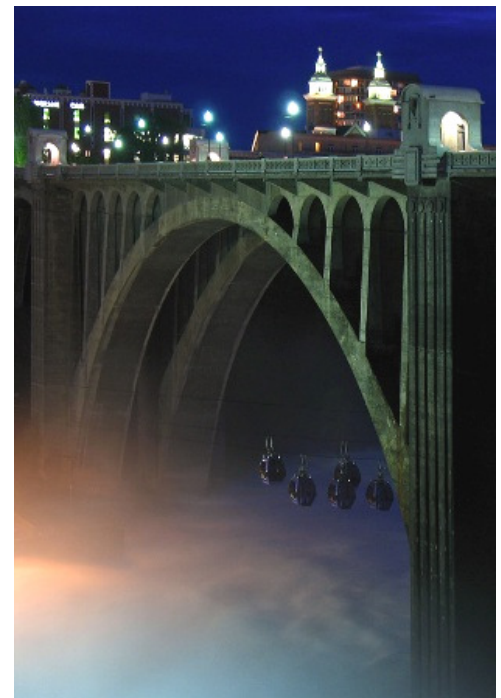




10 THINGS YOU MAY WANT TO KNOW ABOUT SPOKANE

1. Spokane City/County
Population: 219,190 / 573,493
2. Downtown Spokane elevation:
1,898 feet
3. Places to visit within 20 minutes
Wineries - 36
Breweries - 35
Coffee shops - 319
including 12 local roasters!
Parks in Spokane - 75
4. Average number of sunny days:
260
5. Number of Golf courses within 75
miles: 33
6. Minutes from airport to downtown: 10
7. Average summer temperature: 85 degrees
8. Number of Ski areas within 75 miles: 5
9. Average commute time: 30
Minutes
10. Number of lakes within 50
miles: 76



INTERNAL MEDICINE RESIDENCY SPOKANE

BENEFITS 2020 - 2021 YEAR

General Benefits

Internal Medicine Residency Spokane offers the following items.

Salaries for 2020-2021 year

<u>Training Year</u>	<u>Amount</u>
R-1	\$58,220
R-2	\$60,513
R-3	\$62,999
GIM Teaching Fellow	\$81,426

Meals

We provide a meal stipend for residents while on duty. This benefit averages \$3000/year.

Parking

Residents are provided free parking at all training sites

Additional

Educational resources provided

- ACP Membership during residency (\$119/yr)
- Medical Knowledge Self-Assessment Program provided to seniors (\$389)
- University of Washington's Health Science library access, with hundreds of online databases and ejournals, including Up-To-Date, Dynamed, JAMA, etc.
- One-time \$450 educational stipend is provided for books/apps

Laboratory Coats

Two monogrammed lab coats are provided during the R1 year and an additional one in your R3 year. You are welcome to purchase more, if desired (\$50/coat)

Exams Paid

- Step III USMLE or COMLEX if taken intern year (\$895)
- ABIM Exam if taken year you complete training (\$1430)

Health insurance offered

- 3 options for major medical available for you and your family
- Low cost dental and vision plans available
- Hospital incentive available to assist with premiums/health savings account

Time off

- 3 half days off per year for "wellness" to attend to personal needs
- 160 hours [4 weeks] of vacation
- 40 hours [5 days] for illness

INTERNAL MEDICINE RESIDENCY SPOKANE

2020-2021 Resident Curriculum

We have 13 four-week rotations each year.

R1s start one week before seniors to provide continuity of patient care on the services.

R-1 Rotations

How many?	Name of Rotation	# of Days/Wk
4	General House staff	6 days/wk
1	Inpatient Cardiology	5 days/wk
1	Medical ICU	6 day/wk
1	ICU nights	5 nights/wk
1	Inpatient Nephrology	5 days/wk
1	Emergency Medicine	20 shifts/rotation
1	Night Shift	5 nights/wk
2	Ambulatory (continuity clinic)	5 days/wk
1	Elective (such as ENT, Ophthal, GYN, Derm, Neurology, GI)	5 days/wk
On-going	Continuity Clinic (<i>not on ICU, house staff or ICU/house staff nights</i>)	1/2 day/week

House staff rotations

- Half of your house staff rotations will be 2 wks on/off
- House staff is "drip not bolus" NOT long call/short call
- All house staff is attended by residency faculty
- Intern day off is on the weekend

