



Director's Message



As 2017 draws to a close, it's a wonderful

time to pause and reflect on what a memorable year we've shared. Personally speaking, it was my first as your Director and I want to express my deep gratitude for the support you've shown as I've taken on this new role. Thanks, sincerely.

Every year, our agency is asked to provide a "greatest hits" list, if you will, for the County Executive Office and our Orange County Board of Supervisors that is used to celebrate the County's successes as a whole. Here are just a few of the great new heights we've reached together this year:

- * The Whole Person Care pilot program officially began in July, promoting increased communication between

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Peer-to-Peer

Nikoo Tabesh Conquers Compliance Challenges with Welcoming Attitude

“ The course of my career has been a combination of knowledge and hard work, but also being in the right place at the right time. I had faith to embrace the career opportunities offered me with a ‘go for it’ attitude that I could rise to the occasion! This job keeps me on my toes and challenges me to learn every day. ”

What does processing laboratory specimens for clients at our 17th St. Clinic and inmates in Orange County jails have in common with the Office of Compliance? The confidential handling of protected health information, also known as the Health Insurance Portability & Accountability Act (HIPAA).

Nikoo Tabesh has worn many hats as a former Lab Assistant, Lab Administrator and off-site County Purchasing Agent for our Public Health Laboratory where she processed specimens,

contracts and purchase orders. Nowadays, you'll find her serving as a Privacy Analyst for the Office of Compliance where she utilizes her former lab skills and talents to educate staff about HIPAA laws, handling privacy breaches and distributing breach notifications to clients, state and federal authorities.

Earning a Healthcare Privacy Compliance Certificate in 2013, Nikoo applies that knowledge to heightening awareness of patient privacy laws and regulations that prevent or diminish

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FEATURED ARTICLES

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Director's Message

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hospital emergency rooms, CalOptima, community clinics, OC Health Care Agency (HCA) Behavioral Health Services and Public Health Services as well as recuperative care providers to improve access and navigation of services for Medi-Cal beneficiaries struggling with homelessness.

- * HCA, in partnership with members of the Orange County Board of Supervisors, presented a Food Safety Seminar in the City of Garden Grove in October. This first-of-its-kind seminar provided more than 330 attendees the opportunity to learn, directly from our health inspectors, how to achieve successful restaurant inspections and earn the coveted Award of Excellence for food safety and sanitation practices.
- * The Orange County Board of Supervisors accepted a three-year, \$6 million Proposition 47 grant award in June after HCA partnered with the Probation Department, Orange County Sheriff's Department, Public Defender, District Attorney, Collaborative Courts, community and faith based organizations, and community members to form a local advisory committee and submit a proposal. The project aims to reduce recidivism in the criminal justice system, particularly for individuals with mental health and/or substance use issues. Funding will largely be utilized to create a contracted Community Support and Recovery Center to focus on re-entry issues for individuals being released from jail in Orange County.

* Our field implementation of an electronic system that enables the instantaneous sharing of a patient's medical history from ambulance to hospital was recognized in May by the Journal of Emergency Medical Services for its innovation. Our Emergency Medical Services division became the first in the nation to fully launch the Search, Alert, File, Reconcile model of health information exchange in February of 2017. This system enables emergency medical technicians and paramedics in Orange County to immediately access a patient's past medical history when evaluating and treating in the field.

* We released Orange County's 2017-19 Health Improvement Plan in January on behalf of the Orange County Health Improvement Partnership (HIP), which lays out assessments, goals, objectives and strategies for addressing the priority health areas and overall public health system over the next three years. The HIP consists of over 35 public and private sector organizations that work together through a countywide initiative called Orange County's Healthier Together.

Every member of our staff, working together, has made these meaningful achievements possible. Imagine what next year will bring.

