

**GRADUATE MEDICAL EDUCATION
AGREEMENT OF APPOINTMENT
LAKELAND HOSPITALS AT NILES AND ST. JOSEPH, INC.**

THIS GRADUATE MEDICAL EDUCATION AGREEMENT OF APPOINTMENT (the “**Agreement**”) is effective as of the date of full execution (the “**Effective Date**”), is made by and between **Lakeland Hospitals at Niles and St. Joseph, Inc.** (“**Hospital**”), a Michigan non-profit corporation and «First Name» «Last Name», «MDDO» (“**Resident**”) (each a “**Party**” and collectively, the “**Parties**”).

WITNESSETH

WHEREAS, Hospital is a Michigan nonprofit corporation whose charitable mission includes, among other things, (i) providing safe, high quality, cost-efficient and effective care to patients and (ii) promoting the training of future physicians who, following such training, will be available to furnish medical services in the community served by Hospital and other communities in need of such services; and

WHEREAS, in connection with the foregoing, Hospital conducts graduate medical education training programs (each a “**Program**”); and

WHEREAS, Resident’s professional education requires that Resident be directly involved in providing patient care under physician supervision in one or more hospitals, non-hospital sites, and other training locations and Resident has been accepted for enrollment in a program at the Hospital; and

WHEREAS, Resident is a participant in the Hospital’s post graduate training program (hereinafter referred to as the “**Program**”), designated as either an intern, a resident, or a fellow, whose education requires that Resident be directly involved in providing patient care under physician supervision in an acute care hospital, such as Hospital, and Resident has been accepted for clinical training in the Hospital’s Program identified on Exhibit A attached hereto; and

WHEREAS, the activities of Resident in the Program are conducted consistent with the requirements of the Accreditation Council for Graduate Medical Education (“**ACGME**”) as applicable, each of which offer accreditation for medical education programs, such as the Program sponsored by Hospital.

NOW THEREFORE, in consideration of the above and their mutual promises and covenants contained herein, Hospital and Resident incorporate the foregoing recitals and agree as follows:

I. APPOINTMENT AND TERM

A. Appointment. Hospital hereby offers, and Resident accepts, appointment to the training Program at the post-graduate year (“**PGY**”) level identified on Exhibit A attached hereto. The first Program level of training, under this Agreement, with Hospital is the “**Initial Term**”. During the term of this Agreement, the Hospital will update the applicable sections of Exhibit A in a written notice to Resident on at least an annual basis, in accordance with this Agreement, applicable ACGME requirements, and the Hospital’s applicable policies and procedures. Notwithstanding the foregoing, in the event Resident fails to satisfy, and maintain continuously, the conditions set forth in Sections III.B(i) and III.B(ii) of this Agreement within fifteen (15) days of the Effective Date (unless such period is extended by Hospital in its sole discretion), Hospital will have the right to consider this Agreement to be null and void and will be released from any and all obligations under this Agreement.

B. Employment Date. If required by the Hospital, Resident will participate in orientation beginning on the orientation start date identified in Exhibit A, or an alternative date agreed upon in writing by the Parties. If Resident participates in orientation, Resident's first day of employment under this Agreement (the "Employment Date") shall be the first day Resident attends orientation. If Resident does not participate in orientation, Resident's Employment Date shall be the Appointment Date identified in Exhibit A.

C. Renewal of Appointment. The Hospital may elect to renew Resident's appointment for additional terms in its sole discretion and in accordance with applicable Hospital policies. In conjunction with any renewal of Resident's appointment, the Hospital will update Exhibit A to this Agreement as needed and provide the updated exhibit in a written notice to Resident. Conditions for reappointment and promotion to a subsequent PGY level and due process procedures related to suspension, non-renewal of appointment, non-promotion, and dismissal are determined and implemented by the Hospital as set forth in the Graduate Medical Education Recruitment, Eligibility, Selection, and Appointment; and GME Performance Evaluation, Advancement policies, as updated from time to time. The Parties acknowledge that neither Hospital nor Resident is obligated to renew this Agreement beyond the Initial Term or, if they occur, any Renewal Term(s). For each Renewal Term, Hospital will provide Resident with a replacement Exhibit A, which will become part of this Agreement.

