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SAC  HEALTH



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Happy
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Notes from the President



Dear SAC Health Family,

As we come to the close of another remarkable year, my heart is filled with gratitude for each of you. This year has been defined by extraordinary accomplishments - accomplishments that were only possible because of your dedication, compassion, and commitment to the mission we share.

We served more patients than ever before, expanded services to meet the growing needs of our communities, strengthened our teams, and continued to be a place where hope, healing, and dignity are offered every single day. Thank you for the way you show up - for your excellence, your heart for service, and your unwavering belief in what SAC Health stands for.

During this season, I am reminded of the humble cradle that held the infant Jesus - the One whose life, sacrifice, and love are the reason our mission exists. From cradle to cross, His life was a gift of healing and restoration, and we are blessed to carry that legacy forward in the work we do daily. It is Christ's example that inspires us to care deeply, serve selflessly, and bring light into the lives of those who need it most.

As a small token of appreciation, I am pleased to share that every full-time employee will receive a \$500 Christmas gift (\$250 for part-time). You will see the gift in your paycheck this Friday. This is the largest Christmas gift in our organization's history, yet this gesture cannot fully express the depth of my gratitude. I hope it brings joy to you and your loved ones during this special season.

Thank you again for living our mission with passion and purpose. May this Christmas season fill your hearts with peace, gratitude, and renewed hope. I look forward to all we will accomplish together in the coming year.
With deep appreciation,

Jason

From the Chief People Officer



Dear SAC Health,

As we enter this season of gratitude, reflection, and celebration, I want to take a moment to thank each of you for the remarkable spirit you bring to our organization. The holidays remind us of the power of compassion, generosity, and hope - qualities that you live out every day in service to our patients and to one another.

In the midst of busy clinics, year-end goals, and the many demands of this time of year, I encourage you to pause and recognize the profound impact your work has on our community. Whether you provide care in-clinic, support our teams behind the scenes, or help create a welcoming environment for those we serve, your dedication continues to be one of SAC Health's greatest strengths.

This edition of our People Success Newsletter reflects the heart of the season. You'll find stories of employees who shine brightly in their roles, helpful reminders to support your well-being, and updates that keep you connected and equipped. As always, our hope is that this becomes a place where you can find encouragement, clarity, and a sense of belonging.

As a faith-based organization, we are reminded that this season is also a time of promise. The light we carry into our work is rooted in compassion and purpose and makes a difference in ways seen and unseen. Thank you for embodying that spirit so beautifully.

May this holiday season bring you rest, joy, and time with the people who matter most. As we look toward a new year, know that we in People Success are grateful for you, today and every day.

With appreciation and hope,

A handwritten signature in black ink that reads "Paul Foster". The script is fluid and cursive.

Chief People Officer



Purposeful Leadership

BY ANA VILLAGRAN

DIRECTOR, PEOPLE SUCCESS OPERATIONS

This December, as SAC Health embraces the season of giving, gratitude, and connection, we are honored to spotlight a leader whose work embodies these values in the most meaningful way — Brandy Cardenas, Director of Talent Acquisition & Culture.

December invites us to pause and appreciate the gifts around us, and in Talent Acquisition, those gifts come in the form of people — the providers, clinicians, and support staff who bring our mission to life.

Through her leadership, Brandy helps SAC Health welcome the right people, at the right time, for the right purpose. In many ways, Talent Acquisition becomes SAC Health's holiday "giving tree," offering opportunities to candidates and delivering hope, compassion, and expanded access to care for our community.

A Calling Shaped by Purpose

Brandy brings over 20 years of experience in People Operations and Talent Acquisition, including global workforce planning, expatriate program development, and strategic talent pipeline building. She holds a bachelor's degree in Business Management and a certification in Strategic Workforce Planning from HCI — but the heart behind her work is far more personal.

"I have always believed that the right opportunity can change the entire trajectory of someone's life," she shares. This belief was born from her own journey.



Early in her career, a mentor encouraged her to apply for the Soroptimist Women's Opportunity Award — a scholarship for disadvantaged women pursuing education despite hardship. Brandy won the \$5,000 regional award. *"It was unexpected and life-changing," she recalls. "My mentor showed me the love of Jesus and taught me the importance of believing in my potential as a path to self-sufficiency for my family, and to lean into my gifts to find purpose."*

That transformative experience became the foundation of her leadership philosophy: help people rise, trust their potential, and create opportunities that shift their future.

Led to SAC Health at the Right Time

Brandy didn't find SAC Health by chance — she says she was led here. *"I now understand that God brought me to SAC Health," she reflects. Before joining the team, she served as an external recruiter and SAC Health was one of her clients. "SAC quickly became my preferred client because I saw that the organization truly believed in internal mobility," she says. She was also moved by SAC's grassroots beginnings — doctors setting up a free clinic in the 1960s to serve those with nothing. "And seeing that SAC still provides food resources to families... I was sold."*

Since joining in 2017, Brandy has played a key role in SAC Health's remarkable growth. *"We have nearly doubled in size since I first started," she says. "That growth has increased access to exceptional healthcare across Riverside and San Bernardino counties."*

Talent Acquisition: A Holiday Gift That Lasts All Year

As SAC moves into the holiday season, Brandy reflects on the deeper purpose behind her work: *"I see Talent Acquisition as a critical driver of SAC Health's mission because the quality of care we deliver is directly connected to the people we hire."* Every offer extended is more than a hire — it's a gift to the hiring manager, the team, the patient, and the community. *"Every provider, clinician, and support staff member we bring on strengthens our ability to expand access and deliver compassionate care."*



Leaders in Action

During the holidays — a time known for connection, hope, and generosity — Talent Acquisition plays a special role. It ensures our teams are supported going into the new year, departments feel relieved and ready, and candidates get opportunities that may change the course of their lives. For Brandy, that impact is what keeps her grounded. *“What keeps me motivated is remembering that I have the honor of working with a faith-based organization that truly believes in its mission and its employees. Not many HR professionals are so lucky.”*

Beyond the Office

Outside of work, Brandy is all heart. Family is her center. As new empty nesters, she and her husband stay connected with their three adult children through weekly meal prep nights, travel adventures, and joyful karaoke sessions. She recharges through quiet nights at home or spontaneous road trips to Big Sur — and something many don't know: Brandy is a yoga teacher and a Brazilian jiu-jitsu practitioner.

Her Message to SAC Health

“I am beyond grateful and humbled to work with such a special organization — one that encourages wearing your heart on your sleeve, a smile on your face, prayer, and encouragement. Culturally, this is our niche. Protect it at all costs.”

And her Legacy?

