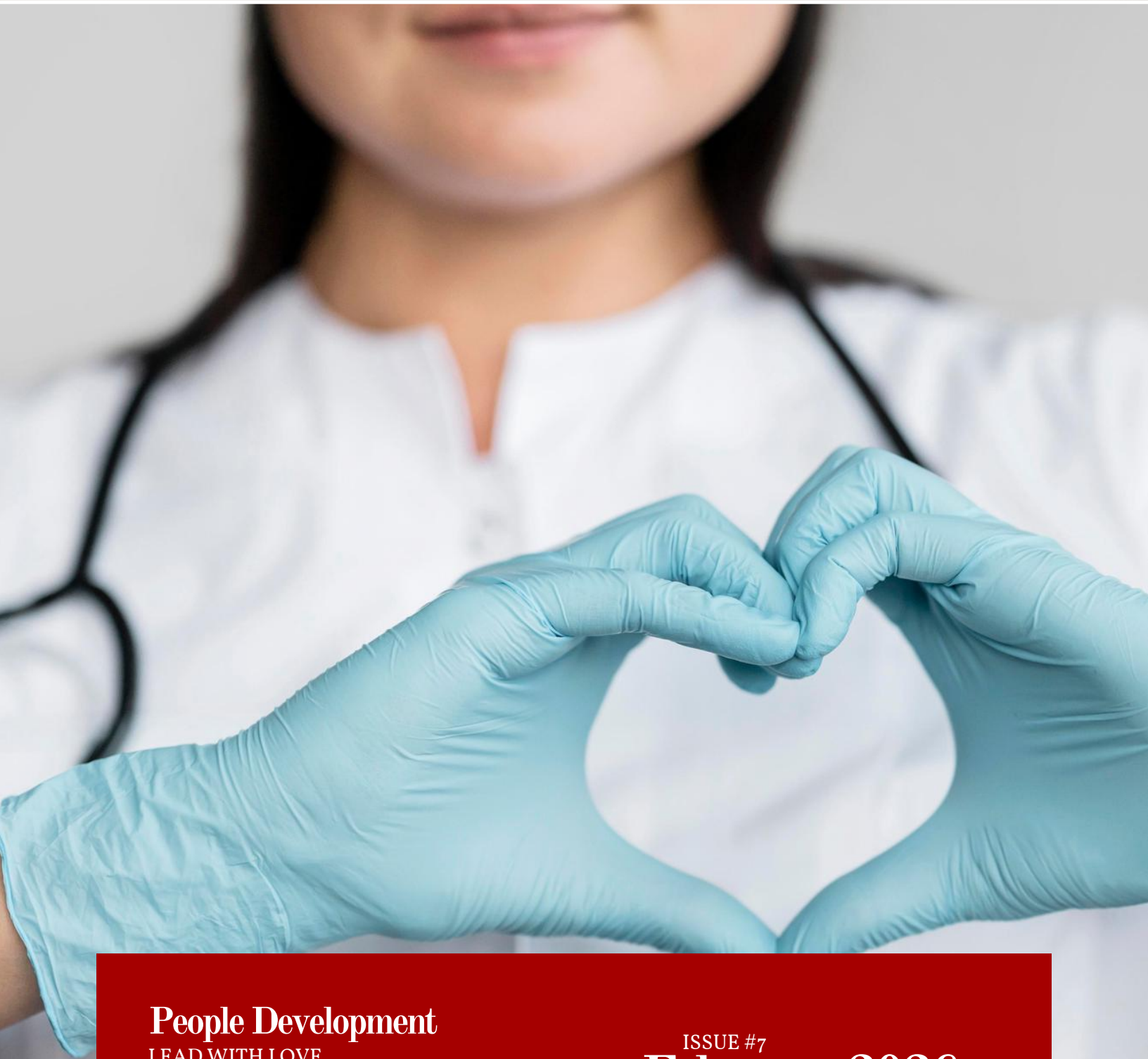




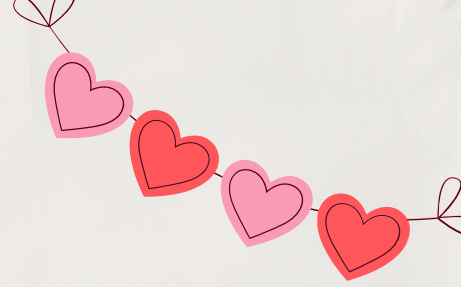
People Development
LEAD WITH LOVE

Hot Jobs
MAKE YOUR NEXT CAREER MOVE

ISSUE #7
February 2026

PUBLISHED BY: PEOPLE SUCCESS

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From the Chief People Officer



February is often associated with love, gratitude, and connection, and it's a fitting reminder of what makes our organization truly special: our people.

Every day, I see the care you show one another, our patients, and our communities. Whether through teamwork behind the scenes, compassion at the point of care, or a simple act of kindness toward a colleague, you bring heart to the work you do, and it does not go unnoticed.

This month, I encourage you to take a moment to recognize someone who has made your workday a little brighter. A thank-you, a note of appreciation, or a spoken word of encouragement can go a long way in strengthening the connections that make us who we are.

Thank you for the dedication, grace, and love you bring to your roles. It is truly an honor to serve alongside you.

With appreciation,

Chief People Officer



Retirement Planning: Building Financial Confidence for Your Future

BY ANA VILLAGRAN, DIRECTOR,
PEOPLE SUCCESS OPERATIONS

As we begin a new year, we're excited to continue supporting your financial wellness. January's spotlight focuses on retirement planning and the valuable conversations that took place during our recent employee information sessions.

Thank You for Joining Us!

We were thrilled by the strong turnout and engagement during our retirement planning calls via Teams on Wednesday, December 13:

- 77 employees attended the first session
- 53 employees attended the second session

Thank you for showing up, asking thoughtful questions, and taking an active role in planning your future.

Top Questions from the Sessions

Can I contribute to a Roth plan through my paycheck?

✓ Yes. Employees can contribute to a Roth option within our 403(b) plan. To do so, you'll need to make your election directly through the Lincoln Financial website. Once your election is completed, contributions will flow through payroll.

What is a Roth 403(b)?

A Roth 403(b) allows you to contribute after-tax dollars toward retirement.

- You pay taxes now
- Qualified withdrawals in retirement — including investment growth — are tax-free, as long as IRS requirements are met

This differs from traditional pre-tax contributions, where taxes are paid at retirement. A Roth option may be a good fit if you expect to be in a higher tax bracket in the future or want more tax-free income flexibility later.

Can I combine my 401(k) or prior 403(b) into our plan?

✓ Yes. You can roll over a 401(k) or a previous employer's 403(b) into our Lincoln Financial 403(b) plan.



How to get started:

1. Create or log into your Lincoln Financial account
2. Initiate a rollover request through the website
3. Request a direct rollover from your prior provider to avoid taxes or penalties

Lincoln Financial will guide you step by step. Many employees shared that the process is simple and well-supported.

How much does SAC Health contribute?

Our retirement contributions truly stand out:

- Up to 3% employer match, plus
- An additional 5% SAC Health contribution

As shared during the sessions — our match is unmatched.

When am I vested in employer contributions?

Employees are 100% vested after 3 years of service, provided at least 1,000 hours are worked in a calendar year.

If I leave SAC Health, do I still have access to my Lincoln account?

✓ Yes. You will continue to have access to your Lincoln Financial account even after separation and can manage your funds directly.



How to Access Your Lincoln Financial Profile

Managing your retirement starts with logging into your account. Here's how to access your profile:

1. Visit LincolnFinancial.com
2. Select "Log In" at the top right corner
3. Choose "Individual"
4. Enter your username and password
 - First-time users can select "Register" to create an account
5. logged in, you can:
 - View your current balance and investments
 - Update contribution elections (including Roth options)
 - Initiate rollovers from prior employers
 - Review statements and plan details

If you experience any issues logging in or registering, Lincoln Financial's support team can assist you directly through the website.

How to Change Your Retirement Contributions

You can make changes to your retirement contributions at any time directly through the Lincoln Financial website.

To update your contributions:

1. Log in to your Lincoln Financial account
2. Navigate to your 403(b) plan details
3. Select "Change Contributions" or "Contribution Elections"
4. Choose:
 - Pre-tax contributions
 - Roth contributions
 - Or a combination of both
5. Review and submit your changes

Once submitted, updates will be applied to an upcoming payroll following the close of the pay period, based on payroll processing timelines.

If you're unsure which option is best for you, Lincoln Financial or our financial consultant can help you understand how changes may impact your retirement goals.