D. Termination.

(i) This Agreement may be terminated as follows:

a. by mutual written agreement of the Parties. In the event of mutual termination, Hospital will determine the amount of credit, if any, that has been earned by Resident to be applied toward satisfying graduate medical education requirements;

b. by either Party, at the expiration of thirty (30) days in the event of a material breach of this Agreement, when the non-breaching Party has provided the breaching Party thirty (30) days prior written notice of the non-breaching Party's intent to terminate the Agreement if the breach is not cured and the breaching Party fails to cure such breach;

c. by Resident at any time, with or without cause, by providing at least thirty (30) days' prior written notice to Hospital;

d. by Hospital at any time, with or without cause, by providing at least thirty (30) days' prior written notice to Resident; or

e. by Hospital, immediately upon the occurrence of any of the following:

(1) the date upon which it has been determined by the Hospital that Resident, either by action or inaction, has committed or allowed to occur any action or course of action, which Hospital reasonably believes involved moral turpitude, is disruptive, damaging and/or prejudicial to the Hospital or a training site, and/or is contrary to

the interests of patient care or the general welfare of the Hospital, Hospital staff, a training site, or training site staff;

- (2) Any refusal or failure by Resident to submit to, undergo, or otherwise fully complete and cooperate in the Hospital's employment pre-requisites or ongoing employment requirements, including but not limited to health assessments, drug screens, immunizations, and background checks;
- (3) the date upon which the Resident is no longer enrolled in the academic training program;
- (4) the effective date upon which the Program ceases to be approved by the applicable accrediting body or agency (upon the loss of approval, Hospital will terminate the Program, at which time the Resident will be notified and granted credit for that portion of the Program completed and, when released thereon, the Resident will not be prohibited from immediately entering another graduate medical, or surgical, education program);
- (5) the revocation, suspension, denial, inability to maintain, or other disciplinary action by any regulatory agency related to any license, certification or registration Resident must maintain in order to participate in the Program, including but not limited to, a license to practice medicine and regulatory licenses and registrations permitting the prescribing of pharmaceuticals and controlled substances;
- (6) upon the death of Resident, or if Resident is incapacitated and unable to perform his or her resident duties due to illness or injury, immediately upon furnishing written notice to Resident upon the exhaustion of all leave to which Resident is entitled during such incapacity, pursuant to the Hospital's then-applicable policies, unless otherwise precluded by law; or
- (7) Resident's failure to maintain a current, valid, and unrestricted authorization to work in the United States and/or to maintain lawful nonimmigrant, immigrant, or other valid U.S. status.

(vi) In any termination under this Section I.D, the Parties will act in accordance with the policies and procedures of the Hospital and Corewell Health, including but not limited to the GME Performance Correction and Appeal Policy, to the extent such policies and procedures are applicable under the circumstances.

(vii) Upon Termination of this Agreement, Resident shall be entitled to receive compensation for services rendered prior to termination. Prior to or upon the effective date of termination of this Agreement, Resident agrees to fulfill all obligations incurred under this Agreement in connection with services rendered prior to termination, including but not limited to

the completion of all medical records and associated documentation for services rendered and the return of all Hospital property.

E. Termination Appeal Process. If Resident is terminated from the Program, Resident may request fair and reasonable review of that decision in accordance with the Termination and Appeal Process as written in Hospital's Resident Manual.

F. Probation. If Resident fails to satisfactorily meet the educational and/or clinical requirements of the Program at any time during any term of this Agreement, and if such failure does not constitute grounds for termination of this Agreement by Hospital pursuant to Section D above, the Program Director will follow the Performance Evaluations, Advancement and Graduation policy and the Discipline Hearing and Review Process as written in the Corewell Health Lakeland Resident Manual.