Call duty is on Friday and/or Saturday nights

- Weekend call coverage for house staff and ICU services is 6-7 nights/year, while on electives
- If on call *both* Friday and Saturday nights, you will come in at noon on Friday, attend conference and then go to your regular assignment until 5:30, when your call shift begins.
- You'll have less than five 24-hour shifts/year—which happens when covering a Friday night only
- You'll have 14 days of emergent call (also known as jeopardy/sick call). These are days you may be need to cover for a colleague unable to come in, due to illness or emergency

2021-2022	#1	#2	#3	#4	#5	#6	#7
Orientation 6/21-6/25	6/28-7/25	7/26-8/22	8/23-9/19	9/20-10/17	10/18-11/14	11/15-12/12	12/13-1/9

#8	#9	#10	#11	#12	#13	Last R1 vacation 6/27-7/3 Start R2 year 7/4/2022
1/10-2/6	2/7-3/6	3/7-4/3	4/4-5/1	5/2-5/29	5/30-6/26	

R-2 Rotations

How many?	Name of Rotation	# of Days/Wk
1-1/2	General House staff*	6 days/wk
1	Hospitalist Consult Service	5 days/wk
1	Medical ICU	6 day/wk
1	Outpatient Cardiology	5 days/wk
1	Night Shift	5 nights/wk
1	Ambulatory (continuity clinic)*	5 days/wk
1	Endocrinology	5 days/wk
1	Infectious Disease	5 days/wk
1	Inpatient Neurology	5 days/wk
1/2	Inpatient psychiatry consultation service	5 days/wk
1/2	Systems of Medicine	5 days/kw
1	Geriatrics (VA)	5 days/wk
1/2	Outpatient General Internal Medicine	5 days/wk
1	Elective (such as POCUS, ENT, Ophthal, GYN, Radiology, Palliative Care, Ethics, Derm, GI)	5 days/wk
On-going	Continuity Clinic (<i>not on ICU, house staff or ICU/house staff nights</i>)	1 day/wk

Approximately 8 call nights/year

R-3 Rotations

How many?	Name of Rotation	# of Days/Wk
2	General House staff*	6 days/wk
1	Inpatient Pulm	6 days/wk
1	Medical ICU	6 day/wk
1	Inpatient Cardiology	5 days/wk
1	Hospitalist Service – shifts model hospitalist schedule	2 7/day shifts
1/2	Night Shift	5 nights/wk
1	Ambulatory (continuity clinic)*	5 days/wk
1	Nephrology	5 days/wk
1	Hematology/Oncology	5 days/wk
1	Outpatient Pulmonology	5 days/wk
1	Outpatient Rheumatology	5 days/wk
1-1/2	Elective (such as POCUS, ENT, Ophthal, GYN, Radiology, Palliative Care, Ethics, Derm, GI)	5 days/wk
On going	Continuity Clinic (<i>not on ICU, house staff or ICU/house staff nights</i>)	1 day/wk

*General House staff rotations are split into 2 wk increments and paired with Ambulatory or Outpatient electives to preserve continuity of care.

Call

- R2s have 8 nights of call/R3s have 5 nights of call to cover the house staff and/or ICU patient services.
- R2s have approximately 3 weeks of emergent call; R3s have 2 weeks of emergent call.

HOLIDAYS - We recognize the following 6 holidays:

New Year's day, Memorial day, 4th of July, Labor day, Thanksgiving day and Christmas day.

You'll be assigned to work 3-4 of the above holidays *total* over 3 years of residency on an IMRS service [house staff night/day or ICU night/day]. However, you may be required to work a holiday on other services [not controlled by IMRS] as part of that rotation for patient continuity. Those days are not counted in the holiday calculations above.

INTERNAL MEDICINE RESIDENCY SPOKANE

Fellowship and Graduate Information

Below are graduates of Internal Medicine Spokane from the last three years and their post-graduate positions.

We work to ensure that residents are happy with their career choices following graduation from our program. Training prepares the resident to be a primary care practitioner, a hospitalist or a subspecialist. 75% of our graduates remain or return to practice in the Pacific Northwest.