How Our Partners Can Support You

Lincoln Financial Can Help With:

- Review your account and ask questions
- Make sure you're saving enough to retire when and how you'd like
- Learn about investments and ways to diversify
- Review the financial wellness products and solutions available to you
- Discuss the pros and cons of retirement account consolidation
- Learn how to maximize your retirement plan, as well as other employee benefits

You can scan the QR code to schedule a meeting with a Lincoln Retirement Consultant here:



See how meeting with an RC can help you make the most of your retirement plan.

Schedule your appointment today!



Scan QR code to schedule meeting.

Looking Ahead

Whether retirement feels far away or just around the corner, you don't have to navigate it alone. Our partners are here to help you make informed decisions and feel confident about your financial future.

If you missed the sessions or would like personalized support, we encourage you to connect with Lincoln Financial directly.

Thank you again to everyone who participated, and a special thank you to our partners for making these sessions informative, supportive, and impactful.



A Career Rooted in Service and Shaped by Experience

BY ANA VILLAGRAN, DIRECTOR, PEOPLE SUCCESS OPERATIONS

Cambria Hayes, Director of Environmental Health & Safety

February is the month of love and kindness — a time to reflect on care, connection, and looking out for one another. At SAC Health, those values extend far beyond Valentine's Day. They show up every day through leaders who protect, prepare, and support our people so care can continue safely. This month, we are honored to spotlight Cambria Hayes, Director, Environmental Health & Safety, as a true Leader in Action.

Cambria's healthcare journey began at the bedside as a Certified Nursing Assistant (CNA). While the work was meaningful, she quickly realized nursing was not her long-term path. She went on to pursue Diagnostic Medical Sonography, and when full-time opportunities were limited as a new graduate, she chose to stay open to other ways of serving in healthcare.

That openness led her to a hospital role assisting the Infection Control Nurse, where she supported infection prevention, employee health, workers' compensation, and emergency planning across two facilities. During that time, Cambria stepped in to cover for her leader during an extended absence — an experience that revealed both her capability and calling. She was encouraged to apply for, and was ultimately offered, the role of Emergency Preparedness Program Manager, marking the true beginning of her career in healthcare safety and emergency management.

"My path hasn't always been linear," Cambria shares, "but it has consistently been guided by a desire to serve others and build environments centered on learning, connection, and collaboration."

A Defining Moment: December 2, 2015

One of the most pivotal moments in Cambria's healthcare journey occurred on December 2, 2015, during the terrorist attack/mass shooting at the San Bernardino County Inland Regional Center. The tragedy claimed lives and sent shockwaves through the entire community.

"I will never forget that day. I can still feel the shock and fear, the chaos and uncertainty that spread through the community"



Cambria reflects, "But I also witnessed something extraordinary. People showed up for one another. Healthcare workers, first responders, and community partners coming together with resilience and compassion in the middle of something unthinkable. Many of them were people I knew, colleagues and counterparts I had worked alongside; it left a lasting mark on me."

That moment solidified her sense of responsibility. *"It reinforced the importance of mitigation, preparedness, response, and recovery—and it changed me," she shares. "It pushed me to step forward as a leader, strengthen systems, and do the work that helps prevent, or at the very least minimize, the impact of events like that. What happened that day made the responsibility feel personal and solidified my commitment to lead with purpose, foresight, and care."*

Building Safety at SAC Health — From the Ground Up

Cambria first connected with SAC Health while serving as an Emergency Management Specialist at Loma Linda, where she partnered with SAC leaders to provide guidance and support.



Through that collaboration, she became deeply connected to SAC's mission.

"A faith-based foundation and deep commitment to serving the community strongly resonated with me," she says.

When the opportunity arose to join SAC Health and build a safety program from the ground up, it aligned perfectly — not only professionally, but personally. At the same time, Cambria was stepping more fully into motherhood and recognized the need for balance beyond a 24/7 trauma-center, on-call role.

Today, Cambria leads a standardized Environmental Health & Safety department that supports all SAC Health clinics by aligning people, processes, and preparedness to strengthen:

- Fire, life safety, and environment of care
- Security and workplace violence prevention
- Emergency management and hazardous waste
- Regulatory compliance, safety education and training

"When safety is done well, it happens behind the scenes," Cambria explains. "But it's what allows patients to receive quality care and staff to feel safe and supported at work."

As SAC Health continues to expand across Southern California, her work ensures clinics are resilient, prepared, and able to operate effectively during emergencies or disruptions — protecting both people and mission.

Leading with Integrity, Education, and Care

Cambria's leadership philosophy is deeply people-centered. *"My leadership style is rooted in supporting my team, removing barriers, and helping people grow," she says. One of the most important lessons she's learned is letting go of carrying everything alone. "I've learned the value of asking for help, delegating with intention, and trusting and empowering my team so they can continue to grow."*

Education is at the heart of her work. *"I love seeing when staff start to engage and get excited about learning," she shares. "That's where I get to connect with people, empower them, build confidence, and make safety feel approachable."*

Just for Fun

A few quick facts to get to know Cambria a little better:

- Coffee or tea? *Coffee*
- Early bird or night owl? *Night owl*

- Favorite music? *Erykah Badu & Bob Marley*
- Dream vacation? *A tropical island*
- Favorite book? *The Four Agreements*

Outside of work, Cambria finds grounding in family, creativity, and time outdoors with her husband and children. Motherhood has reshaped how she defines success and strengthened her leadership through presence and intention.

A Legacy of Care — Especially in the Month of Kindness

When asked what message she would like to share with the SAC Health team, her words feel especially fitting for February:

"Grow strong in your roots, and soft in your surrender to life's unfolding."

The legacy Cambria hopes to leave is clear: *"I want to be remembered as a leader who showed up with integrity, put people first, and helped build something lasting — where people feel supported, empowered, prepared, and cared for."*

This February, as we celebrate love and kindness, we recognize that some of the most meaningful acts of care happen quietly — through preparation, protection, and presence. We are grateful for leaders like Cambria Hayes, whose steady leadership helps ensure SAC Health remains a safe place to work, to heal, and to serve.



Growing Forward Lattice with Lattice: Simple Tools for Better Conversations

BY DR. ALLEN A. WEAVER MANAGER, PEOPLE DEVELOPMENT

Over the past couple of weeks, many of you have logged into Lattice for the first time. If you're still finding your way or just starting to explore, you're not behind. Growth tools are meant to be learned over time, not all at once.

To support that, People Success created a short series of quick, practical training videos designed to help you use Lattice in ways that feel natural and useful in your day-to-day work.

Start With the Basics: Navigating Lattice

If you've just logged in and wondered, "Where do I go from here?", the Site Navigation video is the best place to start. It walks through what you're seeing on your screen and how the platform is organized, so you can move around with confidence instead of clicking at random.

Feedback that Supports Growth

Feedback is one of the most powerful drivers of growth, and one of the easiest things to delay or overcomplicate. The Feedback Training video shows how Lattice supports clear, timely feedback that reinforces what's working and helps address challenges early, without waiting for a formal review cycle.

If you'd like to go deeper, the People Development Hub includes additional resources on Giving Feedback under Managing Teams, with practical guidance you can apply immediately.

Sharing Progress with Updates

The Updates Training video introduces a simple way to share progress, priorities, and reflections. Updates are not about status reporting; they're about visibility and alignment, helping teams stay connected without adding meetings or emails.

Used well, they create better starting points for conversations instead of surprises.

Stronger 1:1s, Not More Meetings

At its core, Lattice is designed to support better 1:1 conversations.

The 1:1s Training video shows how agendas, notes, and shared context can help make conversations more focused and meaningful, without turning them into scripts.

For leaders who want additional support, the People Development Hub includes tools and resources on 1:1s under Managing Teams, as well as planning and reflection resources for everyone under Managing Yourself, including weekly planners and reflection prompts to help you prepare and reflect with intention.

Your Voice Matters: Engagement Survey Open Through March 1
Also in Lattice, our Engagement Survey is now open and will remain available until March 1.

This survey is one of the most important ways we listen to you. It gives every employee a confidential space to share what's working, what's challenging, and where we can do better, together.

Participating in the survey is one way we live our People Value Proposition of You Belong Here. Your experiences, perspectives, and ideas matter, and they directly inform how we shape our workplace, our leadership practices, and our priorities moving forward.



Leaders: please encourage your teams to participate and make space for honest input.

The goal isn't perfection. It's about progress, guided by real voices.

Lattice, the Engagement Survey, and the People Development Hub are all part of the same commitment: creating a workplace where people feel heard, supported, and equipped to grow.

Let's keep Growing Forward, together!