All my best to you and your family for a healthy and happy holiday season,



Richard Sanchez, Director



LAURENT REPASS

Named California Emergency Medical Technician of the Year

“ Laurent effectively manages our electronic systems through his exceptional blend of clinical/medical knowledge, information technology proficiencies and his creative way of presenting complicated concepts to all provider levels. ”

Tammi McConnell, EMS Administrator

Laurent Repass has used more than 25 years of professional experience in emergency medical services and healthcare information technology to bring Orange County Emergency Medical Services (EMS) into the digital age, an accomplishment for which he's been named Emergency Medical Technician (EMT) of the Year by the [California EMS Authority](#).

As EMS Chief of Information Technology, Laurent was instrumental in developing the OC Medical Emergency Data System (OC-MEDS), an electronic system for prehospital care providers and base hospital personnel that features the County's EMT online certification and accreditation, hospital dashboards, patient registries and HCA's reporting and monitoring system of medical directives utilized by more than 7,000 EMS providers.

Laurent's leadership and guidance also helped pave the way for HCA's EMS division to become the first in the

nation to fully launch the [Search, Alert, File and Reconcile](#) (SAFR) model of health information exchange earlier this year. This system enables EMTs and paramedics here in Orange County to immediately access a patient's past medical history when evaluating and treating in the field, including information like recent hospitalizations, past medical history, medications, allergies, preferred health-care facilities and end-of-life decisions, which can affect initial care decisions and long-term outcomes. Read the "Armed with History" article from the Journal of Emergency Medical Services [here](#).

Prior to joining HCA, Laurent served as a Paramedic in Reno and Los Angeles, and as a stunt safety coordinator for several blockbuster movies like Spiderman, various commercials and music videos as well as the television show Fear Factor (for five seasons!). To learn more about the 2017 California EMS Authority Awards, click [here](#).

AND THE 2017 STEVE AMBRIZ TEAM EXCELLENCE AWARD GOES TO...

BEHAVIORAL HEALTH SERVICES OUTREACH & ENGAGEMENT

If you work in the Santa Ana Civic Center, you've likely seen our Behavioral Health Services Outreach & Engagement (BHS O&E) team who don 'blue shirts' as they reach out to the homeless population at [The Courtyard](#) to develop trusting relationships, reduce barriers to housing and facilitate linkage to resources and support services.

The team provides these outreach services in multiple languages at any public area in Orange County and connects vulnerable participants of all ages to mental health and substance use services, medical evaluation and treatment, and housing. With a strong passion for help-

ing others, the team brings this talent to the forefront by offering participants unconditional positive regard and a consistent presence until they are ready for change.

"The best part of the day is when you hand participants the key, they open up the door to their new place and just stand there in complete joy with tears coming down their faces," said **Tammy Waitman**, Mental Health Specialist. "And, more than often there's tears coming down my face as well."

The saying that "helping others helps me" is evident as team members share their profoundly uplifting stories



BHS O&E Team pictured top row (left to right): Enrique Ortiz, Armin Salamati and Shane Mills. Middle row (left to right): Jason Austin, Tammy Waitman, Arif Khwaja, Sarah Nguyen, Michelle Manchester, Terry Delgado and Rachael Ferraiolo. Bottom row (left to right): Rosa Gonzalez, Heidi Kitsu, Ingrid Leyton-Rios, Christina Weckerly-Ramirez and Rosie Fernandez. Team members not pictured include: Jennifer Anderson, Frank Cabrera, Chuck DeWitt, Melinda Flores, Steve Hatch, Veronica Hinostroza, Charlotte Jean, Brigitte Juhasz, Hugo Lopez, Michelle Lopez, Danny Manzo, Blake McLean, Christine Nguyen, Fatiha Shannon, Michelle Spitaleri and Araceli Vidales.

of how helping participants connect with services is an inspiring experience. See this video [here](#).

“It’s rewarding when I feel that I’m a part of this person’s journey,” said **Armin Salamati**, Mental Health Specialist. After Armin helped a participant get into a place, he/she shared: “I got my place, look this is my bed, this is my kitchen, I can cook in there. Can you believe that this was my dream? Now, I have my dream and it’s real!”



