

OWN YOUR FUTURE

JOIN THE **USACS** FAMILY



WHY USACS?



We're growing rapidly
with like-minded partners.

- 3,000+ acute care clinicians
- More than 300 sites in 20 states
- Over 7 million annual patient visits
- 7 residency programs with over 250 residents



WE'RE STRONGER TOGETHER

Widespread consolidation often pits health insurers on one side and hospitals/health systems on the other. This leaves physicians with an important choice to make: **what kind of practice environment will allow them the ability to grow a satisfying career not just for today, but well into the future?**

At US Acute Care Solutions (USACS), we've built a national group of passionate clinicians all dedicated to the idea that physician ownership provides the best model for exceptional patient care and strong hospital partnerships. While other groups have chosen to operate as publicly traded companies or as private firms owned by just a handful of private investors, USACS was founded by like-minded groups throughout the country all dedicated to building a sustainable model of physician ownership for the long term.

This model has proven that we are **stronger together**. USACS has united best practices from physician-owned groups throughout the country to form a truly exceptional acute care group. We don't aim to be the biggest, we aim to be the best.

AT THE BEDSIDE AND IN LIFE — WE STICK TOGETHER.

Our benefits package leads the industry, but not only because of the dollars and cents. At US Acute Care Solutions, the combination of a **competitive benefits package** and a **supportive culture** provides you with unbeatable career opportunities. In our **fast-growing, physician-owned group**, you will have unparalleled paths for leadership roles and to grow as a clinician, supporting our common goal of improving patient outcomes throughout the country.

MEDICAL MALPRACTICE SUPPORT

US Acute Care Solutions has used its national scale and bargaining power to provide its physicians with incredible medical malpractice support. In fact, our malpractice plus risk management and internal continuing education have resulted in our clinicians being sued half as often as the national average.

WE HAVE YOUR BACK

Our medical malpractice insurance provides seamless coverage and our Litigation Stress Support Team is legendary. No one in our organization has to face a lawsuit alone. We do it together.



10%

COMPANY-FUNDED 401(K) PLAN.

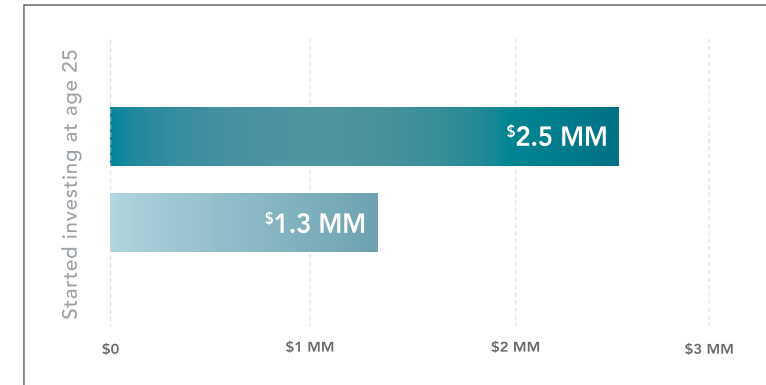
Take whatever your cash pay is and add 10%. That's what USACS contributes to your retirement on your behalf, within IRS limits, and oh, a glorious retirement it will be.

UP TO
\$3,500*

TAX FREE CME/BEA* 1ST YEAR.

We all have a stake in your development as a clinician, so CME and BEA are on us. Year two and beyond, we offer a \$2,500 CME/BEA fund annually. In addition, USACS covers State Licensing fees, DEAs, NCCPA and AANP renewals.

YOUR RETIREMENT ASSETS



USACS APP based on both USACS contribution of \$10,000 and personal contribution of \$10,000 per year †

USACS APP based only on USACS contribution of \$10,000 per year †

\$25,000

APP USACS INCENTIVE UNITS

Under the plan, you are eligible to receive \$25,000 of USACS Incentive Units. The Incentive Units entitle you to distributions as though you own USACS equity.

100%

PAID PARENTAL LEAVE FOR ALL NEW PARENTS

Our groundbreaking parental leave policy gives birth mothers up to 8 weeks of paid time off at 100% of their pay, plus another 4 weeks at 50%. Even fathers, partners, spouses, and adoptive or surrogate parents get paid time off too.

BUT WAIT, THERE'S MORE:

Because we own our company, we get to make the rules.

