

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 ▪ EHP Classic Plan ▪ Kaiser Permanente HMO ▪ 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	<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 \$18,500 for the year. Over age 50, catch-up contribution of an additional \$6,000. 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. JHU paid.	After 2 yrs or at hire coming from a university with a similar plan.
Voluntary Benefits	Current offerings include Vision Plan, Critical Illness Insurance, Accident Insurance, Choice Auto and Homeowner's Insurance, Legal Plan paid through convenient payroll deduction.	Date of hire
Statutory Plans	<ul style="list-style-type: none"> ▪ Social Security Cost: JHU & Employee share. ▪ Unemployment Insurance Cost: JHU paid. ▪ Workers' Compensation Cost: JHU paid. 	Date of hire
FASAP: Faculty & Staff Assistance Program	Personal assistance and referral.	Date of hire
Work, Life & Engagement	Offering problem-solving strategies & programs to work-life issues.	Date of hire

Important Links	Internet Link	Phone
University Benefits	www.benefits.jhu.edu	410-516-2000
Faculty & Staff Assistance (FASAP)	hopkinsworklife.org/fasap/	443-997-3800
Talent Mgmt & Org. Development	hrnt.jhu.edu/tmod/	443-997-6809
Work, Life & Engagement	www.hopkinsworklife.org	443-997-7000

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.