



LGBT+ Benefits Summary

Pearson Benefits is pleased to demonstrate its support for building a culture of belonging for everyone who works for Pearson through its benefit programs that support our diverse communities. Read on to learn more about the coverage offered.

Supporting the LGBT+ Community

For Your Health



Medical & Prescription Coverage

The four national medical plans administered by Aetna, Anthem and Cigna (and the prescription program administered by CVS Caremark), provide coverage for gender transition-related services including the following:

- Hormonal therapy and gender confirmation surgery
- Gender affirming services for transgender and non-binary employees and family members such as facial feminization procedures, tracheal shave, breast augmentation, facial hair electrolysis, and voice and communication therapy
- Travel/lodging benefit (up to \$10,000) for the covered member and a companion which allows for easier

access to quality providers and to accommodate emotional support

- Infertility coverage
- HIV medications and treatment
- Coverage for egg and sperm freezing
- Coverage for doulas / midwives
- Coverage provided for spouses and partners
 - COBRA-like coverage
 - Medical, Dental, Vision
- Supplemental medical coverage

As always, contact your medical plan with any questions and to review coverage for the particular service you may need.

Consumer-Medical (CM)

Consumer-Medical helps benefit-eligible employees (enrollment in a Pearson health plan is not required) and their household members get current, comprehensive, objective, and personalized information (including treatment options) and support about any medical diagnosis or health topic.

Through its partnership with Fenway Health, CM provides support by helping LGBT+ members find:

- Qualified healthcare providers and facilities matched to specific needs for the LGBT+ community
- Expert medical opinions from doctors who specialize in gender-affirming care

- Reliable information about any medical condition, treatment or procedure
- Behavioral health specialists and resources for support

To learn more about the service, call 1-888-361-3944 or visit [ConsumerMedical](#) (enter "Pearson" in the company code field).



Emotional Support Services

According to the National Alliance on Mental Health, adult and young members of the LGBT+ community are 2x more likely to suffer from mental illness, but help is available through the programs that Pearson offers to support the community and its family members:

Employee Assistance Program (EAP)

Experiencing anxiety, stress, depression, grief, domestic violence, substance use disorder or relationship issues? The EAP is ready to help. The [EAP](#) is confidential and available 24/7. You do not need be enrolled in a Pearson health plan to use this benefit.

MDLIVE Therapy

Whether you're looking for long-term therapy or simply need a one-time check-in on your behavioral health and wellness, [MDLIVE's behavioral health therapy services](#) are safe, confidential and convenient.

Comprehensive Support

Provided through Pearson's [medical plans](#), support and coverage are available beyond what the EAP provides. [Contact](#) your medical plan for coverage details.

**** If you or someone you know is in crisis and has thoughts of suicide, CALL 988 ****
24/7 counseling is available

988 Suicide & Crisis Lifeline (formerly National Suicide Prevention Lifeline)

Call 988 or toll-free at 1-800-273-8255 (TALK)
For TTY Users: Use your preferred relay service or dial 711 then 988
Crisis Text Line | Text "HOME" to 741741

