

Spectrum Medical Physics (SMP) Residency Orientation Handbook

INTRODUCTION

Spectrum Medical Physics, Inc was incorporated in 2000 to provide radiation oncology physics and dosimetry support to the Allison Radiation Oncology Center located in Lima, OH. The initial corporation consisted of the two incorporating partners Patrick Diltz and Ronald Froehlich. The corporation has since expanded to provide radiation oncology services to the original Lima facility in addition to 3 more radiation oncology centers.

SMP STAFF

- 1. Patrick Diltz, Ph.D. (Program Staff)**
B.S., Engineering Science Pennsylvania State University
Ph.D., Biomedical Science, The Medical College of Ohio
DABR, Therapeutic Radiologic Physics and Diagnostic Radiologic Physics
- 2. Ronald Froelich, M.S., (Associate Program Director, Program Staff)**
B.S., Radiation Therapy Technology, Wayne State University
M.S., Biomedical Science, The Medical College of Ohio
DABR, Therapeutic Medical Physics
- 3. Philip Kallenberg, M.S., (Program Director, Program Staff)**
B.S., Physics, University of Dayton
M.S., Radiological Medical Physics, University of Kentucky
Residency, University of Kentucky
DABR, Therapeutic Medical Physics
- 4. Sagar Pokhrel (Program Staff)**
Phd. Nuclear Engineering (Emphasis: Medical Physics), University of Missouri (2017)
Residency, Spectrum Medical Physics (2022)
- 5. John Schaub (Program Staff)**
The Ohio State University / Arthur G. James Cancer Hospital
MDCB, Certified Medical Dosimetrist
- 6. Daniel Goecke**
Associate of Applied Science, University of Cincinnati
MDCB, Certified Medical Dosimetrist

FACILITIES

1. Mercy Health – Lima Radiation Oncology Center (Allison Radiation Oncology Center)

Address

803 W. Market St.
Lima, OH 45805

Procedures

- 4DCT
- SBRT
- SRS
- HDR

Computed Tomography

- Philip Big Bore

Linear Accelerator

- Varian TrueBeam #1 (6DOF table, OSMS, MPC)
- Varian TrueBeam #2 (MPC)

Treatment Planning Computer

- Philips Pinnacle
- Varian VariSeed
- Varian BrachyVision

Record and Verify System

- Elekta Mosaik

Physics Equipment and Software

- MuCheck
- Wellhofer Water Scanning Tank with Omni Pro Software
- Sun Nuclear Profiler
- Sun Nuclear DQ3
- Sun Nuclear MapCheck3
- Sun Nuclear SRS MapCheck

2. Mercy Health – Springfield Cancer Center

Address

148 W. North St
Springfield, OH 45504

Procedures

- 4DCT
- SBRT
- HDR

Computed Tomography

- GE Optima 580 RT

Linear Accelerator

- Elekta Versa (4DOF table)
- Elekta Synergy

Treatment Planning Computer

- Philips Pinnacle
- Varian VariSeed
- Varian BrachyVision

Record and Verify System

- Elekta Mosaiq

Physics Equipment and Software

- MuCheck
- Wellhofer Water Scanning Tank with Omni Pro Software
- Sun Nuclear Profiler
- Sun Nuclear DQ3
- Sun Nuclear MapCheck3

3. Grand Lake Regional Cancer Center

Address

900 Havemann Rd
Celina, OH 45822

Procedures

- 3DCT
- SBRT

Computed Tomography

- GE Light Speed

Linear Accelerator

- Varian iX

Treatment Planning Computer

- Philips Pinnacle
- Varian VariSeed
- Varian BrachyVision

Record and Verify System

- Elekta Mosaik

Physics Equipment and Software

- MuCheck
- Sun Nuclear Profiler
- Sun Nuclear DQ3
- Sun Nuclear MapCheck2

4. Community Hospitals and Wellness Centers (CHWC) Radiation Oncology Center

Address

524 W. High St
Bryan, OH 43506

Procedures

- 4DCT
- SBRT

Computed Tomography

- Siemens Somatom go.Sim

Linear Accelerator

- Varian iX

Treatment Planning Computer

- Philips Pinnacle
- MIM

Record and Verify System

- Elekta Mosaiq

Physics Equipment and Software

- RadCalc
- Sun Nuclear MapCheck
- Standard Imaging Beam Checker
- Standard Imaging CrossChecker

PROGRAM OUTLINE

The SMP residency program in medical physics is a two-year program in multiple radiation oncology clinical facilities offering a diverse range of equipment and procedures. The program incorporates the standards approved by the Commission on Accreditation of Medical Physics Educational Programs (CAMPEP) and the elements as described in the AAPM Report No. 249 (Essentials and Guidelines for Clinical Medical Physics Residency Training Programs). The two-year program consists of 9 modules covering a wide range of clinical practices. Each module is led by a staff member who will be responsible for ensuring the resident stays on task and completes the specified competencies as listed within each module.