Growing Forward Contest Winners

Thank you to everyone who participated in our Growing Forward and Lattice Days activities and helped build momentum for how we grow people at SAC Health.

We're excited to announce our prize winners:

Grand Prize: Four tickets to San Diego SeaWorld 🐠

Aurora Gonzales

Second Prize: Kayak

Elizabeth Martinez Benna

Third Prize: Total-body home gym

Amber Lynn Romero

Winners will be contacted directly with the next steps for picking up their prizes.



Protecting With Purpose: The Career Journey of Oscar Casarez

BRANDY CARDENAS
DIRECTOR OF TALENT
ACQUISITION & CULTURE

Some careers are built through chance. Others are built through conviction. For Oscar Casarez, the path toward protecting others was shaped by steady growth, meaningful challenges, and a clear sense of responsibility to both people and environment. His journey with SAC Health is a testament to what can happen when skill, purpose, and opportunity intersect.

Oscar began his career at SAC Health in 2016, stepping into the role of Security Officer at the Norton location. His responsibility was straightforward yet essential: secure the facility, safeguard its assets, and ensure the safety of patients, visitors, and staff. It was a role that required vigilance, presence, and professionalism, traits Oscar brought with him from day one.

Before joining the organization, Oscar worked in loss prevention and safety for Stater Bros. Markets. There, he was responsible for maintaining a secure retail environment, responding to incidents, and protecting company assets. The position demanded quick judgment, situational awareness, and calm under pressure. These were skills that would eventually serve him well in a healthcare setting. Years earlier, he had worked in a hospital environment, an experience that left a strong impression on him.

"What initially drew me to SAC Health was the opportunity to return to the medical field."

But it wasn't just the field, it was the environment. Oscar admired SAC Health's commitment to community, compassion, and service. When the opportunity became available, he applied with confidence, knowing SAC Health was not just a place to work, but a place to grow and make an impact.

From his very first encounter, his instincts were validated. The team, the values, and the mission stood out immediately. SAC Health's mission, to serve the community with compassion and excellence, aligned closely with Oscar's own values. He felt a sense of belonging before he even clocked in for his first shift.



Oscar's career growth reflects both trust and performance. His foundation as a Security Officer was built on visibility and response, protecting people and property, navigating safety concerns, and supporting daily operations. Over time, his responsibilities grew, and so did his perspective.

Through hands-on experience, continued learning, and a genuine commitment to SAC Health's mission, Oscar advanced into the role of Safety Technician in June of 2025. This transition marked a significant evolution in his career, shifting from responding to incidents to preventing them.

As a Safety Technician, Oscar now conducts risk assessments, performs facility and life-safety inspections, supports regulatory and compliance requirements, collaborates with operations and leadership, enhances safety culture across multiple SAC Health locations

The work is more strategic, more technical, and more proactive. For Oscar, that shift made all the difference.



"Transitioning into the Safety Technician role allowed me to move from responding to incidents to preventing them."

This shift sparked the realization that safety is most powerful when it's preventive, not reactive. Identifying facility risks early, implementing corrective actions, and maintaining compliance can protect patients, providers, and staff before harm occurs.

A true turning point for Oscar was recognizing that his role wasn't simply about security, it was about stewardship, prevention, and environmental health. That realization cemented his desire to pursue a long-term career in safety.

If he could speak to his younger self, he would offer this advice: *"Trust the process, stay patient, and believe in your ability to grow. Consistency and integrity will open doors you can't yet see."*

No career evolution comes without challenges. For Oscar, one of the biggest was balancing responsibilities across multiple locations. Each SAC Health site has its own operational rhythm, its own patient population, and its own compliance needs. Navigating all of that required communication, prioritization, and adaptability.

Oscar overcame the challenge by slowing down, assessing risks in order of severity, and building strong working relationships across departments. He learned that effective safety doesn't happen through quick fixes, it happens through planning, patience, and communication.

"This experience taught me patience, accountability, and the value of proactive planning."

There were moments of self-doubt, especially as Oscar stepped into greater responsibility. But during those times, he leaned on teamwork, trusted his experience, and stayed focused on SAC Health's mission. Those moments helped build confidence, resilience, and leadership.

In October 2025, Oscar was named Compassion VIP, an award that recognized not only his technical contribution, but his character, someone who protects people with care, empathy, and purpose.



Looking ahead, Oscar plans to continue developing within SAC Health, expanding his knowledge and leadership abilities, and helping shape organization-wide safety strategies that support compliance, prevention, and operational excellence.

Oscar Casarez's journey is proof that safety is not just a function, it's a purpose. His work ensures that SAC Health remains a place where patients receive care, staff provide care, and the entire community can thrive in an environment built on protection, respect, and excellence.

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



Upcoming Events



Invest in Your Heart: Simple Habits for Lasting Health

Taking care of your heart is one of the most powerful investments you can make in your overall health and well-being. Heart disease continues to be a leading health concern, yet small, consistent lifestyle choices can significantly reduce risk.

In this expert led session, employees will learn five simple, heart-healthy activities that can be easily integrated into daily life. The session focuses on reducing stress, building healthy routines, and lowering the risk of heart disease. Attendees will walk away with a personalized self-care plan designed to support long-term well-being.

Two sessions will be available via teams, invites will be sent out 2 weeks prior.

Thursday, February 19

Session 1: 10:30 to 10:55 AM

Session 2: 2:30 to 2:55 PM

****All attendees will be entered in our wellness raffle, prizes TBA.



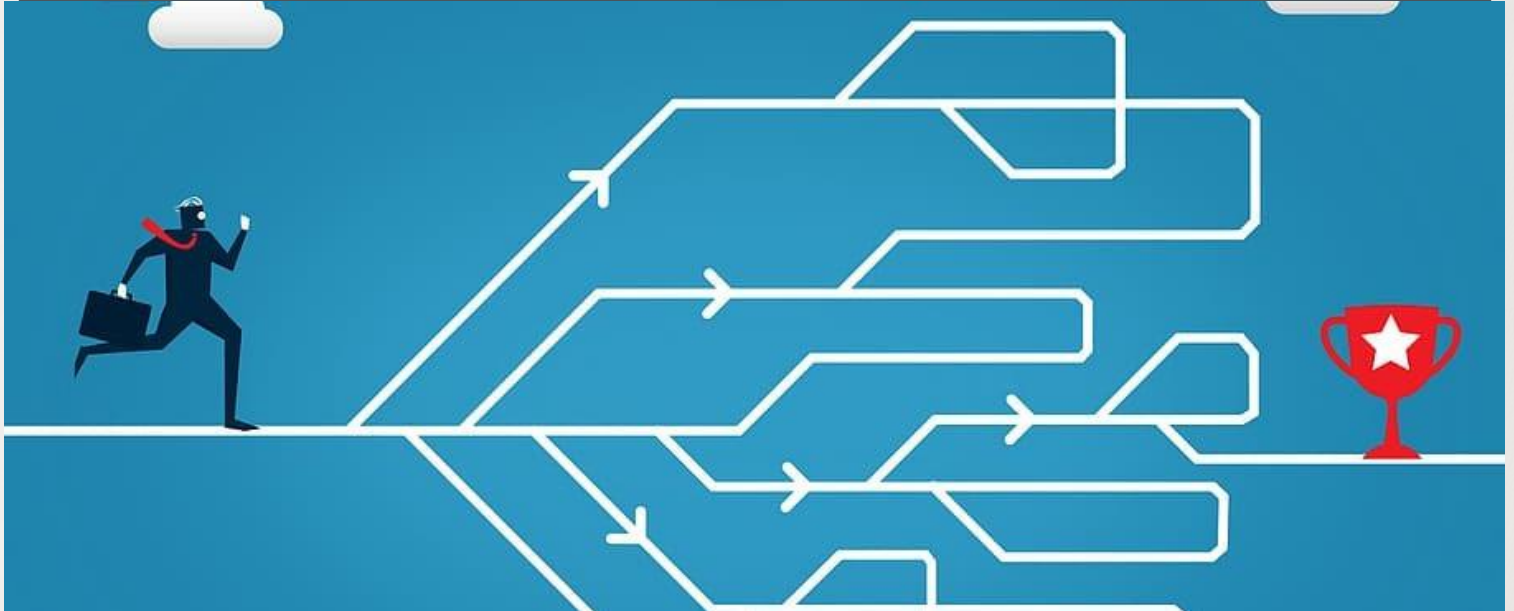
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MARINO WELLNESS



Leveling Up: Internal Mobility

BY DEAN HOMSHER
BUSINESS PARTNER II, PEOPLE SUCCESS



Love Your Company, Embrace the Journey

Internal Mobility & Career Pathing: It's Not Always a Ladder—Sometimes It's a Journey

Valentine's Day reminds us of the things we love—and for many of us, that includes our company. Loving where you work doesn't always mean staying in the same role forever. In fact, one of the greatest acts of commitment to your career is embracing growth and change.