“If the people I've worked with feel that I led with integrity, created opportunities for them, and strengthened our commitment to the community we serve, that would be a legacy I'm proud of.”

As we close out the year, we celebrate Brandy's unwavering commitment to bringing extraordinary people into SAC Health. Her leadership reminds us that the greatest gifts we give and receive are the people who walk beside us — lifting our mission, strengthening our culture, and serving our community with heart.

This December, we honor Brandy for the light she brings to SAC Health and the many lives changed through her purpose-driven work.



Modernizing Performance Management: Welcome Lattice

BY DR. ALLEN A. WEAVER
MANAGER, PEOPLE DEVELOPMENT

Sure, it's December, and there's plenty to be grateful for and excited about as we start looking to 2026, but in my head, I keep singing, "Lattice days are coming! Lattice days are coming!"

I'm very excited to announce that we just finished the last-ever Performance Enhancement Conversation cycle using Paycom. In 2026, we're introducing a new platform for all things performance and talent management, growth, engagement, 1-1s, goal setting, and career planning. It's called Lattice!

Paycom will remain our HRIS, LMS, and payroll system, and Lattice will help us streamline our performance, talent, and engagement processes, emphasizing the importance of candid, timely feedback across the organization. You'll be able to request feedback from anyone in the company, at any time, so you can proactively understand the best ways to grow and enhance your performance.

Lattice includes modules for:

- Performance Enhancement Conversations v.1.5
- Feedback (real-time feedback and praise that integrates w/ Teams)
- 1:1 check-ins (customizable templates and shared meeting agendas)
- News & Updates (periodic, company-wide)
- Goals (organizational, departmental, & individual accountability)
- Engagement (in-depth surveys and quick pulse surveys.
- Career Planning (set up growth plans for your career track)



As we prepare to launch, the People Success team is building simple, hands-on learning sessions that will help you feel confident navigating Lattice from Day One. These short sessions will walk you through how to set goals, give and request feedback, prepare for PECs, and use the tools that help you stay aligned and connected.

But to start, we'll introduce our first annual employee engagement survey via Lattice in January. This will give every employee a voice and help us better understand how to strengthen belonging, growth, communication, and the overall workplace experience. You'll see Lattice become the new home for your 1-1s, company updates, and more as we move through the next quarter.

We'll share the exact dates for Lattice learning sessions and details of the engagement survey in early January. Until then, enjoy the season, celebrate what you've accomplished this year, and get ready for a more straightforward, more empowering way to support your growth in 2026.

Caring is our calling, and Lattice is one more way we're making that real for our people.



The Best Is Yet to Come: Teri Lay's Journey of Unshakable Purpose

BRANDY CARDENAS
DIRECTOR OF TALENT
ACQUISITION

Some careers unfold in neat, predictable lines, but Teri's has been a remarkable journey of reinvention, resilience, and faith. Every season of her life, from law enforcement to nursing to community outreach, has prepared her for the next. Every challenge has strengthened her belief that God is still writing her story... and that the best is yet to come.

Teri's path to SAC Health began when HR reached out to share that the new Brier clinic needed a Mental Health LVN. She stepped into the role without hesitation, supported by the extraordinary leadership of Drs. Anspikian and Moreland. It was under their mentorship that she received an opportunity that would change her life forever: the chance to serve on the 2025 Belize Mission Trip.

"It changed my life," she reflects. "It deepened my desire to serve."
What began as a position quickly became much more.

SAC Health became a home.

Long before nursing, Teri served in roles that demanded courage, grit, and unwavering determination. She was hired by the Upland Police Department to participate in what she calls "the real-life 21 Jump Street," training with LAPD's Student Investigation Buy Unit and going undercover as a high school student to purchase narcotics in Upland, Chino, Pomona, and Venice Beach. The program was the department's first and proved highly successful.

From there, she entered the San Bernardino County Sheriff's Academy at just 21 years old. She served as a patrol officer and later worked undercover in the Narcotics Division, portraying drug users, dealers, and prostitutes to dismantle dangerous networks. She also served as a SWAT Hostage Negotiator.

After years of significant injuries and multiple surgeries, she was forced to medically retire. It was a painful ending, but not the final one. After retiring from law enforcement, Teri took time to heal and focus on motherhood. As her strength returned, so did her confidence, and she made the courageous decision to pursue nursing.



During nursing school, she volunteered at the San Bernardino County Coroner's Office, later becoming a sworn Deputy Coroner Investigator after graduation.

She worked numerous high-profile cases, Rodney King, Christopher Dorner, the Inland Regional Center terrorist attack, and Erin Corwin. But two more serious recoveries brought that chapter to an end as well.

Still, Teri rose.

She joined the Public Defender's Office as an investigator, gaining a deeper understanding of trauma, childhood adversity, and the circumstances that shape people's lives. She also volunteered at the Children's Assessment Center, creating a program that provided blankets, toys, and stuffed animals to abused children during forensic exams. Through her compassion and vision, she gathered police departments and community partners to support the initiative.



Her work eventually led her to the Resiliency Institute for Childhood Adversity (RICA), where she served as LVN Supervisor and later Community Outreach Coordinator, helping launch resource centers and programs that uplifted vulnerable youth.

During this time, she also walked through her daughter's severe mental health struggles and repeated suicide attempts. These deeply personal experiences strengthened Teri's compassion and shaped her desire to serve in mental health, leading her to work at the Merrill Crisis Stabilization Unit. Yet even there, she sensed God calling her somewhere else, somewhere her purpose could bloom fully.

Teri prayed for a place where compassion, impact, and community could come together. That prayer brought her to SAC Health, first as a Mental Health Nurse, and in October, she transferred to the Community Resource Center to serve as a Community Resource Program Liaison.

"I can finally say I am home."

Under the leadership of Dr. Maryellen Westerberg, Kimberly Williams, and Kecia Tinoco, Teri has found a team that embraces her wholeheartedly. Here, she serves directly in the community, walking beside clients with empathy, strength, and a heart shaped by every chapter of her past.

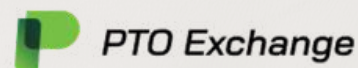
The Belize Mission Trip remains a defining moment, a milestone that expanded her heart for global and local service. Throughout her journey, she discovered deep resilience she never expected. Growing up with learning challenges, she never imagined she could accomplish so much, yet she learned that when she is passionate, she can master anything. Today, her "why" is rooted in a growing desire to give back, an urge strengthened daily by the extraordinary service she witnesses from her SAC Health colleagues. Looking back at her path through law enforcement, nursing, and community outreach, Teri feels overwhelming gratitude for the journey God has guided her through. What surprises her most is that her desire to serve hasn't faded, it has only intensified with age.

