



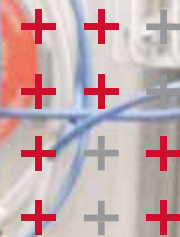
US Acute Care
Solutions

OWN YOUR JOB SEARCH

QUESTIONS AND TOPICS TO BRING UP DURING
YOUR SEARCH FOR THE RIGHT COMPANY.



**TAKE OWNERSHIP
OF YOUR FUTURE.**



WHY USACS?

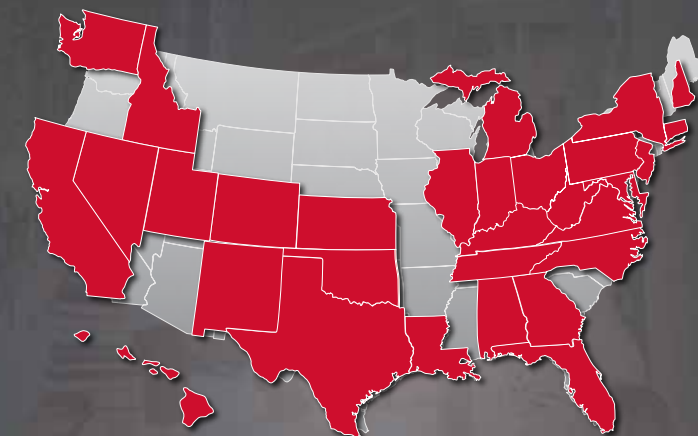
WHAT MAKES US DIFFERENT

USACS is the national leader in physician-owned emergency medicine, hospitalist, critical care, and observation services, aligning with health systems across the country to deliver outstanding results amid a changing healthcare landscape. Physician ownership results in the best patient care, the highest level of physician engagement, and the strongest hospital partnerships.

Ownership Matters: Our model of physician ownership means local leaders are committed to growing with our system partners to deliver superior patient care.

OUR PASSION IS OUR CULTURE

We love what we do and who we work with – and it shows. We have nurtured a dynamic team culture where every member is valued and empowered to do the right thing, every time. The camaraderie we all share helps us attract the best clinicians in the country, enabling us to build exceptional teams for our hospital partners.



9M+
PATIENTS

Over 9 million
patient visits

5,000+
CLINICIANS

Acute care
clinicians

500+
PROGRAMS

More than 500 programs
across the country

30
STATES

Sites from New
York to Hawaii

ARE YOU ASKING THE RIGHT QUESTIONS?

A job search can be overwhelming. The following questions are a guide to ensure you find a company that is a good fit. It's your future – own it!

Krisi Gindlesberger, MBA, MPAS, PA-C, DFAAAP

INITIAL CONSIDERATIONS

- When should I begin looking for a job?
- Who will my co-workers/supervising physicians be?
- How does the employment model impact my career/goals?
- Will I be seeing patients independently or staffing my patients with a supervisor or combination?
- Location?

COMPENSATION

- Group model: physician ownership, independent contractor, hospital employee, privately-owned staffing company?
- Total compensation (cash + benefits)?
- Is there a productivity or incentive compensation model? If so, how does it work and when am I eligible?

RETIREMENT PROGRAM

- How much (if any) does the group fund?
- When does funding start?
- Who directs the investments?
- Is there a vesting period?
- Is the fund portable if I leave?

HEALTH INSURANCE & BENEFITS

- Is health insurance provided?
 - When would I be eligible to enter the program?
 - Who does it cover?
 - What does it cover (medical/dental/vision/Rx)?
- Are there additional benefits (life insurance, short- & long-term disability, flex spending account, etc.)?
- What is the monthly cost to me?

EDUCATION/CAREER ADVANCEMENT

- What are opportunities for ongoing education?
- Is there on-boarding support? Orientation? Mentorship? If so, what does that consist of?
- Do you provide an EM fellowship or other advanced training for APP's?
- What local or national opportunities exist for leadership & advancement?

CONTRACTS

- Are there any non-competes or restrictive covenants?
- What is the termination/notice clause? Is it the same for both parties?

STAFFING

- How many hours are required for full-time status?
- Shift length?
- How are time off requests handled?
- Does everyone share nights/weekends/holidays?
- If we are understaffed, how do shifts get covered?

MEDICAL MALPRACTICE

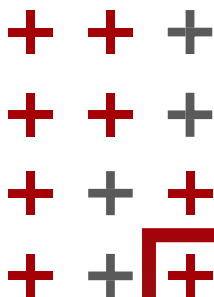
- What type of malpractice coverage? Occurrence? Claims made? Claims paid?
- Who pays the tail?
- Limits of coverage?
- Can they settle without consent or input from the provider?
- Are there any policies or programs that decrease clinical risk and increase patient safety?
- What is the employer's malpractice claims frequency?
- Is there a litigation stress support team?

INTERVIEW PROCESS

- Does the group pay for my spouse/ significant other and me?
 - Flight? Rental car? Hotel?
- Who do I interview with? Can a community tour be arranged?

LEARN WHY

Advanced Practice Providers choose
USACS at usacs.com/app



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.

**For more information about
other career opportunities:**

usacs.com/careers

To browse all our locations:

usacs.com/locations



Call 844-863-6797

Email careers@usacs.com

Visit www.usacs.com