At SAC Health, we believe that **career paths aren't always straight lines**. They're more like winding trails, full of opportunities to learn, explore, and discover new passions. Internal mobility allows you to take your skills and experience and apply them in new ways—whether that means moving to a different department, stepping into a leadership role, or exploring a completely new function.

Think of your career as a **journey of love and growth**:

- **Love your company** for the culture, the people, and the mission.
- **Love your potential** by seeking roles that challenge and inspire you.
- **Love the adventure** of trying something new—even if it's not the traditional "ladder."

If you're curious about what's next for you, start by asking:

- What skills do I want to develop?
- What roles within the company excite me?
- How can I leverage internal resources like mentorship, career coaching, and job postings?

Remember asking for help is never a bad thing to. Talk to your leadership and People Success Business Partner for insight on:

- Share things you are becoming more passionate about.
- What are your career goals you have for yourself.
- Am I ready to accept feedback in order to help myself grow?

This Valentine's season, remember: loving your company doesn't mean staying in one place—it means growing together. Your next opportunity might be just around the corner, and we're here to help you find it.

Ready to explore your next step? Visit our jobs board to see what other opportunities await you.



Behind the Screens: Supporting Care Through Technology at SAC Health

BY YADHIRA CUEVAS, SPECIALIST, TALENT SOLUTIONS

At SAC Health, compassionate care is supported by more than just clinicians and staff on the front lines—it is also powered by a dedicated Information Technology (IT) team working behind the scenes to keep systems secure, reliable, and efficient. From exam rooms to administrative offices, the IT Department plays a critical role in ensuring our teams have the tools they need to focus on what matters most: our patients.

Keeping SAC Health Connected and Secure

Over the past years, the IT Department has been hard at work maintaining and enhancing the technology that supports daily operations across SAC Health. But in recent years, we've elevated our support efforts and offerings. This includes managing electronic health record systems, ensuring secure access to clinical applications, maintaining network connectivity across all sites, and strengthening cybersecurity protections to safeguard sensitive patient and organizational data.

In an environment where technology is essential to patient care, uptime and security are top priorities. The IT team continuously monitors systems, implements updates, and responds quickly to issues—often before they are even noticed—helping minimize disruptions and maintain continuity of care.

Supporting Our Staff, Every Day

Beyond infrastructure and systems, the IT Department is deeply committed to supporting SAC Health staff. Whether it's assisting a provider with access issues, setting up new workstations, troubleshooting software challenges, or onboarding new employees, the team works closely with departments across the organization to provide responsive and dependable support.

Their goal is simple: reduce technical barriers so staff can work efficiently and confidently in their roles.

Innovation with Purpose

Looking ahead, the IT Department continues to focus on improvements that align with SAC Health's mission and growth. Planned initiatives include system optimizations, enhanced cybersecurity training, improved reporting tools, and continued evaluation of technologies that can improve workflows and patient experience.

Every project is guided by a single question: How can technology better support care delivery and operational excellence at SAC Health?

A Team Effort

The success of the IT Department is rooted in teamwork, problem-solving, and a shared commitment to service. While their work may often happen in the background, its impact is felt organization-wide—every login, secure connection, and successful system interaction is a reflection of their dedication.

Please join us in recognizing and thanking the SAC Health IT team for their continued support, innovation, and behind-the-scenes contributions that help keep our organization running smoothly.

IT Team Titles

- Technical Operations
- Systems Administration
- Clinical Applications
- Business Intelligence
- Project Management
- Clinical Informatics
- Epic Training



HOT JOBS!

Medical Records Specialist

BY CARMEN GARCIA,
PARTNER,
TALENT ACQUISITION



Location: Brier Clinic, San Bernardino, CA

Schedule: Tuesday–Friday | 7:00am–5:30pm | 4 days/week, 10-hour shifts

SAC Health is currently seeking a **Medical Records Specialist** to support our clinical teams and patients by ensuring accurate, timely, and secure handling of medical records. This is a critical role that helps keep patient care moving smoothly behind the scenes.

If you're detail-oriented, organized, and passionate about serving your community in a healthcare setting — **this position may be for you!**

What You'll Be Doing

In this role, you will be responsible for managing medical records throughout their lifecycle, including:

- Filing, retrieving, scanning, and electronically indexing medical records
- Answering phones, scheduling patient appointments, and assisting walk-in requests
- Sending and receiving medical records between departments and external entities
- Processing release of information requests, subpoenas, and authorizations in compliance with policy
- Managing incoming faxes, mail, pharmacy requests, and STAT record requests
- Preparing and organizing charts for scanning into the Electronic Health Record (EHR)

- Retrieving records from off-site storage and tracking missing charts
- Logging chart requests and maintaining continuity of care documentation

Ideal Candidate

- Highly organized with strong attention to detail
- Comfortable working in a fast-paced, sometimes high-stress environment
- Knowledgeable in medical records handling, HIPAA, and protected health information
- Strong customer service and communication skills
- Able to collaborate in a teaching organization with rotating providers, residents, and interns
- Culturally sensitive and respectful of diverse backgrounds and socioeconomic populations
- Passionate about service and making a positive community impact
- Dependable with strong attendance and follow-through

Ready to Join Our Team?

If you're looking for a meaningful role where your work directly supports patient care and community health, we encourage you to apply today! Know someone who would be a great fit?

Please share this opportunity with them



Spreading Love at SAC Health: Valentine's Day in the Workplace

JESSE SARABIA

PEOPLE SUCCESS BUSINESS PARTNER

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



Valentine's Day is commonly associated with romantic love, but it also offers a meaningful opportunity to share kindness and appreciation- especially with those who dedicate themselves to caring for others. Healthcare workers consistently go above and beyond, demonstrating compassion and commitment to patients and families each day. This Valentine's Day, let's take a moment to ensure they feel valued and appreciated as well.

Here are some thoughtful ways to share love and kindness with healthcare workers:

Share Simple Acts of Appreciation

A heartfelt thank you can brighten someone's entire day. Whether it's through a handwritten note, a kind word, or a small gesture, expressing gratitude makes a difference. A personal card recognizing their hard work and dedication is a simple yet meaningful way to show appreciation.

Surprise Them with Treats or Snacks

Long shifts can be exhausting, and a quick pick-me-up can go a long way. Consider surprising your co-workers with baked goods, a basket of fresh fruit, or a box of donuts in the breakroom. A small treat can bring joy and provide much needed energy during their busy day.

Organize an Appreciation Event

Consider hosting a Valentine's-themed luncheon or a coffee break with festive decorations to make the day extra special. Even simple touches, like distributing thank you cards or setting up a gratitude board, can make a big impact.

Be a Listening Ear

Healthcare workers experience both emotional and physical challenges daily. Sometimes, the best gift you can offer is your time and a listening ear. Letting a colleague share their thoughts, feelings, or simply vent about their day can provide much needed emotional support.

Takeaway for Our Workplace

Valentine's Day isn't just for romance- it's an opportunity to celebrate the everyday heroes who bring care, kindness, and compassion to others. A small act of appreciation can go a long way in lifting the spirits of healthcare workers. Whether through heartfelt gratitude, thoughtful gifts, or simple acts of kindness, spreading love in the workplace helps create a more positive and supportive environment.



Values in Practice 2026

BY MICHAEL DEWEES
PEOPLE EXPERIENCE & COMMUNICATIONS SPECIALIST



Values in Practice (VIP) Program

Our **Values in Practice** (VIP) Program, which supports our commitment to fostering a culture that embodies our core values, inspired by the healing ministry and love of Jesus Christ, is now in its third year. This program not only celebrates employees who exemplify our values in their daily work, but also deepens our connection with our community.

The success of this program relies on employees' commitment and involvement!

Here's how the program works:

Each month, March through October, we highlight a specific Core Value (CV) that aligns with our organizational mission and vision. This ensures that our team remains focused on the values that drive our success and define our identity. Individual contributors, leads, and supervisors are eligible for the award.

Nomination Process: Managers will play a crucial role in the nomination process, as they are responsible for submitting the nomination form. Throughout the designated month, managers are encouraged to observe and identify employees who demonstrate exceptional support and adherence to the highlighted Core Value. Employees are highly encouraged to provide their leader with potential nominees based on their interactions with their peers!

