

# BENEFITS AT-A-GLANCE

As an organization, we provide employees with the resources, tools, and support to serve our patients and customers in the best way possible.

## BENEFITS PACKAGE

Providing a comprehensive benefits package is paramount as we take care of our communities and foster an environment of support for one another.

- Medical, dental, vision and prescription coverage.
- Life and AD&D Coverage equivalent to your annual base pay rate (max \$300k) is provided at no cost, with the option to purchase additional coverage.
- Short Term Disability, Long Term Disability, and other supplemental plans are available to employees.
- Flexible financial benefits help employees save for retirement or contribute to tax-free savings accounts like FSAs and HSAs.
- Benefits such as paid holidays and vacation help us keep a healthy work-life balance.

## 401(K)

As a USPI employee, you are eligible to participate in our 401(k) plan and access retirement planning and tools and resources available through Fidelity.

- You can contribute from 1% to 75% of your pre-tax and/or post-tax (Roth contributions) salary to the Plan up to the IRS maximum.
- USPI provides a discretionary annual match with a four-year vesting schedule.
- Original hire date is retained for vesting purposes in the 401k match.



### CORPORATE OFFICE

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### MEDIA RELATIONS

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### DEVELOPMENT

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# WELCOME TO USPI

## OUR MISSION

We care for every patient and their family as if they were our own.

Each patient, each family, each and every time.

## OUR VALUES

Our mission aligns with that of our parent company Tenet Healthcare, a diversified healthcare system (NYSE: THC). We share the same core values which define who we are and what we stand for:

- Compassion and respect for others and each other, supporting our communities and advocating for our patients
- Acting with integrity and the highest ethical standards – always
- Results delivered through accountability and transparency
- Embracing inclusiveness for all people in our workplace and in the communities we serve

## OUR CULTURE

We believe we are stronger when we are more diverse, in terms of our backgrounds, skillsets and experiences.

Our Diversity Council represents USPI and the other business units of Tenet Healthcare, our parent company. The Council supports overall diversity and inclusion efforts across the enterprise. Areas of focus include recruiting, talent development, new hire mentoring, employee resource groups (ERGs), community partnerships and training and education.

## ABOUT USPI

National in scope, local at heart.

We differentiate ourselves by providing a top-notch patient experience, tailored to the unique elements of each community we serve. Our reputation as a trusted partner to our physicians and hospital systems sets us apart.



465+  
Ambulatory  
surgery centers



~6,000  
Physician  
Partners



50+  
Health system  
partners



30+  
States  
across the U.S.



20,000+  
Dedicated  
team members

## OUR HISTORY

USPI is the largest ambulatory surgery platform in the country. With a rich history dating back to 1998, we were founded with a promise to deliver high-quality, lower-cost solutions for our communities.

We have a partnership culture that enables us to form collaborations with like-minded institutions and physicians.