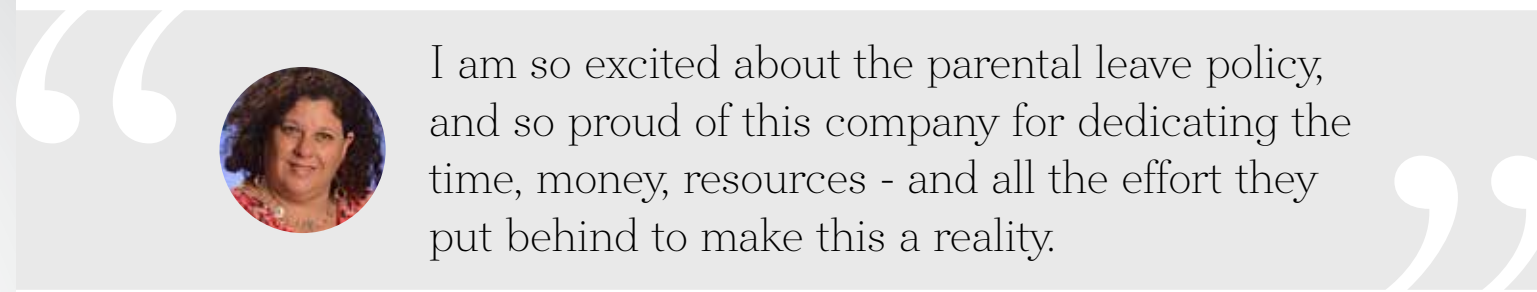
We know what you want and our benefits reflect that accordingly:

- Highly competitive compensation package
- The best medical malpractice including tail
- Short- and long-term disability (own occupation)
- Comprehensive medical, dental, vision and Rx coverage
- Leadership and clinical training opportunities unique to USACS
- Location flexibility and career stability of a national group

* All benefits are reviewed annually and changes may apply.

† At estimated 6.5% return

THE PERKS



I am so excited about the parental leave policy, and so proud of this company for dedicating the time, money, resources - and all the effort they put behind to make this a reality.

— Orlee Panitch MD, Chief Administrative Officer, USACS East

100% PAID PARENTAL LEAVE

US Acute Care Solutions thrives not just because being a physician-owned group leads to better patient care, but also because its policies reflect the wants and needs of its people. We are committed to making USACS the destination employer of choice for clinicians and their families. Our groundbreaking paid parental leave policy is just one aspect of how we are doing that. When a clinician in our group is having a child, the rest of us rally around to ensure they receive the time they need to pursue their dream of family, and the financial support they need to continue excelling their careers. The policy is among the most generous not just in acute care, but in all of healthcare. It applies to all new parents including birth mothers as well as fathers, partners, spouses, adoptive or surrogate parents. We take care of you like family so you can take care of yours.

FATHER, PARTNER OR SPOUSE (Non-Primary Parent):

2 weeks Parental Leave paid at 100%



ADOPTIVE OR SURROGATE PARENT (Primary Parent):

2 weeks Parental Leave paid at 100%

+4 weeks Primary Care Giver Leave paid at 50%*



BIRTH MOTHER:

8 weeks Leave paid at 100%* (2 weeks Parental Leave + 6 weeks short-term disability)

+4 weeks Primary Care Giver Leave paid at 50%*



PLUS flexible clinical self-scheduling for 3 month post leave for all.

*Based on 12 months average salary.



APP ALIGNMENT & RETENTION PLAN

One of the core principles of USACS is that Ownership Matters. That belief not only applies to our physicians, but also our advanced practice providers. Clinicians who have an ownership interest in USACS share aligned incentives with USACS. The end result is better care for our patients, a better work environment for our clinicians, and better performance for our company. Under the APP Alignment and Retention Plan, APPs receive \$25,000 of USACS Incentive Units. These Incentive Units entitle you to distributions as though you owned USACS equity. For example, if there are 500 outstanding USACS ownership units and 500 outstanding USACS Incentive Units, and a distribution of \$1,000 is made to all owners of USACS, then each owner (of Ownership Units and Incentive Units) will receive \$1. It is important to point out that in order to receive your Incentive Units, you must be a full-time employee for at least two years and have obtained USACS certification by completing the USACS APP Academy.

