NOTICE TO INTERESTED PARTIES

MASSACHUSETTS INSTITUTE OF TECHNOLOGY BASIC RETIREMENT PLAN (THE “PLAN”)

Date:     August 17, 2020

1. Notice to: All present employees of the Massachusetts Institute of Technology (the “Institute”) who are eligible to participate in the Plan.

An application is to be made to the Internal Revenue Service for a determination on the qualification of the following employee pension benefit plan:

2. Name of Plan:    The Massachusetts Institute of Technology Basic Retirement Plan
3. Plan Number:    002
4. Name and Address of Applicant:  Massachusetts Institute of Technology
77 Massachusetts Avenue
Cambridge, MA 02139-4307
5. Applicant's Employer Identification Number:  04-2103594
6. Name and Address of Plan Administrator:    Massachusetts Institute of Technology
77 Massachusetts Avenue
Cambridge, MA 02139-4307

7. The application will be filed on August 28, 2020 for an advance determination as to whether the Plan meets the qualification requirements of § 401(a) of the Internal Revenue Code of 1986, as amended, with respect to the Plan's amendment and restatement. The application will be filed with:

Internal Revenue Service
Attn: EP Determination Letters
Stop 31
P.O. Box 12192
Covington, KY 41012-0192

8. The employees eligible to participate in the Plan: All employees of the Institute and any other affiliated employer that adopts the Plan with the approval of the President of the Institute or his or her delegate, except for employees who fall into one of the following categories, as determined by the Institute: (i) visitors; (ii) students and coop students; (iii) fellows; (iv) summer employees; (v) affiliates; (vi) trainees; (vii) teaching or research assistants; (viii) officers, enlisted personnel and civilian employees of the military assigned to the Institute or other affiliated employer; (ix) employees on the voucher payroll; (x) individuals who are categorized by the Institute as casual labor; and (xi) employees represented by a union who do not become eligible to participate in the Plan as a result of good faith collective bargaining. In no event will a leased employee become eligible to participate in the Plan until he or she becomes actually employed by a participating employer.

9. The Internal Revenue Service has previously issued a determination letter with respect to the qualification of this Plan.

RIGHTS OF INTERESTED PARTIES

10. You have the right to submit to Employer Plans (EP) Determinations, at the above address, either individually or jointly with other interested parties, your comments as to whether this Plan meets the qualification requirements of the Internal Revenue Code. Your comments to EP Determinations may be submitted to:

Internal Revenue Service
EP Determinations
Attn: Customer Service Manager
P.O. Box 2508
Cincinnati, OH, 45202

You may instead, individually or jointly with other interested parties, request the Department of Labor (“DOL”) to submit, on your behalf, comments to EP Determinations regarding qualification of the Plan. If the DOL declines to comment on all or some of the matters you raise, you may individually, or jointly if your request was made to the DOL jointly, submit your comments on these matters directly to EP Determinations.
REQUESTS FOR COMMENTS BY THE DEPARTMENT OF LABOR

11. The DOL may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed for the DOL to comment with respect to this Plan is 10. If you request the DOL to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include:

(1) The information contained in items 2 through 5 of this Notice; and

(2) The number of persons needed for the DOL to comment.

A request to the DOL to comment should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210
ATTN: 3001 Comment Request

COMMENTS TO THE INTERNAL REVENUE SERVICE

12. Comments submitted by you to EP Determinations must be in writing and received by October 12, 2020 (45 days after Determination Letter [D-Letter] is filed). However, if there are matters that you request the DOL to comment upon on your behalf, and the DOL declines, you may submit comments on these matters to EP Determinations to be received within 15 days from the time the DOL notifies you that it will not comment on a particular matter, or by October 12, 2020 (45 days after D-Letter is filed), whichever is later, but not after October 27, 2020 (60 days after D-Letter is filed). A request to the DOL to comment on your behalf must be received by September 12, 2020 (15 days after D-letter is filed) if you wish to preserve your right to comment on a matter upon which the DOL declines to comment, or by September 22, 2020 (25 days after D-Letter is filed) if you wish to waive that right.

ADDITIONAL INFORMATION

13. Detailed instructions regarding the requirements for notification of interested parties may be found in sections 19 and 20 of Rev. Proc. 2020-4. Additional information concerning this application (including, where applicable, an updated copy of the Plan and related trust; the application for determination; any additional documents dealing with the application that have been submitted to the Service; and copies of section 19 of Rev. Proc. 2020-4) are available upon request at: Massachusetts Institute of Technology, 77 Massachusetts Avenue, Cambridge, MA 02139-4307, during normal business hours for inspection and copying.