

# National Psychology Training Consortium

## Membership Participation Agreement

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This Membership Participation Agreement, dated this 16th day of May, 2023, is entered into by and between the Members hereinafter referred to individually as a “Member” as collectively as “Members,” and the National Psychology Training Consortium, hereinafter referred to as “NPTC.”

**WHEREAS**, NPTC is a non-profit organization established as a Missouri corporation for the purpose of providing guidance to clinical training programs for doctoral psychology interns, and operates collaborative consortia with its Members consisting of psychological and community health centers nationwide focused on the provision of services to rural and underserved patients (“Consortium”); is an applied training oversight organization for individuals completing an education in the professional practice of psychology; provides direction to its Members regarding allowing Psychology Interns the opportunity to take substantial responsibility for fulfilling major professional and psychological functions in the context of appropriate supervisory support and professional role modeling; partners with various organizations including academic programs, community agencies, FQHCs, private hospitals, and independent practitioners towards providing a graded, cumulative and sequential training environment; and seeks to prepare prospective psychologists, in conjunction with its Members, to function effectively in a variety of mental health settings and to provide services to a variety of rural and underserved populations; and

**WHEREAS**, Members provide mental or behavioral healthcare to rural and/or underserved patients and share a commitment with each other to provide psychology internship opportunities.

**THEREFORE**, in consideration of the mutual promises and covenants contained herein, the Members agree as follows:

### **I. ACCEPTANCE OF MEMBERSHIP**

NPTC accepts the membership participation of listed Members. Members agree to abide by the bylaws of NPTC as provided and as amended from time-to-time.

### **II. MEMBERSHIP STRUCTURE**

Members agree to abide by the responsibilities as laid out in their respective membership status. Member sites are those that provide major training rotations 40 hours per week and contribute to the financial costs of the Consortium based on the number of interns at their location(s). Each site request is reviewed and approved by the Executive Committee.

## **A. Membership Status**

- 1.** *Active Members* are those Members which indicate they wish to accept an intern at their site for the next training year (see Section VIII. Term and Termination). All returning sites must inform the President/CEO by October 1st of their intent to accept an intern the following training year unless otherwise approved by the President/CEO. All new sites must inform the President/CEO by December 1st of their intent to accept an intern the following training year unless otherwise approved by the President/CEO. All Active Members are expected to adhere to the requirements of their respective roles and attend the monthly member meetings as indicated in Article V, section F of this Membership Participation Agreement.
  
- 2.** *Inactive Members* are those sites which indicate they do not wish to accept an intern for the next training year, but would like to remain a member of the Consortium. All previously active sites must inform the President/CEO by October 1st of their withdrawal from the National Match Process for the following training year unless otherwise approved by the President/CEO. All new sites must inform the President/CEO by December 1st of their withdrawal from the National Match Process for the following training year unless otherwise approved by the President/CEO. Inactive Members are required to continue attending the monthly Training Director's Meetings and any required annual paperwork as requested by the Executive Office.

## **III. PHILOSOPHY**

The overarching philosophy of NPTC is to train prospective psychologists to the discipline and practice of clinical psychology by employing an empirically-informed competency-based practitioner-scholar model. The three program aims include the following:

- Aim 1:** To provide broad and general training in psychology with emphasis on applied empirical knowledge within their setting.
- Aim 2:** To prepare psychology interns to competently address the needs of diverse populations, with emphasis on underserved.
- Aim 3:** To socialize psychology interns to utilize critical thinking, problem solving, and meaningful self-reflection to facilitate life-long professional development.

Each Member should utilize these program aims to provide experiences in clinical learning environments that are responsive to the changing needs of diverse communities.

As psychological practice is inarguably based on science, NPTC firmly believes the competent, evidence-based practice of psychology requires an integration of both scientific and professional knowledge, skills and attitudes. Our training philosophy utilizes the local clinical scientist philosophy. Specifically, this model not only emphasizes the importance of general training in primary care psychology but also prioritizes the integration of science and practice via implementation of the practitioner-scholar as a “local clinical scientist.” As described by Trierweiler and Stricker (1992), this perspective emphasizes:

- being a generalist of knowledge and method;
- focusing on local realities in which data are gathered as they apply to a particular case but may be limited in the extent to which they generalize to other cases; and
- developing an active inquiring mind as opposed to concentrating on technical expertise with scientific methods (p. 104).

