

OWNERSHIP MATTERS

USACS is founded on the principle that the best patient experience and the best hospital partnerships result when Physicians maintain **ownership of their practice**. This ownership is achieved through an equity grant. The schedule below indicates the milestone dates associated with this grant.

EQUITY GRANT

Physicians are eligible to receive a \$100,000 equity grant after three years of full-time employment.

BUILD WEALTH

- Increase value
- Capital gains tax treatment
- Eligible for distribution

THREE YEAR ANNIVERSARY

FOUR YEAR ANNIVERSARY

FIVE YEAR ANNIVERSARY

RECEIVE \$100,000
EQUITY GRANT FOR
USACS PHYSICIANS

EQUITY GRANT=
50% VESTED

EQUITY GRANT=
75% VESTED

EQUITY GRANT=
100% VESTED

- The equity grant will vest in 25% increments annually from the time of grant and is fully vested after 5 years of full-time employment
- Distributions are made on total grant value, not just vested portion
- Current equity plan. Plan is subject to change

