

**NOTICE TO PARTICIPANTS IN
THE JOHNS HOPKINS UNIVERSITY INCOME DEFERRAL 403(B) PLAN FOR
RESIDENTS, INTERNS AND POSTDOCTORAL FELLOWS**

August, 2025

**NOTICE OF PLAN CHANGES
AND SUMMARY OF MATERIAL MODIFICATIONS**

This notice is to inform you of certain changes to The Johns Hopkins University Income Deferral 403(b) Plan for Residents, Interns and Postdoctoral Fellows (the "Plan") that take effect July 1, 2025. The changes are described in more detail below. If you have questions after reviewing this notice, please do not hesitate to contact the Benefits Service Center at the contact information indicated at the end of this notice.

IN GENERAL

The Johns Hopkins University (the "University") is amending the Plan to:

- Revise the definition of participants who are eligible for University base contributions to include clinical fellows who are not providing services on a T32/NRSA, and
- Increase the amount of University base contributions from 1 ½% to 2% of an eligible participant's base salary (which generally is your basic rate of compensation excluding bonuses, commissions, overtime, shift differential and any other additional compensation such as compensation from fellowships or moonlighting.)

These changes are only effective for University base contributions made to eligible participants on and after July 1, 2025.

REVISED DEFINITION OF WHO IS ELIGIBLE TO RECEIVE UNIVERSITY BASE CONTRIBUTIONS

You are employed in an eligible job classification for University base contributions if you are a resident, intern, or, effective July 1, 2025, a clinical fellow (other than an individual who is providing services on a T32/NRSA) at the School of Medicine.

INCREASED UNIVERSITY BASE CONTRIBUTIONS

If eligible, you will receive University base contributions to your account each year equal to 2% of your Base Salary. The University will make base contributions for which you are eligible to your account at any time on or before the applicable deadline for such contributions imposed by the Internal Revenue Code. Your contribution amount will be determined using your Base Salary earned in your eligible job classification during the period for which the base contributions are made.

AFFECTED PARTICIPANT AND BENEFIT INFORMATION

If you have questions, please contact the Benefits Service Center at Johns Hopkins at Eastern, 1101 E. 33rd Street, Suite B001, Baltimore, Maryland 21218, by telephone at (410) 516-2000, or by email at benefits@jhu.edu.

This notice serves as a summary of material modifications, which modifies the information provided in the SPD for the Plan and should be kept with your copy of the SPD for future reference. For your reference, a copy of the SPD for the Plan can be found here: <https://hr.jhu.edu/benefits-worklife/health-life/student-health-benefits/resources-and-cost-of-coverage/>. If there are conflicts between this notice or other communications and the official Plan document, the official Plan document will govern. Although this notice summarizes certain Plan features, it does not fully describe all details of the Plan and is not intended to create any rights or benefits that are not provided under the Plan's terms. Also, the University reserves the right to amend or terminate the Plan in its sole discretion. If you have any questions about this notice or your benefits under the Plan, please contact:

Benefits Service Center
c/o Johns Hopkins at Eastern
1101 E. 33rd Street, Suite B001
Baltimore, Maryland 21218
(410) 516-2000

For purposes of identifying the Plan, the Employer Identification Number is 52-0595110 and the Plan number is 005.