

From: [Skyler Dickson](#)
To: [Skyler Dickson](#)
Subject: Re: SCSO Org Updates
Attachments: [image.png](#)
[Outlook-pxnvrnba.png](#)

Good Afternoon SCSO Team,

Rather than holding Team Meetings this week, I wanted to share a brief update by email, as there are no significant changes at this time. I am planning to conduct Team Meetings during the week of October 6, when I hope to have more substantial information to review together.

Updates

- As mentioned previously, the materials regarding the prospective transaction were submitted to OHA a few weeks ago. OHA is now reviewing the submission and preparing their response and questions.
- Once OHA provides their response, we will gain a clearer understanding of the HCMO process, next steps, and timeline.
- I continue to receive thoughtful questions from SCSO staff—thank you for bringing these forward. Please continue to reach out with any additional questions or concerns.

I want to acknowledge that many questions remain unanswered at this stage. With the HCMO process underway, I am hopeful that additional clarity and information will be available soon. I deeply appreciate everyone's continued commitment to SCSO's core mission—caring for our patients and for one another. Whatever organizational transitions may come, this mission will remain our guiding principle.

Thanks,

Skyler J. Dickson | Executive Director
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2798 E Barnett Road Medford, Oregon 97504
Office: (541) 608-8680 | Cell: (541) 841-3744



From: Skyler Dickson <skylerd@sosurgi.com>
Sent: Thursday, September 4, 2025 11:03 AM

To: Skyler Dickson <skylerd@sosurgi.com>

Subject: SCSO Org Updates

Dear SCSO Team,

First, thank you to everyone who has shared questions, concerns, or connected with me following last week's All-Staff meeting. Your perspectives are extremely valuable, and I am grateful for the opportunity to have open conversations with many of you—whether directly or through your managers.

Second, I want to acknowledge and thank each of you for your continued focus on our shared goals: delivering excellent patient care and fostering a positive workplace culture. I recognize that the prospective changes ahead—and the lack of concrete details at this stage—can be challenging to navigate. Your professionalism, positivity, and support for one another and for our patients make a real difference.

Team Meetings

- I will be meeting with individual teams this week, and I'm working with managers to identify the best times.
- For anyone unable to attend their team meeting, I'll hold an open session on Wednesday at 3:30 p.m. in the Endo Breakroom.

Early Fall Weather Celebration

- In celebration of the early signs of fall next week, I would like to host either a Coffee / Breakfast Bar or provide Chopped BBQ Brisket Sandwiches on Wednesday (Sept. 10th) . Please vote for your preference! Polls close EOD tomorrow.

[Poll: Fall Weather Food / Drink](#)

Thank you again for your commitment, professionalism, and the important work you do every day. I look forward to our continued conversations.

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From: [Skyler Dickson](#)
To: [Skyler Dickson](#)
Subject: Announcements + Meeting Recap
Attachments: [Outlook-iwmma42b.png](#)

Good Afternoon SCSO,

I wanted to provide a few announcements along with a brief recap of the information shared during Wednesday's meetings.

Announcements

SCSO Holiday Party

You should have received a *Save the Date* email for SCSO's Holiday Party! We're making a few changes this year to help more of you attend and make it an extra special celebration:

1. New timing: We're moving the party to November to kick off the holiday season before everyone's schedules get too busy.
2. Family-friendly start: The event will begin a bit earlier so families with children can join for food and games.
3. Live music: Later in the evening, enjoy live music performed by some familiar faces (start time TBD).

Please [RSVP](#) by November 10th — we hope to see everyone there!

Recognition

I'm proud to share that Shana Vos has been selected as one of the top three finalists for a national award recognizing excellence in perioperative leadership! Please join me in congratulating Shana on this outstanding achievement and for the leadership she demonstrates every day.

Living Our Core Values

Recently, I've seen and heard so many examples of our SCSO Core Values in action. Teammates stepping in to help each other, celebrating one another's successes, and flexing into different roles to support their department or other departments. I'm deeply grateful to be part of a team that does these things organically.

Meeting Recap

The HCMO process is still underway. While some progress has been made, we are still awaiting clarity on the next steps and expected timelines. In the meantime, SCSO continues to operate *as usual*. Planning and decision-making remain independent of any potential transaction. (As a reminder, no transaction can move forward until the HCMO process is fully complete.)

We are moving ahead with finalizing our 2026 health insurance benefits and expect to share details by mid-November. Open enrollment will likely shift back by a couple of weeks and take place in early December.

As always, please feel free to reach out to me directly with any questions or concerns.

Sincerely,

Skyler J. Dickson | Executive Director

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From: [Skyler Dickson](#)
To: [Skyler Dickson](#)
Subject: Re: Org Update Meeting
Attachments: [Outlook-rwrw5owb.png](#)
[Outlook-ih53hlh4.png](#)

Good Evening All,

I wanted to provide a brief recap of the information shared in Town Hall Meetings last week. To be consistent and transparent with what I am sharing, I thought I would simply share the content of an email I just sent to SCSO physicians as it covers the major points discussed in the Town Halls. Please don't hesitate to reach out with any questions.

Transaction Status

The prospective transaction remains under review by the Oregon Health Authority (OHA) through the Health Care Market Oversight (HCMO) process. This review must be completed before any transaction could potentially close. During this time, SCSO continues to operate as normal.

Temporary Facility Closure Concerns

Recent publicly filed materials have raised questions about the possibility of a temporary facility closure. I recognize that any disruption to OR access would affect your practices and patient care. To provide context based on information shared with me: Asante has stated that its intent is to avoid a closure and, if one were to be required by the state as part of a licensure transition, to limit both the duration and impact as much as possible.

At this time, further details are not expected until Asante begins licensure discussions with OHA, which would be a separate process from the HCMO review.

Additional note for SCSO Staff: In the Town Hall meetings, I also discussed Asante's intent to find opportunities for staff in an effort to bridge any closure gap. Although details on what this might look like are not available at this time, the key takeaway is that there is consideration being made for staff and effort to maintain our staffing to support future operations - with the hope that closure is avoided or limited.

Privileging and Access

I am also aware of concerns from surgeons not currently privileged at Asante facilities. To clarify with information provided: surgeons would not be required to have Asante privileges to operate at SCSO if the transaction proceeds. There would be no call obligations associated with outpatient facility credentialing. Maintaining access for

current surgeons and their patients has been identified as a high priority.

Big Picture

The intent behind the proposed transaction is to support long-term sustainability of outpatient surgical services in our community. The regulatory process limits the level of operational specificity that can be provided at this stage, but I will continue to share information as it becomes available and remain available to address questions transparently.

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From: Skyler Dickson <skylerd@sosurgi.com>

Sent: Thursday, October 30, 2025 9:44 AM

To: Skyler Dickson <skylerd@sosurgi.com>

Subject: Org Update Meeting

Good Morning All,

As many of you are aware, the files submitted to HCMO were posted a couple of days ago. I'm sure the contents of the materials have generated questions, and I want to provide an opportunity to share additional information and respond to your questions and concerns. I'd like to offer three options for staff to attend a Town Hall style meeting and then follow up with Department/Team meetings next week.

Town Hall Meetings

- Today (Thursday, 10/30)
 - 3:00pm in the Endo Break Room
 - 4:00pm in the Surgery Break Room
- Tomorrow (Friday, 10/31) at 11:30am in the Surgery Break Room

Team Meetings (Week of 11/3)

- I will coordinate with Department Managers

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