NOTICE TO INTERESTED PARTIES
Required by Federal Law

JANUARY 23, 2015

Notice to Employees Who Are Eligible to Participate in the Massachusetts Institute of Technology Basic Retirement Plan and/or the Massachusetts Institute of Technology Supplemental 401(k) Plan

Applications will be made to the Internal Revenue Service ("IRS") for advance determinations on the qualification of the following two employee benefit plans:

<table>
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<tr>
<th>Name of Plan</th>
<th>Plan Number</th>
<th>Name and Address of Applicant and Plan Administrator</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Massachusetts Institute of Technology Basic Retirement Plan (&quot;Retirement Plan&quot;)</td>
<td>002</td>
<td>Massachusetts Institute of Technology&lt;br&gt;77 Massachusetts Avenue&lt;br&gt;Building 7, Room 206&lt;br&gt;Cambridge, MA 02139-4307</td>
</tr>
<tr>
<td>The Massachusetts Institute of Technology Supplemental 401(k) Plan (&quot;Supplemental Plan&quot;)</td>
<td>005</td>
<td>Massachusetts Institute of Technology&lt;br&gt;77 Massachusetts Avenue&lt;br&gt;Building 7, Room 206&lt;br&gt;Cambridge, MA 02139-4307</td>
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Applicant’s Employer Identification Number: 04-2103594

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These applications will be filed on February 2, 2015 for advance determinations as to whether the plans continue to meet the qualification requirements of section 401 of the Internal Revenue Code of 1986, with respect to the plans’ amendments. The application will be filed with:

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<tr>
<th>Internal Revenue Service&lt;br&gt;EP Determinations&lt;br&gt;P.O. Box 12192&lt;br&gt;Covington, KY 41012-0192</th>
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The employees who are eligible to participate under the Retirement Plan and the Supplemental Plan are Employees employed by a Participating Employer (i.e., the Massachusetts Institute of Technology (the "Institute") or an Affiliated Employer) who meet the applicable plan’s minimum service requirements, other than an Employee who falls within one of the following employment categories as determined by the Institute: visitors; students and coop students; fellows; summer Employees; affiliates; trainees; teaching or research assistants; officers, enlisted personnel and civilian employees of the military assigned to the Institute or Affiliated Employer; Employees on the voucher payroll; individuals who are categorized by the Institute as casual labor; Employees hired for a period of less than three consecutive months (Supplemental Plan only); and Employees represented by a union who do not become eligible to participate in the Plan as a result of good faith collective bargaining.

RIGHTS OF INTERESTED PARTIES

You have the right to submit to EP Determinations, at the above address, either individually or jointly with other interested parties, your comments as to whether the plans meet the qualification requirements of the Internal Revenue Code of 1986. Your comments may be submitted to:

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<tr>
<th>Internal Revenue Service&lt;br&gt;EP Determinations&lt;br&gt;Attn: Customer Service Manager&lt;br&gt;P.O. Box 2508&lt;br&gt;Cincinnati, OH 45202</th>
</tr>
</thead>
</table>

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 plans. 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 at the Cincinnati address above.

REQUESTS FOR COMMENTS

BY THE DEPARTMENT OF LABOR

The DOL may not comment on behalf of interested parties unless requested to do so by the lesser of ten individuals or ten percent of the individuals who qualify as interested parties. The number of persons needed for the Department to comment with respect to the Retirement Plan is 10 and with respect to the Supplemental 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 plan name, plan number and the name, address, and
employer identification number of the applicant (which are set forth on this Notice); and (2) the number of persons needed for the DOL to comment (which is ten).

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

Comments submitted by you to EP Determinations must be in writing and received by them by March 19, 2015 (45 days after the date the application 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 by them within 15 days from the time the DOL notifies you that it will not comment on a particular matter, or by March 19, 2015 (45 days after the date the application is filed), whichever is later, but not after April 3, 2015 (60 days after the date the application is filed). A request to the DOL to comment on your behalf must be received by the DOL by February 17, 2015 (15 days after the date the application is filed), if you wish to preserve your right to comment on a matter upon which the DOL declines to comment, or by February 27, 2015 (25 days after the date the application is filed) if you wish to waive that right.

ADDITIONAL INFORMATION

Detailed instructions regarding the requirements for notification of interested parties may be found in sections 17 and 18 of Rev. Proc. 2014-6. Additional information concerning these applications (including, where applicable, updated copies of the plans and related trusts; the applications for determination; any additional documents dealing with the application that have been submitted to the IRS; and copies of section 17 of Rev. Proc. 2014-6) are available from the Massachusetts Institute of Technology, 77 Massachusetts Avenue, Building 7, Room 206, Cambridge, MA, 02139-4307, during normal business hours for inspection and copying. There is a nominal charge for copying and/or mailing.