### Support Staff Retirement Eligibility Matrix — January 18, 2011

<table>
<thead>
<tr>
<th>Hire Date</th>
<th>Age as of 6/30/11</th>
<th>What Happens</th>
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| Prior to July 1, 2009      | n/a               | - You are eligible for Retirement Choice  
- You choose a retirement plan (either the Support Staff Pension Plan or the new Johns Hopkins University 403(b) Plan) for future benefit accruals beginning July 1, 2011  
- No matter which plan you choose, benefits you’ve earned in the Support Staff Pension Plan through June 30, 2011 will be retained and paid to you at retirement |
| July 1, 2009-June 30, 2011 | Under 35          | - You have not yet become eligible for the Support Staff Pension Plan  
- You are eligible for the new 403(b) Plan on July 1, 2011, at which time you may immediately begin making voluntary contributions  
- If you have been contributing to the Staff Voluntary 403(b) Plan, this money moves with you to the new 403(b) Plan  
- Once you complete 2 years of service (or reach age 35, whichever is sooner) you are eligible for the university’s contribution to your 403(b) Plan account  
- The university contribution is 4% of pay when you are under age 35 and 8% of pay when you are age 35 or older  
- This contribution begins the first of the month following your completion of 2 years of service or attaining age 35; it begins during the current month, if you complete your 2 years of service or attain age 35 on the first of the month |
| July 1, 2009-June 30, 2011 | 35 or older       | - You have not yet become eligible for the Support Staff Pension Plan  
- You are eligible for the new 403(b) Plan on July 1, 2011, at which time you may immediately begin making voluntary contributions  
- If you have been contributing to the Staff Voluntary 403(b) Plan, this money moves with you to the new 403(b) Plan  
- Because you are age 35 or older, your 8% university contribution to your 403(b) Plan account begins on July 1, 2011 |
| July 1, 2011 and later     | Under 35          | - You are not eligible for the Support Staff Pension Plan (no new participants after June 30, 2011)  
- You are immediately eligible for the new 403(b) Plan on your date of hire and can begin making voluntary contributions  
- Once you complete 2 years of service (or reach age 35, whichever is sooner) you are eligible for the university’s contribution to your 403(b) Plan account  
- The university contribution is 4% of pay when you are under age 35 and 8% of pay when you are age 35 or older  
- This contribution begins the first of the month following your completion of 2 years of service or attaining age 35; it begins during the current month, if you complete your 2 years of service or attain age 35 on the first of the month |
| July 1, 2011 and later     | 35 or older       | - You are not eligible for the Support Staff Pension Plan (no new participants after June 30, 2011)  
- You are immediately eligible for the new 403(b) Plan on your date of hire and can begin making voluntary contributions  
- Because you are age 35 or older, your 8% university contribution to your 403(b) Plan account begins on the first of the month following your date of hire (or the current month, if you are hired on the first) |

*Note: If you have been rehired since July 1, 2009, please contact the Benefits Service Center to determine your eligibility.*