

McGraw-Hill Education **Rewards**



Learn more about MHE Total Rewards inside.

Our future...creating learning experiences that inspire minds and foster achievement.

Your future...join a motivated team driven by a singular mission and supported by a highly competitive program of Total Rewards.

💰 Compensation

★ Performance
and Recognition

📈 Development and
Career Opportunities

🌱 Benefits

🏠 Work/Life
Programs

Total Rewards — A Value Proposition

Every day, talented McGraw-Hill Education colleagues deliver superior results through our shared values and an unending spirit of innovation. In return, McGraw-Hill Education shares the Company's success through a competitive, comprehensive Total Rewards program.

Total Rewards is much more than a paycheck. It's a holistic approach to nurturing and supporting your health, financial security, life and career.



Compensation



Performance
and Recognition



Development and
Career Opportunities



Benefits



Work/Life
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\$ Compensation

Your passion for making a difference in the lives of teachers and learners will be able to shine through in an environment that supports individual and team excellence. McGraw-Hill Education rewards employees with market-competitive compensation and recognition programs.

Base Pay

Base pay is reviewed for annual merit increases each year.

Incentive Awards

We offer a range of performance-based reward programs designed to align individual and team performance with McGraw-Hill Education's for short- and long-term goals. In general, your incentive opportunities will be based on your position, your potential impact on value creation, and your ability to deliver exceptional results.





Performance and Recognition

Performance Reviews and Goal Setting

Setting performance and career goals is a collaborative process between you and your manager. You will have periodic meetings to evaluate your performance, set goals and chart a path for achieving a fulfilling career.

Recognition

Our spot award program allows managers to provide targeted awards for outstanding performance.



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Development and Career Opportunities

Find your purpose and achieve your professional goals with a fulfilling career at McGraw-Hill Education. We are committed to providing the tools and support that help our colleagues achieve and succeed.

Learning & Development

McGraw-Hill Education offers programs to help employees improve their professional abilities by investing 10% of their development time in formal training. These programs cover many kinds of skills and competencies, such as mastery of specific software programs; supervisory and management skills; and functional skills like marketing or sales. We encourage employees to facilitate their own development by practicing new skills and by learning from others in real time through our enterprise social network, Spark.

Employee Access to MHE Products

As a learning science company, we also offer our employees access to our own premier products – such as LearnSmart, SmartBook, and SIMnet – to help them build a range of skills and knowledge using our leading edge content and learning applications.

Tuition Reimbursement

This program helps you pursue a degree or field of study related to your career by reimbursing you for courses taken at accredited institutions.



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Benefits

Health and Wellness

McGraw-Hill Education offers medical, dental and vision benefits; health care accounts to help you pay out-of-pocket expenses; and wellness programs to help you take charge of your health.

Medical

Two comprehensive medical plan options through UnitedHealthcare that:

- Cover a wide variety of medical services, procedures and prescription drugs; McGraw-Hill Education covers in-network preventive care at 100% and pays the greater share of most other covered expenses
- Feature a Health Savings Account with Company contributions for most salary levels to help you pay current or future health care expenses
- Empower you to proactively manage your health and health care spending

Dental

Two dental options through Aetna:

- **Dental Maintenance Organization** option that provides care through a network of dentists and has no annual benefit limit
- **MHE Dental** option, a traditional dental plan that lets you use any dentist and provides a discount when you use a preferred provider



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Vision

One vision option through Vision Service Plan covering routine eye exams, glasses, and/or contact lenses, with discounts when you use Plan providers.

Health Care Accounts

Three tax-advantaged account options that let you set aside pre-tax money to pay eligible health care expenses:

- **Health Savings Account** – available with the McGraw-Hill Education medical plan options, includes Company contributions, rolls over from year to year and is yours to keep; you can use this account to pay for a broad array of eligible medical, dental, vision and other qualified health-related expenses
- **Limited Purpose Flexible Spending Account** – if you participate in the Health Savings Account, you can use this account to pay for eligible dental and vision expenses
- **General Purpose Flexible Spending Account** – if you are not eligible to open a Health Savings Account; you can use this account to pay eligible medical, dental and vision expenses

Telemedicine Through MDLive

Telemedicine through MDLive provides board-certified physician care for non-emergency medical conditions by phone when your doctor is not available.

Wellness Programs

McGraw-Hill Education offers a variety of programs to help you get healthy, stay healthy and be the best you can be:

- **HealthyU Wellness Program** – rewards you for taking simple steps to live a healthy and productive life; you can earn incentives by participating in biometric screening and health risk assessment programs, free wellness coaching in a variety of areas, and health challenges
- **Tobacco Cessation** – includes one-on-one coaching, nicotine replacement therapy and online tools, at no cost to you
- **UnitedHealthcare wellness resources** – includes online health coaching, mobile wellness apps, nutrition resources, healthy pregnancy programs and 24-hour nurse line



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Income Protection

McGraw-Hill Education is also committed to helping you save for the future and protecting your income if you should need it.

