



vitals

SAC  HEALTH



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From the Chief People Officer



March Madness reminds us that the most unforgettable moments aren't always planned; they're spontaneous, and success in these moments comes from preparation, teamwork, and heart.

This annual event shows us that victory is powered by individuals who know and execute their role, trust one another, and show up ready to give their best, particularly when the pressure is on.

As we move through this season, I'm inspired by the way you rally for one another, adapt when the playbook changes, and stay focused on the mission we share. It's our individual commitment, resilience, and purpose that drive us forward together.

Thank you for bringing your whole heart to **SAC** every day. Let's keep pushing forward, one strong play at a time!

Paul Foster

Chief People Officer



Dr. Maryellen Westerberg on Faith, Heritage & Leadership

BY MICHAEL DEWEES, PEOPLE EXPERIENCE & COMMUNICATIONS SPECIALIST

As we celebrate **St. Patrick's Day**, we're reminded that it's about more than shamrocks and shades of green, it's a celebration of faith, heritage, and the courage to follow God's calling.

This month, we asked our **Chief Operations Officer** to reflect on how her Irish roots shape her leadership, her heart for service, and the way she cares for our **SAC Health** team.

Operations + Culture

PS: The Irish are known for warmth, wit, and strong community ties. How do those qualities show up in the way you lead **Operations**?

Dr. Westerberg: *"The Irish are known for their warmth, wit and strong sense of community - and those same traits really shape the way I lead. They infuse energy in how I run operations and inspire me to build a Christ-centered culture where people feel connected and genuinely excited to belong. Growing up in an Irish home, no one was ever a stranger, and everyone was welcome. I still feel that way today, and it shows in how I engage with both staff and patients. I want everyone who walks through our doors to feel valued and supported. Years ago, I was part of the team that developed the organization's mission statement. The one word I can confidently say I was most proud to contribute was "flourish – because then, as now, that is truly my hope for everyone who is part of the **SAC Health** family and the community we serve."*

Mission + Execution

PS: If you could share one leadership lesson with our employees this month, what would it be, and how does it guide the way you support our teams?

Dr. Westerberg: *"One of my personal axioms is simple: 'How hard can it be?' I was asked this question as a freshman in high school by an old Irish nun. She also asked me if I could read - it's a long story. In any event, that question has fueled my willingness to step into new challenges with curiosity, optimism, and a genuine sense of possibility. Approaching opportunities this way has opened doors throughout my career – often leading me into roles I might never have pursued if I had stopped to overthink the difficulty."*

This mindset has served me well. It encourages experimentation, learning, and the confidence to take on the unfamiliar. More importantly, it reminds me that growth happens not when we have all the answers, but when we are willing to try."



Systems + Shepherding

PS: **Operations** can often feel systems-driven and metrics-focused. How do you ensure that warmth, community, and Christ-centered care remain woven into the way our organization runs?

Dr. Westerberg: *"Operations can often feel systems-driven and metrics-focused, but those systems and metrics require people who are committed to their roles here at **SAC Health**. These people understand the importance of the work they do and the data they generate. It is through this combined effort that we are able to come together and discuss best strategies, approaches, new lines of business and areas of opportunity and expansion. At its core, it's people doing people things for other people. Having a team around you that engenders this is crucial to success and these successes build on one another."*

Here's an Irish blessing from your Irish COO: "May the roof never fall in and those gathered below never fall out. Slainte!"

Closing Reflection

As we reflect on faith, heritage, and servant leadership this **St. Patrick's Day**, we're reminded that culture is built not just through strategy, but through heart. Just as St. Patrick answered God's call with courage and conviction, we too are invited to lead with faith, serve with humility, and care for one another as Christ cares for us.

Growing Forward in Lattice: 1:1s, Feedback, Updates & What's Different from Motivosity

BY DR. ALLEN A. WEAVER, MANAGER, PEOPLE DEVELOPMENT



Caring is our calling, and that includes caring for how we lead and develop our people. Over the past few weeks, many of you have begun using **Lattice** to schedule 1:1s, share updates, and give feedback. If you're still wondering, "How should I be using this?" then this article is for you.

Lattice isn't just another platform. It's the system that supports how we:

- Align goals
- Strengthen conversations
- Increase engagement
- Develop our people intentionally

Let's break down what matters most.

1:1s: The Engine of Engagement

Research consistently shows that regular 1:1s are one of the strongest drivers of employee engagement.

Our own [Engagement Playbook for Leaders](#) reinforces this rhythm of bi-weekly connection.

What makes a strong 1:1?

- It's employee-driven
- It focuses on progress, obstacles, and growth
- It creates space for two-way dialogue
- It ends with clarity on next steps

If you're a people leader:

- Review the ["Managers, Here's How to Run a One-on-One"](#) guide in **Lattice**
- Use **Lattice** agendas to structure consistent conversations

If you're an employee:

- Prepare topics in advance
- Bring wins, challenges, and development questions
- Ask: "How can I grow?"

Strong 1:1s prevent surprises during PECs and make performance conversations feel natural, not stressful.

Weekly Updates: Visibility Without Meetings

Weekly Updates in **Lattice** are not status reports for micromanagement.

They are:

- A way to increase transparency
- A method to reduce unnecessary meetings
- A way for leaders to spot patterns early

Managers: Use updates to notice workload, wins, and roadblocks.

Employees: Use updates to advocate for your work and surface obstacles before they become problems.

Clarity reduces burnout. Visibility increases support.

Feedback: Keep It Simple, Keep It Human

Feedback should be:

- Timely
- Specific
- Focused on behavior
- Forward-looking

Leaders, if you've attended **Management Essentials** for Performance Management, you know the **SBI-N model**:

- **S**ituation
- **B**ehavior
- **I**mpact
- **N**ext Steps

Lattice simply gives us a consistent place to capture those moments. And here's an important reminder: feedback is not criticism. It's meant to be developmental. It's how we live out Excellence and Compassion simultaneously.

A helpful read in **Lattice**:

["How Not to Sound Like a Jerk When Giving Feedback."](#)

Want to normalize developmental feedback within your team? Start by requesting it. Try sending requests for:

- “What’s one thing I could do that would make our 1:1s more meaningful?”
- “What would help me support the team better?”
- “Where could I improve?”

Requesting feedback lowers defensiveness. It signals psychological safety. And it moves you toward the desired culture of caring for and developing each other.

We’re building something bigger than a tool adoption. We’re building a feedback rhythm.

Lattice vs. Motivosity: What Goes Where?

Lattice is not just for praise. It is for performance feedback, both reinforcing and developmental.

