

# GUNDERSEN MEDICAL FOUNDATION

## 2025-2026 – DOCTORAL PSYCHOLOGY INTERSHIP STIPEND AND BENEFITS Pediatric and Adult Tracks

*Any conflict between statements made in this benefit summary and the plan documents shall be governed by the applicable plan documents. **Gundersen may find it necessary to add, modify or change any or all benefits or premium contributions stated herein.***

### Internship Compensation Package

#### Salary

\$35,000

Interns will be paid with an annual stipend of \$35,000. The salary will be distributed as an hourly employee. This is considered a non-exempt position. Non-exempt employees are paid on a biweekly basis every other Monday (26 times each year). When Monday is a banking holiday or Gundersen holiday, employees will be paid on the previous Friday. New employees are required to be on direct deposit as a condition of employment. The direct deposit system electronically deposits your net pay to a financial institution of your choice. The money is in your account by the opening of banking business on payday. On the day your pay is deposited, you may view Employee Self Service located on Gundersen's website to view details of your hours worked, gross pay, deductions withheld and accrual balances.

#### Medical & Dental insurance

Our people demonstrate their dedication to our patients, communities, and organization every day. One way of showing our commitment to you – our greatest resource – is through Gundersen's Total Rewards program. Please review the Total Rewards Guide for detailed information regarding our comprehensive medical and dental plans offered by Gundersen. All interns will have access to medical and dental insurance plans as a full-time employee.

#### Employee discounts

Each intern, spouse, and any dependent children under the age of 18 receive a 20% to 30% discount on all non-insurance covered services at Gundersen. Examples of services include refractive eye surgery, optometry services such as eye wear (including prescription eyeglasses and contacts), cosmetic surgery, hearing aid, and dentures. (Please note: This list is not all-inclusive. Please check with the Revenue Cycle Department for specific details.)

#### Retirement Plan – Salary Deferral 401(K)

Eligibility: Employees age 21 or older who work 40 hours or more in a two-week pay period, i.e. must be in position scheduled to work 1,000 hours per year (.5 FTE). Entrance into the plan to begin deferrals is the 1<sup>st</sup> of the month following 30 days of employment. Thereafter, employees can enroll at any time. Employees may make personal pre-tax or Roth after-tax contributions to the plan.

Gundersen matches 100% on the first 3% you contribute and \$.50 for each dollar up to the next 2% you contribute, for a maximum contribution of 4%.

You contribute	Gundersen contributes
1%	1%
2%	2%
3%	3%
4%	3.5%
5%	4%

The matching contribution is made after each pay period. You may elect to contribute more than 5%. By law, the voluntary contribution is limited to a maximum of \$20,500 for persons under age 50, and \$27,000 for persons age 50 or older by the end of the year. You are immediately 100% vested in your voluntary contributions and Gundersen's matching contributions. Coverage begins the 1<sup>st</sup> of the month after 30 days of hire date.

### **Disability Insurance**

If you are unable to work for more than 14 consecutive days, short-term disability (STD) provides a 60% weekly benefit up to \$1,000 per week for up to 75 days. Your cost for STD coverage depends on your basic annual earnings. Coverage begins 1<sup>st</sup> of month after hire date.

Long-term disability coverage is paid by Gundersen. If you become disabled, benefits of up to \$2,000 per month begin after a 90-day waiting period. Coverage begins on date of hire.

### **Group life and supplemental insurance**

Gundersen pays coverage of 1.5 times annual salary to a maximum of \$250,000. (This benefit is provided at no cost to you except for imputed income tax). You may purchase supplemental life insurance up to a maximum of five times your salary at rates in accordance with your age bracket. You may also purchase supplemental life insurance for your spouse and qualifying dependent children. Premiums for all supplemental policies are paid through after-tax payroll deductions. Coverage begins 1<sup>st</sup> of month after hire date.

### **Worker's compensation**

Each intern is covered under Worker's Compensation.

### **PTO – Paid Time Away from Training**

Time away from training includes a maximum of ten (10) paid workdays, which may be taken throughout the academic year for vacation or sick time. All time away from training must have prior approval by the program director.

A maximum of five days may be used at the very end of internship to end the internship "early." To submit a vacation request, please email your Internship Co-Directors at least 30 days in advance of your desired time off. Vacation days are requested be used in 4-hour increments to allow for scheduling.

### **Education/Meeting Time**

Each intern may receive up to (2) two paid working days for educational experiences for the general purpose of maintaining, continuing, or enhancing their education, training, or skill level, within their field of expertise.

### **Total Time Away from Training**

Additional time away from training beyond the maximum ten (10) PTO days and two (2) meeting/education days will be per discussion and approval by the program director and review of guidelines of the applicable certifying body.

#### **Holiday Schedule:**

Interns will not be required to work on the following days as these are observed department holidays and the outpatient offices are closed. **Interns will use reserved holiday paid time off for these closures. This is an additional 6.5 days of PTO.** Should the holiday occur on a weekend, an alternate day will be given as a holiday in observance. Please confirm with your supervisor what the observed day will be in the event the holiday occurs on a weekend. The holidays included are as follows:

- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Christmas Eve PM (Offices close at noon)
- Christmas Day
- New Year's Day

### **Additional Benefits**

#### **Child care**

Children of interns are eligible to attend a child-care center on the immediate Gundersen grounds, provided openings are available.

#### **Credit Union**

Interns are eligible for membership in the Gundersen Credit Union.

#### **Health Sciences Library**

The Health Sciences Library has been an integral part of Gundersen for more than 45 years. The library's collection contains approximately 2600 online journal titles and 3,200 textbooks. Electronic resources, including ClinicalKey, AccessMedicine, and UpToDate, are available via Gundersen's intranet. You have 24/7/365 access to the main library area by use of your identification badge.

#### **Parking**

Parking is available at no charge in one of the employee lots.

#### **Exercise facility**

The My Health Room located at the La Crosse Campus is a fully equipped fitness facility offering a wide variety of cardiovascular and weightlifting equipment. Gundersen employees may use the facility at no cost. An array of fitness classes are available and offered at reasonable rates.