U.S. Part-Time Benefits Summary

Pearson Benefits

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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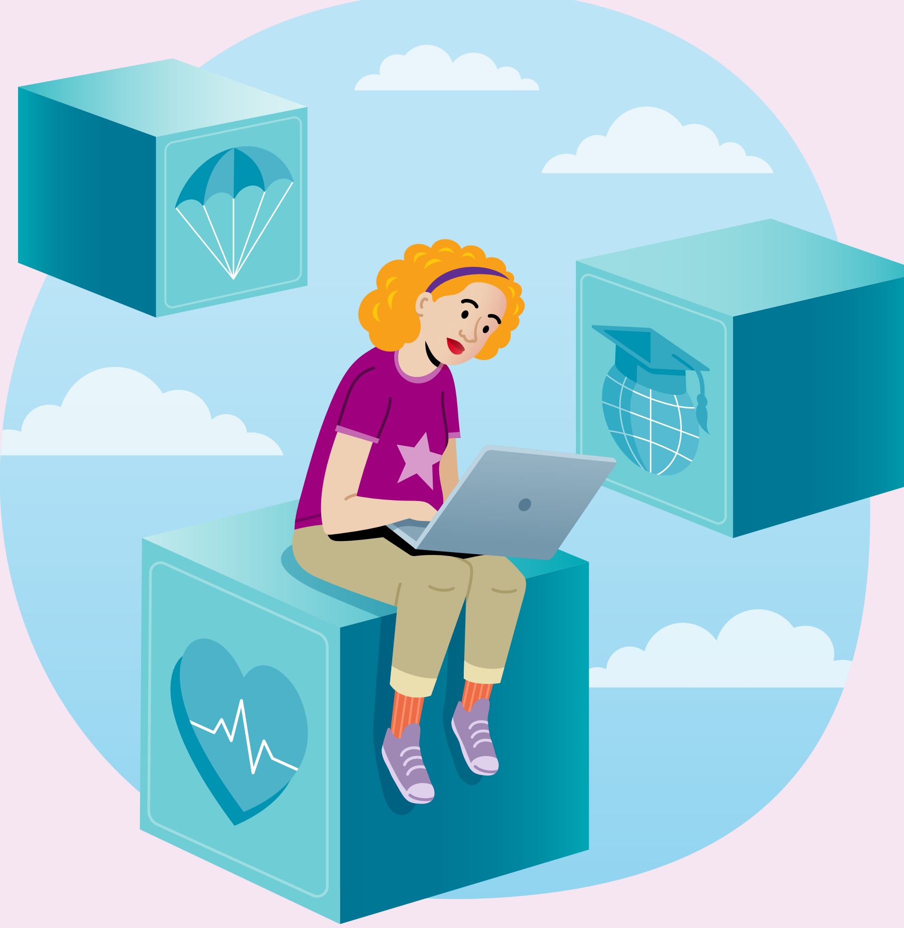
Medical Insurance Marketplace

We are pleased to offer Via Benefits which is a no-cost concierge service that helps individuals explore, select, and enroll in medical coverage from the individual marketplace. Via Benefits makes it easy to compare and enroll in the nation's top health care plans from the leading regional and national health insurers. As an independent insurance advisor, Via Benefits provides unbiased, personalized support, ensuring you have the information to confidently plan for and choose the right health insurance for your needs.



Through Via Benefits, you and your family members will have:

- The support you need, online or over the phone, to compare different plans and benefits that may include your doctors and prescriptions so you can select one that best meets your needs and budget
- Lifetime access to licensed benefit advisors who can offer one-on-one support to help with understanding individual insurance options, estimating health coverage costs, and enrolling in coverage
- Expert guidance to help you understand federal subsidies that may be available to help offset the cost of coverage
- Access to additional insurance, such as dental, vision, and other protection plans

Unless you qualify for a Special Enrollment Period, you may only be able to enroll in an individual health insurance plan during the annual enrollment period held each fall.

