

Exhibit 22



Strategic Behavioral Health

New Hire Orientation – Master Schedule Week 1

Employee Name: _____

Monday	Training/Activity	Presenter
9:00-9:30a	Human Resources: Welcome	Sherrie Artman Facility HRD Facility IC RN
Orientation Schedule Review, Logistics (restroom/break room locations, etc.)		
TB, Flu Consents/Waiver Collection		Facility IC RN
9:30-11:00a	Leadership Welcome President's Message-CEO	Jim Shaheen Doug Ginn Facility CEO or Designee
SBH CEO Greeting & Welcome to SBH Family of Hospitals		
11:00-11:15a	Break	
11:15-12:30p	Suicide Prevention	Doug Ginn Facility CEO/DCS
Why Presentation, Keep Me Safe [Video], Suicide Prevention Presentation		
12:30-1:15p	Lunch	
1:15-2:15p	Clinical Philosophy	Laurin Maddux Facility DCS
2:15-2:30p	Break	
2:30-4:00p	Environment of Care	Jeff Smith Facility EOC
Emergency Preparation, Safety Security, Fire Safety, SDS, PPE, Waste Disposal, Linen Management, Emergency Codes		
4:00-4:15p	Break	
4:15-5:00p	EOC tour	Facility EOC
5:00-Adjourn	Review/Wrap Up Putting it all together	Sherrie Artman Laurin Maddux Facility HRD Facility DCS
Tuesday	Training/Activity	Presenter
9:00-9:30a	Human Resources: Welcome	Sherrie Artman Facility HRD
*TB Plants & Flu Vaccines(if appropriate)		Facility IC RN
9:30-11:00a	Milieu	Clyde Peete/Stan Howell Milieu Manager Facility CNO/DON
Intro to the Therapeutic Milieu: Safety, Structure, Education & Patient Engagement		
11:00-11:15a	Break	
11:15-1:00p	Milieu	Clyde Peete/Stan Howell Milieu Manager Facility CNO/DON
Behavioral Management 101: Video Presentation & Discussion		
1:00-1:45p	Lunch	
1:45-3:00p	Handle with Care	Clyde Peete/Stan Howell Milieu Manager Facility CNO/DON
De-escalation and Escalation preparedness		
3:00-3:15p	Break	
3:15-5:00p	Handle with Care Cont....	Clyde Peete/Stan Howell Milieu Manager Facility CNO/DON
De-escalation and Escalation preparedness		
5:00- Adjourn	Review/Wrap Up Putting it all together	Sherrie Artman Laurin Maddux Facility HRD Facility DCS
Wednesday	Training/Activity	Presenter
9:00-10:00a	Human Resources: Welcome to Wednesday	Sherrie Artman Facility HRD
Code of Conduct, Compensation & Benefits, Absence of Harassment Training, Employee Injuries, Scheduling, Org Chart(s), Review		
10:00-10:15a	Break	
10:15-1:00p	Human Resources	Sherrie Artman Facility HRD
Self Service Portal Registration, Timeclock Biometrics, Badges		
1:00-1:45p	Lunch	
1:45-4:15p	Clinical	Laurin Maddux Facility DCS
Common Mental Health Disorders, Abuse & Safety, Growth & Development, Delivery of Care respecting Cultural Diversity, Therapeutic Boundaries		
4:15-4:30p	Break	
4:30-5:30p	Nursing	Rebecca Ginn, RN Facility DON or Designee
Seclusion & Restraint		
5:30- Adjourn	Review/Wrap Up Putting it all together	Sherrie Artman Facility HRD Facility IC RN
Thursday	Training/Activity	Presenter
9:00-11:00a	Nursing	Rebecca Ginn Facility IC RN/DON or Designee
Infection Prevention & Employee Health including Hand Hygiene & Antimicrobial Stewardship, MDROs & Blood Borne Pathogens,		
****TB results read today >48 hours post injection		Facility IC RN
11:00-11:15a	Break	
11:15-1:00p	Nursing (cont'd)	Rebecca Ginn Facility CNO/DON
Basic First Aid to be Taught by Facility Nursing Services Educators		
1:00-1:45p	Lunch	
1:45-2:45p	Nursing	Rebecca Ginn Facility CNO/DON
Health Services & Codes		
2:45-3:00p	Break	
3:00-4:00p	Customer Service	Ty Johnson Facility Dir Bus Develop
AIDET, Community Partners		
4:00-5:00p	Information Technology	Brad Harrison Facility IT/HRD
5:00- Adjourn	Review/Wrap Up Putting it all together	Sherrie Artman Facility HRD Facility CNO/DCS
Friday	Training/Activity	Presenter
9:00-11:00a	Risk & Compliance	Miriam Chambliss Facility QRC/ Patient Advocate
Corporate Compliance, HIPAA, EMTALA, Risk Management, Inpatient Hospital Services Overview Regulatory and Accreditation Overview; Advanced Directives: Occurrence Reporting		
11:00-11:15a	Break	
11:15-1:15p	Risk and Compliance	Miriam Chambliss Facility QRC/ Patient Advocate
State Law Review, Advanced Directive, Patient Rights		
1:15-2:00p	Lunch	
2:00-3:00p	Quality and Performance Improvement (PI)	Angela Boring Facility QRC
Malcolm Baldrige Journey, Quality		
3:00- Adjourn	Review/Wrap Up Putting it all together: Finalize and Gather Competencies: Next Steps for Training	Sherrie Artman Facility HRD



