RESIDENT EMPLOYMENT AGREEMENT
BETWEEN
GREAT PLAINS MEDICAL FOUNDATION, L.L.C.
d/b/a
GREAT PLAINS FAMILY MEDICINE RESIDENCY PROGRAM
AND
Click here to enter text.

This Resident Employment Agreement ("Agreement") by and between Great Plains Medical Foundation, L.L.C. d/b/a Great Plains Family Medicine Residency Program, an Oklahoma limited liability company (the "Foundation"), and Click here to enter text. (the "Resident") is made and entered into effective June 1, 2026 ("Effective Date") to begin employment on July 1, 2026 ("Employment Date").

RECITALS:

A. WHEREAS, in furtherance of its charitable, scientific and educational purposes, Foundation owns and operates a Family Medicine Clinic ("Clinic") and is the sponsor of a 3-year Family Medicine Graduate Medical Education Residency Program (the "Program"), for the training of physicians ("Program Residents") under the direction of a board-certified Physician on the Faculty of Foundation who has been designated by Foundation as director of the Program ("Program Director");

B. WHEREAS, Foundation has determined that employment of Resident in a residency position will enable it to better serve the community and thereby further its charitable mission and purposes;

C. WHEREAS, by the Employment Date, Resident will be duly licensed or authorized to practice medicine in Oklahoma, and fully qualified in all respects to render the services set forth under this Agreement.

NOW, THEREFORE, in consideration of these premises and the mutual covenants and agreements herein contained and for other good and valuable consideration, the receipt and adequacy of which are hereby acknowledged, the parties hereby agree as follows:

ARTICLE I
RESIDENT'S RESPONSIBILITIES

1.1 Employment as Resident. Commencing with initial orientation on or before the Employment Date, Foundation employs Resident to provide services as stated herein. Resident accepts such employment by Foundation, on the terms and conditions set forth below.

1.1.1 Licensure. Resident must obtain and maintain licensure in accordance with the rules and licensure requirements of the INTEGRIS Health Graduate Medical Education Handbook ("Handbook") and Oklahoma state law, including, if applicable, the procurement of a Resident Training License for osteopathic residents or a special license for allopathic residents prior to the first day of their

first year of the Program, as allowed by Oklahoma laws. At the expiration of the Resident Training License or special license as applicable, Resident will maintain an unrestricted license to practice medicine in the State of Oklahoma, as well as unrestricted federal and state narcotics registration.

1.1.2 Eligibility. Resident acknowledges that he/she (i) is not now and has never been excluded from any federal health care program, including Medicare, Medicaid, CHAMPUS, maternal and child health block grants, social service block grants and other state funded health care programs (the "Government Programs"); (ii) has not been convicted of a criminal offense which would trigger exclusion from a Government Program; and (iii) has not been proposed for sanction by a Government Program. Resident affirmatively agrees to immediately notify Foundation if Resident is convicted, sanctioned and/or excluded by a Government Program. This Agreement is subject to immediate termination by the Foundation upon written notice should the Resident be convicted, sanctioned or excluded by any Government Program during the term of this Agreement.

1.1.3 Background Check. Resident satisfies the background check requirements of INTEGRIS Health, Inc.

1.1.4 Sex-Offender Status. Resident declares that he/she is not currently required to register under the provisions of the Oklahoma Sex Offenders Registration Act or the Mary Rippy Violent Crime Offenders Registration Act. In the event Resident should be required to register under the provisions of the Oklahoma Sex Offenders Registration Act or the Mary Rippy Violent Crime Offenders Registration Act, he/she must notify the INTEGRIS Health Graduate Medical Education Office immediately and shall not be allowed to participate in any clinical activities at INTEGRIS Health, Inc.

1.2 Services. At the request of Foundation, Resident agrees to provide the services described herein. Resident agrees to devote his/her best abilities and full working time to providing services under this Agreement. Resident also shall perform such other reasonable tasks and services, including administrative tasks and duties as are consistent with the relationship described herein or are reasonably required by the Program Director.

1.2.1 Rotations. Resident agrees to abide by the rotation assignments made by Foundation. Such assignments and changes to assignments shall be approved by the Program Director.

