



# 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 physician support and benefits.**

- Location flexibility and career stability of a national group
- 6,000+ clinicians, 27 states, 11+ million annual patients
- \$75K USACS equity ownership stock granted after 2 years of service
- Company-funded 10% 401(k) contribution up to \$35,000/year
- Groundbreaking 100% paid parental leave
- Our malpractice claims are less than ½ the national average

**HARSHIT DUA, MD**

MEDICAL DIRECTOR & HOSPITALIST PHYSICIAN



## MEETING YOU WHERE YOU ARE

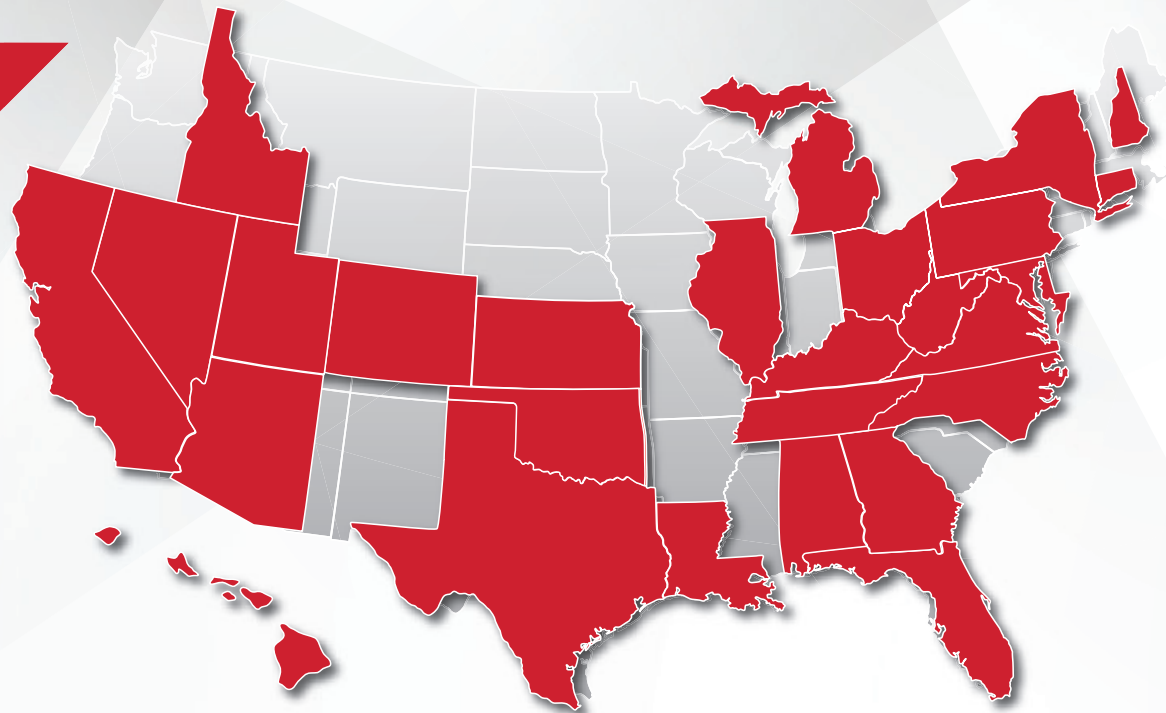
Choosing a career path and having the freedom to navigate its evolution is critical in ensuring career longevity and fulfillment. Many physicians are oftentimes faced with limited opportunities to pivot in their careers and create new paths to pursue. Feeling stuck or unable to evolve in a career that 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 physicians where they are in their careers. Whether they are directly out of residency 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 physician 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 physician ownership for the long term. Physician 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. We work side by side as owners to develop and implement new initiatives like our Employee Resource Groups, Political Action Committee, and the USACS Research Group, to name a few, to provide meaningful outlets outside of the clinical setting for all to partake. There are no limits when it comes to guaranteeing our physicians 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 physician ownership for the long term.”

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

## OUR MISSION

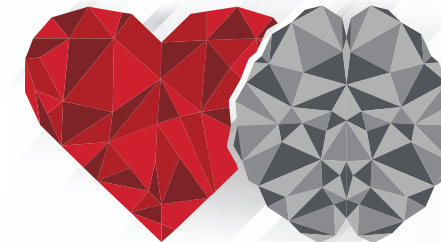
Patient-centered care is at the forefront of everything we do. Our mission: **To care for patients**, is where USACS began, and it's where we begin each day. We put our heart into everything we do. We're acute care clinicians dedicated to the very best patient experience and outcome.

## 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.

# PHYSICIAN **BENEFITS**

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

At US Acute Care Solutions, our physicians' **unwavering dedication to patient care** is met with our commitment to their 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 physicians with incredible medical malpractice support alongside our very own Litigation Stress Support Team. 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. Most importantly, no one in our group has to face a lawsuit alone. **We do it together.**



**SREELAKSHMI KOORAGAYALU, MD**  
MEDICAL DIRECTOR  
& HOSPITALIST PHYSICIAN

# MEETING YOUR NEEDS

## \$4,000

**\$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.

AS LOW AS  
**2.99%**

**5-YEAR FIXED STUDENT LOAN REFINANCING**

You may get a signing bonus with some groups or sites, but we know even that won't cover it. That's why we're committed to helping you pay off student loans as quickly and cheaply as possible.

