

Cengage Learning Benefits Summary as of January 2012

We appreciate the talent, skills and experience our employees bring to Cengage Learning. In return, we recognize their commitment through our comprehensive benefit plans and programs.

Benefits Eligibility

- You are eligible for most benefits on your date of hire if you are a regular employee scheduled to work 30 or more hours per week
- You may enroll your eligible dependents in many plans. Eligible dependents include your spouse/domestic partner and children up to age 26, such as:
 - stepchildren
 - grandchildren
 - adopted children
 - children for whom you or your spouse is legal guardian
 - children of domestic partners

Stay Healthy

Three levels of health care coverage are available: Employee Only, Employee + One, Employee + Family

Medical

- You have a choice of four Anthem BlueCross/BlueShield medical plan options, which offer a range of benefit levels, contribution amounts and out-of-pocket costs to meet your needs
- All four options provide 100% coverage for in-network preventive medical care
- Retail pharmacy and mail order prescription drug coverage are provided by Express Scripts

Dental

- You have a choice of three Cigna dental plan options, which offer a range of benefit levels, contribution amounts and out-of-pocket costs to meet your needs
- All three options provide 100% coverage for in-network preventive dental care and two offer orthodontia benefits

Vision

- You receive national discounts on frames and lenses through your medical plan
- You may enroll for more comprehensive vision coverage through the Vision Service Plan (VSP)

Flexible Spending Accounts (FSAs)

- You may enroll to set aside pre-tax dollars to pay for eligible health and dependent day care expenses
- You can contribute up to \$5,000 to a Health Care and/or a Dependent Day Care reimbursement account in 2012

Increase Your Financial Security

Short-Term Disability (STD)

- You automatically receive Company-paid STD coverage for up to 26 weeks for an approved disability after a seven-day waiting period
- Employees with less than five years of service receive 80% pay replacement
- Employees with more than five years of service receive 100% pay replacement for six weeks, then 80% pay replacement thereafter

Long-Term Disability (LTD)

- You automatically receive Company-paid LTD coverage of 50% of pay for an approved disability, up to a \$10,000 maximum monthly benefit, after 26 weeks of Short-Term Disability
- You may purchase additional LTD coverage that will increase your total LTD benefit to 60% of pay, up to a \$10,000 monthly maximum

Life and Accidental Death and Dismemberment (AD&D)

- You receive Company-paid Basic Life and AD&D coverage of 1x pay, up to a \$400,000 maximum benefit
- You may purchase supplemental coverage up to 5x pay, to a combined maximum of \$1.5 million for Basic and Supplemental Life and \$1 million for Basic and Supplemental AD&D

Dependent Life and Family AD&D

- You may purchase Dependent Life Insurance coverage up to \$150,000 for your spouse/ domestic partner and up to \$10,000 for your child(ren)
- You may purchase Family AD&D coverage up to \$500,000 for your spouse/domestic partner and up to \$100,000 for your child(ren)

Build Your Wealth

401(k) Savings Plan

- You are immediately eligible to participate and automatically enrolled for a 4% pre-tax contribution; you must actively opt out of automatic enrollment
- You may elect to contribute up to 25% of pay (pre- and/or after-tax combined) if you are not considered a highly compensated employee
- You may elect to contribute up to 10% of pay (pre- and/or after-tax combined) if you are considered a highly compensated employee
- The Company also contributes \$1 for every \$1 you contribute, up to 4% of your pay
- The Company match is vested at 25% per year of service on a four-year graded schedule

Learn & Advance

- The Company offers a Tuition Reimbursement program to support your continuing education
- Cengage Learning's Growth, Education, Advancement Resource (GEAR) can help your professional advancement
- Cengage Learning has established a scholarship program to assist employee's children who plan to start and/or continue education in college or vocational school programs.

Balance Your Work & Personal Life

- The Company provides paid time off through paid holidays, vacation days and sick time
- Other personal time off and leave programs are available, including parental, bereavement and personal leave
- The HRI Employee Assistance Program, Adoption Assistance, and Assist America (emergency travel assistance) are available to help you manage your personal situations

Save Time & Money

- You can save money using a variety of national and local discounts on products and services
- You may purchase varying levels of Group Legal coverage at discounted group rates
- You can pay for your mass transit and parking expenses using pre-tax dollars through our Commuter Benefit program

Help Others

- The Company helps you increase your charitable donations through the Matching Gifts program
- The Company's Volunteer Day supports your efforts to give back and help others in your community

Note: All benefits and costs are subject to change without notice. Eligibility for participation in most benefit plans is 30 or more hours per week, but may vary by benefit plan. Refer to the plan documents and descriptions for specific eligibility rules. Any discrepancies between this summary and the applicable plan documents will be governed by the plan documents.
