



Carrollton Regional Medical Center Resident Contract

This Resident Contract dated June 5, 2026, 2026 is by and between Sana Healthcare Carrollton, LLC dba Carrollton Regional Medical Center (hereinafter “*CRMC*”) and (hereinafter the “*Resident*”), who agrees to serve as a resident of CRMC as a PGY 1, from [date] through [date] (hereinafter, the “*Term*”). (4.3.a.2)

1. The parties hereto agree as follows:
 - Training program: **Internal Medicine**
 - Annual Salary: **\$62,000** (4.3.a.3)
2. The Resident agrees to comply faithfully with, and be subject to, the policies, rules, and regulations of CRMC. These include but are not limited to the policies found in the Resident Manual, which may be changed from time to time. The Resident also agrees to accept the following responsibilities: (4.3.a.1)
 - (a) under the supervision of the Program Director, assume responsibilities for the safe, effective, and compassionate care of patients, consistent with the Resident’s level of education and experience;
 - (b) participate fully in the educational and scholarly activities of the training program and, as required, assume responsibility for teaching and supervising other Residents and medical students;
 - (c) develop and participate in personal program of self-study and professional growth with guidance from the teaching staff;
 - (d) participate in institutional programs, committees, councils, and activities involving the medical staff as assigned by the Program Director, and adhere to the established policies, procedures, and practices of the Sponsoring Institution and its affiliated institutions;
 - (e) participate in the evaluation of the program and its faculty;
 - (f) develop an understanding of ethical, socioeconomic, and medical legal issues that affect the practice of medicine;
 - (g) apply cost containment measures in the provision of medical care;

- (h) keep charts, records, and reports up to date and signed at all times;
 - (i) adhere to ACGME Institutional and Program Requirements;
 - (j) meet standards of professional behavior expected of a Resident.
3. The Resident agrees to abide by CRMC's Drug-Free Workplace Policy and Statement. CRMC has a written policy addressing physician impairment, including impairment due to substance abuse.
4. During the term of this agreement the Resident shall receive:
- (a) Annual salary will be \$XX paid on a bi-weekly pay schedule in accordance with CRMC's pay practices.
 - (b) Access to employer-sponsored health and dental insurance for them and their family (with contributions per CRMC policy). These benefits become effective on the date of hire. The CRMC Human Resources Department can provide the Resident with any information they may need. (4.3.a.7)
 - (c) Eligibility for long-term disability and life insurance per CRMC policy. (4.3.a.8)
 - (d) Access to counseling and psychological support services through CRMC Employee Assistance Program.
 - (e) CRMC liability insurance. CRMC's medical malpractice insurance is an occurrence-based policy, with limits of \$1,000,000 per occurrence and \$3,000,000 in the aggregate for services provided within and outside of CRMC while Resident is performing services for CRMC. Liability insurance coverage includes CRMC employees as insureds while acting within the scope of their duties as such. (4.3.a.6)
 - (f) Leaves of absence, including medical leave, parental leave, caregiver leave, and other leave circumstances. Leaves of absence and the effect of leave time on the completion of residency training and/or eligibility for specialty board examinations will be determined by the policies and procedures of CRMC, the respective specialty board policies currently in effect, and the training program. The program director will determine the effect of leave on board eligibility on a case-by-case basis. The Program Director has the sole discretion to grant any educational leave. (4.3.a.9) (4.3.a.10) (4.3.a.11)
 - (g) Vacation time of 20 days per year and subject to the approval of the Program Director. Vacation time must be arranged with the Program Director before the program creates its yearly schedule. (4.3.a.9)

5. Rotation schedules will be maintained in accordance with existing individual service patterns as approved by the Program Director. However, such schedules may be modified or changed in accordance with any pressing circumstances that may arise. The Resident acknowledges that their training program will include rotations to other clinical sites and hospitals affiliated with CRMC. Residents rotating to CRMC affiliates agree to comply with and be subject to the policies, rules, and regulations of the affiliate institution during assigned rotations.
6. The Resident represents as follows:
 - (a) that, prior to the commencement of the term hereof they will:
 - (i) have graduated from a medical school offering a medical program accredited by the Liaison Committee on Medical Education or the American Osteopathic Association
 - (ii) have graduated from a foreign medical school and have passed the examination of the Educational Commission for Foreign Medical Graduates (ECFMG).
 - (b) that, prior to the commencement of the term hereof, they shall provide CRMC with all credentialing information which CRMC shall require them to provide, including but not limited to medical school diploma and transcript, and, where applicable, currently valid Texas State training or permanent license, or ECFMG certificate.
 - (c) that, where applicable prior to commencement of the term hereof, they shall have satisfactorily completed all requirements of the training program in which they are enrolled for the preceding academic year and have provided evidence of such.
 - (d) that, before commencement of the term hereof the Resident shall have sustained no disciplinary action, nor have any pending disciplinary action in connection with any medical training program or have any malpractice action commenced against him/her except as disclosed in writing to CRMC.

