

November

20

Corporate Sustainability Report

15

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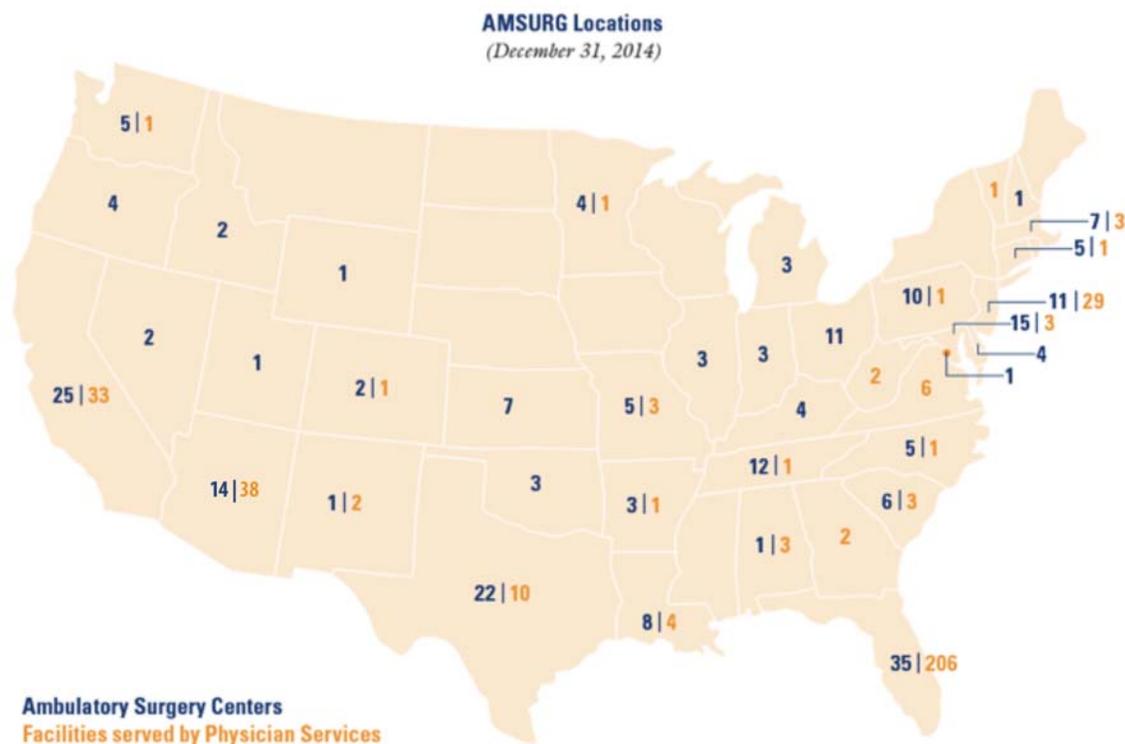


COMPANY OVERVIEW

Since its emergence as a public company in 1997, AMSURG has striven to provide a healthy work-life balance for its employees and contribute to sustainable, vibrant communities while growing an innovative healthcare company.

In 2014, AMSURG extended its collaborative, physician-centric approach from ambulatory surgery center management to include hospital-based physician services through the acquisition of Sheridan Healthcare.

Today, AMSURG's Ambulatory Services Division (operating under the AMSURG brand) acquires, develops and operates ambulatory surgery centers in partnership with physicians and health systems throughout the U.S. AMSURG's Physician Services Division (operating under the Sheridan Healthcare brand), provides outsourced physician services to hospitals, ASCs and other healthcare facilities throughout the United States, primarily in the areas of anesthesiology, children's services, emergency medicine and radiology. Through these businesses as of September 30, 2015, AMSURG owned and operated 253 ASCs in 34 states and provided physician services to more than 360 healthcare facilities in 27 states. AMSURG has partnerships with, or employs, more than 5,000 physicians in 38 states and the District of Columbia.



Combined, AMSURG and Sheridan create a powerhouse in healthcare that combines a strong national presence, leading market positions in multiple service lines and extensive local market expertise.

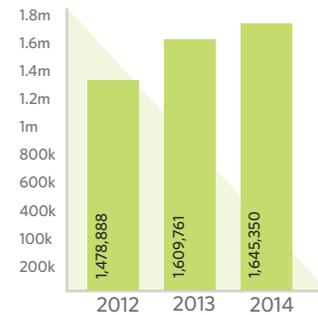
Governance

AMSURG recognizes the importance of experienced, stable leadership to its investor community and all stakeholders. The Board of Directors is committed to providing continued insight and clarity into the governance process. As part of this commitment, the Directors follow clear corporate governance guidelines intended to clearly communicate the method used to execute their responsibilities as it supports our ongoing operation and growth. The Board is comprised of experienced healthcare and business leaders who focus particular attention on compliance with financial and regulatory standards. The Directors and all employees conform to a formal code of conduct (the Code).

