



Employee Town Hall

June 29, 2026

This content is for informational purposes only. All items presented are subject to bargaining and review.



Today's Agenda:

12:30 Welcome

12:35 Reflection

12:40 What's Live/What's Coming

12:55 What You Need to Know

1:25 Integration Panel - FAQs

1:55 Closing

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Reflection

Though no one can go back and make a brand new start, anyone can start from now and make a brand new ending.

- Carl Bard



What's Live What's Coming

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A blue lifeguard stand with a metal frame and a sign that says "34 STATE PARKS CARLSBAD" is positioned on a sandy beach. The background shows the ocean and a sunset sky with orange and yellow hues. A semi-transparent blue rectangle is overlaid on the right side of the image, containing the title and speaker information.

High Reliability Communication Structures

Jason Broad, VP, Strategic Integration and Community Engagement
Elena Cardenas, Manager of Operational Excellence

What's Live/What's Coming?

High Reliability Framework

High reliability is a practical framework ensuring consistent, effective, and repeatable healthcare operations at all organizational levels.

Communication Structures

Communication mechanisms like daily huddles and leadership meetings ensure efficient information flow and proactive risk management.

Leadership Role in HRO

Leaders model behaviors, participate actively, and drive accountability to sustain high reliability and operational excellence.

Goals of High Reliability

The goal is to support patient safety, operational efficiency, and organizational alignment through reliable practices.

High Reliability at Sharp



Leadership & Communications Strategy

Daily

HRO Huddle Sheet
Unit-Based Shift Huddle
(2x) HRO Huddle
(3x) Bed Huddle
Hospitalist Huddle
Leader Rounding
Ask Scott*

Weekly

Hospital Exec Meeting
Leader Huddle

Monthly

Leader Forum
Medical Executive Committee
“Connecting with Scott” Message

Bi-Monthly

Employee Forum
Governing Board Meeting
Governing Board Education
Tri-City Healthcare District Update

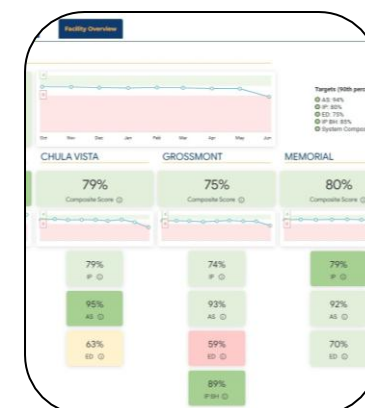
Annual

Board Strategic Planning Event

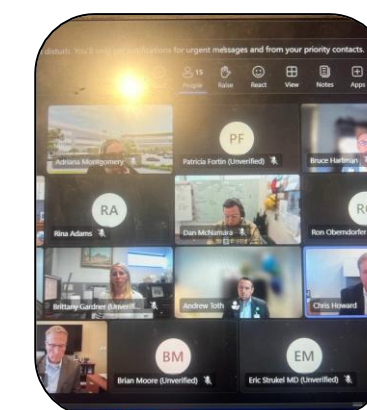
Ad-Hoc Major Events

Command Center (Planned and unplanned major events, work stoppage, fire, Epic go-live, etc.)