Teri's story is one of courage, purpose, and a heart that refuses to stop serving, no matter how many times life asks her to begin again. She stands today as a testament to what faith, resilience, and compassion can build. And with every lesson, every setback, and every victory, she walks forward with confidence... believing that the best chapters of her story are still ahead. We see you. We celebrate you. And your story encourages us all to keep moving forward — together.



Upcoming Events

Updates Save Money and Maximize Your Benefits with PTO



ExchangeStretch your holiday budgets and boost financial wellness by using PTO Exchange. This perk allows you to convert unused paid time off (PTO) into cash, charitable donations, student loan repayments, retirement savings, or even discounted hotel stays. Instead of letting extra PTO hours go unused, you can turn them into real value—helpful for covering holiday expenses, paying off debt, or saving for the future. Since only hours above a 40-hour PTO balance are eligible, this benefit encourages smart time management while giving flexible financial options. Whether you're replanning travel, looking to give back, or preparing for long-term savings, PTO Exchange helps make the most of what you've already earned—supporting both financial stability and peace of mind during the busy holiday season.



Please join us Wednesday December 10, for a webinar hosted by Lincoln Financial to learn the benefits of enrolling, Roth vs. pre-tax contributions, compounding growth, investment options, and how to access your account online—all in one quick session.

TH
SESSION 1 @ 10 AM
SESSION 2 @ 1PM

If you are 50 years of age or above, and you earn more than \$140k, you cannot miss this important Seminar. Please join us Thursday, December 18 for an in-person seminar hosted by Lincoln Financial to learn of the upcoming changes brought by the SECURE 2.0 Act, to our SAC Health 403B Retirement Plan.

*****Details to follow via email**

Retirement Savings Plan SECURE 2.0 Act: 50+ Retirement Updates Save Money and Maximize Your Benefits with PTO Exchange Stretch your holiday budgets and boost financial wellness by using PTO Exchange. This perk allows you to convert unused paid time off (PTO) into cash, charitable donations, student loan repayments, retirement savings, or even discounted hotel stays. Instead of letting extra PTO hours go unused, you can turn them into real value—helpful for covering holiday expenses, paying off debt, or saving for the future. Since only hours above a 40-hour PTO balance are eligible, this benefit encourages smart time management while giving flexible financial options. Whether you're replanning travel, looking to give back, or preparing for long-term savings, PTO Exchange helps make the most of what you've already earned—supporting both financial stability and peace of mind during the busy holiday season



Leveling Up

BY DEAN HOMSHER
BUSINESS PARTNER II, PEOPLE SUCCESS

Don't Get Caught Under the Mistletoe!

CONGRATULATIONS SAC HEALTH FAMILY –
AND HAPPY HOLIDAYS!

We've made it to the end of 2025! What a year it's been—full of major milestones, ambitious goals, and shared success. As we wrap up the year, it's time to celebrate the incredible work we've all contributed to. Whether you're reflecting on personal growth or team accomplishments, this season is a well-deserved moment of joy.

But as the festivities begin, let's also remember celebration and professionalism go hand in hand. How we choose to show up—at work, at events, and with one another—matters. Let's keep our values front and center as we enjoy the season together.

The Gift of Peace and Professionalism

Gift-giving is a thoughtful way to show appreciation, and we encourage it! Just keep these tips in mind:

Appropriateness Matters: Make sure your gift is suitable for the workplace and respectful of the recipient's preferences. Secret Santa lists are a great way to guide choices.

Avoid Favoritism: If you're gifting within a team, aim for fairness. A noticeably extravagant gift for one person can unintentionally create discomfort.

Respect Boundaries: Gifts should never cross personal or professional boundaries. When in doubt, keep it simple and kind.

Party On... Mindfully. Protect Your Brand.

From department gatherings to our company-wide Holiday Party, we have much to celebrate. Let's enjoy these moments while keeping our professional brand intact:

Your Actions Reflect You: Whether it's conversations, behavior, or beverage choices—remember, you represent yourself and SAC Health at all times.

Professionalism is Constant: Even in relaxed settings, how we speak, interact, and carry ourselves matters. You own your professional image.

Read the Room: If a conversation feels off or uncomfortable, it's okay to step away. Protect your peace and avoid unnecessary drama.

Significate Others... Here, There, Everywhere

While we get our fancy Ugly Sweaters out and party together as a team. At larger events (Holiday Party) and we bring that Plus 1 to the event make sure you are mindful of key things:

- **Public Displays of Affection:** Introduce your guest warmly but keep affection respectful and appropriate for a professional setting.
- **Workplace Relationships:** If you're in a relationship with a colleague, transparency is key. Please review our [C-73 - Relationships Among Employees] policy and speak with your leader to ensure expectations are clear and your professional brand is protected.



- **Patient Relationships:** If you have a personal relationship with a patient, it's essential to disclose this to leadership immediately and follow our [C-46 - Employee-Patient Relationship] policy to uphold our standards of care and ethics.

Dress for Celebration and Respect

Festive doesn't mean forgetful! While we encourage everyone to have fun and express their holiday spirit, please keep attire appropriate for a professional event. Think polished, seasonal, and respectful.

Whether it's a department potluck or the company-wide Holiday Party, your outfit should reflect SAC Health's values and maintain a professional image. When in doubt—classy is always the right choice.

Holiday Joy and Sadness

While many celebrate this season with joy, others may be navigating grief, loss, or personal challenges. Let's be mindful of our teammates' experiences and offer compassion.

If you're going through a tough time, please know you're not alone:



Benefits

NY Life Group Benefit

NYLife | Employee Assistance and Wellness Support

Employees often struggle with a healthy work and life balance. The Employee Assistance and Wellness Support Program, offered by NY Life, provides employees with a range of resources that promote overall well-being, guidance, and support to help you tackle any challenges life may throw your way. The suite of value-added resources in the program include:

- Employee Assistance Program - this program offers counseling, work-life assistance, and crisis intervention services to you and your family members. You and your resident dependents can also access up to 3 professional counseling sessions per person, per year. Guidance Resources - access resources, tools, and education on a variety of topics including health and wellness, family and relationships, work and education, law and regulations, and more. Critical Incident Services - this program provides guidance and in-person counseling to help you deal with unexpected crises and help you get back to normal quickly. NY Life's team of crisis experts respond to critical incidents worldwide, 24/7. Wellbeing Coaching - get the help you need to overcome challenges and physical issues with a certified coach that will work with you one on one to reduce roadblocks and risks. Services include five sessions per year and are available in person or virtually for a variety of issues including burnout, goal setting, time management, stress management, and more. Family Source - your source for family care services, qualified referrals and resources from program specialists. Get customized research, tailored education materials, pre-screened referrals for childcare, adoption, elder care, pet care, and more.

