

Vacation and Sick Leave – ALL Residents receive fifteen (15) days of paid vacation and twelve (12) days of sick leave per year. Vacation and sick days do not carry over from year to year. All residents are eligible for up to twelve (12) weeks of leave for birth or adoption of a child, personal illness, or that of a qualified family member. In accordance with the ACGME Institutional Requirements (IV.H.1.a) the first 6 weeks of the first approved leave will be paid at 100% of their salary and will ensure the continuation of health and disability insurance benefits for residents/fellows and their eligible dependents during any approved medical, parental or caregiver leave(s) of absence. Residents will be provided with a minimum of one week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken.

Orientation Stipends: Incoming residents will receive \$150 per day for estimated 10 days before July 1st for orientation.

Educational / Travel Allowance: In addition to basic salary, each resident is entitled to reimbursement for items that support and advance their education and training, including travel when presenting at a conference or meeting. All reimbursements must be approved by the Program Director and DIO.

PGY1 residents receive a \$1,000 allowance for approved expenses.

PGY2 to PGY6 residents receive a \$2,000 allowance per year for approved expenses.

Examples of Approved Items

- Medical Textbooks (paper or electronic)
- Journal Subscriptions (paper or electronic)
- Conference Registration
- Question Banks
- Medical apps (individual use only)
- Medical Society Memberships outside of House Staff Benefits
- Board Prep Materials
- Travel Expenses

Examples of NON-Approved Items

- Reimbursement of full licensure
- Step 3 exam fees
- Device or Equipment
- Operating Systems

USMLE Step 3: Each resident is eligible for reimbursement for their USLME Step 3 exam if taken and passed in their PGY-1 year or first year of residency at Company.

Texas Physician-in-Training Permit (PIT): Incoming residents will be reimbursed for their PIT License application fee.

Lab Coats and Scrubs: Residents/Fellows are issued two lab coats and two sets of scrubs during their first year of training unless otherwise specified by the training program. One

additional lab coat and one set of scrubs will be given to each resident at the beginning of the second year unless otherwise specified by the training program.

Professional Membership Dues: Membership Dues for all residents in the Texas Medical Association and Hidalgo/Cameron County Medical Society are provided. Additional membership may be specified by your training program.

Certification: Residents will receive reimbursement for required certifications, such as BLS, ACS, and ATLS.

Additional Resident Benefits Include:

- **Medical Insurance and Prescription Drug Coverage:** Company offers each resident medical insurance coverage. Residents have the option to add their spouse and/or children. Residents will be responsible for deductibles and co-pays.
- **Dental and Vision Insurance:** Dental and vision insurance is available for both residents and their families. This is an optional coverage and each resident is responsible for the cost.
- **Health Care and Dependent Care FSA:** Residents may enroll in the flexible spending accounts (FSAs). FSAs allow you to set money aside from your earnings before taxes are withheld to put into an account used to pay out-of-pocket health care expenses with the Health Care Reimbursement Account (HCRA) or qualifying dependent daycare expenses.
- **Basic Group Term Life (GTL):** Residents are provided Basic GTL in the amount of 1x their salary at no cost and without Evidence of Insurability (EOI). Additional Voluntary GTL insurance is available with or without Basic GTL.
- **Disability Insurance:** Residents are offered long-term disability insurance at no cost. Short-term disability can be purchased as an optional insurance.
- **Professional Liability Insurance:** Residents are covered under the Company professional liability policy at no cost.
- **Voluntary Accidental Death and Dismemberment:** Basic accidental death and dismemberment insurance (AD&D) is part of the Company's benefit package at no cost. Residents may choose to enroll themselves and eligible dependents in optional Voluntary AD&D Insurance.