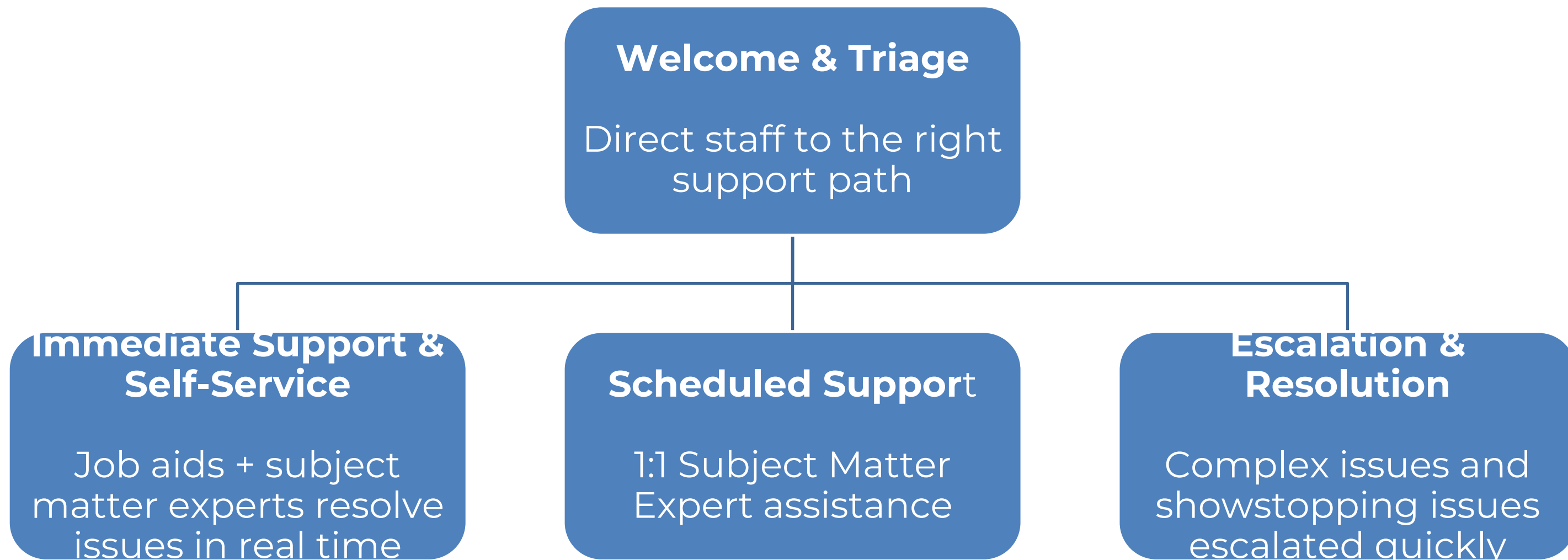
2-way communication



Discharged Patients (00:00 to 12:00)			
Discharged Within 2 Hours of Discharge Order	Discharged Within 4 Hours of Discharge Order	Discharged Over 4 Hours from Discharge Order	Total
0	0	0	0
Expected Discharges (From 12:00 on)			
Within 30 Minutes	Within 60 Minutes	Within 90 Minutes	Over 90 Minutes
0	0	0	0
Current Discharge Distribution (From Discharge Order Entered)			
Pls W/Discharge Orders Within 2 Hours	Pls W/Discharge Orders Within 4 Hours	Pls W/Discharge Orders Over 4 Hours	Total
2	26	24	52
Reasons for Discharges Over 4 Hours			
SM or Difficult Placement	Contingency Orders	Other	
14	4	6	
Current Throughput State			
ED Holds	Census	Open Staffed Beds	
30	410	5	
Data Sources			
Discharged patients data source: Teletasking Standard Report- Proper Pending			
Expected Discharges: Based on unit leader report out at bed huddle			
Distribution of Discharges: Based on Insight Center Workbooks			
Reason for Discharges Over 4 Hours: Insight Center Workbooks			
Throughput State: Teletasking dashboards			
Expected discharges breakout might not equal to current discharge distribution, due to leader not expected			



The Sharp Experience In Action: Go-Live Command Center



Real-Time Monitoring and Support

Leadership & Communications Strategy

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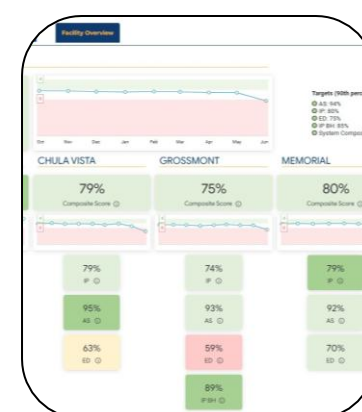
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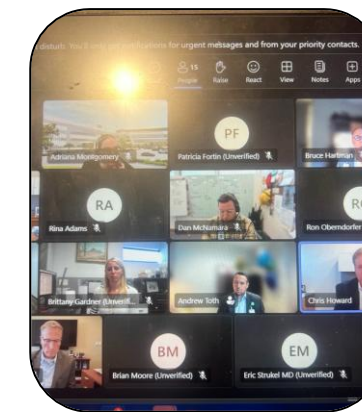
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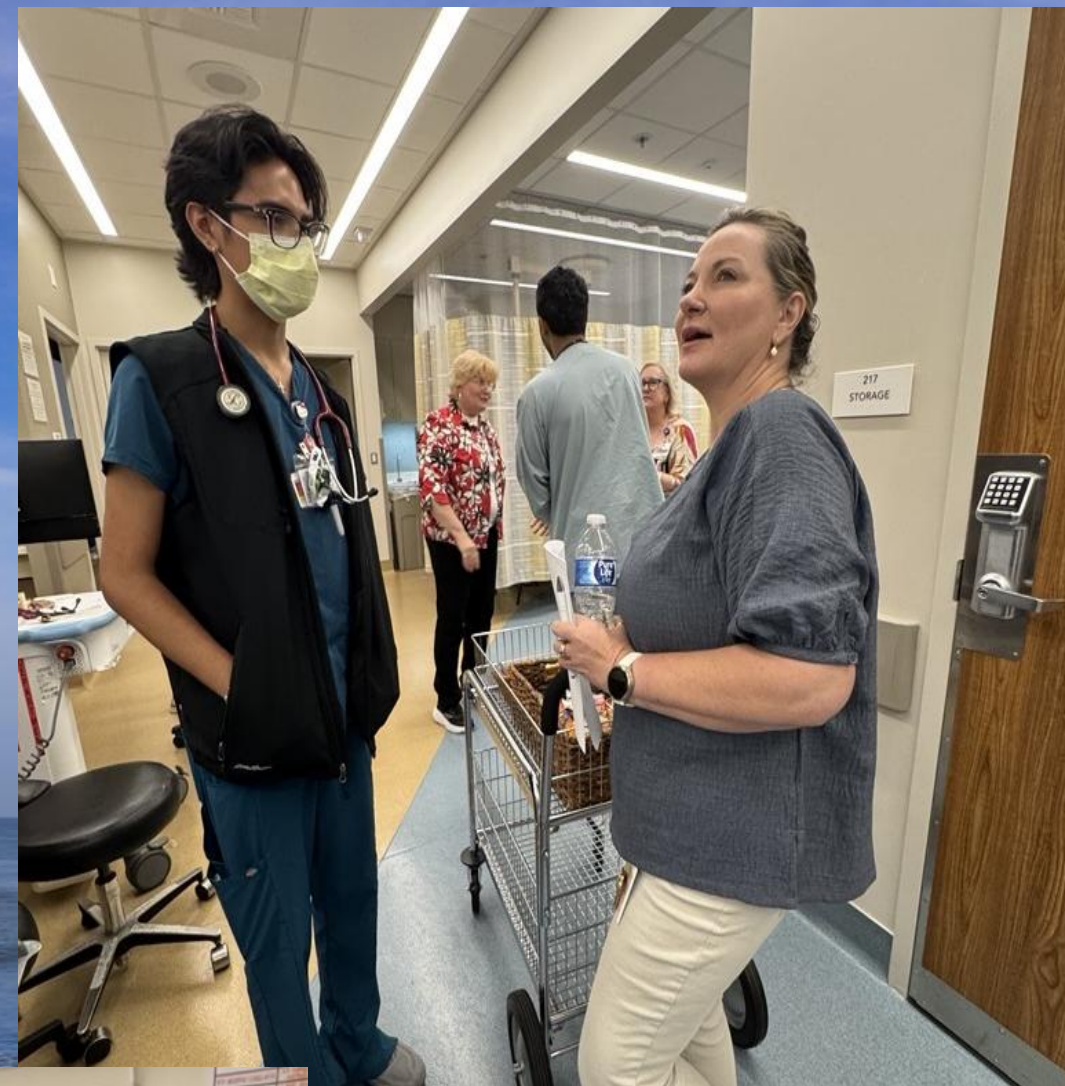
The background of the slide is a photograph of a beach scene. On the left, there are waves with white foam breaking onto the shore. In the center and right, a wooden pier extends into the ocean. The sky is blue with some light, wispy clouds. A semi-transparent dark blue rectangle is overlaid on the right side of the image, containing the title and speaker information.

