As valued hospital employees, our training programs have a competitive resident benefits program to ensure residents and their families are taken care of to address multiple life circumstances. Please do not hesitate to ask any more detailed questions to your residency program director, residency program coordinator, or our hospital director of human resources.

**Resident Salaries**

<table>
<thead>
<tr>
<th></th>
<th>PGY-1</th>
<th>PGY-2</th>
<th>PGY-3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Family Medicine</strong></td>
<td>50,000</td>
<td>52,000</td>
<td>54,000</td>
</tr>
<tr>
<td><strong>Internal Medicine</strong></td>
<td>50,000</td>
<td>52,000</td>
<td>54,000</td>
</tr>
</tbody>
</table>

**Duration of Appointment/Promotion/Contract Non-Renewal/Due Process**

Resident contracts are generally a year in duration. Each residency program will have published program specific milestones outlining what performance is necessary to progress from one PGY level to another. Resident promotion from one year to the next is determined by accomplishing these milestones by the judgment of the program director and their program’s clinical competency committee. Programs will attempt to provide 90 days’ notice to the resident if non-renewal is being considered. However events occurring within the 90 day period that raise significant concerns of resident performance may be dealt with in accordance with the hospital’s due process policy. The due process policy can be found on the Sponsoring Institution’s Policy Page.

**Professional Liability Insurance**

The sponsoring institution will provide professional medical liability insurance coverage. This will be an occurrence type policy for acts and omissions during the period from the Effective Date through termination of the resident contract. This will be in the amount of $250,000 / $750,000

**Grievance Process**

If you experience any job-related harassment based on sex, race, national origin, disability or other factor prohibited by federal, state or local statute, or you believe you have been treated in an unlawful, discriminatory manner, you should promptly report the incident to your supervisor, who will investigate the matter and take appropriate action, including reporting it to Human Resources. If you believe it would be inappropriate to discuss the matter with your supervisor, you may bypass your supervisor and report it directly to Human Resources for investigation or The Ethics Line at 1-800-455-1996. The complaint will be kept confidential to the maximum extent possible. If it is determined that an employee is guilty of job-related harassment of another individual, appropriate disciplinary action will be taken against the offending employee, up to and including termination of employment. Any form of retaliation against any employee for
filing a bona fide complaint under this policy or for assisting in a complaint investigation is prohibited.

If you experience any other issues related to perceived unfair treatment, the program director and associate program director of your training program will have an open door policy to discuss these issues. If you feel uncomfortable speaking to your program leadership, other venues include the facility Designated Institutional Official, the Resident Council, or the facility Chief Medical Officer or Chief Executive Officer.

**Health Insurance Benefits for Residents and their Beneficiaries**

Resident physicians and their dependents are eligible for enrollment in health insurance plans, which take effect following the 75th day of employment through the HCA Well Care Program described at [http://www.acareerathca.com/Content/CareerCampaign/AboutHCA/BenefitsAtHca.aspx](http://www.acareerathca.com/Content/CareerCampaign/AboutHCA/BenefitsAtHca.aspx)

HCA has partnered with Pancoast Benefits to offer short term medical options that provide you and your families with valuable coverage until you become eligible for HCA’s group medical plan. We will pay a lump sum of $750 at the end of the first pay period to mitigate these costs. Coverage can be customized based on plan features such as deductible, coinsurance and copays. Pancoast Benefits can be accessed online at [www.pancoastbenefits.com/stm](http://www.pancoastbenefits.com/stm) or calling toll free at (800) 237-3643.

Please note that enrolling in a plan with medical benefits of at least $50,000 per accident or illness and a deductible not to exceed $500 per accident or illness is a requirement of the ECFMG for J-1 visa sponsorship.

**Short-term Disability Insurance Benefits**

Resident physicians are eligible for an interim short term disability program upon employment. Details can be found in the resident interim disability policy on the Sponsoring Institution’s Policy Page.

A short term disability policy and supplemental short term disability policy covering from 75 days to the first 21 weeks of disability is covered under the HCA short term disability policy on the Sponsoring Institution’s Policy Page which covers from a proportion of pre-disability pay depending. Pre-disability pay is your regular benefit pay for the last full pay period just before the period of disability begins. It does not include bonuses, overtime and any other extra compensation, nor does it include income received from sources other than HCA. With the CorePlus Supplemental Short-Term Disability Benefits coverage you can purchase additional short-term disability benefits if desired. In all instances, employees must report any injury, no matter how slight, that occurs while on the job to the immediate supervisor and to Human Resources.

**Long-term Disability Insurance Benefits**

Resident physicians may apply for enrollment in a Long-Term Disability (LTD) Benefits Plan that provides income protection if you become totally disabled and are unable to work for an extended period of time. Residents may choose between no coverage or a plan with monthly benefits of a proportion of your base pay, depending on your election, after you have been totally disabled for five months. In all instances, employees must report any injury, no matter how
slight, that occurs while on the job to the immediate supervisor and to Human Resources. A brief overview is available at http://www.acareerathca.com/Content/CareerCampaign/AboutHCA/BenefitsAtHca.aspx with further details available by your training program coordinator or hospital HR director.