Strategic Behavioral Health

New Hire Orientation – Therapist Job Specific Week 2

Employee Name: _____

Monday, June 19	Training/Activity-Trainer	Participant Signature
8:00-8:15am	HR Welcome in Training Room	HRD
8:15-12:00pm	Therapists	
	Observe Treatment Team	DCS or Designee
	Observe Process Group or Psychoeducation Group	DCS or Designee
	Observe Opening a Chart (Initial Contact Note, Psychosocial, and Treatment Plan)	DCS or Designee
	Review Therapist Handbook with Clinical Director	DCS
12:00-1:00pm	Lunch	
1:00-3:00pm	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)	
	Safety Search, Contraband, Locators, Levels of Observation	MM & CNO/DON or RN Designee
3:00-3:15am	Break	
3:15-5:00pm	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)	
	Group Dynamics and Clinical Program Resources	DCS and MM
Tuesday, June 20	Training/Activity-Trainer	
8:00-8:15am	HR Welcome in Training Room	HRD
8:00-3:00pm	Therapists	
	Observe Treatment Team	DCS or Designee
	Observe Process Group or Psychoeducation Group and observe group note documentation and filing	DCS or Designee
	Observe Opening a Chart (Initial Contact Note, Psychosocial, and Treatment Plan)	DCS or Designee
	Observe Family Session and Family Session Note	DCS or Designee
3:00-3:15pm	Break	
3:15-5:00pm	Clinical & Nursing Team: Therapists, Nurses (Nurse Managers, House Supervisors, RNs, LPN/LVNs)	
	Treatment Planning Session	DCS & CNO/DON
Wednesday, June 21	Training/Activity-Trainer	
8:00-8:15am	HR Welcome in Training Room	HRD
8:15-12:30pm	CPR/BLS	CPR Instructor
12:00-1:00pm	All New Employees to Return for a Group Lunch and Week 2 Wrap Up and Discussion	HRD
1:00-5:00pm	HWC	HWC Instructor
Thursday, June 22	Training/Activity-Trainer	
8:00-5:00pm	Therapists	
	Observe Treatment Team	DCS or Designee
	Open a chart (Initial Contact Note, Psychosocial, and Treatment Plan) and review with Clinical Director	DCS or Designee
	Observe discharge planning (Release of Information completion, Safety Plan, CCDP, Evaluation of Risk, Discharge Contact Note, Obtaining Outpatient Appointments)	DCS or Designee
	Co-facilitate Psycho-ed Group and Write Notes	DCS or Designee
	Co-facilitate Process Group and Write Notes	DCS or Designee
Friday, June 23	Training/Activity-Trainer	
8:00-5:00pm	Therapists	
	Complete Week Two Competency and Return to HRD	DCS