What You Need to Know

Marlys Kimmey, HR Field Director
Cheryl De Guzman, HR Business Partner

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Sharp & Tri-City Leader Rounding



Onboarding



Top 10 List For Your First Week at STCMC

Sharp Badge



1) Wear your new Sharp badge & use for clocking and door entry. Always carry your TCMC badge with you until the Sharp badge works on all systems.

Time Reporting



2) Same UKG; updated time keeping processes. Clock in & out for arrivals, departures & meal periods (4 punches / shift). Employees to edit own timecards.

Meal & Rest Breaks



3) Plan to take rest breaks for every 4 hours worked and a duty-free meal period for every 5 hours worked unless a meal waiver is in place.

Schedules



4) Work your shifts as scheduled & work with your leader on any scheduling changes. Alternative Work Schedule (AWS) processes are under review.

Role & Pay



5) No Day 1 changes to staff job descriptions or pay (except CA min. wage adjustments). Additional review and mapping phased over the next 2 years.

Top 10 List For Your First Week at STCMC Cont.

Pay Checks



6) Final TCMC paychecks – June 30; First Sharp paycheck July 10 to capture hours worked from July 1 to July 4. First full paycheck will be July 24

Workday



7) Access granted during onboarding. Utilize desktop app until October when single sign-on is granted. Explore your benefits, tax elections, paychecks & more!

Required Training



8) Mandatory Workday Compliance modules launch July 1, due August 31. Continue to use Symplr for pending certification requirements until notified.

Onboarding



9) Must be completed by July 1 to include I-9!

Most Importantly



10) Be authentic. Practice kindness. Ask questions & remember to HAVE FUN!!

A scenic view of a hillside with houses and a large water tank, with mountains in the background. The foreground shows a steep slope with green and yellow trees. In the middle ground, there are several houses and a large white water tank. In the background, there are more hills and mountains under a clear blue sky.

Marketing & Communications

Paula Berberick, VP, Marketing & Communications

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The Sharp Brand Promise

The science of medicine. The art of caring.

The Sharp Experience

The Sharp Experience is everything we do.

The Sharp Brand

Our brand approach

- Logo modernized in 2022
- A singular visual identity with flexibility for entity representation
- Consistency which supports brand recognition and strength

One logo: "Bar Sharp"

- No alterations or additions
- Two color (blue/gold) or one-color



SHARP



The Sharp Brand

In Text

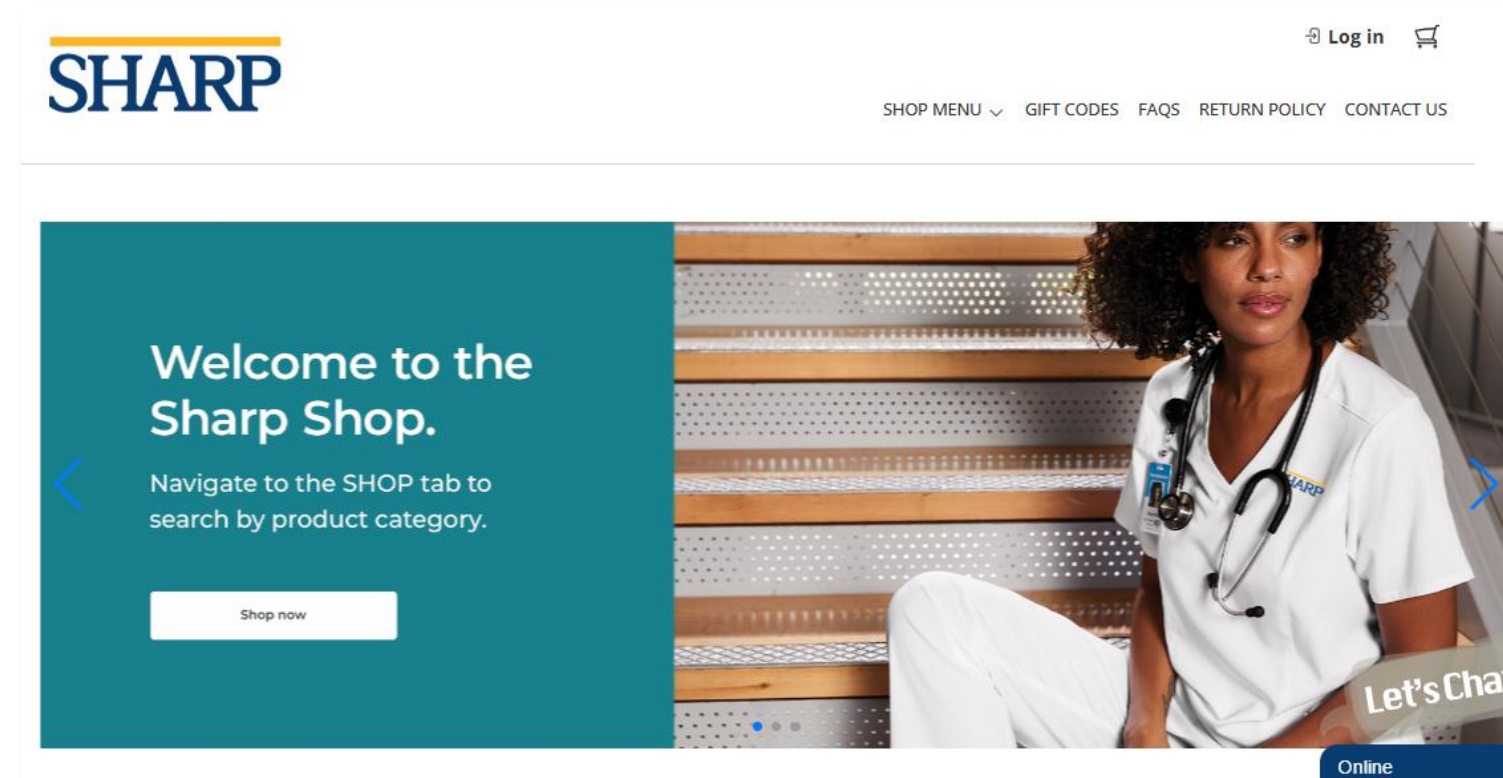
- Sharp HealthCare
- Not SHARP Healthcare, Sharp Health Care or SHARP HealthCare
- Sharp Tri-City Medical Center

