

	<b>Human Resource Policy Employment &amp; Hiring Practices</b>	<b>No. HR.EHP.03<sup>1</sup></b>
	<b>Title:  OUTSIDE EMPLOYMENT</b>	<b>Page: 1 of 2</b>
		<b>Effective Date: 09-27-11</b>
		<b>Retires Policy Dated: 12-01-09</b>
		<b>Previous Versions Dated: 04-20-99; 01-01-93</b>

**I. SCOPE:**

This policy applies to (1) Tenet Healthcare Corporation and its wholly-owned subsidiaries and affiliates (each, an “Affiliate”); (2) any other entity or organization in which Tenet Healthcare Corporation or an Affiliate owns a direct or indirect equity interest greater than 50%; and (3) any hospital or healthcare facility in which Tenet Healthcare Corporation or an Affiliate either manages or controls the day-to-day operations of the facility (each, a “Tenet Facility”) (collectively, “Tenet”).

**II. PURPOSE:**

The purpose of this policy is to provide supervisors with appropriate guidelines regarding employment outside the organization.

**III. POLICY:**

Employees may hold outside jobs as long as they meet the performance standards of their job with the facility. Employees should consider the impact outside employment may have on their health and physical well-being. All employees will be judged by the same performance standards and will be subject to facility scheduling demands, regardless of any existing outside work commitments.

If the facility determines that an employee’s outside work interferes with their performance or their abilities to meet the requirement of the facility as they are modified from time to time, the employee may be asked to terminate the outside employment if he or she wishes to remain employed by the facility. Any employee who holds a management level position should disclose any employment, including consulting relationships outside of Tenet, and obtain prior approval from senior management.

Outside employment that constitutes a conflict of interest is strictly prohibited. Employees may not receive any income or material gain from individuals outside the facility for material produced or services rendered while performing their jobs with Tenet.

**IV. PROCEDURE:**

A. Facility Human Resources

Refer any problems or concerns regarding outside employment to the facility CEO.

<sup>1</sup>Prior to June 3, 2013, the policy number was HR-106.

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B. Employees and Supervisors

Report questions or concerns regarding outside employment issues to supervisor and/or the Human Resources Department.

C. Supervisors

Employees in a managerial or director position at the facility must disclose occurrences of outside employment.

D. Enforcement

All employees whose responsibilities are affected by this policy are expected to be familiar with the basic procedures and responsibilities created by this policy. Failure to comply with this policy will be subject to appropriate performance management pursuant to all applicable policies and procedures, up to and including termination. Such performance management may also include modification of compensation, including any merit or discretionary compensation awards, as allowed by applicable law.