Strategic Behavioral Health

New Hire Orientation – PRTF MHT Week 2

Employee Name: _____

Monday	Training/Activity-Trainer		Participant Signature
8:00-8:30a	HR Welcome to Week 2 All New Employees Meet together for Schedule and Logistics Discussion		HRD
8:30-10:00p	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs)		
	ADLs, Vital Signs, Fall Prevention, Health & Medications, Code Response, Suction Machine, Oxygen Administration, Mechanical Bed, Safety Tub, Diet & Allergy		CNO/DON or RN Designee
10:00-10:15a	Break		
10:15-12:00	Cont'd		CNO/DON or RN Designee
Resources	ADLs & Vital Signs PP	Vital Signs Competency	Completed
		Oxygen Test	Completed
		Suction Machine Competency	Completed
		Safety Tub Test & Competency	Completed
		Mechanical Bed Competency	Completed
	Diet & Allergy	Diet & Allergy	Completed
	Fall Prevention PP	Teaching and Open Discussion	None
	Health & Medications PP	Health & Medication Test	Completed
12:00-1:00p	Lunch		
1:00-3:00p	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)		
	Nursing Philosophy, Safety Search, Contraband, Locators		MM & CNO/DON or RN Designee
Resources	Nursing Philosophy PP	Teaching & Discussion	None
		Locators Competency	Completed
		Safety Search Acknowledgement	Completed
3:00-3:15p	Break		
3:15-5:00p	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)		
	Group Dynamics, Clinical Programing Resources		DCS & MM



Strategic Behavioral Health

New Hire Orientation – PRTF MHT Week 2

Employee Name: _____

Tuesday	Training/Activity-Trainer	
8:00-8:15a	HR Welcome to Week 2 All New Employees Meet together for Schedule and Logistics Discussion	HRD
8:00-10:00a	MHTs Classroom Training: Review Handbooks, 15 min. check sheet, patient's note's and updates, how to verbal de-escalated agitated patients, conduct schedule activities, promote and ensure schedule is on time and followed at all time, conducting Setting Expectation/ Goal Setting/Town Hall/ Night Group, how to develop a therapeutic relationship, transitions, how to complete a Feedback sheet, 1:1/close observation/seclusion/quiet area.	
		MM
10:00-10:15a	Break	
10:15-12p	MHTs Trainings: How to appropriately apply the use of consequence system, 1 re-direction/time away/LE/CR (role play), Values and WHYTRY concepts, know ratio and apply appropriately in transition and activities, proper positioning for monitoring i.e. café, halls, classroom, activities and groups (role play), what are your role in codes (role play), know what to facilitated conflict resolution, how to complete a searches (room, patients, belongings, new admits, outing, visitation, passes, appointments, PHP, IOP, and the use of metal detector), how to report problems, issues, concerns, what is contraband and how to handle it (role play).	
		MM
12:00-1:00p	Lunch	
1:00-3:00p	MHTs Trainings: Protocol for lining up for meds, procedure for transporting patients on appointments/outing etc., understanding Trauma Inform Care, how to complete a proper search and seizure, how conduct handoff communication between shifts, night group book, introduction of all acute paperwork.	
3:00-3:15p	Break	
3:00-5:00p	MHTs Training: Understanding Levels Systems, Community Groups, Assemblies, and Graduation (role play), know the chain of command, go over the employee handbook, dress codes, discourage open conversation regarding patients, peer, and personal issues around patients and why?, ensuring debriefing after each incidents, WhyTry introduction and hands on training.	



Strategic Behavioral Health

New Hire Orientation – PRTF MHT Week 2

Employee Name: _____

Wednesday	Training/Activity-Trainer		
8:00-12:00	All Direct Care Staff required HWC training Part 2		HRD
HWC Waiver and Technical Skills Checklist Return Demonstration sign off		HWC Technical Skills Return Demonstration	Completed
12:00-1:00	ALL NEW HIRE EMPLOYEES TO RETURN from their job specific learning areas for a Lunch together in the primary learning room, where Week 1 occurred.		
	HRD to arrange lunch with Managers and provide for group discussion Week 2 learning progress and events		
1:00-Adjourn	CPR training for Direct Care Staff		
Thursday	Training/Activity-Trainer		
Full 8 Hour Day	Shadowing on the Units to be Coordinated by Program Coordinator & Milieu Leadership/Nursing		
Friday	Training/Activity-Trainer		
Full 8 Hour Day	Shadowing on the Units to be Coordinated by Program Coordinator & Milieu Leadership/Nursing		



