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FROM THE CHIEF PEOPLE OFFICER



Spring has a way of reminding us that renewal is part of God's design. After seasons of hard work, long days, and steady perseverance, the signs of new life begin to appear all around us, with longer days, fresh growth, and a renewed sense of possibility. In many ways, the work we do at SAC Health mirrors that same rhythm.

Each day, through compassionate care and humble service, we help bring healing, hope, and wholeness to the communities we serve.

As we move into this new season, the People Success team is also refreshing the Vitals newsletter. Our goal is simple: to make it more engaging, more connected to our culture, and more reflective of the incredible people who make SAC Health such a special place to serve. You can expect a slightly lighter, more personal tone, while still keeping our focus on the mission, values, and faith that guide our work.

Spring is also a natural moment to pause and reflect on growth. Growth in our teams. Growth in our skills. Growth in the ways we care for one another and the patients entrusted to us. Just as the season reminds us that new things are always possible, it also reminds us that meaningful growth often happens quietly and steadily, one faithful step at a time.

Thank you for the work you do each day to live out SAC Health's mission. My prayer is that this season brings you renewed energy, encouragement, and a continued sense of purpose as we serve together.

A handwritten signature of Paul Foster in white ink. The signature is written in a cursive, flowing style.

Chief People Officer

GROWING FORWARD: WHAT WE HEARD AND WHAT HAPPENS NEXT

By Dr. Allen A. Weaver, Manager, People Development



In February, many of you took the time to share your experiences, ideas, and honest feedback through our engagement survey. Thank you.

Not just for completing the survey, but for the thoughtfulness behind your responses. The level of detail, candor, and care you showed reflects something important about SAC Health: people here want this organization to be better for each other, and for the patients and communities we serve.

What We Heard

Across more than 1,100 comments from 639 participants (70% participation), a few clear themes emerged:

- A strong connection to our mission and purpose
- Pride in teams and the work being done every day
- Opportunities to strengthen communication, consistency, and follow-through
- A desire for clearer growth pathways, development opportunities, and support

- Continued focus on workload, staffing, and sustainability

What Happens Next

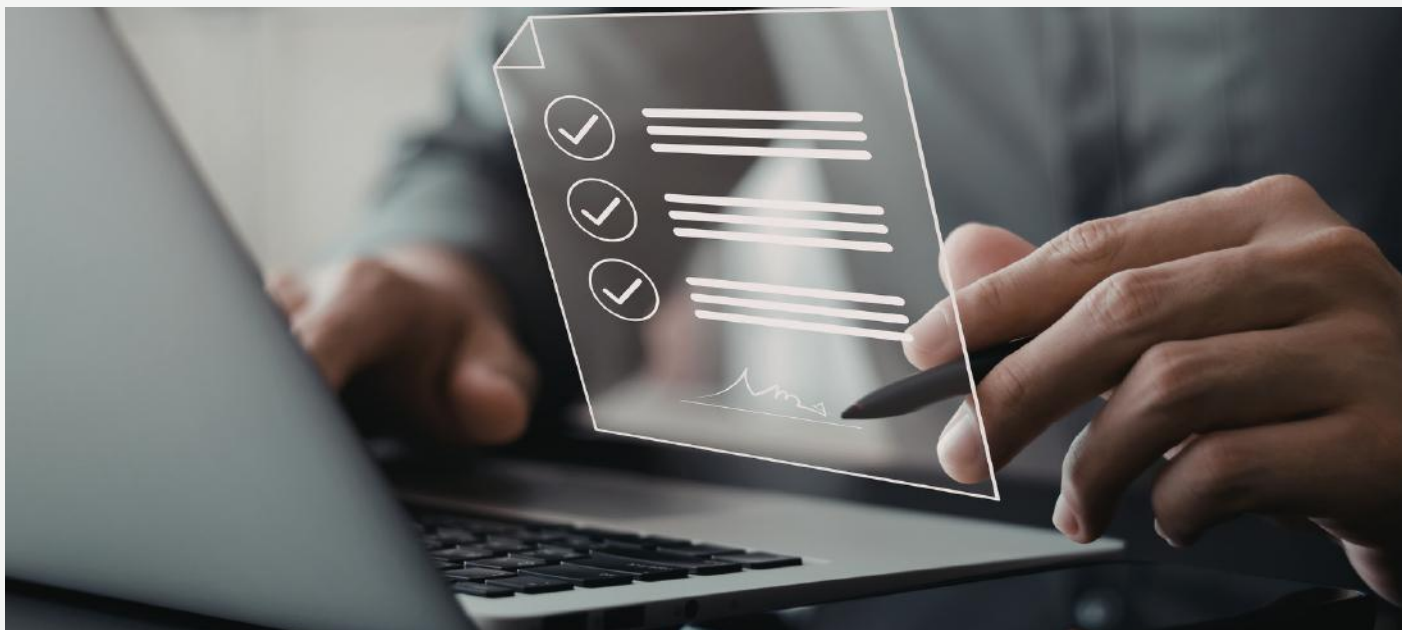
While some actions will be led at the organizational level, the most meaningful impact will happen closer to where the work is happening within departments and teams.

All leaders have been invited to the upcoming workshops this month, focused on:

- Accessing and understanding their team's results in Lattice
- Thoughtfully responding to employee comments
- Identifying and building focused, meaningful action plans

Rather than trying to solve everything at once, leaders will work with their teams to identify:

- **1-2 areas to focus on that are specific to their team or department**
- **What's already working well and should be sustained**
- **What can be improved in a practical, visible way**



These action plans will be leader-owned, team-influenced, and captured within Lattice, creating visibility, alignment, and follow-through over time.

This might look like:

- Clarifying workflows or expectations within your team
- Improving how communication flows day-to-day
- Creating more consistent opportunities for feedback or connection
- Adjusting how work is distributed or supported

Small, focused changes, when shaped with the team and owned by the leader, tend to have the greatest impact.

Your Voice Leads to Action

One of the most important takeaways from this survey is this:

Your voice matters most when it leads to visible action.

We are committed to closing that gap, not just by sharing results, but by supporting leaders in turning feedback into real changes within their teams. You should begin to see conversations, adjustments, and follow-through happening in your areas over time.

Looking Ahead: Growth is Our Gift

There is also a lot to be excited about.

Many of the People Development programs and experiences planned for the new fiscal year have been shaped directly by what we heard from you. This includes:

- Expanded leadership development experiences across levels
- More structured onboarding and new leader support
- Clearer development pathways and growth resources
- Continued investment in tools, learning, and performance support

These efforts are part of a broader commitment to making growth, not just an idea, but an experience you can see and feel in your day-to-day work.

Thank You

We know that sharing honest feedback takes trust.

Thank you for speaking up, for caring about this organization, and for continuing to show up for each other and for our patients.

This is how we grow forward, together.

FINDING ALIGNMENT: NICOLE FLIEAR'S

By Brandy Cardenas, director of talent acquisition & Culture

Journey in Social Work

Sometimes a career path does more than provide a profession, it reveals something deeper about who we are. For Nicole Fliear, that realization came through social work, a field that perfectly aligns with her character, values, and desire to support others through meaningful change.

Nicole began her journey with SAC Health in May 2024 as an Associate Clinical Social Worker (ACSW), while working toward the goal that had guided much of her professional journey, earning her clinical license. From the beginning, she felt drawn to the organization's mission, providing accessible care while empowering patients to improve their lives.

Before joining SAC Health, Nicole worked in a partial hospitalization program, supporting adolescents and their families as they navigated complex mental health challenges. That experience gave her a strong foundation in behavioral health and reinforced her commitment to helping individuals overcome barriers to wellness.

When the opportunity to join SAC Health arose, Nicole saw it as a chance not only to grow professionally but also to serve the community where she lives.

Her first impression of SAC Health confirmed she had made the right decision. The team environment was supportive from the start, creating a space where collaboration and learning were encouraged.

Through dedication and mentorship from experienced clinicians, Nicole achieved that goal in June 2025, obtaining her Licensed Clinical Social Worker (LCSW) credential. Just a few months later, in September 2025, she was promoted into her new role as an LCSW.

For Nicole, achieving licensure represented more than a professional milestone, it was the realization of a long-standing aspiration.

For Nicole, achieving licensure represented more than a professional milestone, it was the realization of a long-standing aspiration.

“Obtaining my license has always been my primary professional goal, and SAC provided a pathway to meet that goal.”

One of the most important influences in her development was the clinical supervision provided by licensed colleagues, whose mentorship helped shape her growth both professionally and as a provider at SAC Health.

The road to licensure is rarely easy. For Nicole, meeting state licensing requirements meant completing hundreds of supervised clinical hours while preparing for a rigorous licensing examination. Balancing these demands alongside her responsibilities at work required significant time and energy outside of the workplace.





“Meeting state requirements for licensure is a challenge. After obtaining hours, the next hurdle was a comprehensive test that required a lot of preparation outside of work.”

Through this process, Nicole learned the importance of patience, perseverance, and self-awareness.

“This challenge taught me to remain committed to the goal, have grace for my limitations, and listen to my body to determine how to pace myself.”

The experience ultimately strengthened her confidence and sharpened her clinical intuition—two qualities that now guide her work with patients.

One of the most surprising aspects of Nicole’s journey has been discovering how naturally social work fits who she is as a person. Today, Nicole finds deep fulfillment in supporting individuals through their treatment journeys. Watching patients reach their goals and eventually graduate from psychotherapy services is one of the most rewarding aspects of her role.

“One of the most rewarding aspects of my work at SAC is supporting individuals in reaching their treatment goals and graduating from psychotherapy services.”

Nicole’s passion for behavioral health care is grounded in a core professional value: accessibility. Nicole credits much of her motivation to the supportive team around her.

“My team and coworkers encourage and motivate one another. We celebrate together and value what each person brings to the table.”

Working alongside colleagues who share a commitment to patient care and collaboration creates an environment where growth and compassion go hand in hand. Serving a diverse patient population also continues to shape her development as a clinician. Each patient interaction offers an opportunity to deepen understanding, strengthen clinical skills, and contribute to better outcomes for individuals and families.

Reflecting on her own journey, Nicole encourages those starting their careers to remain curious, open to new experiences, and connect with people you can learn from and who support your growth. She also emphasizes that professional milestones, such as earning a license or receiving a promotion, are not the end point.

“Getting a license or promotion is not going to be the end goal. Your career is a journey.”

Nicole’s journey is still evolving. In the future, she hopes to continue expanding her clinical skills while stepping into leadership opportunities within the field.

Looking back, Nicole feels most proud of the decision she made to pursue social work, particularly the courage it took to change careers in her adult years and transition into a career that feels meaningful and aligned with her purpose.

Nicole’s story is a reminder that career paths often unfold in unexpected ways. When passion, purpose, and opportunity come together, work becomes more than a profession, it becomes a way to create lasting impact.