Apparel

- Sharp Shop
(sharp.com/shop)

Support

- Sharp HealthCare Brand Guide
- Marketing and communications



Sneak Peek: What you Will See in Market



Extension of Sharp's
existing campaigns into
North County region



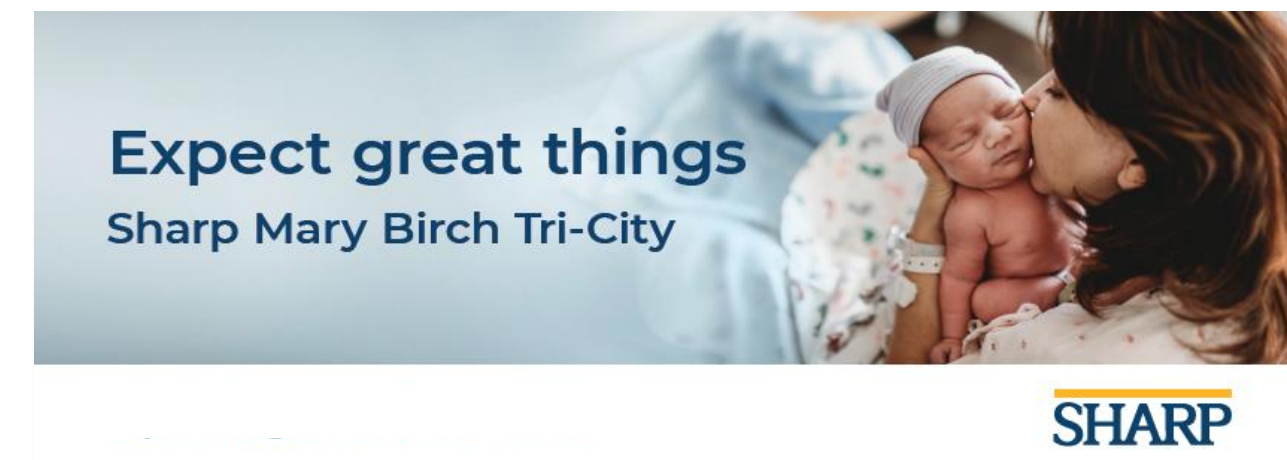
New campaigns to
specifically support strategic
priorities at Sharp Tri-City