When you observe strong performance, document it in **Lattice**. Be specific about what the person did and the impact it had. That feedback helps inform **Performance Enhancement Conversations** and supports long-term growth. Make sure the feedback is viewable to the person and their leader.

But **Lattice** is also where we grow.

Use it to:

- Reinforce what’s working
- Offer coaching for improvement
- Request feedback for yourself

If you want to celebrate more broadly without specifics and attach a **SAC Buck**, then **Motivosity** is the right place. It’s designed for public appreciation and morale-building moments. Think of it this way:

- **Motivosity** celebrates appreciation.
- **Lattice** strengthens specific performance and focused development.

Both matter. Just use them intentionally.

Want to Go Deeper?

If you’d like step-by-step guidance:

[Lattice University](#) (video walkthroughs) *You’ll need to create a separate login.

[People Development Hub](#)

[Why 1:1s Are Important and How to Run One](#)

[Best Practices: Using Updates as a Manager](#)

[Performance Management Library on Lattice](#)

These resources will help you move from “using the tool” to “growing forward” with it.

These resources will help you move from “using the tool” to “growing forward” with it.

Final Thought

Tools don’t create culture. Habits do.

- Bi-weekly 1:1s.
- Clear goals
- Timely feedback.
- Visible updates.

These are not administrative tasks. They are leadership behaviors.

And when we collectively practice them consistently, engagement follows.

Caring is our calling, including how we care for our people.



“My first one-on-one using Lattice was a positive experience. The platform encourages open and productive dialogue and provides thoughtful questions you might not normally ask, creating a comfortable space for employees to share more openly and offering greater insight into individual team members and overall team dynamics.”

Adriana Arredondo

Message Center RN Supervisor, Brier

When Care Changes Direction: Michael Wilson's Journey into Healthcare

BY BRANDY CARDENAS, DIRECTOR OF TALENT ACQUISITION & CULTURE

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

Sometimes a career change isn't sparked by ambition or dissatisfaction, but by the care received as a patient. The kind of care that leaves a lasting impression and quietly reshapes how someone sees their future. For **Michael Wilson**, that care didn't just heal him; it redirected his life.

Michael joined **SAC Health** in October 2025, starting in the float department. His first weeks were spent rotating through **Express Care**, followed by **Pediatrics**, and eventually **Internal Medicine**. Each stop taught him something new, but it was **Internal Medicine** that felt like home. After about six weeks, when an opening became available, Michael was hired permanently into the department, a natural fit that aligned with both his skills and his purpose.

His path into healthcare wasn't planned years in advance. It began with a life-altering experience.

In December 2021, Michael received a liver transplant at **Loma Linda University Medical Center**. At the time, he was working a high-stress job as **Facilities and Maintenance Manager for Baker's Burgers & Tacos**, a role he had held for eight years. After returning to work post-transplant, he was let go, unexpectedly opening a door to something new.

With time to pause and reflect, Michael decided to return to school. What began as taking time off through Christmas turned into several months devoted to personal growth, recovery, and an unusual passion, circus training. As part of a volunteer community-based circus in Redlands, Michael immersed himself in rehearsals and performances, discovering a supportive environment filled with people who listened, encouraged, and cared.

Around the same time, the state offered him an opportunity to retrain professionally, something that felt like the right next step since he loves making people laugh. Michael began researching healthcare careers, eventually enrolling at **LLUMC – San Manuel Gateway College**, returning to the very system that had once cared for him as a patient.



Before joining **SAC Health**, Michael balanced multiple roles. In addition to being a full-time student, he volunteered as a **OneLegacy** ambassador, helping raise awareness for organ donation, assisting with community events, and sharing his story publicly.

He also served as a circus trainer, teaching juggling, unicycling, and stilt walking, volunteer work that gave him far more than he ever asked for in return.

His decision to apply to **SAC Health** was intentional. The organization's reputation stood out, and while his original goal had been to work directly in transplant care, he quickly realized something important: his experience as a patient had already equipped him with skills no classroom could teach.

After interviewing at **SAC Health's Brier Career Fair**, he walked away with a quiet confidence that this was where he belonged. Once on the job, he realized how transferable his training truly was. While healthcare came with a learning curve, the foundation, communication, observation, and empathy were already there.

Rising Stars

The transition wasn't without challenges. The first six weeks were demanding, especially during his time in **Pediatrics**, where precision and attention to detail were critical. But Michael took notes, asked questions, and leaned on teammates who were consistently supportive.

What motivates him today is simple: the people.

"I'm proud to be part of such a fantastic team and to help take care of our community," he says. "That makes coming to work easier."

Michael believes his life experiences bring a unique perspective to the team. Having been critically ill himself, he approaches patient care with a heightened level of empathy. His friendships over the years, including relationships with people living with and lost to HIV, allow him to connect deeply with patients in infectious disease settings. He's comfortable having honest, compassionate conversations when they matter most.

Working alongside a collaborative, supportive team keeps him energized.

"When people jump in to help each other, everyone becomes better," he says.

In a short time, he's built strong relationships with coworkers and found a sense of belonging. What drives Michael's passion is personal growth, the desire to be kinder, more present, and more intentional. His advice to anyone starting their career reflects that mindset: "work hard, ask questions, and remember you're part of a team."

Looking ahead, Michael is considering returning to school to become an **LVN**, inspired by the responsibility and impact he sees in the role every day.

Of everything he's accomplished, what he's most proud of is how he handled his diagnosis. He stayed calm, continued working until transplant day, followed medical guidance closely, and showed up as a patient committed to his own care. He feels he can help encourage patients to do the same.

Michael's journey is proof that care doesn't end when treatment does. Sometimes, it plants a seed, one that grows into a new career, a new purpose, and a new way to care for others.

For Michael Wilson, patient care didn't just change his life. It changed his direction.



Upcoming Events



Join us as we promote healthy habits and learn more about nutrition throughout March alongside our **Registered Dietitians**.

Event Schedule:

March 4 Brier Nutrition Booth | 11:00 AM – 1:00 PM

March 12 SBC Nutrition Booth | 10:00 AM – 12:00 PM

March 17 Brier Basics Presentation on Nutrition (10:30 am - 11 am / 1:30 pm - 2 pm via TEAMS - Invitations via email)

March 18 Brier Nutrition Booth | 11:00 AM – 1:00 PM

Don't miss this opportunity to invest in your health, gain valuable nutrition tips, and win exciting raffle prizes. We look forward to seeing you there!

*****Staff who participate in any or all events will be entered into our wellness raffle!**

One entry per event will be allowed***

February Wellness Winners

Yadhira Cuevas - Yeti Cooler
Savannah Baldonado - Gift Card
Laura Castelan - Foot Massager



Leveling Up: Finding Your “Gold” This St. Patrick’s Day

BY DEAN HOMSHER, BUSINESS PARTNER II, PEOPLE SUCCESS

Insights on career management and how to position yourself for your next move.