BHS O&E has created a strong and reliable reputation within the homeless community (staff in blue shirts are

known as a familiar and trustworthy source who can help), and other service providers including law enforcement, housing services, jails, collaborative courts and community advocates. Another strength exemplified by this team is their adaptability and willingness to do whatever it takes to help the individuals they serve.

To learn more about this dynamic team and the services they provide, visit the [Outreach and Engagement](#) website or call 800-364-2221.

CONGRATULATIONS to This Year’s Nominees!



Children and Youth Behavioral Health Crisis Assessment Team (CYBH CAT) provides crisis mental health assessment to anyone under 18 who may be a risk to harm themselves, others, and/or gravely disabled as a result of mental illness. [Click here to learn more.](#)



Hazardous Materials (Hazmat) Surveillance Team is a program within the Environmental Health division, the Hazmat team conducts environmental compliance inspections, responds to spills, complaints and mitigates and abates hazardous materials emergencies. [Click here to learn more.](#)



Assisted Outpatient Treatment (AOT) Assessment and Linkage Team is a court ordered treatment program for individuals 18 or older who live in Orange County and suffer from a mental illness and frequently utilizes psychiatric hospitals and correctional mental health services. [Click here to learn more.](#)



Health Policy, Research & Communications (HPRC) Team works collaboratively to support the vision of the entire Agency and is a resource tool belt providing needed information and services that facilitate and showcase agency programs. [Click here to learn more.](#)

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5 POINT OF DISPENSING EXERCISES

1 A [Point of Dispensing](#) (POD) is a best practice model developed as a result of the anthrax mailings that occurred post September 11, 2001. POD sites serve as a place for the public to receive medications, vaccines and medical supplies during a large-scale public health emergency.



2 The Centers for Disease Control and Prevention [Cities Readiness Initiative](#) (CRI) is a federally funded program designed to enhance preparedness in the nation's largest population centers, to respond effectively to large-scale public health emergencies needing life-saving medications and medical supplies. CRI funding is used to develop, maintain plans and test the capability to quickly provide these supplies to a large number of people in a short period.

3 In Orange County, HCA's Health Disaster Management (HDM) and Emergency Medical Services teams use CRI funding to collaborate with different cities each year in October to host a POD exercise to distribute free seasonal flu vaccine. The event provides the community with the opportunity to help HCA prepare for a health disaster, strengthen our ability to respond and validate our plans while also protecting the public against the flu. To see a flu shot POD exercise in action, view this video [here](#).



4 This year, the cities of Tustin and Westminster participated in an October 26 [POD Exercise](#) to offer walk-up vaccinations, while a drive-thru option was also available at the Tustin site. More than 300 "preparedness buckets" containing basic emergency preparedness items were distributed to the public to encourage them to create personal and family disaster plans and kits. Read the Behind the Badge OC articles about each POD site at [Tustin](#) and [Westminster](#).



5 POD participants include HCA and city staff, law enforcement, fire authority personnel, nursing students and pre-credentialed volunteers from the [OC Medical Reserve Corps](#) and [Community Emergency Response Teams](#). To learn more about POD exercises, visit HDM's POD webpage [here](#).

SERVICE AWARDS

2017 Third Quarter Services Awards (July 1 – September 30 Hire Dates)

On behalf of the Health Care Agency (HCA) Executive team, we extend our heartfelt congratulations to each of you for your years of service to our department and the County of Orange as a whole.