Advertising

Billboards: build brand recognition and visibility

Local print: depth of message

Paid digital and social: conversion



Paid Search and Physician Profiles

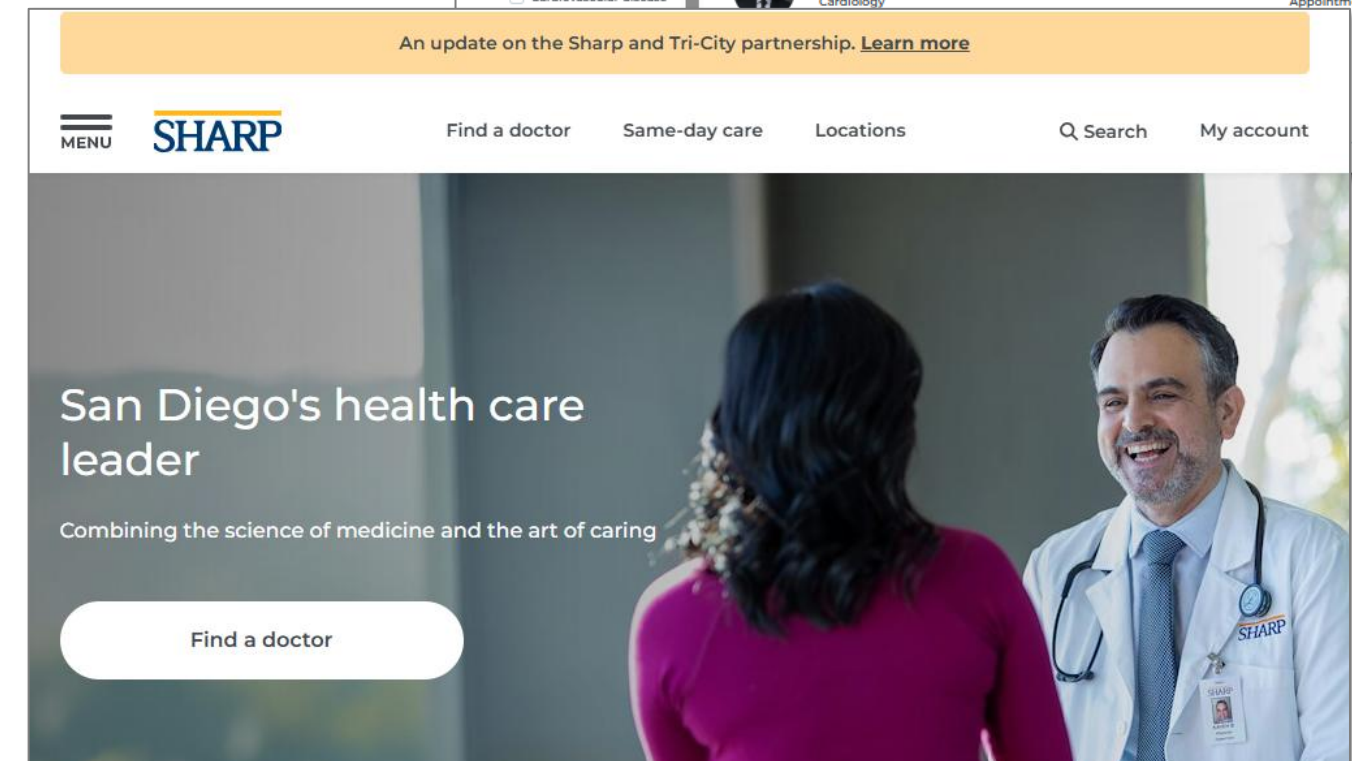
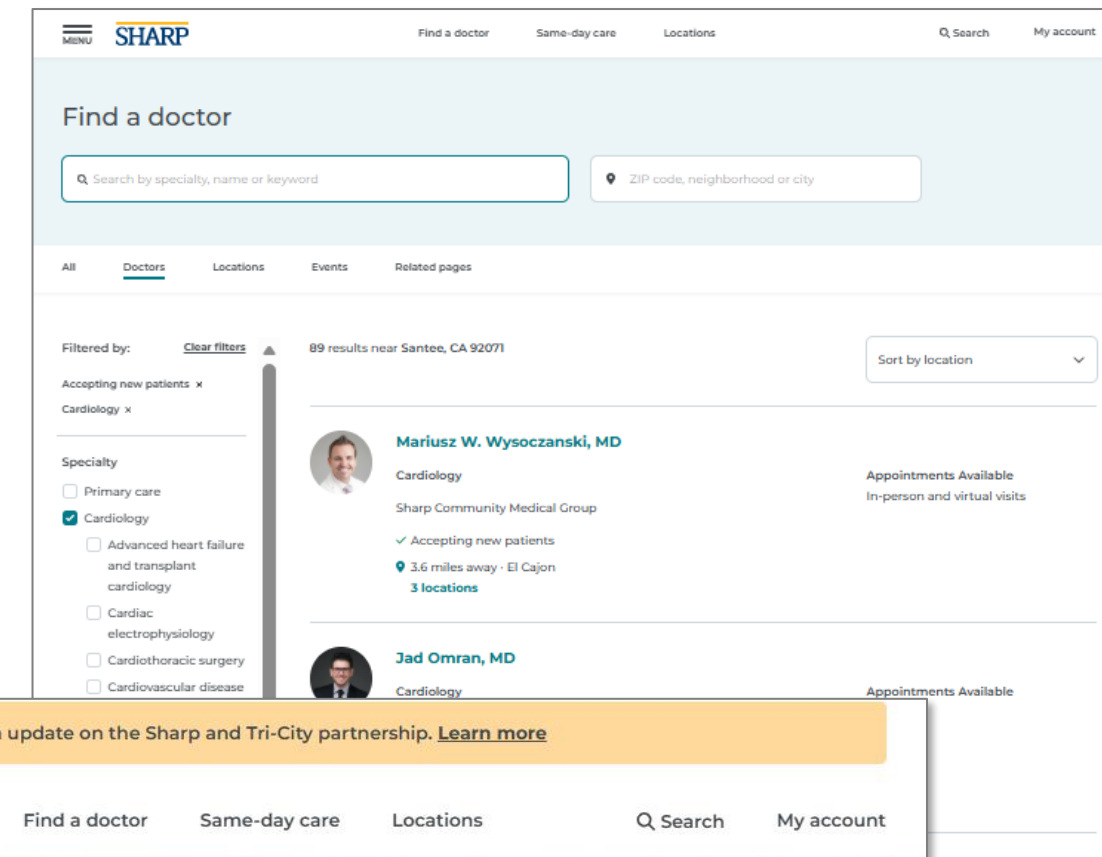
Drive searches
on Google and
Bing to results
on sharp.com

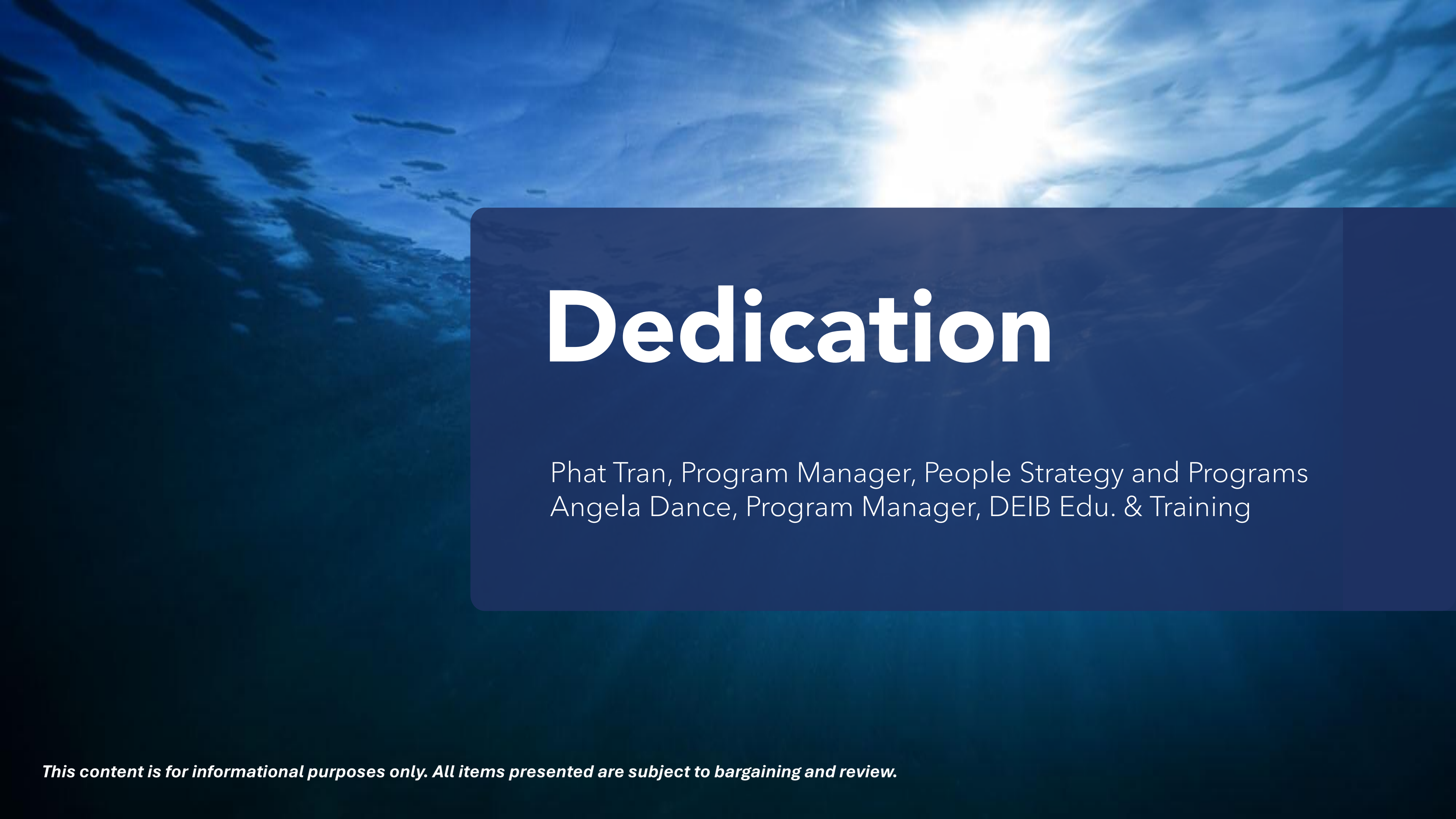
Examples:

- "tri-city hospital"
- "sharp tri-city"
- "emergency room near me"

Physician
profiles

- 92 photos
- 36 videos





Dedication

Phat Tran, Program Manager, People Strategy and Programs
Angela Dance, Program Manager, DEIB Edu. & Training

Celebration

Sharp Tri-City Medical Center Dedication Celebration

Tri-City employees, families, volunteers, physicians and business partners are invited to attend a special celebration commemorating the dedication of Sharp Tri-City Medical Center

Wednesday, July 1, 3 to 7 p.m.

Sharp Tri-City Medical Campus South Lawn

Join in for good food, fun and connection



Sharp Tri-City Medical Center Dedication Celebration

Night Shift Team Members: Join us for a special celebration commemorating the dedication of Sharp Tri-City Medical Center

Wednesday, July 1, 8 p.m. to 12 a.m.

Sharp Tri-City Medical Center Roundabout

Join us for specialty food trucks, swag giveaways and connection!



Why This Celebration Matters

**Meaningful
Milestone**



Appreciation

**Strengthening
Relationships**



Thank You



**Looking
Ahead**

A scenic view of a beach at sunset. The sky is filled with dramatic, colorful clouds in shades of orange, yellow, and blue. The ocean is calm with gentle waves lapping onto a sandy beach. Several palm trees are visible on the right side of the frame. In the foreground, a few people are walking along the beach. A large, semi-transparent blue rectangle is overlaid on the right side of the image, containing the title text.

Integration Panel

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Integration Panel & FAQs

- Angie Athis, VP Workforce Strategy-Systems and Operations (Sharp)
- Elena Cardenas, Manager of Operational Excellence (Sharp)
- Farruk Mir, Director of IT (Tri-City)
- Marlys Kimmey, HR Field Director (Sharp)
- Jeremy Raimo, Chief Operating Officer (Tri-City)
- Moderated By: Kaylen Nielson, Director of Org Effectiveness and People Transformation (Sharp & Tri-City)

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Sharp Tri-City Connection Hub

The integration between Sharp HealthCare and Tri-City Medical Center is an important milestone focused on bringing people, processes and culture together. Teams across the organization are working through coordinated, cross-functional workstreams to support a smooth transition both now and into the future.

Key milestones and timeline



April



May



June

Sharp Tri-City Integration Hub



Connection
Hub

Got
Questions?