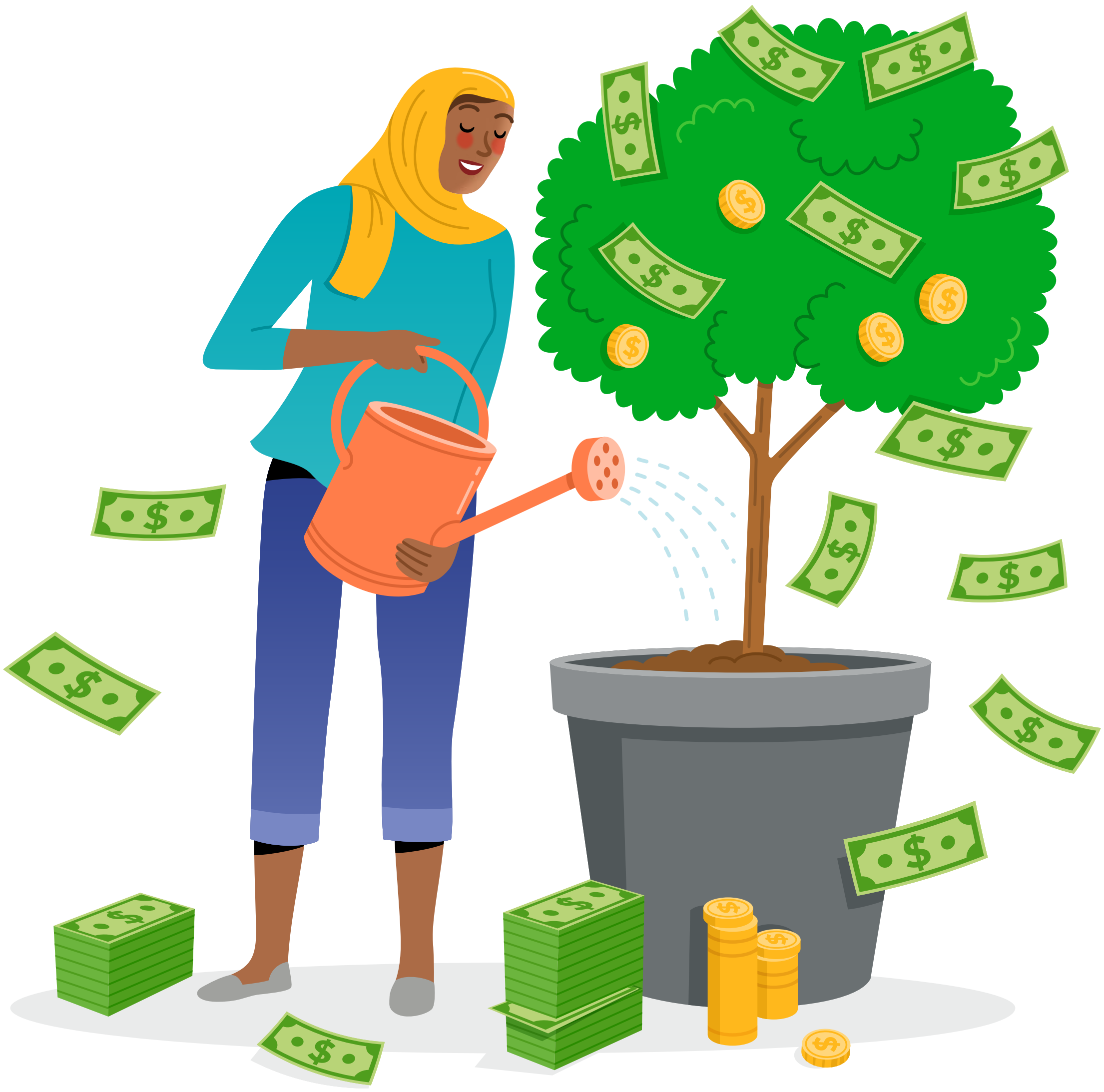
The individual marketplace offers many options with a range of coverage levels and price points so you can find what works best for you and your family. To learn more, visit Via Benefits or call 1- 833-858-3831 (TTY:711), Monday – Friday, 8:00 a.m. – 7:00 p.m. Eastern time.