#### **IV. NPTC OBJECTIVES**

NPTC is committed to ensuring that its Members are educating and training interns in applied clinical psychology. The goals of each internship should be a competency-based training program formulated through the following APA Profession-Wide Competencies:

- Research
- Ethical and legal standards
- Individual and cultural diversity
- Professional values and attitudes
- Communication and interpersonal skills
- Assessment
- Intervention
- Supervision
- Consultation and interprofessional/interdisciplinary skills

NPTC-guided training programs allow Psychology Interns to develop a broad and general knowledge of psychology as they gradually increase applied professional and ethical awareness across a variety of client ages, psychopathology, and treatment settings. Members agree that Interns will be trained in ethical and professional standards through supervision, didactic seminars, and service delivery.

#### **V. TRAINING SITES RESPONSIBILITIES**

Members acknowledge their commitment to the uniform administration and implementation of the Consortium’s philosophy, training principles, grievance procedures and other operating procedures. The

Member, by signing this Agreement, agrees to support and abide by the corporation bylaws, operating policies and protocols established and implemented by NPTC, including, but not limited to, its Policies and Procedures Manual, its Internship Training Manual, its Supervisor Policies and Procedures Manual, its Long Term Diversity Plan, and its Grievance Due Process Procedures, each of which is incorporated herein by reference. Said Member commitments include, but are not limited to, the following:

**A. *Non-Discrimination Policies***

Each Member must have an organizational non-discrimination/anti-harassment policy in place. This policy shall be compliant with federal law as well as with any and all state laws or local ordinances specific to the location or locations wherein which Member provides services. This policy shall be provided to NPTC through the Site Membership Application.

**B. *Training Manual Addendum***

Prior to the start of each training year, the Member shall develop a training manual addendum based on the template provided by the Executive Training Office. This addendum will be added to the appendix of the Consortium Internship Training Manual, which is provided to the intern at orientation. NPTC shall assist the Member in meeting these objectives.

**C. *Clinical Supervision for Interns***

The Members must provide adequate clinical supervision for each intern by providing him or her with two licensed psychologists who function as primary supervisors. Every training site must provide each intern with two hours of direct face-to-face supervision with a licensed psychologist each week, and two additional hours of supervision through Consortium approved activities.

**D. *Diversity Recruitment and Retention***

Members are expected to value diversity within their sites through being supportive and respectful of all individuals, including, but not limited to, patients, staff, peers, administrators, and supervisors who are different from them in age, gender, gender identity, body size, race, color, ethnicity, culture, national origin, ancestry, religion, creed, spirituality, sexual orientation, disability, language, veterans status, socioeconomic status, or any other classification protected by law. Members are expected to value diversity by promoting a safe, trusting, and accepting environment and strive to learn from each other in an atmosphere of mutual respect. In order to recruit and retain a diverse group of staff and supervisors, Members are encouraged to work within the following measures when choosing staff and supervisors for their sites:

1. Advertise staff openings in venues targeting diverse applicants.
2. Include inclusive diversity statement in all staff job advertisements
3. Request referrals and nominations of candidates from underrepresented groups completing doctoral programs.
4. Support staff, supervisor, and intern attendance to diversity-oriented training and conferences.

**E. *Site Training Director Responsibilities***

Members must have a licensed psychologist on site (or at one site) at least 20 hours per week who serves as the site training director.

**F. *Training Committee Meeting Attendance***

NPTC shall host one “face-to-face” Regional Training Committee meeting annually (Attendance via video conference is approved for annual and regional meetings). NPTC will also host monthly teleconferences (11 meetings annually) comprised of the Program Directors and/or Clinical Supervisors from each of the training sites. Members shall agree to participate in this committee and shall attend the meetings on a regular basis. If the Program Director is unable to attend a meeting, a Consortium approved secondary participant can attend on their behalf. Approval for a secondary participant should be requested in as far advance of the meeting as possible. If a site is not represented at the meetings at least 75% of the time (via video conference, tele-conference, or in-person), the President/CEO may see cause for disciplinary action (ranging from fines to removal from the Consortium) depending on the circumstances.