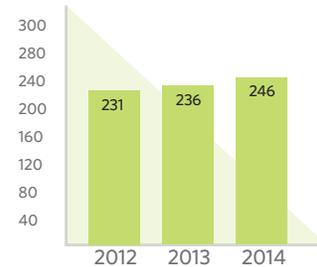
Compliance

AMSURG has an established compliance program that is intended to ensure the effectiveness of policies and systems designed to prevent and detect violations of the Code, or any other applicable laws, policies or regulations. Employees are instilled with a duty to act. Awareness of behavior that is inconsistent with the Code is expected to be reported to a supervisor, a member of the compliance staff or to the Compliance Hotline (877-802-8484). Failure to act when an individual is aware of a situation that is inconsistent with expected behavior can result in disciplinary action. AMSURG prohibits retaliation against someone who raises a concern about a possible violation. If retaliation occurs, it can result in penalties, up to and including termination. Annual Ethics and Compliance training ensures all employees comprehend the standards set forth in the Code.

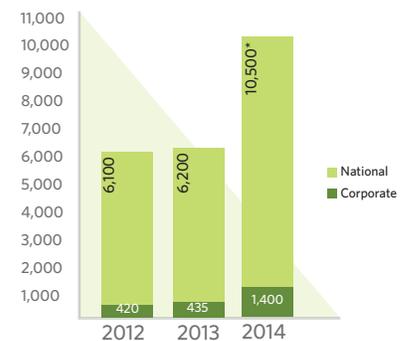
Procedures



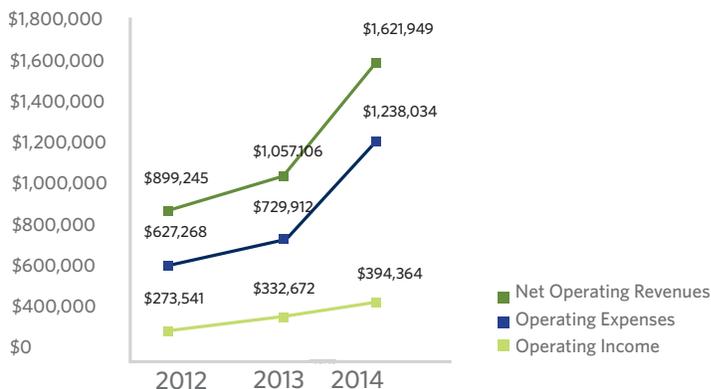
Continuing centers in operation at end of the year



Number of Employees



Financial Summary (\$ Thousands)



Source: AMSURG Securities and Exchange Commission annual form 10-K filed on February 27, 2015

*Includes combined employees of AMSURG and Sheridan Healthcare.



OUR PEOPLE

AMSURG's focus on building a sustainable culture includes mindfulness of our environmental impact and the total well-being of our employees and patients.

PATIENTS

We recognize that our patients are our reason for being. Their safety and positive experiences are vital to the continued success of our surgery centers, physicians and employees. We continually strive to improve our performance both in clinical outcomes and the overall experience of our patients.

Our centers, practices and physicians strive for the highest levels of quality. All of our ambulatory surgery centers are accredited by the Accreditation Association for Ambulatory Health Care (AAAHC). Our Physician Services Division has been certified by the National Committee for Quality Assurance (NCQA) since 2005. Our clients and patients benefit from our certification as a Physician Organization for credentialing and re-credentialing through the accelerated enrollment of our providers in third-party payer programs, which ultimately provides patients with more choice.

All of our practices and surgery centers participate in patient satisfaction surveys. These surveys are managed by a third party and provide regular feedback to facilities and physicians about the quality of the patient experience. Organizationally, these surveys are used to identify both best practices and areas of deficiency. These reports are made available to surgery centers and practices through tools that can be used to plan and execute improvement strategies.

We are taking a leadership role in the transition to a healthcare environment where improving availability and access to quality measurements increasingly drives improving patient outcomes. Our radiology platform, Radisphere—acquired in early 2015—is a pioneer in defining quality for its specialty. Most of the metrics Radisphere defined and began self-reporting are the recognized metrics used today by other radiology practices seeking to define, measure and improve quality performance.