1.2.2 Corporate Compliance. Resident specifically agrees to observe, comply with and be bound by all regulations, policies and procedures of general application to individuals employed by Foundation as may be adopted and/or amended from time to time during the term of this Agreement, which regulations, policies and procedures may address administrative matters, patient care matters, legal compliance matters and other matters pertaining to Resident's obligations to Foundation, including, without limitation, the Corporate Compliance Program of

INTEGRIS Health, Inc., the INTEGRIS Health Code of Ethical Business Conduct ("Code"), which may be found at http://www.integrisok.com/codeofconduct, the INTEGRIS hospital's Medical Staff Bylaws, the INTEGRIS hospital's Rules and Regulations, and the Handbook.

1.2.3 Educational Programs and Activities. Resident shall follow the educational program and activities stipulated by the Program Director of the respective training program and work with the Program Director to maintain a culture of well-being for self and others.

1.2.4 Evaluations. On at least an annual basis, Resident shall evaluate the (i) program; (ii) faculty members; (iii) attending Physicians/medical staff; and (iv) didactic programs. Evaluation forms will be provided by the Program Director.

1.3 Community Benefit. Resident recognizes that Foundation is a tax-exempt organization with charitable goals, interests and responsibilities, and agrees to support the community benefit, charitable and indigent care initiatives and programs of Foundation as related to patient care at Foundation. In connection with such participation, Resident agrees to provide uncompensated care as directed by Foundation, and to provide services to patients whose health care services are reimbursed by the Medicare/Medicaid programs, and other programs as may be designated by Foundation from time to time.

1.4 No Billing. Resident shall not bill or collect any fees from the patient or any other third party payer for the services provided by Resident under this Agreement.

1.5 Medical Records. Resident agrees, as a condition to receiving compensation under this Agreement, to prepare and complete (or cause to be prepared and completed) on a timely basis (but in any event no more than thirty (30) working days from the date medical services are provided) and to maintain complete and accurate medical and other records with respect to the services and treatment rendered to any patient pursuant to this Agreement. Records produced by Resident shall comply with all legal requirements of Foundation. Medical records shall not be removed from the premises by Resident, including accessing records from unencrypted personal computers. The parties agree that all medical records, histories, x-ray films and personal and regular files concerning patients consulted, interviewed, treated or cared for by Resident pursuant to this Agreement shall belong to and remain the property of Foundation; provided, however, that upon termination of employment, Resident shall have the privilege of reproducing, at his own expense, any records required to defend any claim against Resident by any patient treated or cared for by Resident during the term of this Agreement.

1.6 Confidentiality and Disclosure of Patient Information. Resident acknowledges he/she may have or obtain access to confidential Protected Health Information ("PHI"), including, but not limited to, individually identifiable health information, which is subject to protection under privacy and security standards implemented pursuant to the Health Insurance Portability and Accountability Act of 1996, ("HIPAA"), the Health Information Technology for Economic & Clinical Health Act ("HITECH"), the American Recovery and Reinvestment Act of 2009 ("ARRA"), the HHS regulations promulgated on January 24, 2013, entitled Modifications to the

HIPAA Privacy, Security, Enforcement and Breach Notification Rules under HITECH and the Genetic Information Nondiscrimination Act ("GINA"), and state or federal privacy and security laws or regulations, all as amended from time to time (collectively, the "Privacy Rule"). Resident agrees he/she (a) will not use, access, create, disclose, maintain, transmit or receive PHI other than as permitted by this Agreement or required or permitted by law; (b) will protect and safeguard from any oral and written disclosure all confidential information regardless of the type of media on which it is stored (e.g., paper, fiche, etc.) with which he/she may come into contact; (c) use reasonable and appropriate safeguards to prevent use, access or disclosure of PHI other than as permitted by this Agreement or required or permitted by law; (d) will limit his/her disclosure of PHI to the minimum necessary to permit its subcontractors and agents to provide services specified in this agreement; (e) will promptly report to INTEGRIS Health's Compliance Officer in writing at 3001 Quail Springs Parkway, 2nd Floor, , Oklahoma City, OK 73134 and by telephone to 405-949-6081 any unauthorized breach, use or disclosure immediately upon becoming aware of it, but in no event later than five (5) business days following the breach; (f) will indemnify and hold INTEGRIS Health harmless from all liabilities, costs and damages arising out of or in any manner connected with the disclosure by Resident or any subcontractors and agents of any PHI; (g) if Resident maintains a designated record set, it will make PHI available as requested by INTEGRIS Health for access to patients and/or amendment; (h) make available to INTEGRIS Health the information required to provide an accounting of disclosures; (i) make his/her internal practices, books and records relating to the use and disclosure of PHI created or received from INTEGRIS Health available to the Secretary of Health and Human Services, governmental officers and agencies and INTEGRIS Health for purposes of determining compliance with HIPAA; (j) upon termination of this Agreement, for whatever reason, it will return or destroy all PHI, if feasible, maintained, created, transmitted or received by him/her or subcontractors and agents on behalf of INTEGRIS Health which Resident maintains in any form, and retain no copies of such information, or if such return or destruction is not feasible, to extend the precautions of this Agreement to the information and limit further uses and disclosures to those purposes that make the return or destruction of the information infeasible; and (k) will comply with all applicable laws and regulations, specifically including the Privacy Rules. If Resident and INTEGRIS Health exchange health information electronically, Resident will (i) implement, maintain and use appropriate and effective administrative, technical and physical safeguards to reasonably preserve the confidentiality, integrity, and availability of electronic PHI as required by the Privacy Rules; (ii) ensure that any agents or subcontractors to whom Resident provides electronic PHI agrees and provides reasonable assurances that it implement reasonable and appropriate safeguards to protect the electronic PHI; and (iii) report to INTEGRIS Health any security incident immediately upon becoming aware of such incident. Resident acknowledges his/her obligation and agrees to comply with all applicable provisions of the Privacy Rules. Resident recognizes that any breach of confidentiality or misuse of information may result in automatic termination of this Agreement and/or legal action.