5 Years

Ahmed Assaf
Nicole Becker
Sharon Boles
Robert Brown
Rosa Cantoran
Vivien Chan
Kevin Codilla
William Crittenden
Beverly Drinkard
Mindy He
Nicole Keefe
Jiah Kim
Jonathon Kim
Kayla Mach
Christopher Maines
Karyn Monroe
Vanessa Monroy
Carol New
Charles Spahn
Brent Swearingen

10 Years

Angelica Almaguer
Juan Alvarez
Florencio Arceno
Juan Bravo
Ariana Cabral
Kiki Cason
Darwin Cheng
Robin Ciafone
Maria Collins
Maureene Cruz
Grace Cua
James Devor
Simonida Dunvan

Mary Eason
Bergit Englund Giri
David Findlay
Hilda Flores
Erika Galvez
Erica Garcia
Daniel Gibbs
David Guzman
Audrey Heble
Angelica Hernandez
Sandra Huerta
Patricia Kovars
Erika Lara
Anthony Le
Joanne Lim
Nestor Mabeza
Karen Marks
Sylvia Martinez
Beau McCraney
Tim McNealy
Margaret Migaud
Elsie Nguelynsi
Francisco Orozco
Karina Pangan
Hilary Peralta
Carlos Perez
Lan Pham
Irma Plascencia
Adriana Quintana
Jose Quintero
Tina Sampson
Adil Siddiqui
Rachelle Suppiphatvong
Laurie Swearingen
Raquel Tellez
Shelley Vrungos
Linh Stacy Vuong
Lauren Waits

15 Years

Christine Bien
Jingle Doan
Payal Kaneria
Onsi Habeeb

20 Years

Socorro Castro
Julia Cotociu
Sandra Danna
Magdeline Igarra
Helen Kim
Ronald Margheim
Irasema Orozco
Christopher Prevatt
Wendy Steiner-Skaff
Sylvia Udaya
Robert Ward

The following individuals will be formally honored at the annual recognition ceremony scheduled for March 2018.

25 Years

Marilyn Bernaudo
Jorge Lopez
Guillermina Navarro
Shaghayegh Rashidi-Fard
Liza Rodriguez
Joseph Vargas
Patricia Wang

30 Years

Deborah Kwang

35 Years

Howard Snitowsky

NEW COUNTY EMAIL Retention/Deletion Policy EFFECTIVE DECEMBER 1

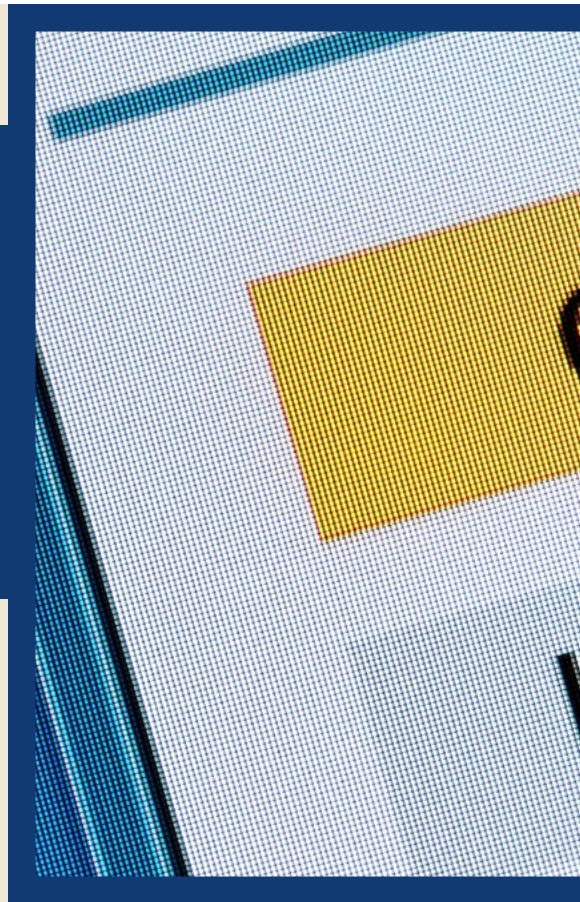
Per a policy set by the Orange County Board of Supervisors, Health Care Agency Information Technology (IT) staff began automatically deleting all emails older than two years and one day from user accounts on December 1st. This includes all folders (and sub-folders) such as your inbox, drafts, deleted, saved and outbox.

