

## EXHIBIT 1

### BENEFITS

#### Stipend:

- PGY 1 = \$60,851
- PGY 2 = \$62,951
- PGY 3 = \$65,293
- PGY 4 = \$68,455
- PGY 5 = \$71,760
- PGY 6 = \$75,130
- PGY 7 = \$78,248

#### Educational Expense:

- \$1,500 per year for:

#### Approved Expenses

- Travel expenses to approved CME conferences. Conferences should be in a specialty related to the Resident/Fellow's training. Prior authorization by the Program Director and review of the conference brochures or website details must be completed. Requests for reimbursement must be compliant with Hospital's Travel Policy.
- USMLE/COMLEX Step 3 Examination (Resident/Fellow must register and sit for the exam during PGY1 year to be eligible for reimbursement.)
- Certifying board examination registration fees up to \$1,000 (at the **discretion** of GME program leadership)
- Electronic educational materials.
- Video course registration.
- Hard copy medical-related books.
- Board Reviews (hard copy, CD-ROM, online, etc.).
- USMLE/COMLEX Step 3 Prep Course or materials.
- Membership fee for specialty organizations.
- Laptop, iPad or similar tablet up to \$500 maximum every 3 years.

#### Non-approved Expenses

- Printers.
- Digital cameras.
- Medical equipment.
- Medical license fees (non-training license).
- DEA license
- All shoes
- Cellular Phones

#### Away Rotations

- For required, Hospital approved away rotations, a housing allowance will be provided. The amount of the housing allowance will be determined by GME per geographic location.

#### Membership and Licensing:

- North Carolina Training Certificate Licensing Fee (RTL) (initial and renewal).
- Membership fees for specialty college by training program.
- PALS, ACLS, ALSO, and BLS courses.

Amenities Offered:

- 1 embroidered lab coat (during the PGY 1 year only) and one approved Cape Fear Valley Health Jacket
- Cellphone and internet expense.
- Paid malpractice expense for the Hospital system.
- Simulation center access.
- Board review curriculum offered.
- On-site dining with a stipend towards discounted meals through Hospital cafeteria. Stipends for meals is contingent upon completing the following in a timely manner: Monthly GME didactic assignment, logging clinical and educational work hours, and logging procedures (as required by specialty).
- Affordable health, dental, and vision insurance coverage for trainee and their eligible dependents.
- Affordable disability insurance.
- Flexible spending account.
- Life insurance.
- Fitness center discount through Hospital's HealthPlex.
- Other voluntary benefits available.
- 403b retirement plan available.
- Community discount programs.
- Free parking.

Annual Leave;

- 28 days of paid annual leave.
- FMLA eligible in accordance with the ACGME requirements.
- Eligible for a minimum of six weeks of approved Medical, Parental, and Caregiver Leave of Absence (MPC LOA), with continued salary and benefits per applicable laws and Cape Fear Valley FMLA policy, in accordance with ACGME requirements.