ARTICLE II
OBLIGATIONS OF FOUNDATION

2.1 Facilities/Equipment and Personnel. Foundation will make available to Resident reasonable facilities, equipment, services, staffing and supplies necessary to engage in Resident's training. Foundation shall maintain such equipment in good order and repair, reasonable wear and

tear excepted. Resident shall use such facilities, services and supplies for the purpose of providing professional medical services and education. Foundation will be responsible for all non-Resident personnel decisions (including but not limited to hiring, termination and compensation of such personnel).

2.2 Specialty Board Examinations. Upon request, the Graduate Medical Education Office, as defined in the Handbook, will provide Resident with information regarding eligibility for specialty board examinations. Eligibility information is also available in the Program Handbook.

ARTICLE III
FINANCIAL SUPPORT AND BENEFITS

3.1 Resident Salary. As compensation for services rendered by Resident pursuant to Article II, only after Resident completes orientation on or before Employment Date, and so long as Resident is available to perform such services and renders such services in a high quality and professional manner, Foundation shall pay Resident a salary in accordance with the salary schedule in Exhibit 3.1, which is attached hereto and incorporated herein by reference and may be amended from time to time.

3.2 Resident Benefits. Resident shall be provided the benefits set forth on Exhibit 3.2, which is attached hereto and incorporated herein by reference, and any other supplies and/or benefits authorized in the Handbook, subject to any restrictions set forth below, as of the first day of the following month per INTEGRIS Health policy. Heath insurance, Group Long-Term Disability and Group Short-Term Disability coverage will be effective the first day of the following month per INTEGRIS Health policy. Foundation may unilaterally alter, from time to time, those benefits set forth on Exhibit 3.2, which are also applicable to all full-time employees of Foundation, and Resident shall only be entitled to such benefits as are otherwise available to all such employees of Foundation.

ARTICLE IV
CONDITIONS OF REAPPOINTMENT

4.1 Conditions of Reappointment. To be eligible for reappointment, Resident must meet all Program requirements and conditions stated herein, including behavioral, clinical, and academic requirements stated in the Handbook and in the handbook of the Resident's respective clinical program during the previous year as determined by the Program Director.

ARTICLE V
TERM AND TERMINATION

5.1 Term. This Agreement shall commence on the Effective Date and shall remain in effect for one (1) year (the "Initial Term"), unless sooner terminated as set forth herein, and may be automatically renewed for additional one-year terms (each a "Renewal Term") pursuant to Section 4.1 of this Agreement. Foundation shall reasonably attempt to provide four (4) months prior written notice of Foundation's intention not to renew the Agreement after the Initial Term,

unless the primary reason for the nonrenewal occurs within the four (4) months prior to the end of the Agreement, in which case Foundation will provide Resident with as much written notice of the intent not to renew as the circumstances reasonably allow, prior to the end of the Agreement.