SBC GARNER Strategic Behavioral Health

New Hire Orientation –Nursing Specific Week 2 RN

Employee Name _____

Monday	Training/Activity-Trainer		Participant Signature
8:00-8:15a	HR Welcome to Week 2 All New Employees Meet together for Schedule and Logistics Discussion		HRD
8:15-10:00p	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs)		
	ADLs, Vital Signs, Fall Prevention, Health & Medications, Code Response, Suction Machine, Oxygen Administration, Mechanical Bed, Safety Tub		CNO/DON or RN Designee
10:00-10:15a	Break		
10:15-12:00p	Cont'd		CNO/DON or RN Designee
Resources	ADLs & Vital Signs PP	Vital Signs Competency	<input type="checkbox"/> Completed
		Oxygen Test	<input type="checkbox"/> Completed
		Suction Machine Competency	<input type="checkbox"/> Completed
		Safety Tub Test & Competency	<input type="checkbox"/> Completed
		Mechanical Bed Competency	<input type="checkbox"/> Completed
	Diet & Allergy	Diet & Allergy Test	<input type="checkbox"/> Completed
	Fall Prevention PP	Teaching and Open Discussion	n/a
	Health & Medications PP	Health & Medications Test	<input type="checkbox"/> Completed
12:00-1:00p	Lunch		
1:00-3:00p	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)		
	Nursing Philosophy, Safety Search, Contraband, Locators		MM & CNO/DON or RN Designee
Resources	Nursing Philosophy PP	Teach and Discuss	n/a
		Locators Competency	<input type="checkbox"/> Completed
		Safety Search Acknowledgement	<input type="checkbox"/> Completed
3:00-3:15p	Break		
3:15-5:00p	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)		
	Group Dynamics and Clinical Program Resources		DCS & MM



SBC GARNER Strategic Behavioral Health

New Hire Orientation –Nursing Specific Week 2 RN

Employee Name _____

Tuesday		Training/Activity-Trainer		
8:00-8:15a	HR Welcome to Week 2 All New Employees Meet together for Schedule and Logistics Discussion			HRD
8:00-10:00a	Nurses: (Nurse Managers, House Supervisors, RNs, LPN/LVNs)			
	Glucometer, Specimen collection, Piccolo, Urinalyzer, Lab & Diagnostic Testing, Consults, Phlebotomy, Critical Test Results and Reporting			CNO/DON or RN Designee
Resources	Phlebotomy PP	Phlebotomy Competency	<input type="checkbox"/> Completed	
	CLIA Waived Testing PP	Blood Glucose Test	<input type="checkbox"/> Completed	
		Blood Glucose Competency	<input type="checkbox"/> Completed	
		Piccolo Test	<input type="checkbox"/> Completed	
		Piccolo Competency	<input type="checkbox"/> Completed	
		Urine analyzer Test	<input type="checkbox"/> Completed	
	Urine analyzer Competency	<input type="checkbox"/> Completed		
10:00-10:15a	Break			
10:15-12p	Nurses: (Nurse Managers, House Supervisors, RNs, LPN/LVNs)			
	Medication Administration			CNO/DON or RN Designee
Resources	Medication Administration PP	Medication Administration Test	<input type="checkbox"/> Completed	
*Onsite Pharmacist to Teach and Train	Pharmacy to Teach : Psychoactive Medications, AIMS, Medication Variance and Suspected Adverse Drug Reactions, Pyxis orientation, Formulary and Process of Ordering Medications, Accessing Pharmacy after hours and Emergency Medications.			Pharmacist
Resources	Psychoactive Medications PP from IPS	IPS Administered Test	<input type="checkbox"/> Completed	
Resources	Adverse Drug Reactions	Teaching and Open Discussion	n/a	
12:00-1:00p	Lunch			
1:00-3:00p	Nurses: (Nurse Managers, House Supervisors, RNs, LPN/LVNs)			
	Assessment of the Patient, Expectations for Documentation, Patient Flow Map Admission to Discharges, Admission Paperwork, Discharge Paperwork, Assignment Sheets, Forms			CNO/DON or RN Designee
Resources	Assessment of the Patient PP for RNs	Teaching & Discussion	none	
3:00-3:15p	Break			
3:15-5:00p	Clinical & Nursing Team: Therapists, Nurses (Nurse Managers, House Supervisors, RNs) LPNs/LVNs to Shadow at the CNO's Direction			DCS & CNO/DON or RN Designee
	Treatment Planning			
Resources		Treatment Planning Competency	<input type="checkbox"/> Completed	