St. Patrick’s Day is filled with symbols of luck—four-leaf clovers, rainbows, and pots of gold. But when it comes to your career, growth isn’t found at the end of a rainbow. It’s built through intention, courage, and a willingness to stretch.

At **SAC Health**, we don’t leave development to chance. We believe excellence is cultivated. Just like in October’s reminder to finish strong with a stretch goal

Luck Favors the Bold (and the Prepared)

Instead of searching for luck this season, ask yourself:

What skill have I been meaning to sharpen? Where have I been playing it safe? What opportunity might be waiting if I raised my hand?

A true “pot of gold” moment in your career often looks like:

Taking on a stretch assignment that builds a new competency. Having a candid development conversation with your leader.

Exploring an internal move that aligns with your evolving passions. Improving a workflow that reduces friction for your team.

Growth doesn’t always come with a promotion title attached. Sometimes it’s deeper confidence. Sometimes it’s a stronger collaboration. Sometimes it’s realizing you’re capable of more than you thought.

Follow the Rainbow: Your Growth Path

Career paths aren’t always ladders; they’re journeys. As we’ve shared before, internal mobility is less about climbing straight up and more about exploring where your strengths and passions intersect.

This month, consider one intentional “Level Up” move:

Define Your Gold - What does the next level look like for you?

Plant the Clover - Start a conversation with your leader or People Success Business Partner.

Take the Step - Volunteer, apply, learn, improve.

Stay Accountable - Track progress and reflect on what you’re learning.

No Luck Required

There’s an old saying that “luck is what happens when preparation meets opportunity.” At **SAC Health**, opportunity is everywhere; within teams, across departments, and inside yourself.

This **St. Patrick’s Day**, don’t wait for a lucky break; create one.

Your growth. Your journey. Your gold.



Understanding Compensation at SAC Health

BY RAFI K. ZANIAN INTERIM DIRECTOR, PEOPLE SUCCESS OPERATIONS

Compensation is a key component of **SAC Health’s Total Rewards** philosophy and plays an important role in attracting, motivating, and retaining a high-performing workforce. Our approach is designed to ensure that pay practices are competitive, equitable, and aligned with our mission and organizational standards.

To establish base pay ranges for each position, we use reliable market survey data that reflects current compensation trends for similar roles. This market-based approach allows us to remain competitive while also being responsible stewards of our resources. **SAC Health** continuously monitors compensation ranges and market trends to ensure our pay practices remain current and responsive to changes in the labor market.

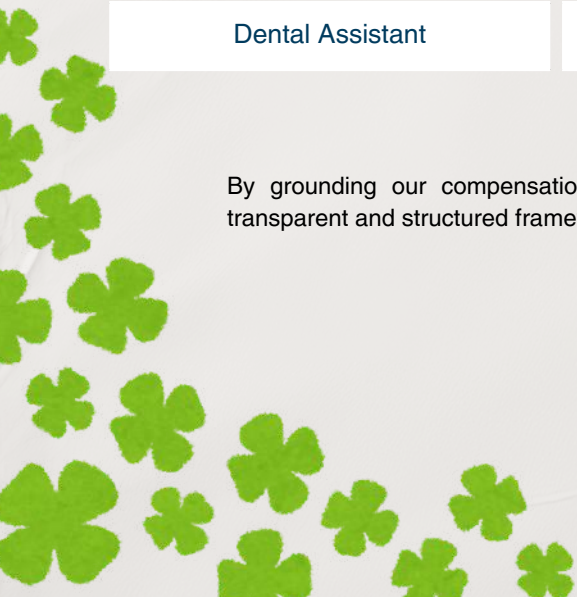
Each position is assigned a salary range that is generally targeted at or above the market median (50th percentile). This provides a strong foundation for fair, consistent, and competitive pay practices. Where an individual falls within that range may vary based on job-related factors such as relevant experience, specialized skills, certifications, and demonstrated performance.

To provide additional transparency, below are examples of how starting wages for select positions compare between **Loma Linda University Health** and **SAC Health**:

| Starting Wages for | Loma Linda University Health | SAC Health |
|--------------------------------|------------------------------|------------|
| LVN | \$27.78 | \$29.58 |
| Patient Service Representative | \$24.00 | \$23.75 |
| Billing Specialist | \$24.38 | \$25.87 |
| Dental Assistant | \$23.00 | \$23.51 |

Starting wage examples are effective as of February 20, 2026.

By grounding our compensation decisions in market data and objective criteria, we strive to maintain a transparent and structured framework that supports both organizational success and employee growth.



Health Information Management Team (Medical Records)

BY YADHIRA CUEVAS, SPECIALIST,
TALENT SOLUTIONS



At **SAC Health**, high-quality patient care depends on accurate, secure, and timely information. Our **Health Information Management team (Medical Records)** plays a critical role behind the scenes, ensuring that patient health information is handled with the highest standards of confidentiality, compliance, and efficiency.

What the Team Does:

The **Health Information Management** team is responsible for managing patient health information throughout its entire lifecycle. Their key duties include:

- Maintaining medical records: Ensuring patient records are complete, accurate, and properly organized in accordance with state and federal regulations.
- Protecting patient privacy: Safeguarding sensitive health information and maintaining strict compliance with HIPAA and other privacy requirements.
- Releasing information appropriately: Processing requests for medical records, billing, and imaging from patients, providers, legal entities, and authorized third parties in a timely and secure manner.
- Supporting clinical teams: Making records readily available to providers to support continuity of care, referrals, and treatment decisions.
- Ensuring compliance and quality: Assisting with audits, quality reviews, and documentation standards that support organizational excellence.

Why Their Work Matters:

Although much of their work happens behind the scenes, the **Health Information Management** team directly supports patient safety, care coordination, legal compliance, and operational efficiency. Their attention to detail helps ensure that providers have the information they need and that patients can trust **SAC Health** with their personal health data.

We thank our **Medical Records** team for their dedication, professionalism, and commitment to excellence. Their work is essential to fulfilling **SAC Health's** mission of providing high-quality, compassionate care to our community.

Please join us in recognizing and appreciating the important contributions of this team.

HOT JOBS! – IT Administrative Assistant

BY CARMEN GARCIA, PARTNER, TALENT ACQUISITION

Location: Brier Clinic, San Bernardino, CA

Schedule: Monday–Friday | 9:00am–5:30pm | 8-hour shifts

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

Position Overview

The **Administrative Assistant** provides essential clerical and administrative support to department leadership. This role is critical in keeping department operations organized, compliant, and running efficiently. You'll support leadership through document management, scheduling, reporting, and coordination—while helping advance **SAC Health's** mission.