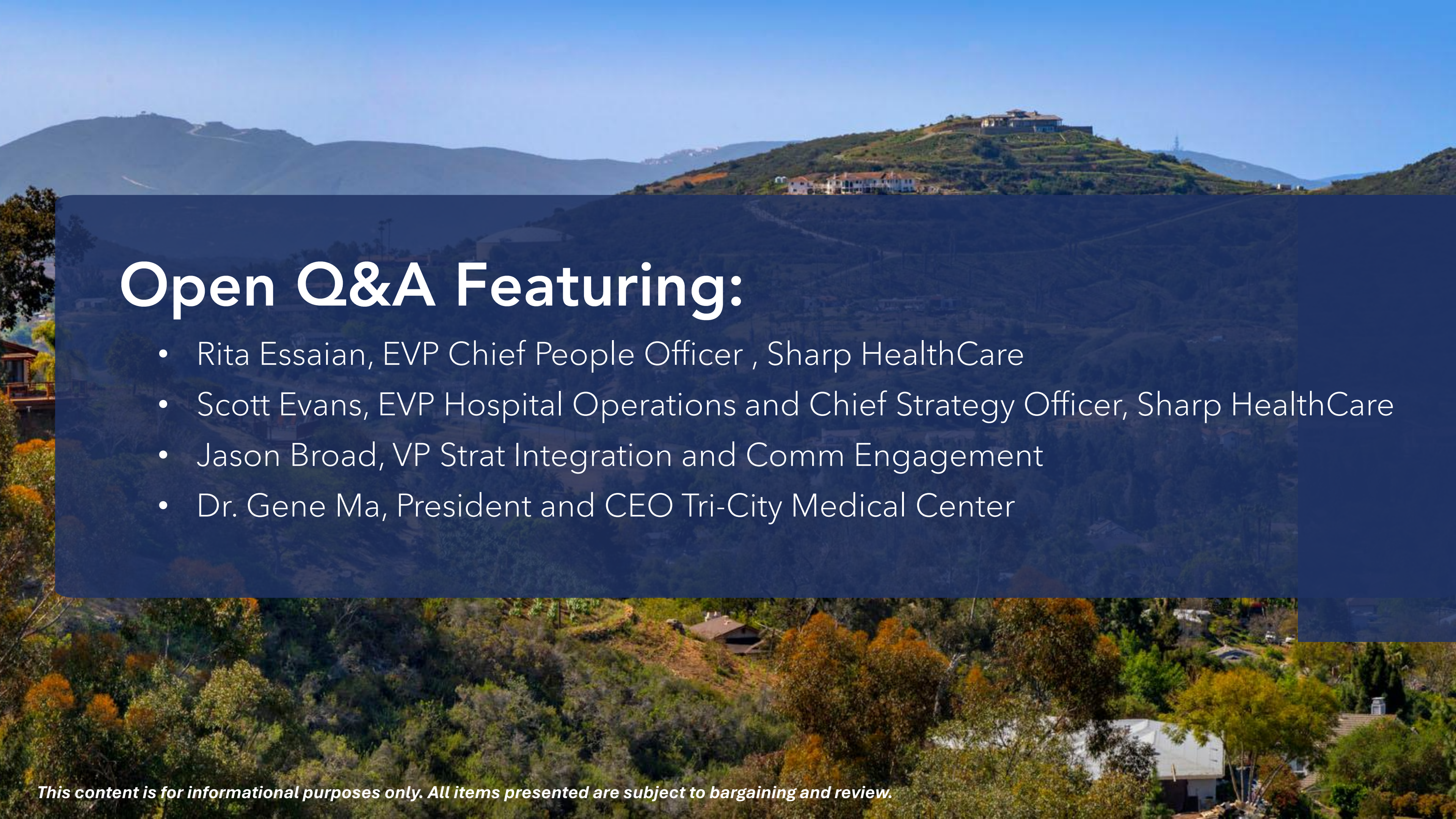
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Q&A Ground Rules:

- 30 Seconds to ask Question
- 30 Seconds for Responses

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Open Q&A Featuring:

- Rita Essaian, EVP Chief People Officer , Sharp HealthCare
- Scott Evans, EVP Hospital Operations and Chief Strategy Officer, Sharp HealthCare
- Jason Broad, VP Strat Integration and Comm Engagement
- Dr. Gene Ma, President and CEO Tri-City Medical Center

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Closing Remarks

4002 VISTA WAY

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Marketing & Communications

Paula Berberick, VP, Marketing & Communications

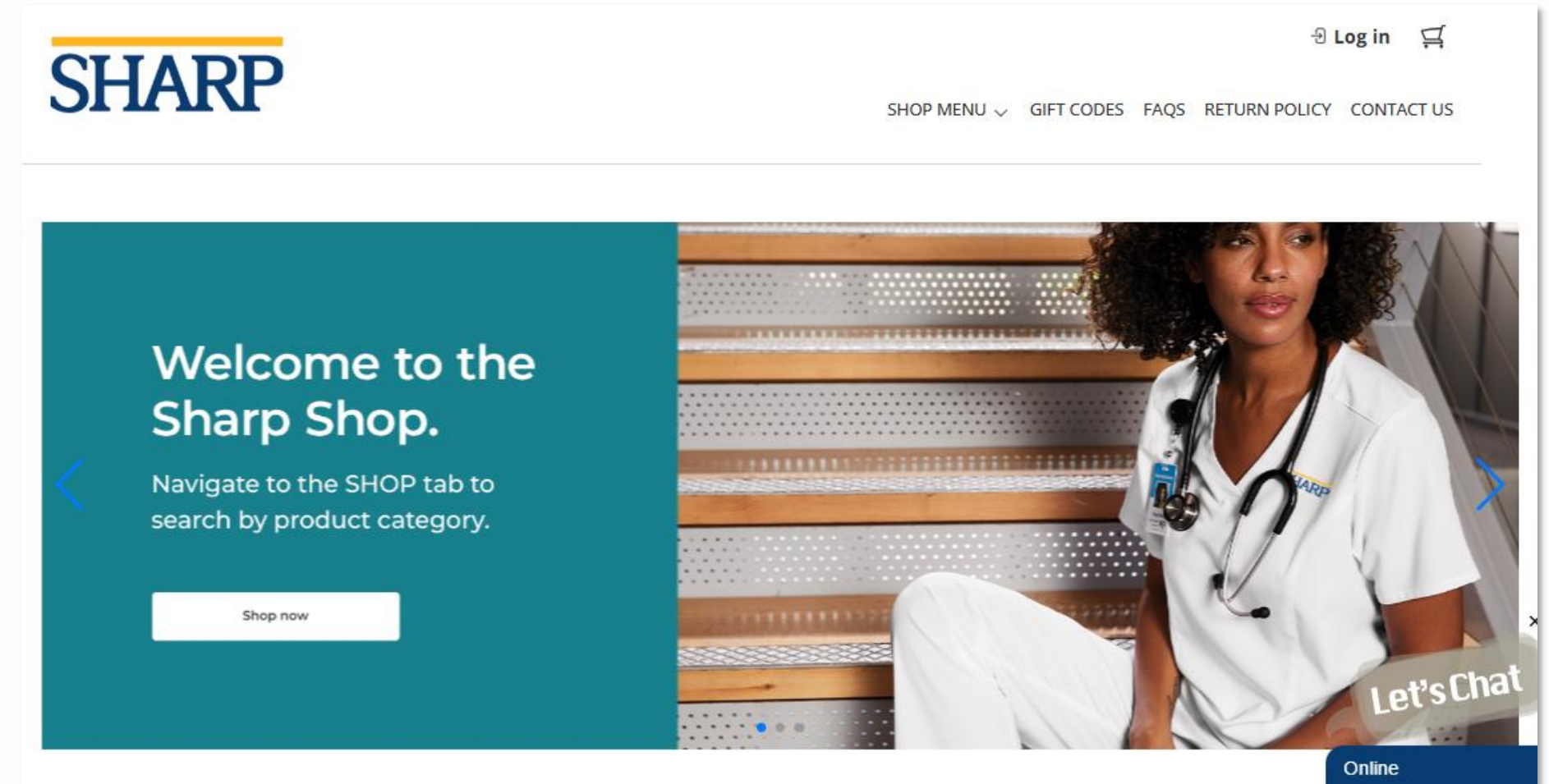
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 - Reflects simplicity, clarity consumers are seeking
 - Warmth reflecting The Sharp Experience
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The Sharp Brand

