


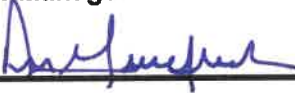


THIS IS TO CERTIFY THAT

ARROWHEAD REGIONAL MEDICAL CENTER'S

**HUMAN RESOURCES
POLICIES AND PROCEDURES MANUAL**

HAS BEEN REVIEWED AND UPDATED

Shari Daniels		12-16-24
<hr/>		Date
Department/Service Director, Head or Manager		
Andrew Goldfrach, MHA, FACHE		1/10/2025
<hr/>		Date
ARMC Chief Executive Officer		
Dawn Rowe		
<hr/>		Date
Chair, Board of Supervisors		