Requirements of the Residency Training Program

The specific requirements necessitate that an individual applying to this program must have a formal undergraduate education in physics or a related science, followed by advanced studies in an appropriate graduate program. To ensure the safety of our patients and the quality of the care we offer, it is essential that the knowledge and competence of individuals applying to our program be of high standards. Because our working base is in the Community Hospital setting without an affiliated academic institution to formally supplement didactic training, incoming residents must have graduated from a CAMPEP accredited MS, DMP, or PhD program in Medical Physics. All residents must complete the curricula of the residency program.

Hours: In accordance with ACGME rules, a resident is not to work more than 320 duty hours¹ in any 4-week period (average of 80 per week). SMP Residents should expect to work 55 hours per week on average with natural fluctuations based on clinical need and program components.

The resident must maintain an up-to-date, detailed list of all procedures in which he/she participates. All procedures must be logged into the residency program spreadsheet. The procedure log must be minimally submitted to the Program Director at the every four months (additionally upon request), submitted as part of the Progress Meeting. Residents are required to fulfill all requirements for each module (rotation). Residents are further required to adhere to all Mercy Health conduct policies as outlined in this policy manual.

- Residents not achieving satisfactory performance will be counseled and placed on a 3 month probationary period. Documented areas of substandard performance and goals for acceptable improvement will be given to the resident. The resident may be terminated if the resident's performance has not significantly improved after the 3 month probation period.
- All representatives of Spectrum Medical Physics, Inc shall act in full accordance with Mercy Health's rules and policies. These rules and policies include a commitment to comply with all applicable laws and to conduct business in accordance with the highest ethical standards. Additionally, representatives have a legal and ethical responsibility to maintain the privacy and confidentiality of patient health care information and to protect the privacy of patients.

¹ <https://www.acgme.org/what-we-do/accreditation/clinical-experience-and-education-formerly-duty-hours/research-and-testimony/>

Therefore, residents must agree to comply with the Corporate Responsibility Program Provisions of Mercy Health and fully understand the requirements set forth.

- The program director may discipline physics residents for failure to comply with Spectrum Medical Physics (SMP) and Mercy Health (MH) policies. For initial actions, the program director in conjunction with SMP leadership will meet with the resident to discuss the problem and review expectations of the program. Written documentation will be provided. For repeat second actions, the program director will again meet with the resident to review the expectations of the program and provide a documented warning regarding failure to comply. A third occurrence of the same issue will be referred to the Residency Steering Committee who will provide a corrective action that may include termination. Please note that any conduct that presents an immediate threat to the safety of patients or staff may result in immediate termination.

Resident Supervision

In order to ensure patient safety and quality patient care while providing the opportunity for maximizing the educational experience of the physics resident in the hospital setting, it is expected that a residency program staff member will be available for supervision either in person or via zoom/facetime etc. during clinic hours. Additionally, SMP must maintain compliance with the St. Rita's Medical Center policy for supervision as found in the GME Policies section of the Mercy Health Policy Manual.

Program Structure

Because the role of medical physics includes balancing many different types of activities at once, two modules/rotations are operated in parallel (at half-time attention) to help achieve the overall goals of the program. The Residency Program is loosely structured into two halves, each with overarching goals.