For Nicole Flielar, social work isn’t just a career. It’s a path that reflects who she is and the difference she hopes to make in the lives of others.

We see you. We celebrate you. And your story encourages us all to keep moving forward, together.



**START YOUR DAY
CALM & FOCUSED**

Wellness and Self-Care

At **SAC Health**, the work we do matters. Whether you support patients directly, work behind the scenes, or collaborate across teams, your focus, presence, and well-being make a real difference every day. **How we begin our morning can set the tone for everything that follows**, especially in a fast-paced healthcare environment.

The good news is that **you can calm and reset your mind in just 5–10 minutes before starting work**. Taking a brief pause before your shift begins can help reduce stress, improve concentration, and prepare you to feel focused and grounded throughout the day.

Below are **five simple techniques you can use in the morning before work** to support mental clarity and overall well-being.

Deep Breathing

One of the fastest ways to calm the nervous system is through controlled breathing. Deep breathing reduces stress hormones, slows the heart rate, and helps your body relax.

Morning tip: Take slow breaths in through your nose, pause briefly, and exhale gently through your mouth. Just a few minutes can create an immediate sense of calm.

Mindfulness

Mindfulness helps you stay present rather than getting caught up in worries or distractions.

Morning tip: Focus on your breathing. When thoughts arise, acknowledge them without judgment and gently return your attention to your breath. Imagine distractions drifting away like clouds.

Visualization

Visualization uses imagination to build calm, confidence, and motivation before the day begins.

Morning tip: Focus on your breathing. When thoughts arise, acknowledge them without judgment and gently return your attention to your breath. Imagine distractions drifting away like clouds.

Light Movement

Light physical activity increases blood flow and oxygen to the brain, helping you feel more alert and energized.

Morning tip: March in place, jog lightly, or do a few jumping jacks for a couple of minutes, then finish with slow, deep breaths.

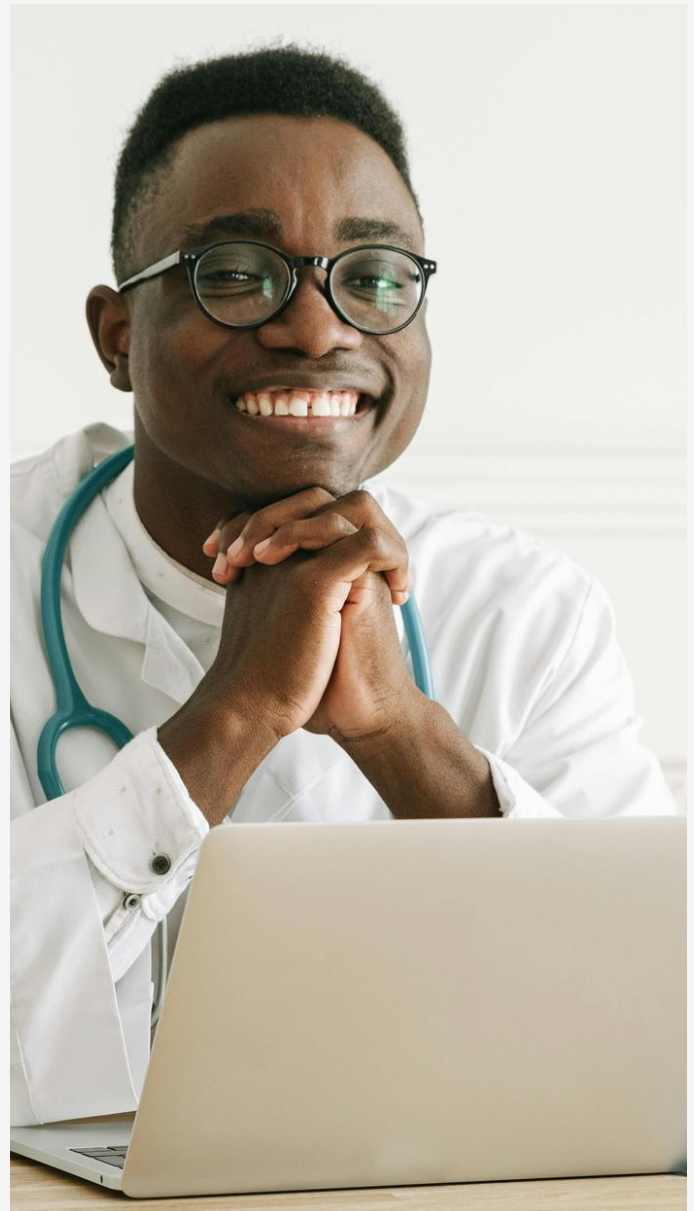
Build a Simple Morning Reset Routine

These techniques don't require special equipment or a large time commitment, just a few intentional minutes before work. Whether you choose one method or combine several, **a short morning reset can help you start the day feeling calm, centered, and prepared**.

Did You Know?

SAC Health employees have free access to the Calm app, which offers guided meditations, breathing exercises, mindfulness tools, and short practices designed specifically for morning routines. Calm can be a helpful companion as you build a peaceful and focused start to your day.

Because sometimes, **just a few calm minutes in the morning can change how the entire day unfolds**.



STRESS MANAGEMENT

Adriana Diaz, HR Assistant
People Success

Join us as we promote stress management tips and exercises to help you manage stress, reduce burnout, and support your overall well-being throughout the month.

Deep Breaths to Relieve Stress – April 16 | 3 PM

Take a moment to reset and recharge. Join this 25 minute guided meditation session focused on calming breathwork and relaxation techniques to help manage stress and anxiety. Learn simple breathing practices that promote peace, clarity, and a more balanced mind during the workday.



Chair Yoga – April 23 | 10 AM

Stretch, refresh, and re-energize with this 25-minute virtual chair yoga session. Designed with gentle, beginner-friendly poses, this class helps improve flexibility, boost energy, and support a smooth transition back to work, all you need is a chair.

****Staff who participate in any or all events will be entered into our wellness raffle! One entry per event will be allowed.*



**“Yesterday is gone. Tomorrow has not yet
come. We have only today. Let us begin.”**

Mother Teresa

A vibrant field of orange poppies and purple flowers under a blue sky with butterflies. The scene is bright and cheerful, with a clear blue sky and scattered white clouds. Two butterflies are visible: one orange and black, and another green and black. The flowers are in various stages of bloom, with some fully open and others as buds. The overall atmosphere is one of spring and growth.

SPRING INTO ACTION: YOUR PERFORMANCE REVIEW PREP STARTS NOW!

BY DEAN HOMSHER, BUSINESS PARTNER II, PEOPLE SUCCESS

Hey, Team! Spring has officially arrived—bringing longer days, fresh beginnings, and that “let’s finally get things done” energy. It’s the perfect season to refresh, reset, and spring into action... especially when it comes to preparing for Performance Enhance Conversations. Just like tending a garden, great performance conversations don’t happen overnight. They flourish when we plan ahead, do a little pruning, and cultivate meaningful reflection.

So, let’s grow together!

Why Prepare Now? Don’t Wait—Activate!

Before the whirlwind of reviews arrives, set yourself up for success by starting early.

Think of this as your **performance spring cleaning**:

Shake off winter dust:

Remember those projects you crushed months ago? Capture them now—before you forget the brilliance.

Clear the clutter:

Look at your goals. Which ones have bloomed? Which ones need a little more sunlight?

Plant your story:

The sooner you gather examples (Lattice – Get Feedback), the stronger and more balanced it can support your assessment. Procrastination is like letting weeds take over—start early and keep your garden thriving!

Your Spring-Into-Action Checklist

Use this simple checklist to get ahead before review season:

1. Gather Your Wins

- What accomplishments are you most proud of?
- Which goals did you advance or complete?
- Where did you make meaningful impact?

2. Reflect on Growth

- What new skills did you cultivate?
- Any challenges that helped shape your development?
- How did feedback help you grow?

3. Prepare Your Conversations

- What support do you need moving forward?
- Are there opportunities you want to explore?
- What do you want your manager to better understand about your work?

4. Don’t Forget Teamwork

- Where did you collaborate effectively?
- How did you contribute to team culture?

Spring Tip: Keep a Running Bloom Log

Create a quick weekly note where you jot down:

- Wins
- Lessons learned
- New responsibilities
- Moments where you went above & beyond

It only takes 3 minutes a week and makes performance reviews way easier later.

People Success Corner

Your People Success team is here to help you grow! Leverage our tools to help drive your conversations as we work in the spirit of growth and development:

- Lattice Get Feedback
- People Development Hub
- Internal Job Board for current openings

We believe reviews should be a celebration of your story—not a scramble.





GROWING CAREERS IN DENTAL AT SAC HEALTH

BY YADHIRA CUEVAS SPECIALIST, TALENT SOLUTIONS

Department Spotlight

At SAC Health, our Dental teams play a vital role in delivering comprehensive, patient-centered care to the communities we serve. Oral health is closely connected to overall health, and our Dental professionals are on the front lines of prevention, education, and treatment that make a lasting impact. As we continue to grow, we're excited to highlight opportunities within our Dental department and the important work these roles support.

Why Dental Matters

Dental care is more than cleanings and procedures — it is preventive medicine. From identifying early signs of systemic conditions to improving confidence and quality of life, our Dental teams help advance SAC Health's mission of whole-person care. Their work directly supports improved health outcomes across all age groups.

Dental care at SAC Health is a coordinated effort built on clinical expertise, operational precision, and patient-centered service. Each member of the Dental team plays a distinct role in ensuring our patients receive safe, timely, and high-quality care.

At the center of care delivery are our Dentists. They assess, diagnose, and treat a broad range of oral health conditions while developing individualized treatment plans for each patient. Their responsibilities extend beyond procedures — they oversee clinical decision-making, ensure adherence to safety and regulatory standards, collaborate with other disciplines for whole-person care, and guide the clinical team to maintain quality and consistency.



Supporting preventive care efforts are our Registered Dental Hygienists. Hygienists focus on early detection and disease prevention through cleanings, periodontal maintenance, radiographs, and patient assessments. A key part of their role is education — helping patients understand the connection between oral health and overall wellness, and equipping them with tools to maintain long-term health.

Dental Assistants are essential to both patient experience and clinic efficiency. They prepare treatment rooms, sterilize instruments, assist chairside during procedures, document care accurately, and ensure patients feel informed and comfortable throughout their visit. Their attention to workflow and infection control standards helps maintain a safe and productive clinical environment.

Behind the scenes and at the front desk, our Patient Services and Administrative teams ensure smooth operations. From scheduling appointments and verifying insurance to managing documentation and processing billing, these roles help maintain accuracy, compliance, and financial sustainability. They are often the first point of contact for patients, setting the tone for a welcoming and supportive experience.

Together, the Dental team at SAC Health balances clinical excellence with operational discipline. Their daily work supports access to care, regulatory compliance, patient safety, and long-term community health outcomes.