For Your Wealth

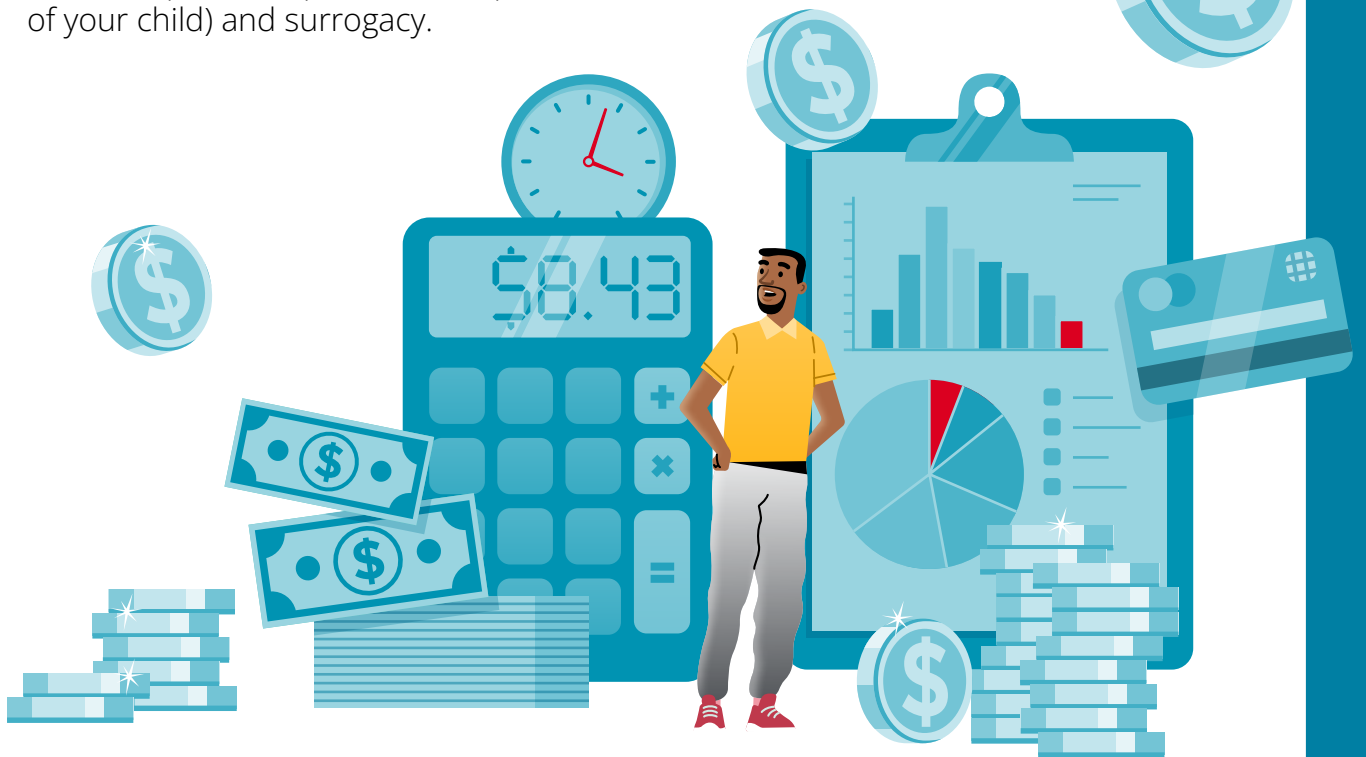
Life and Accidental Death & Dismemberment (AD&D) Insurance

Life insurance is something you may consider to round out your financial portfolio. It provides financial security for your loved ones in the event of your untimely death. You can purchase life and AD&D insurance through Pearson for your spouse/partner and your children.

Financial Aid for Adoption and Surrogacy

This policy provides eligible employees with financial assistance (up to \$15,000) in the form of reimbursement of these qualifying expenses:

- Adoption of children through an agency or private adoption
- Adoption of a spouse or partner's child (or spouse or partner's adoption of your child) and surrogacy.



For Your Life



Short-Term Disability

Disability coverage is offered for those undergoing eligible gender affirmation services. Read the details of the [STD policy](#).

Leaves of Absences

Provides pay at 100% for leaves for various circumstances:

Parental

Up to 16 weeks paid leave to care for a child after birth or placement for adoption or foster care, including birth via a surrogate.

Serious Illness in the Family

Provides employees with up to four (4) weeks of paid time off during a 12-month period for the care of a seriously ill spouse

or partner, child, parent, in-law, or to make arrangements relative to that care.

Bereavement

Allows up to five (5) days related to bereavement leave for an employee's spouse, significant other, child or stepchild, pregnancy loss, spouse or partner of a child, parent or stepparent, parent-in-law, sibling, spouse or partner of your sibling, grandparent, grandparent-in-law, grandchild or step-grandchild, legal guardian, or other resident of the household.

Family Care Options

Pearson offers a range of family-friendly benefits that are designed to save time, money and stress. Through its partnership with the national medical plans and Care.com, Pearson employees have access to specialists waiting to assist. Benefits include:

Backup Care

Backup Care helps you secure and pay for temporary child or senior care when your regular care plans are disrupted due to unplanned events.

Parental Management Programs

These programs, available under Aetna, Anthem and Cigna, provide support throughout the pregnancy. When you (or your spouse/partner) participate, you are eligible to receive:

- A \$500 gift card if enrolled before the end of the 1st trimester or
- A \$100 gift card if enrolled before the end of the 2nd trimester

Breastfeeding Support

Care.com's Mothers at Work program gives you access to lactation consultants, discounts on breast pumps and more.

Care.com

As a Pearson employee you have access to a free Care.com membership. You can use your membership to find nannies and babysitters, senior caregivers, pet sitters and so much more.

General Support

General support is provided in the areas of pets, education, house and home, career, etc., through Care.com.

findhelp.org

This website is a curated database of free or reduced-cost resources that provides information about housing, food, transit, financial assistance and other community support services in or near your area.



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