**Vacation/Sick/Parental and Other Leave (Paid Time Off)**

Paid time off (PTO) is provided for periods of time away from work with pay. Residents will receive a fixed amount of PTO upon employment. The PTO plan provides 20 days (160 hours) total for each term of appointment. The term of appointment is defined as the first date of each post-graduate year (PGY) through the last date of each PGY. This term typically runs from July 1st through June 30th and spans the academic year, with an orientation week included at the beginning of training. The PTO allotment balance of 160 hours will be provided to the resident following the start of each academic year, as of the end of the first pay period. All usage and limits are calculated as the end of the pay period.

PTO is defined as requested time off for holidays, vacation, illness, parental leave or personal reasons. PTO requires pre-approval in writing to the program director and program coordinator. PTO not taken during the term of the Resident’s appointment will not be paid out as cash or carry over into another term of appointment. It is the responsibility of the employee (resident) to maintain a sufficient PTO balance to cover vacations, illness waiting period, etc. If an adequate balance of PTO is not available to cover requested time off, the request may be granted as unpaid time at the discretion of the program director.

Female residents may use their existing PTO balance for maternity leave. Any additional desired time off, up to 6 weeks post-partum would fall under the short-term disability policy and would not be fully compensated. This additional time would be funded at a proportion of base pay in accordance with the disability policy described above.

Further details on the PTO policy can be obtained on the Sponsoring Institution’s Policy Page.

**Timely Notification of Graduation Delay/Eligibility for Specialty Board Examinations**

The training programs will assist residents to meet all requirements needed to sit for specialty boards as soon as possible after graduation and strive to notify residents within 90 days of the end of the academic year if graduation will be delayed based on performance or other circumstances. Prolonged absences for any reason may result in extension of training and delay of graduation which impacts board eligibility. Residents are encouraged to discuss extended periods away from the program carefully with their training program director. Programs strive to provide residents timely Programs will fund registration fees due for board certification if they are due for registration prior to graduation, but not afterwards. The Sponsoring Institution strongly feels that board certification is a marker of professional excellence and highly encourages all trainees to sit for board examinations. Extension of training is covered in detail under the residency due process policy on the Sponsoring Institution’s Policy Page.

**Duty Hours and Moonlighting**

The Sponsoring Institution fully meets or exceeds all ACGME duty hour requirements We do not allow moonlighting in our facility or in other HCA facilities. Moonlighting in non-HCA facilities is only allowed with written permission of the program director and must be recorded toward duty hours in accordance with ACGME duty hour requirements. Each individual program has a duty hour policy outlining whether moonlighting is allowed. Professional liability
insurance extended as part of the residency program does not extend to moonlighting activities in non-HCA facilities.

**Employee Assistance Program**

All HCA-affiliated employees and their families have access to an Employee Assistance Program (EAP), a confidential, voluntary, no-cost counseling and referral service providing personal, legal and financial services. The EAP is accessible 24 hours a day, seven days a week – call (800) 434-5100 to access this service. All communication between you and EAP counselors is strictly private and confidential, and all records pertaining to EAP participation are kept by the outside vendor.

**Drug Free Workplace**

The following are prohibited while on Company property or during working hours:

- The sale, manufacture, distribution, purchase, use, or possession of alcohol, alcoholic beverages, illegal substances, non-prescribed controlled substances, or drug paraphernalia by an employee on Facility premises or during his or her working hours.
- Reporting to work, or being at work, while under the influence of or while impaired by alcohol, alcoholic beverages, illegal substances, prescribed or non-prescribed controlled substances.
- Reporting to work, or being at work, with the smell of alcohol on one’s breath or person, or a measureable quantity of non-prescribed Controlled Substances in one’s blood or urine.
- A conviction for sale or possession with intent to distribute any drugs, including prescription drugs.
- Theft or diversion of facility medications.
- Refusal for any reason to submit or consent to a drug/alcohol screen requested by any management personnel at the Facility.
- Participation in any act that would create or allow false documentation of security and/or safety practices.
- Tampering with or otherwise altering drug testing samples or security equipment or systems.

An applicant or employee may be requested to undergo a blood test, urinalysis, “Breathalyzer” test or other diagnostic test under any of the following circumstances:

- Following the acceptance of a job offer conditioned on passing a drug test.
- Where there is a reasonable belief in the opinion of management that an employee is impaired by intoxicants, drugs or narcotics while on Company property or during working hours, or that an employee has reported to work with a measurable quantity of intoxicants, drugs or narcotics in blood and/or urine.
- When an employee is involved in an on-the-job accident or injury to themselves or any other person.

When there is reasonable belief, in the opinion of management, that an employee is impaired by intoxicants, drugs or narcotics, or is possession of any intoxicants, drugs, narcotics or equipment, products and materials that are used, intended for use or designed for use with non-prescribed controlled substances, management may search any Company property and/or employee’s personal property that has been brought onto Company property (including, but not limited to, vehicles, handbags, briefcases, etc.).
Resident physicians are subject to applicable state and medical staff policies on physician impairment.