Career Opportunities in Dental

We are actively seeking talented individuals who are passionate about service and excellence in patient care. Current and upcoming roles may include:

- Dentists
- Registered Dental Hygienists
- Registered Dental Assistants
- Dental Sterilization Technician
- Dental Patient Navigators

Each position plays a critical role in ensuring our patients receive high-quality, compassionate care in a safe and welcoming environment.

What Makes SAC Health Different

Working in Dental at SAC Health means being part of a mission-driven organization committed to:

- Serving underserved and diverse communities
- Integrated care alongside medical and behavioral health teams
- Professional development and growth opportunities
- A collaborative, team-based culture

Our Dental professionals are not just providers — they are educators, advocates, and essential contributors to community wellness.

HOT JOBS! EPIC APPLICATION ANALYST

By Carmen Garcia, Partner, Talent Acquisition

Location: Brier Clinic, San Bernardino, CA

Schedule: Monday–Thursday

7:00am–5:30pm | 4 days/week (10-hour shifts)

This position is onsite and does not offer remote or hybrid options.

At **SAC Health**, we empower our patients and their families to live vibrant and healthy lives through **culturally responsive, exceptional care**. Our **patient-centered, whole-person, team-based approach** is what makes SAC Health the provider of choice for our community.

Why Join SAC Health?

- Top-Tier Patient Satisfaction Scores
- Largest Teaching Health Center FQHC
- 11 Locations | 44 Specialties
- NCQA Patient-Centered Medical Home Level 3 Certified
- Approved for NHSC & NCLRP loan forgiveness programs
- HPSA Scores: Primary 17 | Dental 25 | Mental Health 20

Position Overview

The **Epic Application Analyst** plays a critical role in supporting SAC Health's electronic health record systems. This position is responsible for **planning, analyzing, designing, and modifying EHR applications** to ensure our clinical and operational teams have the tools they need to deliver high-quality patient care.

This role works closely with clinical and administrative teams to **analyze workflows, implement system enhancements, troubleshoot issues, and support ongoing system optimization**.

Key Responsibilities

- Analyze, design, test, and implement EHR system modules and enhancements
- Gather and translate user requirements into technical system specifications

- Conduct feasibility studies, system testing, and risk assessments
- Document workflows and process improvements for system optimization
- Configure alerts, interfaces, security requirements, and data standardization
- Support system go-live activities, upgrades, and ongoing maintenance
- Collaborate with internal teams and external vendors for application improvements
- Provide support for break/fix issues, enhancement requests, and system improvements
- Assist with user training on new functionality and system updates
- Create documentation and reports for clinical documentation, auditing, and data requests
- Ensure proper user access levels and permissions are maintained

What We're Looking For

Education

- High School Diploma or equivalent required
- Bachelor's degree in Information Technology or related field preferred

Experience

- **2+ years of experience working with healthcare electronic health record (EHR) systems**
- Experience in systems analysis, design, testing, implementation, and maintenance of enterprise applications
- Familiarity with healthcare workflows and systems such as EPIC or other EHR platforms

Licensure/Certification

- Valid California driver's license and auto insurance required
- **Epic Certification (1+ modules) preferred**
- Must obtain Epic certification for the module assigned



Skills & Abilities

- Strong analytical, problem-solving, and technical skills
- Experience working with healthcare workflows and data
- Ability to manage multiple projects and priorities
- Strong communication and collaboration skills
- Attention to detail and strong documentation abilities
- Comfortable working with clinical and administrative teams to improve system performance

CALL TO ACTION!

This is a unique opportunity to play a key role in optimizing the technology that supports patient care at SAC Health.

Only ONE position is available.

If you have experience with EHR systems and a passion for improving healthcare technology, we encourage you to apply today.

Don't wait — apply now or share this opportunity with someone who would be a great fit



THINGS WE HEARD AROUND SAC: APRIL EDITION

(Some May Be Slightly Suspicious...)

BY MICHAEL DEWEES, PEOPLE EXPERIENCE & COMMUNICATIONS SPECIALIST

APRIL FOOLS' DAY

April has a way of bringing out the playful side of the workplace. Somewhere between the first hints of spring and the arrival of April Fools' Day, conversations around SAC Health tend to take on a slightly more curious tone. And while we can't confirm every rumor circulating in break rooms and hallways, we can report on what people are talking about.

Rumor #1: The Coffee Upgrade Initiative

Word on the street is that several departments are advocating for a "tiered caffeine strategy" to help employees power through busy clinic days. Early proposals reportedly include espresso stations, cold brew on tap, and something called the "Code Blueberry Muffin Protocol" for emergency sugar support. Leadership has not confirmed these reports, but we can confirm that coffee continues to be one of SAC's most reliable team-building tools.

Rumor #2: The Parking Spot Economy

Some employees claim a secret early-morning strategy has emerged for securing the "good" parking spots. Tactics allegedly include arrival timing algorithms, coordinated drop-offs, and at least one person who simply knows exactly when someone else leaves. While the People Success team cannot verify these advanced parking analytics, we applaud the level of operational planning.

Rumor #3: The Mystery of the Thermostat

Perhaps the most hotly debated topic (pun intended): who controls the thermostat? Some say it's Facilities. Others insist it responds to moon phases, staff sweaters, and the number of people asking, "Is it cold in here?" Regardless of the source, the thermostat remains one of SAC's greatest unsolved mysteries.

Rumor #4: The Snack Drawer Alliance

Several departments appear to have quietly formed what experts are calling "mutual snack aid agreements." When one area runs out of chocolate, another steps in. When someone brings homemade treats, word travels through the building at record speed. In times like these, teamwork truly shines.

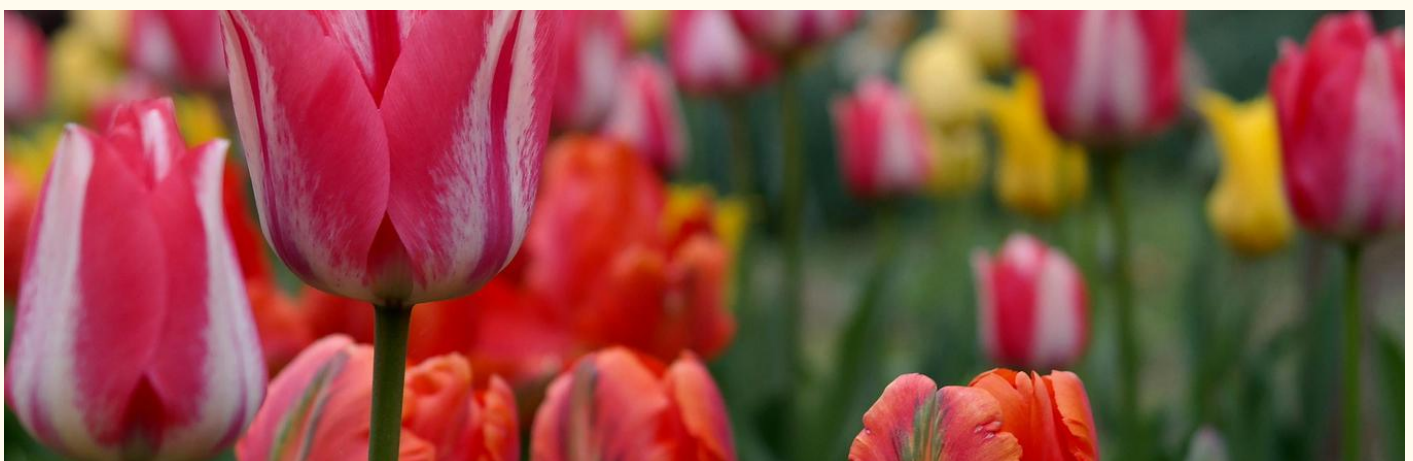
Rumor #5: The Real Reason People Love Working at SAC

While we enjoy the occasional April rumor, one thing employees consistently talk about is the culture here. The commitment to serving patients, supporting one another, and living out our mission every day is something people notice and appreciate. Even on the busiest days, that shared purpose is what keeps conversations positive.

So, as April unfolds, enjoy the lighter moments, double-check any suspicious announcements, and remember on April 1st, not everything you hear around the office should be taken too seriously.

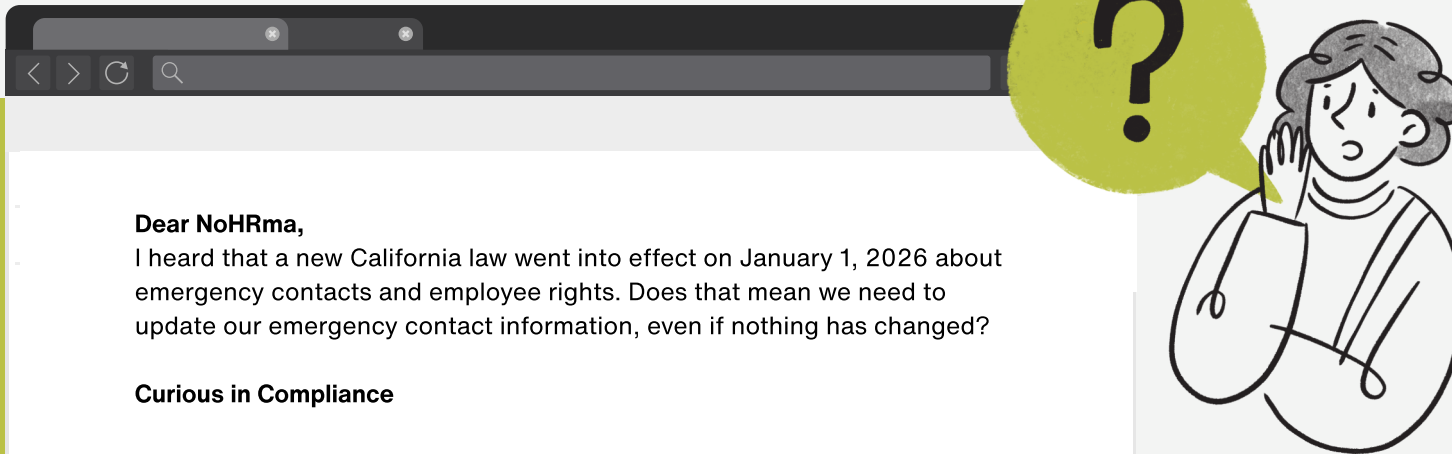
But the good news about SAC Health?