**G. *Site External Placement Requirements***

Member sites may establish internship placements/rotations with External placement sites provided there is a formal contract/MOU in place between Member and External site and NPTC President/CEO is notified in advance.

**H. *Communication between Member and NPTC***

Member sites will provide NPTC with contact information for individuals who are responsible for the payroll and onboarding of Psychology Interns. These individuals will communicate on a regular basis with NPTC regarding the requirements for intern employment, assignment of benefits, and regular auditing of intern timesheets and leave requests between the Member timekeeping system and the NPTC timekeeping system. Member sites agree to adhere to all onboarding and benefit requirements including, but not limited to the items listed in Article V, section M, and the designated intern start date for each training year.

**I. Intern Time Commitment and Schedule**

Interns will be assigned to provide a minimum of forty (40) hours per week fifty-two (52) weeks per year, of clinical work or case management services at the Member's site, which includes the attendance of required didactic training activities, supervision time, and paid leave. Interns are allowed to work over forty (40) hours per week (never to exceed fifty (50) hours), but only under the prior approval of their site Training Director. NPTC does acknowledge that from time-to-time, individuals being treated at the Member site may be experiencing a mental health crisis that could require the intern to work beyond a normal working schedule. It is expected that the Member, the intern and the President/CEO will use reasonable judgment in managing such situations and in the event this schedule change would cause the intern to go above 40 hours in any given week then the site would be responsible for all overtime pay as applicable (as detailed in Article V, section M(7).).

Should a lawsuit, complaint, administrative investigation, or any other type of legal action of any kind (collectively, "legal action") be commenced or threatened against NPTC, its officers, its predecessors, its successors, its board members, and/or its employees (collectively, "NPTC"), as a result of any allegation that Member and/or NPTC failed to pay intern(s) as required under applicable state and/or federal law or regulation, or as a result of any allegation that Member and/or NPTC subjected an intern to adverse treatment, each party to this agreement will be responsible for the negligent acts or omissions of its own employees, officers, or agents in the performance of this Agreement. Neither party will be considered the agent of the other and neither party assumes any responsibility to the other party for the consequences of any act or omission of any person, firm, or corporation not a party to this Agreement. Notwithstanding, should NPTC be subjected to a legal action arising out of Member's non-compliance with any applicable law, or arising out of Member's action taken, or Member's action not taken, with respect to any intern, Member agrees to indemnify and hold harmless NPTC against any and all claims, demands, suits and other forms of liability, including liability for reasonable attorney's fees and other legal costs and expenses that may arise out of said action or inaction by Member.

**J. Billing for Intern Services**

Many of the interns may be billable to certain third party payers. It is permissible for the Member to bill for services provided by the intern provided that proper and appropriate billing procedures are followed utilizing correct CPT or DMH service codes.

If the Member violates the above billing protocol, the NPTC Board of Directors shall address the violation(s) and shall take appropriate action as necessary. Depending on the severity of the violation, the Board of Directors reserves the right to immediately terminate this Agreement and suspend the Member from membership in NPTC.

The Member may retain all revenue generated from billing for the services provided by the intern. Any arrangement for the Member to pay a portion of these receipts to the intern as an incentive payment beyond their normal NPTC compensation must be approved in advance and in writing from the Board of Directors. This amount would be included in any intern "bonus" total as defined in Article V, section M below.

Notwithstanding anything contained in this subparagraph J to the contrary, the Member shall be permitted to bill for services of interns as is permitted by applicable state laws.

**K. *Educational & Didactic Training***

Members shall ensure that all assigned interns are provided the time to attend the educational and didactic training offered by NPTC and have access to the technology and tele platform required for virtual didactics. Members should also allow the intern to attend other educational programs whenever possible. Additionally, the Members shall assist the Regional Training Director with educational programs and didactic training and resources at his/her request.

