

EXHIBIT A

**2016 DWCHA GME CONSORTIUM SALARY AND BENEFIT
SUMMARY AT-A-GLANCE**

SALARY	
OGME-1	\$47,779
OGME-2	\$49,440
OGME-3	\$50,915
OGME-4	\$52,823

BENEFIT	ELIGIBILITY DATE	DETAIL
Health Insurance	Upon Hire	90% Employer Paid Premium
Dental Insurance	Upon Hire	90% Employer Paid Premium
Life Insurance	1 st of the month following 90 days of employment	\$50,000 employer paid. Additional available up to two times salary upon completion of required forms and approval of Standard Insurance.
Short Term and Long Term Disability	1 st of the month following 90 days of employment	100% Employer Paid Premium
Workers Comp and Unemployment Insurance	Upon Hire	100% Employer Paid
Paid Time Off (PTO)	Upon Hire	20 days per contract year to be used for vacation/conferences and/or sick upon approval. (Maximum 15 days vacation)
Bereavement	Upon Hire	Immediate family members - 3 days. Contact HR for details.
Conference and Travel Allowance/Educational Stipend		\$1,000 maximum for Osteopathic Graduate Medical Education Residents (OGME-1), \$2,000 maximum for OGME-2 Residents and \$2,500 maximum for OGME-3 Residents. All conferences travel and use of educational stipend must be approved by the Program Director and Director of Medical Education.
Lab Coats and Equipment		Three (3) Lab Coats per OGME-1 and thereafter as approved by the Director of Medical Education.
Licensure		Michigan Educational Limited and Pharmacy Licensure as required
In Service Exams		Fees for Exams will be provided.
Research Paper/Poster Presentation /Preparation		\$500 as approved by the Director of Medical Education over the time frame of the residency.
Resident Tracking Software		Will be provided at no cost

DWCHA Disclaimer: The salaries and benefits listed above are not all inclusive and DWCHA reserves the right to