



# A PRACTICE FOR **EVERYONE**

YOUR CAREER. YOUR WAY.



**US Acute Care**  
Solutions

# WHY USACS?

**We've secured industry stability and continued growth through our commitment to providing the best clinician support and benefits.**

- Location flexibility and career stability of a national group
- 6,000+ clinicians, 27 states, 11+ million annual patients
- Company-funded 10% 401(k) contribution
- Groundbreaking 100% paid parental leave
- Our malpractice claims are less than ½ the national average

**OMAR C RAZACK, PA-C**  
APP LEAD

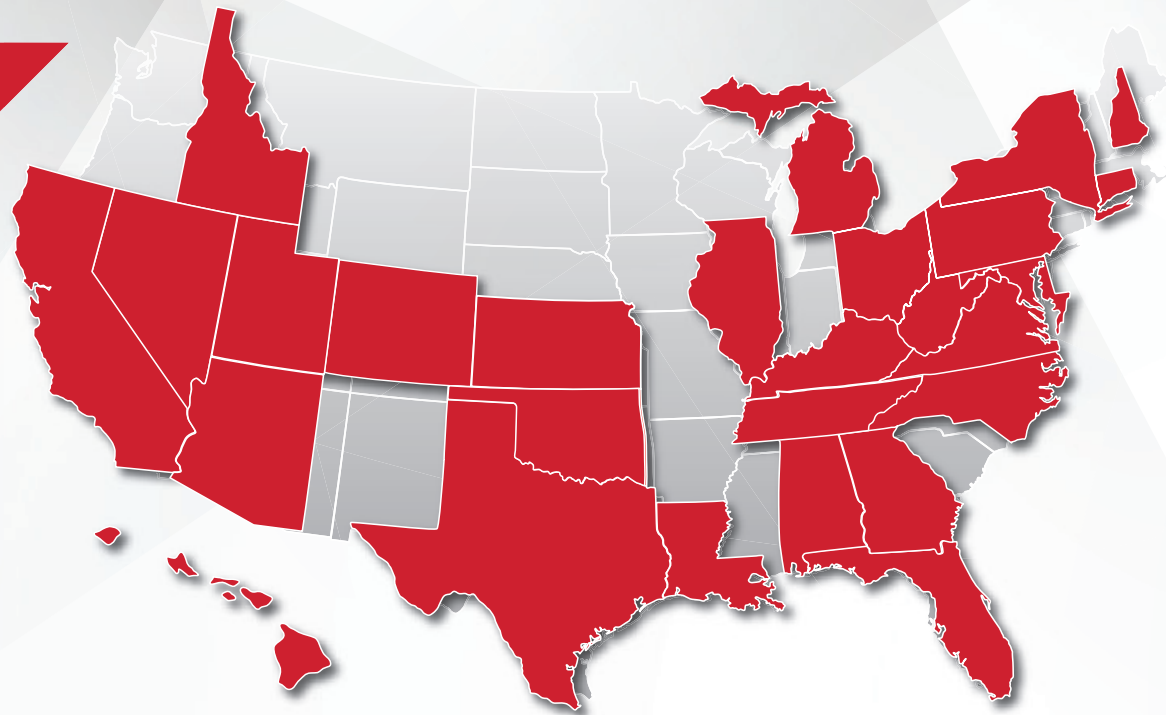
## MEETING YOU WHERE YOU ARE

Choosing a career path and having the freedom to navigate its evolution is critical in ensuring career longevity and fulfillment. Many clinicians are oftentimes faced with limited opportunities to pivot in their careers and create new paths to pursue. Feeling stuck or unable to evolve in a career that took years of dedication, hard work, and sacrifice to achieve is not where your journey has to end.

At US Acute Care Solutions (USACS), we meet our clinicians where they are in their careers. Whether they are directly out of graduate school or years into their practice, seeking part-time or full-time options, or are ready to take on a leadership opportunity, USACS goes the extra mile to ensure every clinician is accommodated at each stage of their career. **We have a place for you no matter where you are or where you began.**

Our ability to offer nationwide opportunities in an array of clinical settings, from Level I Trauma Centers in the heart of major metropolises to rural community hospitals, stems from a drive to be the best acute care clinicians in the country. This dedication has led to strong partnerships with the top health systems in the country, providing location flexibility and the options for career diversification.