Name	Post-Graduate Position
2020	
Raja Arunachalam	Hospitalist, Inverness, FL
Jennifer Brown	Hospitalist, Spokane, WA
Nick Cowley	Hospitalist, Spokane, WA
Kayla Fix	Outpatient, Providence Spokane
Greg Heinicke	IMRS Teaching Fellow, Spokane
Blessy Jacob	Outpatient, Providence Bellevue, WA
Klint Kilgore	Rural Hospitalist, Colville, WA
Matt Strohmeyer	Rural Hospitalist, Wasilla, AK
Meghan Tanner	Hospitalist, Spokane, WA
2019	
David Applebury	CC fellow OHSU
Lauren Benson	CC fellow OHSU
Justin Chen	Hospitalist, Spokane, WA
Taylor Christensen	Hospitalist, Provo, UT
Brian Gavron	Hospitalist Spokane VA
Alexander Hallac	Hospitalist, Cambridge, MA
Sama Kamal	Outpatient, Providence Spokane
Joseph Lai	Hospitalist, Multicare [Deaconess] Spokane
Kurt Myers	Hospitalist, Nashville, TN
Dan Rona-Hartzog	IMRS Teaching Fellow, Spokane
2018	
Nick Auble	Hospitalist, Spokane, WA
Josh Hubbard	Hospitalist, Spokane, WA
Lauren Johnson	Rheumatologist, Casper, WY
Eugene Lee	ID fellow, Univ of UT
Jessica Lundgren	IMRS faculty
Sarah Newton	Inpt / outpt, North Dakota
Vernon Rasiah	Hospitalist, Seattle, WA
Matt Ray	Nephrologist, Spokane, WA
Heidi Shovell	Hospitalist, Spokane, WA
Maya Swaminathan	Hospitalist, Seattle, WA
Jackie Victoroff	Hospitalist, Spokane, WA

R1 CLASS



Seth Dotson, MD
Univ. of Washington



John Gilmer, MD
Univ. of Washington



Cicily Hummer, DO
Rocky Vista Univ



Jeff Kilcup, DO
Pacific NW Univ



Sarah Knight, DO
Pacific NW Univ



Cayce Martin, MD
Loma Linda Univ



Ivan Martinez, DO
Pacific NW Univ



Aditya Nathan, DO
Pacific NW Univ

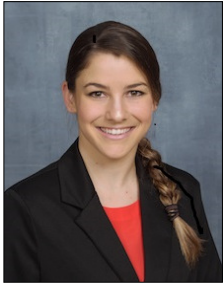


Jenna Speltz, DO
Pacific NW Univ



Jenna Williamson, DO
Pacific NW Univ

R2 CLASS



Caroline Catalano, DO
Univ. of New England



Matthew Coons, DO
Pacific NW Univ



Timothy Hayes, DO
Edward Via Univ



Vanessa Hoytfox MD
Saba University



Ariana Kamaliazad MD
Univ. of Washington



Tyler Reinking, MD
Univ. of Colorado



Liz Savage, DO
Kansas City Univ



Bryan Takisaki, DO
Pacific NW Univ



Kaitlund Tangvald, MD
Univ. of Washington



Brittney Ward, DO
Western Univ.

R3 CLASS



Aaron Canfield, DO
Pacific NW Univ



Tiffany Fernandez-Neel, DO
Western Univ.



Jose Gomez Bautista, MD
Saba University



Travis Hughes, MD
Univ. of Washington



Christine Janke, MD
Avalon University



Patrick Kunkel, DO
Pacific NW Univ



Maria Simcina, MD
Wayne State University



Jeremy Stevens, DO
Touro University



Michael Stewart, DO
Western Univ.



Scott Tetz, DO
Pacific NW Univ



Tyson Vandehey, DO
Western Univ.

