

Benefit Physician	Policy & Procedure Manual
Health Insurance (Includes Vision)	<ul style="list-style-type: none"> • Eligible first of the month following hire date • Coverage for individual, spouse/domestic partner, and/or unmarried dependent children under 26 years of age
Dental Insurance	<ul style="list-style-type: none"> • Eligibility for dental coverage the first of the month following 3-months of employment
Disability Insurance	<ul style="list-style-type: none"> • Eligibility for long-term disability the first of the month following 3-months of employment. Not eligible for LTD benefit payments until 6 months of employment is reached • Employee would be eligible for short-term disability the first of the month following 3-months of employment
Life Insurance	<ul style="list-style-type: none"> • Eligible first of the month following date of hire • Employee would be eligible for up to \$1,000,000 in life insurance coverage • Eligible for up to \$100,000 in dependent life insurance coverage • Eligible for up to \$350,000 in AD&D coverage • Eligible for up to \$175,000 in dependent AD&D
Professional Liability Insurance	<ul style="list-style-type: none"> • Health Plan insures resident's liability through the KP Medical Care Program
Paid Holidays (Nine paid holidays per year)	<ol style="list-style-type: none"> 1. New Year's Day 2. Martin Luther King Jr. Day 3. President's Day 4. Memorial Day 5. Independence Day 6. Labor Day 7. Thanksgiving 8. Christmas Day 9. Floating Eve Holiday (Christmas or New Year's)
Paid-Time-Off	<ul style="list-style-type: none"> • 0-2 years of employment = 21 days • 3-5 years of employment = 26 days • Can be used for vacation or sick leave
Continuing Education	<ul style="list-style-type: none"> • Eligible for Education Stipend to attend a conference or purchasing of books, CDs or other educational materials subject to approval by Program Director • Follows KPMAS Tuition Reimbursement Policy (\$3,000 annually)
Education Leave	<ul style="list-style-type: none"> • 10 days for year 2 and 15 days for year 3 following policy guidelines
Paid Parking	<ul style="list-style-type: none"> • No cost for parking at inpatient and outpatient training facilities, medical office buildings and hospitals

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Physician Licensure	<ul style="list-style-type: none"> Residents must be licensed to practice in DC, Maryland and Virginia by 25th month of residency Licenses and renewals will be reimbursable (State licensure and DEA licensure)
Certifications	<ul style="list-style-type: none"> Eligible for any additional certifications that are necessary to complete the residency program
USMLE or COMLEX Step 3	<ul style="list-style-type: none"> One-time reimbursement for USMLE Step 3 or COMLEX Level 3 fee upon successful passing of examination
Military Leave	<ul style="list-style-type: none"> Eligible for military leave
Bereavement Leave	<ul style="list-style-type: none"> 3 days of bereavement leave or 5 days (if over 300 miles)
Leaves of Absence	<ul style="list-style-type: none"> Eligible per ACGME Institutional Requirements and State's Regulations
Personal Leave	<ul style="list-style-type: none"> Paid if there is a PTO balance and unpaid after that At the discretion of Program Director
Unemployment Insurance	<ul style="list-style-type: none"> State Unemployment will be followed
Employee Assistance Program	<ul style="list-style-type: none"> Confidential, cost-free counseling services <ul style="list-style-type: none"> Alcohol & Drugs Marital difficulties Family crisis Legal & Financial problems Emotional Other
Parent Medical Coverage	<ul style="list-style-type: none"> Group Health Plan coverage is available for eligible parents, step-parents, parents-in-law and parents of a domestic partner Eligible first of the month after date requirements are met
Commuter Choice Program	<ul style="list-style-type: none"> Eligible for program Sets aside tax-free dollars for qualified public transportation
Dependent Care Plan	<ul style="list-style-type: none"> Eligible for plan participation Contributions of up to \$5,000 pre-tax on an annual basis to pay for eligible dependent care expenses
Health Care Spending Account	<ul style="list-style-type: none"> Contributions of up to \$4,150 pre-tax for health care related expenses. Health Care Spending Account up to \$4,150
KPMAS Activity Program	<ul style="list-style-type: none"> Eligible for discounted rates as well as customized packages and other specials on a variety of entertainment venues and events, travel, gifts, products and services
PSLF	<ul style="list-style-type: none"> Kaiser Permanente will sign the application and verify your working hours and employment status as part of your application.