

LGBTQ 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.



Read **Pearson's Global Trans 101 and Transition Support Guide** to learn about the Company's commitment to trans inclusion in the workplace.



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Supporting the LGBTQ Community



For Your Health

Medical & Prescription Coverage

The [four PPO plans administered by Aetna and Anthem](#) along with the [HPN plans administered by Anthem \(prescription program for the PPOs and HPNs\)](#) is administered by CVS Caremark) provide coverage for gender transition-related services including the following:

- Hormonal therapy and gender reassignment surgery
- Gender-reaffirming services 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 same- and opposite-sex partners (COBRA-like coverage and medical, dental, and vision)
- [Supplemental medical coverage](#)

Inclusive Care through Aetna and Anthem

Through Aetna, you will have access to a transgender care personal navigator who has specialized training to provide you with dedicated support. They can also help you find doctors and explain your costs and benefits. To visit the Transgender and Gender-diverse support center:

- Log in to the [Aetna Health member website](#) and choose “Health and Wellness”
- Click on Transgender and Gender-diverse support center

Anthem’s Inclusive Care program was created to connect members of the LGBTQ community with doctors and specialists familiar with and sensitive to their needs. The program includes access to Inclusive Nurse Case Managers who specialize in gender affirmation support and assess the social, clinical, and educational needs of the member. Together, the member and the Inclusive Nurse Case Manager create a flexible, customized care plan that keeps the member at the center of the support. To access this support, contact Anthem at 1-877-898-0747.

As always, [contact your plan administrator](#) with any questions and to review coverage for the service you may need.

Your Medical Ally

Your Medical Ally 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, Your Medical Ally provides support by helping LGBTQ members find:

- Qualified healthcare providers and facilities matched to specific needs for the LGBTQ 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 Your Medical Ally](#) (enter “Pearson” in the company code field).

Crisis Call and Text Lines

24/7 counseling is available

988 Suicide & Crisis Lifeline

If you or someone you know is in crisis and has thoughts of suicide, 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

Emotional Support Services

According to the National Alliance on Mental Health, adult and young members of the LGBTQ 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)

If you are 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 to be enrolled in a Pearson health plan to use this benefit.

Telehealth Services

Whether you’re looking for long-term therapy or simply need a one-time check-in on your behavioral health and wellness, [Anthem’s LiveHealth Online](#) and [Aetna’s CVS Virtual Care](#) 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 administrator for coverage details.

Unmind

Pearson Global WELL supported by Unmind is a global online wellbeing platform designed by psychologists to help you measure and manage your mental health and wellbeing. In addition to providing 12 free one-on-one therapy or coaching sessions, you can build your own wellbeing plan and access more than 700 hours of content covering all sorts of areas, from managing stress, to sleeping better, to improving your focus. Learn more about the platform by visiting [Unmind on The Hub](#).



For Your Wealth

401(k) Savings Plan

As a Pearson employee, you are eligible to save and invest a portion of your pay for retirement. Under this Plan, you can make pre-tax 401(k) contributions, Roth 401(k) contributions, or true after-tax contributions. Pearson provides a 100% match on the first 3% that you contribute to your account plus a 50% match on the next 5%.

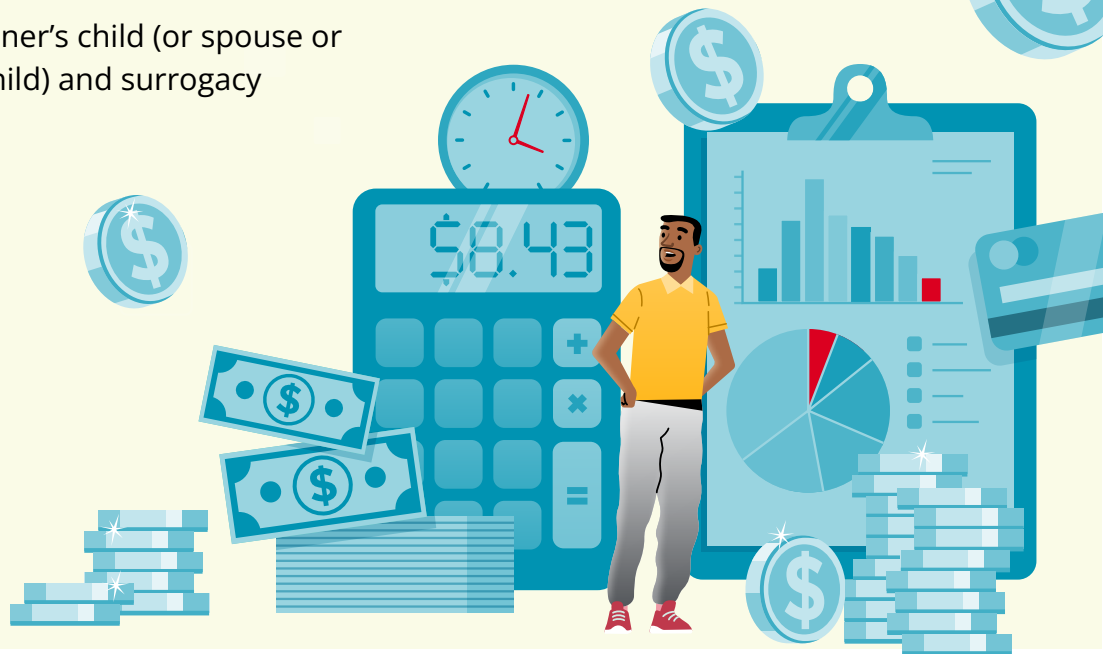
Life and Accidental Death & Dismemberment (AD&D) Insurance

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 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

Pearson Spectrum

[Join Pearson Spectrum](#), a global, employee-led resource group that supports and affirms Pearson's queer community and allies. Spectrum acknowledges and embraces everyone under the LGBTQ umbrella. To get updates or participate in community discussions, you can do so through the [Pearson Spectrum Teams channel](#). Please [visit the hub for information about other Employee Resource Groups](#).



Family Care Options

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

[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.

♥ [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.

♥ [Breastfeeding Support](#)

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

[Maternity Management Programs](#)

These programs, available under Aetna and Anthem, 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

Leaves of Absences (LOA)

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 care-related arrangements.

Short-Term Disability (STD)

Disability coverage is offered for those undergoing eligible gender affirmation services. Review the [Short-Term Disability](#) page for more information.

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.

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.



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