



## ***RUHS Emergency Medicine Advanced Provider Fellowship Employment Policy***

### **Basic Employment Policies**

*Fellows at the RUHS EMAP program are hired as employees of Vituity. All employment policies are consistent with those of full time Vituity staff. See below.*

#### **Employment at-Will**

Employment with Vituity is at-will. Such employment exists at the mutual consent of the employee and the Company. Employment at-will may be terminated for any reason, with or without cause or notice, at any time, by the employee or the Company. Nothing in this manual, or any other document or statement, oral or written, shall limit the Company's right to terminate employment at will.

No manager, supervisor, or employee of Vituity has the authority to enter into any agreement for employment for any specified period or to make any agreement for employment other than at-will. Only Vituity's Chief Executive Officer has the authority to make any such agreement and then only in writing, signed by the employee and the Chief Executive Officer. This policy supersedes all previous policies, whether written or oral, express, or implied, relating to the subjects covered by this policy regarding your at-will status.

#### **Probationary Period**

All new hire and rehire employees will serve a probationary period of 60 days. During this probationary period, the employee will be provided with training and guidance necessary to allow the

employee to successfully fulfill the requirements of the position. The supervisor/manager will provide ongoing, timely feedback to the employee regarding performance and areas of improvement.