5.2 Immediate Termination by Foundation Upon Notice. In the event of (a) the death of Resident; (b) the Disability of Resident for a period in excess of ninety (90) days; (c) a determination by Foundation, made in good faith after conducting appropriate quality review procedures, that Resident is not providing a sufficient quality of services or that the safety of patients is jeopardized by continuing the services of Resident; (d) Resident's conviction of theft, embezzlement, or willful destruction of Foundation's property or funds; (e) a finding that Resident has engaged in unprofessional conduct as defined by Oklahoma statutes and regulations (*see* 59 O.S. §637; 13 Ok Reg, eff 6-27-96; 59 O.S. §503; 27 Ok Reg 856, eff 4-25-10); (f) failure of Resident to comply with the requirements of the medical licensure laws of the State of Oklahoma; or (g) a finding that Resident has engaged in unapproved Moonlighting as provided in Section 10.1 of this Agreement; or (h) a breach by Resident of any provision of this Agreement that is not cured within thirty (30) days after written notice thereof is given to Resident, Foundation shall have the right to immediately terminate this Agreement upon the notification in writing by Foundation to Resident. The decision to terminate this Agreement under this section will be subject to the Grievance Procedure as established in the Handbook.

5.3 Dispute. Nothing contained herein shall prevent a party from disputing the existence of a failure to perform obligations under this Agreement.

ARTICLE VI
LIABILITY INSURANCE

6.1 Professional Liability Insurance. Foundation shall be responsible for the purchase of professional liability coverage for Resident during the term of this Agreement. The minimum professional liability coverage will be that required by the INTEGRIS hospital's Medical Staff Bylaws. The policy will have an attached prepaid tail coverage of a "claims made" type. Resident agrees to practice medicine in such a manner that professional liability insurance can be obtained and maintained at reasonable rates that are comparable to rates commonly available to physicians of comparable specialty and experience to that of Resident. Foundation may use commercial carriers or self-insurance to for such coverage.

ARTICLE VII
GRIEVANCE PROCEDURES AND DUE PROCESS

7.1 Grievance Procedure. Foundation encourages early, equitable resolution of disputes that may arise in the Program. Resident is encouraged to resolve disputes through open discussion and dialogue with other residents and the faculty. Resident is further encouraged to freely exercise his/her right to use the grievance procedure, as outlined in the "Grievance Procedure" section of the Handbook, without fear of retaliation, retribution or other adverse consequences.

ARTICLE VIII
LEAVES OF ABSENCE

8.1 Eligibility. Resident is eligible to take leaves of absence in accordance with the procedures outlined in the Handbook and pursuant to applicable Program policies, dependent upon, where required, the Program Director's approval.

8.2 Program Completion. The effect of any leave granted by Foundation on the Resident's reappointment or completion of the Program will be determined in accordance with the Handbook. Leaves of absence should be coordinated with the Program Director in order to ensure completion of program requirements. Extended leaves of absence may require an adjustment or extension of the Program.

ARTICLE IX
CLINICAL AND EDUCATIONAL WORK HOURS

9.1 Time Requirements. Resident shall be obligated to devote a minimum of forty (40) hours per week to the provision of Services set forth in Article I of this Agreement; provided, however, that Resident's work schedule shall assure the provision of all services set forth in Article I and the Handbook to the reasonable satisfaction of Foundation. Further, such schedule shall assure compliance with all clinical and educational work hour requirements as set forth by the ACGME. Resident shall provide honest documentation to Foundation pursuant to its policies and procedures regarding time-keeping and concerning the time he/she devotes to such duties and responsibilities. Although time documentation will generally be maintained using the honor system, there will be random spot-checks to ensure the integrity of Resident's reporting.

ARTICLE X
MOONLIGHTING

10.1 Moonlighting and Other Professional Activities. Resident acknowledges that the privilege of working for pay outside of the training program ("Moonlighting") and any other professional activities outside the program must be in compliance with the guidelines set forth in the Handbook. Moonlighting must be approved, in writing, in advance by the Resident's Program Director. Failure to comply with this section shall be considered a breach found in Section 5.2 of this Agreement.

ARTICLE XI
COUNSELING SERVICES

11.1 Counseling Services. Residents may utilize: a) the INTEGRIS Health corporate assistance program offered to employees for counseling, mental health and substance abuse services; or b) the Resident's medical plan for these services.

ARTICLE XII
RESIDENT IMPAIRMENT

12.1 Resident Impairment. The Program recognizes the importance of preventing impairment through education, recognition of the impaired resident, and the counseling and rehabilitation of the impaired resident. Impaired resident and related allegations will be handled in accordance with the Handbook.

