

A background image of a hospital hallway with two medical professionals, a man in a dark polo shirt and a woman in a white lab coat, walking and talking. The image is faded and has a light blue tint.

OWN YOUR JOB SEARCH

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

A decorative graphic in the bottom right corner consisting of a network of grey dots connected by thin lines, resembling a molecular or data network structure.



TAKE OWNERSHIP OF YOUR FUTURE.



WHY USACS?

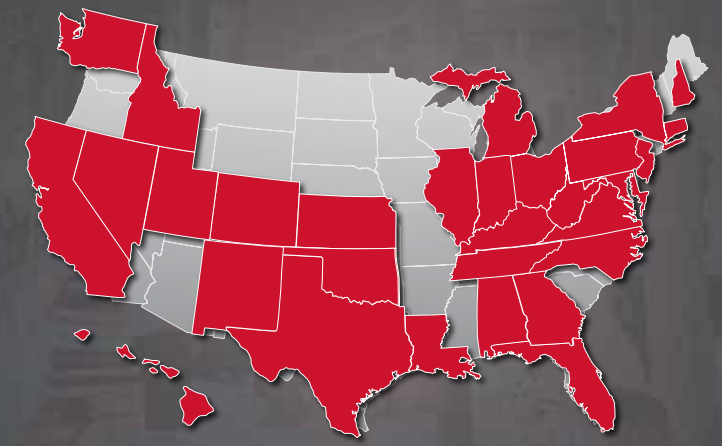
WHAT MAKES US DIFFERENT

USACS is the national leader in physician-owned hospitalist, critical care, emergency medicine, 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!

George Mitri, MD, FACP, SFHM

INDIVIDUAL PRIORITIES NEED IDENTIFIED FIRST!

- Location... put the dot on the map
- Group model (ownership, independent contractor, employee, etc.)
- Location flexibility
- Hours per month
- Shift length
- Number of patient encounters
- Group stability

MEDICAL MALPRACTICE

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

HEALTH INSURANCE

- When do I enter the program?
- Who does it cover?
- What is the monthly cost to me?

CME

- Is there an expense account for CME and/or business related expenses? What is annual amount?
- What are typical items allowed?

STAFFING

- How many hours/month 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?

RETIREMENT PROGRAM

- How much does the group fund?
- When does funding start?
- Who directs the investments?
- Is there a vesting period?
- Is the fund portable if I leave?
- Is there a supplemental program for each individual?

CONTRACTS

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

COMPENSATION

- Group model: physician ownership, independent contractor, hospital employee, privately-owned staffing company?
- Total compensation and benefits package?
- Except hourly cash, what else is in my total compensation package?
- What is the average salary for new and senior physicians?
- Is there a productivity or incentive compensation model? - If so, how does it work and when am I included?

WORK ENVIRONMENT

- Documentation: What EMR? With Dragon? With scribes?
- Open ICU vs. closed?
- Are there students, APPs, residents?
- Procedures or codes on floor?
- Committee requirements?
- On-call duties?

HOSPITAL CONTRACT

- When was the hospital contract renewed, and when does it come up again?
- How long has the group been there?

INTERVIEW PROCESS

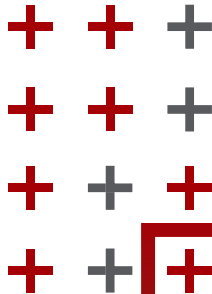
- Does the group pay for my spouse/significant other and me? (Flight? Rental car? Hotel?)
- Who do I interview with?
- Do I get to meet hospital leadership?
- Community tour arranged?

EDUCATION/CAREER ADVANCEMENT

- Opportunities/requirements for ongoing education?
- Is there any patient experience, clinical efficiency, or leadership training?
- What can I do in the group? (clinical governance board, developmental programs, leadership training, group assemblies, etc.)

OWNERSHIP

- Who owns the group?
- When is ownership offered?
- Is ownership guaranteed?
 - If not, what percent become partners, and how is it determined?
- What is the cost of buy-in?
 - What do I get for the money?
- What is the value of my share of ownership?
- What's the 5 & 10-year plan for the company?



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