This position may occasionally require travel and weekend work to represent the department at community or organizational events.

What You'll Be Doing

- Maintain and track departmental files, workflows, competencies, and documentation
- Provide administrative support to leadership, including reports, spreadsheets, and correspondence
- Manage supply ordering and inventory
- Maintain electronic files and department share drives
- Prepare reports, agendas, meeting materials, and meeting minutes
- Coordinate meetings, trainings, interviews, and conferences (including room setup and meals)
- Maintain master calendars and schedule appointments for department leadership
- Edit and maintain department guidelines, policies, forms, and communications
- Assist with audits, regulatory requirements, and emergency preparedness binders
- Support staffing-related administrative documentation
- Collaborate closely with other Administrative Assistants across departments
- Represent the department at community events as needed

What We're Looking For

Qualifications:

- Education: High School Diploma or equivalent required; AA/AS preferred
- Experience: Minimum 2 years in an administrative role required; healthcare experience preferred



Hot Job Spotlight

- Licensure: Valid CA driver's license, reliable vehicle, and active auto insurance

Skills & Abilities:

- Strong written and verbal communication
- Excellent organizational and multitasking skills
- Proficiency with data entry, word processing, scheduling, and office systems
- Ability to work independently, take initiative, and manage competing deadlines
- Professional, tactful, and diplomatic interpersonal skills
- Comfortable handling sensitive and confidential information
- Passion for teamwork, service, and community impact

Work Eligibility:

- Must be legally authorized to work in the U.S. on a full-time basis
- No current or future visa sponsorship required

Ready to Make an Impact?

If you're a motivated administrative professional who thrives in a mission-driven healthcare environment, this position is for you!

Apply today or share this opportunity with someone who would be a great fit.

Join **SAC Health** and be part of a team that's changing lives every day!



St. Patrick's Day: A Reflection on Faith in Action

BY MICHAEL DEWEEES, PEOPLE EXPERIENCE & COMMUNICATIONS SPECIALIST

Read All About It (What people are talking about and why it matters)

On March 17, we recognize **St. Patrick's Day**, a celebration that, at its heart, honors the life of Saint Patrick and his unwavering commitment to sharing the hope of Christ.

Though widely associated with shamrocks and celebration, St. Patrick's legacy is one of courage, forgiveness, and service. After enduring years of hardship, he returned to the very place of his captivity, not with bitterness, but with compassion, to serve and minister to others. His life reminds us that faith is most powerful when it is lived out through action.

At **SAC Health**, that same spirit is reflected in our Core Values:

- **Humble Service:** Like St. Patrick, we are called to serve with compassion and selflessness, placing the needs of others before our own.
- **Compassion & Wholeness:** We care not only for physical health, but for the whole person - body, mind, and spirit.
- **Integrity & Excellence:** We remain steadfast in doing what is right, even when it requires perseverance and faith.
- **Teamwork & Respect:** We work together in unity, honoring the dignity and worth of every patient and colleague.
- **Quality Healthcare:** We are committed to providing exceptional care as an expression of Christ-centered love.

The tradition of the shamrock, used by St. Patrick to illustrate the Trinity, reminds us that even simple acts can carry eternal meaning. In the same way, the everyday moments of kindness, professionalism, and faithfulness within our clinics carry a lasting impact on the communities we serve.

As we observe **St. Patrick's Day**, may we be reminded that our work is more than a profession; it is a calling.

Thank you for living our values so faithfully each day.



Values in Practice 2026

BY MICHAEL DEWEES, PEOPLE EXPERIENCE & COMMUNICATIONS SPECIALIST



Year Three of VIP begins this month.

This March, we proudly launch the third year of **SAC Health's Values in Practice (VIP) Program**, and we could not be more excited.

For two years, **VIP** has celebrated the everyday moments when our Core Values come to life. Because of you, this program has strengthened our culture, deepened engagement, and reminded us that living our mission is not just what we say, it's what we do.

Year Three raises the bar.

Employees - this is your moment to shine. Continue embodying the Core Values that make **SAC Health** exceptional. Your impact matters, and it deserves to be recognized. This includes suggesting nominees to your leader!

Leaders - your role is essential. **VIP** only works when you intentionally observe, affirm, and nominate team members who exemplify our monthly Core Value. Recognition is not an afterthought; it is a leadership responsibility. Timely nominations and thoughtful participation ensure every department has the opportunity to celebrate excellence.

Together, let's make Year Three the strongest yet by honoring those who reflect Christ through service and making **SAC Health** a place where our values are visible every single day.

Year Three starts now.

