

INTERIM CHIEF EXECUTIVE OFFICER EMPLOYMENT AGREEMENT

NATIVIDAD MEDICAL CENTER

THE AGREEMENT FOR PROFESSIONAL SERVICES (“Agreement”) is entered into as of the date set forth below by and between the County of Monterey (“County”) and Nancy Buscher, DNP, RN, NEA-BC, (“Buscher”).

RECITALS

A. The County owns and operates a general acute care, teaching hospital facility located in Salinas, California, known as Natividad Medical Center (“NMC” or “Hospital”), which is fully accredited by The Joint Commission (“TJC”). Hospital requires an Interim Chief Executive Officer (“Interim CEO”) to operate and administer the functions of the Hospital, including its activities and programs; and,

B. NMC is a 172-bed acute care hospital owned and operated by the County of Monterey as a disproportionate share financed healthcare facility critical to the health and welfare of the residents of Monterey County and the business community; and,

C. NMC is designated a Level II Trauma Center; and,

D. To meet the needs of NMC, the Board of Supervisors has delegated authority and control over the Hospital’s Human Resources, Purchasing, and Information Technology operations to the Hospital’s Chief Executive Officer (“CEO”) in order to enhance dedicated operational efficiencies and provide effective oversight at the Hospital, thereby improving the level of service and hospital operating revenues, as well as increasing the Hospital’s business efficiencies; and,

E. Buscher is currently the NMC Chief Nursing Officer (“CNO”), is a duly qualified and experienced professional with many years of service in healthcare, and has the skills to lead NMC; NOW, THEREFORE,

In consideration of the foregoing recitals and other good and valuable consideration, the receipt of which is hereby acknowledged by each party, the parties agree as follows:

1. Appointment. Buscher is hereby appointed Interim CEO of NMC. During her tenure as Interim CEO, Buscher will also retain the title of CNO.

2. Integration. This Agreement includes Exhibits A and B, attached hereto and incorporated herein by reference.

3. Term. This Agreement shall commence at 12 a.m. on July 2, 2026, and will terminate upon the appointment of a permanent CEO unless terminated sooner as provided elsewhere in this Agreement. If Buscher is not selected as the permanent CEO or is no longer serving as interim CEO, she will retain the appointment as CNO, consistent with all

terms and conditions of her employment as CNO that were applicable prior to her appointment as Interim CEO.

4. General.

- (A) Name of Employee: Nancy Buscher, DNP, RN, NEA-BC.
- (B) Hospital Department: Administration
- (C) Attachment(s): Exhibit A – Terms and Conditions of Employment Agreement; Exhibit B – Scope of Work
- (D) Compensation: \$461,643 per year, paid bi-weekly, subject to adjustment as set forth in Exhibit A.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year executed by both parties.

COUNTY OF MONTEREY

DATED: _____, 2026

By _____
Sonia M. De LaRosa, CAO

DATED: _____, 2026

Nancy Buscher, DNP, RN, NEA-BC.

APPROVED AS TO FORM:

Susan K Blich, County Counsel

EXHIBIT A TO
INTERIM CHIEF EXECUTIVE OFFICER EMPLOYMENT AGREEMENT –
NATIVIDAD MEDICAL CENTER

NANCY BUSCHER, DNP, RN, NEA-BC
TERMS AND CONDITIONS OF EMPLOYMENT

I. EMPLOYMENT AND DUTIES.

A. Employment. County hereby employs Buscher, a duly qualified, experienced hospital executive, to be the NMC’s Interim CEO and perform professional services under the direction and designation of the County pursuant to the terms of this Agreement.

B. Duties. Buscher shall diligently perform all duties assigned to the position of NMC CEO, as contained within the most recent Board of Supervisors’ approved NMC Bylaws and attachments, and as set forth in Exhibit B - Scope of Work, as well as other related duties assigned from time to time.

Buscher shall comply with all applicable County personnel policies and other County policies and procedures, as adopted or amended from time to time, whether referenced in this Agreement or not. In addition, Buscher shall comply with all applicable NMC and Medical Staff Bylaws, regulations, policies, and procedures as may be adopted or amended from time to time. Finally, Buscher shall comply with all other applicable laws and regulations as adopted or amended from time to time as they relate to the services to be rendered by Buscher hereunder, whether referenced in this Agreement or not.