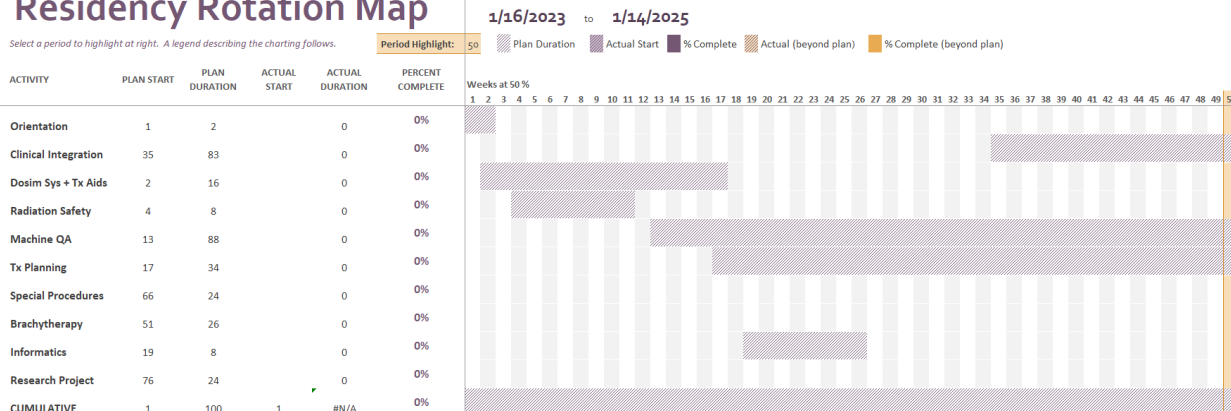
Year 1 will Cover: "The Patient Experience", Radiation Safety, Machine QA, Clinical Integration basics, Dosimetry Systems/Treatment Aids, and Basic Treatment Planning. (TG249 Chapter 4 section 5)

Year 1 is aimed at answering the question: How can I, in a "Culture of Safety," Set-up, Sim, plan, and treat Complex/3D treatments on Equipment that is properly calibrated and shielded?

The Residency Rotation Timeline Map for Year 1 is shown:

Residency Rotation Map

Select a period to highlight at right. A legend describing the charting follows.

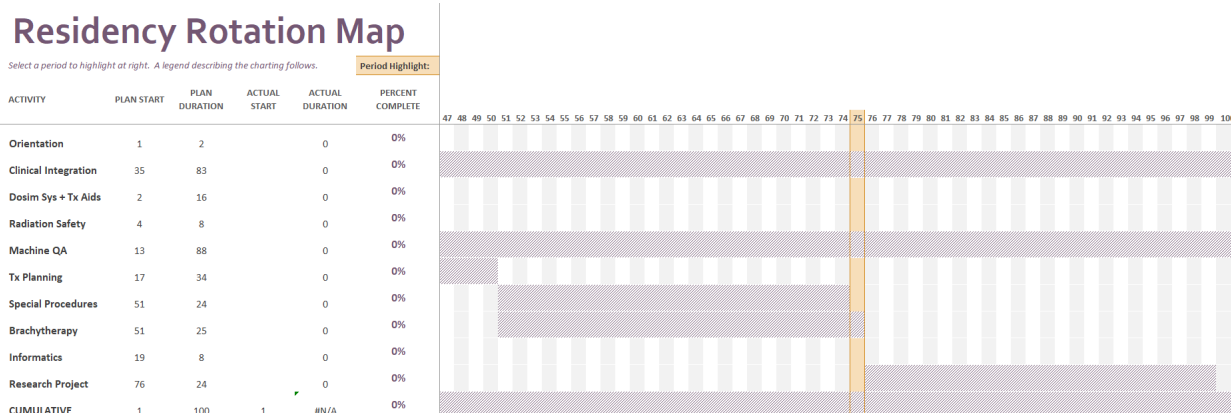


Year 2a (Months 13-18) will cover the remaining rotations: SBRT/SRS Planning, Special Procedures, and Brachytherapy, while the final 6 months of training will be focused on Operation as a Full-Time Medical Physicist (Clinical Integration) and the Research/Clinical Improvement project, Information Management Systems, and Special Procedures. (TG249 Chapter 4 section 5).

As shown, certain elements (specifically Machine QA and Patient Specific QA) are part of what it means to be a clinical medical physicist, and as such, certain elements within these modules are additive and are continued to be performed even after the module competencies have all been completed.

Residency Rotation Map

Select a period to highlight at right. A legend describing the charting follows.



Evaluation tools

A) Read and discuss/present:

- Once or twice per month (such as the First and Third Friday of the week) you are to read an article with a staff member and present it to the Journal Club in a formal presentation followed by a Q&A session on the article.
- Additionally, each week or two a document from the rotation reading list (such as a Task Group Report) will be discussed with the rotation mentor or other program staff so that the resident may demonstrate understanding of the document (Knowledge Factors).