The things that matter most - our mission, our patients, and our people - are never a joke



STAY PREPARED: UPDATE YOUR EMERGENCY CONTACT INFORMATION

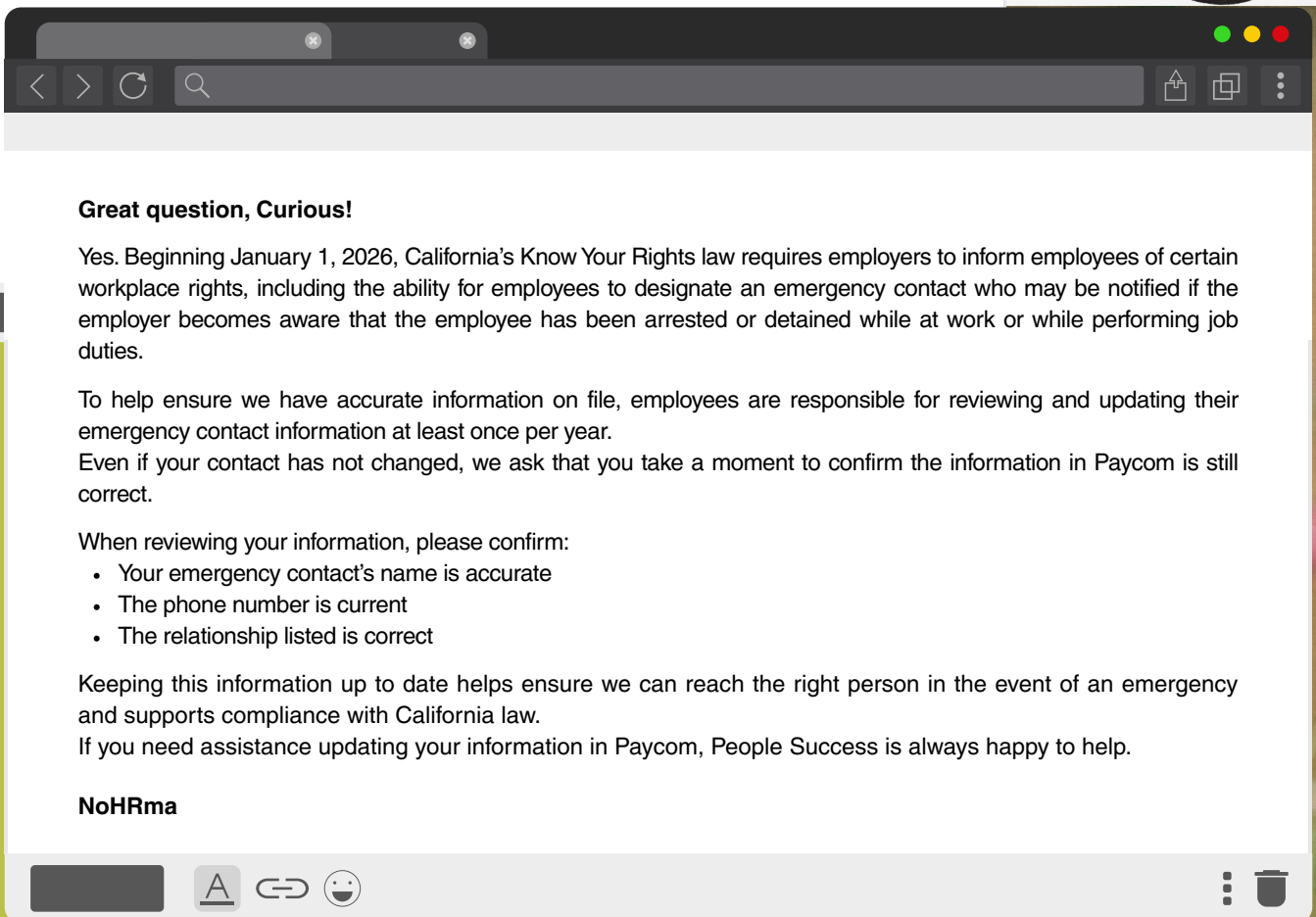
By Norma Lopez Manager, People Operations



Dear NoHRma,

I heard that a new California law went into effect on January 1, 2026 about emergency contacts and employee rights. Does that mean we need to update our emergency contact information, even if nothing has changed?

Curious in Compliance



Great question, Curious!

Yes. Beginning January 1, 2026, California's Know Your Rights law requires employers to inform employees of certain workplace rights, including the ability for employees to designate an emergency contact who may be notified if the employer becomes aware that the employee has been arrested or detained while at work or while performing job duties.

To help ensure we have accurate information on file, employees are responsible for reviewing and updating their emergency contact information at least once per year.

Even if your contact has not changed, we ask that you take a moment to confirm the information in Paycom is still correct.

When reviewing your information, please confirm:

- Your emergency contact's name is accurate
- The phone number is current
- The relationship listed is correct

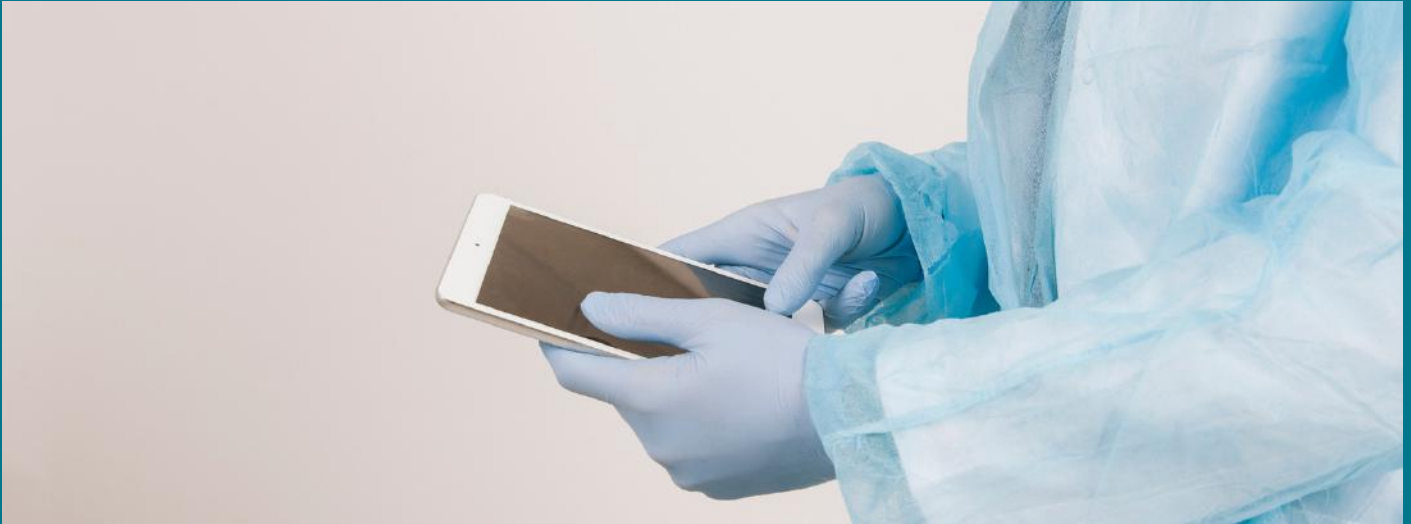
Keeping this information up to date helps ensure we can reach the right person in the event of an emergency and supports compliance with California law.

If you need assistance updating your information in Paycom, People Success is always happy to help.

NoHRma



ON EMPLOYEE THUMBNAIL PHOTOS



KEEPING OUR EMPLOYEE PHOTOS PROFESSIONAL!

At **SAC Health**, every interaction, whether in person or digital, reflects who we are as an organization. This includes the photos we use across our systems.

Employee profile photos, badge images, and directory pictures should present a professional, workplace-appropriate appearance consistent with our standards. These images should reflect the level of professionalism expected in a healthcare environment.

When selecting your photo, please choose a clear, professional headshot that represents you in a respectful and appropriate manner.

Photos that are overly casual, revealing, suggestive, or otherwise inconsistent with a professional setting may be declined, and a replacement may be requested.

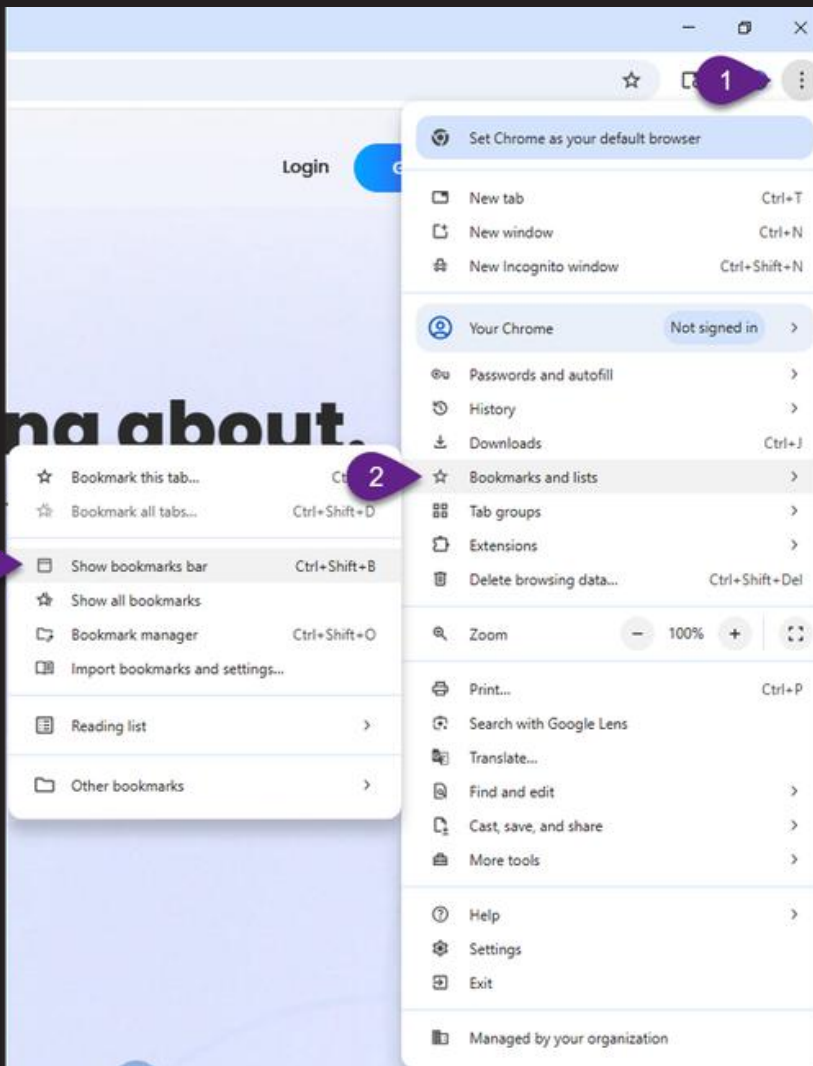
Thank you for helping us maintain a professional and respectful environment that reflects the care and excellence we strive to provide every day.

People Success

A man with short brown hair, a goatee, and black-rimmed glasses is sitting at a desk, looking at a laptop. He is wearing a light blue button-down shirt and a black watch on his left wrist. The background is a blurred office setting with a window and some office equipment.

BOOKMARKS!