## 10%

### COMPANY-FUNDED 401(K) PLAN

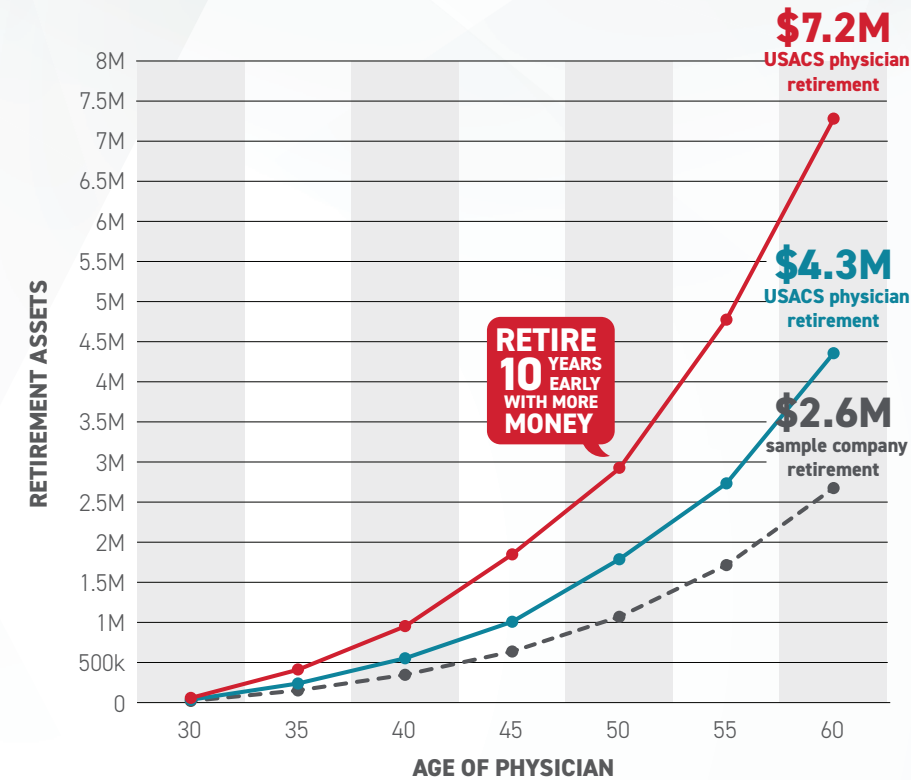
Whether you are a newly minted resident eager to save for your future or a seasoned physician looking to secure your retirement plans, our investment in you goes beyond your years of practice from day one. We offer an industry-leading 10% 401(k) contribution to set you up for long-term growth, success, and security, regardless of your contribution.

## 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)



- USACS Physician** based on both USACS contribution of \$35,000 and max personal contribution of \$23,500 per year at estimated 8% return
- USACS Physician** based only on USACS contribution of \$35,000 per year at estimated 8% return
- Sample Company 3% match: 3% company-funded \$9,900** and 3% personal contribution of \$9,900 per year at an estimated 8% return

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

## 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
  - Options for 1099 or W-2 based on location
- The best medical malpractice including tail
- Short- and long-term disability (own occupation)
- Comprehensive medical, dental, vision and Rx coverage
- Leadership development and clinical training opportunities unique to USACS
- Location flexibility and career stability of a national group





**MEGHAN A. CUMMINS, MD**  
MEDICAL DIRECTOR & EMERGENCY MEDICINE PHYSICIAN

# 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.



# UNMATCHED SUPPORT



## CHOOSE YOUR SETTING— WITH CAREER-LONG SITE FLEXIBILITY

Giving you the ability to evaluate your clinical setting preferences and make a change at any time during your career is the high level of flexibility we strive to provide. Our partner locations nationwide cover the full spectrum: urban trauma centers, rural freestanding EDs, academic hospitals, low-acuity community hospitals, and everything in between. Best of all, deciding to make a change in pace doesn't mean you'll lose your seniority or benefits. Enjoy the simplicity of a career shift without the stress of starting from square one.

View all our locations: [usacs.com/locations](https://usacs.com/locations)



## YOUR USACS CAREER ON THE GO

Are you ready to travel and explore new cities and states without sacrificing your career? Our Strategic Traveling Ambassador Team (STAT) program offers physicians the unique opportunity to do the job they love and live where they choose. All travel expenses are covered, and you'll be familiar with the systems in place no matter where you end up. Being a STAT physician gives you the best of both worlds.



