

OWN YOUR **FUTURE**

JOIN THE **USACS** FAMILY



US Acute Care
Solutions

WHY USACS?



We're growing rapidly with like-minded partners.

- 5,000+ acute care clinicians
- More than 500 programs in 30 states
- Over 9 million annual patient visits
- 17 residency programs with over 500 residents

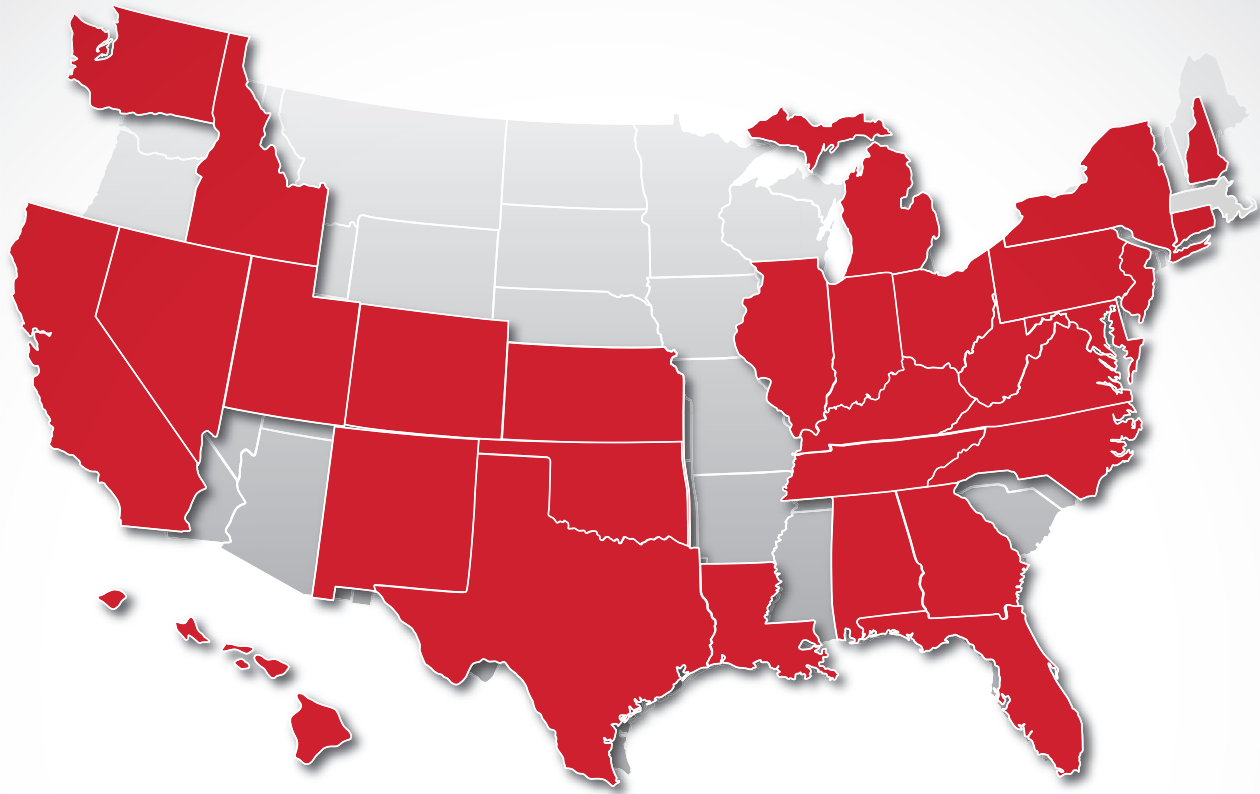


WE'RE STRONGER TOGETHER

Widespread consolidation often pits health insurers on one side and hospitals/health systems on the other. This leaves physicians with an important choice to make: **what kind of practice environment will allow them the ability to grow a satisfying career not just for today, but well into the future?**

At US Acute Care Solutions (USACS), we've built a national group of passionate clinicians all dedicated to the idea that physician ownership provides the best model for exceptional patient care and strong hospital partnerships. While other groups have chosen to operate as publicly traded companies, or as private firms owned by just a handful of private investors, USACS was founded by like-minded groups throughout the country all dedicated to building a sustainable model of physician ownership for the long term.