C. Performance. Buscher shall perform to the expected standards of the industry for similar positions. The Hospital's Board of Trustees and the County Board of Supervisors may evaluate the performance of the Interim CEO at times and durations at the Boards’ discretion.

II. EMPLOYMENT STATUS.

A. Full-time employee. Buscher is appointed as a full-time employee. Under the provisions of this Agreement, a full-time employee means an employee who renders professional and/or administrative services on behalf of the County for the equivalent of not less than 260 days per year. For purposes of this Agreement, a day shall be determined by County in accordance with the policies and procedures of County as adopted and modified from time to time, but shall otherwise be not less than eight (8) hours.

B. “At-Will” Employment. In executing this Agreement, Buscher specifically acknowledges that her employment status pursuant to this Agreement is "At-Will," subject only to the terms and conditions contained or specifically referenced herein. It is expressly agreed by the parties hereto that no work, act, commission, or omission of Buscher shall be construed to make or render her a “permanent” County employee with a vested property right either to continued County

employment or to any County employee benefits other than those specifically set forth herein. Without limiting the foregoing, no offer or obligation of permanent employment with the County is intended or implied in any manner by this Agreement.

C. Overtime. The parties acknowledge and understand that Buscher, as an executive and as a highly compensated employee, is exempt from the minimum wage and overtime provisions of the statutes and regulations of the Fair Labor Standards Act, Title 29 U.S.C. Section 201, *et seq.*

D. Outside Employment. No outside employment shall be undertaken by Buscher which does or may present a conflict of interest, or which has or may have the appearance of a conflict of interest with the duties and obligations of Buscher under the provisions of this Agreement. No outside employment may be undertaken without the consent of the Board of Supervisors.

III. COMPENSATION.

Buscher shall be compensated during the term of this Agreement at a Salary Rate of Four Hundred Sixty-One Thousand Six Hundred Forty-Three Dollars (\$461,643) per year, which shall be paid in equal bi-weekly installments, in arrears, commencing with the County's first payroll after the beginning of the term hereof. If a permanent CEO has not been appointed within six (6) months of Buscher's appointment, County agrees to consider an adjustment to Buscher's compensation.

IV. EMPLOYMENT BENEFITS AND BENEFIT PROGRAMS.

Buscher shall receive the same benefits as all other "Y" Unit employees of the County.

V. HONORARIA AND CONFLICTS OF INTEREST.

Honoraria are subject to the policies, practices, and procedures that are adopted, amended, and revoked from time to time by or under the authority of the County's Board of Supervisors or County Administrative Officer, and the provisions of the California Political Reform Act and its regulations. Income received from professional honoraria, writings, patents, licenses, public appearances, lectures (outside of and apart from Buscher's contractual obligations pursuant to this Agreement), medical business ventures, and non-medical activities shall belong to Buscher, who shall be solely responsible for payment of any applicable taxes and deductions therefrom; and Buscher shall have the sole right to set the fees for such matters. Outside income-producing activities that may conflict or have the appearance of conflict with contractual obligations shall be discussed in advance with the Board of Supervisors and County Counsel, and prior written approval to engage in such activity must be obtained by Buscher, which approval shall not be unreasonably withheld.

VI. MEDICAL / MENTAL EXAMINATIONS AND TESTING.

A. Buscher represents that she is physically and mentally capable of safely and competently performing the services required by this Agreement. During the term of this Agreement, the County, at its sole discretion, may require Buscher to undergo medical/ mental examination(s), including all necessary testing, which will be performed by physicians and/or other

health care professionals designated by the County and at the County's sole expense, to verify that Buscher is currently capable of safely and competently performing the services required by this Agreement; and if not, to determine those limitations to which Buscher is subject. Buscher agrees to undergo such examination(s) if requested by the County, in accordance with County and/or Hospital policies, as adopted and amended from time to time.

B. It is the policy of the County to maintain a workplace that is free of alcohol and drugs, in order to protect patients and co-workers, and the County has adopted policies to that effect in compliance with federal and state law. Buscher represents that she is now and will remain in compliance with this policy to safely and competently perform all services required by this Agreement. The parties mutually agree that abuse of drugs or alcohol is incompatible with health, safety, efficiency, and the successful delivery of high-quality health care to patients. Employees who are under the influence of or impaired by a drug or alcohol on the job endanger their own health and safety, as well as that of patients.