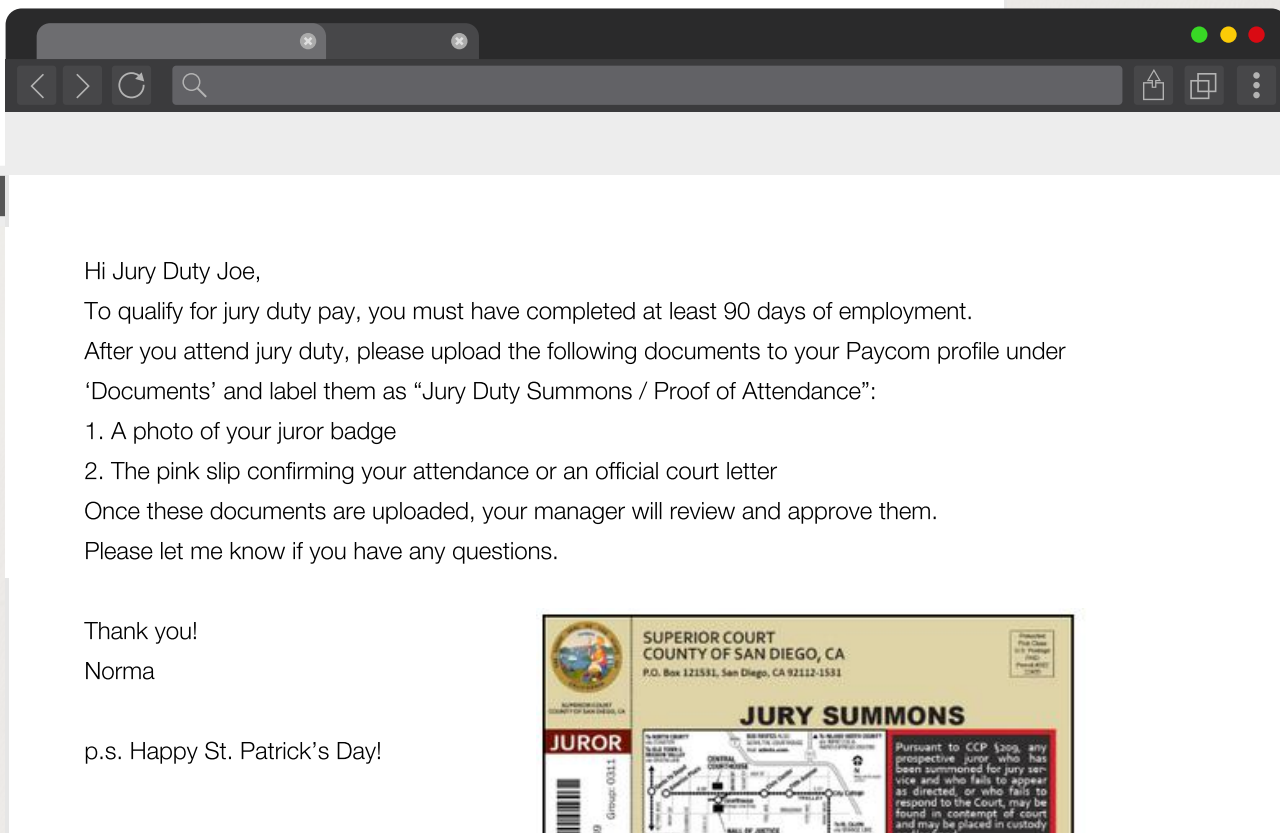
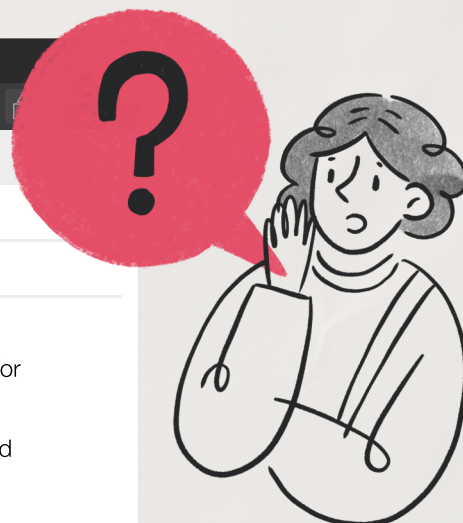
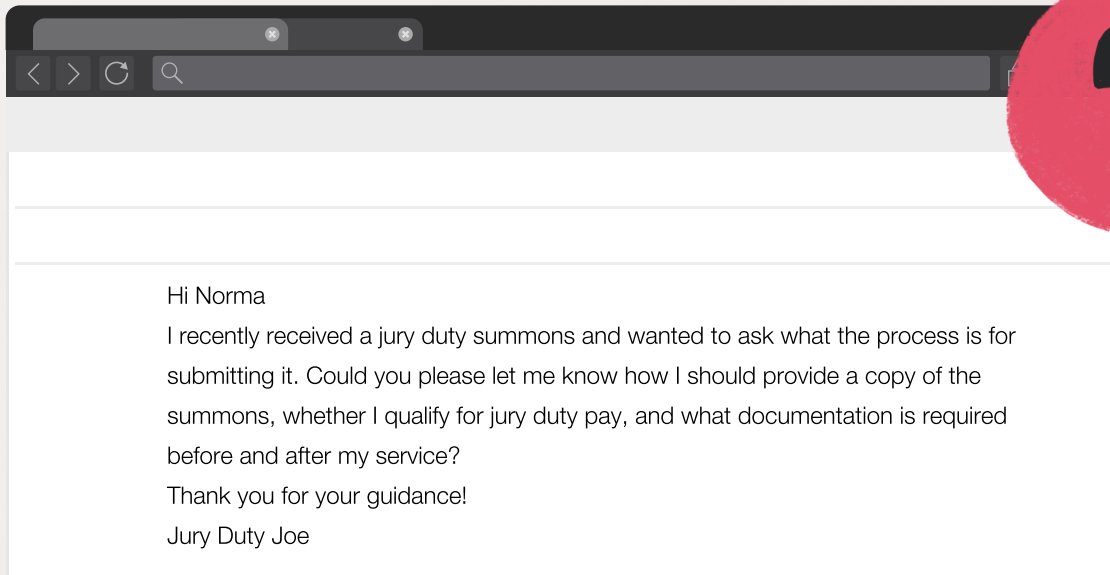
| Value Celebrated | Publish Date | Nominations Due | Announce Winner |
|--------------------|--------------|-----------------|-----------------|
| Teamwork | March 2 | April 2 | April 29 |
| Quality Healthcare | April 6 | May 7 | May 27 |
| Respect | May 4 | June 4 | June 24 |
| Wholeness | June 1 | July 2 | July 29 |
| Integrity | July 6 | August 6 | August 26 |
| Humble Service | August 3 | September 3 | September 30 |
| Excellence | September 7 | October 8 | October 28 |
| Compassion | October 5 | November 5 | November 25 |



CULTURE CREW

TBD

BY NORMA LOPEZ MANAGER, PEOPLE OPERATIONS



Sticky Notes & OneNote: Simple Ways to Stay Organized



BY MERVYN OSENA, HRIS ANALYST

Are you a big note-taker? Do reminders live on sticky notes scattered across your desk? Well, good news! You can recreate and apply that same system digitally right on your computer.

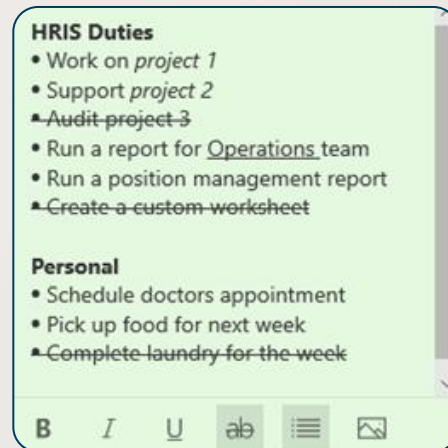
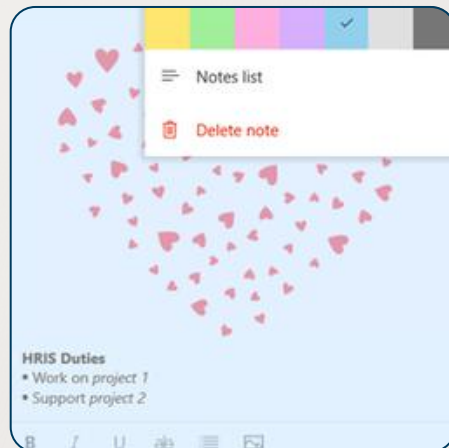
Sticky Notes

The **Sticky Notes** program lets you create quick notes that stay visible on your desktop and automatically save. These act like virtual sticky notes that you will not accidentally lose.



