



# Canada Benefits Summary

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# Disability and Life Insurance



## 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.

## 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.



# Health Insurance

**Hospital**  
Semi-private

**Deductible**  
No deductible on healthcare expenses other than drugs. Deductible on drugs is \$5 per prescription

**Nursing Service**  
\$50,000 maximum

**Drugs**  
Reimbursement Basis - \$5 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

**Out of Province**  
\$250 every 2 consecutive calendar years – no deductible application



# Costco Pharmacy Network Plan

Coinsurance on brand name drugs – 90%  
\$5 Prescription deductible waived

## Dental Insurance

### Deductible

- Single – \$25/calendar year
- Family – \$50/calendar year

### Basic & Major

\$2,500 annual maximum

### Orthodontic

\$1,500 lifetime maximum



## Additional Information

Survivor Benefit | 30  
Health & Dental | months





## Defined Contribution Pension: Key Features

### 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.)

### Company Contributions

The company contributes to your account in two ways:

#### Basic Annual Contribution

- 2 years but less than 5 years of service **2% of covered pay**
- 6 years but less than 10 years of service **3% of covered pay**
- 10 years or more **4% of covered pay**

#### 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.



## Other Benefits and Discounts

- Perkopolis - Exclusive Retail, Shopping, Entertainment, Health and Wellness, Travel, Automotive and Insurance perks
- Fitness Subsidy
- Auto & Home Insurance
- Discounted Goodlife membership
- Book Buying
- Employee Referral Award
- Tuition Assistance
- Up to 5 paid volunteer days
- Vacation
- Maternity, Paternity and Parental Leaves
- Critical Illness Leave
- Bereavement Leave
- Various Legislative Leaves

## 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

Telus Health, 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:

[Canada Life 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:

[Fidelity NetBenefits Login](#)



### Employee Assistance Plan:

[Telus Health Login](#)

(French: 1-877-307-1080 / English: 1-877-207-8833)