Internal Medicine Residency Spokane

2020-2021 Resident Physicians

R1 Year

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Sarah Knight, DO
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Ivan Martinez, DO
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Jenna Speltz, DO
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John Gilmer, MD
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Jeff Kilcup, DO
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Cayce Martin, MD
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Aditya Nathan, DO
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Jenna Williamson, MD
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R2 Year

Caroline Catalano, DO
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Matthew Coons, DO
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Timothy Hayes, DO
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Vanessa Hoytfox, MD
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Kaitlund Tangvald, MD
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Brittney Ward, DO
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R3 Year

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Patrick Kunkel, DO
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Michael Stewart, DO
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Christine Janke, MD
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Scott Tetz, DO
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Tyson Vandehey, DO
tyson.vandehey@providence.org



Judy Benson, MD, Program Director

Clinical Professor, University of Washington
School of Medicine
Medical School: University of Nebraska, 1983
Residency: Internal Medicine Residency Spokane
Certified: Internal Medicine



Jessica Lundgren, DO

Medical School: Des Moines University 2015
Residency: Internal Medicine Residency Spokane
Certified: Internal Medicine



Caitlin Allen, MD

Medical School: University of Washington 2013
Residency: University of Wisconsin-Madison
Certified: Internal Medicine



Ian May, MD

Clinical Instructor, University of Washington
School of Medicine
Medical School: University of Washington, 2013
Residency/Fellowship: Internal Medicine
Residency Spokane
Certified: Internal Medicine



John Frlan, MD

Clinical Instructor, University of Washington
School of Medicine
Medical School: Univ. of Washington, 1983
Residency: Internal Medicine Residency Spokane
Certified: Internal Medicine



Carmen McDermott, MD,

Clinical Instructor, University of Washington
School of Medicine
Medical School: University of Washington 1988
Residency: University of Washington
Certified: Internal Medicine



Matthew Hollon, MD, MPH

Clinical Associate Professor,
University of Washington School of Medicine
Medical School: University of Washington, 1994
Residency: University of Washington
Certified: Internal Medicine



Darryl Potyk, MD

Clinical Professor, University of Washington
School of Medicine
Medical School: University of Southern California, 1986
Residency and Fellowship: Harbor-UCLA
Certified: Internal Medicine, Geriatrics



Dinesh Ratti, MD

Clinical Instructor, University of Washington
School of Medicine

Medical School: Queen's Univ. of Belfast 2006

Residency/Fellowship: Internal Medicine Residency Spokane

Certified: Internal Medicine



Judy Swanson, MD

Clinical Associate Professor, University of Washington
School of Medicine

Medical School: University of Washington, 1988

Residency: Internal Medicine Residency Spokane

Certified: Internal Medicine



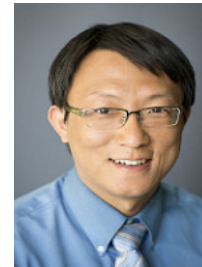
Rachel Safran, MD, Clinic Director

Clinical Instructor, University of Washington
School of Medicine

Medical School: University of Washington 2012

Residency/Fellowship: Internal Medicine Residency Spokane

Certified: Internal Medicine



**Kang Zhang, MD, Associate Program Director
WWAMI Site Clerkship Coordinator**

Clinical Instructor, University of Washington
School of Medicine

Medical School: American University of the Caribbean 2011

Residency/Fellowship: Internal Medicine Residency Spokane

Certified: Internal Medicine

2020-2021 GIM TEACHING FELLOWS



Gregory Heinicke, DO
Midwestern Univ



Dan Rona-Hartzog, MD
St. James Med School

Providence Internal Medicine Residency Spokane
Core Faculty Physicians

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Assistant Director

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Assistant Director

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Program Staff

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Holly LiVecche
Program Assistant
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Internal Medicine Residency Spokane
What is special about the IMRS Clinic in the Spokane Teaching Health Clinic?