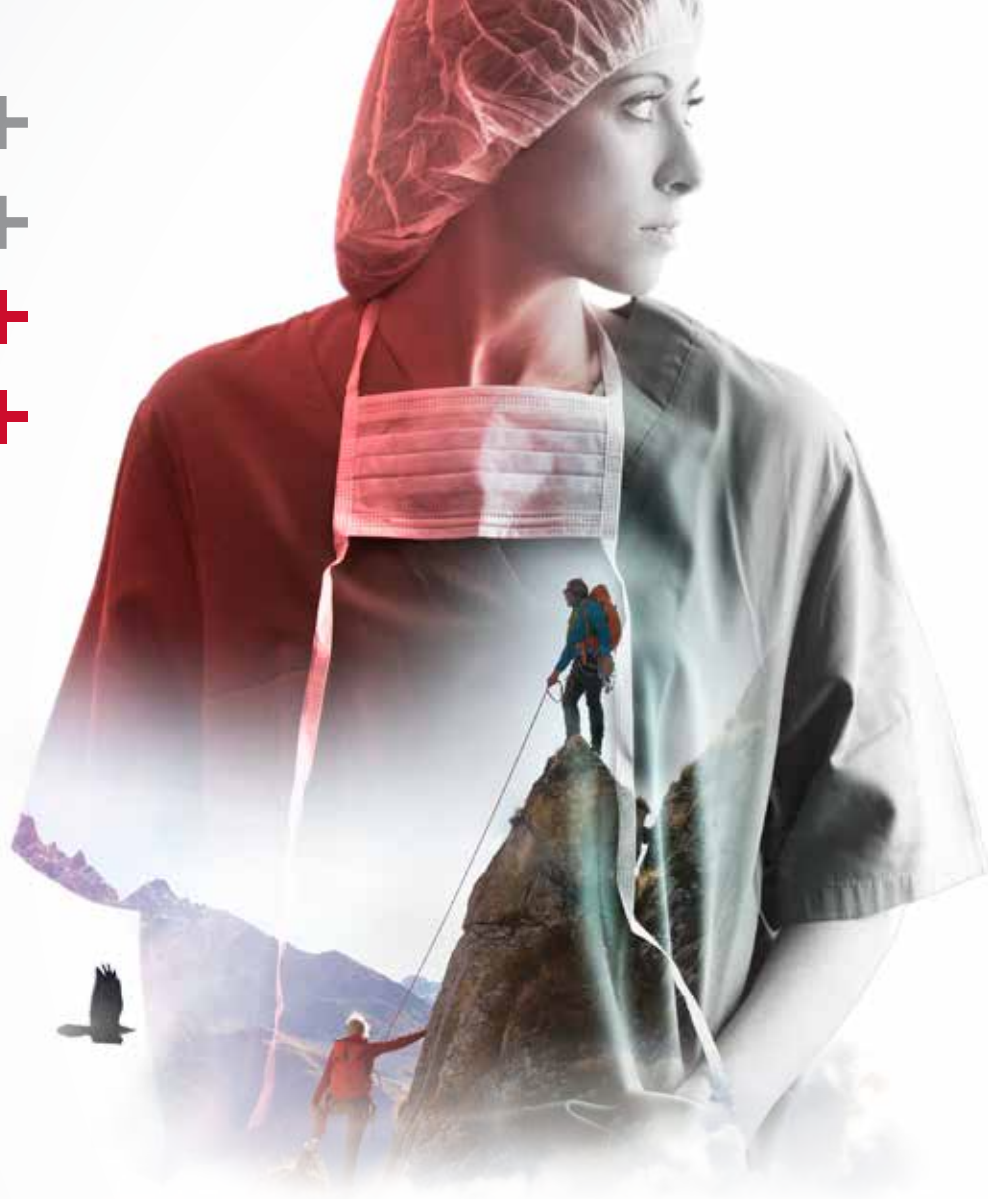
STUDENT LOAN REFINANCING

Collectively, Americans owe more than \$1.4 trillion in student loan debt. Hey, we've literally all been there. That's why we are committed to helping you reduce that debt down to zero as cheaply as possible. We've partnered with our preferred bank to offer best-in-class student loan refinancing – as soon as you sign with us. USACS student loan refinancing is free to apply for and has no origination fees or prepayment penalties. Up to 12 months of Economic Hardship Forbearance is also available.

100% PAID MILITARY LEAVE

US Acute Care Solutions supports the reserve & guard military with a military leave policy that sets the standard in healthcare. When you are acting in service of our country, USACS will keep you and your family whole. USACS also has a robust support infrastructure for service members pre- and post-deployment. Learn more at [USACS.com/military](https://www.usacs.com/military)





LEADERSHIP & CLINICAL TRAINING

At US Acute Care Solutions, we believe if you stop learning, you stop leading. As owners, we're empowered to make education a top priority, and our state-of-the-art, 17,800 square-foot education center houses intense training and clinical education courses all year long.



By attracting and retaining the best APPs — and empowering them to reach their full potential — we're empowering USACS to better serve our patients and hospital partners. That's what it's all about.