Exceptions include accommodation for the County/Agency retention schedule based on the type of document or email, established County/Agency policies and state and federal law regulations, as well as emails that users consider to have an administrative or business value. Emails subject to a California Public Records Act request (PRA) that are older than the two years and one day period can also be retained.

To retain these emails, you now have a “Retention” folder in Outlook (if not, please contact [HCA IT](#)) where sub-folders can be created to allow any needed categorization or group emails. The automatic delete process will bypass this Retention folder.

Existing PST files (Microsoft Outlook email data file that contain messages and/or attachments) saved on HCA’s network share folders will remain as they are for now. However, by **January 1, 2018**, please move any necessary PST email files back into your primary Retention folder as these files older than two years + one day will also be deleted.

For questions regarding the new policy, please refer to the FAQ or contact the HCA IT Service Desk at (714) 834-3128 or via email at ServiceDesk@ochca.com.



Frequently Asked Questions

- Q:** What is the new policy, how does it impact my email and when is it effective?
- A:** The County has adopted a policy to keep emails for no more than two years and one day. Any emails (including those saved in sub-folders) older than this will automatically be deleted daily by HCA IT effective Friday, December 1.
- Q:** Will any emails greater than two years old be retained?
- A:** Yes. HCA IT has placed a “Retention” folder on your Outlook email box. Any emails that are subject to legal hold, California Public Records Act Request, records



Asked Questions

retention schedule or those determined to have an administrative or business value would need to be moved into this folder by you. Sub-folders can be created to help organize your emails and groups. This is the only email folder that will be excluded from automatic deletion.

Q: What happens to my existing PST files?

A: Emails from existing PST files created by users and saved on HCA's networks will remain as they are for now. However, all users should complete their reviews and move any necessary emails

into the Retention folder before January 1, 2018. All PST files will be deleted after that date and all new PST creations will be systematically blocked.

Q: If I didn't move any emails into the Retention folder and they were deleted, will IT restore them for me?

A: No. IT will not restore any emails that deleted after December 1, 2017, or any PST files after January 1, 2018.

Q: How does this impact emails on my iPhone or iPad?

A: There is no action needed on

your part as the emails on your iPhone and/or iPad synchronize with your work desktop personal computers and will automatically be deleted.

Q: What about employees that are on leaves of absence or vacation, or otherwise not present during this timeframe?

A: Please email [Mike Franco](#) or call (714) 834-6632. Mike maintains a list of names that will be excluded from the automatic delete process. Managers and supervisors will need to coordinate this and ensure that returning employees complete the review and move process upon their return as quickly as possible.

Q: What do I do if I'm unable to complete the review and move process to the Retention before December 1?

A: There is no exception to this policy. If you're unable to complete the move on time, there's the option to move all emails to the Retention folder. This allows you to continue reviewing and cleaning up the folder over the next few weeks.

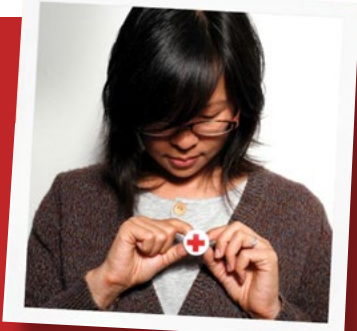
Q: More questions?

A: Contact the HCA Service Desk at (714) 834-3128 or email a request to ServiceDesk@ochca.com.



American Red Cross

**Give blood.
Change a life.
Be proud.**
BLOOD DRIVE



Orange County Hall of Administration

333 W. Santa Ana Blvd.
Santa Ana, 92701

Wednesday, December 13, 2017 –
Thursday, December 14, 2017
9 a.m. – 3 p.m.