G. Notification of Breach or Termination. The Parties hereto agree that in the event of a breach or termination of this Agreement, the Parties will provide all required notices and/or documentation of such breach or termination to the applicable Program accrediting body or agency.

H. Duties Upon Termination of Agreement. Termination of this Agreement will not release or discharge either Party from any obligation, debt or liability which has been previously accepted and remains to be performed on or after the date of termination.

I. Program Closure. In the event of the closure of the Program, if possible, Hospital will provide at least ninety (90) days' notice to Resident, prior to such closure. Continuances will be decided solely on an individual basis and at the discretion of Hospital. In the event Resident is not granted a continuance in the Program, Hospital will assist Resident in enrolling in a similar accredited program in which the Resident can continue his or her clinical education and training.

II. HOSPITAL'S OBLIGATIONS

A. Training. Hospital will provide Resident education and training in the clinical Program identified on Exhibit A. Hospital will ensure that, at all times during the initial term or any renewal terms of this Agreement, the Program meets the accreditation standards established by the ACGME and any requirements for residency training specified by the board(s) of appropriate professional medical societies. Hospital will also ensure that Resident is provided an educational environment conducive to his/her clinical training, which will include access to on-call rooms; adequate patient support services (e.g., intravenous, phlebotomy, and laboratory services); laboratory, pathology, and radiological information systems; and Hospital's medical records system.

B. Duties of the Resident Defined. The specific duties and responsibilities of the Resident as they relate to participation in the Program will be defined and made available by the Hospital to the Resident through the Program Director, in accordance with the aforementioned applicable accreditation standards.

C. Policies and Procedures. Hospital, through or in collaboration with the Program Director, will be responsible for developing, maintaining, and clearly delineating written policies and procedures for evaluating the performance of all residents appointed to the Program. Such policies and procedures will address (i) duty hours; (ii) "moonlighting"; (iii) conditions for reappointment and promotion; (iv) grievance and due process procedures; (v) professional liability insurance, including coverage for claims filed after Program completion; (vi) leaves of absence; (vii) the effect of a leave on satisfying criteria for Program completion; (viii) other professional activities outside the Program; (ix) counseling, medical, and

psychological support services; (x) physician impairment and substance abuse; (xi) sexual harassment; (xii) closure of training programs or reduction in approved resident positions, and (xiii) the process for monitoring resident's compliance with the foregoing policies and procedures. Hospital will furnish Resident with a copy of the House Staff Manual (the "Manual") and those policies specific to the Program.

D. Compensation. During the Initial Term of this Agreement, Resident will be paid a stipend in the amount set forth on Exhibit A. Resident will be paid on a bi-weekly basis, less applicable deductions, in accordance with Hospital's payroll policies. The stipend for a Renewal Term, if any, will be communicated to the Resident by the Hospital prior to the Renewal Term and specified in a replacement Exhibit A, signed by the Parties. No compensation of any kind or nature will be paid to, or accepted by, Resident from patients or third parties for any services rendered pursuant to this Agreement.

E. Benefits. Hospital will provide Resident those benefits listed on Exhibit B, attached hereto. Except as otherwise indicated on Exhibit B, or as provided by applicable Hospital policies, such benefits will only be provided for so long as Resident is a participant in good standing in the Program. Hospital reserves the right to revise or modify the composition, type and/or levels, **or terminate the** benefits set forth in Exhibit B at any time during the term of this Agreement. Any such revision or modification will become effective upon written notice to Resident.

F. Certificate. Upon Resident's satisfactory completion of the Program, Hospital will present, or cause to be presented, to Resident a Certificate of Residency, formally acknowledging and verifying Resident's completion of the Program. Any Program time Resident misses due to (i) probation or disciplinary action, or (ii) leave taken beyond the time allotted for sickness, vacation, and holidays, approved or not, regardless of purpose, must be made up prior to completion of the Program and the issuance of a certificate.