Submission Deadline: Nominations for the VIP Employee of the Month must be submitted by the end of the first week of the following month. This allows ample time for thoughtful consideration and ensures that deserving individuals receive recognition for their contributions.

Selection Panel: All nominations will undergo a thorough review by a dedicated panel. This panel, called The Culture Crew, considers each nomination based on the criteria outlined for the specific Core Value. The winner for each month will be announced promptly to celebrate their achievement.

Annual Recognition: The culmination of our VIP Program will be at our annual Christmas party, where we honor the monthly Values in Practice Champions.

The VIP Program not only recognizes individual excellence but also inspires and motivates our entire team to uphold our core values in all that we do. Your active participation in this program is instrumental in its success, and we encourage you to embrace this opportunity to celebrate the outstanding contributions of our colleagues.



SAC Health | Core Values

Teamwork

We collaborate across disciplines and teams to ensure every patient receives seamless, coordinated care.

"Two are better than one... for if they fall, one will lift up the other." — Ecclesiastes 4:9–10

Quality Healthcare

We deliver evidence-based, patient-centered care that meets the highest standards of safety and clinical excellence.

"Whatever you do, do it with all your heart, as working for the Lord." — Colossians 3:23

Respect

We honor the inherent dignity, worth, and voice of every person we serve and work alongside.

"Show proper respect to everyone." — 1 Peter 2:17

Wholeness

We care for the physical, emotional, spiritual, and social well-being of each individual.

"Your faith has made you whole." — Mark 5:34

Integrity

We act with honesty, transparency, and consistency in all decisions and actions.

"The righteous walk in integrity." — Proverbs 20:7

Humble Service

We serve others with humility, placing their needs above our own.

"Whoever wants to become great among you must be your servant." — Matthew 20:26

Excellence

We continuously pursue improvement, innovation, and the highest standards in all we do.

"And you will excel still more." — 1 Thessalonians 4:10

Compassion

We care for each patient with empathy, kindness, and understanding.

"Be kind and compassionate to one another." — Ephesians 4:32

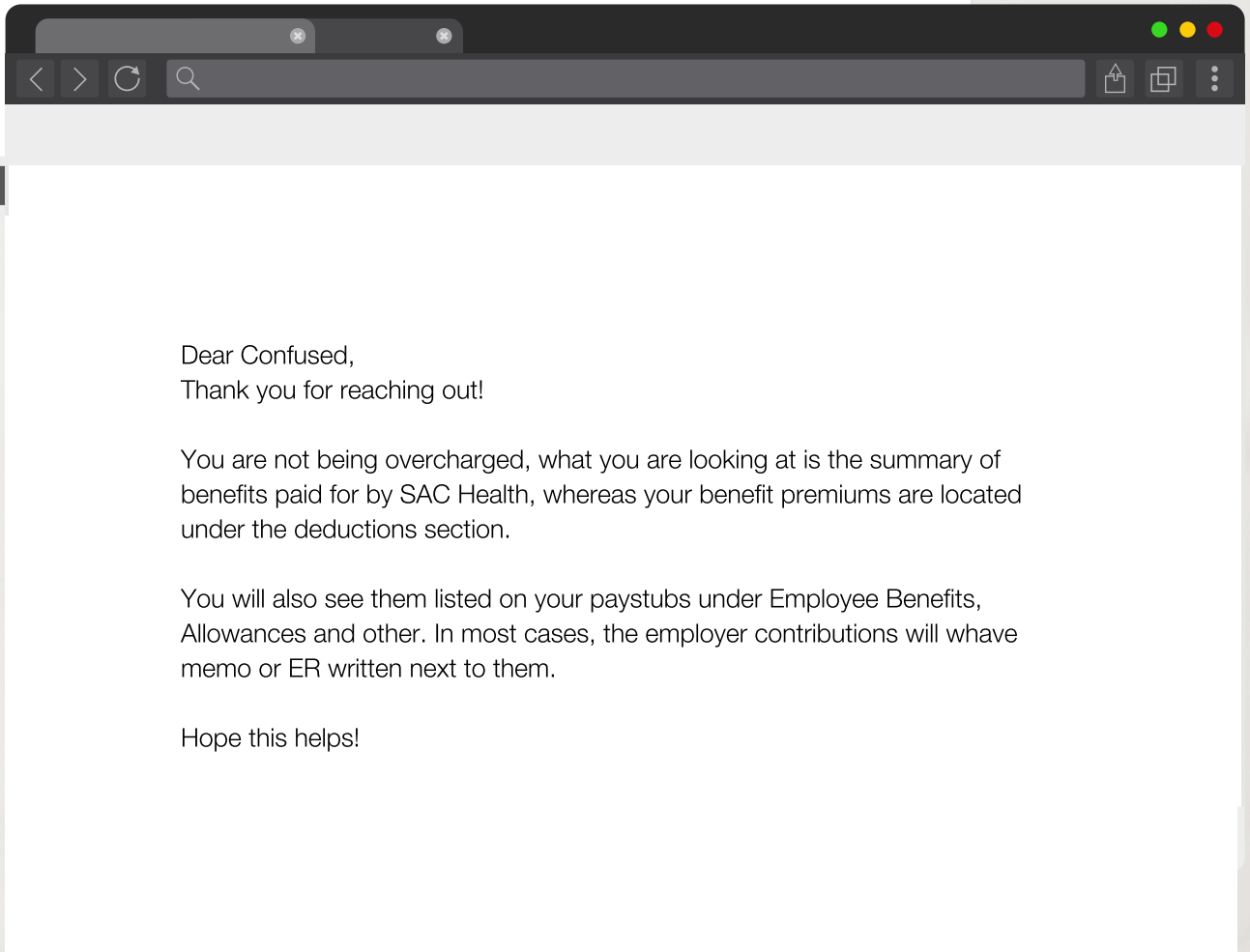
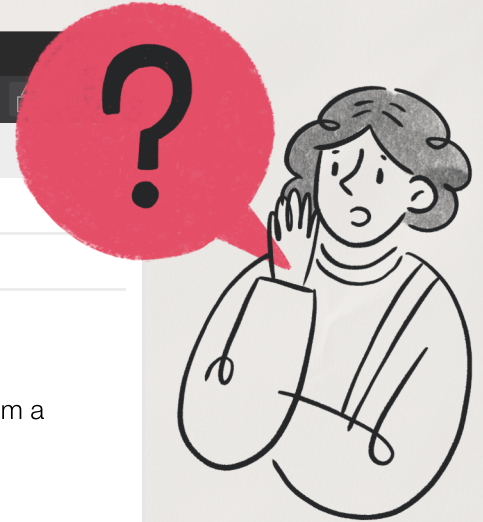
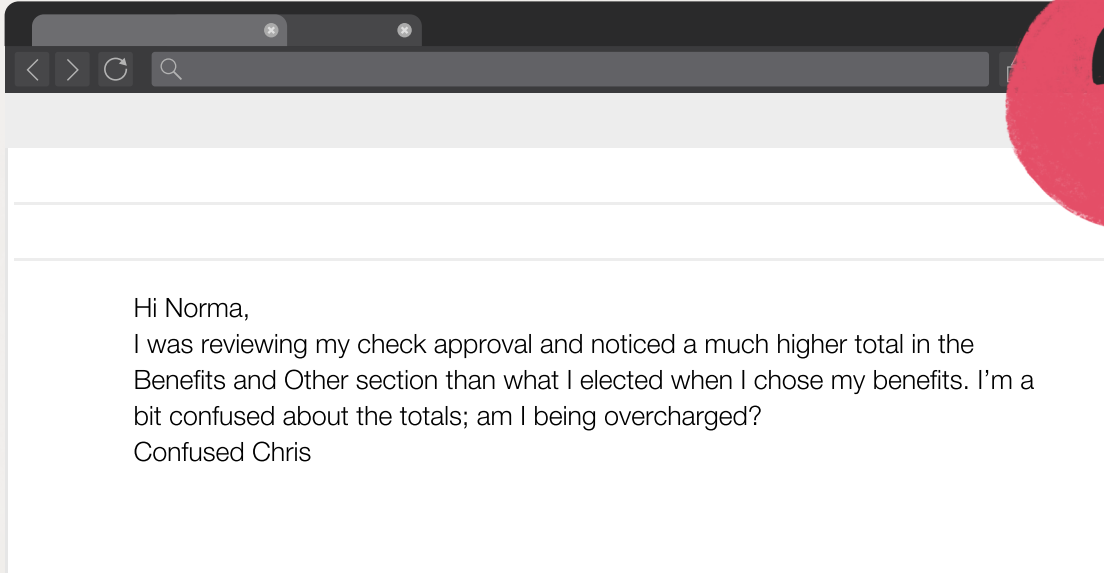