With a similar goal, AMSURG's Ambulatory Services Division joined other industry leaders to found the ASC Quality Collaboration (ASCQC), an organization that works to define healthcare and quality metrics for the ASC industry.



We have also developed process improvement disciplines to address specific areas in the clinical and service experiences of patients, which is expected to improve satisfaction. Kaizenology™ is our internal brand for applying LEAN process improvement methodologies to clinical practices and the patient experience. As an important part of our vision and culture, we have dedicated a department to focus solely on this effort. Kaizenology™ is offered as a value added service to our client hospitals and our ASCs. Defining characteristics of the approach are:

- Physician-led teams
- Expert facilitator assistance
- Executive champion support
- Strategic alignment
- Staff engagement and satisfaction
- Superior results

Kaizenology™ efforts have been validated as methods to improve patient safety, quality of care and patient satisfaction in real world patient care settings.

Training and ongoing education are critical to ensuring competency and the delivery of safe care. An extensive orientation process is conducted for all new center employees, and education and competency verification are conducted annually. Education is tailored to the appropriate audience using online learning, webinars, or face-to-face meetings, as new policies and procedures or regulations and standards are implemented.



EMPLOYEES

AMSURG seeks to be the employer of choice in every market it operates by nurturing a highly engaged employee population surrounded by a culture focused on personal and professional growth.

AMSURG is committed to providing a work environment free of discrimination. It is the policy of AMSURG that all applicants and employees are entitled to equal employment opportunity without regard to race, color, creed, ancestry, religion, gender, age, national origin, disability, pregnancy or related medical condition, veteran status, genetic information, or other protected characteristics as required by local, state and federal law. AMSURG does not, and will not, permit any of its employees to engage in discriminatory practices.



CULTURE

While there are variations in how the operating divisions of AMSURG describe their employee values and culture, they share common themes. AMSURG employees in both divisions strive for excellence through collaboration in an atmosphere of respect and trust.

Both divisions also support employee-driven committees that seek to provide opportunities to foster employee unity, pride and fun through activities, events and participation in charitable endeavors. AMSURG also provides wellness opportunities throughout the year, including: mammography screenings, biometrics screening, "Lunch and Learns," weight management programs, flu clinics and blood drives.



TRAINING & EDUCATION

Corporate employees also benefit from ongoing training and education that emphasizes engagement, empowerment, productivity and expertise. As with our clinical staff, an extensive orientation process is conducted for the benefit of all employees along with annual compliance training.

Opportunities for instructor-led training are offered throughout the year, covering topics from management skill development (e.g., interviewing techniques, managing difficult conversations, etc.) to software training (e.g., Excel training, building effective PowerPoint presentations, etc.) In addition, employees have access to online training tools with hundreds of modules covering a wide variety of topics.

AMSURG has also instituted a “coaching culture” with the goal of improving our employee engagement and building effective leaders throughout the organization.

Annually, AMSURG hosts three national conferences to develop its team. The Ambulatory Services Division hosts a three-day Billers’ conference with more than 250 participants each spring and a three-day Center Leadership conference with more than 370 participants each fall. The Physician Services Division hosts a two-day Physician Leadership event in the fall with more than 500 participants. These conferences feature general sessions with national leaders in healthcare, who provide guidance, education and vision to each audience. In addition, each conference features breakout sessions that provide focused learning in best practices, new technologies and basic education.



BENEFITS

Benefits are a large component of AMSURG's commitment to its employees. We recognize that our benefits package is a key contributor to our position as an employer of choice and our ability to retain high-performing employees.

All employees of AMSURG are offered a comprehensive compensation and benefits package that includes:

- Competitive Compensation Package
- Medical/Rx Insurance
- Vision Insurance
- Dental Insurance
- Flexible Spending Account
- Health Savings Account
- Basic Life/AD&D Insurance
- Supplemental Life Insurance
- Voluntary Insurance Products
- 401(k) Retirement Plan



COMMUNITY

AMSURG recognizes the importance of providing stable, healthy work environments in our communities. We strive to be engaged and invested participants in the places we live and work.

COMMUNITY ENGAGEMENT

Each AMSURG center takes into account how it will affect local communities. All of our facilities seek to use locally sourced goods and materials when practical. In addition, centers are encouraged to take an active role in their community by participating in charitable events.

These events range from offering free screening opportunities for the uninsured to participating in awareness and fundraising initiatives that support charities and causes important to their community. Examples include: the Greater Chattanooga Rump Run, Dayton's Crohn's and Colitis Foundation of America events, free consultations for referral patients in some centers, and Raleigh's "Get Your Rear In Gear" fun run. Our surgery centers alone contributed more than \$100,000 to local charities in 2014.