III. RESIDENT'S OBLIGATIONS

A. Standards for Services. Resident agrees to perform duties assigned to him/her by the Hospital through the Director of Medical Education and/or Designated Institutional Official and/or the Program Director. Resident will conduct himself/herself in a professional manner at all times and will learn, meet, and comply with the following:

- (i) The applicable accrediting organization(s) for Resident's Program (identified on Exhibit A);
- (ii) The Hospital's Policies;
- (iii) The standards, policies and procedures adopted by the Hospital as they specifically apply to the residency programs, including, but not limited to, the policies identified in the Manual, and applicable program description and manual.
- (iv) The Bylaws and Rules and Regulations of the Hospital's Medical Staff as they apply to Residents;
- (v) All applicable policies and practices of Hospital which apply to conduct or the performance of services on any premises owned or controlled by Hospital;
- (vi) The Hospital's Mission, Vision and Values; and

- (vii) All applicable federal, state, and local laws, rules, regulations, and standards, including without limitation, infection control policies of the federal Occupational Safety and Health Administration, and administrative rules of the Michigan Department of Community Health.

Any failure to follow the foregoing requirements and standards will constitute a breach of this Agreement and may, at the sole discretion of Hospital, result in a written notice of breach or termination as set forth in Section I.D. Resident agrees that, pending an investigation and decision regarding allegations of non-compliance with applicable requirements or standards, the Program Director, the Director of Medical Education and/or Designated Institutional Official, or their respective designee(s) may immediately suspend Resident.

B. Resident Requirements and Activities.

(i) Prior to performing Program-related services pursuant to this Agreement, Resident will obtain, and maintain in effect at all times thereafter, (a) a license to practice medicine as applicable, in the State of Michigan; and (b) Michigan and federal controlled substance licenses or registrations. Resident will immediately notify the Program Director regarding any action taken against any of the foregoing licenses or registrations, or of any investigation or disciplinary action initiated or taken against Resident of any kind or nature by any governmental agency, including but not limited to, the loss of Resident's license to practice medicine, or any investigations regarding, or proceedings to suspend or revoke, such license. In the event Resident fails to maintain a valid, unrestricted (except as appropriate for level of training) license, Hospital may immediately terminate this Agreement.

(ii) Prior to performing professional medical services pursuant to this Agreement, Resident will complete a health screening, at Hospital's expense, and demonstrate, to Hospital's reasonable satisfaction, based on such health screening, that Resident is able to provide the services required of Resident under this Agreement.

(iii) Resident hereby agrees that during the term of this Agreement and while performing all patient care and Program-related services hereunder, Resident will:

- (a) engage only in those activities of a professional nature which have been approved by the Program Director, Hospital and the applicable accrediting body or agency;
- (b) be subject to, and abide by, Hospital's policies pertaining to drug screening of associates and criminal background checks, as such may be amended from time to time by Hospital. Failure to pass any drug or alcohol screen required by Hospital pursuant to and in compliance with the provisions of the Drug Screen Policy will result in immediate disciplinary action; and
- (c) comply with (i) all applicable federal, state, and local laws, rules, regulations and standards, including, without limitation rules and regulations relating to the Health Insurance Portability and Accountability Act of 1996, as amended ("HIPAA"), (ii) all rules, regulations and policies and procedures of Hospital, Hospital's medical staff (the "Medical Staff"), and the Program, as they may exist from time to time, including but not limited to policies and procedures governing time entry logs and access to

patient medical records; and (iii) all orders and assignments issued by the Director of Medical Education, the Program Director, appropriate medical staff, resident faculty and supervisory personnel.

(iv) Resident authorizes the release of information as needed for credentialing and verification purposes, including but not limited to the following: disclosure from all previous employers, law enforcement agencies, and individuals to Corewell Health and the Hospital or to their agents any and all information in their possession regarding Resident's employment history (including disciplinary and other matters), personal background, academic history, and criminal records. Resident further authorizes educational institutions and licensing agencies to disclose to Corewell Health and the Hospital any and all information in their possession regarding Resident's attendance and performance at and licensure by each such institution and/or agency, including but limited to disclosure of any diploma or degree of certification awarded; academic information and transcripts; any disciplinary information; licensing applications; and licensure files. Resident hereby waives written or other notice of any such release of information to Corewell Health and the Hospital and agrees to sign any additional documents that may be necessary to effectuate any of the authorizations provided by Resident herein.