ARTICLE XIII
HARASSMENT

13.1 Harassment. All complaints of hostile work environment and harassment of a sexual, racial, or other nature shall not be subject to review pursuant to the Grievance Procedure found in the Handbook. Such complaints shall be addressed through the INTEGRIS Health, Inc. Policy SYS-HR-213 (Harassment).

ARTICLE XIV
ACCOMMODATION FOR DISABILITIES

14.1 Accommodation for Disabilities. An applicant or a Resident in a Program may request reasonable accommodation for disability using the process described in SYS-HR-206 (Accommodating Qualified Individuals with Disabilities) and in accordance with the Handbook.

ARTICLE XV
MISCELLANEOUS PROVISIONS

15.1 Transferability. Foundation has entered into this Agreement in specific reliance on the expertise and qualifications of Resident. Consequently, Resident's interest under this Agreement may not be transferred or assigned or assumed by any other person, in whole or in part.

15.2 Modification. There are no other agreements or understandings, written or oral, between the parties regarding the matters covered by this Agreement other than as set forth herein. The parties agree that this Agreement may be amended or modified only with the written approval of each party.

15.3 Binding Effect. This Agreement shall be binding upon, and shall inure to the benefit of, the parties hereto and their respective permitted successors and assigns.

15.4 Notices. Notices, copies of notices or other communications required or permitted hereunder shall be written and personally delivered or sent by certified mail, return receipt requested, postage prepaid, by hand delivery, overnight mail, email or facsimile with confirmed receipt of transmission, addressed to the Foundation at the address set forth below and addressed to the Resident at Resident's most recent home address on file with INTEGRIS Human Resources. Resident is responsible for updating his/her address and contact information with INTEGRIS Human Resources during the Term. After this Agreement is terminated, both Foundation and Resident agree to use reasonable best efforts to update each other with current contact information.

Also, after the termination of this Agreement, both Foundation and Resident agree to use common sense resources, such as the Medical Staff roster, licensure information, and information generally available to the public to update notice addresses if necessary. Except as otherwise provided herein, all notices shall be effective as of the date of delivery of personal notice or, if mailed, three (3) days after notice is placed in the mail, whichever is applicable.

INTEGRIS Health, Inc.
Legal Department, 2nd Floor
3001 Quail Springs Parkway
Oklahoma City, OK 73134
contractnotices@integrishealth.org

15.5 Non-Waiver. No waiver by any party hereto of any failure of another party to keep or perform any provision of this Agreement shall be deemed to be a waiver of any preceding or succeeding breach of the same, or of any other provision, covenant or condition of this Agreement. All rights and remedies herein granted or referred to are cumulative and do not preclude any other rights or remedies provided by law.

15.6 Governing Law. This Agreement shall be construed and governed by the laws of the State of Oklahoma, without giving effect to its conflicts of law provisions. Oklahoma County, Oklahoma shall be the sole and exclusive venue for any litigation, special proceeding or other proceeding as between the parties that may be brought under or arise out of this Agreement.

15.7 Change in Laws and/or Regulations. In the event any applicable federal, state or local laws or any regulation, order or policy issued under any such laws, is changed (or judicial interpretation thereof is developed or changed) in a way which will have a material adverse effect on the benefits anticipated by one or more parties to this Agreement, the adversely affected party shall notify the other party in writing of such change and the effect of the change. The parties shall enter into good faith negotiations to revise this Agreement to compensate for such change. If an agreement on a method for revising this Agreement is not reached within thirty (30) days of such written notice, the matter shall be submitted to a single arbitrator pursuant to the rules of procedures of the American Health Lawyers Association Alternative Dispute Resolution Service, who shall (i) structure an amendment to this Agreement which will leave the parties as nearly as possible in the same economic positions they would have been in under the original terms of this Agreement, had the change in the law, regulation, order or policy (or judicial interpretation thereof) not occurred; or (ii) if the arbitrator determines that the change is so fundamental that revision and continuation of this Agreement is not feasible, structure a termination of this Agreement that will return the parties as nearly as possible to the economic positions they would have been in had they not entered into this Agreement without altering in a material way the economic benefits realized during the period this Agreement was in effect.

15.8 Attorney's Fees. In the event of any litigation by any party to enforce or defend its rights under this Agreement all parties shall be responsible for their respective attorney's fees unless a right to attorney's fees is established by statute.

