



# OWN YOUR FUTURE

BECOME PART OF OUR USACS FAMILY

# WHY USACS?

We are growing rapidly with like-minded partners.

- 3,000+ acute care clinicians
- More than 220 sites in 20 states
- Over 6 million annual patient visits
- 8 residency programs with over 250 residents

**Pictured Above:** Joan Kolodzik MD treating a young patient at Mercy Memorial Hospital

**Pictured Far Right:** Almer Aldeen MD and Jen Hickely MD at a clinical retreat in Tampa, FL.



## STRONGER TOGETHER

Widespread consolidation of health insurers on the one side and hospitals and health systems on the other 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 today, but well into the future?

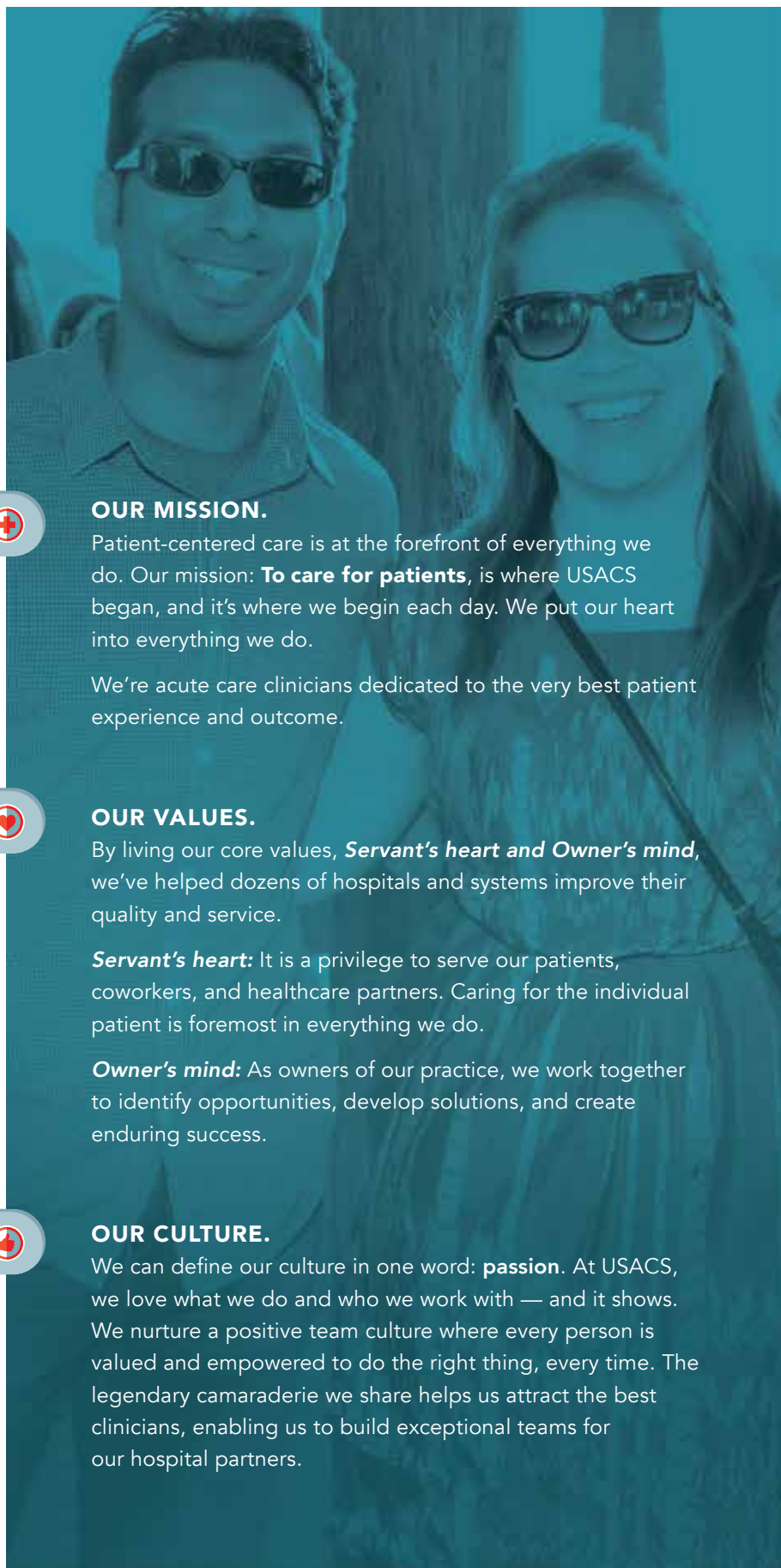
At US Acute Care Solutions, we've built a national group of passionate clinicians all dedicated to the idea that physician ownership provides the best model for exceptional patient care and strong hospital partnerships. While other groups have chosen to operate as publicly traded companies, or as private 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 through-out 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

Joining USACS means joining a group with national reach and scale, and 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.