B) Core Competencies:

- a. these are sign-offs of what the Resident should be able to demonstrate ability to do. It combines verbal explanation (Knowledge Factors) with hands on Practical Applications (procedural skills)
 - b. The rotation mentor is responsible for ensuring that all core competencies for a given rotation are complete prior to the rotation “Oral Exam”
 - c. Any program staff or the resident may initiate a competency to be evaluated for sign-off.
- C) Reports:
- a. These are either for things that need to be researched and learned about and reported back that are not in our clinical environment (Something like a report on Gamma Knife or on IORT etc) or are submit-able reports (Such as a mock submission of a Vault Shielding design). Currently the Residency calls for four to six written reports (approximately 3-5 pages in length).
- D) Oral Exams:
- a. Two Comprehensive exams, one at the end of each year to demonstrate overall competency for graduation (with or without conditions)
 - i. Residents are required to pass both annual exams in order to graduate. Following the first exam, remedial work and instruction in the area of weakness will be assigned to be completed in the second year to ensure the resident’s success.
 - b. Seven “Rotation Exams” That demonstrate knowledge in each specific rotation
 - i. Radiation Safety, Machine QA, Treatment Planning, Brachytherapy, Dosimetry Systems, Special Procedures, and Clinical integration
 - c. Presentation and defense of the Research / Clinical Improvement Project.
 - d. All Oral Exams are “Presentation and Panel Style” with all three physicists acting as examiners. Each resident will prepare a Rotation Overview Presentation and present the rotation to the examiners followed by a Q&A session to ensure that all rotation metrics have been covered.

Promotion Requirements:

In accordance with the St. Rita’s Medical Center Policy on Resident Promotion, the following criteria must be met to graduate from the PGY1 level to the PGY2 level:

- A minimum of three fully completed rotations (including exams)
- A passing Year one exam
- Not actively in a 3-month probationary period.

Following the Due Process, a maximum of three additional months may be taken to successfully complete the PGY1 requirements to be promoted to PGY2 (must be no later than 15 months into the residency).

Weekly Structure:

At the beginning of the week the resident is to touch base with the program director or rotation mentor to briefly discuss the week’s objectives.

Fridays typically include one or more of the following:

- Physics Group/Department meeting
- Journal Club
- Resident Rotation Exam

Clinical Involvement:

- Department Meetings: Participate in monthly to quarterly department meetings as invited by the Radiation Oncology Department Director
- CQI: Participate with a staff physicist in Quarterly Continuous Quality Improvement Meetings
 - Morbidity and mortality case review are performed quarterly as a part of the CQI meeting, and is part of the confidential departmental quality assurance program. The physician will submit cases of morbidity or mortality that directly result from their radiation treatment. The physics resident will review all dosimetry aspects pertaining to the case and present their findings to their mentor.
- Chart Rounds / Peer Review
 - During treatment planning rotation, participate in weekly Chart Rounds and New Case Peer Review. When Treatment Planning Rotation is not active, participation in chart rounds and peer review will be as availability allows.

Resident Ongoing Responsibilities

The resident will participate in all activities as indicated by the curriculum and all assigned physics clinical activities (such as weekly chart review) for which he/she has passed competency. All activities will be performed according with hospital, departmental, state and federal regulations.

Machine QA

After completing Monthly QA competency, the residents are responsible for carrying out all machine routine QA procedures according with departmental policies under a physicist's supervision. It is the resident's responsibility to inform a physicist within 24 hours of any deviation within 3%, and immediately about any deviation over 5%, unless indicated otherwise by the departmental policy.

Physics and Clinical implementation projects

All residents will participate in Physics and Clinical implementation projects as requested by their mentor or program director.

Sample Residency Outline:

While the Residency follows a rough structure, the timeline is not set in stone. Presented here is a sampling of what a Resident's program pathway could look.