NY Life | Financial, Legal and Estate Support

NY Life's Financial, Legal, and Estate Support program provides consultative experts to meet your financial and legal needs. Features include:

- FinancialConnect – a team of financial experts can help you and your family members manage money challenges with unlimited financial information (including debt management, family budgeting, estate and tax planning), interactive tools and education, and centralized digital access at GuidanceResources online.
- LegalConnect – access a full staff of legal experts, unlimited phone consultations, local attorney referrals, and other professional resources. This in-house team of experts can provide guidance on issues such as divorce, adoption, estate planning, and real estate.
- EstateGuidance – this easy-to-use online tool helps you and your family members write a last will and testament, a living will, and a document outlining your wishes for a final arrangement quickly and cost-effectively.

NY Life | Secure Travel

The Secure Travel services arranged by NY Life offer emergency assistance when you and/or your family are traveling 100+ miles away from home or work. Secure Travel is available 24/7 with trained professionals to assist you with pre-trip assistance, medical assistance, and emergency travel support services, like translation / interpreter, legal services, baggage (for lost, stolen or delayed baggage), emergency payment and cash, document replacement, etc.

NYL Secure Travel

From the United States and Canada, call **(888) 226-4567**
 From other locations, call collect **(202) 331-7635**
 Email: ops@us.generaliglobalassistance.com
 Phone: (888) 226-4567



Accessing NY Life Resources

Go to guidanceresources.com (Web ID: NYLGBS | Company Name: SAC H)
 or call (800) 344-9752



What is Quality Care?

BY YADHIRA CUEVAS
SPECIALIST, TALENT
SOLUTIONS

At SAC Health, Quality Care is more than a department — it's a shared commitment to excellence. Our QC teams work behind the scenes to ensure that every patient receives high-quality, safe, and equitable care.

We collaborate across departments to identify opportunities, measure performance, and implement changes that drive better outcomes and improve the patient experience.

Meet the Quality Care Family

Quality Care Department

Our core QI team ensures that SAC Health meets and exceeds quality standards through data-driven initiatives, staff education, and process improvement.

Key Roles:

Director of Quality Care

Leads the overall QI strategy, compliance, and improvement planning across SAC Health. Develops and executes the organization's quality vision to ensure delivery of safe, equitable, and patient-centered care. Guides and mentors QC staff, fostering a culture of accountability, teamwork, and continuous learning. Collaborates with executive leadership and department heads to align QC priorities with organizational goals and strategic plans.

Quality Outcomes Manager

Partner with departments to identify improvement goals, track key performance indicators, and support project implementation. Leads interdisciplinary quality initiatives focused on patient safety, clinical outcomes, and operational efficiency.

Quality Improvement Analyst

Supports quality initiatives by collecting, analyzing, and interpreting performance data. Assists in designing and monitoring improvement projects aligned with organizational goals. Collaborates with clinical and operational teams to identify process gaps and recommend actionable solutions. Prepares reports and visual dashboards to communicate project progress and outcomes.

Quality Data Analyst

Extracts, cleans, and validates data from multiple sources to ensure accuracy in quality reporting. Develops performance dashboards and trend analyses to support decision-making. Ensures compliance with reporting standards for internal and external programs. Provides data insights that drive continuous improvement in patient outcomes and operational efficiency.

Onboarding and Empanelment Specialists

Ensures patients receive the appropriate quality programs to meet their needs.





Population Health (Pop Health)

The Pop Health team focuses on improving outcomes for patient populations by using data, outreach, and coordination to close care gaps and promote preventive care.

Key Roles:

Population Health RN Manager

Oversees the Pop Health clinical team, ensuring effective care coordination and outreach strategies.

Population Health Coordinators

Track quality metrics, assist with chronic care management, and collaborate with clinics to improve preventive screening rates.

Goal: To ensure every patient — especially those at higher risk — receives coordinated, proactive, and compassionate care.

Current Focus Areas

- Improving chronic disease management outcomes
- Increasing preventive screening completion rates
- Enhancing patient access and reducing appointment delays
- Strengthening cross-departmental communication and care coordination
- Expanding ECM and Pop Health integration



HOT JOB ALERT! – Lead Patient Service Representative (PSR)

BY CARMEN GARCIA
PARTNER,
TALENT ACQUISITION

We're excited to announce a Lead, Patient Service Representative opportunity at SAC Health!

If you have a passion for leadership, patient care, and operational excellence, this could be the perfect next step in your career.

Role Overview

The Lead PSR plays a critical role in ensuring smooth, efficient, and high-quality patient services. This position oversees the daily activities of the Patient Service Representative team to ensure exceptional patient experiences and seamless front-office operations.

What You'll Be Doing:

- Overseeing PSR activities to ensure prompt and professional patient service
- Providing direction and support to registration staff
- Managing patient check-ins, record availability, insurance verification, and financial qualification processes
- Ensuring policies and procedures are followed daily
- Assisting with resolving patient-related concerns or issues that arise
- Supporting day-to-day operations of the Front Business Office
- Planning, organizing, and executing training for new and existing staff
- Staying up to date with new policies, workflows, and process improvements
- Collaborating effectively with team members and demonstrating strong leadership

Ideal Candidate:

- Six (6) months of PSR experience required, with proven leadership skills
- One (1) year of PSR experience preferred
- Lead or supervisory experience strongly preferred
- Strong working knowledge of insurance verification/eligibility (Medi-Cal, Medicare, sliding fee programs)
- Excellent customer service skills and healthcare-related office experience required
- Medical terminology knowledge preferred

A dependable team player who leads by example and communicates with professionalism

If this sounds like you — or someone you know — don't wait! Apply today and take the next step in growing your career at SAC Health.



Read All About It!

(What people are talking about and why it matters)

BY MICHAEL DEWEES
PEOPLE EXPERIENCE &
COMMUNICATIONS SPECIALIST

Beyond the Checkout Line: Finding Purpose in a Pop- Culture Christmas

Each year, it seems the Christmas season arrives faster than ever, ushered in not by snowflakes or carolers, but by advertisements featuring superheroes in Santa hats, movie-themed ugly sweaters, and limited-edition products from the latest streaming sensations. In today's world, Christmas shopping and pop culture have become tightly intertwined, shaping not just what we buy, but how we experience the season.

From online shopping carts full of pop-culture-themed ornaments and games, to social media promotions starring celebrities and fictional characters, holiday consumerism has become a vibrant blend of tradition and trend. And while the popularity of these modern items makes the season lively and fun, it also invites us, especially as a faith-based healthcare community, to pause and reflect on what truly matters during Christmas.

