

The HCAPS “Earn While You Learn” Resident / Fellow Stipend Program Policies and Procedures:

Does your training, compassion for patients, and work ethic set you apart from the crowd? If so, consider applying for the HCA Physician Services Resident/Fellow Stipend Program. Here are the details.

Purpose:

To provide financial assistance to residents and fellows (“Students”) in selected medical specialties that will assist in the completion of their residency or fellowship training program. In exchange the Student will agree to be a staff member at an HCA Physician Services, Inc. (“HCAPS”) affiliated Hospital for 2 years upon completion of the training program. This Stipend Program is intended to link Students to HCAPS affiliated hospitals – in general – not to a specific hospital or practice. Stipends are offered at a time when Students are not ready to make a commitment and/or sign a contract. Students seeking a guaranteed opportunity to work in a specific Hospital or city upon completion of their residency or fellowship should not apply for a stipend.

Eligibility:

- Must be a full time resident in an ACGME, AOA, or HCA approved program or a full time fellow in a U.S. fellowship program.
- Student must remain in good standing with the program to maintain stipend eligibility.
- Must receive written recommendation from current program and all previous medical programs attended, including medical school, residency and fellowship programs, as applicable.
- At the time of signing the Resident Stipend Agreement, students must be free of any other contractual obligations requiring a service commitment upon completion of their training. Student is not eligible if a contract or Letter of Intent with a practice or hospital or other entity has been signed.
- Must pass a thorough an HCAPS background check.
- Must be in a specialty for which HCAPS affiliated Hospitals have a demonstrated need.
- Must be willing to relocate to the service area of an HCAPS affiliated Hospital with a need for that specialty.
- Physician is ineligible to apply if he/she has an immediate family member on active medical staff at an HCA facility.
- Must disclose all future plans, including possible fellowship training plans, in the initial application process. Once contracts have been fully executed, we cannot amend the contract to add additional payments.
- Must have completed a minimum of 9 months of residency training to be considered for the program.
- Must have a minimum of 6 months of training remaining (as of the last day of the candidate's review period) to be considered for the program.

Responsibility:

- Participants are required to report all amounts paid on Form 1099 as prescribed by the Internal Revenue Service. Furthermore, participants acknowledge that the IRS may require payment on such amounts in the form of taxes.
- At any time, HCAPS can request a letter from your institution attesting to your good standing with the program.
- Participants are required to notify HCAPS of any change in academic standing, address, or other key information within 15 days of such occurrence.
- Participant agrees to engage in the full-time private practice of his/her specialty in the service area of an HCAPS affiliated Hospital and shall maintain active staff privileges during the commitment period.

- Participants will owe back any monies not yet forgiven immediately and in full if there is a material breach of the agreement or if we are unable to agree upon the geographic area to be served within 120 days after Student completes his or her training.
- Due to physicians being brought to the community by “community need” and as mandated by Federal government, a participant joining an existing group agrees not to enter into a non-compete agreement or other similar practice restriction prior to the end of the Commitment period.
- Participants cannot have ownership in competing entities.

Application Procedures:

- Visit www.EarnWhileYouLearn-HCA.com to access stipend application
- Complete entire Application Packet, which should include all of the following:
 - Application Checklist (provided)
 - Contact Information and Medical Training History Form (provided)
 - Candidates with a wider geographic preference may have a better chance of success with job placement
 - Disclosure Questions & Attestation Signature Forms (provided)
 - GIS Background Check Forms (provided)
 - Letter of Recommendation from current Program Director
 - Beginning date and Anticipated Completion Date are required, including month, day and year
 - Personal Vision Statement (outlining professional and personal goals upon completion of training)
 - Curriculum Vitae
- Compile and fax all application materials to 866-897-4078 or email to Daniel.Christian@HCAHealthcare.com

Application Approval Procedures and Timeline:

1. Student completes application process as outlined above.
2. Student's completed application is sent to screening committee for review and approval on a quarterly basis (see next page for specific dates) and must include all requested documents and materials in order to be processed.
3. Student will be notified via e-mail of committee's decision regarding stipend.
4. If a student's application is approved by the screening committee, stipend contract is drafted and routed for signatures from appropriate HCAPS staff.
5. Stipend Contract is sent overnight via FedEx to home address of candidate as listed on the stipend application.
6. Student signs and returns the Stipend Contract.
7. Stipend Recipient will be notified once the signed contract and all other forms have been received.
8. **Stipend Recipient's paperwork will be sent to HCAPS's Accounts Payable department to be input into the payment system.**
 - Please note: AP process could take up to 3 weeks to complete. Stipend recipient will receive his/her first stipend payment after this process is completed. The monthly payment date is outlined in the original Stipend Contract.
 - All Stipend Recipients are encouraged to sign up for Direct Deposit. Enrollment forms are included with Stipend Contract.

In signing the Resident/Fellow Stipend Program Policies and Procedures document, I hereby acknowledge my acceptance of and agreement with these terms.

Resident / Fellow Signature

Date

Stipend Application Timeline for 2017:

Stipend applications are considered on a quarterly basis. Please note deadlines below:

January 1 – March 1, 2017: Applications received for 1Q review period

March 1, 2017: **1Q Deadline for Applications**

March 20, 2017: Candidates are notified of their status

March 2 – June 1, 2017: Applications received for 2Q review period

June 1, 2017: **2Q Deadline for Applications**

June 20, 2017: Candidates are notified of their status

June 2 – September 1, 2017: Applications received for 3Q review period

September 1, 2017: **3Q Deadline for Applications**

September 20, 2017: Candidates are notified of their status

September 2 – December 1, 2017: Applications received for 4Q review period

December 1, 2017: **4Q Deadline for Applications**

December 20, 2017: Candidates are notified of their status