Sticky Notes
App

You can also keep a running list of notes that you can open, move around, and update anytime. This is especially helpful for on-the-go reminders and helps reduce paper clutter.



OneNote

We also have a program called **OneNote**. This tool allows you to create virtual notebooks with tabs, pages, and bookmarks in a variety of colors. It is ideal for organizing projects, meeting notes, and ideas all in one place.

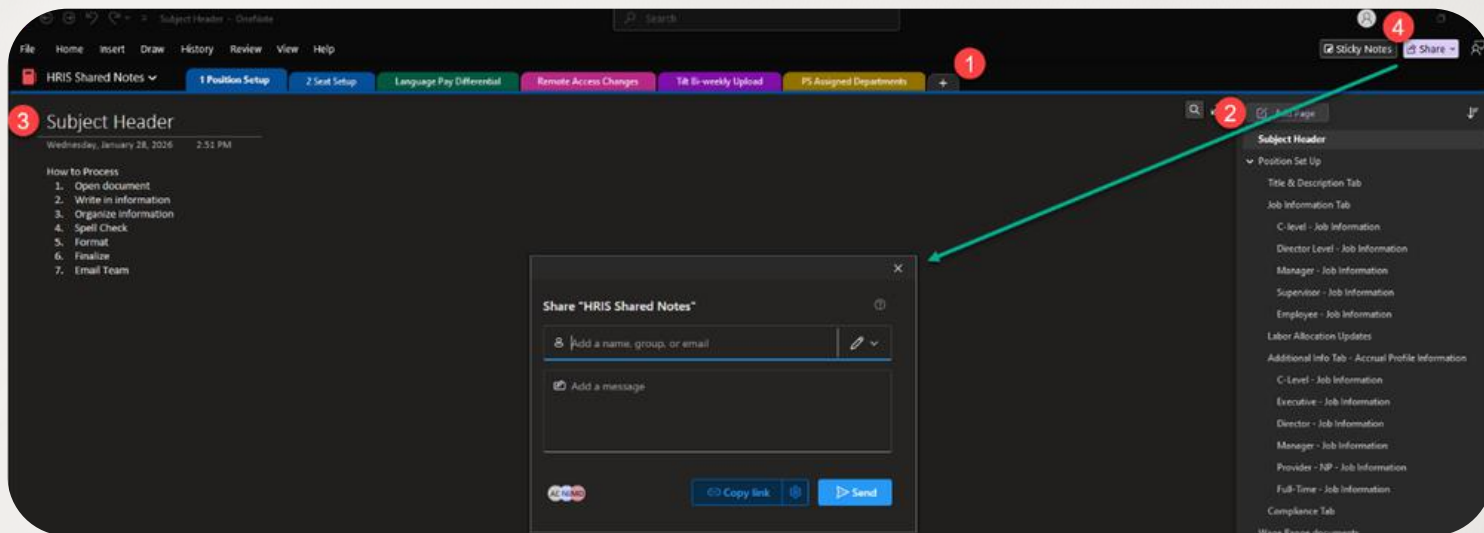
Not only can you personalize how your notes are set up, but you can also share and collaborate with your teammates. This creates a shared space for ideas, updates, and documentation.

In the example shown

1. You can add tabs using the plus sign. You can also change tab colors by right-clicking a tab and selecting Section Color.
2. Add pages. Adding multiple pages allows you to create a contents list on the right-hand side (Depending on your **OneNote** version).
3. Add a subject header and body information to keep notes organized and easy to read.
4. Share and collaborate by inviting coworkers and sharing a link. You can access **OneNote** on your browser and your desktop.



OneNote
App



**Organizing does not have to be boring.
With Sticky Notes and OneNote, staying
organized can be simple and effective.
Give it a try and enjoy a more organized
workday!**

Spiritual Belonging

BY TAYLOR C. HENRY
INTERIM DIRECTOR OF
SPIRITUAL CARE

Romans 5:3-4 - *"Not only that, but we rejoice in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope."*

Have you ever run a race? A couple of years back, I ran a half-marathon with my mom. I could hardly wrap my head around running 3 miles, let alone 13.1 miles. We would train together and push each other when one of us was feeling discouraged. Every time we reached a mile marker, it felt like we overcame a trial. Once we hit mile 9, I could feel myself hitting a wall, and there was a moment where I questioned, "Can I do this?". My mom reminded me that I couldn't give up now, I have come so far. At that point, the rest of the race was mental. My body was capable of getting there, but my mind was the one that was telling me that I couldn't.

Finally, I made it to mile 13. I could hear the cheer of strangers yelling, "You can do this! You're almost there." I remember tears welling up in my eyes. I did it. I had made it.

ENDURANCE

The battle I had with myself was a battle of endurance. The truth was my body did have the endurance to press on, but my mind's endurance was my true race. How many of us are fighting a battle in our minds? I can't do this. These burdens are too great to bear. As we think about our spiritual journey, what does scripture tell us about endurance?

For each of us, we are running the race of our lives. Each of us will face suffering that will shape us, and scripture tells us that our "suffering produces endurance, and endurance produces character, and character produces hope." We are all in a growing process, and with each new challenge we face, it helps us grow our character.

There may be moments in life where we feel like we won't make it. There may be burdens that are too hard to carry. The beautiful news of the gospel is that we have a God who runs this race with us. Deuteronomy 31:8 reminds us that, "The Lord himself goes before you and will be with you; he will never leave you nor forsake you." He will be with you every step of the way.

In this life, we will face trials. Let us never forget that we are not alone in our race. May we always keep our eyes towards Jesus in everything we encounter. Hebrews 12:1-2 tells us, "Let us run with perseverance the race marked out for us, fixing our eyes on Jesus."

Blessings to you in this season of endurance.

TAKE2 MORNING DEVOTIONAL

At **SAC Health**, we want to start our mornings feeling refreshed and set the tone for the day. We invite you to join us for **Take 2** (as in two minutes) at 8 am when we have a speaker share a brief message from the Bible verse for that day. We meet both in person and on **Teams**.

Spiritual Care
909.601.2964
Taylor C. Henry
Interim Director of Spiritual Care
tchenry@sachealth.org

Community Resource Center



CRC Valentine's Raffle Winners

1st
Mika Roberts
BH



2nd
Kimberly Martinez
Family Med



3rd
Luz Roman
Primary Med



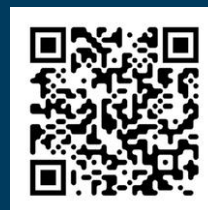
4th
Reness Munoz
Compliance &
Risk Management



Congratulations

For questions,
please call (909) 771-2891

For community events,
please visit sachealth.org/events



SAC Health Give Page



Amazon Wish List

Checking in with Blythe



“This practice respects and cares about their patients and is probably the best medical care I've ever received anywhere.”