15.9 Gender and Number. The use of the masculine, feminine or neuter genders, and the use of the singular and plural, shall not be given an effect of any exclusion or limitation herein. The use of the word "person" or "party" shall mean and include any individual, trust, corporation, partnership or other entity.

15.10 Survival. The obligations and/or rights of the parties contained in this agreement for which survival is necessary to carry out the parties' intentions, shall survive the termination of this Agreement.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

FOUNDATION:

GREAT PLAINS MEDICAL FOUNDATION, L.L.C. d/b/a GREAT PLAINS FAMILY MEDICINE RESIDENCY PROGRAM

By: _____
Brian Jones
SVP & Chief Transformation Officer

Notice Address:
3300 NW Expressway
Oklahoma City, OK 73112

RESIDENT:

By: _____
Click here to enter text.

EXHIBIT 3.1
(2026-2027)
SALARY SCHEDULE

PGY-1	$65,839
PGY-2	$68,250
PGY-3	$70,350
PGY-4	$74,676
PGY-5	$80,457
PGY-6	$83,888
PGY-7	$87,823
PGY-8 and above	$92,071

Bonus Compensation

Residents will not be eligible for Year End or Patient Satisfaction bonuses as defined by Facility or Institutional policy.

EXHIBIT 3.2
RESIDENT BENEFITS

Insurance Benefits

Residents that are employees of Foundation are provided group health, dental, disability, professional disability and life insurance on the same terms as any other full-time employee of Foundation. Foundation may unilaterally alter, from time to time, the benefits set forth below that are applicable to all employees of Foundation, and Resident shall only be entitled to such benefits to the extent they would otherwise be available to all such employees of Foundation.

Health: INTEGRIS Health Employee Benefit Plan as outlined in the INTEGRIS Health Benefits Handbook.

Dental: INTEGRIS Health Employee Benefit Plan as outlined in the INTEGRIS Health Benefits Handbook.

Benefit Reimbursement Accounts: INTEGRIS Health Employee Benefit Plan as outlined in the INTEGRIS Health Benefits Handbook.

Group Term Life and Accident: INTEGRIS Health Employee Benefit Plan as outlined in the INTEGRIS Health Benefits Handbook.

Group Short-Term Disability: INTEGRIS Health Employee Benefit Plan as outlined in the INTEGRIS Health Benefits Handbook.

Group Long-Term Disability: INTEGRIS Health Employee Benefit Plan as outlined in the INTEGRIS Health Benefits Handbook.

Professional Liability: For Foundation employed residents, minimum coverage shall reflect the requirements under the INTEGRIS hospital's Medical Staff Bylaws.

Worker's Compensation: Provided pursuant to state regulatory requirements.

Retirement Benefits:

Retirement Savings Plans:

INTEGRIS Health Employee Benefit Plan as outlined in the INTEGRIS Health Benefits Handbook.

Paid Time Off (PTO):

Resident is credited with the frontloaded PTO hours, into Resident's PTO bank on his or her date of hire and annually each January as outlined in the PTO – Caregivers Policy, SYS-HR-250.

Resident can carry up to 40 hours of frontloaded PTO at the end of the calendar year.

Family Leave - Federal Guidelines:

Further information about leave covered by the FMLA may be found in SYS-HR-210, Leaves of Absence.

Educational Leave:

Days used for travel to and from meetings and the attendance of the meeting must be defined in advance of the meeting as professional leave or other type of leave. As defined by Program and Institutional policy, expenses may be reimbursed or subject to limited reimbursement. Travel and lodging arrangements must be made in advance and are subject to the approval of the Program Director or his/her designee, if reimbursement is to be allowed.

Other Leave:

Other leave may be granted as available per Graduate Medical Education Policies.

Counseling Services:

Residents that are Foundation employees are provided counseling services through the corporate assistance program.

Other Benefits:

Call Quarters: Call quarters and amenities are available as needed.

Library/Internet Access and Education Materials: Access to library facilities, including books, computer programs, and online educational programs, is available for clinical decision-making and research as required by the individual program. Professional expenses for additional education items are available per the individual program's budget.

Parking: Free parking is available in the Foundation parking areas only, or as designated by the Program Director or his/her designee. The Program Director or his/her designee will make parking assignments depending on the location of a specific rotation. Residents must abide by all rules of INTEGRIS Health, Inc. and other rotation sites regarding parking registration, parking cards, parking stickers, etc.

Meals:	Meals are furnished at no charge, if a resident is on call.
Scrubs:	Scrubs and lab coats are available per individual program.