1. The conduct prohibited by this policy includes but is not limited to the following:

- a. the abuse of any legal drug;
- b. the possession or use of any illegal drug;
- c. the abuse of alcohol; and
- d. working while impaired by the use of a legal drug, an illegal drug, and/or alcohol.

2. If County has reasonable suspicion that Buscher is performing services in an impaired condition, County may refer the matter to the Hospital's Medical Director for handling in accordance with applicable Hospital policies and/or Medical Staff Bylaws and/or County policies, as amended and adopted from time to time. Buscher's refusal to cooperate with the process shall be deemed, within the County's discretion, a material breach of this Agreement, as set forth in Paragraph X.B.5.

VII. COMPLIANCE WITH ETHICS AND LAWS.

A. Compliance Generally. In providing professional and/or administrative services under this Agreement, Buscher shall at all times comply with:

- (i) all applicable laws, rules and regulations of each governmental authority having jurisdiction over the Hospital, including, without limitation, regulations, federal and state laws which apply to the operation of the hospital;
- (ii) the Hospital Bylaws, policies, rules, and regulations; and with
- (iii) the Hospital and its quality assurance, utilization review, and hospital compliance plan functions. In addition, in performing her responsibilities and obligations pursuant to the terms of this Agreement, Buscher shall actively assist the Hospital in assuring that the Hospital meets the standards and requirements of TJC, the requirements of Hospital licensure, and/or applicable third-party payor certification requirements.

B. Ethics. Buscher covenants that in performing her duties for the County, Buscher will comply with all the ethics, laws, and regulations governing the provision of professional

and administrative services by a hospital CEO, including all applicable federal, state and/or local statutes, regulations, or ordinances applicable to the practice of medicine.

C. Discrimination, Sexual Harassment, and Workplace Violence. The County has policies which prohibit discrimination in any of its forms, including sexual harassment, and which forbid violence in the workplace or anywhere else that has a nexus with the workplace. Buscher's signature on this Agreement constitutes Buscher's promise to become and remain informed regarding such policies and to fully comply therewith.

During the performance of this Agreement, Buscher shall not unlawfully discriminate against any person because of race, religious creed, color, sex, national origin, ancestry, physical disability, mental disability, medical condition, marital status, age (over 40), or sexual orientation, or on any other basis prohibited by federal or state law, either in fulfilling her employment responsibilities and obligations or in the furnishing of services to recipients. Buscher shall ensure that the evaluation and treatment of those persons she supervises, applicants for employment, and all persons receiving or requesting services are free of such discrimination. Buscher shall, in the performance of this Agreement, fully comply with all federal, state, and local laws and regulations that prohibit discrimination. The provision of services primarily or exclusively to a targeted population that may be designated in this Agreement shall not be deemed to be prohibited discrimination.

VIII. TERMINATION OF EMPLOYMENT.

A. Termination without Cause. Buscher and County each acknowledge that employment pursuant to this Agreement is "at will" employment, that the terms of this Agreement constitute their entire working relationship, and that there is no other or additional agreement or covenant, either express or implied, between Buscher and County for long-term or permanent employment. Buscher and County each have the separate and independent right to terminate this employment relationship at any time, without cause, within the sole discretion of each of them, upon 30 days' written notice. If such termination is at the request of Buscher then Buscher will not be eligible for any severance pay.

If County gives such notice of termination, Buscher shall have the right, upon request, to discuss the termination of this Agreement with the Board of Supervisors prior to the effective date thereof. As set forth hereinabove, Buscher shall not accrue any vested property right to or legally protected interest in continued or permanent employment because of this Agreement. The procedure(s) for termination of this employment Agreement shall be limited to those which are specifically set forth in this Agreement, or any mutually agreed upon written amendment hereto.

B. Termination for Cause. Except as otherwise set forth herein, the employment of Buscher shall terminate immediately upon the occurrence of any one or more of the following events, and such termination shall constitute "termination for cause:"

1. The suspension or debarment of Buscher from participation in Medicare programs;
2. County determines that Buscher has violated the County's policies for

an alcohol/drug-free workplace;

3. Buscher is charged with a serious violation of law, regulation, or professional ethics that the County determines may result in harm either to patient care or to the reputation of the County;

4. County determines that Buscher is in material violation or breach of any provision of this Agreement, and thirty (30) days have passed since written notice of the violation or breach has been given by the County, without remedy thereof by Buscher to the satisfaction of the County;