The Members are also encouraged to provide the interns with support and access to educational resources related to the profession of psychology or human services. In general, support and access to resources will be assumed to parallel those typically provided to other clinicians of the site that are on probationary or provisional status.

**L. *Travel expense reimbursement***

If the Members require the interns to provide in-home therapy or services at multiple locations, Members shall agree to reimburse the intern for mileage according to the individual site reimbursement policy. If the individual site policy does not include reimbursement for travel between multiple locations, Member agrees to use the standard NPTC travel reimbursement policy (reimbursement at the then current amount allowed by the Internal Revenue Code for each mile driven per day beyond twenty (20) miles). This money shall be considered as a reimbursement for employee expenses and shall not be considered as taxable employee compensation. This will be paid by the individual sites and not by the Consortium. *Also see* Intern Travel Policy in the Supervisor Policy and Procedures Manual for more details regarding this policy. In addition, Members agree that when requiring interns to provide services at multiple locations, that Members will comply with and abide by all laws that require payment of wages to interns when traveling between multiple locations.

Member sites that require interns to attend any orientation and/or training prior to the training year start date shall compensate interns for any orientation or training time in compliance with all laws by paying intern for said time at no less than the minimum hourly wage rate applicable to the Member's site or location.

**M. *Intern Employment and Benefit terms***

Interns assigned to the Members shall be considered Psychology Interns of NPTC but employees of the Member site. Members, in coordination with NPTC, agree to provide the following benefits to each of the interns:

1. Intern compensation or pay within the acceptable hourly pay rate range as designated by the NPTC Board of Directors each year and discussed during the annual supervisor orientation. Members can set any hourly pay rate within this range so long as all interns at the same Member site location receive the same hourly pay rate and it meets any other external expectations such as grant requirements, minimum wage requirements, and overtime wage requirements. Any deviations from these expectations would need to be approved by the President/CEO in advance.
2. Optional enrollment for interns and families in Member site's employee benefit plans. This benefit will require financial participation of the intern.
3. Provide primary commercial general liability, professional liability, and worker's compensation coverage for intern(s).
4. At least 14 days of non-accrual-based PTO (including vacation and sick) paid at the intern's hourly rate of pay.
5. At least 3 days of paid professional leave. Rather than tracking this as PTO, sites should give interns the ability to count these hours as hours worked, but available for professional development activities.
6. At least 7 paid holidays. Sites may provide additional holidays and should notify NPTC in advance of the training year what holidays they observe.
7. Adherence to FLSA laws and any applicable state laws or local ordinances regarding minimum wage requirements, exempt/non-exempt status and overtime pay for interns.
8. Mileage reimbursement according to the travel expense reimbursement policy referenced in Article V, Section L.

Members are allowed to provide additional "bonuses" to interns over the course of the year as they see appropriate. In order to maintain consistency between sites, any bonus amounts that exceed \$500 will need prior approval by the President/CEO to ensure that the bonus enhances the interns' training and the total annual bonus amount is less than



10% of the interns' annual salary. These bonuses do not include any other benefits already mentioned within this document. This also does not include intern reimbursement. Payment of bonuses shall also be paid in compliance with the FLSA and any applicable state law or local ordinance.

## **VI. INTERN SELECTION & RECRUITMENT**

Intern recruitment and selection will be coordinated by the President/CEO with input from Members who will be participating in the upcoming training year. The Director of Operations will submit intern ranking to the National Match Service on behalf of NPTC. The Training Committee will oversee the recruitment process and the selection process to assure equitable treatment of all applicants and adherence to the standards of both the American Psychological Association (APA) and the Association of Psychology Postdoctoral and Internship Centers (APPIC). In an effort to increase diverse intern recruitment as laid out in NPTC's Long Term Diversity Plan, when reviewing intern applicants Members are encouraged to give special attention and consideration to all qualified diverse candidates.

Members shall notify the NPTC President/CEO of any specific requirements for interns. Such requests should be made at least eleven (11) months in advance of the upcoming training year.

