFE AND DISABILITY INSURANCE

Life/Accident Insurance

Pearson provides life and accidental death & dismemberment insurance for eligible employees, their spouses and children. You can also purchase additional coverage for yourself, your spouse and eligible dependent children. Optional critical illness coverage is also available for purchase.



Short-Term Disability and Long-Term Disability

Pearson provides disability coverage If you are unable to work due to a non-work-related illness or injury (including pregnancy and childbirth). Disability coverage provides financial security during times of uncertainty and transition so that you can focus on getting well. Short-term disability provides up to 16 weeks of coverage payable at 70–80% depending on years of service and length of disability. Long-term disability is payable after four months of disability at 67% of monthly earnings up to a maximum of \$12,000.

HEALTH INSURANCE



Hospital Semi-Private

Deductible

No deductible on healthcare expenses other than drugs. Deductible on drugs is \$5.00 per prescription

Nursing Service

\$50,000 maximum

Drugs

Reimbursement Basis – \$5.00 deductible
 • Interchangeable Brand Name Drugs – 80%
 • All other drug expenses – 100%

Prescription Eye Wear

\$250 every 2 consecutive calendar years – no deductible application

Paramedical Practitioners 80% coinsurance

Registered Massage *50% coinsurance

Therapist* \$700 per year for medically necessary services

Psychologist/ psychotherapist/ social worker \$1000 per year combined maximum (new 2022)

Out of Province

\$250 every 2 consecutive calendar years – no deductible application

DENTAL INSURANCE



Deductible

Single – \$25.00/calendar year
 Family – \$50.00/calendar year

Basic Service

100% Current Fee Guide

Major Services

50%

Orthodontic Services

50%

Maximums

Basic & Major – \$2,500 – annual
 Orthodontic – \$1,500 lifetime



ADDITIONAL INFORMATION

Survivor Benefit
 Health & Dental

30 Months

COSTCO PHARMACY NETWORK PLAN:

Coinsurance on brand name drugs - 90%

\$5.00 Prescription deductible waived

DEFINED CONTRIBUTION PENSION

KEY FEATURES	DESCRIPTION
Eligibility	Automatic upon completion of 24 months of service.
Employee Contributions	Contributions between 1% and 6% of your covered pay on a pre-tax basis. (Subject to Income Tax Act maximums.)
Employee and Company Contributions	The company contributes to your account in two ways: Basic Annual Contribution 2 years but less than 5 years of service <i>2% of covered pay</i> 6 years but less than 10 years of service <i>3% of covered pay</i> 10 years or more <i>4% of covered pay</i> Matching Contribution • For the first 3% of employee contribution: 100% match of your contribution • For the next 3% of employee contribution: 50% of your contribution (Total match is 6.5%)
Investment Options	Choice from a menu of funds, including target date funds, as well as GIC options.



GROUP RRSP

You can select any dollar amount to be deposited into your RRSP Account. While there are no company contributions to the RRSP, spousal contributions and Home Buyer's Plan for first-time homeowners are allowed. You have a choice of funds, including target date funds as well as Guarantee Investment Certificates (GIC).

TAX FREE SAVINGS

Employees can elect any amount they choose to deposit into their TFS Account. Amounts contributed, as well as any income earned in the account (for example, investment income and capital gains), is generally tax-free, even when it is withdrawn.

EMPLOYEE PERKS

- Discounted Cineplex Movie Tickets
- GTA Events and attraction discounts
- Fitness Subsidy
- Auto & Home Insurance
- Discounted Goodlife membership
- Special Thanks and Recognition
- Awards (STAR) for your colleagues
- Pearson U (learning and development)
- Book Buying Discount Program



- Employee Referral Award
- Tuition Assistance
- Up to 5 paid Volunteer days
- Pet Insurance

SAVE FOR SHARES PLAN

The Worldwide Save for Shares Plan is an easy and flexible way to save money directly from your pay. At the end of the savings period you can use your savings to purchase Pearson shares at a 20% discount to the market price at the start of the plan. You can keep your shares or sell them immediately.

EMPLOYEE ASSISTANCE PROGRAM

Lifeworks, your EAP and work-life/wellness resource, can support you and your dependents with issues related to work, life and everything in between. Pearson provides this confidential program at no cost to you. Through the EAP you, and family members who live with you, have access to unlimited phone counseling and up to five face-to-face or video-based counseling sessions per issue per year.



CONTACT INFORMATION

To access your Benefits:

<https://my.canadalife.com/sign-in>
(8 a.m. to 8 p.m. ET at 1-888-222-0775)

- Health care plan
- Life and disability
- Dental coverage
- Retirement

Save for Shares Plan:

www.pearsonshareportal.com

Employee Assistance Plan:

Lifeworks <https://pearsoncanada.lifeworks.com/>
(French: 1-877-307-1080/ English: 1-877-207-8833)