7. The Resident agrees as follows:

- (a) that, during the period of their appointment as a Resident at CRMC, they will notify their Program Director of, and obtain prior written approval for, any employment or other professional activities outside CRMC that the Resident proposes to engage in, such notification to include at a minimum a written description of the nature and hours of all such proposed outside employment or other professional activities and will comply with the institutional and departmental moonlighting policies. The Resident is not required to engage in moonlighting. The Resident must gain written permission to moonlight from their Program Director, which will be maintained in the Resident's file. The Resident's performance will be monitored to determine the effects of moonlighting activities. Adverse effects on performance of duties as a Resident may result in the withdrawal of permission to moonlight. (4.3.a.12)
- (b) that, even if prior written approval has been obtained from their Residency Program Director for employment or other professional activities outside CRMC, they will under no circumstances engage in any employment or other professional activities outside CRMC when they (i) are scheduled to work an average of eighty hours per week over a four week period at CRMC or its's affiliates; or (ii) has, within less than eight consecutive non- working hours, completed either twelve consecutive hours of duty on the Emergency Medicine rotation or twenty-four consecutive hours of duty in any other Department or Service at CRMC or its affiliates. The institutional and departmental clinical and work hours policy contain further information related to work hours.; (4.3.a.12)
- (c) that, they have the sole responsibility of guaranteeing compliance with the institutional policies and procedures governing resident duty hours worked, in compliance with the ACGME Common Program Requirements.
- (d) that, they will adhere to their delineation of privileges and any other guidelines, regulations or restrictions governing their professional activities while in the residency training program, and that they will perform only those specific treatments and procedures that they have been authorized, in writing by their Residency Program Director, to perform.
- (e) that, they agree to cooperate fully, upon request, with any quality assurance, risk management or peer review investigations, or any other investigation undertaken by CRMC, including those concerning their peers.

8. The Resident will be reappointed to the next level of training at the Program

Director's sole, reasonable discretion. The Program Director will base the reappointment and promotion determinations on the Resident's successful completion of established criteria for promotion and reappointment and the absence of pending Disciplinary Action against the Resident. Residents will be notified, in writing, as soon as possible if their contract is not to be renewed for the next year of training or if they will not be promoted to the next postgraduate year of training. Notifications of nonrenewal or non-promotion will include the reason for the action and are subject to Due Process found in the Resident Manual. If a training program is discontinued, their Program Director will assist the Resident in obtaining placement in another approved program. (4.3.a.4)

9. With respect to foreign nationals or foreign medical graduates, it is understood that this Agreement may be terminated by CRMC in the event the Resident does not have appropriate visas, work permits, or other credentials to enable the Resident to legally to carry out their duties and responsibilities under this Agreement.
10. Coverage of service in the interest of patient care must and will be given priority over any and all commitments.
11. The parties have entered into this Agreement in good faith and acknowledge their respective ethical and legal obligations to fulfill this Agreement until its expiration date. This Agreement may be terminated, and other disciplinary action may be imposed in accordance with the Resident Manual. The policies and procedures concerning Disciplinary actions, due process, and appeals are as outlined in the Resident Manual.
12. CRMC shall comply with comprehensive, fair, and reasonable policies regarding grievance procedures and due process, where applicable. These policies minimize conflicts of interest in adjudication of grievances and include, but are not limited to, grievance procedures and due process for disciplinary actions taken against residents, for resident complaints and grievances related to the work environment, sexual and other harassment, discrimination, and accommodation of Residents with disabilities. (4.3.a.5)
13. This contract may be terminated by CRMC if the Resident has not completed satisfactorily by the effective date of this Agreement any and all prerequisites to this academic year as stated in paragraphs 6 (a), (b) and (c) of this contract.
14. This contract is not effective until executed in writing by both the Resident and an official of CRMC.
15. The Resident shall at all times comply with all applicable federal state, and local laws, rules, and regulations. In addition, the Resident shall at all times comply with the policies and procedures of the institution in which such individual is providing services.
16. The parties agree that the Agreement will be governed by the laws of the State of

Texas without regard to conflicts of law and that they will submit to the jurisdiction of the state and/or federal courts located within the State of Texas for the resolution of any dispute that may arise hereunder.

17. This Agreement is the complete understanding between the parties and may not be changed orally.

IN WITNESS WHEREOF the parties have executed this Resident Contract as of the date set forth above.

Resident Name

Manju Maliakal, DNP, MSN, RN, CMSRN
Designated Institutional Official
Carrollton Regional Medical Center

Anjana Jagalur, MD
Program Director, Internal Medicine
Carrollton Regional Medical Center