

Benefits are provided to eligible full-time visiting Faculty as follows:

Plans	Coverage/Elections	Eligible
Medical	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield PPO Plan ▪ EHP Classic POS Plan ▪ Kaiser Permanente HMO Plan ▪ Waive coverage Four levels of coverage. Cost: JHU & Employee share.	Date of hire; must enroll during first 60 days of employment.
Pharmacy	Kaiser has pharmacy incorporated into plan. All other plans have common pharmacy benefits managed by Express Scripts. Matches Medical election. Cost: Included in Medical.	Date of hire; must enroll during first 60 days of employment.
Life Insurance – Securian Financial	<ul style="list-style-type: none"> ▪ \$50,000 ▪ 150% of salary (core benefit) ▪ 250% of salary Benefit is rounded to the next lower thousand. Initial election select any option without Evidence of Insurability (EOI) unless election is more than \$500,000, subsequent election requires EOI for 250%. You will need to designate a beneficiary. Cost: JHU pays for core benefit; Employee pays excess.	Date of hire; must enroll during first 60 days of employment.
403(b) Retirement Plan—Employee	Contribute up to \$19,500 for the year. Over age 50, catch-up contribution of an additional \$6,500. Three investment options.	First of month coincident with or next following hire.
Tuition Grant	Payment of required tuition and eligible fees up to 50% of JHU freshman tuition. For each eligible dependent. Cost: JHU paid.	After 2 yrs or at hire coming from an employer with a similar plan.
mySupport	24/7 access to emotional support and daily life assistance counselors. Available to all employees and their household family members. LifeMart employee discount program. Cost: JHU paid	Date of hire.

Important Links	Internet Link	Phone
Benefits & Worklife	hr.jhu.edu/benefits-worklife	410-516-2000
mySupport	hr.jhu.edu/benefits-worklife/support-programs/	443-997-7000
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.