401(k) Plan

McGraw-Hill Education's 401(k) plan makes it easy to save for the future with pre-tax contributions and a Company matching contribution:

- You can save a percentage of your pay on a pre-tax basis, up to IRS limits
- The Company matches 100% of the first 6% that you contribute on a pre-tax basis; you become vested in the Company's contributions immediately
- You have a wide range of investment options to help your money grow
- Online investment tools and resources are available to help you manage your savings

Disability Benefits

If you cannot work due to illness, pregnancy or injury, disability benefits will replace part of your income:

- Short-term disability benefits, payable for up to 26 weeks, are based on years of service; the Company pays the full cost of coverage
- Basic long-term disability pays 50% of pay (base salary, overtime pay, bonus and/or commissions) after short-term disability ends, up to a maximum of \$10,000 per month; the Company pays for this coverage
- Supplemental long-term disability increases your long-term disability benefit to 66 2/3% of pay up to a maximum of \$20,000 per month; you pay for the additional coverage through payroll deduction

Life Insurance

Life insurance protects your loved ones if you die while employed by McGraw-Hill Education:

- Basic life insurance of one times your annual pay up to \$100,000 is paid in full by the Company
- You can purchase supplemental life insurance of one to eight times your annual pay up to \$2,500,000
- You can also purchase life insurance for your family; up to \$250,000 for your spouse and up to \$10,000 for each child

Accident Insurance

Accidental Death & Dismemberment (AD&D) insurance pays benefits if you die or sustain certain serious injuries as a result of an accident:

- You can purchase AD&D insurance for yourself of one to ten times your annual pay up to \$750,000
- You can also purchase AD&D insurance for your family; up to \$300,000 for your spouse and up to \$20,000 for each child

Travel Accident Insurance

You are automatically covered by Travel Accident Insurance of five times your annual pay up to \$1,000,000. Benefits are payable if you and/or your eligible family members die or become disabled due to an accident while traveling on approved Company business.



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Work/Life Programs

The work we do helps people to lead productive, fulfilling lives. And McGraw-Hill Education is committed to helping you do the same. You'll find support in a broad range of Work/Life benefits available to help you balance the many priorities in your life, both at and away from work.

Paid Time Off

McGraw-Hill Education provides paid vacation, holidays and emergency/occasional absence days to cover illness and urgent personal business.

Dependent Day Care FSA

Set aside tax-free dollars to pay eligible dependent day care expenses for children and/or elders. If your base pay is less than \$85,000 per year, MHE will match your contribution dollar for dollar, up to \$1,000.

Access ALEKS

MHE's premier adaptive learning technology. You and your family have free access to ALEKS, an on-line adaptive learning curriculum which covers all levels of Math, as well as certain Science courses. ALEKS helps users better prepare for and be more successful in K-12 and Higher Education courses.



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Work/Life Programs

Backup Dependent Care

This program provides up to 15 days per year of low-cost backup child and/or elder care if there is an unexpected interruption in your normal care-giving arrangements.

Employee Assistance Program (EAP)

The EAP is a confidential assessment and referral service designed to help you and your immediate family members resolve personal issues that may affect your health, family life or job performance.

Adoption Assistance

This benefit offers reimbursement of up to \$10,000 per year to help cover the cost of adopting a child.

Parental Leave

This benefit for both parents offers paid time off after the birth or adoption of a child.

Legal Services

Consolidated Legal Concepts, Inc. provides employees with access to legal advice and information. This service allows employees to speak to an attorney for a free, initial consultation of up to thirty minutes and discounts further services by 25% off the attorney's usual hourly rate.

Transportation Benefit

Set aside tax-free money to help reduce the cost of your daily commute; up to \$130 per month for transit expenses and up to \$250 per month for parking expenses. You can set aside additional amounts on an after-tax basis. Bicycle reimbursement benefits are also available.

Volunteer Time

Receive paid time off to volunteer for causes important to you.

Matching Grants

The Company matches your charitable contributions up to \$2,500 each year.

Flexible Work Arrangements

With your manager's agreement, the Company supports flexible work arrangements such as working remotely and/or flexible hours.



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Other Benefits and Programs

- **Credit Union** – A cooperative organization that offers a wide range of financial services
- **Home and Auto Insurance** – Home and auto insurance offered at special group rates
- **Discount Programs** – Employees can receive discounts on products, services, theater and comedy club events, day care centers and schools, fitness centers, test preparation, theme parks, entertainment, sporting events and more
- **Employee Referral Program** – Cash bonus when a candidate you recommend is hired

We're on a Mission. Join Us!

McGraw-Hill Education is committed to creating learning experiences that inspire minds and foster achievement. We firmly believe that the betterment of people, communities, and the world is grounded in education without limits. We ignite the spark between teaching and the learning moment. Online and offline, in the classroom and around the world, we are creating the most effective, inspiring, innovative, and proven approaches to learning. Join MHE as we create new opportunities and expand the boundaries of learning.

McGraw-Hill Education was ranked one of the top “Ideal Employers” in 2014, ahead of Facebook, Microsoft, Yahoo! and American Express.

Source: *Universum 2014*

Want to Learn More? Visit www.mheducation.com.



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