CORPORATE GIVING

As a corporate entity, AMSURG gave more than \$1.2 million to various charitable organizations in 2014.

The Employee Activities Team (EAT) plans and facilitates employee engagement through a variety of opportunities that promote the general welfare of employees and the community as a whole. Activities are generally designed to promote socially satisfying and fun events that encourage employees to meet and include others, engage in new endeavors, or aid in a worthy cause.

One of the strongest parts of AMSURG's culture is the employees' willingness to give and support their community. During 2014, AMSURG employees personally contributed more than \$34,000 through various corporate-organized events and activities.

During 2014, charities supported by AMSURG included:

- ACES/SEE Island Meeting
- All About Women
- ALS Association
- CABLE
- COA Research Foundation
- Colon Cancer Coalition
- Faith Family Medical Center
- Habitat for Humanity - Women Building
- Kiawah Eye Sponsorship
- Susan G. Komen
- Make-A-Wish Foundation
- Nashville Area Chamber of Commerce (Partnership 2008 - 2010)
- Nashville Capital Network
- Nashville Humane Association
- Nashville Predators Foundation
- Nashville Public Radio (WPLN)
- Nashville Rescue Mission
- National MS Society
- Ronald McDonald House of Fort Lauderdale
- Salvation Army (Angel Tree)
- Second Harvest Food Bank
- St. Jude Children Research Hospital
- The Conservancy for the Parthenon and Centennial Park
- United Cerebral Palsy, Inc.
- United Way of Broward County
- Wounded Warrior Project
- YWCA



ADVOCACY

AMSURG participates in political advocacy at the federal, state and local levels using internal and external resources with the goal of impacting legislation and issues that will affect our business at the corporate, center or practice level. A major focus of these efforts is educating key government officials and legislators about the impact that certain initiatives or legislation would have on the healthcare industry. Many contributions are funded through our Political Action Committee, the AMSURG Corp. Good Government Fund, which is primarily funded by upper-level management and physician partners.





ENVIRONMENT

We recognize our responsibility to positively impact our environment—through reducing our impact on landfills, protecting water supplies and conserving energy.

At AMSURG, we are also committed to reducing our carbon footprint. Our commitment is reflected in the design and development of our new corporate headquarters and our commitment to recycling and movement toward a “paperless office.”

Our efforts not only positively impact our environment, but also employee engagement and health as well as our business operations.

CORPORATE HEADQUARTERS

In 2014, we began the construction of our new corporate and Ambulatory Services Division headquarters in Nashville, TN. We moved into our Gold Certified LEED building in early 2015. As a LEED-certified building, AMSURG follows all applicable environmental regulations related to design and operations.

- During construction of our new building, 78 percent of the construction debris was diverted from the landfill. Diverting this waste provided reusable materials for other construction purposes, reducing the need for valuable raw materials and conserving landfill space.
- Construction material and interior finish selection was an important part of defining the material impact of this project. As a result of our proactive, environmentally-conscious sourcing strategy, 31 percent of all construction materials (by material cost) contained recycled content, including drywall, ceiling tile and carpet; and 62 percent of all construction materials (by material cost) were manufactured within 500 miles of the project site, with 12 percent of raw materials also extracted within 500 miles. Carpet, drywall and the majority of the furniture are all examples of contributing materials sourced regionally, lessening the transportation impact on the environment and benefiting the regional economy.
- Low-Emitting Materials— which generate fewer VOCs (Volatile Organic Compounds)—help maintain a healthy indoor environment by having no or low off-gassing rates that impact indoor air quality. Adhesives, sealants, paints, floor finishes, wood products and furniture were selected to meet applicable reference standards to limit their VOC content.
- Low-flow and low-flush plumbing fixtures are installed in all the restrooms and break areas. Occupants and visitors will not distinguish that these flow and flush rates are lower as the functional performance of the fixtures is maintained. These fixtures provide water savings of 38 percent or save an estimated 200,000+ gallons of potable water every year. That 200,000 gallons is about one third of an Olympic-sized swimming pool. Saving potable water also reduces operating costs.



