



Benefits are provided to eligible part-time Faculty and Executives as follows:

Plans	Coverage/Elections	Eligible
Medical	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield Core PPO Plan ▪ CareFirst BlueCross BlueShield Enhanced PPO Plan ▪ CareFirst BCBS High-Deductible Health Plan (HDHP) ▪ Waive coverage Four levels of coverage. Cost: JHU & employee share.	Date of hire.
Pharmacy	Pharmacy benefits managed by Capital Rx. Cost: Included in Medical.	Date of hire.
Health Savings Account – WEX	Pairs only with High-Deductible Health Plan. JHU contributes for those making \$60,000 or less. Employees can contribute up to \$4,400/individual, \$8,750/family (including JHU contribution).	Date of hire.
403(b) Retirement Plan, University – TIAA	<p>4/8 Plan: Some faculty & executives* 4% of salary if under age 35 and 2 or more years of service; 8% of salary if age 35 or older.</p> <p>6/12 Plan: Some faculty & executives* 6% of salary if under age 35 and 2 or more years of service; 12% of salary if age 35 or older.</p> Investment election must be made prior to your first contribution, or it will be invested in the plan’s default investment option. Cost: JHU paid. <small>*See Retirement Page of HR website for details.</small>	First of month coinciding with or following hire date after satisfying age/service requirement.
403(b) Retirement Plan, Employee – TIAA	Contribute up to \$24,500 for the year. Ages 50 and over catch-up contribution of an additional \$8,000. Pre-tax and Roth contributions available.	First of month after hire.
Commuter Program – WEX	Pre-tax employee deductions for commute-to-work public transit and non-JHU parking expenses.	Date of hire.
Johns Hopkins Employee Assistance Program (JHEAP)	24/7 access to emotional support and daily life assistance counselors. Available to all employees and their household family members. LifeMart and Perks at Work employee discount programs. Cost: JHU paid.	Date of hire.
Important Links	Internet Link	Phone
Benefits & Worklife	hr.jhu.edu/benefits-worklife	410-516-2000
Johns Hopkins Employee Assistance Program (JHEAP)	hr.jhu.edu/benefits-worklife/support-programs	888-978-1262
myLearning	hr.jhu.edu/learn-grow/mylearning	443-997-6809

This summary of JHU’s benefit plans has been designed to acquaint you with features of the plans, and every attempt has been made to summarize these programs and policies accurately. The actual provisions of each plan will govern if there is any inconsistency between this summary and JHU’s formal plans or contracts. This summary does not constitute a contract for any benefit; JHU reserves the right to modify or terminate its benefit plans.