Red Cross Bloodmobile

To schedule your appointment,
sign up online at www.redcrossblood.org.
Enter sponsor code: OC1

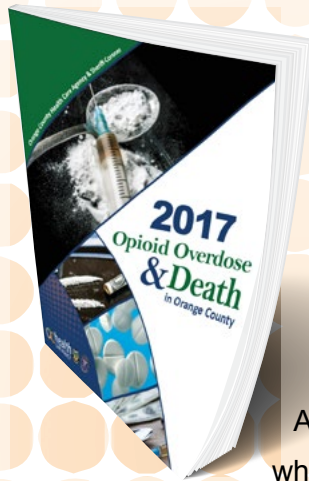
**All donors must have an I.D. to donate.
Promotions provided by the Red Cross.**

Please obtain approval from your supervisor prior to registering. Donating blood must be done during break times or posting leave balances; mileage is not reimbursable.

For any questions, please contact Employee Health Services at EHS@ochca.com or call (714) 565-3780.



Community Surveys Encourage Input to Address Opioid Crisis



To assist the Alcohol and Drug Advisory Board (ADAB) and Behavioral Health Services (BHS) develop a strategic plan to address the increasing opioid crisis in Orange County, we recently encouraged the community to share their thoughts with us by taking brief, online surveys.

A total of 800 respondents participated in the surveys, which targeted current and previous opioid users, treatment providers, community stakeholders as well as the family and friends of those who misuse/misused opioids.

The surveys were promoted through prevention and treatment coalitions, posted in all OC Public Libraries branches and within the offices of treatment providers and support groups, as well as via advertisements placed on the Health Care Agency's official [Facebook](#) page (the ads alone reached over 10,000 people).

So what happens next? Health Policy, Research and Communications staff will analyze the results from the survey and compare it to the services currently available in Orange County to identify gaps and propose strategies to prevent addiction and opioid overdoses. Results from these findings will be presented at a public forum hosted by the ADAB and BHS in January 2018.



Having a loved one who struggles or has struggled with opioid addiction gives you a unique perspective with valuable insights. The Orange County Alcohol and Drug Advisory Board (ADAB) is seeking input from you in order to provide recommendations to County of Orange, California leaders on how to help reduce opioid addiction and overdose by improving access to treatment and prevention services. You can share your thoughts by taking this short survey: <https://www.surveymonkey.com/r/FriendFamilyOpioidUser>. You may also provide comments, input, concerns or questions about opioid issues at opioidinfo@ochca.com. To read the "2017 Opioid Overdose & Death in Orange County" report, view it's corresponding story map and for additional information and resources about opioids, visit www.ochcahealthinfo.com/opioids.

For information about opioid prevention and treatment resources, click [here](#) or to read the 2017 Opioid Overdose & Death in Orange County report, click [here](#).



ohealth
Medical & Health

[Learn More](#)

CONGRATULATIONS to This Year's Nominees!



Public Guardian (PG) Team office fulfills critical need for Orange County constituents by providing investigation and case administration services under conservatorship laws. Click [here](#) to learn more.



Public Health Nursing Division's A-Team worked tirelessly with a new vendor's Electronic Nursing Case Management System to address the needs of nurses in the Division and to enhance services to clients. Click [here](#) to learn more.



School Based Mental Health Services (SBMHS) Team is a Mental Health Services Act funded program that provides assessment and early intervention services for young people experiencing mild to moderate symptoms of depression or anxiety due to a recent trauma. Click [here](#) to learn more.



Public Health Services (PHS) Core Electronic Health Record Team This team implemented the Electronic Health Records within PHS specifically designed to meet the unique needs and intricacies of PHS clinic workflows and documentation needs. Click [here](#) to learn more.



Orange County Emergency Medical Services (OC EMS) Team plans, implements, evaluates and coordinates the County's emergency disaster medical services systems and its participants that's comprised of fire departments, ambulance providers, emergency departments, trauma, cardiac, stroke and pediatric centers. Click [here](#) to learn more.



