

YOUR **CAREER.** YOUR **WAY.**



US Acute Care
Solutions

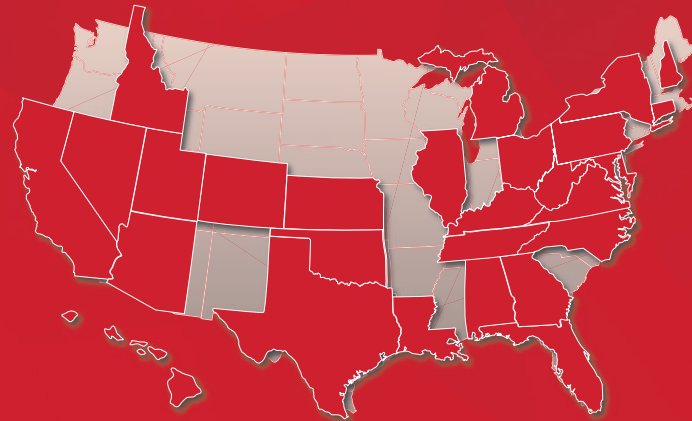
A PRACTICE FOR **EVERYONE**



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 physicians both personally and professionally, which includes:

- \$75K USACS equity ownership stock granted after 2 years of service
- 10% company-funded 401(k) up to \$35,000/year
- \$4,000/year tax-free CME/BEA
 - \$6,500 plus your state and DEA license in 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

LEADERSHIP & CLINICAL TRAINING

At USACS, we believe education is empowerment. 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.

CONNECTING WITH COLLEAGUES NATIONWIDE

Held in a new city each year, our annual USACS Assembly is open to every clinician in our group. This multi-day event is critical for uniting our group around best practices and ensuring common vision and goals. Attending this much anticipated event each year is the perfect way to socialize with colleagues and see up close the fabric of our legendary culture.

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

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 physicians 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 physician satisfaction.

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

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.

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 company, 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)

DEVELOPING OUR FUTURE LEADERS

Thinking about taking your career to the next level? The USACS Scholars Program is a one-year course designed to equip and empower our future leaders. The curriculum covers a broad range of medical management topics dealing with personal introspection, team building, conflict resolution, and leadership skills. Over 70% of previous graduates have served as a site medical director and over 90% have served in an administrative role at USACS.

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



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

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

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, up to the IRS limit of \$35,000, 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.

\$4,000 TAX-FREE CME/BEA ANNUALLY PLUS, AN ADDITIONAL \$2,500 AND DEA & LICENSE FEES FOR GRADUATING RESIDENTS AND FELLOWS

We all have a stake in your development as a physician, so CME and BEA are on us. Receive \$4,000 annually tax-free to support your continuing education. Graduating residents and fellows also receive an additional \$2,500 in their first year with USACS for boards and related expenses, plus we'll cover your DEA and state license fee(s). That's \$6,500+ tax-free for new attendings.

100% PAID PARENTAL LEAVE

At USACS, family comes first. 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. 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/benefits](https://usacs.com/benefits)

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)

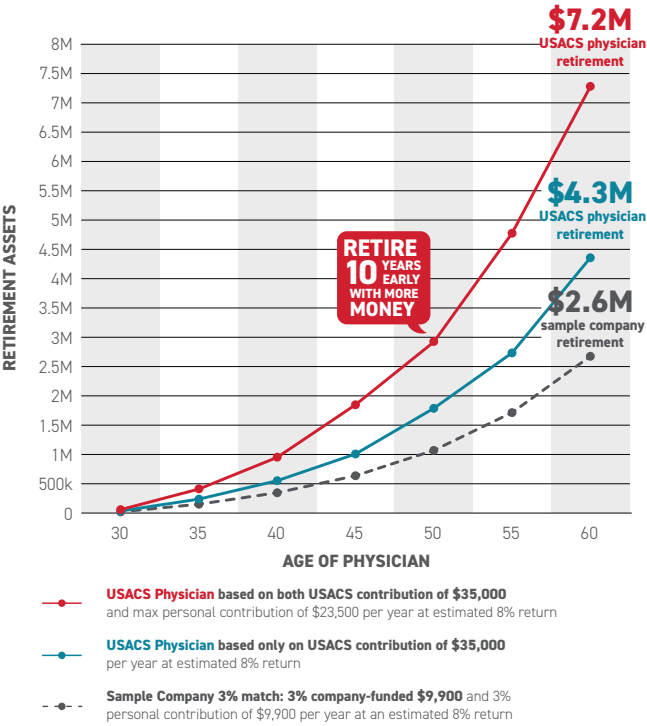
GUIDING YOU TO FINANCIAL FREEDOM

By refinancing your student loans with us, you could save at least \$100,000 in interest payments. And, regardless of how much is refinanced, you also have the option to pay as little as \$0/month the remainder of residency and six months after.

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

LOAN TYPE	AS LOW AS
5-YEAR FIXED	2.99%
10-YEAR FIXED	3.99%
20-YEAR FIXED	4.99%

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



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

\$75K EQUITY OWNERSHIP GRANT

What makes our physician ownership model unique? Every physician who commits two years of full-time practice to our group is eligible to become an owner through our \$75K equity ownership grant. Ownership matters and your voice can make a difference.

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.



Sreelakshmi Kooragayal, MD
Medical Director



**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 physician-owned company in the country.



SCAN FOR INFORMATION ABOUT
CAREER OPPORTUNITIES
NATIONWIDE



**US Acute Care
Solutions**

Call 844-863-6797

Email careers@usacs.com

Visit www.usacs.com