(v) Hospital and Program maintaining various records relating to Resident's participation and performance in the Program. Resident acknowledges that any information relating to Resident's participation and performance in the Program may be furnished by the Hospital (without Resident's consent) to regulatory authorities, certification boards, any institution or organization to which Resident may apply for training, employment, or privileges, or to any other person or entity that the Hospital reasonably determines should receive the information. This section shall survive termination or expiration of this Agreement.

(vi) Resident acknowledges that during his/her appointment, Resident may receive certain information and material that is confidential and/or proprietary to Corewell Health and/or Hospital, including but not limited to, letters, certain patient records, contracts, reports, manuals, mailing lists, patient lists, employee lists, advertising materials, marketing materials equipment, keys and all other materials or records of any kind relating to Corewell Health and/or Hospital business ("Confidential Information"). Resident further acknowledges and agrees that all such Confidential Information, and all physical embodiments thereof, are confidential to and shall be and remain the sole and exclusive property of Corewell Health and/or the Hospital. Upon termination of this Agreement, regardless of reason, Resident shall promptly deliver to the Hospital all property belonging to Corewell Health or the Hospital including without limitation, all Confidential Information, and all physical embodiments thereof that may be in Resident's custody, control or possession, provided that the foregoing shall not apply in the event Resident has entered into a new agreement of appointment or other employment arrangement with Corewell Health or one of its subsidiaries that will be effective on or after termination of this agreement. Resident will not, either during the term of his/her appointment in the Program or at any time thereafter, without the prior written consent of Corewell Health and the Hospital, disclose, duplicate, transport, or make available any Confidential Information to any person or entity, nor shall Resident make or cause to be made either on his/her own behalf or on behalf of others, any use of such Confidential Information other than in the proper performance of his/her duties hereunder. This section shall survive termination or expiration of this Agreement.

(vii) Prior to or upon the effective date of termination of this Agreement, Resident will settle all professional and financial obligations owed to Hospital, and return to Hospital all Hospital property, including, but not limited to, keys, identification and/or parking cards, books, pagers,

medical records, and equipment assigned to Resident. Resident consents to the deduction from his/her final stipend payment any and all then-outstanding financial obligations of Resident owed to Hospital.

C. Specialty Board Examination. The Program Director serves as the key resource on information regarding specialty board examinations and materials for application and preparation. In instances of extended leave of absence, training time could be extended to ensure that board eligibility requirements are met. Resident should contact the Program Director in advance to confirm the effect that a leave of absence, for any reason, will have on his or her ability to satisfy criteria for eligibility for board examination.

D. Exclusion. Resident represents and warrants to Hospital that Resident (i) is not currently excluded, debarred or otherwise ineligible to participate in federal health care programs as defined in 42 U.S.C. § 13202-76(f) (hereinafter referred to "Federal Healthcare Programs"), (ii) has not been convicted of a criminal offense related to the provision of healthcare items or services, and (iii) is not under investigation or otherwise aware of any circumstances which may result in Resident being excluded from participation in Federal Healthcare Programs. This is an ongoing representation and warranty during the term of this Agreement; Resident will immediately notify Hospital of any change in the status thereof. In the event Resident is debarred, suspended or excluded from any of the Federal Healthcare Programs, this Agreement will terminate immediately and automatically upon receipt of Resident's notification.