Program for Assertive Community Treatment-Pacific Asian Unit (PACT PAU) Team provides a team-based approach in assisting chronically impaired clients with severe mental illness and co-occurring substance use issues. The team advocates for monolingual Vietnamese, Korean, Laos and Cambodian clients to receive needed treatment to live productively. Click [here](#) to learn more.

The Steve Ambriz Team Excellence Award was created by the OC Health Care Agency and Orange County Employees Association Labor Management Committee (LMC) to identify qualities and characteristics of effective work teams and to encourage teams to exemplify the principles of enlightened leadership and team excellence in creative collaborative action. Learn more at <http://intranet/lmc/team>

Tis' the Season for Giving

With the holiday season upon us, we have the opportunity to bring joy and a message of hope to our most vulnerable residents in Orange County who might otherwise go without.

The Operation Santa Claus holiday gift drive has grown tremendously since its inception in 1962. Last year, more than 39,000 toys and gifts were provided to children in foster care and low-income families, while Senior Santa and Friends, provided 6,500 gifts and necessities to low-income seniors and adults with disabilities.

Be on the lookout for Angel Tags that provide gift suggestions for needed items and collection boxes in County buildings and all OC Public Library branches where you can drop off your gifts. Donations of new, unwrapped toys, necessities and gift cards are accepted through December 22. For more information about Operation Santa Claus or Senior Santa and Friends, visit the Social Services Agency webpage [here](#) or contact **Lisa Alford** for details about HCA's collection boxes.



Pumpkin Decorating

“Together everyone achieves more” (TEAM) is the motto that drives Behavioral Health Services Prevention and Early Intervention’s (P&I) yearly pumpkin decorating contest where the team-building across all programs is as important as the team-building that happens within programs themselves.

P&I’s County-operated programs participate in a yearly fun and interactive Halloween activity where decorating pumpkins not only builds team and holiday spirit, but also gives staff from each program the opportunity to work together and share their knowledge and experiences.

“With staffing shortages or special-

ized language capabilities, our team members are often asked to assist in P&I programs outside of their assigned program,” said **Dawn Smith**, Program Manager II, Children, Youth and Prevention Behavioral Health Services. “Interaction across all programs, with an activity like the pumpkin contest, offers an opportunity for staff to get to know each other which increases the spirit of collaboration.”

Congratulations to this year’s winning team from Community, Counseling & Supportive Services (CCSS) led by **Raquel Tellez**, Service Chief II. Staff took creativity to the next level with their uniquely painted and well-costumed Star Wars themed pumpkins and took home the perpetual

“Pumpkin Decorating Winner” trophy.

Thank you to the following P&I programs that participated this year: CCSS, Orange County Postpartum Wellness, Youth as Parents OCCREW, School Based Mental Health Services, Transitions, and AOD. To learn more about these programs as well as Connect the Tots, Stress Free Families, Children Support and Parenting Program, and Stop the Cycle, click [here](#).



Activity Builds Staff Camaraderie



The winning CCSS team pictured (left to right, top): Maria Elias, Barbara Medina, Karen Simerlink, Sierra Martinez, Miguel Maciel, Hieu Pham and Rosie Ventura Morales. Pictured (left to right, bottom): Raquel Tellez, Ilese Buchanan, Dr. Tatyana Ellison, Elaine Estrada, Melanie Alvarado and Jessica Rycroft.



For Health

What's in Season this Winter?

Now that winter is here, it's the perfect time to start loading your shopping carts with in-season fruits and vegetables. Orange County farmer's markets are great places to shop for produce where many vendors often provide these for sampling. Try adding these winter fruits and veggies to your favorite dishes to create healthier holiday meals. For a list of more of what's in-season and their nutritional benefits, click [here](#).