5. County determines that any representation made by Buscher in this Agreement, hereinabove, is in any material respect false, untrue, or misleading, including any material omission;

6. County determines that Buscher has failed to give prompt written notice to the County of the existence of an investigation concerning the professional competence of Buscher by the medical staff of a hospital or health care facility at which Buscher has been granted staff privileges by the applicable California licensing board or the equivalent licensing authority of any other state, or of the existence of any pending or threatened action or proceeding concerning Buscher involving allegations of professional misconduct, malpractice or incompetence, or sexual harassment on the part of Buscher, or of the existence of any pending or threatened action or proceeding concerning Buscher involving allegations of Medicare fraud;

7. A finding, after investigation, that Buscher has committed acts of discrimination, and/or sexual harassment, and/or workplace violence, either in or having a nexus with the workplace; or,

8. A finding, after investigation, that Buscher has violated a workplace policy and/or procedure that the County determines has resulted in harm either to patient care or to the reputation of the County.

C. Breaches Generally. With respect to any material breach not specifically listed herein, including Buscher's failure to meet performance criteria established by NMC's Board of Trustees, as modified from time to time, for either the provision of professional services or administrative performance, the parties mutually agree that each party shall give the other notice of any such breach, and shall afford the other a reasonable amount of time, not to exceed thirty (30) days, to cure said breach prior to giving notice of termination of this Agreement for cause.

D. Death or Illegality.

1. In the event of Buscher's death during the term hereof, Buscher's employment hereunder shall terminate immediately.

2. Notwithstanding anything to the contrary herein contained, in the event performance by either party hereto of any term, covenant, condition, or provision of this Agreement should jeopardize the Hospital's license(s), its participation in or reimbursement from Medicare, Medi-Cal, Blue Cross or other reimbursement or payment programs, its tax-exempt status or the tax-

exempt status of interest earned on any of its bonds or other financial obligations, or its full accreditation by TJC or any other state or nationally recognized accreditation organization, or if for any other reason said performance should be in violation of any statute, ordinance, or be otherwise deemed illegal, or be deemed unethical by any recognized body, agency, or association in the medical or hospital fields, the parties shall use their best efforts to resolve the illegality through the renegotiation of the applicable portions of this Agreement. If the parties are unable to reach agreement on such changes within thirty (30) days after initiating negotiations, the County or Buscher may, at its/her option, terminate this Agreement upon thirty (30) days' prior written notice to the other party. Such termination shall not render Buscher eligible for severance.

E. Proration. Except as otherwise provided in this Agreement, Buscher's compensation and benefits under this Agreement shall be prorated to the last day during which Buscher actually performs services for the County.

F. Withholding of Amounts Owed by Buscher to County at Termination. County shall have the right to withhold from Buscher's compensation any amounts owed by Buscher to the County at the termination of employment, to the extent allowed by law, and Buscher hereby expressly consents to such withholding.

IX. GENERAL PROVISIONS.

A. Notices in Writing. Notices under this Agreement shall be sent to the parties by personal delivery, by electronic facsimile, via electronic mail, or by certified U.S. mail, return receipt requested, postage prepaid to the United States Postal Service. Notice shall be deemed effective upon delivery or transmission if delivered or sent by facsimile/electronic mail, and on the third (3rd) day after mailing. All notices required by this Agreement shall be sufficient if given, as to Buscher, in writing that is delivered to Buscher personally or to Buscher's last known residence address, or sent by first class or by certified mail to Buscher's last known residence, Buscher's electronic mail address or facsimile number, or, as to County, to the County's Administrative Office. Buscher undertakes to keep the County notified at all times of Buscher's current address, electronic mail address, and telephone number. Either party hereto may change its respective address by written notice in accordance with this Agreement.

B. Waiver of Breach. The waiver by either party of a specific breach of any provision of this Agreement by the other party shall not operate or be construed as a waiver of any subsequent breach by the other party.

C. Integration, Modification, Waiver of Agreement. Each party agrees that the making, execution, and delivery of this Agreement by the parties has not been induced by any representations, statements, warranties, or agreements other than those herein expressed. This Agreement, including the recitals, attachments, and exhibits hereto, embodies the entire understanding of the parties. There are no further or other agreements or understandings, written or oral, in effect between the parties relating to the subject matter hereof, unless expressly referred to by reference herein. Without limiting the foregoing, this Agreement shall supersede all prior agreements between the parties as of the effective date hereof. This Agreement may be amended or modified only by an instrument in writing, signed by the party to be charged.

