

YOUR CAREER. YOUR WAY.



US Acute Care
Solutions

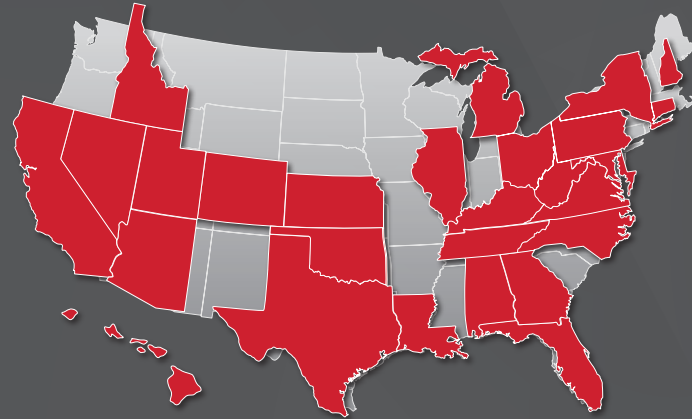
A PRACTICE FOR **EVERYONE**



WHY USACS?

OUR MISSION & VALUES

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. 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.



OUR CULTURE & BENEFITS

We can define our culture in one word: passion.

At USACS, we love what we do and who we work with—and it shows. That's why we've created an unrivaled benefits package to support our APPs both personally and professionally, which includes:

- 10% company-funded 401(k)
- \$2,500/year tax-free CME/BEA
 - \$4,500 year one for new graduates
- Comprehensive medical, dental, vision, and Rx coverage
- Short- and long-term disability (own occupation)
- Medical malpractice with tail and free litigation support
- Groundbreaking 100% paid parental leave
- Pioneering 100% paid military leave
- Student loan refinancing as low as 2.99%

THE PERKS

APP ACADEMY: ONBOARDING & CLINICAL TRAINING

The USACS APP Academy is a robust onboarding, education, and career pathway plan. It has been designed to provide APPs the correct number of mentored shifts based on the APP's experience, risk management training, and other required training within USACS. After the initial onboarding of the APP Academy is complete, the educational program provides APPs CME courses in patient experience, efficiency, high risk medicine, advanced skills training, and EKG training. At the completion of the APP Academy, USACS recognizes the APP internally as being USACS certified.

PROVIDER ENGAGEMENT & PATIENT EXPERIENCE ACADEMY

Developed internally, the Provider Engagement and Patient Experience Academy is an intensive, three-day, eye-opening training academy that places APPs head-to-head with patient-actors in simulated encounters. Learning to interact with patients, even difficult ones, in a positive way leads to better patient experiences and higher APP satisfaction.

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

APP LEADERSHIP STRUCTURE

USACS is dedicated to preparing APPs for potential leadership roles within our practice through various development programs, like our APP Academy. Kyle Kirkpatrick, PA-C, MS, is our Executive Vice President, 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 practice.

NATIONAL CLINICAL GOVERNANCE BOARD

As a practice founded by several partner groups from around the country, we understand there is often wide variability in the use and uptake of evidence-based guidelines for patient care. 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 practice, including establishing and disseminating evidence-based clinical guidelines, monitoring and assessing clinical outcomes, and developing programs to improve the patient experience.

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



Tracie Vock, MBA, MS, PA-C
National Director of Clinical
Operations—Inpatient Medicine

OUR BENEFITS

10% COMPANY-FUNDED 401(K) PLAN

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.

OUR MALPRACTICE CLAIMS: LESS THAN ½ THE NATIONAL AVERAGE

You read that right. At USACS, we have your back. Our medical malpractice insurance provides seamless coverage, and our Litigation Stress Support Team is legendary. We give you the security you deserve as you care for patients.

\$2,500 TAX FREE CME / BEA ANNUALLY

We all have a stake in your development as an APP, 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.

STUDENT LOAN REFINANCING

By refinancing your student loans with us, you could save thousands of dollars in interest payments.

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

APP ALIGNMENT & RETENTION PLAN

The APP Alignment and Retention Plan is an incentive that allows our APPs to participate in some of the benefits of ownership of USACS. APPs are eligible for this incentive once they have completed the APP Academy and have been a full-time APP with the practice for two years.

100% PAID MILITARY LEAVE

Our 100% paid military leave policy sets the standard in healthcare. When you are acting in service of our country, USACS will keep you and your family whole.

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

COMPREHENSIVE INSURANCE COVERAGE

Ensuring you have the resources you need to take care of your health and well-being is our top priority. Our comprehensive medical, dental, vision, and Rx insurance coverage provides you with easy access to an extensive network of providers and programs to meet your needs.

SHORT- AND LONG-TERM DISABILITY

When the unexpected happens, we're here to support you. Our short- and long-term own-occupation disability insurance is in place to help fill in the gaps while you get back on track.

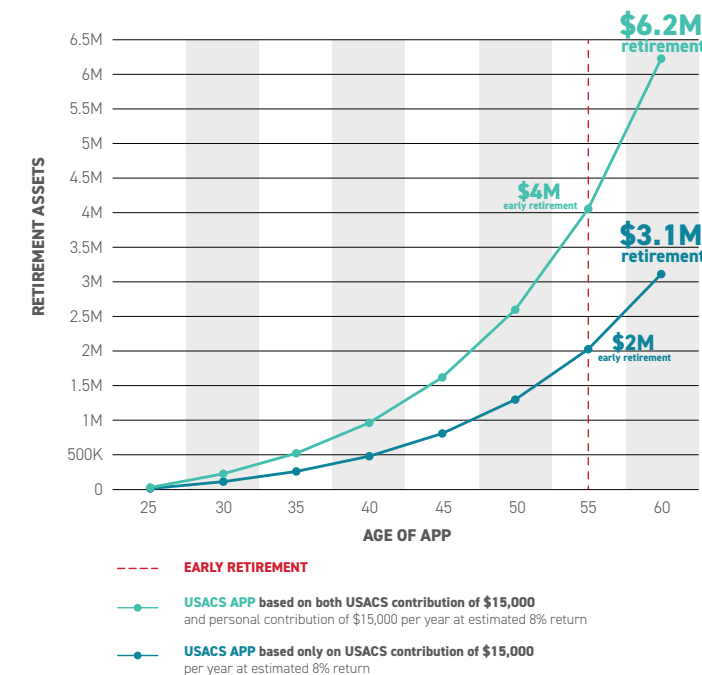
CLINICIAN ADVOCATES

To provide enhanced support for our APPs, 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 APPs have, which allows their focus to remain on patients.

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.

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



For illustrative purposes only. Investment returns may vary. Calculations based on current USACS contributions.

100% PAID PARENTAL LEAVE

At USACS, family comes first. When an APP 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. We take care of you like family so you can take care of yours.

PARENTAL LEAVE:

2 weeks Parental Leave paid at 100% + 4 weeks Parental Leave paid at 50%*

BIRTH MOTHER:

8 weeks Leave paid at 100%* (2 weeks Parental Leave + 6 weeks short-term disability) + 4 weeks Parental Leave paid at 50%*

*Based on 12 months average salary.

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



“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



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 practice in the country.



SCAN FOR INFORMATION ABOUT
CAREER OPPORTUNITIES
NATIONWIDE



Call 844-863-6797

Email careers@usacs.com

Visit usacs.com