CULTURE CREW



PTO for 2026

BY NORMA LOPEZ MANAGER, PEOPLE OPERATIONS





Check Approval Tab View

Benefits and Other		↓ \$1.69	\$519.06	^
Employer Non-Match (ESH)	Total		\$106.74	
		↓ \$1.21		
Basic Life CH ER (BCE)	Total		\$4.66	
Basic Life ER Deduction (BLR)	Total		\$4.64	
Dental PPO ER memo (DPR)	Total		\$15.37	
Basic Life ER FAM (FBL)	Total		\$4.66	
Cigna EPO ER Memo (SER)	Total		\$335.47	
Vision ER Memo (VSP)	Total		\$4.82	
Employee Elective Pre-Tax % - Match (40P)	Total		\$42.70	
		↓ \$0.48		



Pay Stub View

Employee Benefits, Allowances, and Other	Current Period	Year To Date	YTD Taken	Available
Employee Elective Pre-Tax % - Match	43.18	82.33	*Company Match	
Employer Non-Match	107.95	205.83	*Company Match	
Basic Life CH ER *	4.66	9.32	*Memo Only	
Basic Life ER Deduction *	4.64	9.28	*Memo Only	
Basic Life ER FAM *	4.66	9.32	*Memo Only	
Cigna EPO ER Memo *	335.47	670.94	*Memo Only	
Dental PPO ER memo *	15.37	30.74	*Memo Only	
Vision ER Memo *	4.82	9.64	*Memo Only	



New Year, New Updates: Start 2026 Off Right

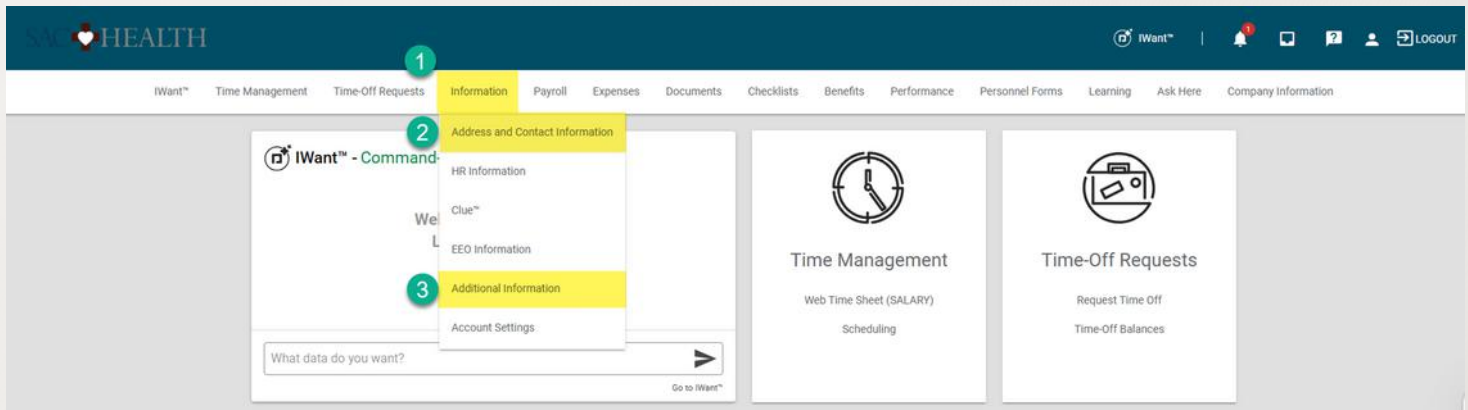
BY MERVYN OSENA
HRIS ANALYST

A new year often brings new beginnings and sometimes a few important changes along the way. Whether you set New Year's resolutions or not, now is the perfect time to review and update your personal information to ensure everything is accurate and current.

Have you recently:

- Moved to a new home?
- Purchased or upgraded to a new iPhone or Galaxy device?
- Switched banks or opened an account with a new credit union?

If so, please take a few moments to update your information in the Paycom Self-Service Portal. Keeping your details up to date helps ensure timely communication, accurate payroll processing, and secure access to your account.



Vehicle Decals Reminder

If you've added an extra vehicle, don't forget to apply your company-branded decal. Decals should be placed on the bottom right (passenger side) of the windshield. Our security team actively monitors compliance, and each employee is permitted up to two decals.

Notes:

- Decals are assigned for unique vehicle identification
- Do not remove or exchange decals between vehicles
- Sharing or swapping decals defeats their intended purpose

Strengthen Your Security

While you're updating your information, consider refreshing your Paycom password. Creating a strong, unique password helps protect your personal data and reduces the risk of fraud or unauthorized access. New year, new password, new peace of mind.

Need Assistance? We're Here to Help

If you have questions or need support navigating your Paycom portal, please submit an "Ask Here" inquiry directly in Paycom or reach out to your People Success Team. Even when we're busy, we're always happy to help and support you.

Thank you for helping us keep our records accurate, secure, and up to date as we move into the new year together.



2026 Holiday Calendar



2026 Paid Holiday Schedule

New Year's Day	Thursday	January 1, 2026
Martin Luther King Jr. Day	Monday	January 19, 2026
Presidents Day	Monday	February 16, 2026
Memorial Day	Monday	May 25, 2026
Independence Day (Observed)	Friday	July 3, 2026
Labor Day	Monday	September 7, 2026
Thanksgiving Day	Thursday	November 26, 2026
Day After Thanksgiving	Friday	November 27, 2026
Christmas Day	Friday	December 25, 2026
Restricted Floating Holiday	TBD	EE Birth Month

Holiday Eligibility: Please refer to Policy C-53 – Holiday Pay



2026 Payroll Calendar



2026 Bi-weekly Payroll Schedule

# OF PAY DATES	START OF PAY PERIOD	END OF PAY PERIOD	PAY DATE	WEEKDAY
1	12-14-25	12-27-25	01-02-26	Friday
2	12-28-25	01-10-26	01-16-26	Friday
3	01-11-26	01-24-26	01-30-26	Friday
4	01-25-26	02-07-26	02-13-26	Friday
5	02-08-26	02-21-26	02-27-26	Friday
6	02-22-26	03-07-26	03-13-26	Friday
7	03-08-26	03-21-26	03-27-26	Friday
8	03-22-26	04-04-26	04-10-26	Friday
9	04-05-26	04-18-26	04-24-26	Friday
10	04-19-26	05-02-26	05-08-26	Friday
11	05-03-26	05-16-26	05-22-26	Friday
12	05-17-26	05-30-26	06-05-26	Friday
13	05-31-26	06-13-26	06-18-26	Thursday
14	06-14-26	06-27-26	07-03-26	Friday
15	06-28-26	07-11-26	07-17-26	Friday
16	07-12-26	07-25-26	07-31-26	Friday
17	07-26-26	08-08-26	08-14-26	Friday
18	08-09-26	08-22-26	08-28-26	Friday
19	08-23-26	09-05-26	09-11-26	Friday
20	09-06-26	09-19-26	09-25-26	Friday
21	09-20-26	10-03-26	10-09-26	Friday
22	10-04-26	10-17-26	10-23-26	Friday
23	10-18-26	10-31-26	11-06-26	Friday
24	11-01-26	11-14-26	11-20-26	Friday
25	11-15-26	11-28-26	12-04-26	Friday
26	11-29-26	12-12-26	12-18-26	Friday
27	12-13-26	12-26-26	12-31-26	Thursday



Spiritual Belonging

BY JESSIE A. LOPEZ ABDUL-KARIM
DIRECTOR OF SPIRITUAL CARE

COMPASSION

Colossians 3:12, “Clothe yourselves with compassion, kindness, humility, gentleness and patience.”

Valentine’s Day often draws our attention to love, cards exchanged, flowers given, and words of affection shared. Yet Scripture reminds us that love is more than a moment or a gesture; it is a way of life. In Colossians 3:12, we are urged to “clothe yourselves with compassion, kindness, humility, gentleness and patience.” True love is revealed not only in romance, but in how we treat one another daily. Compassion is love in action; it’s choosing grace over impatience, kindness over indifference, and gentleness over harshness.

Love is most clearly proven in moments of suffering. James 5:11 assures us that “the Lord is full of compassion and mercy.” When hearts are hurting or hope feels fragile, God’s compassion becomes our greatest comfort. Unlike the fleeting expressions of love we sometimes experience, God’s love is faithful, steady, and present in every season. On a day centered around love, we are reminded that the deepest love we know is found in a God who sees our pain and responds with mercy.