**Smoking and Use of Tobacco Products**

In an effort to provide a safe, clean and healthy environment for our patients, employees, visitors and customers, smoking and the use of tobacco products is not permitted inside any Company buildings, owned or leased vehicles nor on any Company grounds, parking lots/structures or ramps.

**Equal Employment Opportunity / Harassment**

Equal employment opportunities are provided to all employees and applicants for employment without regard to race, color, religion, creed, sex, national origin, age, disability, sexual orientation, genetic information, or the filing of workers compensation claims, or the use of an agricultural product during non-working hours that is not regulated by the Alcoholic Beverage Commission or status as a Vietnam-era or special disabled veteran in accordance with applicable state and federal laws. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation and training. Genetic information includes information about an individual’s genetic tests, genetic tests of a family member, and family medical history. Genetic information does not include information about the sex or age of an individual or the individual’s family members, or information that an individual currently has a disease or disorder. Genetic information also does not include tests for alcohol or drug use. Any form of unlawful employee harassment based on race, color, religion, sex, national origin, age, disability, sexual orientation or status in any group protected by state or local law is strictly prohibited. Improper interference with the ability of employees to perform their expected job duties is not tolerated. Each member of management is responsible for creating an atmosphere free of discrimination and harassment, sexual or otherwise. Further, employees are responsible for respecting the rights of their co-workers.

The following is prohibited:

- Unwelcome sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual or otherwise offensive nature, especially where:
  - Submission to such conduct is made either explicitly or implicitly a term or condition of employment.
  - Submission to or rejection of such conduct is used as the basis for decisions affecting an individual’s employment.
  - Such conduct has the purpose or effect of creating an intimidating, hostile or offensive working environment.

- Behaviors that engender a hostile or offensive work environment will not be tolerated. These behaviors may include, but are not limited to, offensive comments, jokes, innuendoes and other sexually oriented or culturally insensitive/inappropriate statements, printed material, material distributed through electronic media or items posted on walls or bulletin boards.

**Code of Conduct and Ethics and Compliance Program**

The Company has a robust Ethics and Compliance Program. This program includes the Code of Conduct, policies and procedures, training and communications related to the Code and policies, the Ethics Line, monitoring and auditing to ensure compliance -- and maintaining an
organizational structure that supports the program. The Code of Conduct provides guidance to ensure our work is done in an ethical and legal manner. It emphasizes the shared common values that guide our actions and contains resources to help resolve questions about appropriate conduct in the workplace. Each employee reviews the Code of Conduct, signs an acknowledgement card and receives training within 30 days of employment. Additionally, each employee receives Code of Conduct training annually, as well as other compliance training that applies to his or her job responsibilities.

In addition to the Code of Conduct, we have a number of compliance-related policies and procedures that can be found on the Ethics and Compliance Atlas site. Please consult the Code and policies if you have any questions about what is expected in a particular situation.

The Company maintains an Ethics line (800-455-1996) which may be contacted to report ethics and compliance concerns. Other resources for reporting concerns include:

- Your Supervisor
- The Facility Human Resources Manager
- The Facility Ethics and Compliance Officer (ECO)
- Another member of management at the facility or in the organization

Resolution at the local level is encourage, and every effort is made to maintain, within the limits of the law, the confidentiality of the identity of any individual who reports concerns or possible misconduct. There is no retribution or discipline for anyone who reports a concern in good faith. Monitoring and auditing is conducted to ensure that policies and procedures and other guidance are being implemented appropriately.

Finally, the Company has established a structure to support its ethics and compliance efforts. This structure includes the Chief Ethics and Compliance Officer, ethics and compliance committees, local Ethics and Compliance Officers and responsible Executives. More extensive information regarding ethics and compliance program is available to all HCA colleagues on Atlas and to the general public on the Internet.

**Dress Code / Identification Badges**

All employees are to present a well-groomed and professional appearance. Employees are expected to wear clothing that fits well, is clean and appropriately pressed. Hair should be clean and well groomed. Identification/name badges furnished by the facility must be worn at all times, front side showing and above the waist. Employees should wear uniforms or professional attire consistent with their position. Employees exposed to blood and/or bodily fluids may not wear open toe, sling back or other shoes with holes/openings.

**HCA Total Rewards**

The HCA Total Rewards program offers the following benefit options for residents and their dependents:

**Health and Welfare Benefits Plan:**
- Medical
- Dental
- Vision
- Wellness
- Health Reimbursement Account
- Health Care and Day Care Flexible Spending Accounts
• Life and AD&D Insurance and Dependent Life Insurance
• Long-Term Disability
• Employee Assistance Program
• Voluntary Core Plus Benefits
  o Auto & Home Insurance (Note: Home insurance not available in all locations)
  o Legal Benefit
  o Long-Term Care
  o Short-Term Disability
  o Voluntary Permanent Life Insurance

Retirement Benefits:
• 401(k) Plan

A brochure on the HCA Total Rewards program can be downloaded at
http://www.acareerathca.com/Content/CareerCampaign/AboutHCA/BenefitsAtHca.aspx