1. Clinic is where you will learn to be the kind of physician you'd want for your parents, your family, yourself. This is your continuity clinic; you will get to know your own patients and follow them over time. Your relationship with your clinic patients develops and deepens in the three years during which you provide their care.
2. Each resident **has their own medical assistant** who helps with communication, refills etc. They know most of the patients well and can 'prepare' you for what to expect with your patient. Our staff have been with us for many years – very little turnover. We also have excellent interdisciplinary support in-house from social work, pharmacy and a medical-legal team.
3. Our clinic **patients are diverse**: Lots of great patients with interesting medical problems – we get from the hospital and community with a broad spectrum of common medical problems (DM, HTN, chronic renal failure, chronic hepatitis, HIV, Hep C, rheumatologic disorders etc.) as well as many very challenging and more unusual problems.
4. In addition to learning by the experience, we do lots of **teaching** in clinic with:
 - **Morning teaching sessions every day**:
 - Case-based Yale Office-Based Medicine Curriculum
 - Topics presented by residents & faculty
 - Coding for billing [*so that over 3 years you'll gradually learn how to do it*]
 - Specialty presentations: Endocrinology, Orthopedics, Dermatology
 - Small group **motivational interviewing** training is provided for all R1s that includes submitting recordings for detailed feedback from faculty with advanced MI training.
 - **Noon Conferences at Sacred Heart** are video conferenced into the STHC Classroom.
 - **Direct Observation** to help with exam, communication etc [*video camera in exam rooms*]
 - **Precepting** every patient encounter with faculty- who use this to review medical knowledge, approaches to problems, etc.
5. **Specialty clinics**: During clinic rotations residents have the opportunity to work one-on-one with specialists in Endocrinology, Orthopedics, Dermatology, Psychiatry and Hepatitis C in the clinic. Residents also go off-site to spend time with Podiatry and Sports Medicine.
 - **HIV and PreP**: We also have one of the largest integrated primary care HIV clinics in the state where senior residents have the unique opportunity to learn to manage HIV/AIDS as a chronic disease within your primary care panel, along with the support from multiple certified HIV specialist faculty. Additionally, all residents are trained and equipped to provide PreP (pre-exposure prophylaxis) care to eligible patients.
6. **Primary care mentors**: The majority of our faculty have primary care panels embedded within the clinic! This means residents are able to learn first-hand from role models who are doing patient care alongside them. We also have a core of amazing outpatient focused faculty who are developing a *primary care track* where residents will be able to opt-in to a pathway with additional training and professional development opportunities.
7. **STHC** is a unique setting with collaborative teaching, learning and patient care, with more associated health specialties preparing to join us!

Caitlin Allen, MD Ambulatory Clinic Director
caitlin.allen@providence.org



2020 Benefits-at-a-Glance

Benefits are effective on the day you are hired into an eligible position.
Visit the HR portal at [Caregiver.eHR.com](https://caregiver.ehr.com) to learn more.

Providence Health & Services – Medical Residents

This document provides a high-level overview of the benefits for those considering employment with Providence Health & Services. Please refer to the 'Next steps' section if you have accepted a position.

Welcome to Providence benefits

Providence offers a comprehensive Total Rewards package designed to support your health and well-being. Our vision of Health for a Better World is becoming a reality thanks to our caregivers' time and valuable talents. We are committed to providing a comprehensive Total Rewards package, including compensation, retirement, health care and paid-leave benefits, well-being resources, and much more. Explore the HR portal at [Caregiver.eHR.com](https://caregiver.ehr.com) as a guest to learn about your options. You can also use tools to help you choose the benefits that are right for you and your family.



Your benefit options

Providence provides some benefits at no cost to you. Other benefits are optional, with costs shared by you and Providence.

Benefits provided by Providence at no cost to you:

- Basic life insurance
- Short-term disability
- Long-term disability – 60% of earnings after 180 day waiting period to a maximum of \$15,000 per month
- Caregiver Assistance Program
- Choose Well, your caregiver well-being program

Benefits provided by Providence where you share in the cost:

You have the choice of a variety of benefits. Review your options and the costs of those options on the HR portal at [Caregiver.eHR.com](https://caregiver.ehr.com) and determine which benefits best meet your needs.

Navigate to the **Benefits** section of the HR portal for details on the below. Your choices include:

- At least two medical plan options, depending on your location
- At least two dental plan options, depending on your location
- Vision coverage
- Health Care FSA (for eligible health care expenses)
- Dependent Care FSA (for work-related child- or elder-care expenses)
- Supplemental life insurance and voluntary AD&D insurance

To offer a Total Rewards program that is just, affordable and sustainable for all caregivers, higher-income caregivers will pay a larger portion of their medical plan premium. Navigate to **Benefits → Medical → Pay-based premiums** for more information.

Who is eligible?

To learn about the eligibility requirements for benefits, visit the HR portal at [Caregiver.eHR.com](https://caregiver.ehr.com) and navigate to **Benefits → Eligibility**.

Take action

1. Explore the HR portal at [Caregiver.eHR.com](https://caregiver.ehr.com) to learn about your options.
2. Try out ALEX from the home page. ALEX is a fun, interactive video designed to help you learn about and compare your medical and dental plan options.
3. Watch the New Caregiver Orientation video, located under **Benefits → Eligibility**.
4. Once you start work, enroll in the benefits you want within 30 days of your date of hire into a benefits-eligible position. If you don't enroll, you will have employer-paid life and disability coverage only (no medical, dental or vision coverage).