The Rise of the Pop-Culture Christmas

Pop culture has become one of the most powerful forces shaping holiday habits:

- Online shopping for pop-culture gifts has surged particularly after the pandemic.
- Ugly Christmas sweaters, themed board games, movie ornaments, and character merchandise dominate store shelves.
- Holiday advertisements now feature references to blockbuster movies, trending songs, and viral memes.

These trends reflect a desire for connection, shared laughter, recognition, and nostalgia. They give families a way to bond over characters and experiences they enjoy together. Yet, for all the color and creativity of pop culture, we know that Christmas is not about consumption—it's about compassion.

A Christian-FQHC Perspective: Reclaiming the Heart of Christmas

As a Christian Federally Qualified Health Center, our mission calls us to see beyond seasonal spending and redirect our hearts toward what Jesus cared most about: people. We serve communities where a warm coat, a healthy meal, or a listening ear may be more valuable than any collectible item.

The question becomes: How do we celebrate joyfully while staying grounded in purpose?

Ways to Reframe Our Christmas Culture

This season, alongside the fun and excitement of gift-giving, we can lead with a new kind of holiday spirit, one anchored in compassion:

1. Give with Intention

Instead of asking "What can I buy?", ask "What can I give that makes someone's life better?"

A simple encouraging note, a grocery gift card, or helping a neighbor with transportation can mean more than trendy merchandise.

2. Bring Pop Culture Into Purpose

Themed sweater days and holiday games are great, but what if they helped raise funds or awareness for families in need?

Joyful traditions can also serve missional goals.

3. Serve Like Jesus Did

The greatest gift of the season isn't found online, it's found in presence. Listening. Healing. This is the essence of the Gospel and the heartbeat of an FQHC.

"For the Son of Man came not to be served, but to serve, and to give His life as a ransom for many." – Mark 10:45

A Different Kind of Christmas Icon

Pop culture gives us characters to admire, but Christmas gives us Christ, the ultimate source of hope. While we may laugh at a movie-themed sweater or fill our carts with seasonal fun, may our hearts stay aligned with the One who came not to entertain but to redeem.

This year, as the world scrolls, shops, and clicks through the season, we can choose to care, to serve, and to love.

Not because it's trendy, but because it's true to our mission.



Open Enrollment for 2026

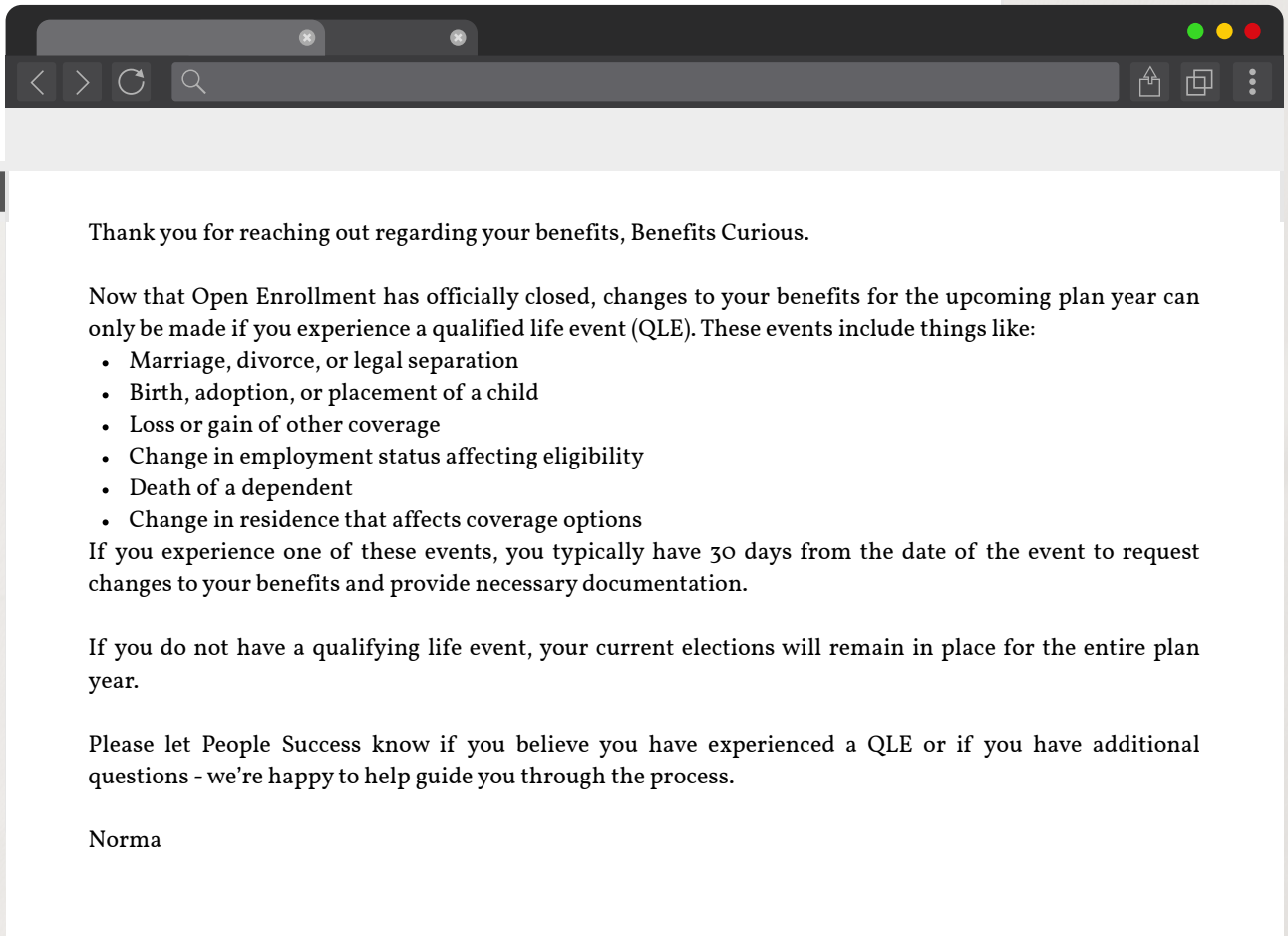
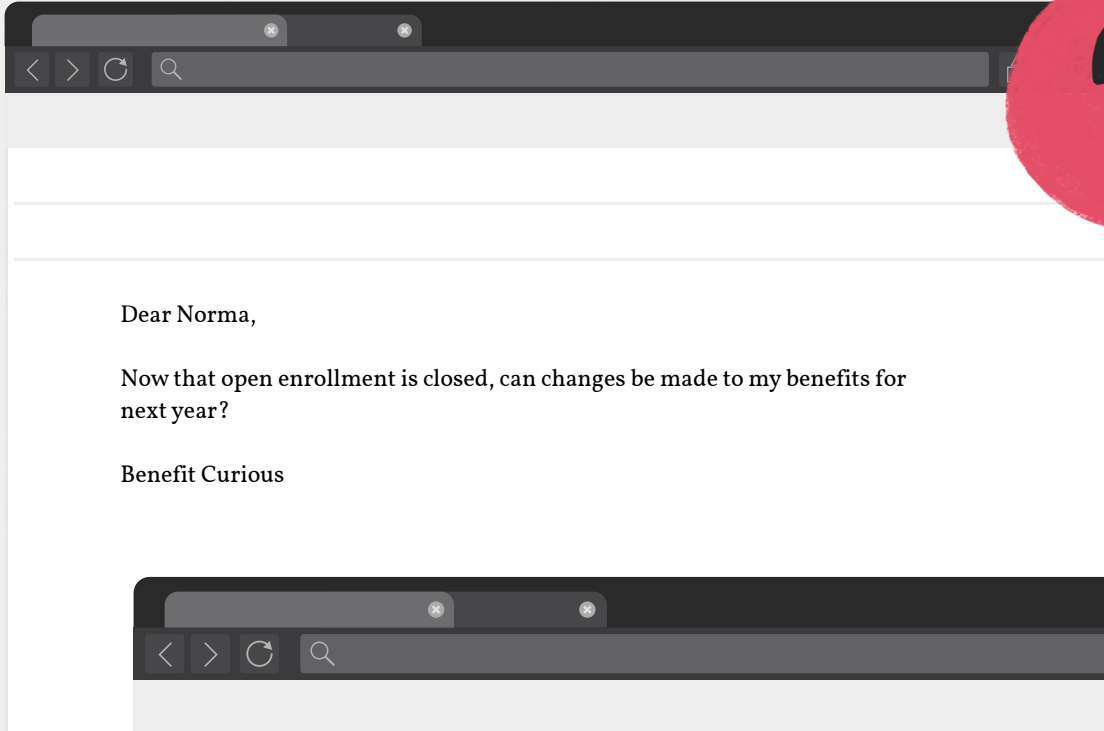