USACS was founded by like-minded groups throughout the country who shared a vision to build a sustainable model of clinician ownership for the long term. Clinician ownership means we can focus our efforts on fulfilling our mission: To care for patients. It also means we have the freedom to tailor our practice to meet our needs. There are no limits when it comes to guaranteeing our clinicians have the support they need to build the career of their dreams.



**Joining USACS** means joining a group with national reach and scale who is focused on being the best acute care providers in the country. This dedication has led to strong partnerships with the best health systems in the country, and a commitment to never-ending improvement in our work as clinicians.



“USACS has brought together an extraordinary collection of groups throughout the country, all dedicated to clinician ownership for the long term.”

— Dominic Bagnoli, MD, FACEP, FAAEM  
Executive Chair, Board of Directors

## OUR MISSION

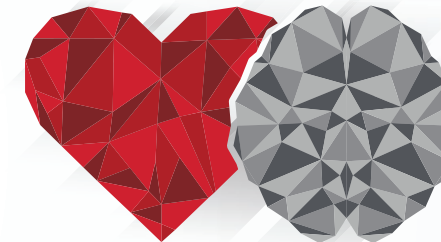
Patient-centered care is at the forefront of everything we do. Our mission: **To care for patients**, is where USACS began, and it's where we begin each day. We put our heart into everything we do. We're acute care clinicians dedicated to the very best patient experience and outcome.

## OUR VALUES

By living our core values, **Servant's heart and Owner's mind**, we've helped dozens of hospitals and systems improve their quality and service.

## SERVANT'S HEART:

It is a privilege to serve our patients,  
coworkers, and healthcare partners.  
Caring for the individual patient is  
foremost in everything we do.



**OWNER'S MIND:**

As owners of our practice, we work together to identify opportunities, develop solutions, and create enduring success.

## OUR CULTURE

We can define our culture in one word: **passion**. At USACS, we love what we do and who we work with — and it shows. We nurture a positive team culture where every person is valued and empowered to do the right thing, every time. The legendary camaraderie we share helps us attract the best clinicians, enabling us to build exceptional teams for our hospital partners.

# CLINICIAN **BENEFITS**

## AT THE BEDSIDE AND IN LIFE — **WE STICK TOGETHER**

At US Acute Care Solutions, your **unwavering dedication to patient care** is met with our commitment to your well-being. Through our industry-leading benefits package and unparalleled paths of opportunity for growth, **your success is our priority**, and we provide the support you need to thrive. Even if you've made the decision to go from full- to part-time status, we'll make sure you are supported through the transition, ensuring your benefits accurately reflect your needs.

### **WE HAVE YOUR BACK**

US Acute Care Solutions has used its national scale and bargaining power to provide its clinicians 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.

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.**

**KATARINA H ZEENDER, PA-C**  
ADVANCED PRACTICE PROVIDER  
NOCTURNIST



# MEETING YOUR NEEDS

10%

## COMPANY-FUNDED 401(K) PLAN

Whether you are a new APP grad ready to begin your career or a seasoned APP looking to secure your retirement plans, our investment in you goes beyond your years of practice from day one. We offer an industry-leading 10% 401(k) contribution to set you up for long-term growth, success, and security, regardless of your contribution.

\$25,000

## APP USACS INCENTIVE UNITS

Under the APP Alignment and Retention 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.

