



# Pearson UK 2024/25 Benefits Summary

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Pearson is pleased to offer you a comprehensive and flexible benefits package to help you meet your health, financial, wellness and lifestyle needs. This document provides a summary of the benefits available to you, from which you can build a package that works best for you. For more information, please visit the Pearson Benefit Portal.



# Healthcare Plans

## Provided by Aviva

Pearson offers two medical plans to choose from. Regardless of which one you choose; Pearson's healthcare plans allow members to obtain treatment for injuries or acute medical conditions through private consultants and hospitals. The plans cover a wide range of items such as inpatient and outpatient treatment, home nursing, psychiatric care, fertility and family-planning support, menopause support, gender affirmation care and surgery.



MEDICAL INSURANCE	MEDICAL INSURANCE PLUS
Guided Hospital Option*	Extended Hospital List**
£50 Excess per person/year	No Excess
£2,000 Outpatient Benefit	Full Refund Outpatient Benefit

\***Guided Referral** with this option, members work with a claims specialist who will guide them, based on their condition, to a hospital that offers the highest quality of care based on clinical outcomes, patient safety, efficacy and cost.

\*\***Extended Hospital List** includes the same features as Guided Referral and may include additional London-based hospitals.

## Dental Plans

Provided by Unum Dental, there are three levels of dental cover to choose from, with different monthly costs and reimbursement limits to suit your needs.




		NHS	GOLD	PLATINUM
OVERALL LIMIT	Annual limit for all listed treatment	N/A	£1,500	£2,500
NHS	100% NHS dental cover	Yes	Yes	Yes
CHECK-UPS	Examinations (annual limit)	100%	£75	£100

# Pension

## Provided by The Pearson Pension Plan

There are two sections in the Plan currently open to new joiners:



MONEY PURCHASE 2003 (MP03) SECTION	AUTO ENROLMENT (AE) SECTION
<b>Must Opt In</b>	<b>Automatically Enrolled</b>
<b>Requirements</b> Age: 16–74 	<b>Requirements</b> Age: 16–74 State Pension Age Salary: Over £10,000
<b>You pay</b> Between 3% and 8% of Pensionable Salary.* The maximum depends on your age. This can also be paid through salary exchange.	<b>You pay</b> 5% of your Qualifying Earnings.** This can also be paid through salary exchange.
<b>Pearson pays</b> Double what you pay in—between 6% and 16% of Pensionable Salary.*	<b>Pearson pays</b> 3% of your Qualifying Earnings.**

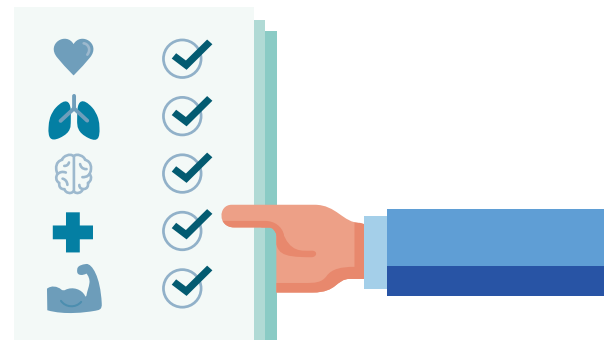
\***Pensionable Salary** is your basic salary as of 1 April each year, restricted in accordance with the Plan Earnings cap (£223,800 a year for the 2024/25 tax year).

\*\***Qualifying Earnings** are earnings between a minimum (£6,240 a year for the 2024/25 tax year) and a maximum (£50,270 a year for the 2024/25 tax year).



# Life Insurance

Life insurance cover is a key component of having a sound financial plan, and you can take comfort in the fact that your family will be protected financially in the event of your death. The amount of cover is dependent on your membership in the Pension Plan.



MEMBERSHIP IN THE PEARSON PENSION PLAN	MP03 SECTION	AE SECTION	NOT A MEMBER
Lump sum as a multiple of salary*	4x	3x	2x
Annual income to your spouse or civil partner*	33%	No	No
Annual income to dependent children (up to 4)*	8.5% each	No	No
Refund of pension pot	No	Yes	N/A

\*Calculated using your Pensionable Salary at the time of death, which is your basic salary as of 1 April each year, restricted in accordance with the Plan Earnings Cap. For more information, visit the [Pearson Pension Plan website](#).



## Save For Shares Plan

The Save for Shares Plan is an easy and flexible way to save money directly from your pay. Save between £5 and £500 a month for three years to purchase Pearson shares at a discount. The price you will pay for the shares at the end of the three years is set at a 20% discount to the market price at the start of the plan. You can keep your shares or sell them immediately.



## Annual Leave Trading

If eligible, Pearson provides you with the flexibility to change your annual leave entitlement:

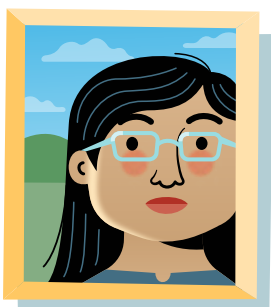
- Increase by up to five days (up to an overall maximum of 35 days)
- Decrease by up to five days (not applicable to employees Grade E and above)

Each day that you buy or sell is valued at 1/260th of your annual salary (pro-rated if part-time or working a non-standard weekly pattern). Your salary is adjusted for nine months (April to December) to reflect your chosen entitlement.

## Cycle to Work

### Provided by Cyclescheme

You can lease a bicycle (including qualifying equipment) and spread the cost over 12 months. You can request a value to suit your needs. The lease is paid via salary exchange, so you benefit from income tax and NI savings.



# Employee Assistance Programme

## Provided by Cigna International

Pearson provides you and your family with an Employee Assistance Programme (“EAP”) to support with any work or personal issue, including short-term professional counselling and connecting you to local resources to help you manage emotional, practical, or physical needs. The EAP is available 24/7/365 and provides you and your immediate family with a variety of practical information and counselling.

### Key Features of the EAP:

- Confidential
- Free to you
- Can be accessed multiple ways
- Available to you and your household members



## Other Benefits and Discounts

- Virgin Active Membership Subsidy
- Gympass
- Up to five paid Volunteer Days
- Discount Programme through Pluxee
- Paternity and Maternity Leave & Pay
- Parental Leave & Pay
- Adoption Leave & Pay
- Parental Bereavement Leave
- Compassionate Leave
- Time off for Dependents
- Career Break



# Useful Links and Contact Information

Healthcare Plan Customer Service Helpline:  
0800 092 7774

[Cigna EAP website](#) Company Code:  
0800 243 458

Pearson EAP Helpline:  
+44 (0) 20 8987 6230

[Pearson Pension Plan Website](#)

[Share Plans Portal](#)

[Unum Dental Member Portal](#)

Unum Dental Helpline:  
+44 (0) 20 7265 711

Unum Dental Email:  
[dental@unum.co.uk](mailto:dental@unum.co.uk)