Online Patient Feedback

One Mission — One Team

March Birthdays



ACADEMICS

Michaela Bassig 3/4
Angel Mendoza 3/18

ADMINISTRATION

Erika Vasquez 3/5
Bonnie Chi-lum 3/17

APPOINTMENT CENTER

Eileen Ramirez 3/1
Jose Luis Zamudio Lujano 3/8
Paulina Olguin 3/11
Gabriel Aceres 3/17
Raul Pena Jr. 3/23
Stephanie Yvonne Noriega 3/24
Raquel Astorga 3/27

BEHAVIORAL HEALTH

Trixia Barroso 3/9
Janel Lynn Barrett Calinisan 3/13
Joanna Leah Sullivan 3/13
Leyda Ibeth Guevara 3/15
Denise Vega 3/17
Veronica Plascencia 3/23
Janett del Rio-Villalba 3/26
Jordana Corona 3/28

CARE MANAGEMENT

Danielle Ables 3/7
Christina Duran 3/9
Isabel Plascencia Escobedo 3/11
Alexis Calles 3/12
Karla Villanueva Romero 3/21
Sarah Michelle Whitmer 3/31

COMPLIANCE & RISK MGMT.

Silvia Duarte 3/5

DENTAL

Katy Salaices 3/8
Saleste Reanna Alonzo 3/15
Alison Perez 3/17
Nancy R Ramirez 3/23
Sarah Ladhani 3/25
Gemma C Gonzales 3/27
Noemi Moreno 3/29

DERMATOLOGY

Luis Gudino 3/29

FAMILY MEDICINE

Jose Adame 3/1
Lizet Huerta 3/1
Amber Shanise Watai 3/1
Felicia Malintang 3/6
Maretha S Tyce 3/6
Kimberly Scully 3/12
Joany Saldana 3/23

FINANCE

Crystina Valenzuela 3/14

GENERAL PEDIATRICS

Jannet A Reyes 3/12
Briahna Kiara Cumberbatch 3/24
Montserrat Aracely Sierra 3/24
Alicia Ochoa 3/29
Anahi Santacruz Cruz 3/31

I.T. HELP DESK

Loramín Esquero Andres 3/2
Maria Velazquez 3/6
Reinaldo Perez 3/7
Anna Ceballos 3/12

INTERNAL MEDICINE

Jacqueline Pinon 3/5
Emily Z Saucedo 3/8
Brooke Ashley Smith 3/30

MAT CLINIC

Shannon Lorene Purvis 3/4
Perla Mendoza 3/30

MESSAGE CENTER

Elizabeth Anaya 3/3
Cecilia R Yanez 3/3
Saunders Tamba 3/6
Nadia Kristy Andrade 3/8
Jessica Barrientos 3/14
Nayeli Magana 3/30

OPERATIONS

Irene Christine Romero 3/4
Lisa Marie Resendiz 3/26

OPHTHALMOLOGY

Patty Wynkoop 3/2

ORTHOPEDIC

Anahis Valdivia 3/8

PATIENT REGISTRATION

Nadya Martinez 3/2
Miranda Nichole Molina 3/2
Serinna Alvarado 3/7
Isamar Guerrero-rea 3/15
Tanya Andrea Buenrostro 3/19
Stephanie Michelle Worthington 3/22
Michelle Yvette Gutierrez 3/23
Victoria Velasquez 3/23
Lucero Vazquez 3/29

PEOPLE SUCCESS

Adriana Diaz 3/25
Rafi Zanian 3/28

PRIMARY MEDICINE

Leslie Campo 3/7

QUALITY IMPROVEMENT

Crystal Gatson 3/3
Nanci Nohemi Orozco Velasco 3/5
James Fitts 3/11
Gerardo Magana 3/16
Antonio Dion Harris 3/21

REFERRALS

Destiny Renee Chavez 3/19
Brenda A Renteria 3/19
Betty D Linarte 3/22
Kevin Ramirez Rendon 3/22
Cindy Raquel Tovar 3/22

WOMENS HEALTH

Graciela Bonilla 3/13
Baycelisa Mercado Robinson 3/13
Gracey Bernard 3/23
Elisabet Llamas 3/26



March Work Anniversaries

1 Year

Diana Acosta
Melissa Lisseth Chavira
Norma Leticia Garcia
Vanessa Lizett Green
Maria Lind
Eduardo Medina
Melanie Merlos
Lizbeth Solis
Erika Bustos Torres
Sabrina Juanita Castaneda
Jocelyn Guareca
Sandra Elizabeth Guillen
Dean Lloyd Homsher
Maritza Antonieta Lopez
Leslye Rojo
Stephanie Guadalupe Romero
Jennifer Sierra Alvarado
Helen Pakingan White

2 Years

Silvia Chavez
Jafet Legrand Ortiz
Diana Leticia Plata Placencia
Blanca Viridiana Ramirez Torres
Jazmin Rodriguez
Estefany Salazar Arechiga
Lorena Marie Thobaben
Victoria Cruz
Susanne Allison Gutierrez
Donisha Renee Jackson
Itzallana Elizabeth Martinez
Jennifer Medrano
Alejandra Olmos-garcia
Raul Pena Jr
Vanessa Jennifer Valladares
Nancy Ventura Oseguera

3 Years

Saleste Reanna Alonzo
Jennifer Camarena
Leslie Campo
Yanin Yicel Garcia
Lorena Uribe Hilden
Kristy Nicole Leuthner
Genesis Alexandra Hernandez Lilis
Nancy Montano
Gabriela Isabel Ponce
Jeannette M Flanders
Connie Gomar
Nathalie Sandoval

4 Years

Valerie Biannet Brizuela
Laura Maldonado
Genesis Rubi Cruz
Vanessa Flores
Nancy Lopez Reyes
Alejandra Rivas

5 Years

Phetdavone B Sengdara
Gicelle Analy Romero

6 Years

Royce Ayonga
Jessica Figueroa
Matthew V Moreno

7 Years

Lisette Vanfleet
Martha Eufrazio
Gerrard L Gier
Mari Pimentel

8 Years

Luis Martinez
Stephanie C Robles

9 Years

Silvia B Bodnar

10 Years

Cindy Torres
April Cota

11 Years

Belen Garcia
Sara E Pacheco

27 Years

Alfarius Sihotang



Brier B♥sics



Márch*

3/3 Spiritual Care - **“Spiritual Care Referrals”**

3/10 People Success - **“Leading Self”**

3/17 Operations - **“National Nutrition Month”**

3/24 Compliance and Risk Management - **“Cyber Safety”**

3/31 Administration - **“Living the Values”**



February New Hires

BASEBALL IS BACK!