## INNOVATING THE FUTURE OF MEDICINE

Our commitment to innovation means you'll have unmatched opportunities to collaborate with colleagues across the nation who are experts in their field. USACS isn't just a community-based practice, we're invested in research and academics to provide our physicians with the resources they need to make contributions that extend beyond the walls of the hospital.

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



**WILL HICKS, MD, MBA, MS**  
MEDICAL DIRECTOR & EMERGENCY MEDICINE PHYSICIAN





**KAVEESH KUTTY, MD**  
ASSISTANT MEDICAL DIRECTOR & EMERGENCY MEDICINE PHYSICIAN



### ADVOCACY IN ACTION

The decisions made on Capitol Hill have a significant impact on healthcare policies which set the standards across all medical specialties. At USACS, we don't just sit back and observe, we take a front-row seat to raise our concerns and provide invaluable insights. Our Political Action Committee (PAC) works diligently to address ongoing concerns like boarding solutions, patient safety, and fair reimbursement, ensuring clinician voices are heard. Together, we speak louder.



### STUDENT LOAN COUNSELING SERVICES

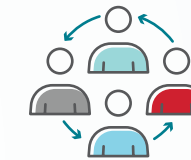
USACS has partnered with Navigate, a company specializing in student debt repayment for physicians. Navigate assigns an expert student loan guide to each physician they work with, tailoring conversations to address their specific needs. From income-driven repayment plans to private refinancing or identifying loan servicing company errors, Navigate ensures physicians can confidently tackle the complex world of student loan repayment.



## FailSafe

**A SECOND OPINION. ONE CALL AWAY.  
24/7/365**

Our physicians are never alone in managing a potentially risky situation. The USACS FailSafe program provides clinicians with 24/7 phone access to experienced senior physicians, ready and willing to offer advice anytime it's needed. This hotline receives at least 1,000 phone calls each year, giving those making life-or-death decisions the wisdom and confidence to move forward.



### DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY (DEIA)

At USACS, we believe our differences make us stronger and gathering people with unique experiences and backgrounds around the table leads to better decision making. We value diversity of age, gender, race, ethnicity, religion, sexual orientation, family status, and life experiences. That's why we created our Employee Resource Groups. Each group celebrates the diversity of our physicians, APPs, and employees, providing the opportunity to gather as one to drive engagement and promote community outreach.





### SUPPORTING YOUR FINANCIAL WELLNESS

USACS has partnered with SageView Advisory Group, a company that delivers unbiased financial coaching services. Through a one-on-one coaching session with a dedicated financial coach/wealth advisor, SageView addresses key financial wellness factors such as managing expenses and debt, investment portfolio allocation, 401(k) contribution analysis, and more, to lead you on the path to financial empowerment.

### GUIDING YOU TO FINANCIAL FREEDOM

On average, medical students leave school with over \$230,000 in loans. Being a physician-owned group, we understand the pressures of loan repayment and are committed to helping 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\*. 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 for the remainder of residency and for six months after.

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

**SAVE NOW!** Visit [USACS.com/refi](https://USACS.com/refi) and calculate your own loan savings.

\*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).



**SHANTANU NAIK, MD**  
MEDICAL DIRECTOR & CRITICAL CARE PHYSICIAN

# 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.



**ADRIENNE CAIADO, MD**  
EMERGENCY PHYSICIAN

## 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).

## 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. The schedule includes leadership meetings, updates on the business side of medicine, and our progress as a group, as well as clinical education from our outstanding educators. Assembly also presents the opportunity to interact with leadership and provide site-specific feedback on how we can improve collectively. 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://www.usacs.com/assembly).



“I can say without question that I grew more during my first three years as an attending than in the three years before as a resident — all thanks to USACS leadership and development programs.”

— Neil Roy, MD | Emergency Medicine Physician





**Pictured Above:** USACS recent Scholars classmates

## DEVELOPING OUR FUTURE LEADERS

Thinking about taking your career to the next level? We're here to help set you up for long-term success in every role you pursue. The USACS Scholars Program is a one-year course designed to equip and empower our future leaders. Participants will enjoy unparalleled access to all the engaged and vibrant teams that build US Acute Care Solutions. 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).

## PROVIDER ENGAGEMENT & PATIENT EXPERIENCE ACADEMY

As a group dedicated to keeping our physicians 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 physicians 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 physician satisfaction.

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



“The annual USACS Assembly meeting provides the perfect opportunity to both contribute feedback on what’s working and to ensure best practices for the entire group get filtered throughout our sites and regions.”

— George Mitri, MD, FACP, SFHM  
Chief of Inpatient Medicine

## NATIONAL CLINICAL GOVERNANCE BOARD Supporting our physician-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 physicians. The course focuses on improving a physician’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 physicians 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 physician productivity and shift satisfaction.

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



**JULIEN JEAN-FRANCOIS, MD**  
EMERGENCY MEDICINE PHYSICIAN NOCTURNIST



# 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 physician-owned company in the country.



SCAN FOR INFORMATION ABOUT  
CAREER OPPORTUNITIES  
**NATIONWIDE**



**US Acute Care**  
Solutions

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