1. Orientation – Week 1-2
 - a. Orientation to the SMP Residency
 - b. Ethics and Professionalism
 - i. AAPM/RSNA Modules (there are 11 of them)
 - ii. AAPM Code of Ethics Policy
 1. <https://www.aapm.org/org/policies/details.asp?id=519&type=PP>
 - c. Orientation to Allison Radiation Oncology Center
 - d. Orientation to Springfield Regional Cancer Center
 - e. Introduction to Radiation Oncology, Linear Accelerators and CT Simulators
 - f. Radiation Safety Training
 - g. Occupational Safety Training (Electrical, Hazmat, Heavy Objects/Collision etc.)
 - h. Introduction to MPLA and MedPhys 3.0
 - i. Patient Safety
 - i. Safety is No Accident
2. Year 1
 - a. Dosimetry Systems and Treatment Aids: 16 weeks half time. Planned Start: Week 2
 - i. Learn Patient Specific Delivery QA (IMRT QA)
 1. TG218
 2. COMP: IMRT QA: Perform, evaluate, diagnose errors
 - ii. Observe CT Simulations and discuss what goes into “good setup” of a particular patient. Understand why each piece of Setup Equipment (Treatment Aid) is chosen. What Task does it perform?
 - iii. Pour Cerrobend Block / design, cut & place tertiary shields
 - iv. Detectors and Dosimeters – acceptance of new chamber for clinical use.
 - v. IMRT Commissioning, Planning and QA (TG119, TG120, TG218)
 - vi. OSLDs and TLDs
 - vii. Film Dosimetry
 - viii.
 - b. Clinical Integration: 26 weeks half-time. Planned Start: Week 3
 - i. Patient Safety: Safety is No Accident
 - ii. Observe CT Simulations and discuss what goes into “good setup” of a particular patient. Understand why each piece of Setup Equipment (Treatment Aid) is chosen. What Task does it perform?
 - iii. Observe KV-KV Matching and CBCT Matching to reference CT.
 1. COMP: Demonstrate understanding of 6DOF Matching
 - iv. Fundamentals of weekly chart reviews
 - v. TG-100

- vi. MPLA, MedPhys 3.0
- vii. The Simulation and Setup of a Patient
- viii.
- c. Machine QA: 34+ weeks half-time. Planned Start: Week 17
 - i. Learn the fundamentals of Linac Daily QA and Linac Monthly QA
 - ii. Learn the CT Daily QA and CT Monthly QA
 - 1. TG-66
 - iii. COMP: Components of a Linac (Design and Function) & Operation of a Linac
 - iv. COMP: CT QA (TG-66)
 - v. TG51
 - vi. REPORT 1: TG-51 Linear Accelerator Calibration
 - vii. TG40/TG142
 - viii. MPPG 8: Compare and contrast with TG142
 - ix. Annual QA
 - x. REPORT: Operation, Acceptance and Commissioning a Linac
 - xi. Machine QA ROTATION EXAM
 - xii. Expectation for Ongoing Machine QA with other residents and staff – Linac Monthly QA, Linac Annual QA, CT Monthly QA, CT Annual QA
- d. Radiation Safety: 8 weeks half-time. Planned Start: Week 4
 - i. OAC 3701:1-67
 - ii. Begin becoming Familiar with NCRP 147 and 151
 - iii. Linear Accelerator Vault Shielding Scenario (NCRP 151)
 - iv. Linear Accelerator Vault Survey
 - v. CT Sim Room Shielding Scenario (NCRP 147)
 - vi. Use NCRP 147 and NCRP 151
 - vii. HDR Emergency and Safety Training
 - viii. HDR Room Shielding Scenario
 - ix. REPORT 5: Mock Submission to ODH for Shielding design of Linac Vault (Or CT Room or HDR Room as Assigned)
 - x. Attend a Radiation Safety Meeting
 - xi. Participate in ODH Survey
 - xii. Write an Annual Safety Review
 - xiii. Training Others: Prepare and disseminate (Teach) “Instruction to Workers” to staff and document compliance
 - xiv. Radiation Safety ROTATION EXAM
- e. Treatment Planning: 34 weeks half-time. Planned Start: Week 17
 - i. Definitions / Terms
 - ii. TG258 (Hand Calc Formalism)
 - iii. MU Hand Calculation
 - iv. QUANTEC2010, Mobius

- v. Dose Limits of Organs at Risk
- vi. Complex/3D/Electron Treatment plans

f. COMPREHENSIVE YEAR 1 ORAL EXAM

3. Year 2

- a. Clinical Integration (Cont'd)
 - i. Participation in Chart Rounds, CQI Meetings etc.
 - ii. TG-275 (Plan Check and Chart Check)
 - iii. Regular participation in Weekly Chart Check
 - iv. Regular participation in Initial Physics Plan Check
 - v. Clinical Integration ROTATION EXAM

- b. Machine QA
 - i. Routine Monthly and Annual QA as needed.

