

Summary of Benefits

Part-time Faculty & Executives

Benefits are provided to eligible part-time Faculty & 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 Four levels of coverage. Cost: Employee paid. | Date of hire. |
| Pharmacy | Pharmacy benefits managed by Capital Rx. Cost: Included in Medical. | Date of hire. |
| 403(b) Retirement Plan – University | The 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. The 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. *See the Retirement Page of the Benefits & Worklife website for more details. Investment options through TIAA. 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. | First of month coincident with or next after satisfying age/service requirement. |
| 403(b) Retirement Plan – Employee | Contribute up to \$23,500 for the year. Over age 50, catch-up contribution of an additional \$7,500. TIAA investment options. Pre-tax and Roth contributions available. | First of the month after hire. |
| Commuting-to-Work Program-WEX | Treats qualified parking and mass transit expenses on a pre-tax basis. | Date of hire. |
| Health Savings Account-WEX | Paired with High Deductible Health Plan. Employee can contribute up to \$4,300/individual, \$8,550/family. | 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 |
| JH Employee Assistance Program | 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.