\$2,500

## TAX FREE CME/BEA ANNUALLY

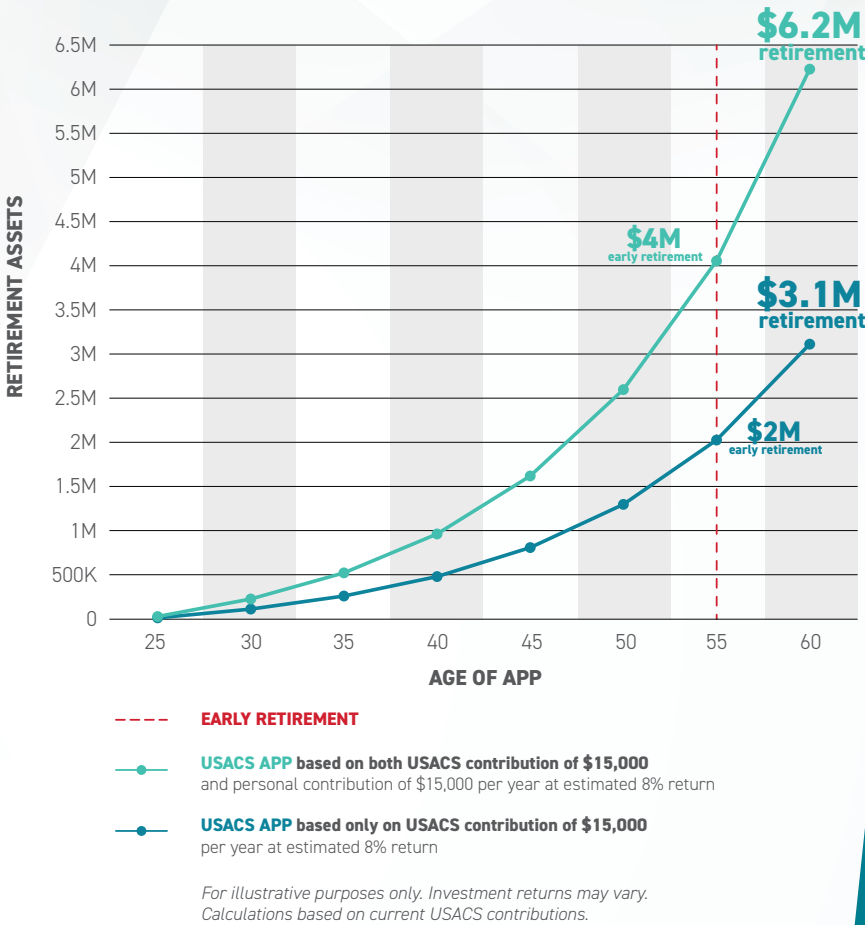
We all have a stake in your development as a clinician, so CME and BEA are on us. Plus, APPs receive an additional \$2,000 during their first year at USACS. That's \$4,500 for APP new hires. In addition, USACS covers state licensing fees, DEAs, NCCPA, and AANP renewals.

100%

## PAID PARENTAL LEAVE FOR ALL NEW PARENTS

As you build the family you've always dreamed of, we'll be with you every step of the way. Our 100% paid parental leave policy is unlike any other in the industry and is available to all parents, regardless of their circumstances.

## INDUSTRY-LEADING 10% COMPANY-FUNDED 401(k)



## 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
- Development 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.



**TABITHA L DABKOWSKI, MHS, PA-C**  
DIRECTOR OF ADVANCED PRACTICE

# THE PERKS

## 100% PAID PARENTAL LEAVE — YOUR FAMILY IS OUR FAMILY

At USACS, family comes first. We are committed to making USACS the employer of choice for both clinicians and their families. Our groundbreaking paid parental leave policy is just one of the many industry-leading policies we've implemented to earn that title. When a clinician in our group is having a child, the rest of us rally around to ensure they receive the financial support and time they need to recover and adjust alongside their growing family. 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.



“I am so proud to work for a group that exhibits its respect for wellness and family through its parental leave policy. The postpartum period is a crucial time of self-healing, as well as bonding and caring for the new life brought into this world. USACS not only understands this, they honor it. That is priceless.”

— Joyce Perfetti, DO | Medical Director & Emergency Medicine Physician

**PARENTAL LEAVE:**

2 weeks Parental Leave paid at 100%

+ 4 weeks Parental Leave paid at 50%\*

**BIRTH PARENT:**

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

+ 4 weeks Parental Leave paid at 50%\*

**PLUS** flexible clinical scheduling for 3 months post leave, when available.

\*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, entitle you to distributions as though you owned USACS equity.

## YOUR TIME MATTERS

At USACS, we are committed to helping you achieve a healthy work-life balance, which is why we created our Time Off Savings plan. Each year, full-time APPs are offered the opportunity to set aside funds from their pay, allowing them to bank up to 80 hours of time for use in the following year. Make the plans, take the vacation, and enjoy your time however you choose.