- c. Treatment Planning (cont'd)
 - i. MPPG5
 - ii. COMP and REPORT: Acceptance Testing and Commissioning of a TPS Beam model
 - iii. Continue Planning Competencies as listed
 - iv. Treatment Planning Rotation ORAL Exam

- d. Brachytherapy: 26 weeks half-time. Planned Start: Week 51
 - i. TG-56: Code of Practice For Brachytherapy Physics
 - ii. 10CFR20 & 10CFR35
 - iii. TG-43
 - iv. COMP: HDR Warmup/Daily QA Procedures
 - v. HDR Hand Calculations
 - vi. REPORT: Acceptance Testing/Commissioning of HDR System, Applicator and Sources
 - vii. Treatment Planning COMP
 - 1. Tandem and Ovoid
 - 2. Tandem and Ring
 - 3. Vaginal Cylinder
 - 4. Breast Balloon / Savi
 - viii. Source Exchange and Quarterly QA
 - ix. Annual HDR TPS QA
 - x. LDR Prostate Volume Study
 - xi. LDR Prostate Pre-Plan Case
 - xii. LDR Prostate Intra-op / Real Time Case
 - xiii. Radiation Safety Elements of a PSI
 - xiv. Annual QA of Ultrasound Unit

- xv. Annual QA OF VariSeed System
- xvi. Brachytherapy ROTATION EXAM

- e. Special Procedures: 24 weeks half-time. Planned Start: Week 66
 - i. TG-101, MPPG9
 - ii. RTOG 0813, 0915
 - iii. ACR Practice Parameters on SRS and SBRT
 - iv. Demonstrate Understanding of SRS and SBRT
 - v. SRS and SBRT Treatment plans
 - vi. TG72 (IORT)
 - vii. TG23 (TSE)
 - viii. TG17 (TBI)
 - ix. REPORT: Read and Report on 2 special procedures that your Residency doesn't perform that are of interest to you TG45 and TG203 (Pacemakers)
 - x. AAPM Report 50 (Fetal Dose)
 - xi. Write a Special Medical Physics consultation report for a patient who has a pacemaker near the treatment fields
 - xii. Understanding the management of Patients requiring re-irradiation
 - xiii. Understanding the management of pregnant patients
 - xiv. Special Procedures ROTATION EXAM

- f. Information Management (Informatics) 8 weeks half-time. Planned Start: week 51
 - i. Mosaiq
 - 1. Clinical Usage
 - 2. Mosaiq Set Up
 - 3. Store and retrieve Patient information
 - ii. Pinnacle
 - 1. COMP: Archive and Restore Patients (TAR Files and/or DICOM)
 - 2. COMP: Basic Unix Commands
 - 3. COMP Basics of Scripting
 - iii. Data Transfer, Storage and security
 - 1. PACS, HL7, DICOM, IHE, IHE-RO
 - iv. COMP Microsoft Excel and/or Access Database Creation

- g. Research/ Clinical Improvement Project: 24 weeks half-time Planned Start: week 76
 - i. Write-up and presentation of project proposal (scope of work)
 - ii. Test, retest etc...
 - iii. REPORT: Write-up of Project Results etc. for implementation or for submission, or for continuation of work.
 - iv. Oral Presentation of Research / CI Project.

- h. COMPREHENSIVE RESIDENCY ORAL EXAM**

SMP BENEFITS

The following is intended to be a summary of the fringe benefits offered by the Spectrum Medical Physics, Inc. The corporation reserves the right from time to time to change or discontinue any one or more of the fringe benefits which it offers.

1. Salary

First year and second year residents will receive annual salaries of \$58,000 and \$62,000 respectively. Additional money may be provided depending on the resident's skill set.

2. Retirement

A Simplified Employee IRA (SEP-IRA) has been established with The Vanguard Group for all employees as defined in the plan. Contributions consisting of 5% of an employee's salary are paid strictly by the Corporation. An additional year-end Corporate contribution (0%-15%) may be made depending on the profitability of the Corporation and other factors

3. Health Insurance

The Corporation pays for Health insurance for each full-time employee who applies to and is accepted. This provides major medical insurance under that group policy. Each resident employee shall pay for their dependents cost of insurance at the rate of 50%.