If you have questions, please submit an 'Ask Here' inquiry through Paycom.



Open Enrollment for 2026

BY NORMA LOPEZ MANAGER, PEOPLE OPERATIONS



Outlook Email Tip

BY MERVYN OSENA
HRIS ANALYST

Business email remains a dominant and highly effective form of communication, with over 376 billion emails exchanged daily worldwide. The number of global email users is projected to reach 4.6 billion in 2025, with nearly 99% of users checking their inbox at least once a day. Approximately 376 billion emails are sent every day, a number projected to grow to over 408 billion by 2027.

We all send and receive emails, but do we really know what each field is for?

Let's break down the "To:", "Cc:", and "Bcc:" fields - collectively called *recipient fields* or *email fields*.

To:

To

This field is for the main audience your email is directed to.

Example: Me sending you a link to read this monthly newsletter - you would be in the To field.

Cc (Carbon Copy):

Cc

Use this field for people you want to keep informed but who don't need to take action.

Example: Someone who benefits from the information, is part of a process, or may assist you, but isn't the main recipient.

Bcc (Blind Carbon Copy):

Bcc

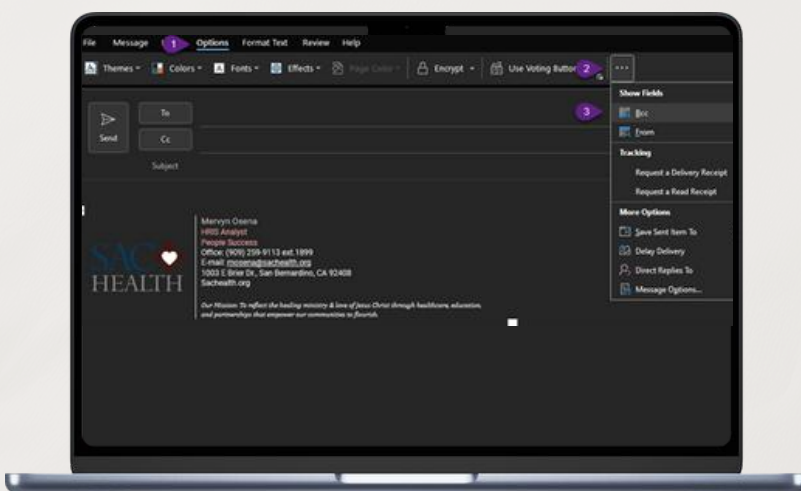
This field is for sending emails to recipients without showing their addresses to others.

Example: Distribution lists with many recipients, like "All of Brier." Adding the list in Bcc keeps everyone's email private (prevents the dreaded Reply All chains).

How to show Bcc in Outlook:

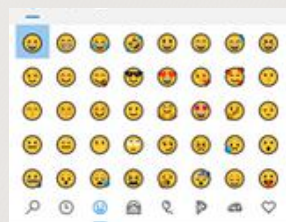
If you don't see it, here's how to enable it:

1. Options → 2. click the three dots (ellipsis) → 3. Show Fields → Bcc



Bonus Tip:

Did you know you can quickly add emojis in your emails? Press Windows key + ; to open the emoji menu. Perfect for sending a smile 😊 to your work bestie!





2026 Holiday Calendar



2026 Pais 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

GRACE

"My grace is sufficient for you, for My power is made perfect in weakness."

—2 Corinthians 12:9

Grace is one of God's most beautiful gifts. It is seen in His unearned love, His gentle strength, and His steady presence pouring over every part of our lives. In 2 Corinthians 12:9, God speaks directly to the places in us that feel fragile or overwhelmed. He doesn't promise to remove every hardship, but He promises something far better: that His grace is enough for every moment we face. When we feel stretched thin, this verse becomes a lifeline reminding us that God's strength does not run out when ours does.

Paul's confession reveals a surprising truth: our weaknesses are not failures to hide, but spaces where God's power becomes visible. Instead of rejecting his limitations, Paul learns to embrace them because they create room for God to work. Grace transforms our perspective, where we see lack, God sees opportunity. Where we see brokenness, God sees a place to reveal His healing and power. Grace shifts the weight off our shoulders and places it back on God, where it belongs.