## GUIDING YOU TO FINANCIAL FREEDOM

Student loan debt can be burdensome, so our goal is to help 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 — SERVING THOSE WHO SERVE OUR COUNTRY

US Acute Care Solutions proudly supports the Reserve and National Guard military with a 100% paid 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: [USACS.com/military](https://usacs.com/military).



Jeff Money, MSN, APN, NC-P, TNS, ECRN

# START **PREPARED**

## LEADERSHIP & CLINICAL TRAINING

At USACS, we believe education is empowerment. Staying up to date on the latest in medicine keeps you at the top of your game, and we're here to ensure you have the resources you need to make that possible. With year-round access to the best clinical education offerings and a company-funded CME account, USACS is committed to investing in your career development and success.



**NOEL M ALMANI, PA-C**  
APP LEAD

## CLINICIAN ADVOCATES

To provide enhanced support for our clinicians, we developed our Clinician Advocate department—a unique concierge service dedicated to improving clinician experience. Our clinician advocate team members serve as resource navigators for any incoming requests clinicians have, which allows their focus to remain on patients. Their services include hosting one-on-one onboarding sessions for new clinicians as they prepare for their first shift, deploying personalized touchpoints throughout the year, and responding to inbound inquiries within 24 hours.

## HELPING YOUR CAREER GROW

We want to see you enhance your practice and meet Continuing Medical Education requirements with ease. To achieve this, US Acute Care Solutions created the Center for Emergency Medical Education (CEME), a standalone organization offering 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.

**Learn more:** [CEME.org](https://www.ceme.org).



“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.”

— Kyle Kirkpatrick, PA-C, MS  
Executive Vice President, National Director of Advanced Practice

## APP ACADEMY

As co-chairs of the APP Interface Committee of the USACS National Clinical Governance Board, Krisi Gindlesperger and Dr. Joan Kolodzik 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](https://www.usacs.com/app).



**Pictured Above:** Joan Kolodzick, 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 prepare APPs for potential leadership roles within our company. Krisi Gindlesperger, MBA, MPAS, PA-C, DFAAPA is our Executive Vice President and National Director of Advanced Practice who leads our APP leadership organization and is responsible for the System APP Directors throughout the country. The System 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

As a group dedicated to keeping our clinicians at the forefront of medicine and at the top of their practice, 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. Voice control, mannerisms, cadence, eye contact, and other subtle details are examined and feedback is provided 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 clinician satisfaction.

**Learn more:** [USACS.com/exa](https://usacs.com/exa).



“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.”

— Katarina Zeender, PA-C | Advanced Practice Provider Nocturnist

## NATIONAL CLINICAL GOVERNANCE BOARD Supporting our clinician-led, evidence-based medicine practices

Since our practice was founded by several 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 receive 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 NCGB 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.

**Learn more:** [USACS.com/ncgb](https://usacs.com/ncgb).

## IMPROVING YOUR CLINICAL EFFICIENCY

The USACS Efficiency Academy aims to teach the skill of efficiency to acute care clinicians. The course focuses on improving a clinician’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 productivity and shift satisfaction.

**Learn more:** [USACS.com/efficiency](https://usacs.com/efficiency).



**CHELSEA L BARES, PA-C**  
EM APP

# YOUR FUTURE STARTS HERE

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 a career that evolves alongside you in every stage of life, both personally and professionally. At USACS, you never have to worry where you belong.**

## FIND OUT WHY YOU BELONG AT USACS

Contact a recruiter for an informative discussion and to answer any questions you may have. You owe it to yourself to learn more about the best physician-owned company in the country.

## Contact Our Recruiting Team

- 📞 Call 844-863-6797
- ✉ Email [careers@usacs.com](mailto:careers@usacs.com)
- 🌐 Visit [USACS.com](https://www.usacs.com)

# READY TO JOIN US?





## FIND OUT WHY WE ARE A **GREAT FIT**

Contact a recruiter for an informative discussion and to answer any questions you may have. You owe it to yourself to look into the best clinician-owned company in the country.



SCAN FOR INFORMATION ABOUT  
CAREER OPPORTUNITIES  
**NATIONWIDE**