# PROVIDER BENEFITS

In the hospital 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 competitive benefits package combines with a supportive culture to bring you unbeatable career opportunities. As a fast-growing, physician-owned group, you will have an unparalleled opportunity 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 has 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.

**Pictured Above:** Merci Madar MD and Celia Aguilar MD talking to a potential new hire at a national conference.

# 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.

# 2.99%

## 5-YEAR FIXED STUDENT LOAN REFINANCING.

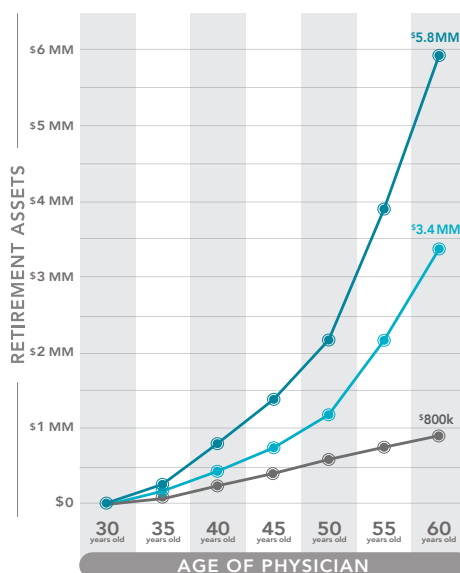
You may get a signing bonus with some groups or sites, but we know even that won't cover it. That's why we're committed to helping you pay off student loans as quickly and cheaply as possible.

# 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 a USACS contribution of \$28,000 and a personal contribution of \$19,000 per year at an estimated 8% return
- **USACS Physician** based only on a USACS contribution of \$28,000 per year at an estimated 8% return
- **AMA Most Recent Report** on Physician's Financial Preparedness reveals the average physician's retirement amount

## 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



# THE PERKS

## 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 \$100,000 in interest payments, or more. 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	RATE
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.

**Pictured Above:** A group of young doctors celebrating at the ACEP party.

**Pictured Far Right:** Lydia Edokpayi-Aluyi MD FACEP, Mark Slabinski MD, FACEP, FAAEM, and Arunabha Nandi MD FACEP.

Celia Aguilar MD holding a young patient.

## 100% PAID MILITARY LEAVE

US Acute Care Solutions supports 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)

## 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.



**“I am so excited about the parental leave policy, and I am so proud of this company for dedicating the time, the money, the resources, and all the effort they put behind this to make it a reality.”**

Orlee Panitch MD, Chief Administrative Officer USACS East

### 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.



# START PREPARED

**“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 - Chairman of the ED  
Meritus Medical Center in Hagerstown Maryland

**Pictured Above:** Joan Kolodzik, MD leading multiple residents and clinicians at the hands-on skills lab

**Pictured Far Right:** USACS Assembly at our Canton, OH headquarters



## **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.

## **ORIENTATION**

The USACS Orientation brings all newly hired physicians together for an in-depth introduction to the USACS Medical Group. New USACS physicians from across the country 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 real power of the program is the relationships that are formed by bringing everyone together to learn, connect and socialize as ONE USACS. Learn more at [USACS.com/orientation](https://www.usacs.com/orientation)

## **USACS ASSEMBLIES**

Held in cities throughout the country, USACS Assemblies are open to every clinician in our group. These multi-day events are a critical part of uniting our company around best practices and ensuring common





The USACS Assemblies are a great opportunity to both contribute feedback on what's working, and ensure best practices for the entire group get filtered throughout our sites and regions.

Michael Cetta MD, Chief of Integrated Acute Care



goals and a common vision. 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. They are also simply an occasion to socialize with your colleagues, and see up close the fabric of our legendary culture. Learn more at [USACS.com/assembly](https://usacs.com/assembly)

### **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://ceme.org)

## EFFICIENCY ACADEMY

USACS Efficiency Academy aims to teach the skill of efficiency to acute care physicians. The course focuses on methods to improve a physician's clinical workflow, helping them to 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 their shift. Learn more at [USACS.com/efficiency](https://USACS.com/efficiency)

## PROVIDER ENGAGEMENT AND 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)

## SCHOLARS PROGRAM FOR PHYSICIANS

Leadership is critical for a department's 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)



## 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 the establishment and dissemination of evidence-based clinical guidelines, monitoring and assessment of clinical outcomes, and the development of programs to improve the patient experience. Together, we can have a national impact on improving the quality of care throughout the country.

**Pictured Above:** Large group enjoying a leadership convention in Tampa, FL. Victoria Selley MD and associate chat during a shift.

**Pictured Far Right:** The USACS team at the ACEP convention in Washington, DC.



# READY TO JOIN US?

Take ownership over 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 ARE 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 Darrin Grella**  
Vice President of Recruiting

- Call 844-863-6797
- Email [careers@usacs.com](mailto:careers@usacs.com)
- Visit [USACS.com](http://USACS.com)



For more information about other career opportunities, visit [usacs.com/locations](https://usacs.com/locations)



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