This model has proven that we are **stronger together**. USACS has united best practices from physician-owned groups throughout the country to form a truly exceptional acute care group. We don't aim to be the biggest, we aim to be the best.



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 of the Board

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.

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.

AT THE BEDSIDE AND IN LIFE — WE STICK TOGETHER.

Our **benefits package** leads the industry, but not only because of the dollars and cents. At US Acute Care Solutions, the combination of a **competitive benefits package** and a **supportive culture** provides you with unbeatable career opportunities. In our **fast-growing, physician-owned group**, you will have an unparalleled path for leadership roles and to grow as a clinician, supporting our common goal of improving patient outcomes throughout the country.

MEDICAL MALPRACTICE SUPPORT

US Acute Care Solutions has used its national scale and bargaining power to provide its physicians with incredible medical malpractice support. 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.

WE HAVE YOUR BACK

Our medical malpractice insurance provides seamless coverage and our Litigation Stress Support Team is legendary. No one in our organization has to face a lawsuit alone. We do it together.



10%

COMPANY-FUNDED 401(K) PLAN.

Take whatever your cash pay is and add 10%. That's what USACS contributes to your retirement on your behalf, within IRS limits, and oh, a glorious retirement it will be.

UP TO
\$8,000*

TAX FREE CME/ BEA* 1ST YEAR.

Receive \$4,000* annually after your first year. We all have a stake in your development as a clinician, so CME and BEA* are on us. We're dedicated to continual improvement as clinicians, so we hope you are, too.

AS LOW AS
2.99%

5-YEAR FIXED STUDENT LOAN REFINANCING.

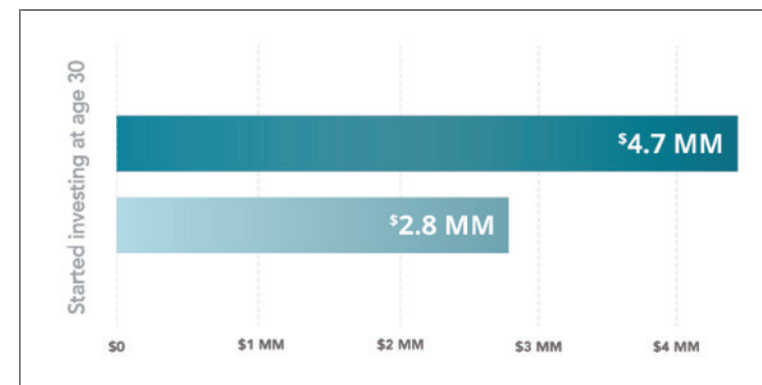
You may get a signing bonus with some groups or sites, but we know even that won't cover it. That's why we're committed to helping you pay off student loans as quickly and cheaply as possible.

100%

PAID PARENTAL LEAVE FOR ALL NEW PARENTS

Our groundbreaking parental leave policy gives birth mothers up to 8 weeks of paid time off at 100% of their pay, plus another 4 weeks at 50%. Even fathers, partners, spouses, and adoptive or surrogate parents get paid time off too.

YOUR RETIREMENT ASSETS



USACS Physician based on both USACS contribution of \$30,500 and personal contribution of \$20,500 per year†

USACS Physician based only on USACS contribution of \$30,500 per year†

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
- The best medical malpractice including tail
- Short- and long-term disability (own occupation)
- Comprehensive medical, dental, vision and Rx coverage
- Leadership and clinical training opportunities unique to USACS
- Location flexibility and career stability of a national group

* All benefits are reviewed annually and changes may apply.

† At estimated 6.5% return

THE PERKS



I am so proud to work for a company 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 | Associate Medical Director, USACS South

100% PAID PARENTAL LEAVE

US Acute Care Solutions thrives not just because being a physician-owned group leads to better patient care, but also because its policies reflect the wants and needs of its people. We are committed to making USACS the destination employer of choice for both clinicians and their families. Our groundbreaking paid parental leave policy is just one aspect of how we are doing that. When a clinician in our group is having a child, the rest of us rally around to ensure they receive the time they need to pursue their dream of family, and the financial support they need to continue excelling their careers. 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.