## **VII. FINANCIAL OBLIGATIONS OF EACH MEMBER**

Exhibit "A" outlines the payments that are due each month from the Members to NPTC and payments and/or credits due from NPTC to the Members. The payment from the Member to NPTC covers the consortium administrative and didactic training costs, and membership affiliation fees (e.g. APPIC and APA).

Member must make the monthly payment directly to NPTC no later than the 15th day following the close of each month. As an encouragement for Member to make its payments on a timely basis, a fee of \$30.00 per day for each intern shall be charged to Member for all days following the fifteenth day that the payment is late.

Members shall only be financially obligated to NPTC for the monthly costs shown on Exhibit "A" for each intern assigned to their site unless the Member has opted to have NPTC employ and benefit their intern(s). Member sites are also financially responsible for the intern compensation and benefits as detailed in Article V, section M. Whenever possible, NPTC shall seek alternative funding to help with the operation costs, such as training grants from organizations that are interested in promoting rural and integrated healthcare.

In the event that an intern needs to extend their internship, the Member shall still be responsible for paying the monthly costs shown on Exhibit "A" for the duration of the extension. However, NPTC will not invoice the Member for the monthly cost if an intern goes into unpaid leave for an extended period (such as medical/maternity leave). NPTC will stop the monthly invoice for the duration of the unpaid portion of the leave and resume once the intern returns to work.

NPTC may increase the amounts due from any Member for any new training year upon written notice to the Member. Member shall have 14 days from the date of mailing of any notice of a fee increase to elect to continue as a Member, thereby accepting the fee increase, or to terminate the membership. If Member elects to terminate the membership, Member shall notify NPTC in writing within the aforementioned 14-day period. Member's notice to NPTC shall be deemed given on the date of mailing of the notice, or in the case of personal delivery, upon the date actually delivered, with the termination being effective as of the end of the last day of the then current training year.

Notwithstanding anything contained herein to the contrary, NPTC shall be permitted to increase fees during the term of this Agreement, including any renewal thereof, in an amount to offset NPTC's expenses as compared to any reimbursements it receives from a grant, if any. In the event NPTC increases any fees, Members shall have thirty (30) days to elect to accept the fee increase or to terminate this Agreement.

#### **VIII. TERM AND TERMINATION**

The term of this Agreement shall be for three training years commencing July of 2024, and shall continue through July of 2027. New Members will have until December 1 prior to the beginning of the next training year to notify the President/CEO that they do not wish to take an intern. In some circumstances, extensions of these deadlines may be provided by the President/CEO. The Member will have the option to remain as an inactive member of the Consortium without accepting an intern for any given training year if they so choose. If the Member elects not to take an intern and wishes to remain an inactive member of the Consortium, it must notify the President/CEO via webform no later than October 1st before the next training year.

#### **IX. MISCELLANEOUS**

- A.** Each Member agrees to maintain appropriate licensure and accreditation with respect to the facilities or programs required to be in existence in order to effectuate the obligations of the Members under this Agreement, including but not limited to licensure required by any applicable federal, state or local agencies. Each Member agrees to also disclose any sanctions or grievances reported against them or their license. Should any Member become aware of the loss or threatened loss of any licensure or accreditation that would affect the performance of its obligations under this Agreement, it shall immediately so notify the other Members.