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%.

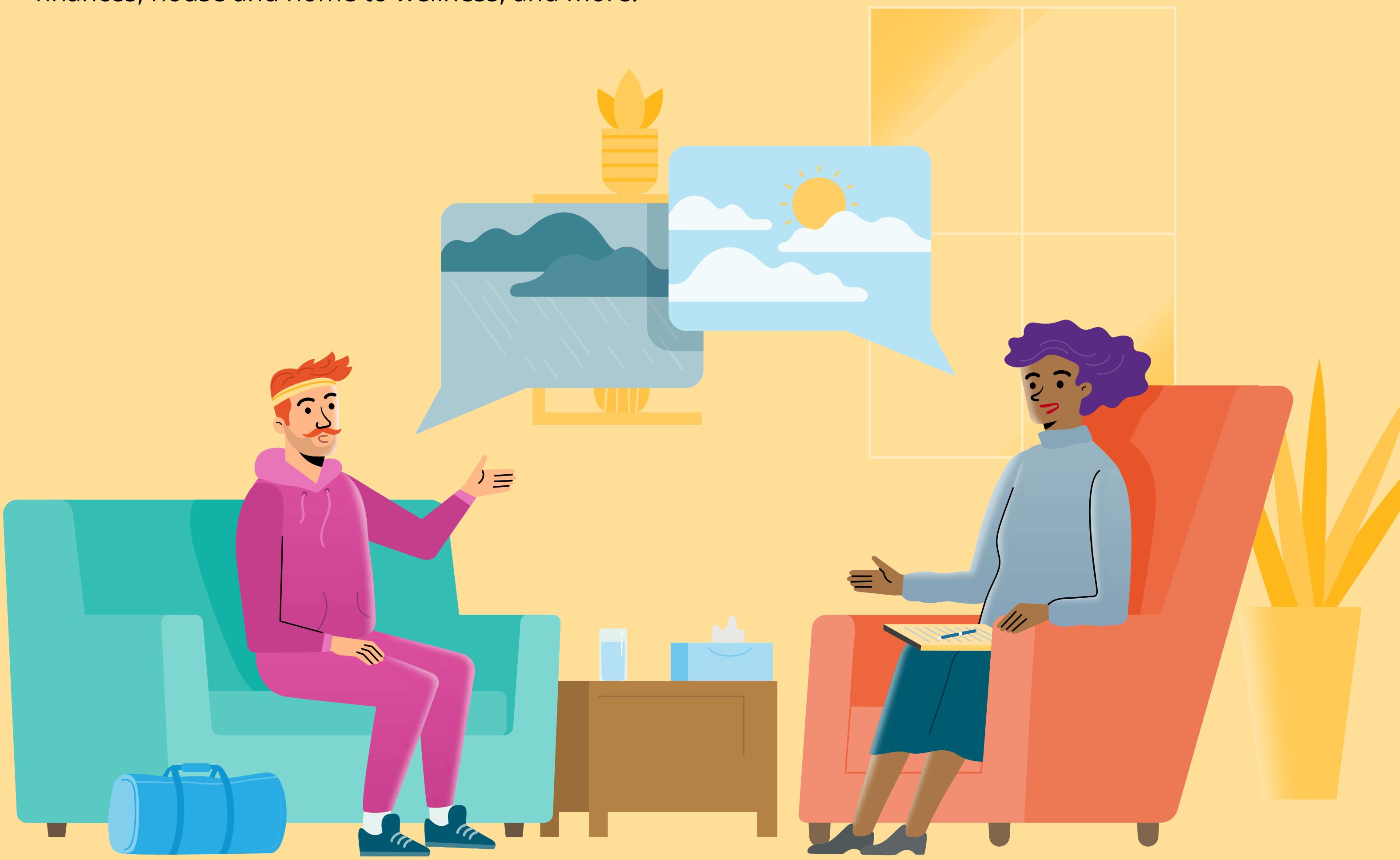
The Employee Assistance Plan (EAP)

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.