This means we can stop striving to appear strong or capable all the time. We can bring our weariness, our unanswered prayers, and our fears honestly before God. He is not disappointed by our weakness; He is drawn to it. Grace assures us that God is present in the moments we feel least put together. His strength doesn't replace our weakness—it fills it, holds it, and transforms it. When we lean into Him, we find a strength that is steady, gentle, and sure.



During the holidays, God's grace shines with a special warmth—quiet, steady, and full of invitation. In a season that can feel rushed or heavy, His grace reminds us that we don't have to earn peace, joy, or belonging; they are gifts He freely pours out. As we gather with loved ones, or even navigate moments of loneliness or uncertainty, His grace meets us right where we are, giving strength for the weary, comfort for the broken, forgiveness for the burdened, and hope for every heart. The story of Jesus' birth is the ultimate picture of this grace: God stepping into our world, wrapping Himself in humanity so that we could be wrapped in His love. In every light, every song, every quiet moment, His grace whispers that we are seen, held, and deeply cherished.

Let the grace of God breathe peace into your heart. Whatever you are facing, God's grace is already going ahead of you and surrounding you. His power is working within your story, even in the quiet places where you feel uncertain. You don't have to be enough—His grace is. Allow His strength to meet your weakness, His peace to settle your fears, and His love to carry you forward. In every season, His grace truly is sufficient.

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 JOIN US IN MAKING A DIFFERENCE

Your support helps us provide food, hygiene, and diapers to those in need.
Together, we can create lasting change in our community

HOW YOUR DONATIONS HELP

SAC HEALTH COMMUNITY RESOURCE CENTER

- Provides **emergency food** for families in crisis
- Provides **emergency diapers** for children
- Provides **emergency hygiene** for adults and children
- Provides **holiday meals** to families in need

For questions,
please call **(909) 771-2891**

For community events,
please visit **sachealth.org/events**

WAYS TO DONATE

- In-person drop off at 1003 E. Brier Dr., San Bernardino, CA 92408
- Donate at our Amazon Wish List:
<https://a.co/dgK9ge6>
- Donate ONLINE at: **sachealth.org/give**
- Choose “Community Resource Center”



SAC Health Give Page



Amazon Wish List





It's that time of year again, where we provide toys for families who may not be able to afford gifts for their children (Ages 6 months – 17 years old).

Our Brier, Indio, SBC, and Norton clinics have trees in place, and with your donation, we can spread some holiday cheer!

If you would like to participate, please take a snowflake (or more than one) as a reminder when you shop for the child. Please tape the snowflake to your unwrapped gift so we know which child you shopped for. Donated gifts must be new, with a minimum value of \$10 and a maximum value of \$25, and must be unwrapped.

The last day to participate in our Snowflake Tree of Giving and donate a gift is **December 8th.**

Clinic Check-in/INDIO

- Indio represents 17% of our total visits.
- Primarily started out as a Pediatrics clinic and then grew to include adults.
- Services include General Pediatrics as well as Pediatric Specialties including Endocrinology, Neurology, Pulmonology. Other clinics include Addiction Recovery, Adult Behavioral Health, Adult Family Medicine, and Dental.
- The building formerly housed a furniture manufacturer!



One Mission — One Team



December Birthdays

ADMINISTRATION

Miranda Hannah Kore 12/30

APPOINTMENT CENTER

Ayden Silva 12/04

Ashanti Valerio 12/12

Cecilia Ignacio 12/13

Christopher Tejada 12/16

Alejandra Rivas 12/22

Miriam Arroyo 12/29

Robin Espudo 12/29

Lisa Marie Wright 12/31

BEHAVIORAL HEALTH

Katharine Ann Fabro 12/07

Mydiem Nguyen 12/16

Susanne Allison Gutierrez 12/27

Janica Lee Ownbey 12/31

BUSINESS OFFICE

Alfarius Sihotang 12/26

CARE MANAGEMENT

Sara E Pacheco 12/01

Katherine Bustamante 12/03

Lilian Arias 12/04

Lorena Martinez 12/06

Adriana Villaseñor 12/08

Leslie Ann Deaton 12/10

Merari Areli Galvan 12/13

Gerardo Gutierrez 12/17

Jennifer Sanchez 12/20

Bryana Solares 12/23

Cindy Alva 12/28

Myesha Bizzle 12/28

Jacqueline Monrreal 12/28

COMMUNITY RESOURCE CENTER

Victor H Flores 12/08

Miguel Hernandez 12/16

Cindy Soto 12/18

Nancy Lopez 12/24

FINANCE

Elizabeth Leiker 12/08

DENTAL

Antonio Coleman 12/07

Nancy Ventura Oseguera 12/09

Precious Jackson 12/10

Krystal Rae Enriquez 12/12

Ariel G Hernandez 12/22

EXPRESS CARE CLINIC

Melena Denise Chappell-Brass 12/01

Royce Ayonga 12/26

FAMILY MEDICINE

Akarashdeep Singh 12/01

Karen Yanira Hernandez 12/02

Norma Leticia Garcia 12/03

Manuel Vazquez 12/09

Miranda Elena Flores 12/24

Ines Guadalupe Us 12/27

Jazmin Rodriguez 12/28

GENERAL PEDIATRICS

Gabriela Valadez 12/05

Noel S Dominguez 12/13

I.T. HELP DESK

Brendon Austin Scott 12/01

Jorge Luis Garcia 12/09

Stanford Bennett 12/10

Phetdavone B Sengdara 12/19

Ryan Ejodamen Aimua 12/20

Andrea E Gonzales 12/28

INTERNAL MEDICINE

Ana Abarca 12/04

Yahira Guadalupe Rodriguez 12/04

MAINTENANCE

James Adams 12/18

MEDICAL RECORDS

Justine Gonzales 12/18

OPHTHALMOLOGY

Laila Ribadu 12/17

OPERATIONS

Stephanie C Robles 12/04

Qurban Ali Rezayee 12/19

Isabel Nieto 12/29

MESSAGE CENTER

Adriana Arredondo 12/02

Cassandra Medina 12/12

Heather Latham 12/13

Crystal Redman 12/22

Janet Ali Rodriguez 12/22

PATIENT REGISTRATION

Raymond Villagran 12/01

Helen Pakingan White 12/01

John W Fredregill 12/03

Elizabeth Romero 12/03

Sabrina Juanita Castaneda 12/06

Jazmin Valenzuela Cardenas 12/08

Jennifer Medrano 12/15

Esmeralda Medina 12/17

Karla Ribera 12/17

Yesenia Medrano 12/30

PEOPLE SUCCESS

Mervyn-Jay Tanwangco Oseno 12/09

Ana Villagran 12/27

PRIMARY MEDICINE

Cecelia Elaine Ortega 12/22

QUALITY IMPROVEMENT

Norma Elizabeth Paz 12/02

Kendra Joelle Wilson 12/29

REFERRALS

Chiniqua Nicole Smith 12/03

Reylene Marie Villagran 12/21

Marquitta Jones 12/27

Stephanie D Orrego 12/30

Josie Flores 12/31

WOMEN'S HEALTH

Carmen Navarro 12/23

Lauren Nicole Oley 12/31



December Work Anniversaries



1 Year

Ashton Amick (Referrals)
Spencer Cooper (Dental)
Zochil Gallegos (Ops)
Shalonda Holloway (Express Care)
Angel Mendoza (Academics)
Emely Ortiz (Family Med)
Mervyn Osen (People Success)
Wendy Vera (General Peds)
Alexis Yeoman (I.T. Help Desk)
Allen Weaver (People Success)