BY MERVYN OSENA, HRIS ANALYST



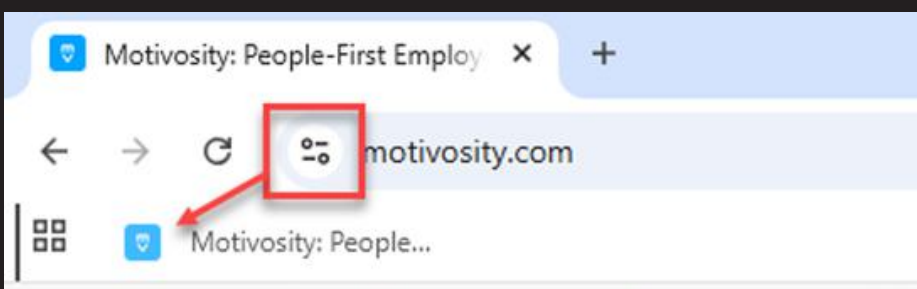
Do you frequently visit the same websites throughout your workday?

Save time by bookmarking them as favorites in your browser instead of typing the address each time. Whether you use Google Chrome or Microsoft Edge, saving bookmarks can boost your productivity during an already busy week.

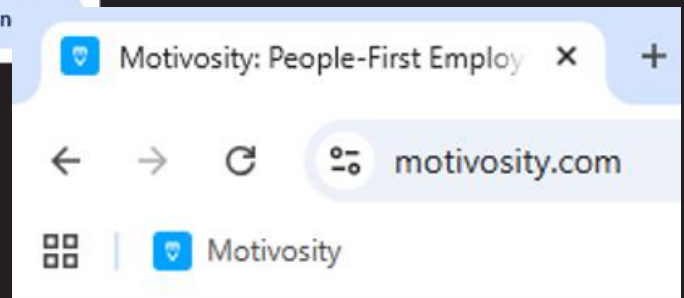
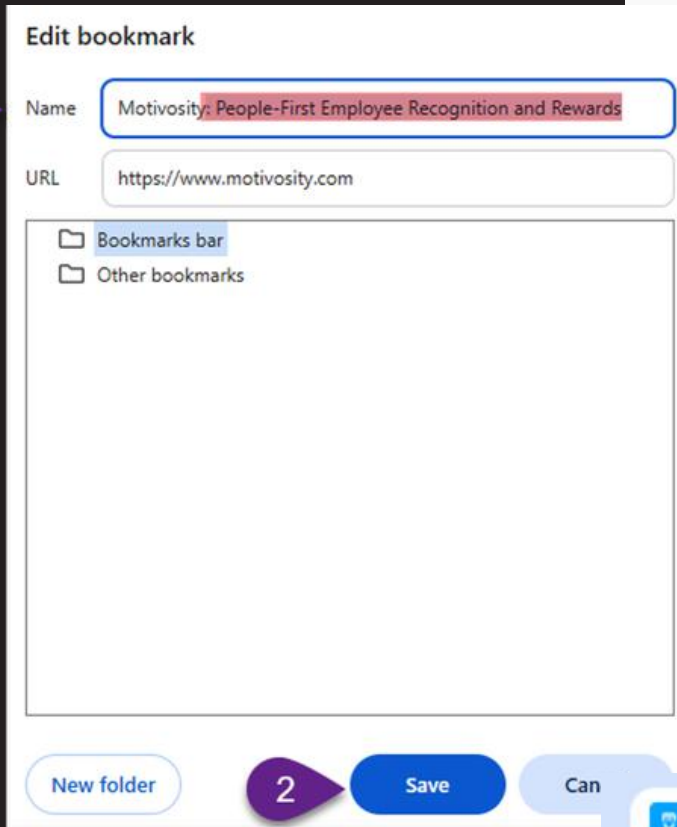
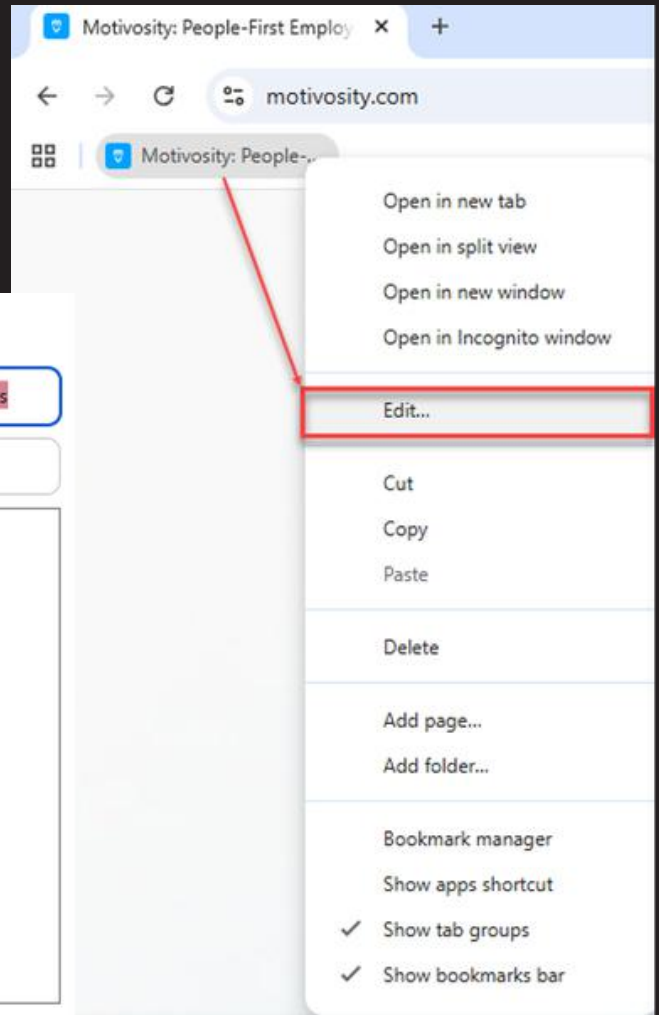
When visiting a website, you can quickly save it by dragging the padlock icon located to the left of the web address into your favorites bar.

If you're using Google Chrome, simply click the three dots (ellipsis) in the top-right corner and select "Show Bookmarks Bar" to easily access your saved sites.

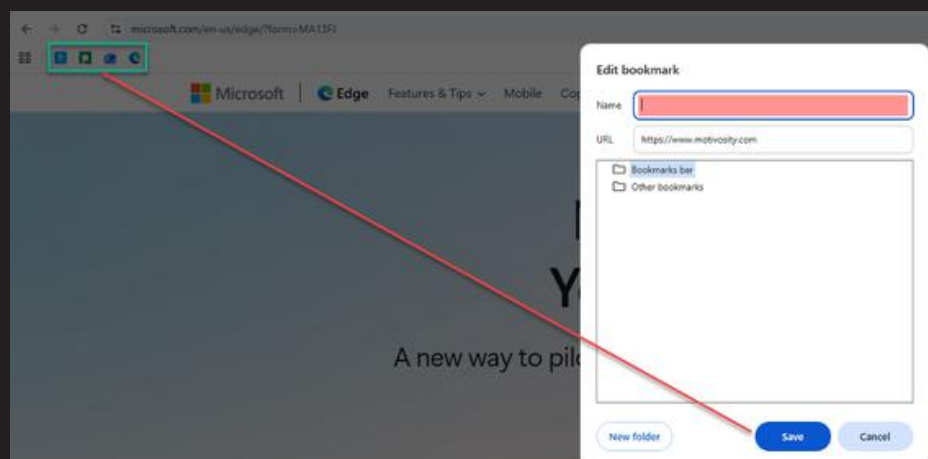
Adding a bookmark is simple. Just drag the padlock icon next to the web address down to your bookmarks bar.