The parties mutually agree that no evidence of any waiver or modification of this Agreement shall be offered or received in evidence in any administrative or court proceeding, or in any litigation between the parties hereto arising out of or affecting this Agreement, or the rights or obligations of any party hereunder, unless such waiver or modification is in writing, duly executed as aforesaid. The parties further agree that the provisions of this section may not be waived except as herein set forth.

D. Interpretation. Article and Paragraph headings in this Agreement are not to be considered a part of this Agreement; they are included solely for convenience and reference and are not intended to be full or accurate descriptions of the content thereof. They shall therefore not be interpreted to affect the validity of this Agreement or to limit or affect any rights, obligations, or responsibilities of the parties arising hereunder. This Agreement is to be interpreted as a whole document, taking into account the intent of its various provisions. Throughout this Agreement, the singular shall include the plural and one gender shall include the other gender wherever necessary.

E. Partial Invalidity. If any provision of this Agreement is found to be invalid or unenforceable by any court, such provision shall be ineffective only to the extent that it is in contravention of applicable laws or regulations, without invalidating the remaining provisions hereof, unless such invalidity or unenforceability would defeat an essential business purpose of this Agreement.

F. Severability. If any provision of this Agreement shall be for any reason invalid or unenforceable, the remaining provisions shall nevertheless remain in effect.

G. Binding Effect. This Agreement shall bind and shall inure to the benefit of the heirs, successors, and assigns of the parties. Notwithstanding the foregoing, this Agreement, and the rights, duties, and obligations created hereunder are personal to Buscher and may not be assigned or delegated by Buscher.

H. Survival. Except as otherwise expressly provided in this Agreement, all covenants, agreements, representations and warranties, expressed and implied, shall survive the execution of this Agreement, and shall remain in effect and binding upon the parties until they have fulfilled all of their obligations hereunder, and the statute of limitations shall not commence to run until the time such obligations have been fulfilled.

I. Confidentiality. County and Buscher shall each comply with all applicable federal and state laws regarding the confidentiality of any and all patient medical records and other Protected Health Information in the Hospital.

J. Records and Confidentiality. Buscher shall comply with any and all federal, state, and local laws that provide for the confidentiality of records and other information. Buscher shall not disclose any confidential records or other confidential information received from the County or prepared in connection with the performance of this Agreement, unless the County specifically permits Buscher to disclose such records or information. Buscher shall promptly transmit to the County any and all requests for disclosure of any confidential records or information. Buscher shall not use any confidential information gained by Buscher in the performance of this Agreement except for the sole purpose of carrying out Buscher's obligations under this Agreement.

K. County Records. When this Agreement expires or terminates, Buscher shall return to the County any County or Hospital records that Buscher used or received from the County to perform services under this Agreement.

L. Construction of Agreement. The parties agree that each party and its counsel, if any, have fully participated in the review and revision of this Agreement, and that any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in the interpretation of this Agreement or any amendment or exhibit hereto.

M. Agreement to Perform Necessary Acts. Each party agrees to perform any further acts and to execute and deliver any further documents as may be reasonably necessary to fully effectuate the provisions of the Agreement during the term thereof.

N. Statutes and Regulations. Any reference in this Agreement to any statute, regulation, ruling, or administrative order or decree shall include, and be a reference to any successor statute, regulation, ruling, or administrative order or decree.

O. Governing Law. This Agreement is executed and is intended to be performed solely in the State of California. Any dispute as to the validity, construction, enforcement, or performance of this Agreement or any provision hereof shall be determined in accordance with the laws of the State of California. Venue for any legal action brought by a party pursuant to this Agreement shall be in the Courts of Monterey County.

P. Cumulation of Remedies. The various rights, options, elections, powers, and remedies of the respective parties hereto contained in, granted, or reserved by this Agreement, are in addition to any others that said parties may be entitled to by law, shall be construed as cumulative, and no one of them is exclusive of any of the others, or of any right or priority allowed by law.

Q. Subcontracting, Delegation of Performance, and Assignment. This Agreement and the rights, privileges, duties, and obligations of the parties hereunder shall not be subcontracted, delegated, and/or assigned by Buscher to a third party.