BY VANESA R. VILLARUEL, ONBOARDING COORDINATOR, PEOPLE SUCCESS

Who is your all-time favorite player?

Roberto Clemente
Monica Saldana



Aaron Judge
Claudia Tovar

Kyle Stowers
Sheryl Watson



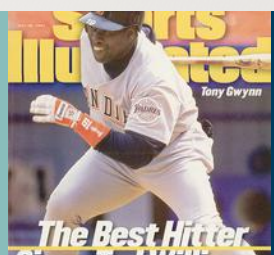
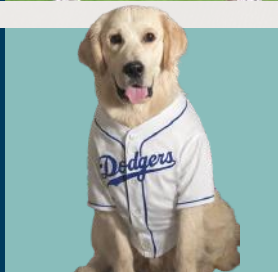
Kiki Hernandez
Destiny Sanchez
Geronimo Herrerat
Marissa Quezada

Shohei Ohtani
De Anna Rosada
Marisa Miley
Monica Reyes Uribe
Saunders Tamba



Freddie Freeman
Jasmine Delgado

Mookie
PS Team Mascot
(He LOVES Petco
Park)



HOFer Tony Gwynn
Michael DeWees
NHO Facilitator

Contest: There's a special feature at PNC Park in Pittsburgh that honors Pirate legend Roberto Clemente. What is it?

Email answer to mddewees@sachealth.org

PS Hall Pass - Murrieta

(Where we randomly stop people in the hall & ask random questions in a random way)

Q. When you think of March, what do you think of?



“You should think of Lent”!

Samara Cardona Espinoza
Behavioral Health Specialist



“My Birthday”!

Trixia Barroso
PSR, Behavioral Health



“Spring & butterflies”

Elizabeth Romero
Supervisor, Patient Registration



“Spring Break”!

Ananca Chavez
PSR, Behavioral Health



“St. Patrick’s Day”

Helen White PSR
Valeria Alvarez PSR



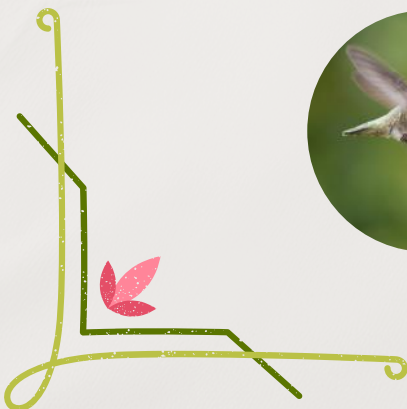
“A pot o’ gold”!

Sabrina Castaneda
Lead PSR

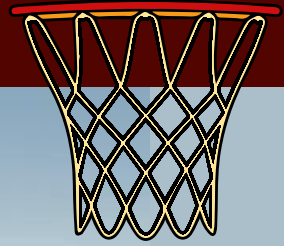
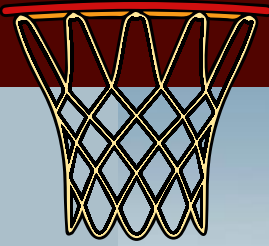


“Spring, flowers & birds”

Esther Aguilar
PSR



March Madness Caption Contest:
What did she say?



Submit your answer to mddewees@sachealth.org

And the Winner is...



Last Month's *Pick the Super Bowl Winner* (via random draw) was:

Felicia Malintang
LVN Manager
Family Medicine/Brier



Finnegan experiences a rash of bad luck.



March 8th!!!



People Success Directory



Foster, Paul M. Chief People Officer

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

Leads all things people-related, helps make sure SAC Health stays a great place to work by guiding the People Success Team and supporting leadership in caring for employees.

Villagran, Ana (On LOA) Director, People Operations

Phone: 909-284-4714 Ext: 1806 | Email:
avillagran@sachealth.org

Responsible for overseeing the People Success operations function and aligning HR strategies with organizational goals. Ensures compliance with labor laws, leads key engagement initiatives, and serves as a strategic advisor to executive leadership.

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.

Weaver, Allen Manager, People Development

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

Focuses on employee training and professional growth. Designs and delivers training programs, supports leadership development, tracks training metrics, and helps create career pathing and succession plans.

Lopez, Norma Manager, People Operations

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

Oversees day-to-day People Success operations and ensures that policies and procedures are followed consistently. Supports onboarding and offboarding, manages employee records, ensures compliance, and supervises other PS team members.

Zanian, Rafi Manager, People Success Business Partner

Phone: TBD | Email: rkzania@sachealth.org

Leads and develops the PSBP team while partnering with senior leaders to align People Success strategies, workforce planning, and organization-wide initiatives that enhance employee experience, performance, and business outcomes.

Homsher, Dean Business Partner II, People Success

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

Serves as the primary point of contact for their assigned client group. Develops workforce plans, leads organizational assessments, and provides tactical support to department leaders.

Cuevas, Yadhira Specialist, Talent Solutions

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

Supports hiring managers and recruiters by helping with job postings, screening candidates, scheduling interviews, and making sure the hiring process runs smoothly from start to finish. Also partners with schools and local job programs to find more great candidates.

DeWees, Michael People Experience & Communications Specialist

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

Enhances workplace culture and employee satisfaction and leads internal communications to promote a positive employee experience.

Diaz, Adriana Assistant, People Success

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

Keeps the People Success department organized and running smoothly. Support with onboarding, employee paperwork, scheduling, and answering general questions.

Garcia, Carmen Partner, Talent Acquisition

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

Finds and hires great talent by working with managers, posting jobs, reviewing applications, and guiding candidates through the hiring process.

Ramos, Monica (On LOA) Leave of Absence & Benefits Analyst

Phone: 909-259-9113 Ext: 1811 | Email:
mramos@sachealth.org

Responsible for administering employee leave programs and managing benefit-related processes.

Osen, Mervyn HRIS Analyst

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

Administers, develops, and maintains the Human Resource Information System (HRIS). Configures the system to meet ongoing business needs and generates actionable reports to organizational functions and objectives.

Villaruel, Vanesa Onboarding Coordinator, People Success

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

Helps new employees get started by guiding them through orientation, paperwork, and training so they feel welcome and ready for their new role.

**“When you align yourself with what God wants,
something special happens.”**

Bono

(LEAD SINGER OF IRISH ROCK BAND U2)