As employees and coworkers, we are given countless opportunities each day to choose to love the Jesus way. In our conversations, decisions, and responses—especially under pressure—we can reflect Christ by leading with compassion. Loving like Jesus means listening before reacting, extending grace when it is undeserved, and treating others with dignity and respect. When we intentionally clothe ourselves with compassion at work, we create a culture marked by trust, care, and unity.

As we reflect on love this Valentine’s Day and this month, may we be intentional about wearing compassion as our greatest expression of it. May we choose each day to let God’s compassion guide how we serve, support, and love one another, transforming ordinary moments into powerful expressions of Christ-centered love. Let our words be gentle, our actions thoughtful, and our presence reassuring. Whether through encouragement, patience, or simply showing up for someone in need, compassion allows God’s love to flow through us. In doing so, we offer a love that goes beyond celebration, a love that heals, endures, and reflects the heart of Christ.

TAKE2 MORNING DEVOTIONAL

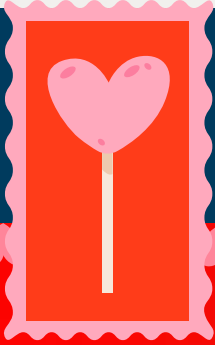
At SAC Health, we want to start our mornings feeling refreshed and set the tone for the day. We invite you to join us for Take 2 (as in two minutes) at 8 am when we have a speaker share a brief message from the Bible verse for that day. We meet both in person and on Teams.

Spiritual Care
909.601.2964
Jessie A. Lopez Abdul-Karim
Director of Spiritual Care
jalopez@sachealth.org



Community Resource Center

SAC+HEALTH



HAPPY VALENTINE'S DAY Raffle

Celebrate the season of love with a chance to win something special!

Prize includes: a Giant teddy bear, Sparkling Cider bottle, Box of chocolates, & a picnic basket with all essentials.

Tickets: \$2 per ticket | 3 Tickets for \$5

Drawing Date: February 12th

Location: SBC, Brier, Norton, and Frazee

To purchase a ticket you can stop by the CRC at SBC or email: crc_community@sachealth.org
CASH ONLY

All proceeds go to the CRC.
Spread the love — and try your luck!



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 CVRM



Since 2015, a non-emergency medical clinic has been operated by SAC Healthcare at the CVRM. Today, CVRM serves over 275 individuals daily and provides more than 300,000 meals and 100,000 nights of shelter each year. Our long-term programs—Gateway and New Life—help men and women achieve lasting change, with over 80% of graduates remaining housed and stable a year after completing the program.

“To serve those in need by sharing the saving grace of Jesus Christ through the provision of food, shelter, clothing, and spiritual recovery.”

One Mission — One Team



SAC Health Awarded Grant from Kaiser Permanente to Expand Access to Quality Care in San Bernardino County

SAN BERNARDINO, CA — January 28, 2026 — SAC Health is proud to announce it has received a community health grant from Kaiser Permanente to support its mission of providing high-quality, culturally competent healthcare to the Inland Empire.

This funding is part of a larger initiative by Kaiser Permanente, which recently announced an investment of \$3,309,000 in community health grants to 59 organizations throughout San Bernardino County. These grants are specifically designed to bolster the local "safety net" by supporting Federally Qualified Health Centers (FQHC), such as SAC Health, community clinics, and school districts that serve low-income and vulnerable populations.

Advancing Health Equity Together

SAC Health was recognized in the Access to Care strategic priority area for the East County region. Kaiser Permanente defines this priority as ensuring that comprehensive and equitable health care is available to improve quality of life and maternal and child health outcomes. By partnering with SAC Health, Kaiser Permanente aims to address critical community needs and meet people where they are to improve overall well-being.

Impact on the East County Community

The grant will support SAC Health's ongoing efforts in what has been defined as East San Bernardino County region, which includes San Bernardino, Colton, Redlands, and surrounding areas. As an FQHC, SAC Health remains dedicated to providing affordable, comprehensive services in these communities and to those who need them most. SAC Health currently operates four clinics in San Bernardino, including its newest SAC Health Brier Campus. In the spring of 2026, the SAC Health Wellness Center at Pacific High School in San Bernardino will also open, providing primary care and pediatric services in that neighborhood.

*"We are honored to be a recipient of this investment," said **Dr. Jason Lohr, CEO of SAC Health**. "This partnership with Kaiser Permanente allows us to strengthen our capacity to deliver essential medical services and ensure that our neighbors, regardless of their financial status, have access to the care they deserve."*

One Mission — One Team



February Birthdays



ACADEMICS

Michelle Gonzales 2/1

ADMINISTRATION

Dr. James Crounse 2/28

APPOINTMENT CENTER

Alejandra Romero 2/2

Alyssa DeLeon 2/7

Ivory Martinez 2/12

Miriam Oropeza 2/25

BEHAVIORAL HEALTH

Sharon Halter-Day 2/7

Eulah Filio-Alvarez 2/8

Yesenia Ramos 2/11

Monica Ramirez 2/16

CARE MANAGEMENT

Karen Sanchez 2/3

Charisma Valencia 2/8

Monica Rodriguez 2/14

Gicelle Romero 2/14

Alondra Olascoaga 2/19

CRC

Rosario Olivas 2/6

Brittany Chavez 2/10

DENTAL

Gabriella Garcia 2/8

Rocio Bernal 2/9

Yanin Garcia 2/12

Yvonne Hernandez 2/19

Wendy Pena 2/20

Karina Rodriguez 2/26

EXPRESS CARE CLINIC

Jessica Willemse 2/4

FAMILY MEDICINE

Benina Martinez 2/6

Melissa Chavira 2/9

Catherine Bratt 2/12

Abrina Diaz 2/15

Maria Romero 2/17

Andrea Leivas 2/21

Ana Carrillo 2/24

Mayra Lopez 2/24

Kelly Reidy 2/28

GENERAL PEDIATRICS

Itzel Evangelista Colmenares 2/4

Maria Lasam 2/15

Melinda Funk 2/20

I.T. HELP DESK

Alondra Romero 2/5

Jasmine Negrette 2/10

Joseph Skeels 2/20

Almer Moreno 2/25

INTERNAL MEDICINE

Nereida Montiel 2/5

Jenny Valdes 2/12

MESSAGE CENTER

Sasha Lewis 2/3

Gema Briceno 2/5

Lori Urban 2/7

OPERATIONS

Michael Dominguez 2/4

Juan Ramirez 2/21

Vanessa Mata 2/22

ORTHOPEDIC

Aislinn Gutierrez 2/24

PATIENT REGISTRATION

Jessica Belton 2/2

Denise Velasquez 2/3

Maribel Padilla 2/5

Nallely Serrano 2/6

Makayla Wendell 2/13

Amanda Ramirez 2/14

Ana Motino 2/17

Aida Magana 2/21

PROVIDER UTILIZATION

Maria Sanchez 2/26

QUALITY IMPROVEMENT

Temani Hamilton 2/26

Selena Carrillo 2/27

REFERRALS

Diana Chi 2/12

Angel Hernandez 2/12

Vanessa Takagishi-Almeida 2/19

Tosheva Jones 2/26

Angelica Avila 2/28

Cynthia Martinez 2/28

SPIRITUAL CARE

Jose Lopez 2/18



February Work Anniversaries

1 Year

Akarashdeep Singh
Alejandra Romero
Aline Rodriguez
Anna Ceballos
Aurora Gonzalez
Cindy Alva
Cristina Gallardo
Denae Flores
Derik Han
Itzel Castro
Jamika Jackson
Janica Ownbey
Jose Lujano
Lesly Estupinian
Marisela Chiquito-Gonzalez
Montserrat Sierra
Savannah Baldonado
Yesenia Apac

2 Years

Crystal Miranda
Clarisa Romo
Elsa Torres
Emily Saucedo
Erica Mondrala
Esmeralda Medina
Elizabeth Ramos
Fernando Hernandez
Janice Christian
Malena Chappell-Brass
Melissa Covarrubias
Samara Cardona Espinoza
Viviana Partida

3 Years

Alison Perez
Carolina Martinez
Caroline Ramos
Gabriela Valadez
Jazmine Mata
Jordana Corona
Marisela Delval
Martha Padilla
Mayra Barrios
Mayra Mejia
Michelle Gonzales
Natalie Garcia
Roxanne Salazar
Silvia Sotelo

4 Years

Eileen Ramirez
Lisa Marie Wright
Maria Romero
Myriam Saldana
Natalia Quezada
5 Years
Alicia Villegas
Ivory Martinez
Wendy Shroads
Yesenia Rogel
6 Years
David Luong
Joshua Masih
Maria Sanchez