- B.** This Agreement shall be governed by and construed in accordance with the laws of the State of Missouri, notwithstanding the fact that one or more parties to this Agreement is now or may become a resident of a different state. The parties consent to jurisdiction of and venue in the Circuit Court of Greene County, Missouri, for the purpose of adjudicating all disputes arising out of or relating to this Agreement and agree that venue is proper in such court.
- C.** The Members agree that this Agreement, and any amendments thereto during the term of this Agreement, are subject to all applicable state, local and federal laws and regulations which may be applicable to any Member's site or location. In this regard, should a lawsuit, complaint, administrative investigation, or any other type of legal action of any kind (collectively, "legal action") be commenced or threatened against NPTC, its officers, its predecessors, its successors, its board members, and/or its employees (collectively, "NPTC"), arising out of this Agreement, or arising out of any alleged act or omission by Member relating to its employment of any intern, Member agrees to indemnify, defend, and hold NPTC, its officers, employees, and agents harmless from all fines, claims, assessments, suits, judgments, or damages, including consequential, special, indirect, and punitive damages, including court costs and attorney's fees, arising from or relating to any such legal action, or out of any acts, actions, breaches, neglect, or omissions of Member, its employees, agents, subcontractors, assignees, or delegates related to this Agreement or its performance or non-performance hereunder.
- D.** In the event any term or provision of this Agreement is found to be unenforceable or void, in whole or in part, as drafted, then the offending term or provisions shall be construed as valid and enforceable to the maximum extent permitted by law, and the balance of this Agreement shall remain in full force and effect.
- E.** No Member may assign its interest, delegate the performance of its obligations under this Agreement to, or subcontract with, any person, firm or entity without first obtaining the prior written consent of the other Members.
- F.** The waiver by any Member of a breach or violation of any provisions of this Agreement shall not operate as or be construed to be a waiver of any such Member's right with respect to any subsequent breach thereof.
- G.** All notices and other communications required or permitted under this Agreement shall be in writing and shall be deemed to be given as of three days of postmark, or with overnight delivery service as of the date of delivery, to the Members as indicated on the signature page.

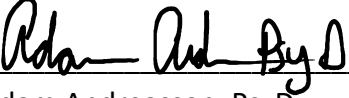
- H.** Members participating in this Consortium are independent contractors and this Agreement shall not constitute the formation of a partnership, joint venture or principal-agent relationship or any relationship other than that of independent parties contracting with each other solely for the purpose of carrying out the terms and conditions of this Agreement.
- I.** In the event that this Agreement is subject to Section 1861 (v) (1) (I) of the Social Security Act as amended by the Omnibus Reconciliation Act of 1980, the Members hereby agree that:
- 1.** Each Member shall, until the expiration of four (4) years after the furnishing of the services pursuant to this Agreement, make available upon written request, to the Secretary of the U.S. Department of Health and Human Services, or upon request, to the U.S. Comptroller General, or any of their duly authorized representatives, the contract and books, documents and records of such Member that are necessary to certify the nature and extent of the cost under this Agreement.
  - 2.** If any Member carries out any of the duties of this Agreement through a subcontract with a value or cost of \$10,000 or more over a twelve (12) month period with a related organization, such subcontract shall contain a clause to the effect that, until the expiration of four (4) years after the furnishing of such services pursuant to such subcontract, the related organization shall make available upon written request to the Secretary of the U.S. Department of Health and Human Services, or upon request to the U.S. Comptroller General, or any of their duly authorized representatives, the subcontract and books, documents and records of such Member that are necessary to certify the nature and extent of such cost; and
  - 3.** If Section 1861 (v) (1) (I) of the Social Security Act is found to be inapplicable to this Agreement, then the aforementioned clauses shall be deemed inoperative and without force and effect.
- J.** Each party to this agreement will be responsible for the negligent acts or omissions of its own employees, officers, or agents in the performance of this Agreement. Neither party will be considered the agent of the other and neither party assumes any responsibility to the other party for the consequences of any act or omission of any person, firm, or corporation not a party to this Agreement. Each party acknowledges that the language in paragraph I does not apply to interns, but only applies to the employees, officers, or agents of each party (See Article V, section I for indemnification language pertaining to interns).

This Agreement constitutes the entire understanding and agreement among the Members with respect to the subject matter thereof, and may not be modified without the written agreement of said Members.

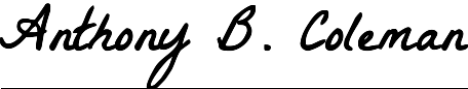
[THERE ARE NO MORE PARAGRAPHS TO THIS AGREEMENT]

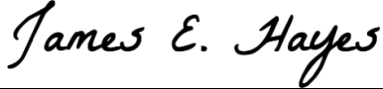
**IN WITNESS WHEREOF**, the undersigned have duly executed this Agreement as of the day and year first set forth above.