Healthy Tip: You can enjoy the taste of any fruit or vegetable year-round whether fresh, frozen, canned or dried and 100% fruit juice – it all counts!

* **Kiwifruit:** Also known as kiwis, though they may seem like a summer fruit, they're actually in season during winter. These fuzzy, bright green beauties are high in



vitamin C and are a good source of potassium. Simply giving kiwis a good rinse and peeling the skin is one way to eat them, but they can also be added into recipes like fruit salads.

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Fruit Crisp

The holidays are filled with time-honored traditions that include some of our favorite meals and foods. If you've been tasked to bring a dessert to your next holiday party, make a healthier choice by using fruit as the main ingredient. Consider trying this simple and healthy [fruit crisp](#) recipe that's sure to be a hit! For more healthy, holiday tips, visit the US Department of Agriculture's Choose My Plate "Healthier Holiday Choices" flyer [here](#).



INGREDIENTS:

- * 6 cups fruit (fresh or canned in its own juice): apples, peaches or pears; use alone or mix with berries
- * 1 tsp. unsalted butter (for fruit filling)
- * 1 cup whole wheat flour
- * ½ cup brown sugar
- * 1/3 cup unsalted butter
- * 1 tbsp. ground cinnamon
- * 1 tbsp. fresh lemon peel (finely grated)

DIRECTIONS:

- * Prepare crumb topping. In a bowl, mix all ingredients (except fruit) until crumbly. Set aside.
- * Slice fruit into ½ inch wedges
- * Preheat oven to 375°F
- * Butter a 9x12 baking pan
- * Place fruit evenly in baking pan
- * Cover fruit evenly with crumb topping
- * Bake for 35 minutes
- * Serve warm

TIPS:

- * When using fruits like apples and pears for baking, it's important to peel them.
- * Try this recipe with a dry dolled oats topping instead
 - ½ cup dry rolled oats
 - ½ cup brown sugar
 - ½ cup whole wheat flour
 - 4 tbsp. butter
 - 1 tsp. ground cinnamon
 - ¼ tsp. nutmeg
 - 1 orange (juice only)
- Preparation: In a bowl, mix all ingredients until a coarse meal forms

Zest for Health

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- * **Mandarin Oranges:** Although mandarin oranges may look like mini oranges, they're actually linked more closely to tangerines. Known for their eye catching orange peels and small size, mandarin oranges are a great source of vitamins C and A. Their small size makes for a perfect on-the-go snack!
- * **Squash:** If you've never tried squash before, now's a great time! Not only are they easy to store and last up to three months, they're also fat free, cholesterol free and sodium free. Roasting, stir-frying and pan-frying make for good ways to prepare squash, but you can also add it into baked goods like zucchini bread.

Nikoo Tabesh Conquers Compliance Challenges with Welcoming Attitude

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the potential of human error by training and consulting staff on procedures and safeguarding practices, and auditing offices to make sure that simple things like sticky notes with "password" information placed on computers are avoided to prevent disastrous breaches of confidential patient information.

Nikoo's peers praise her for her in-depth knowledge of privacy issues combined with a caring/human side that makes her the go-to person for staff to report privacy and HIPAA related issues. To help conquer her heavy workloads and strict reporting deadlines, Nikoo utilizes her strong work ethic she learned at an early age, as the daughter of Iranian immigrants who taught her the value of hard work.

Pouring her heart and effort into everything she does, Nikoo achieved two Black Belts in American and Chinese Kenpo by the time she was 17 years old. She has also been a personal trainer and Kickboxing instructor.

Nikoo was nominated by her colleagues and selected as November's [Peer-to-Peer](#) award winner. Congratulations, Nikoo!



MISSION

In partnership with the community, protect and promote the health and safety of individuals and families in Orange County through:

- Assessment and planning
- Prevention and education
- Treatment and care



Connect with Us



The **What's Up** newsletter is created and distributed monthly by HCA Communications. Please call (714) 834-2178 with any suggestions or comments.