



# U.S. Part-Time Benefits Summary

The programs listed in this document are available to part-time employees who are scheduled to work less than 20 hours per week. To find out more information about each of the programs noted below, please visit the [Pearson Benefits website](#).



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## The Pearson Retirement 401(k) Plan

You are immediately eligible to save and invest a portion of your pay for retirement. Under the 401(k) plan you can make pre-tax contributions, after-tax Roth contributions and/or true after-tax contributions. You are eligible to receive company-matching contributions after completing 1,000 hours of service in a 12-month period. Pearson provides a 100% match on the first 3% that you contribute to your account and then an additional 50% of the next 5%. If you don't make an election after your first 30 days of eligibility, you will be automatically enrolled in the pre-tax portion of the Plan at a contribution rate of 6%.

## The Employee Assistance Plan (EAP)

Through the [Employee Assistance Plan \(EAP\)](#), employees and members of their households have access to unlimited phone counseling and up to five face-to-face or video-based counseling sessions per issue, per year. The program gives you access to licensed clinicians to help with personal, emotional, job-related or other issues you may be experiencing. The EAP is available 24 hours per day, 7 days per week, and is confidential.



## Care.com

To help you manage your life, Pearson offers a range of family-friendly benefits that are designed to save you time, money and stress. Through its partnership with [Care.com](#), Pearson employees have a team of experts standing by to help with whatever you're facing. Care.com specialists are highly trained in their fields, so you don't have to be. Specialists can assist you in everything from family to finances, house and home to wellness, and more!



Please visit the [Pearson Benefits website](#) for more information.

This summary is informational only. If there is a discrepancy between this summary and plan documents, plan documents govern. The Company reserves the right to amend, modify or terminate these programs at any time for any reason. This

summary and any changes to it do not constitute a contract of employment with the Company and do not give you the right to be retained in the employment of the Company.