



**Geisinger
RESIDENT/FELLOW AGREEMENT
2026-2027**

This Resident/Fellow Agreement between Geisinger, and Jane Doe, MD (hereinafter "Resident/Fellow").

RECITALS

A. Geisinger offers a Graduate Medical Education (GME) training program in Cardiology accredited by the Accreditation Council on Graduate Medical Education.

B. Geisinger has offered a position in the Cardiology training program to Resident/Fellow, and Resident/Fellow has agreed to accept the position, on the terms and conditions set forth in this Resident/Fellow Agreement.

C. In consideration of the mutual promises contained in this Resident/Fellow Agreement and intending to be legally bound, Geisinger and Resident/Fellow agree that Resident/Fellow shall assume a position in the Cardiology training program on the terms and conditions set forth below.

D. Upon the date of being sent, this contract must be signed within **ten (10) business days**.

OPERATIVE PROVISIONS

1. Acceptance of Position

Resident/Fellow accepts the position of **STANDARD-PGY1** in Cardiology training program for the period **7/1/2026** through **6/30/2027**. During the term of this Resident/Fellow Agreement, Resident/Fellow agrees to perform such duties of Geisinger and its affiliated institutions which are part of Cardiology training program conscientiously, to the best of Resident's/Fellow's ability, and under the highest standard of professional ethics. Resident/Fellow must meet the criteria for reappointment as outlined in the policy on *Criteria for Selection, Evaluation, Reappointment and Dismissal of Residents (CSERDR - Exhibit B)*.

2. Resident/Fellow Physician Responsibilities

2.1 Code of Conduct

Resident/Fellow shall agree to adhere to the *Geisinger Code of Conduct* as documented by completing the course on the *Geisinger Online Academic Learning System (GOALS)*.

2.2 Drug and Alcohol Policy (Exhibit C)

Appointment is conditional requiring successful completion (no presence of drugs, including nicotine) of a pre-appointment drug screening process per the *Geisinger Drug and Alcohol Policy (Exhibit C)*.

2.3 Background Check

Appointment is conditional upon completion of a background check which is satisfactory and acceptable to Geisinger.

2.4 Health Screening

Appointment is conditional upon completion of all employee health requirements acceptable to Geisinger.

2.5 Licensure to Practice Medicine

Resident/Fellow shall maintain, throughout duration of this Resident/Fellow Agreement, a valid graduate medical training license from the Pennsylvania State Board of Medicine or the Pennsylvania State Board of Osteopathic Medicine. Failure to obtain a license from the appropriate Pennsylvania authority is grounds for rescission of this contract.

Resident/Fellow agrees to provide Geisinger with immediate written notification of any action which is taken, or which is contemplated to be taken, against the license issued by the Commonwealth of Pennsylvania, including, but not limited to, disciplinary action such as suspension, revocation, limitation, or other restrictions. Geisinger shall have the option to terminate this Resident/Fellow Agreement or suspend its obligations under this Resident/Fellow Agreement pending the outcome of any such disciplinary proceeding.

Resident/Fellow is responsible to provide verification of completion for any prerequisite training pursuant to Section II of the *Criteria for Selection, Evaluation, Reappointment and Dismissal of Residents (CSERDR - Exhibit B)*.

2.6 *Assigned Work and Work Hours*

Resident/Fellow shall be present and available for work assigned to Resident/Fellow by the Program Director (PD), including night, weekend, or any special work assignment which Resident/Fellow may be given at the discretion of the Program Director (PD). The Program Director (PD) is responsible for the appropriate scheduling of work time, including provision of adequate off-work hours. (*GME Institutional Work Hour Policy - Exhibit D*)

Resident/Fellow understands and agrees that the hours of work will vary with the clinical area to which Resident/Fellow is assigned from time to time. Geisinger shall, however, maintain an environment conducive to the health and well-being of Resident/Fellow. The customary and usual schedule for resident/fellow physicians on the service to which Resident/Fellow is assigned shall adhere to work hour limits consistent with ACGME standards. (*GME Institutional Work Hour Policy - Exhibit D*)

2.7 *Patient Care*

Resident/Fellow shall participate in safe, effective, and compassionate patient care, under supervision, commensurate with Resident's/Fellow's level of advancement and responsibility.

2.8 *Educational Activities*

Resident/Fellow shall participate fully in the educational activities of Resident's/Fellow's training program and as required, assume responsibility of teaching and supervising other residents/fellows and students. Resident/Fellow will be expected to fulfill the objectives of the ACGME's six core competencies as set forth by the Resident's/Fellow's training program. The competencies are: Medical Knowledge, Patient Care, Practice Based Learning, Interpersonal/Communication Skills, Professionalism, and System Based Practice.