Choose Well

Each of us are on a unique and personal well-being journey. We define our own path and the choices that we make along the way to bring us to the goals we have set for our lives. That's why we offer Choose Well – your caregiver well-being program. Choose Well provides you with fun, easy tools to support all aspects of your health and wellness, while offering valuable rewards and incentives to help get you where you want to go.

As a new hire or newly benefits-eligible caregiver, you automatically receive the health incentive shown below. You may choose to participate in Choose Well to earn your health incentive for the following year.

	Hired/eligible before July 1	Hired/eligible on or after July 1
HRA or HSA ¹ medical plan	\$700/person (\$1,400/family) deposited to your HRA/HSA	\$350/person (\$700/family) deposited to your HRA/HSA
All other medical plans	Medical premium reduction of \$15.38 per paycheck (\$30.77 per paycheck if covering spouse/ABR)	

¹ Benefits enrollment submitted after Dec. 1 are not eligible for the HSA health incentive contribution.

Back-Up Child, Adult and Elder Care

Families come in all forms. Our caregivers are often caring for young children, adults with special needs or elder family members. This benefit helps give you peace of mind and support at critical moments, by making it easy for you to arrange back-up care in a care center or at home if you need to be at work.

Tuition Reimbursement (if eligible)

One of our most important strategic priorities is to inspire and develop our caregivers. We believe you should be supported to achieve your career goals and encourage you to explore educational opportunities that will further your career within the organization.

We provide a tuition reimbursement program that offers financial assistance for you to take educational courses to improve your present job skills or to enhance your potential for promotion.

Find a provider

To search for providers included in each medical plan's network, visit the HR portal at [Caregiver.eHR.com](https://caregiver.ehr.com) and navigate to **Benefits → Find a provider or pharmacy**.

For dental and vision providers, navigate to **Benefits → Dental and Vision**.

Voluntary benefits

You also have the opportunity to enroll in voluntary benefits. Voluntary benefits are individual programs and policies offered at affordable group rates.

You can enroll in or cancel these benefits at any time:

- Auto and home insurance
- Pet insurance
- Commuter benefits (Note: This program does not replace any transit programs sponsored by your location.)

You can enroll in these benefits only during your initial benefits enrollment period, or during open enrollment each year:

- Group legal insurance
- Identity and credit protection
- Voluntary short-term disability
- Critical Illness
- Accident

Voluntary benefits are generally sponsored by independent vendors and offered to you at reduced group rates with Providence's permission. Providence does not administer, endorse or contribute toward voluntary benefits or receive any compensation for offering voluntary benefits.



Retirement

The Providence Health & Services retirement program consists of employer match and discretionary contributions that work together with your pre-tax (and/or Roth after-tax) contributions to help you save for retirement. Learn about the program on the HR portal by navigating to **Benefits → Retirement**.



Time Away

200 hours of time away hours are front-loaded at the beginning of July and prorated based on your full-time equivalent (FTE) status. The hours are intended for use over a 12-month period between July and June. Newly hired residents will have their time away hours prorated based on date of hire. Time away hours may be used for vacation and short-term illness. Time away hours do not include time off for continuing medical education

Time away is not transferable or eligible for cash-out upon termination. Residents can carryover up to 40 hours of unused time away hours at the end of June. The maximum balance of time away hours that can be maintained at any time is 240 hours.

Holidays: Time away hours listed above include holidays.

Continuing Medical Education (CME): Time away does not include time off for continuing medical education.

Short-term disability

We offer a short-term disability plan to provide added protection for time away due to your own non-work-related illness or injury lasting more than seven days. For benefits-eligible providers, the program begins to pay benefits of 100 percent of base pay after you cannot work for seven consecutive calendar days and 66-2/3% for weeks 10 through 26. Short-term disability benefits are offset by any state disability insurance you may be eligible to receive.

Short-term disability benefits are taxable. The short-term disability program will pay you through the 26th week of disability, as long as you remain disabled. When short-term disability benefits end, you may be eligible for long-term disability benefits.

