

Summary of Benefits – Exhibit A

Responsible Party	GMEC	Last Revised	04/2023
Origination	02/1990	Last Approved/Effective	06/2023

Purpose

To describe a summary of benefits for resident physicians and fellows who are training in ECU Health Medical Center graduate medical education programs.

Summary of Benefits

Paid Time Off (PTO): Twenty-eight (28) days of PTO are provided to resident physicians and fellows on an annual basis.

ACGME One-Time Paid Leave: ECU Health (ECUH) provides residents/fellows with a maximum of six (6) weeks (30 business days) of paid approved medical, parental, and caregiver leave(s) of absence for qualifying reasons once during their entire time in the training program.

Professional Leave and Educational Benefits: Individual departments provide additional benefits to further your education. These may include textbooks, journal subscriptions, membership in professional societies, financial support for educational meetings outside the medical center and startup money for research programs. Specific information concerning these educational benefits is available from the program directors of individual residency programs. ECUH will refund a PGY 3 and above resident \$50 per year for membership in professional societies.

Professional Liability Insurance: Residents are provided malpractice coverage for activities that are directly related with their residency training program (does not include moonlighting). This coverage is in force regardless of when a claim is filed and is part of the Self Insurance Retention program with limits of \$3 million occurrence/\$12 million aggregate. ECUH Risk Management (RM) handles all risk, legal and issuance issues for residents and can be reached at 847-4584 or after hours by calling RM On Call at beeper 413-4473.

Hospital and Health Insurance: A group plan for Hospital and Health Insurance for the residents and dependents is available at group rates and is effective upon employment. Premiums are the responsibility of the Resident.

Long Term Disability Insurance: Long Term Disability Insurance for the residents is available at group rates and premiums may be paid by salary reduction on an after-tax basis.

Workers' Compensation: Compensation for lost work time and/or medical expenses for job related accidents or illnesses. ECUH pays 100%.

Life Insurance: Residents are provided life insurance equal to their annual salary. Additional life insurance is available at group rates and the premiums may be paid by salary reduction on an after-tax basis. Dependent Life Insurance (\$5000 for spouse and \$2500 for eligible children) is provided upon employment.

Flexible Benefits: A flexible benefit program is available after six months of employment that include: Medical Plan Deductible Options; Dental Plan; Additional Life Insurance; Dependent Life Insurance; Child Care and Health Care Reimbursement Accounts; and Partnership Savings Plan.

Medical or Dental License: ECUH will reimburse for the N.C. Resident Training License fee once a resident begins training. Annual registration of N.C. Resident Training License will be paid by ECUH. N.C. Dental Intern Permit will be reimbursed by ECUH once the dental resident begins training. Residents applying for and granted a full and unrestricted N.C. license will be reimbursed for initial license and renewals at the amount of N.C. Resident Training License fees.

Moving Expense Stipend: New Residents and Fellows are given a \$1000 moving stipend when joining our programs.

Tuition Aid Plan: This plan is intended to help employees wishing to continue their education through voluntary off the job instruction and study. Details are available in the Department of Human Relations.

Lab Coats Allowance: An allowance of \$50 is given for the purchase of lab coats. Information on where to purchase these coats will be given during onboarding.

Laundry for Lab Coats: Lab coats will be picked up from your department twice a week for cleaning. No other laundry service is provided.

Meal Allowance: Meal Allowance is provided to all residents at a rate of \$1200 a year.

Call Rooms: Call rooms are provided for residents and fellows who are required to remain in the hospital overnight. No other living accommodations are provided.

USMLE/COMLEX Step 3: ECUH will pay for residents to take USMLE/COMLEX Step 3 during their PGY 1 year of training. This is a onetime payment is granted regardless of passage of the exam.

Residents are entitled to no other employee benefits.

For additional information regarding these benefits, please see the GME Website at www.gme.ecu.edu or contact: Graduate Medical Education 1-800-775-4347 Or ECUH Compensation and Benefits (252) 847-4479