**For National Psychology Training Consortium (“NPTC”)**


  
\_\_\_\_\_  
Adam Andreassen, PsyD  
President/CEO  
Date: 05 / 16 / 2023  
Notice Address: 2885 W. Battlefield St., Springfield, MO 65807


**For Members**


  
\_\_\_\_\_  
Anthony B. Coleman  
06 / 07 / 2023  
Name: Anthony B Coleman  
Title: President/CEO  
Agency: Broadlawns Medical Center  
Notice Address:  
1801 Hickman Ave Des Moines IA 50314

  
\_\_\_\_\_  
James E. Hayes  
05 / 16 / 2023  
Name: James E. Hayes  
Title: Executive Director  
Agency: Mind and Spirit Counseling Center  
Notice Address:  
8553 Urbandale Ave., Urbandale, IA 50322

  
\_\_\_\_\_  
Mark J. Peiffer  
05 / 16 / 2023  
Name: Mark Peiffer  
Title: Senior Vice President and CFO  
Agency: Des Moines University  
Notice Address:  
8025 Grand Avenue, West Des Moines, IA 50266

  
\_\_\_\_\_  
Mark S. Willis  
05 / 16 / 2023  
Name: Mark Willis  
Title: Director of PM&R  
Agency: UnityPoint Health- St. Luke's Hospital  
Notice Address:  
1026 A. Ave NE, Cedar Rapids, IA 52402

  
\_\_\_\_\_  
Warren H. Phillips  
05 / 16 / 2023  
Name: Warren H. Phillips, Ph.D.  
Title: President and Chief Clinical Officer  
Agency: Central Iowa Psychological Services  
Notice Address:  
3737 Woodland Avenue, #415; West Des Moines, IA 50266

  
\_\_\_\_\_  
Stanley Mathew, MD  
05 / 16 / 2023  
Name: Stanley Mathew, MD  
Title: Medical Director  
Agency: UPH - St Lukes  
Notice Address:  
855 A Ave, NE Suite 105, Cedar Rapids, IA 52402

*Benjamin A. Tallman* 05 / 16 / 2023

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Name: Benjamin A. Tallman  
Title: Psychology Training Program Director  
Agency: UnityPoint Health St. Luke's Hospital  
Notice Address:  
1026 A Ave, NE, Cedar Rapids, IA, 52402

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# MONTHLY PAYMENT SCHEDULE FOR PSYCHOLOGY INTERNS

## Exhibit A

### **11+ regional interns**

\$1,000 per month due the 15th of the following month

### **8-10 regional interns**

\$1,200 per month per intern due the 15th of the following month

### **2-7 regional interns**

\$1,400 per month per intern due the 15th of the following month

<b>Title</b>	NPTC Iowa Region Membership Participation Agreement
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<b>Audit trail date format</b>	MM / DD / YYYY
<b>Status</b>	● Signed

### Document History



SENT

**05 / 16 / 2023**

09:07:02 UTC-5

Sent for signature to Anthony Coleman (acoleman@broadlawns.org), Mark J. Peiffer (contracts@dmu.edu), Warren Phillips (whp@iowacounseling.com), James Hayes (jhayes@mindspiritcenter.org), Mark Willis (mark.willis@unitypoint.org), Stanley Mathew (stanley.mathew@unitypoint.org) and Benjamin Tallman (benjamin.tallman@gmail.com) from kdixon@psychologyinterns.org  
IP: 64.22.229.18



VIEWED

**05 / 16 / 2023**

09:09:44 UTC-5

Viewed by Stanley Mathew (stanley.mathew@unitypoint.org)  
IP: 205.167.3.23



SIGNED

**05 / 16 / 2023**

09:12:03 UTC-5

Signed by Stanley Mathew (stanley.mathew@unitypoint.org)  
IP: 205.167.3.23



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**05 / 16 / 2023**








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IP: 205.167.3.23



<b>Title</b>	NPTC Iowa Region Membership Participation Agreement
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