2.9 *Medical Staff Programs*

Resident/Fellow shall participate in the Geisinger's institutional programs and activities involving the medical staff and follow all practices, procedures, and policies of Geisinger. Resident/Fellow agrees to abide by all the rules and regulations of the Geisinger and its affiliated institutions to which Resident/Fellow may be assigned from time to time, and agrees to render all service under the direction of the Program Director and of the director, or coordinator, of the service to which Resident/Fellow is assigned.

2.10 *Self-Study*

Resident/Fellow shall develop a personal program of self-study and professional growth with guidance from the Resident's/Fellow's training program and teaching staff.

2.11 *Committee Participation*

Resident/Fellow shall participate, when invited, in institutional committees and councils, especially those that relate to patient care review and medical education activities.

2.12 *Leave of Absence*

Resident/Fellow shall agree to adhere to the *GME Institutional Leave of Absence and Impact on Education Policy (Exhibit F)*.

2.13 *Step 3/Level 3 Exam*

Resident/Fellow shall agree to adhere to the *GME Step Exam Policy (Exhibit G)*.

3. Compensation and Benefits

3.1 *Stipend*

Geisinger agrees to compensate Resident/Fellow at an annualized rate of **\$41,234.56**, to be paid in twenty-six (26) equal bi-weekly installments. Annual compensation is subject to change at time of contract renewal.

3.2 *Benefits and Support Services*

Resident/Fellow understands and agrees that benefits attached in the *2026 House Staff Benefit Summary (Exhibit A)* will change from time to time and that the offerings listed within the *2026 House Staff Benefit Summary (Exhibit A)* are in no way binding upon Geisinger. Geisinger will use its best efforts to notify Resident/Fellow of any material changes within benefit offerings.

In addition to the stipend described in 3.1, Geisinger agrees to provide Resident/Fellow with certain benefits and support services outlined in the *2026 House Staff Benefit Summary (Exhibit A)*, or as updated with the *2026 House Staff Benefit Summary (Exhibit A)* during the term of this Resident Agreement. These are subject to change from time to time at the discretion of Geisinger. Geisinger will use its best efforts to notify Resident/Fellow of significant changes as they occur with respect to such benefits and support services and will provide more detailed information upon request. It is understood and agreed by Resident/Fellow that due to the need for brevity and the fact that certain benefits and support services are provided through contracts of insurance containing detailed descriptions of the benefits and through Geisinger policies which are subject to change from time to time.

The *2026 House Staff Benefit Summary (Exhibit A)* shall be construed as a summary of some of the elements of the various fringe benefits provided, and will not be construed as binding Geisinger or Resident/Fellow to terms, conditions of amounts of insurance coverage other than that expressly set forth in the respective insurance policies and Geisinger policies which may be in effect from time to time.

3.3 Contract End Date

Residents/Fellows graduating or exiting a training program will leave **no sooner than ten (10) business days** from the end of the Resident's/Fellow's contract.

4. Liability Insurance

Geisinger and its affiliated institutions shall provide Resident/Fellow with professional liability insurance coverage as required by Pennsylvania law and consistent with that provided to other medical/professional practitioners at the level of education and training in their field or specialty.

5. Professional Activities Outside the Program

Resident/Fellow may be permitted to work for remuneration outside the scope of the educational activities and regularly assigned work of this Resident/Fellow Agreement. Prior written notice detailing such activities must be presented to Program Director (PD), Designated Institutional Official (DIO), or designee and written permission must be received from all parties. Such activities must adhere with ACGME work hour policies and shall not interfere with Resident's/Fellow's ability to perform the obligations and work under this Resident/Fellow Agreement as determined by the Program Director (PD). Activities must adhere to Geisinger policies as well as all applicable visa, legal, or regulatory requirements. Such activity is pursuant to a contract between the clinical entity and Geisinger in which salary and fees are paid to Geisinger and Geisinger provided remuneration to Resident/Fellow. (*GME Institutional Moonlighting Policy - Exhibit E*)

6. Sexual Harassment

Resident/Fellow understands and agree that sexual harassment will not be tolerated. Complaints or concerns regarding sexual harassment may be submitted either to the Program Director (PD) or Designated Institutional Official (DIO), or to the designated sexual harassment contact person, in accordance with the *Geisinger Harassment Policy (Exhibit H)*. Conduct by Resident/Fellow which constitutes sexual harassment shall be grounds for dismissal or other disciplinary action. (*Geisinger Harassment Policy - Exhibit H*).