7 Years

Marvin Gramajo

8 Years

Hang Lee
Lee Podoll
Luis Hernandez

9 Years

Silvia Duarte

10 Years

Brenda Doyle

18 Years

Vanessa Mata

HAPPY
WORKIVERSARY



January Work Anniversaries

1 Year

Ashley Hernandez
Brenna Ross
Brooke Smith
Cecelia Ortega
Cristina Valdivia
Crystina Valenzuela
Gilberth Morales
Gloria Randles
Janette Bogarin
Juan Fresse
Kaitlynn Ramirez
Mariana Saldivar
Monica Magallanes
Raquel Mejia
Raymond Villagran

5 Years

Flor Salcido

2 Years

Adriana Diaz
Benina Martinez
Eulah De Ocampo Filio-Alvarez
Jeannette Roman
Maryann Garcia
Monica Guzman
Tiffany Triplett
Veronica Plascencia

6 Years

Jessica Barela
Edgar Magallan

3 Years

Adriana Arredondo
Alexandra Moreland
Asmaa Khatib
Blanca Rico
Eileen Moreno
James Atkins
Soncia Howard

7 Years

Norma Paz

4 Years

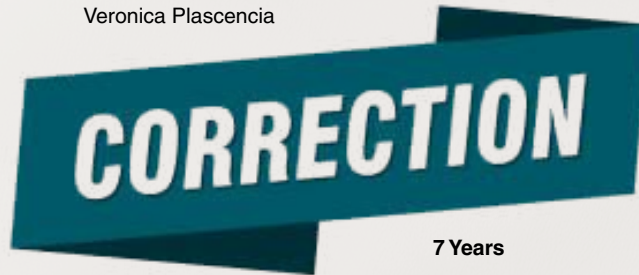
Amber Watai
Andrea Gonzales
Annette Perez
Ashley Mejia
Denise Velasquez
Diamond Wade
Dominique Martinez
Jessie Lopez Abdul Karim
Karen Hernandez
Larissa Carmona-Urias
Meleny Funes
Natalie Perez

8 Years

Ariana Ramirez

9 Years

Alma Vazquez
Victor Flores



HAPPY
WORKIVERSARY



Brier B♥sics



FEBUARY

Tuesday, 2/3

Behavioral Health - “Adolescent Addiction: Science, Recovery, and the Role of Faith”

by Dr. Ara Anspikian

Tuesday, 2/10

People Success - “Don’t Wait to be Promotable”

by Dean Homsher

Tuesday, 2/17

Compliance and Risk Management - “Patient Consent Requirements”

by Patient Relations Team

Tuesday, 2/24

Administration - “Living the Values”

by J.C. Urban, Chief Financial Officer



New Hires - Flower Favorites!

VANESA R. VILLARUEL

ONBOARDING COORDINATOR, PEOPLE SUCCESS

Jasmine



Frank Zhang

Peonies



Daisy Castillo
Stephanie Carlo

Cherry Blossom



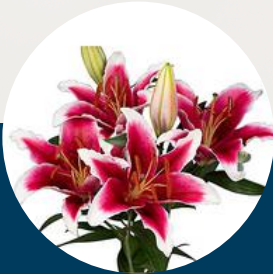
Faezah Alidousti

Trumpet Creeper



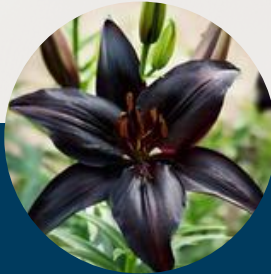
Cesar Garcia

Lilly



Andrea Rodriguez-Leivas

Black Lilium



Aisha Richardson

Sunflower



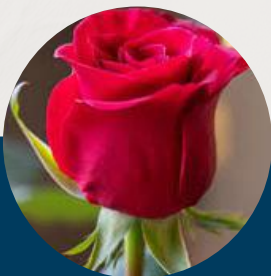
Leisa Coleman
Jose Adame
Marco Hernandez

Lotus



Kateln Flores

Rose



Brenda Ramirez
Brenda Martinez
Victoria Sandoval

Hydrangeas



Janette Martinez

Tulips



Yahaira Veliz - Khailey Kranz
Sarah Ladhani - Ashley Nava
Noelia Estrada



PS Hall Pass - Lunch Table Edition

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

If you could only eat one thing for lunch for the rest of your life, what would it be?

“SALMON!”

Lei Howard
FM LVN



What is something you loved for lunch as a kid, but cannot eat as an adult?

“PB&J”

Laila Ribau
Ophthalmology LVN

What is YOUR idea of a healthy lunch?
“A plate with 50% veggies (broccoli) 25% Protein (chicken thighs) & 25% Carbs (Quinoa)”

Varinder Kaur
QI Clinical Quality Pharmacist





February Contest:

Predict the winner of Super Bowl LX (60)
("Not the Raiders" is NOT an acceptable answer)



Submit your answers to mddewees@sachealth.org BEFORE kickoff for a chance to WIN!



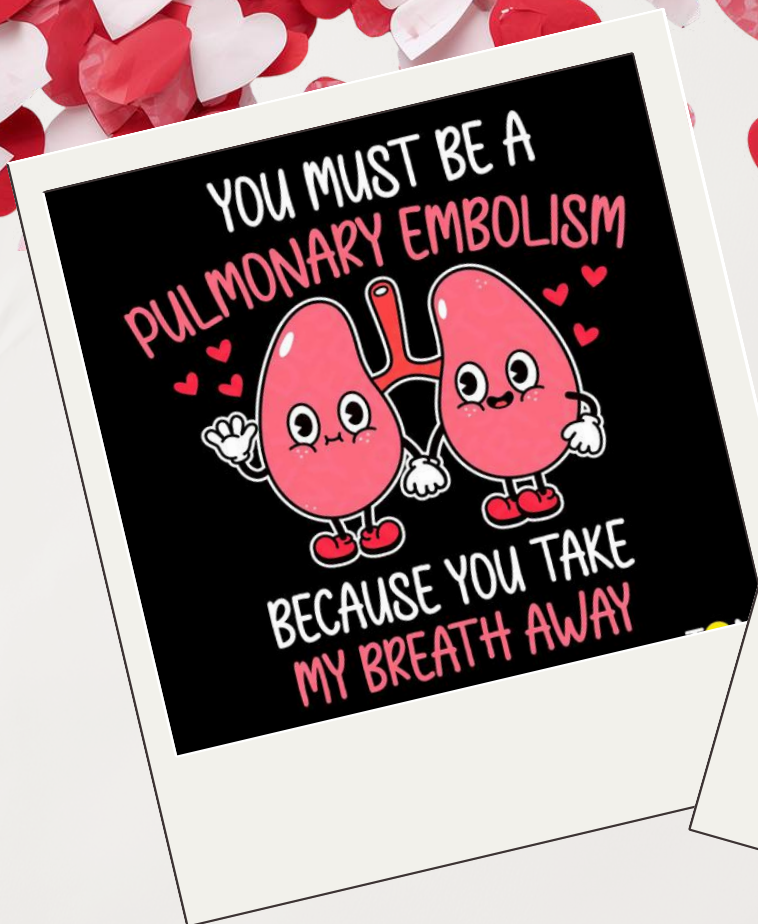
Last Month's *What is it?* Winner:

Miguel Hernandez
Food Program Specialist I CRC
(Well, yeah, he won. He's a food specialist!
The answers were: cantaloupe, broccoli & grapefruit)

Last Month's *Three Wisemen* Winner:

Magali Cedillo
EPIC Trainer
(They were on pages 12, 14 & 16)







In Loving Memory

It is with profound sadness that we share the passing of
Dr. Yvette Felipe, DDS.

Dr. Felipe began her journey with SAC Health in January
2019 at our SBC Dental Clinic and will be remembered for
her deep faith, compassionate heart, and commitment to
serving others.

She described herself first as a “Believer in Christ” and lived
that faith as a devoted mother, daughter, sister, aunt, friend,
and dentist, reflecting a true servant’s heart in all she did.

We extend our prayers to all those touched by her passing.

“Well done, good and faithful servant.”

Matthew 25:23



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 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: rkzanian@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 & Comms Specialist

Phone: 909-259-9113 Ext: 1799 | Email:
mddeweess@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.

Sarabia, Jesse (On Leave of Absence) Business Partner I, People Success

Phone: 909-259-9113 Ext: 1808 | Email:
jbates@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..

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

Phone: 909-259-9113 Ext: 1811 | Email:
mmamos@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:
vvillaruel@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.





SAC  HEALTH