



2009 - 2010 RESIDENT STIPEND & BENEFITS

STIPEND & VACATION

	STIPEND	VACATION
PG - 1	\$45,250	3 weeks
PG - 2	\$46,500	3 weeks
PG - 3	\$47,750	3 weeks
PG - 4	\$49,000	3 weeks
PG - 5	\$51,000	3 weeks
PG - 6	\$53,500	3 weeks
PG - 7	\$54,250	3 weeks

HEALTH INSURANCE - Priority Health (plan year 1/1/09– 12/31/09) (group rates)

Deductible	\$500 single \$1000 family or 2 person
Plan Pays	100% of eligible charges
Out of Pocket Maximum	\$500 or \$1000 (reimbursable through HRA)
Office Visits (includes preventive)	\$25 copay/visit/PCP, \$40 copay/visit/Specialist
Hospitalization	100%
Emergency Room	\$100 copay/visit/ER, \$55 copay/visit/Urgent Care
Prescriptions (includes oral contraceptives)	\$10 copay/each generic/\$40 copay each brand name Two copay for 90-day supply by mail-order.
Annual Cost to GRMERC on behalf of resident	Single = \$3,215.04 annual 2-Person = \$7,073.40 annual Family = \$9,002.76 annual

DENTAL INSURANCE - Lincoln

Deductible	\$25 on Type II and Type III services
Type I (routine exams, cleaning, x-rays)	100%
Type II (simple extractions, fillings, periodonic)	80%
Type III (crown, inlay, dentures, bridges)	50%
Annual Maximum Types I, II, III	\$1,000 (per person)
Type IV Orthodontia (for dependents under 19yrs)	50%
Lifetime Maximum Orthodontia	\$1,000 (per child)
Annual Cost to GRMERC on behalf of resident	Single = \$283.00 annual 2-Person = \$544.20 annual Family = \$1012.44 annual

SHORT TERM DISABILITY (Resident Physician - STD Benefit Plan)

Coverage	Full pay for qualifying events
Benefit Period	First day accident/illness -- Up to 90 days



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LONG TERM DISABILITY INSURANCE – Northwestern

Coverage	60% of salary w/a maximum benefit of \$3,000 per month
Benefit Period	To age 65
Beginning Date	91 st day
Proof of Insurability	Not Required
Residual/Partial	Plan covers both partial and total disability
Own Occupation	To age 65
Convertibility	Convertible to guaranteed premium policy upon graduation with no restrictions or proof of good health (specialty specific)
Mental/Nervous Limitations	24 months (upon graduation can convert to policy with no mental/nervous limitation)

LIFE INSURANCE – Lincoln

Coverage	\$100,000 per resident
Convertibility	Plan includes guaranteed right to convert to standard policy with no restrictions or proof of good health

SUPPLEMENTAL TERM LIFE INSURANCE – Lincoln - Voluntary

Coverage	Up to \$100,000 additional insurance available to employee, 50% of employee amount selected available for spouse and up to \$10,000 each available for children.
Portability	Plan includes guaranteed right to port this policy with no restrictions or proof of good health at the premium in place at the time of separation from GRMERC.

SENIOR & ADULT LONG TERM CARE OPTIONS PLAN – HHS Health Options®

<p>A growing number of employees face the burden of balancing work life with long term care issues for their parents and grandparents, or care of an adult or elderly dependent. This benefit provides you with access to knowledgeable care management professionals who will support you as you face long term care decisions for a loved one. A telephonic helpline will be available for you and your dependents.</p>	<p>You will receive:</p> <ul style="list-style-type: none"> - Free, professional, confidential consultation. - Answers for your many questions. - Easy access to information and evaluation tools with guidance to the appropriate "next steps". - Assistance in negotiating complex services and care options. - Tips for dealing with stress. - Connection to nationwide, community resources. - Access via toll free phone number and/or email.
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VISION INSURANCE – VSP – Voluntary

Plan	Provided through Vision Service Plan Monthly premium paid by employee:
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	<p>One person = \$7.53 month or \$90.36 annual 2 Person = \$11.50 month or \$138.00 annual Family = \$20.62 month or \$247.44 annual</p>
<p>Coverage Vision Exam Frames Lenses (standard) Cosmetic Contact Lenses Therapeutic Contact Lenses Laser Vision Correction</p>	<p>In Network, once every 12 months: \$10.00 copay \$25.00 copay (\$120 Retail plus 20% of balance after copay) \$25.00 copay (single, bifocal, trifocal or lenticular) Covered up to a maximum of \$120.00 / \$25.00 copay Discount averaging 15% Allows for tinted or photochromic lenses at no extra cost. Note: non-network reduced benefit coverage available.</p>

