

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 \$75,000 equity grant after two years of full-time employment.

BUILD WEALTH

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

**TWO YEAR
ANNIVERSARY**

**THREE YEAR
ANNIVERSARY**

**FOUR YEAR
ANNIVERSARY**

**FIVE YEAR
ANNIVERSARY**

**RECEIVE \$75,000
EQUITY GRANT IN
USACS PHYSICIANS**

EQUITY GRANT=
25% VESTED

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