SBC GARNER Strategic Behavioral Health

New Hire Orientation –Nursing Specific Week 2 RN

Employee Name _____

Wednesday	Training/Activity-Trainer	
8:00-8:15a	HR Welcome to Week 2 All New Employees Meet together for Schedule and Logistics Discussion	HRD
8:15-12:00a	HWC	
	HWC Waiver and Technical Skills Checklist Return Demonstration	<input type="checkbox"/> Completed
12:00-1:00p	All New Employees to Return to the Primary Training room for Lunch and a discuss with HRD and Management about learning, process and status check HRD to arrange a lunch for staff	
1:00-Adjourn	CPR/BLS Training with Certified Instructor	
Thursday	Training/Activity-Trainer	
8:00-10:00a	Nursing RN: (Nurse Managers, House Supervisors, RNs)	
	Seclusion & Restraint QRN training	QRN trainer
Resources	Seclusion & Restraint QRN PP	QRN Competency <input type="checkbox"/> Completed
12:00-12:30p	Lunch	
12:30-4:30p	Facility Specific Training: Needs to be Determined by Facility CNO/DON Shadowing on the Units to be Coordinated by CNO if appropriate	
Friday	Training/Activity-Trainer	
8:00-12:00p	Facility Specific Training: Needs to be Determined by Facility CNO Shadowing on the Units to be Coordinated by CNO/DON if appropriate	DON/CNO
12:00-12:30p	All New Employees to Return for a Group Lunch and Week 2 Discussion	
12:30-4:30p	Facility Specific Training: Needs to be Determined by Facility CNO/DON Shadowing on the Units to be Coordinated by CNO/DON if appropriate	



Strategic Behavioral Health

New Hire Orientation – Recreation Therapist Job Specific Week 2

Employee Name: _____

Monday, September 18	Training/Activity-Trainer	Participant Signature
8:00-8:15am	HR Welcome in Training Room	HRD
8:15-12:00pm	Recreation Therapists	
	Observe Treatment Team	RT Manager or Designee
	Observe Rec Therapy Groups	RT Manager or Designee
	Observe Rec Therapy Assessment and Treatment Planning	RT Manager or Designee
	Review Recreation Therapist Handbook with Clinical Director or Rec Therapy Manager	RT Manager or Designee
12:00-1:00pm	Lunch	
1:00-3:00pm	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)	
	Safety Search, Contraband, Locators	MM & CNO/DON or RN Designee
3:00-3:15am	Break	
3:15-5:00pm	All Direct Patient Care Staff: Admissions, A&R, Nurses(Nurse Managers, House Supervisors, RNs, LPNs/LVNs, MHTs, Therapists)	
	Group Dynamics and Clinical Program Resources	DCS and MM
Tuesday, September 19	Training/Activity-Trainer	
8:00-8:15am	HR Welcome in Training Room	HRD
8:00-3:00pm	Recreation Therapists	
	Observe Treatment Team	RT Manager or Designee
	Observe Rec Therapy Group and observe writing notes	RT Manager or Designee
	Observe Rec Therapy Assessment and Treatment Planning	RT Manager or Designee
3:00-3:15pm	Break	
3:15-5:00pm	Clinical & Nursing Team: Therapists, Nurses (Nurse Managers, House Supervisors, RNs, LPN/LVNs)	
	Treatment Planning Session	DCS & CNO/DON
Wednesday, September 20	Training/Activity-Trainer	
8:00-8:15am	HR Welcome in Training Room	HRD
8:15-12:15pm	CPR/BLS	CPR Instructor
12:15-1:00pm	All New Employees to Return for a Group Lunch and Week 2 Wrap Up and Discussion	HRD
1:00-5:00pm	HWC	HWC Instructor
Thursday, September 21	Training/Activity-Trainer	
8:00-5:00pm	Recreation Therapists	
	Observe Treatment Team	RT Manager or Designee
	Co-complete Rec Therapy Assessment and Treatment Plan (co-signed by Rec Therapist)	RT Manager or Designee
	Co-facilitate Rec Therapy Group and write notes (co-signed by Rec Therapist)	RT Manager or Designee
Friday, September 22	Training/Activity-Trainer	
8:00-5:00pm	Recreation Therapists	
	Observe Treatment Team	RT Manager or Designee
	Co-complete Rec Therapy Assessment and Treatment Plan (co-signed by Rec Therapist)	RT Manager or Designee
	Co-facilitate Rec Therapy Group and write notes (co-signed by Rec Therapist)	RT Manager or Designee
	Complete Week Two Competency and Return to HRD	