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- **Support:**
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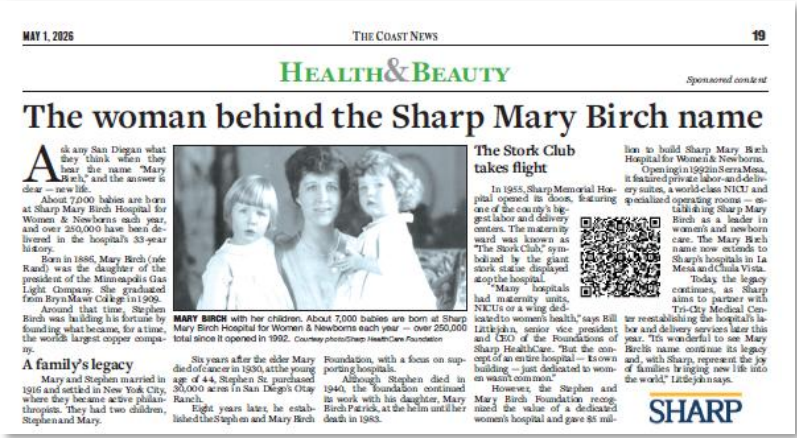
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SHARP

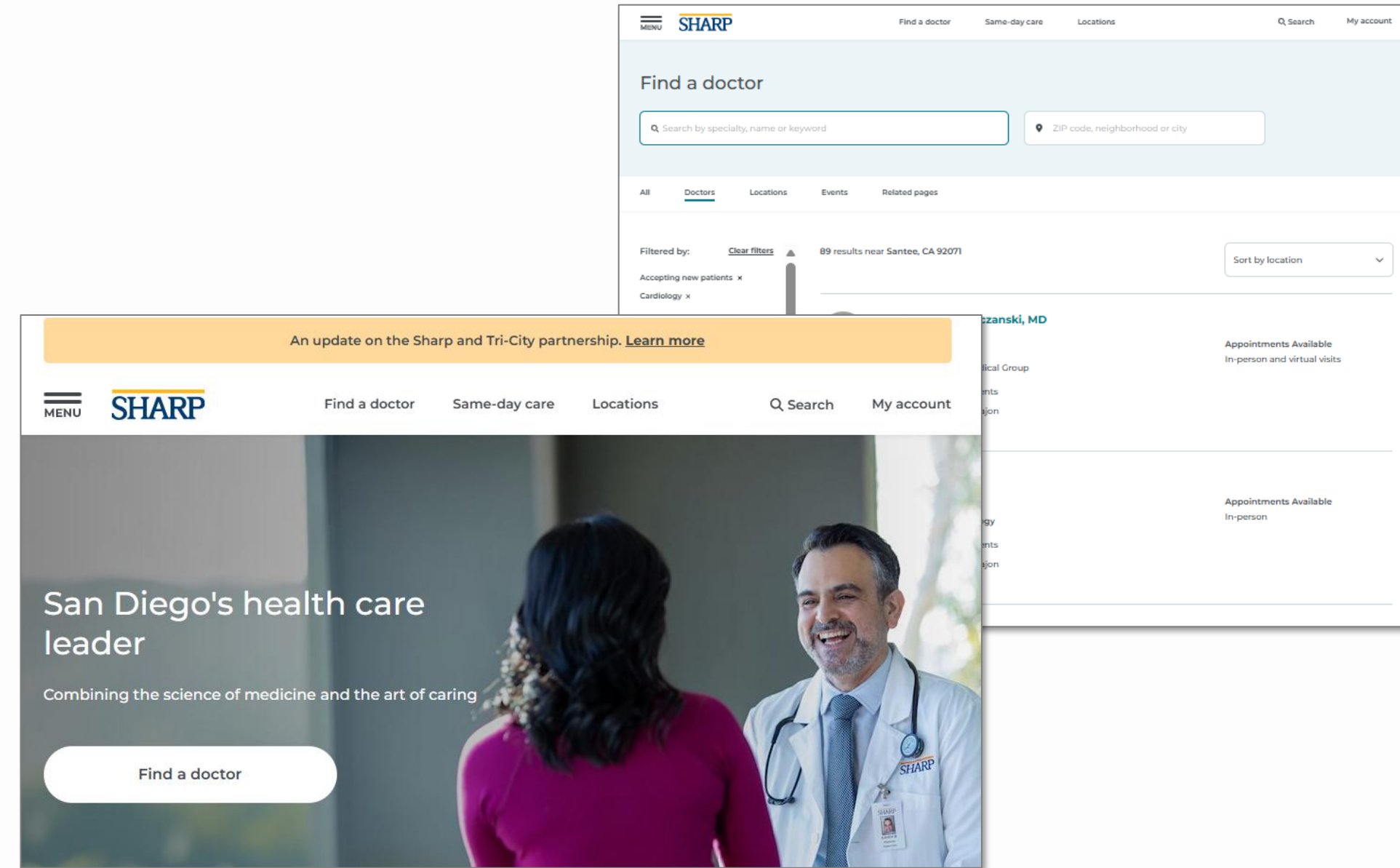
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Thank you

paula.berberick@sharp.com