The Spectrum 2022 plan is as follows.

Description	Network Single / Family	Non-Network Single / Family
Deductible	\$6,400 / \$12,800	\$7,500 / \$15,000
Out of Pocket Max	\$7,000 / \$14,000	\$15,000 / \$30,000
Office Copays	NA / NA	NA / NA
Coinsurance	80%	50%
Medical / Rx Deductible Combined	Yes	
Pharmacy (Spec; Non-Spec)	\$10 / \$50 / \$125 / \$300E	

4. Vision / Dental

The Corporation is enrolled in BizPlan and shall reimburse each full-time employee to a maximum of **\$2,000** per year (total for employee and dependents) for any of following medical expenses:

- 1) Eye care including corrective lenses prescribed by a licensed practitioner
- 2) Dental care provided by a licensed practitioner

Such payment will be made only upon submission of proper documentation (e.g., dental or eye receipt for services paid). Money not reimbursed to the employee by the end of each calendar year will be paid in the year's final paycheck at the rate of 80%.

5. Meetings

Maximum meeting / professional association reimbursement is **\$2,000** for each professional employee. No travel arrangements should be made before approval by the program director. Any expenses associated with family members (spouse and children) will not be reimbursed unless said person is an officer of the corporation. This includes meals and any extra costs associated with lodging. Reimbursement is for the single rate of the hotel. Unanticipated and unusual expenses for purposes not described herein shall be evaluated on an individual basis.

All reimbursable expenses must be documented with a receipt. Automobile mileage will be reimbursed according to the current IRS standards. No meeting will be paid for without prior approval of the meeting by the Corporation. Corporate directed travel or seminars will not be deducted from your meeting benefits.

Travel to additional meetings may be supported for participating residents (e.g., poster) at the discretion of the Program Director.

6. Professional Associations / Books / Journals

In keeping with the philosophy that residents are expected to keep current in the field, all resident employees are expected to maintain membership in the American Association of Physicists in Medicine (AAPM) at the national level

Reimbursement of books and/or journals may be reimbursed based upon prior approval by the Corporation.

7. Vacation

Vacation is set at 2 weeks per year for residents. Vacation is available immediately but should not be used at a rate to exceed 1 week per calendar quarter unless by mutual agreement between the Resident and Spectrum Medical Physics. Each period of vacation is subject to approval by the Corporation depending on availability of coverage. No vacation may be rolled into the following year and any excess vacation time at the end of a calendar year will be forfeited.

8. Sick Leave

Sick Leave is set at 1 week per year for residents. Sick leave is available immediately. Sick leave is to be used on an as needed basis and may not be rolled into the following year and any excess sick leave at the end of each residency year will be forfeited.

9. Extended or Cumulative Leave

Extended Leave, whether due to illness, injury, Maternity/Paternity shall be granted by mutual agreement between the resident and Spectrum Medical Physics. The maximum number of days leave without extending the duration of the residency is 30 cumulative days per year of all types of leave. The duration of the agreed upon leave will be added to the end of the current Residency year to ensure that the full 24 months of training is completed.

SPECTRUM MEDICAL PHYSICS, INC.

Resident Benefits Summary (2022)

BENEFIT	SUMMARY
Medical	
Type	High Deductible / Health Savings Account
Resident Responsibility	Self – 0% of cost Dependents – 50% of cost
Eligibility	1 st day of employment
Calendar Year Deductible (individual/family)	Network - \$6,400 / \$12,800 Non-Network - \$7,500 / \$15,000
Annual Out of Packet Max (individual/family)	Network - \$7,000 / \$14,000 Non-Network - \$15,000 / \$30,000
Bizplan	
Uninsured medical expenses (eye, dental, etc.)	\$2,000 reimbursement by corporation
Eligibility	January following date of hire
SEP-IRA Retirement	
Employee Contribution	Not applicable
Company Contribution	5% of total compensation
Vesting	Immediate
Vacation	2 weeks
Sick Time	As necessary, not to exceed 5 days annually without corporation approval
Malpractice Insurance	\$1,000,000/\$3,000,000
Professional Meeting	1 national meeting (\$2,000 max) every 2 years 1 regional meeting every 2 years