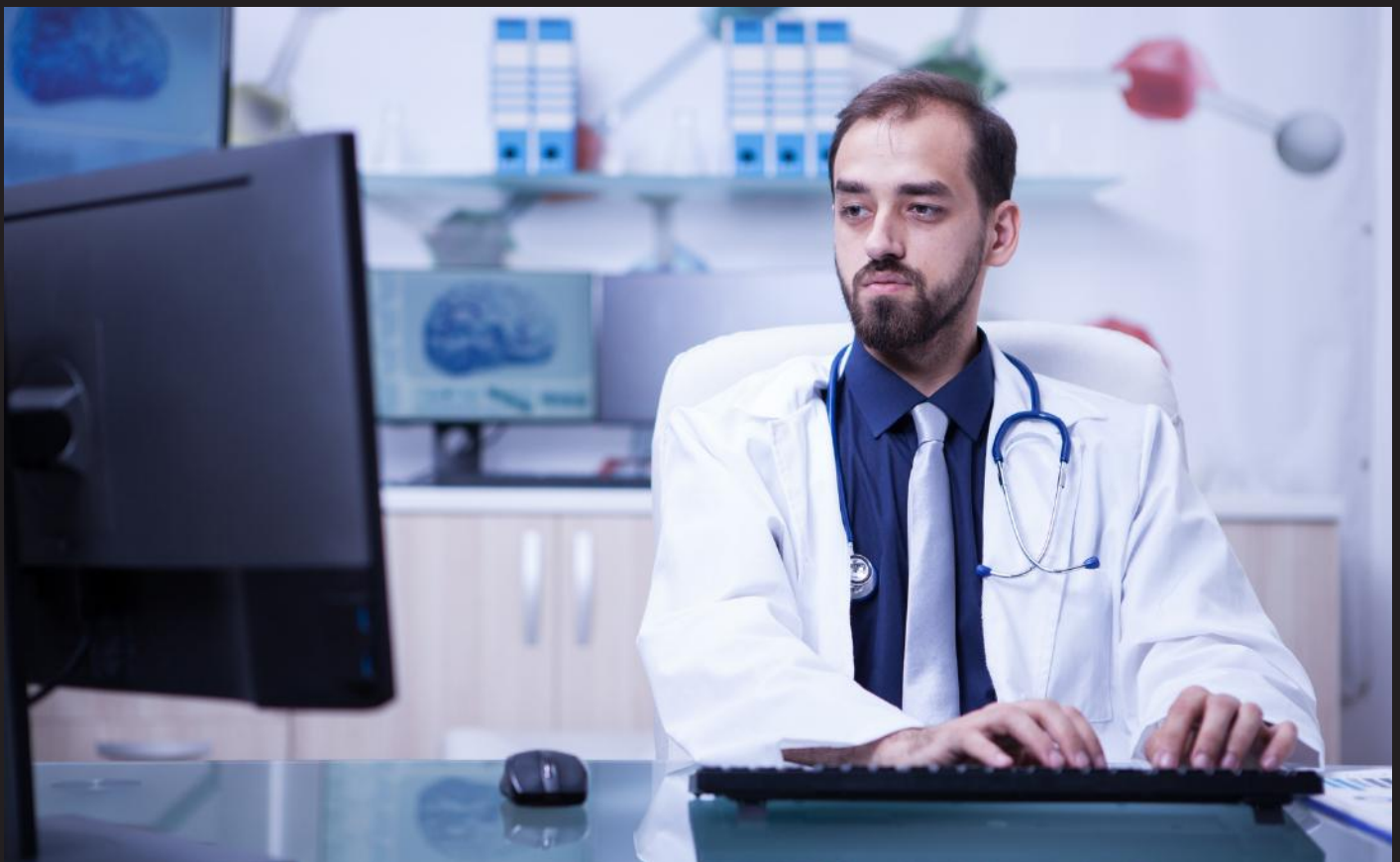
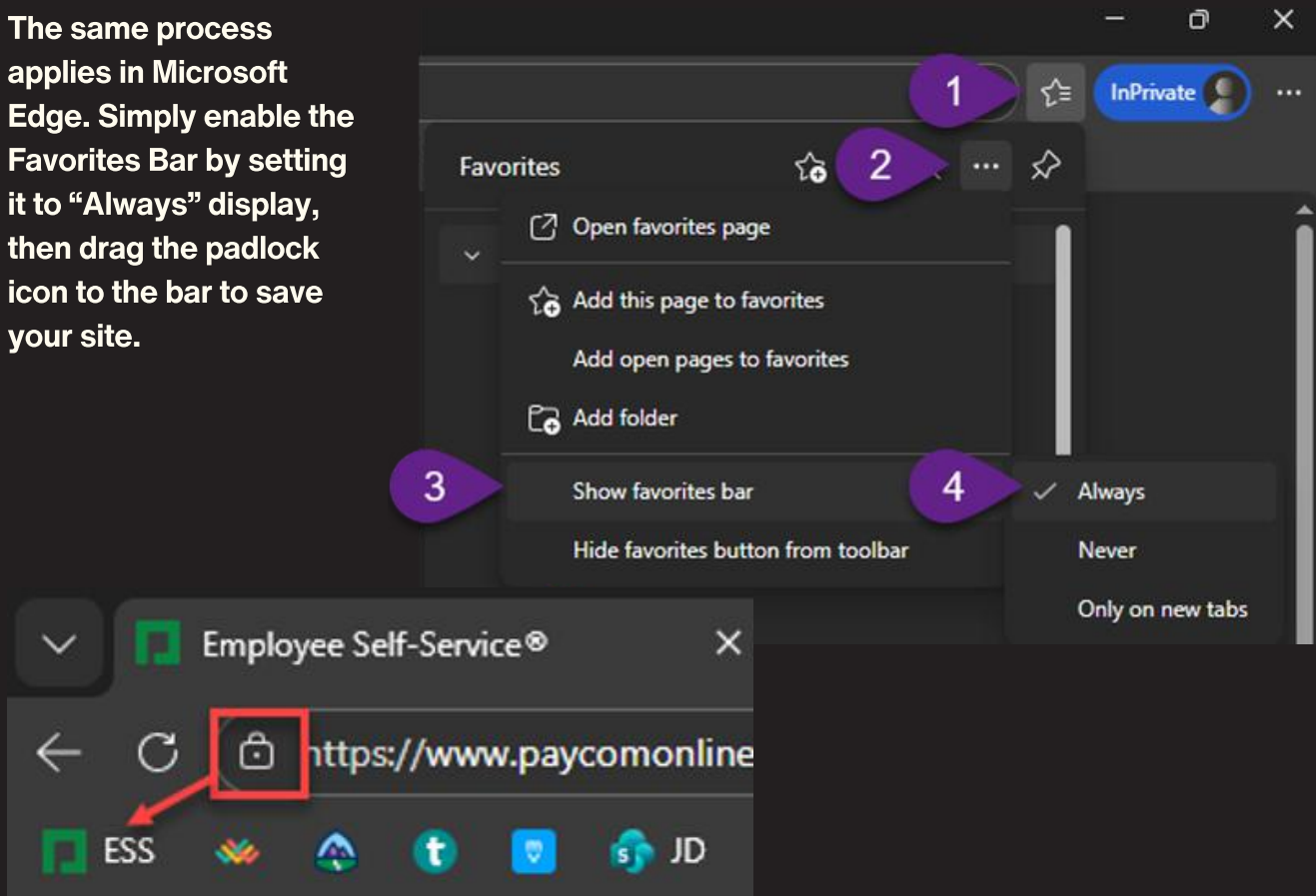
You can also customize your bookmarks by right clicking and selecting Edit to change the display name.



For a cleaner look, you can shorten the text or remove the name entirely. Even without text, the icon will remain fully functional and easy to access.

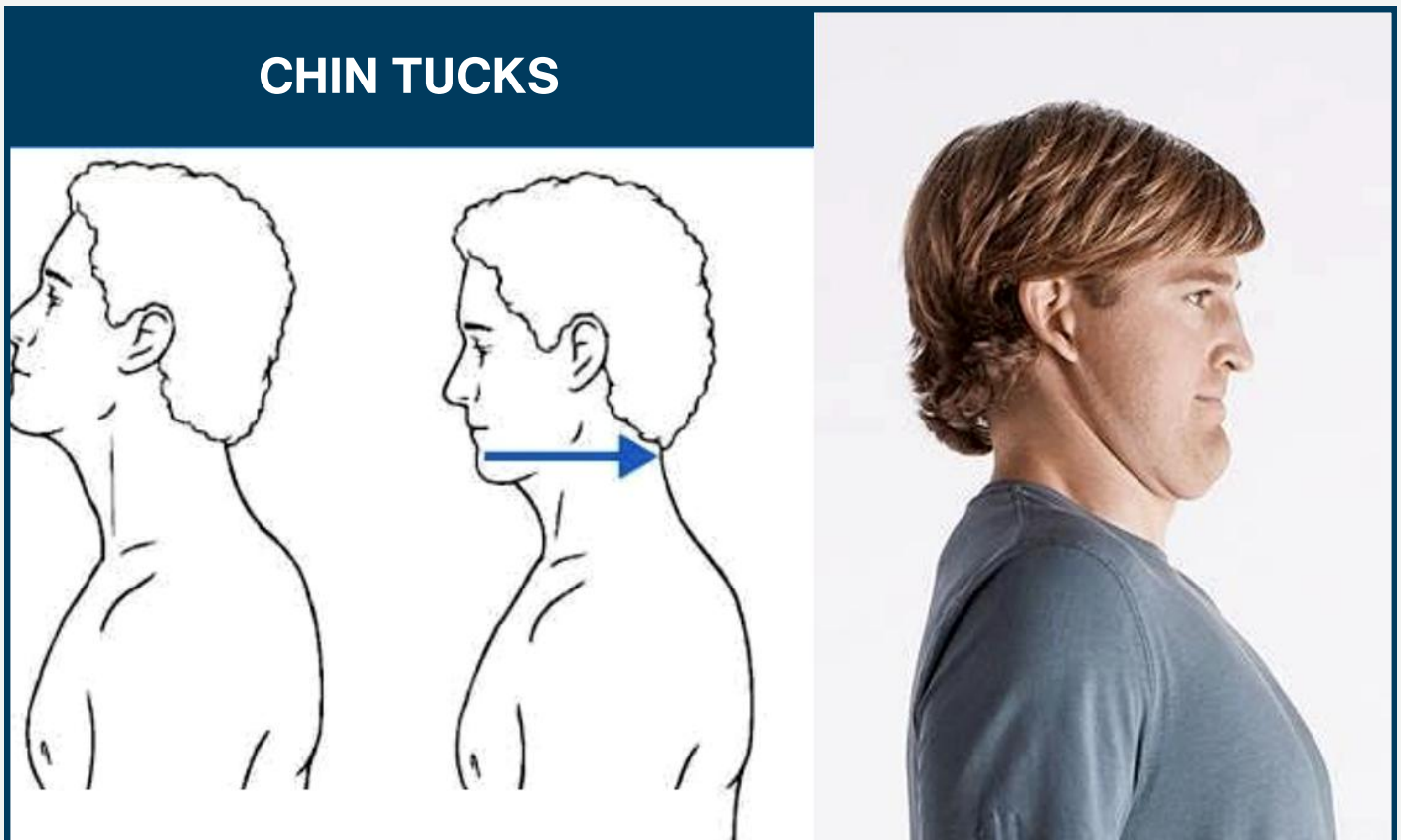


The same process applies in Microsoft Edge. Simply enable the Favorites Bar by setting it to "Always" display, then drag the padlock icon to the bar to save your site.



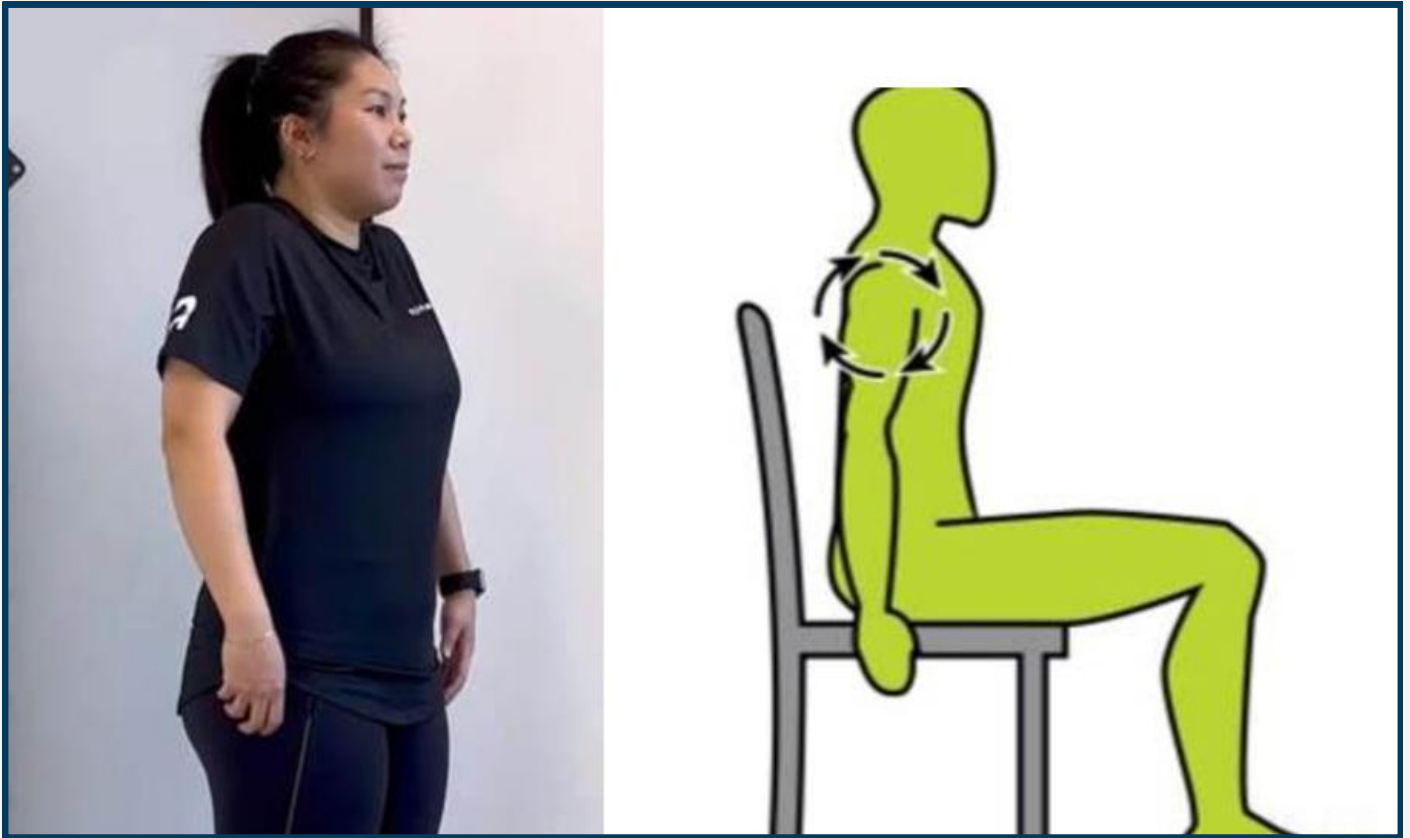
SIMPLE ERGONOMIC EXERCISES FOR DESK WORKERS