2 Years

Bonnie Chi-Lum (Admin.)
James Crounse (Admin)
Hon Huynh (I.T. Help Desk)
Rezayee Qurban (Ops)

3 Years

Erika Cortazar (Patient Registration)
Edward Requeno (General Pediatrics)
Sedia Simpson (Referrals)
Anna Tavalin (Compliance & Risk Management)
Nytasha Thomas (Behavioral Health)
Vanessa Villaruel (People Success)
J.C. Urban (Finance)

4 Years

Cambria Boyer (Ops)
Wendy Campos (Compliance & Risk Management)
Linda Kessler (Family Med.)
Stephanie Noriega (appt. Center)
Liliana Reyes (Appt. Center)
Stephanie Worthington (Patient Reg.)

5 Years

Dorena Ramirez (Behavioral Health)

6 Years

Max Deleon (Maintenance)
Jacqueline Monrreal (Care Management)

7 Years

Michael Banning (Ops)
Jaime Ceballos (Ops)

9 Years

Jennifer Martinez (Business Office)
Anai Ramirez (Women's Health)
Wendy Williams (Compliance & Risk Management)

10 Years

Noemi Moreno (Dental)

12 Years

Elizabeth Leiker (Finance)

13 Years

Del Moreno (Finance)

17 Years

Johanna Garcia Business Office



HAPPY WORKIVERSARY



Brier B♥sics



DECEMBER

Tuesday, 12/2
Spiritual Care “World Religions”

Thursday, 12/4
Compliance & Risk Management “Customer Service”

Tuesday, 12/9
Environmental Care & Safety “Evacuation!”

Thursday, 12/11
Spiritual Care “Healing Wounds of the Soul”

Tuesday, 12/16
People Success “TBD”

Thursday, 12/18
People Success “Mission Moments: Why They Matter”

Tuesday, 12/23
People Success/Spiritual Care “Holiday Cheer”

Thursday, 12/25
CHRISTMAS

Tuesday, 12/30
Spiritual Care “Healing Through Humor”



VIP for October



VALUES IN PRACTICE
“Compassion” October 2025

Oscar Casarez

Cambria Boyer, EHS Director, nominated Oscar & relayed this story; “While conducting routine safety inspections at our Barstow Clinic, Oscar noticed a patient outside who appeared visibly upset and crying. Although patient engagement is not part of his assigned duties, he immediately stopped what he was doing and approached her with genuine concern. He sat with her, listened attentively, and made sure she felt heard and supported.

Oscar took the time to connect her with the appropriate staff and resources for follow-up and reassurance. At the end of the interaction, he offered a prayer for her and her family, leaving her comforted and in noticeably better spirits.”

Cambria added, “Oscar's compassion is not new; he demonstrated it consistently in his previous role as Security Supervisor and continues to carry that same spirit of service into his work today. He shows up each day with the same purpose: to serve, protect, and care for others. Whether it's staff or patients, Oscar always takes time to connect with people during his rounds, ensuring they feel safe, valued, and supported”.

She concluded, “This moment in Barstow was a perfect reflection of who Oscar is; steady, compassionate, and always willing to go above and beyond to make someone's day better. I am incredibly proud of him and deeply grateful to have him on our team.”

CONGRATULATIONS, Oscar!

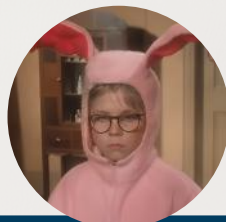


New Hires Favorite Holiday Movie!

VANESA R. VILLARUEL
ONBOARDING COORDINATOR,
PEOPLE SUCCESS



Alondra Urquiza
CMT ECM
Indio



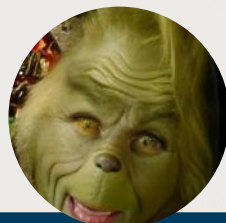
Clayton Horn
BH RN Manager
SBC



Monserat Sandoval
Dental Navigator
BRI



Arlene Mendez
BH LVN
BRI



Jeffrey Miranda
CMT ECM RN
SBC



Dominique Alarcon
CMT ECM
SBC



Kassandra Torres
FM MA
SBC



Vanessa Martin
Care Coord. QI
BRI



PS Hall Pass - Norton Edition

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



Q. Presents on Christmas Eve or Christmas Day?

A. Both! Kids get one on Christmas Eve and the rest on Christmas Day.

Yvette Valentin (Primary Care LVN)



Q. Decorate before or after Thanksgiving or last-minute?

A. Last-minute.

Cristine Gallardo (Primary Care MA)



Q. Favorite Christmas movie to watch every year?

A. Home Alone II

Alyzabeth Godoy (BH PSR)



Q. One dish your family MUST have every year?

A. HAM!

Nhi Nguyen (Primary Care MA)



Q. What Christmas movie character is most like you?

A. Jovie from "Elf"

Cecelia Ortega (Primary Care MA)



Q. Real tree or artificial?

A. Artificial

Jennifer Thomas (Primary Med MA)



Q. What fictional character would you want as your Secret Santa?

A. Spider-Man

Evelyn Osuna (Primary Care MA)



Q. You get to replace Santa for the night.

What vehicle do you choose instead of a sleigh?

A. Mercedes Sprinter!

Denise Vega (BH PSR)



Can you spot the 5 differences?



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



And the Winner is...



holly jolly

Last Month's Word Search
Winner:

Linda Kessler
Medical Assistant - SBC

Last Issue Trivia Answer:
"Mookie-Believe Walk Champion/Canine
Division"

Winner:
Mariana Saldivar - PSR Barstow



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: 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.

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: 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: 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.



UNTO YOU IS
BORN THIS DAY IN
THE CITY OF DAVID
A SAVIOR, WHO IS
CHRIST THE LORD
—LUKE 2:11, ESV