E. Outside Professional Activities. It is understood and agreed by both parties that Resident will devote his/her full-time and best professional efforts to the performance of his/her duties under this Agreement and that Hospital will not require Resident to engage in professional activities outside the scope of the Program (collectively "Outside Activities"). Moreover, Resident will not engage in Outside Activities, unless Resident complies with Hospital's "moonlighting" policy, including but not limited to, the requirement that Resident maintains, at all times he/she is engaged in Outside Activities, a permanent license to practice medicine. Resident shall not function as an agent on behalf of the Hospital in the performance of such outside activities. As a result, Resident is prohibited from using any Hospital equipment, uniforms, supplies, prescription pads, or forms which bear the logo or name of "Corewell Health", or any of its affiliates, for use in such outside activities. Further, the Corewell Health professional liability insurance coverage may not apply or extend to insure Resident for any such outside activities .

IV. GENERAL

A. Equal Opportunity and Access. Resident acknowledges that it is the Hospital's policy to provide equal opportunity and access to all persons, regardless of race, religion, gender, disability or other classification within federal, state, and local statutes, regulations or ordinances, and Resident agrees to act in accordance with such policy.

B. Corporate Compliance. The Hospital has in place a Corporate Compliance Program ("Compliance Program") which has as its goal to ensure that the Hospital complies with federal, state and local laws and regulations. The Compliance Program focuses on risk management, the promotion of good corporate citizenship, including the commitment to uphold a high standard of ethical and legal business practices, and the prevention of misconduct. Resident acknowledges the Hospital's commitment to corporate compliance and agrees to conduct all services pursuant to this Agreement in accordance with the underlying philosophy of corporate compliance.

C. Severability and Interpretation. If any one or more of the provisions of this Agreement are held invalid by any court of competent jurisdiction or are voided or nullified for any reason, then each

such provision will be interpreted to the fullest extent possible so as to be valid and effective, the remaining provisions and paragraphs will continue in full force and effect, and this Agreement as so construed will be binding on the Parties so as to carry out the intent and purposes of the Parties as nearly as possible.

D. No Referrals Required. Under no circumstances shall this Agreement either explicitly or implicitly require or oblige Resident to utilize, arrange for, or recommend any of Hospital's services in contravention of the Fraud and Abuse statute. Further, this Agreement shall not be construed in any manner as an inducement for referrals of patients whatsoever.

E. Waiver. The waiver by Hospital of a breach of any provision of this Agreement by Resident will not operate or be construed as a waiver of any subsequent breach by Resident.

F. Disclaimer. The Parties hereto acknowledge that an accrediting organization or agency of the Program is neither a party to nor an intended beneficiary of this Agreement.

G. Amendments. The terms and conditions of this Agreement may be amended only by the mutual written Agreement of the Parties hereto.

H. Merger. This Agreement constitutes and expresses the entire Agreement of the Parties and supersedes all prior Agreements and understandings, whether written or oral, between the Parties.

I. Governing Law. This Agreement will be governed by and construed in accordance with the laws of the State of Michigan.

J. Execution. This Agreement will not be effective until it is signed by the appropriate Hospital representative for the Program.

K. Captions. The captions or headings in this Agreement are inserted herein for convenience of reference only and will not be construed as describing, defining or limiting the scope or intent of the provisions of this Agreement.

[signatures to follow]

IN WITNESS THEREOF, the Parties hereto have executed this Agreement to be effective as of the Effective Date.

“Resident”

Signature: _____

Print Name: «First_Name» «Last_Name», «MDDO»

Date: _____

“Director”

Signature: _____

Print name: Michelino Mancini, DO

Its: Chief Academic Officer

Date: _____

“Hospital”

Lakeland Hospitals at Niles and St. Joseph, Inc.
a Michigan non-profit corporation

Signature: _____

Print Name: Robert Nolan, DO

Its: Senior VP.& Chief Medical Officer

Date: _____

Exhibit A

Program: (Emergency, Family, Internal) Medicine

PGY Level: 1

Stipend: The Resident's total stipend during the term Resident is completing this Post Graduate Year (PGY) Level is \$_____ annually.