1. Chin tucks (Neck posture Correction)



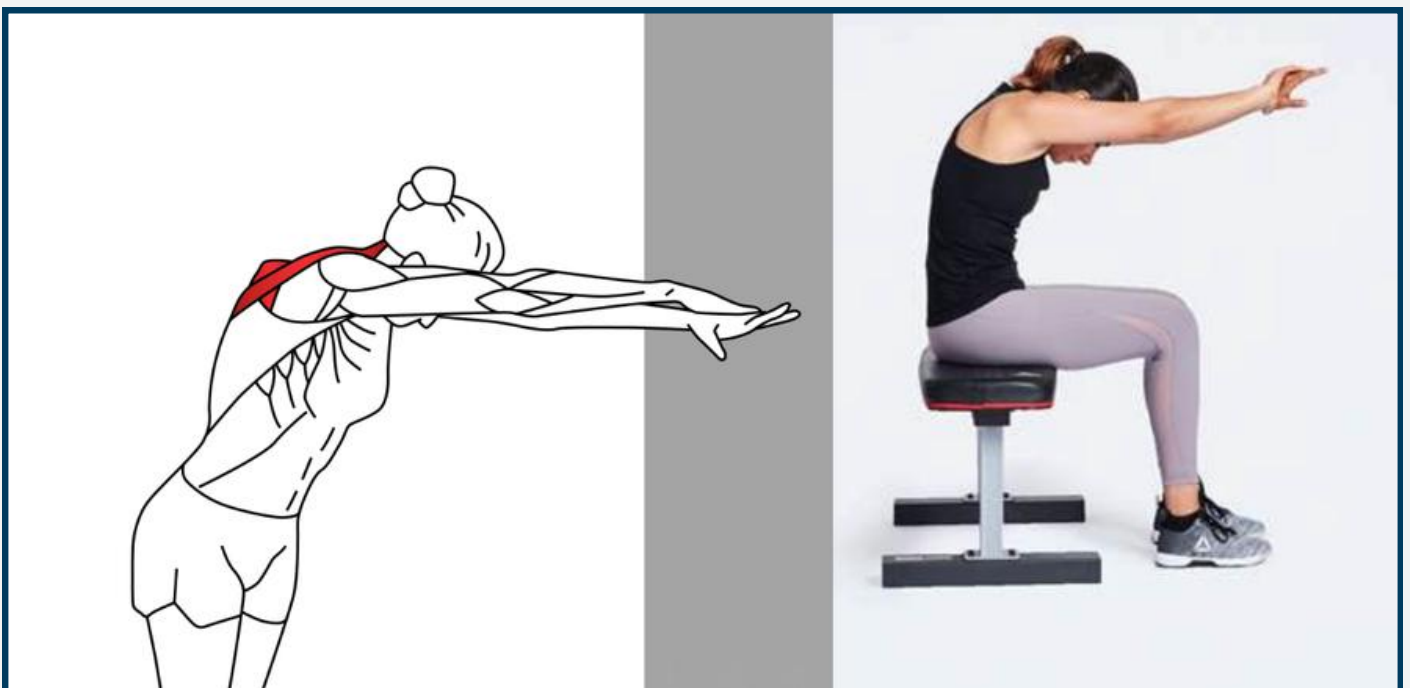
2. Shoulder Rolls

(RELEASE SHOULDER STIFFNESS FROM TYPING OR MOUSE USE)



3. Upper back Stretch

(REDUCE ROUNDED- SHOULDER POSTURE)



SPIRITUAL BELONGING

BY TAYLOR HENRY INTERIM DIRECTOR OF SPIRITUAL CARE

“May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.” Romans 15:13

Hope is something we all long for especially in seasons of uncertainty. It’s the quiet assurance that God is still at work, even when we can’t see it. It’s what carries us through long nights, unanswered prayers, and moments when the future feels unclear. Throughout Scripture, we are reminded that hope is not fragile or fleeting. It is rooted in the unchanging character of God.

Biblical hope is different from the way we often use the word in everyday life. It’s not simply wishing for things to turn out the way we want. Instead, it is a confident expectation that God will fulfill His promises, even if the timing or outcome looks different than we imagined. This kind of hope is steady and resilient. It doesn’t depend on circumstances going well; it depends on the One who holds all things together.



Over the next month, we will explore what it means to hold onto hope in every season of life. We’ll look at stories of people in Scripture who trusted God in the midst of uncertainty and discovered that He was faithful every step of the way. We’ll reflect on promises that remind us God sees us, knows us, and is working for our good.

This journey is not about ignoring hardship or pretending everything is okay. Instead, it’s about learning how to bring our real emotions before God, and allowing Him to meet us there. Hope grows when we choose to trust Him day by day. It deepens as we remember what He has done in the past and look forward to what He will do in the future.

No matter what this season holds for you are invited to anchor your heart in God’s promises. As we spend time in His Word together, may you find renewed strength for each day.

As we walk through this month together, take time to pause, reflect, and listen. Let these moments be a space where your soul can breathe and be reminded of what is true. You are not alone, and your story is not finished. The God of hope is with you, and He is still writing something beautiful.

Community Resource Center

SAC+HEALTH

Give & Grow RAFFLE

*One Lucky Winner will
win our Spring Basket!*

Bring Your Support, and Let's Grow Our Pantry!

MARCH 20 - APRIL 30, 2026

**MAY 1, 2026 - WINNER
ANNOUNCED**

5 DAYS TO CLAIM PRIZE!



Drop off Locations:

- Community Resource Center office at SBC
- Community Resource Center at Brier on Tuesday mornings after Brier Basics

What to Bring:

- Bag of beans
- Bag of rice
- Canned vegetables
- Canned Soups
- Canned Fruits

Participants will receive one ticket for each bag of beans or rice donated. Canned goods are also acceptable.

For Barstow and Indio staff interested, we will receive donations and give out raffle tickets on the day of food distributions.

For questions, please email


jrodriguez@sachealth.org

SAN BERNARDINO CLINIC (SBC)



One Mission - One Team

SBC Pediatrics saw over 19,000 patients between July 2025 and February 2026. This represents 20% of all SBC patients and 11% of total SAC visits.



"The earth laughs in flowers!"
Ralph Waldo Emerson

APRIL *Happy Birthday!* BIRTHDAYS

ADMINISTRATION

Celvada J Perez – 04/10
Jason Lohr – 04/16

APPOINTMENT CENTER

Joanna Rubio – 04/09
Elissa P Alvarez – 04/11
Liliana Reyes – 04/17

BEHAVIORAL HEALTH

Adan Carlos Gomez – 04/05
Kristine Tomista Stoddard – 04/06
Carolina Quiroz – 04/14
Deserry M Salgado – 04/16
Jasmin Avelar – 04/30

CARE MANAGEMENT

Savannah Benita Baldonado – 04/16
Genesis Alexandra Hernandez Lilis – 04/30

COMMUNITY RESOURCE CENTER

Ileana Reina Pantoja – 04/30
Wendy Shroads – 04/30

COMPLIANCE & RISK MGMT.

Wendy Jean Williams – 04/05
Wendy Ceja-Campos – 04/14

DENTAL

Jessica Bibiano – 04/17
Jaime Nicole Horan – 04/25
Monica Anaya Castellon – 04/29

FAMILY MEDICINE

Carolina Martinez – 04/01
Jeffrey De Jesus – 04/06
Jannet L Ramirez – 04/08
Wendy Celines Alberty – 04/11
Estefany Salazar Arechiga – 04/15
Emely Ortiz – 04/17
Natalie Ortega – 04/19
Norma Alvarez – 04/22
Denae Nicole Flores – 04/26
Carlos Diaz – 04/30

FINANCE

Jordan Christopher Charles Urban – 04/23

GENERAL PEDIATRICS

Viviana Elizabeth Partida – 04/15
Emily Villegas – 04/28

INTERNAL MEDICINE

Beatriz Gallo Gutierrez – 04/07
Detra La Sean Scott – 04/30

IT HELP DESK

Branden Jonathan McIntyre – 04/27

MAINTENANCE

Max Hanks Deleon – 04/17

MAT CLINIC

Brenda J Boyle – 04/02

MEDICAL RECORDS

Amie Garcia – 04/04

MESSAGE CENTER

Makeda Butler – 04/04
Andrew Hsieh – 04/29

ORTHOPEDIC

Samuel Zuniga – 04/29

OPERATIONS

Jose Vargas – 04/02
Juan Raygoza – 04/06
David Mark Johnson Jr – 04/10
Jemellee Paras Ambrose – 04/13
Bridgette Pinedo – 04/27

PATIENT REGISTRATION

Ilene Sesanto – 04/02
Itzallana Elizabeth Martinez – 04/02
Batzy Yesenia Ruiz – 04/15
Aracely Llamas – 04/21
Monica Desiree Rosales – 04/22