R. Time of Essence. The parties agree that time is of the essence throughout the term of this Agreement and any extension or renewal thereof, and of every provision hereof in which time is an element. No extension of time for performance of any obligations or acts shall be deemed an extension of time for performance of any other obligations or acts.

S. Counterparts and Electronic Signatures. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, but all such counterparts together shall constitute but one and the same instrument. This Agreement may be executed by electronic signature using DocuSign, AdobeSign, or a similar program. The parties may execute this Agreement and transmit an electronic version via Portable Document Format ("PDF"), which transmission shall constitute an original of the signature.

Initial County of Monterey _____

Initial Buscher _____

EXHIBIT B TO INTERIM CHIEF EXECUTIVE OFFICER EMPLOYMENT
AGREEMENT – NATIVIDAD MEDICAL CENTER

NANCY BUSCHER, DNP, RN, NEA-BC

SCOPE OF SERVICES

The parties acknowledge that NMC is a general acute-care teaching hospital wholly owned and operated by the County, that is fully accredited by TJC, and which provides both outpatient and inpatient care to meet the varied needs of both the general and indigent County populace.

Within policies established by the County Board of Supervisors and/or the NMC's Board of Trustees, Buscher shall plan, organize, direct, coordinate, manage, and administer all aspects of hospital activities to ensure NMC's compliance with established objectives, policies, and goals in the treatment and care of patients and the effective operation of NMC. Buscher shall ensure that quality and economical health care services are provided in accordance with all applicable laws and regulations, and with recognized applicable national and community standards.

Buscher shall have responsibility for the planning, overall functioning, and general administrative direction of NMC, to include: medical, nursing, financial, ancillary and auxiliary support, residency program, procurement, research, and other related hospital services, as well as overseeing the creation and implementation of the Hospital's business plan. Buscher shall also have oversight management responsibility for the Hospital's human resources, purchasing, and information technology functions, in accordance with Memoranda of Understanding approved by the County Administrative Officer and the Board of Supervisors. It is understood that Buscher's duties shall be substantially the same as those of a Chief Executive Officer in a business corporation. The Chief Medical Officer, Chief Financial Officer, Chief Information Officer, Assistant Administrator(s), and Chief Nursing Officer, among others, shall each report directly to Buscher. Individuals who report directly to Buscher shall be consistent with the approved NMC table of organization. Buscher's duties shall be carried out independently, with broad discretion in exercising control over the facility, its functions, and the implementation of policy. Buscher is therefore vested with authority to act on behalf of the NMC Board of Trustees in accordance with the Bylaws and policies adopted by that Board and/or by the Board of Supervisors, as amended from time to time.

Buscher shall advise the NMC Board of Trustees and the County's Board of Supervisors on various issues related to the NMC's strategic business plan and managed care plans that affect both the County and NMC. Buscher shall negotiate services and reimbursement under managed care plans with third-party payors and make specific recommendations relating to proposed contracts. Buscher shall provide consultation to NMC physicians in their role as participants in managed care plans.

Buscher shall actively assist NMC in assuring that NMC, its Departments and/or clinics meet the standards and requirements of TJC, the requirements of hospital licensure, and/or applicable third-party payor certification requirements. Buscher shall actively participate in assuring that NMC meets the standards established from time to time by the Accreditation Council for Graduate Medical Education ("ACGME")'s Residency Review Committee for Family Practice ("RRC") for

the Hospital's Family Practice Residency Program. Buscher shall assure compliance with all applicable Medicare rules and regulations relating to NMC's functions.

Buscher shall perform her duties in accordance with all applicable laws and regulations, NMC By-laws, rules, regulations, policies, and procedures, with any applicable medical staff by-laws, rules, and regulations, and County rules and regulations. Examples of such include, without limitation: all laws, rules and regulations of governmental authorities having jurisdiction over NMC, including Titles 22 and 24 of the California Code of Regulations, and federal and state laws and regulations applicable to the Hospital, its operation, and the provision of professional medical services therein; and, NMC's and its Medical Staff's quality assurance and utilization review functions.

Initial County of Monterey _____

Initial Buscher _____

Footnotes:

- County of Monterey ("County")
- Natividad Medical Center ("NMC" or "Hospital")
- The Joint Commission ("TJC")
- Interim Chief Executive Officer ("Interim CEO")
- Doctorate of Nursing Practice (DNP)
- Registered Nurse (RN)
- Nurse Executive Advanced – Board Certification (NEA-BC)