7. Non-Qualification for Unemployment Compensation

It is understood and agreed that services performed by Resident/Fellow in the fulfillment of obligations in the Resident's/Fellow's training program of Graduate Medical Education (GME) are services performed in the hospital by an individual who has successfully completed and graduated from a health professional school chartered or approved pursuant to the laws of Pennsylvania and do not constitute employment as defined by the Pennsylvania Unemployment Compensation Law. Therefore, Resident/Fellow further acknowledges, understands, and agrees for the above-stated reason that Resident/Fellow shall neither qualify for, apply for, or be entitled to unemployment compensation benefits at the conclusion or termination, for any or no reason, of this Resident/Fellow Agreement, or any extension thereof.

8. Evaluation

Evaluation will be performed pursuant to the Section III of the *Criteria for Selection, Evaluation, Reappointment and Dismissal of Residents (CSERDR - Exhibit B)*.

9. Notice of Reappointment

Reappointment will be pursuant to Section IV of the *Criteria for Selection, Evaluation, Reappointment and Dismissal of Residents (CSERDR - Exhibit B)*.

10. Grievance Procedure and Due Process

Resident/Fellow is encouraged to seek resolution of grievances relating to duties pursuant to Section V of the *Criteria for Selection, Evaluation, Reappointment and Dismissal of Residents (CSERDR - Exhibit B)*.

11. Suspension, Dismissal or Disciplinary Action

Suspension, dismissal or disciplinary action will be pursuant to Section VI and VII of the *Criteria for Selection, Evaluation, Reappointment and Dismissal of Residents (CSERDR - Exhibit B)*.

12. Certification of Completion

Certification of completion of the Cardiology training program will be contingent upon, including but not limited to, Resident/Fellow returning all Geisinger property such as books, equipment, and Protected Health Information (PHI), and having completed all medical records for which Resident/Fellow is responsible, as well as, having settled any other professional or financial obligations to Geisinger.

13. Enforcement of Security Measures

Resident/Fellow acknowledges Resident's/Fellow's obligations under HIPAA to maintain the confidentiality and security of Protected Health Information (PHI) of Geisinger's patients. As such, Resident/Fellow must not maintain patient medical records with inclusive identifiers on portable devices such as thumb drives, laptops, and mobile devices without first obtaining permission from departmental or Resident's/Fellow's supervisor and also arranging for appropriate security measures to protect such data.

14. Miscellaneous

14.1 Applicable Law

This Resident/Fellow Agreement shall be governed by the laws of the Commonwealth of Pennsylvania. Venue shall be in Montour County.

14.2 Waiver of Breach

The waiver of either party of a breach of violation of any provision of this Resident/Fellow Agreement shall not operate as, or be construed to be, a waiver of any subsequent breach of the same or other provision hereof.

14.3 Severability

In the event any provision of this Resident/Fellow Agreement is held to be unenforceable for any reason, the unenforceability thereof shall not affect the remainder of this agreement, which shall remain in full force and effect and enforceable in accordance with its terms.

14.4 Entire Agreement

This Resident/Fellow Agreement constitutes the entire Resident/Fellow Agreement between the parties and supersedes all prior understandings. Any changes or alterations to this Resident/Fellow Agreement must be in writing and signed by all parties.

14.5 H-1B Attestation

Any offer of employment remains contingent upon the successful processing and issuance of the H-1B Petition and successful entry into the United States.

- H-1B processing cannot proceed if a fee of \$100,000 is incurred at any stage during the process.
- H-1B processing is not successful if the H-1B visa application or visa interview has been denied, delayed, or otherwise postponed.
- In the event of an unsuccessful H-1B visa process, Resident/Fellow may be eligible to apply for a J-1 visa as an alternative.

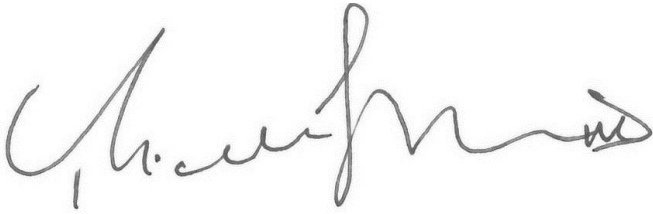
Resident/Fellow acknowledges that Geisinger Graduate Medical Education (GME) will hold Resident's/Fellow's training position for a **maximum of forty-five (45) business days** following Resident's/Fellow's original start date. If Resident/Fellow is unable to begin training within this timeframe, Resident's/Fellow's position may be subject to termination or other administrative action in accordance with institutional and program policies.

Acknowledgment

14.6

Resident/Fellow acknowledges reading this Resident/Fellow Agreement prior to signing.

Jane Doe, MD
Resident/Fellow



Michelle Thompson, MD
Designated Institutional Official (DIO)

**Salary subject to increase.*

**Start date contingent upon acquisition of appropriate license and visa.*