FATHER, PARTNER OR SPOUSE (Non-Primary Parent):

2 weeks Parental Leave paid at 100%



ADOPTIVE OR SURROGATE PARENT (Primary Parent):

2 weeks Parental Leave paid at 100%

+ 4 weeks Primary Care Giver Leave paid at 50%*



BIRTH MOTHER:

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

+ 4 weeks Primary Care Giver Leave paid at 50%*



PLUS flexible clinical self-scheduling for 3 month post leave for all.

*Based on 12 months average salary.



STUDENT LOAN REFINANCING*

Collectively, Americans owe more than \$1.4 trillion in student loan debt, while the typical medical student leaves school with over \$230,000 in student loans. As a physician-owned group, we've literally all been there. That's why we 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 – as soon as you sign with us. 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

US Acute Care Solutions supports the reserve & guard military with a 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 at [USACS.com/military](https://usacs.com/military)





LEADERSHIP & CLINICAL TRAINING

At US Acute Care Solutions, we believe if you stop learning, you stop leading. As owners, we're empowered to make education a top priority, and our state-of-the-art, 17,800 square-foot education center houses intense training and clinical education courses all year long.



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 | System Medical Director in Baltimore, Maryland

CONTINUING EDUCATION (CEME)

To further our commitment to Continuing Medical Education, US Acute Care Solutions created the Center for Emergency Medical Education (CEME), a standalone organization that offers 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. To learn more about courses offered, visit [CEME.org](https://www.ceme.org)

USACS ASSEMBLIES

Held in cities throughout the country, USACS Assemblies are open to every clinician in our group. These multi-day events are critical for uniting our company around best practices and ensuring common vision and goals. They include leadership meetings, updates on the business side of medicine and our progress as a company, as well as clinical education from our outstanding educators. USACS Assemblies are also an opportunity to interact with leadership and provide site-specific feedback on how we can improve as a company. Assemblies are also an occasion to socialize with your colleagues, and see up close the fabric of our legendary culture. Learn more at [USACS.com/assembly](https://www.usacs.com/assembly)

ORIENTATION

The USACS Orientation brings all newly hired physicians together for an in-depth introduction to the USACS Medical Group. New USACS physicians nationwide gather for the two-day orientation at various locations across the country. You meet and build relationships with other new hires along with the founders and leaders of the organization. The materials presented range from employment basics to improved performance and risk management. The program's real power is the relationships formed by bringing everyone together to learn, connect, and socialize as ONE USACS. Learn more at [USACS.com/orientation](https://www.usacs.com/orientation)



Pictured Above: USACS recent graduating scholars class

SCHOLARS PROGRAM FOR PHYSICIANS

Good leadership is critical for success. The USACS Scholars Program is a course spread over one year that is designed to equip and empower our future leaders. Participants will enjoy unparalleled access to all of 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 in USACS. Learn more at [USACS.com/scholars](https://usacs.com/scholars)

PROVIDER ENGAGEMENT & PATIENT EXPERIENCE ACADEMY

In 2006, 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. Feedback is provided to the physician by skilled professionals. Voice control, mannerisms, cadence, eye contact, and other subtle details are examined and enhanced 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 at [USACS.com/exa](https://usacs.com/exa)

NATIONAL CLINICAL GOVERNANCE BOARD

As a company made up of founding 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 get 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 National Clinical Governance Board 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.

EFFICIENCY ACADEMY

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 satisfaction with shift satisfaction. Learn more at [USACS.com/efficiency](https://usacs.com/efficiency)



The USACS Assemblies are a great 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, SPHM | Chief of Integrated Acute Care

TAKE OWNERSHIP OF YOUR FUTURE.

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 ownership and control over your own career, now and into the future.**

FIND OUT IF WE'RE A GOOD FIT

Call for an informative discussion and to answer any questions. Or you can visit our website to see what other clinicians have to say about us. Don't forget to check our career openings and hospital locations. You owe it to yourself to look into the best physician-owned and led company in the country.

Contact Our Recruiting Team

- 📞 Call 844-863-6797
- ✉ Email careers@usacs.com
- 🌐 Visit [USACS.com](https://www.usacs.com)



For more information about
other career opportunities:

usacs.com/careers

To browse all our locations:

usacs.com/locations