Orientation Start Date / Appointment Date: Orientation Date

Dates of Initial Term: Starting Date

Commencement Date of Renewal Term: July 1, 2028

[Signatures Required for Exhibit A for Each Renewal Term]

“Resident”

Signature: _____

Print Name: «First Name» «Last Name», «MDDO»

Date: _____

“Director”

Signature: _____

Print name: Michelino Mancini, DO

Its: Chief Academic Officer

Date: _____

“Hospital”

Lakeland Hospitals at Niles and St. Joseph, Inc.
a Michigan non-profit corporation

Signature: _____

Print Name: Robert Nolan, DO

Its: Senior VP, & Chief Medical Officer

Date: _____

Exhibit B
SUMMARY OF CURRENT RESIDENT BENEFITS

- (a) Hospitalization, medical, dental, and optical insurance for Resident and his/her dependents in accordance with Hospital's benefit policies, as amended from time to time and subject to such payments by Resident as may be required under such policies. Resident may refer to the Hospital Human Resources Department for a description of current benefits.
- (b) Resident is allocated four (4) weeks twenty (20) weekdays of paid time off ("PTO") during the program year. These four (4) weeks twenty (20) weekdays can be used at the Resident's discretion providing there is timely receipt of prior written approval from the Program Director. Approval will be based, to a significant extent, upon an assessment of the scheduling, timing, and needs of the program. Additional conference time may be granted at the discretion of the Program Director.
- (c) An allowance for Resident consumption of meals while performing duties at Corewell Health Lakeland and participating sites on mandatory (non-elective) rotations. The allowance amount will be determined by the Graduate Medical Education Department and according to Hospital policy.
- (d) An educational stipend to attend a local, national, regional or international conference pre-approved by the Graduate Medical Education Department.
- (e) An educational stipend to present scholarly activity (as defined by ACGME) at a local, national, regional or international conference.
- (f) Term life and short-term disability insurance in accordance with Hospital's benefit policies, as amended from time to time and subject to such payments by Resident as may be required under such policies.
- (g) 403b retirement savings plans in accordance with Hospital's benefits policies, as amended from time to time and subject to such payments by Residents as may be required under such policies.
- (h) Maternity, paternity, parental, and bereavement paid time off in accordance with Hospital's benefit policies, as amended from time to time. Resident may refer to the Resident Manual (Vacation and Leaves of Absence policy) as well as Hospital's leave policies.
- (i) Other medical or personal unpaid leave may be granted at the discretion of the Program Director, consistent with the ACGME requirements as applicable, and Hospital's "Family and Medical Leave of Absence" ("FMLA") policy as amended from time to time. The necessity for make-up time and/or additional training will be determined by the Program Director as indicated in the House Staff Manual (Performance Evaluations, Advancement and Graduation policy, and Vacation and Leaves of Absence policy), consistent with the ACGME, and the specialty board requirements as applicable.
- (j) Professional liability insurance, which will cover Resident solely while performing his/her duties and responsibilities hereunder, and will be provided in accordance with Hospital's policies governing similarly situated residents, as amended from time to time. Such liability coverage includes legal defense and protection against awards from claims reported or filed after the completion of the Program, if the alleged act(s) or omission(s) of Resident are within the scope of the Program. An extended reporting period, *i.e.*, tail coverage, may be provided by Hospital, at Hospital's sole discretion.

- (k) Worker's Compensation Insurance, consistent with Michigan law and Hospital's benefit policies, as amended from time to time.
- (l) Two (2) pair of scrubs and One (1) lab coat.
- (m) Resident will be provided with a laptop, docking station, computer bag to accommodate data acquisition and reporting for patient care and GME required usage.
- (n) Fees incurred to obtain an educational limited license to practice medicine in the State of Michigan.
- (o) Fees incurred to obtain an educational Michigan controlled substance license.
- (p) Fees incurred to register for the initial USMLE or COMLEX Step 3 examination.

[NOTE: The information contained in this Exhibit B is in summary form and is current as of the Effective Date. These benefits are subject to change from time to time at the sole discretion of Hospital and/or Graduate Medical Education Department.]