- Designating the immediate areas around the building as “no smoking” also improves the indoor environmental comfort as second-hand smoke is less likely to enter the building. Task lighting is provided in work areas to enhance the visual comfort of the employees and allow for overhead lighting to be reduced in some areas to save energy.
- Energy-efficient, predominantly LED light fixtures are installed in the new building. As compared to an office built to minimum code, AMSURG is estimated to save more than 40 percent on its lighting energy costs.
- All installed appliances contribute to energy savings, per their “efficient” ratings by Energy Star.
- An on-site third party verifies that the systems are operational, that our staff is trained to operate the building and that the owner’s manuals provide detailed system data for successful operation of the building.
- The cafeteria and marketplace feature the use of biodegradable plates and plastic ware. We also eliminated the use of Styrofoam cups and only use ceramic mugs. Water bottle fillers have been placed throughout the building in order to reduce the amount of plastic used through the consumption of bottled water.
- The underground parking garages feature EV (electric vehicle) chargers. Supporting electric cars reduces the amount of energy consumption generated by our workforce and supports employees who own these vehicles.
- In addition, when AMSURG relocates its Physician Services Division Headquarters from its current location in Sunrise, Florida to nearby Plantation, Florida, the new headquarters facility will incorporate many of the environmental impact and work environment standards used in the Nashville location.



ASC OPERATIONS

AMSURG's commitment to positively impacting the environment extends to our ASCs, which generate a smaller carbon footprint compared to other providers who rely on much larger spaces to perform the same procedures. When we acquire a new center, we also reuse as many materials as we can from the previous owners. This is an effort to reduce the amount of energy consumed in the demolition and rebuild process.

AMSURG researches each center to see how it can improve its efficiency. During this process, correlating the correct amount of water/energy usage with the size of the center is a major priority. This analysis allows us to reduce the amount of water and energy we use at each center to optimal levels.

ASCs contract with companies like Stericycle to dispose of medical waste. Stericycle prides itself on sustainable efforts to safeguard the environment by disposing of waste safely and correctly.



KEY INITIATIVES

To reduce the use of paper, save trees, save time, lower emissions and decrease our use of energy, AMSURG has implemented the following key initiatives:

- CashTrax, an automated check register, has nearly eliminated data entry for bank deposits that occur on behalf of our centers. Through several upgrades, we expect continued cost-saving measures and efficiency benefits for our centers individually, and AMSURG as a whole.
- Created by our IT Department, Revenue Center Management (RCM) links directly to the reports from a center's scheduling and billing system and pulls the previous month's revenue information into our required format. Upon approval, a file is loaded into our accounting software and prepares and posts all required journal entries. This process has reduced the time staff accountants spend formatting files, printing statements and entering journal entries. Overall, this system has eliminated the printing of more than 15,000 pages of financial reports each month.
- Our online document system stores mailed, emailed or faxed invoices that have been received from vendors associated with the centers. The system eliminates the manual data entry of invoices from the center and corporate staff. This new process saves time, provides an invoice database and audit trail, and eliminates the need to purchase, store and print paper.
- Our SNAP (Supplier Network Automated Procurement) system is used by the centers to order merchandise from popular vendors. This system features automated invoice approval, and eliminates the need for phone orders for center employees as well as data re-entry steps for accountants while reducing paper usage.

- Within the accounting department, there are several methods of issuing payments to vendors, facilities and partners, many of which save paper and eliminate waste. These processes have also been overhauled, moving from relying on manual payments to providing our centers with multiple automated payment options to choose from, including:
 - Automated Clearing House (ACH) process transition - Vendors provide their ACH deposit information so payments can be directly deposited into their chosen financial institution's account.
 - P-Card Implementation - Allows for quicker payments and eliminates the printing and mailing of checks while providing faster payments to vendors. As a result, vendors provide a financial incentive to our centers.
 - Payment Network - Simplified process that eliminates in-house check printing, physician check signers and related mailing process. A file is sent via a secure link to the bank, and in turn, checks are processed and mailed by the bank within 48 hours.
 - Remote Deposit Scanning - Eliminates a daily trip to the bank, as all checks are scanned on-site at the surgery center. Program functions allow for historical tracking of previous bank deposits at the press of a button.

These process improvements and the adoption of automation has minimized manual transfers and manual checks, which historically require more time, operating expenses and natural resources. The accounting department spent a significant amount of time evaluating, analyzing and revamping this manual process to ensure that the most efficient alternatives are available. The department is also in the process of scanning and storing its annual financial work papers as e-documents. These process improvements reduce the amount of paper used by the department and have a positive impact on the environment.



CONCLUSION

We recognize the importance of enhancing the quality of life in the communities where we operate. We have made tangible progress and driven innovation in sustainable activities ranging from employee community engagement to energy efficiency in building design. The 2015 Sustainability Report is an initial step in AMSURG's journey toward continuous improvement in sustainable activities.