Paid parental leave

We offer benefits-eligible providers with a paid parental leave benefit to support and celebrate growing families. This program will replace 66-2/3 percent of your pay for up to six weeks to care for and bond with your newborn, newly adopted or newly placed foster child. This benefit is available to all working parents – mothers and fathers. Paid parental leave benefits are offset by any state disability or family leave benefits you may be eligible to receive and is in addition to any short-term disability pay that a new birth mother may receive.

Eligible providers can take a maximum of six weeks of paid parental leave per rolling 12-month period. Providers may choose to use the six weeks in three separate intervals that each have at least a one-week duration (e.g. break up the six weeks of leave in three two-week intervals). The leave must be used within 12 months of the birth, adoption or foster care placement.



Next steps

This information is provided for those who have accepted a position with Providence.

Visit the HR portal at [Caregiver.eHR.com](https://www.Caregiver.eHR.com) to learn about the benefits available. Until you start work, use the **Guest Sign-in** and select **Providence**.

Watch for an email from your pre-boarding specialist. The specialist will help you through the on-boarding process, including how to log in to the HR portal as a caregiver and access your benefits enrollment guide.

Take action!

You have up to 30 days from your hire date to enroll in benefits. Once you submit your elections, your enrollment period will end and your coverage is effective as of your date of hire (or date of eligibility for benefits). Retroactive paycheck deductions may apply. If you don't take action, you will have employer-paid life and disability coverage only (no medical, dental or vision coverage).



Questions or need help enrolling?

Beginning on your start date, the **Benefits Service Center** will be available to assist you, weekdays from 7:30 a.m. to 6:00 p.m. Pacific time.

After you enroll, log in to the HR portal at [Caregiver.eHR.com](https://www.Caregiver.eHR.com) and navigate to **Resources** → **Contacts** for specific benefit contacts.

The terms of your benefit plans are governed by legal documents, including insurance contracts and local policies. Should there be any inconsistencies between this Benefits at-a-Glance and the legal plan documents or policies, the legal plan documents and/or policies are the final authority.

Notice of Nondiscrimination and Accessibility Employee Benefits

Providence Health & Services ("We") complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

We do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

When necessary to ensure an equal opportunity and meaningful access, we:

- Provide free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provide free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services in relation to your group health plan, contact Providence Health & Services' Benefits Consultant, Compliance.

If you believe that we have failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a complaint with the Benefits Consultant, Compliance, Suite 500, 2001 Lind Ave SW, Renton, WA 98057, or by contacting the Benefits Service Center at **888-615-6481** or submitting an AskHR ticket through the HR portal at [Caregiver.eHR.com](https://www.hhs.gov/ocr/office/file/index.html). You can file a complaint in person or by mail, or an AskHR ticket. If you need help filing a complaint, the Benefits Consultant, Compliance is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue SW., Room 509F, HHH Building
Washington, DC 20201
1-800-868-1019, 800-537-7697 (TDD)

Complaint forms are available at
<https://www.hhs.gov/ocr/office/file/index.html>.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 888-615-6481.

注意:如果您使用繁體中文,您可以免費獲得語言援助服務。請致電 888-615-6481。

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 888-615-6481.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 888-615-6481.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 888-615-6481.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 888-615-6481

رفاوت ٲوغلل ٲدعاسمل ٲامدخ ناف ،ةغللا ركذا ٲدحتت تنك اذا :ٲظوح لم
888-615-6481 مقرب لصتا .ناجلاب كل

注意事項: 日本語を話される場合、無料の言語支援をご利用いただけます。888-615-6481。

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 888-615-6481.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 888-615-6481.

เรียน: ๑ำคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรีโทร 888-615-6481.

ប្រយ័ត្ន: បើនិសាអ្នកនិយាយ ភាសាខ្មែរ, សេវាជំនួយផ្នែកភាសា
ដោយមិនគិតថ្លៃ គឺអាចមានសំរាប់អ្នក។ ជូរ ទូរស័ព្ទ 888-615-6481.។

ٲروصب ٲنابز ٲال ٲست ،ٲنك ٲم وگتفگ ٲسراف نابز م ربگا :ٲجوت
ٲٲر ٲگب سامٲ 888-615-6481 اب .ٲشاب ٲم مٲارف امش ٲارب ناگیار

УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 888-615-6481.

ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 888-615-6481.