— Krisi Gindlesperger MBA, MPAS, PA-C

CONTINUING EDUCATION (CEME)

To further our commitment to Continuing Medical Education, US Acute Care Solutions created the Center for Emergency Medical Education (CEME), a standalone organization that offers courses to our clinicians throughout the year. These courses include The Heart Course, High Risk Emergency Medicine, Observation Care Conference, the Emergency and Critical Care Skills Lab, and many more. To learn more about courses offered, visit CEME.org

APP ACADEMY

As co-chairs of the APP Interface Committee of the USACS National Clinical Governance Board, Krisi Gindlesperger and Dr. Joan Kolozdik led the development of USACS' national APP Academy program with a robust onboarding, education and career pathway plan. The committee has also developed a broad scope of practice guidelines that will allow USACS APPs to work to the top of their licenses per their state rules and regulations, and hospital delineation of privileges. Our APP Academy has been designed as an educational program which provides APPs courses in risk management, patient care, patient experience, efficiency, high risk medicine - and more. Learn more: USACS.com/app

ORIENTATION

The USACS Orientation brings all newly hired clinicians together for an in-depth introduction to the USACS Medical Group. New USACS clinicians gather for the two-day orientation at various locations across the country. You meet and build relationships with other new hires along with the founders and leaders of the organization. The materials presented range from employment basics to improved performance and risk management. The program's real power is the relationships formed by bringing everyone together to learn, connect, and socialize as ONE USACS. Learn more at USACS.com/orientation



Pictured Above: Joan Kolodzik, MD and her residents during an anatomy procedure

APP LEADERSHIP STRUCTURE

Leadership is critical for success in medicine. USACS offers the APP Academy, a development course spread over one year, designed to equip and empower our future leaders. The curriculum covers a range of acute care medicine management topics dealing with personal introspection, team building, conflict resolution and leadership skills. USACS prepares our APPs for the potential for leadership roles within our company. Krisi Gindlesperger, MBA, MPAS, PA-C, is our VP-National Director of APPs who leads our APP leadership organization and is responsible for the regional APP directors throughout the country. The APP Directors lead and manage APP Leads at each of our sites. Our leadership structure is designed to work in a dyad with our clinician colleagues, ensuring that APPs have a voice within the company.

PROVIDER ENGAGEMENT & PATIENT EXPERIENCE ACADEMY

In 2006, USACS developed a unique learning academy to provide post-graduate training in patient experience. The Provider Engagement and Patient Experience Academy is an intensive, three-day, eye-opening training academy that places clinicians head-to-head with patient-actors in simulated encounters. Feedback is provided to the provider by skilled professionals. Voice control, mannerisms, cadence, eye contact and other subtle details are examined and enhanced by our human behavior specialists and psychologists. Learning to interact with patients, even difficult ones, in a positive way leads to better patient experiences and higher physician satisfaction. Learn more at [USACS.com/exa](https://www.usacs.com/exa)

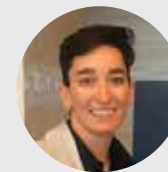
NATIONAL CLINICAL GOVERNANCE BOARD

As a company made up of founding partner groups from around the country, our clinical leaders understand there is often wide variability in the use and uptake of evidence-based guidelines for patient care. In some cases, two patients, each with the same complaints and risk factors, may get completely different treatments depending on which hospital they walk into. That’s why we created the National Clinical Governance Board (NCGB) which is 100% led by and comprised of clinicians. The National Clinical Governance Board is tasked with all clinical governance issues throughout the company, including establishing and disseminating evidence-based clinical guidelines, monitoring and assessing clinical outcomes, and developing programs to improve the patient experience. Together, we can have a national impact on improving the quality of care throughout the country.

EFFICIENCY ACADEMY

USACS Efficiency Academy aims to teach the skill of efficiency to acute care clinicians. The course focuses on improving a provider’s clinical workflow, helping them learn to run their department – instead of letting

their departments run them. The goal of the Academy is to show clinicians how to work smarter, not harder. The course also reviews strategies to carve out time during your shift to document and perform procedures. Results of the course show sustained increases in physician productivity and satisfaction with their shift. Learn more at [USACS.com/efficiency](https://www.usacs.com/efficiency)



“The educational and training programs USACS has created specifically for APPs are a huge part of why I decided to join. You just don’t find this level of opportunity at other groups.”

— Dayna Jaynstein, PA-C

READY TO JOIN US?

TAKE OWNERSHIP OF YOUR FUTURE.

Join a group of **passionate clinicians** dedicated to building the very best acute care group in the nation. Healthcare continues to change, and we are leading the way with a model designed for the long run. As part of our group, **you'll have unparalleled benefits, outstanding leadership, and educational opportunities** - and be part of a unique culture built on shared commitment and camaraderie. But more than anything, **you'll have control over your own career, now and into the future.**

FIND OUT IF WE'RE A GOOD FIT

Call for an informative discussion and to answer any questions. Or you can visit our website to see what other clinicians have to say about us. Don't forget to check our career openings and hospital locations. You owe it to yourself to look into the best physician-owned and led company in the country.

Contact Our Recruiting Team

- ☎ Call 844-863-6797
- ✉ Email careers@usacs.com
- 🌐 Visit USACS.com



For more information about
other career opportunities:

usacs.com/careers

To browse all our locations:

usacs.com/locations

