THERE’S NEVER BEEN A BETTER TIME TO BE AT NIELSEN

IT’S WHERE YOU CAN

BE YOURSELF

Be your best self in a world where your values are our guide, diverse perspectives are embraced, and being yourself is celebrated.

MAKE A DIFFERENCE

You can have an impact on your client, your team, your colleagues, and your community.

GROW WITH US

You can grow your career with us and develop as an individual, as part of a team, and as a leader.

OUR BENEFITS

At Nielsen, we offer all the regular benefits you’d expect from an industry-leading company. But many of our benefits buck the trend by focusing on the whole person—from financial well-being to personal resilience. Taken together, these programs are designed to help you feel and be your best self.

See what we have to offer!
BE HEALTHY.

Below is an overview of our medical, prescription, dental and vision plans. For more benefits, including short-term, long-term, life and accident insurance, see page 4.

MEDICAL PLANS
When it comes to your medical coverage, it’s not one-size-fits-all. Maybe you need to visit a doctor regularly. Or maybe you just go for annual checkups. Whether you need a little coverage, a lot of coverage, or something in between, we know that you care deeply about both choice and value.

That’s why we offer three plans from UnitedHealthcare: the Health Savings Plan, the Health Fund Value Plan, and the Health Fund Premium Plan. Whichever plan you choose, you receive 100% coverage for in-network preventive services such as physical exams, immunizations, and mammograms—and Nielsen contributes to all three plans.

HEALTH CARE SAVINGS AND REIMBURSEMENT ACCOUNTS WITH COMPANY CONTRIBUTIONS
The Health Savings Plan offers a Health Savings Account (HSA)—this is a personal savings account that is opened for you to make before-tax payroll contributions, and Nielsen contributes annually to help pay for health care.

The Health Fund Value Plan and Health Fund Premium Plan include a Health Reimbursement Account (HRA); this company-funded account helps you pay for eligible health care expenses.

PRESCRIPTIONS
You and your family members, enrolled in a Nielsen medical plan, are automatically covered by the CVS Caremark prescription drug benefit program, which provides a choice of affordable drugs on the CVS Caremark Primary/Preferred Drug List.

FLEXIBLE SPENDING ACCOUNTS
All three plans offer flexible spending accounts to use for out-of-pocket costs.

DENTAL
To take care of your smile, we offer two different plans: the CIGNA Dental Care HMO and the CIGNA Dental PPO.

VISION
Better vision is just a blink away with VSP, which offers vision coverage for you and your dependents.

REWARDS FOR HEALTHY LIVING
Receive medical premium discounts with Healthy Measures by completing a biometric screening that can indicate healthy lifestyle habits and potential health risks. Nielsen new hires and enrolled spouses/domestic partners automatically receive the Healthy Measures discounts for the first year!
BE FINANCIALLY SECURE.

Saving. Nielsen offers a 401(k) Plan to help you save for the future. Through automatic payroll deductions, you can make any combination of before-tax, Roth after-tax, or standard after-tax contributions, up to annual IRS dollar limits.

GET MATCHED
Receive a company match of 50 percent up to the first 6 percent of your pay, and become vested in the company matching contributions after two years of service.

INVESTMENT OPTIONS
Choose from a broad range of low-cost investments.

AUTOMATIC ENROLLMENT FEATURE
Saving is really important. To give you that initial nudge, you are automatically enrolled 60 days after your hire date. You can always opt out of the 401(k), but we hope you don’t.

LOANS AND WITHDRAWALS
Although the 401(k) Plan is designed to help you save for your future, we understand that stuff happens. You can take loans for any reason from your account—and hardship withdrawals are available if needed.

TIME OFF
To support you through the predictable and unpredictable, like having children, getting sick, being called for military service and more, visit our easy-to-use guide, Time Away From Work.

BE A SHAREHOLDER
Our associates are at the very heart of Nielsen’s success. One of the ways you can potentially benefit from your hard work is to become a shareholder through our Employee Stock Purchase Plan (ESPP). The ESPP lets you buy Nielsen stock through convenient payroll deductions at a discount of 5 percent.

Stock plan recordkeeping and administrative services are provided by Fidelity Stock Plan Services, LLC.
ADDITIONAL BENEFITS

SHORT-TERM AND LONG-TERM DISABILITY PROGRAMS
You receive Short-Term Disability (STD) coverage automatically after the first 90 days of full-time employment, and are automatically enrolled in the Long-Term Disability Plan on date of hire.

LIFE AND ACCIDENT INSURANCES
To protect your financial health, Nielsen provides both Basic Life Insurance and Basic Group Accident Insurance at no cost for you or your legal spouse/domestic partner and unmarried dependent children. You can also choose Supplemental Life Insurance.

COMMUTER BENEFITS
This program helps you pay for commuter cost through automatic before-tax payroll deductions.

ADOPTION ASSISTANCE
You may be reimbursed for qualified adoption expenses, with a lifetime maximum of $15,000 per family.

EMPLOYEE ASSISTANCE PROGRAM (EAP)
The EAP and Behavioral Health Benefits provide confidential support for those everyday challenges, and for more serious problems.

SURVIVOR SUPPORT
Ayco provides financial guidance to you and your family in the unfortunate event of your death or that of your spouse or domestic partner.

EDUCATIONAL ASSISTANCE
Nielsen provides reimbursement for many of the expenses associated with continuing education courses. All full-time, regular associates are eligible for education assistance benefits.

HYATT LEGAL PLANS
The legal plan provides a variety of legal services, including traffic and criminal matters, wills and estate planning, document preparation, purchase or sale of a home, refinancing, identity theft, and adoption or guardianship.

GUARANTEED INCOME PROGRAM
Through MetLife, this program lets you create a steady income stream after retirement that will continue for as long as you live.

SAVINGS DISCOUNTS
Special group rates and money-saving discounts are available to you through American Benefits Consulting (ABC). ABC options include Auto and Home Insurance, Pet Insurance, Identity Theft Protection, and Chubb Personal Excess Liability Insurance.

NIELSEN PERKS @ WORK
The Blackstone Marketplace provides you with access to private shopping events and exclusive discounts on hundreds of brand-name products and services.

Investing involves risk, including risk of loss.