PEOPLE SUCCESS

Paul M. Foster – 04/02
Carmen Citlali Garcia – 04/20

PRIMARY MEDICINE

Ashley Nava – 04/18

PROVIDER UTILIZATION

Dulce Karina Macias Vizcarra – 04/21

QUALITY IMPROVEMENT

Jessica E Barela – 04/16
Amy Brooks – 04/17

REFERRALS

Nancy Montano – 04/08
Yulibet Gurrola – 04/27

WOMENS HEALTH

Elizabeth Castillo – 04/04
Anai G Ramirez – 04/04

APRIL *Happy Anniversary!* ANNIVERSARIES

1 Year

Anabel Salazar
Angelica Nava
Belen Gomez
Briahna Kiara Cumberbatch
Claridilis De Fatima Bencosme De Ruiz
Gabriel Aceres
Jacqui Moz-Tovar
Jephrie Elizabeth Willis
Jessiqua Evbuomwan
Joanna Leah Sullivan
Katalin Pinter
Kelsey Lewis
Kimberly Martinez
Kimberly Scully
Lidia Beristain
Lydia Martinez Torralva
Nhi Uyen Nguyen MS
Norma Lopez
Sarah Michelle Whitmer
Teri Lay
Valerie Moreno
Yadhira Jovan Cuevas

2 Years

Baycelisa Mercado Robinson
Cecilia R Yanez
Dalia Christal Barrera
David Mark Johnson Jr
Jessica Guadalupe Leyva
Leticia Isabel Murillo
Reynaldo Mejia Gamu Jr
Steven Paul Martin

3 Years

Alicia Marie Sleight
Elizabeth Estefania Garcia
Jasmine Arlene Cordero
Joseph Albert Skeels
Kendra Joelle Wilson
Melissa Torres
Miranda Hannah Kore
Tanya Andrea Buenrostro

4 Years

Arleen Valdes
Carmen Citlali Garcia
Cecilia Ignacio
Hosea Bass
Jannett Alvarez
Jocelyn Rodriguez
Leslie Cervantes
Lizzette Sanchez
Nanci Nohemi Orozco Velasco
Nereida Montiel
Rita Maria Amezquita
Robin Espudo
Rosario Olivas

5 Years

Anthony A Martin
Araceli Romero
Mayra V Mora Chavez
Vanessa Calderon

7 Years

Angelina Reyna Acedo
Brittany M Barker
Erica E Sanchez

8 Years

Candy L Alfaro Fausillon
Lissette A Arostegui
Margarita Rivera
Renee D Munoz
Sara Ruiz

9 Years

Ana Abarca
Carolina Quiroz
Erika J Perez
Karla Y Guerrero

A REMINDER ABOUT SMOKE-*FREE*

At SAC Health, we are committed to creating an environment that supports the health and wellbeing of our patients, our community, and one another. As a healthcare ministry, the example we set matters. For that reason, SAC Health policy **P-08** designates all SAC Health campuses as **completely smoke-free**.

This means that **smoking, including the use of e-cigarettes and vaping devices, is not permitted anywhere within SAC Health facilities or anywhere on SAC Health property**. The policy exists to protect the health of those we serve and those we serve alongside.



We appreciate everyone's cooperation in honoring this policy and helping maintain a safe, healthy environment for patients, visitors, and fellow team members. If you have questions about the policy or need support with tobacco cessation resources, the People Success team is available to help.

HappEaster!

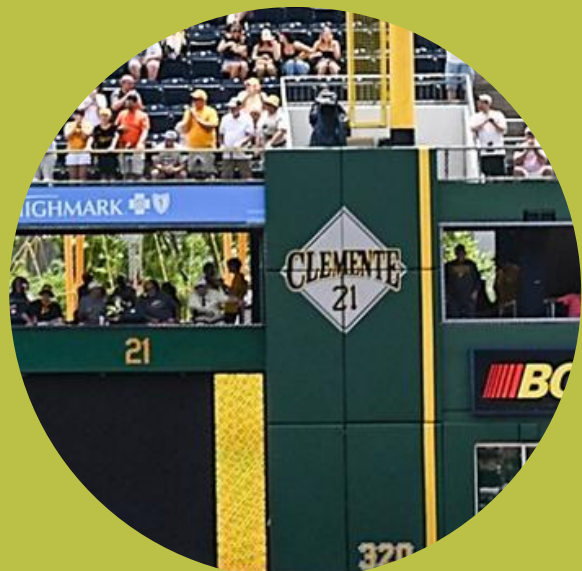


SPOT THE DIFFERENCES GAME

Submit your answers (5 minimum) to mddewees@sachealth.org

March Contest Winner:
Gracey Bernard!

The right field wall at PNC (Pittsburgh) Park is 21' tall, in honor of Roberto Clement



Brier B♥sics



APRIL

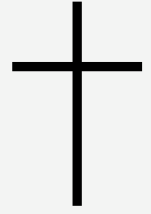
4/7 Safety - LLUH Director of Security

4/14 Spiritual Care - Alondra Munoz "Identity in Christ"

4/21 Compliance/Risk Management - Jacinda Soto ""Reporting Abuse"

4/28 People Success - Dr. Allen Weaver "eNPS Results"

REMEMBERING BECCA



It's hard to forget someone who gave us so much to remember.
Thank you for sharing your gifts with us!



MEET THE PEOPLE SUCCESS TEAM

(What They Actually Do... *Probably*)

Foster, Paul M.
Chief People Officer

Phone: 909-259-9113 Ext: 1809 | Email: pfoster@sachealth.org

Officially responsible for “all things people,” which in practice means making sure SAC Health remains a place where mission, compassion, and coffee all flow freely. Leads the People Success team in supporting leaders, solving workplace puzzles, and occasionally reminding everyone that “reply all” is rarely the correct choice. If culture were a garden, Paul would be the one watering it, pulling weeds, and making sure nobody tries to plant chaos. He’s been known to talk a little...& then a little more...aaaand a little more.

Weaver, Allen
Manager, People
Development

Phone: 909-259-9113 Ext: 4257 | Email: aaweaver@sachealth.org

Designs and delivers leadership and professional development programs designed to help people grow, stretch, and occasionally discover that the mute button exists. Specializes in turning “I have to attend training” into “That was actually helpful.” Known to encourage career growth, continuous learning, and the radical concept that meetings should end on time.

Cardenas, Brandy
Director, talent
Acquisition & Culture

Phone: 909-259-9113 Ext: 1810 | Email: bcardenas@sachealth.org

Leads the hiring strategy and builds a strong, inclusive workplace culture by attracting top talent, supporting employee engagement, and promoting values that make our organization a great place to work and grow. Also creates world-class chocolate chip cookies, but has only brought them to work once.

Lopez, Norma
Manager, People
Operations

Phone: 909-382-7100 Ext: 4258 | Email: nalopez@sachealth.org

Ensures day-to-day People Success operations run like a well-organized clinic waiting room (on the good days). Supports onboarding, offboarding, and the many “in-between-ings” of employee life at SAC Health. Helps employees navigate policies, procedures, and the occasional “Where do I find that form?” mystery. Rarely leaves her office.

Zanian, Rafi
Interim Director,
People Success

Phone: 1795 | Email: rkzanian@sachealth.org

Works closely with leaders across SAC Health to help solve people challenges before they become “people mysteries.” Specializes in strategy, partnership, and the delicate art of translating leadership goals into practical actions. Frequently found advising leaders, improving employee experiences, and reminding everyone that communication solves approximately 87% of workplace problems.

Homsher, Dean Interim Business Partner Mngr., People Success

Phone: 909-259-9113 Ext: 1808 | Email:
dlhomsher@sachealth.org

Acts as a trusted advisor to leaders across SAC Health, helping them navigate the mysterious world of people management. Specializes in translating "I have a quick question" into a thoughtful solution that may or may not involve a policy, a conversation, or a cup of coffee. Known for helping leaders solve challenges before they become stories told in future training sessions.

Cuevas, Yadhira Specialist, Talent Solutions

Phone: 909-382-7100 Ext: 1805 | Email:
ycuevas@sachealth.org

Keeps the recruiting engine humming by coordinating job postings, interviews, and the many behind-the-scenes steps that make hiring look easy (even when it isn't). Helps recruiters stay organized and ensures candidates experience a smooth process from start to finish, which is no small feat in the wild world of calendars and scheduling links. Known to say, "THINK ABOUT IT!"

DeWees, Michael People Experience & Communications Specialist

Phone: 909-259-9113 Ext: 1799 | Email:
mddewees@sachealth.org

Responsible for making sure People Success communications are clear, engaging, and occasionally even enjoyable to read. Helps share important updates, celebrate employees, and keep everyone informed about what's happening across SAC Health. Would like to be known as "The VP of Vibe", but is struggling to gain traction on that...

Diaz, Adriana Assistant, People Success

Phone: 909-382-7100 Ext: 1794 | Email:
adridiaz@sachealth.org

The organizational superhero of the People Success team. Keeps calendars aligned, paperwork organized, and questions answered so the rest of the team can stay focused on supporting employees. Known for making the complex world of schedules, requests, and logistics run smoothly - which, as everyone knows, is basically magic. Took an entire week off in March, & the rest of us kinda lost it.

Taylor, Kimberly Business Partner II, People Success

Phone: 909-259-9113 Ext: 1796 | Email:
kmtaylor@sachealth.org

Newest member of the People Success team. Started in a temp role (it was either another healthcare provider or us, but since we are across from Costco pizza, we won). Foster told us we had to be on our best behavior her first month, and despite the struggle, it worked out.

Garcia, Carmen Partner, Talent Acquisition

Phone: 909-382-7100 Ext: 1807 | Email:
cgarcia@sachealth.org

Expert talent scout responsible for finding amazing people who want to serve our mission and occasionally survive the hiring process. Reviews applications, coordinates interviews, and guides candidates from "submitted my resume" to "welcome to SAC Health." Possesses the rare superpower of spotting great talent faster than most people can finish their coffee.

Osen, Mervyn HRIS Analyst

Phone: 909-259-9113 Ext: 1899 | Email:
mosena@sachealth.org

Guardian of the HR information system - the digital brain that keeps track of employees, data, and the many mysteries of payroll codes and reporting dashboards. Configures systems, runs reports, and ensures the data behind the scenes stays accurate, organized, and far less chaotic than it could be. Sometimes he even talks to the rest of us.

Villaruel, Vanesa Onboarding Coordinator, People Success

Phone: 909-382-7100 Ext: 4255 | Email:
vvillaruel@sachealth.org

The friendly guide who welcomes new employees into the SAC Health adventure. Helps new hires complete paperwork, learn the ropes, and figure out where everything is (including the coffee). Ensures that day one feels less like "Where am I?" and more like "I'm glad I'm here." Has the best laugh in all of SAC Health, & possibly the wide world.

Zuniga, Carmelita Integrated Leaves and Absence Specialist

Phone: 909-284-4714 Ext. 1820 | Email: czuniga@sachealth.org
Serves as the primary point of contact for employees, guiding them through the leave process from initial request to their return to work. This involves providing empathetic support and clear, confidential communication. The newest member of People Success, she's enjoying her own row in the office...for now.

WHAT IF APRIL FOOL'S DAY
IS ACTUALLY APRIL 2ND...

AND WE'VE BEEN FOOLED TO
BELIEVE IT'S APRIL 1ST?



SAC  HEALTH