LONG TERM CARE INSURANCE – New York Life – Voluntary

<p>Long-term care insurance policies are designed to pay out a predetermined benefit should something unfortunate happen. The benefit will help pay for the physical care and day-to-day living assistance a person may need if confronted by a lengthy illness, severe accident, or effects of aging.</p>	<p>All GRMERC employees and their families, including parents and siblings are able to take advantage of discounted rates. Payroll deduction available for employees. Employee owned policies tailored to area of residence available.</p>
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RETIREMENT SAVINGS – Principal Financial Group – Voluntary

<p>The Principal Financial Group Mason City, Iowa</p>	<p>Supplemental retirement plan to help build assets you can draw on in retirement. Your contributions lower your taxable salary. Transfer/Rollover from other tax-deferred plans available. 403(b) pre-tax deferrals and Roth 403(b) post tax deferrals available. More details available upon request.</p>
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EMPLOYEE ASSISTANCE PROGRAM - Encompass

<p>Coverage</p>	<p>Provided for all residents and their family through Encompass. Professional staff provides confidential assistance for: family or marital conflict, stress, anxiety, depression, grief, alcohol or drug problems, relocation issues. Group, family and individual sessions available. Resources for financial or legal problems are also available. Encompass may make referrals to other health care professionals as needed.</p>
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FLEXIBLE SPENDING ACCOUNT PLAN (Health Care and/or Dependent Care)

Health Care FSA	Allows you to pay for unreimbursed medically related expenses with pre-tax dollars.
Dependent Care FSA	Allows you to pay for out-of-pocket work-related dependent-care costs on a before-tax basis.
Details available from HR Department.	

DIRECT DEPOSIT

Available options	Multiple accounts and multiple financial institutions.
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PROFESSIONAL LIABILITY COVERAGE

Coverage	Provided for all residents through the participating hospitals for residency education activities.
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LAB COATS & LAUNDRY SERVICE

PG - 1	4 lab coats
PG- 2-7	2 lab coats annually
	Laundry drop & pick-up areas provided at all participating hospitals. (Annual cost per resident paid by GRMERC will vary from \$315.00 - \$385.00 due to number of lab coats and individual laundry needs.)
	Discounts on other products (scrubs/shoes/etc) also available to all residents through NYE Uniform. GME Office can provide details.

MEALS ON DUTY

Provided for all residents while on duty in hospitals with a \$2,200 annual maximum.

PAGER

An initial pager is provided to all residents at the start of residency training. \$63.00 annual cost to GRMERC. (Replacement pagers will be the responsibility of the resident at a cost of \$100.)

PARKING

Free parking is provided to all residents in assigned participating hospital lots.

CERTIFICATION COURSES

ACLS, ATLS, BLS and PALS Classes and course materials provided free to all residents, as required by program and/or hospital. Full time educators also available for skills labs, procedure labs, and mock codes.

EDUCATIONAL MATERIALS & CONFERENCES

The individual residency programs can provide specific details regarding educational materials, conference attendance & reimbursement.



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AUTO, HOMEOWNERS INSURANCE – Liberty Mutual Insurance

Group Savings Plus	Special discounted group rates on Auto and Homeowner Insurance. Convenient payment plans include payroll deduction, EFT or direct billing. Personalized service. 24-hour roadside service and assistance.
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ATHLETIC CLUBS

The MAC (Michigan Athletic Club)	No initiation fee for GRMERC residents.
East Hills Athletic Club	No initiation fee for GRMERC residents.
YMCA	Reduced initiation fee for GRMERC residents.
MVP Sports	Corporate Membership discounts.

REAL ESTATE RELOCATION ASSISTANCE

Coldwell Banker Relocation Services	Available to assist you with your transition to the west Michigan area.
Greenridge Relocation Services	

BANKS

Comerica Bank Fifth Third Bank Founders Bank & Trust Huntington Bank Lake Michigan Credit Union Macatawa Bank Select Bank	Special packets available from GRMERC HR for each institution. Some offer special mortgage arrangements for residents,
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OTHER

Grand Traverse Resort & Spa Traverse City, MI	Corporate member discounted rates available to all GRMERC employees.
Boyne Resorts Bay Harbor, Boyne Mountain, Boyne Highlands, MI	Special discounted rates available to all GRMERC employees utilizing on-line booking.
Crystal Mountain Thompsonville, MI	GRMERC participates in their Corporate Lodging Discount Program.
Hertz Rental Car	Hertz #1 Club Memberships available to all employees. Discounted corporate rates available for business and personal car rentals.

This information is intended to provide an accurate overview of insurance coverage and fringe benefits. Actual insurance policies will be outlined in the plan summary and may vary according to group participation. Additional details may be obtained by contacting Human Resources at 616-732-6285.

Revised 5/09 njb

Subject to change without notice. GRMERC reserves the right to change insurance offerings at any time.