id	Start time	Completion time	What is your zip code?	Which of the following do you	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Ability to take an appointment with their doctor at Santiam	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Ability to take an appointment with their doctor at Santiam	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Ability for patients to see specialists during their same appointment at Salem Health	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Ability for patients to see other providers at Santiam	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Access to emergency care in the Emergency Room (ER) at Santiam	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Access to the Emergency Room (ER) at Salem-Health	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Quality of care received at Salem-Health	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? Quality of care received at Santiam hospital	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? The amount patients pay for health care	If Santiam becomes part of Salem Health, how do you think any of the following may be impacted? The amount people pay for health insurance	Are you a patient of Salem	How do you currently rec	Who is your current healt	Where do you currently rec	What are your thoughts on how the proposed transaction may impact wait times to access health care services, if at all, including seeing your primary care provider or a specialist	How do you think the proposed transaction may impact the availability or types of services at Salem-Health or Santiam, if at all?	Please share any other thoughts or comments on how the proposed transaction may impact you as a patient.	Are you an employee of S	How do you think the proposed transaction may change your employment, if at all, including day-to-day activities and job duties?	How do you think the proposed transaction may impact your employment, for example, if at all this is what I do now, this will change, including but not limited to pay, time off, health insurance, and retirement	How do you think the proposed transaction may impact your future health care related employment in the Marion-Polk region, if at all?	Please share any other thoughts or comments on how the proposed transaction may impact your employment.	Are you an employer or n	How do you think the proposed transaction could impact which providers are in network for your health care plan or plans, if at all?	How do you think the proposed transaction could impact you or your organization's health insurance premiums, if at all?	How might the proposed	Please share any other thoughts or comments about how the proposed transaction may impact your health insurance purchasing decisions.
2	5/5/2026 12:44	5/5/2026 12:51	97312	Community member;	Not Sure	Gets Worse	Not Sure	Gets Worse	Not Sure	Not Sure	Not Sure	Not Sure	Gets Worse	Gets Worse	No							No					Yes	It will probably decrease th	Salem seems to use its me	Probably will require a cut in benefits if prices go up.		
3	5/5/2026 12:59	5/5/2026 13:08	97322	Employee of Salem Health	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	Moda	Salem Health and Salem CS	I don't think this transaction will impact wait times.	I think this transaction will strengthen Santiam's ability to provide additional services	Continuity of care, shared EMR, additional providers available	Yes	It won't change my job	It won't change my benefits	It will strengthen my employment	It will help me gain knowledge of services I don't currently know much about. Opportunity for knowledge sharing and shared resources	Yes	no impact	no impact	no impact	I don't see that this will have any impact
4	5/5/2026 13:27	5/5/2026 13:47	97325	Employee of Salem Health	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	MODA	Salem Health	I believe this move is a smart move for the community and the patients that are cared for by both entities.	I think it will make it better for the patients in regard to getting into an appointment in a timely manner.	This presents a valuable opportunity for the community. Accessing healthcare services has become increasingly challenging, particularly when it comes to securing timely appointments with specialists or primary care providers. Along with the integration of more efficiency and patient care, I think this development offers significant benefits to patients within the community.	Yes	I am assuming more work, but well worth it for the patients.	I think that will all stay the same, hoping that Santiam hospital will be a Tier 1 with our MODA insurance. That would be great!	If it has an impact, I think it will be a positive one	I think this transaction allows Santiam to thrive and remain viable into the future allowing me to continue in my employment long term.	No	I think this would be a wonderful solution to difficulties patients experience with delayed appointments.	No			
5	5/5/2026 14:18	5/5/2026 14:25	97325	Employee of Santiam/Pate	Stays the Same	Gets Better	Stays the Same	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Not Sure	Yes	Through my employer or a	Avalant	Santiam	Pooled resources allow for more efficiency and less red tape - this merger will help with access	I think this merger will help increase the availability and types of services at Santiam and allow for more local care to the residents of Santiam Canyon		Yes	I think I will continue in my role with potential for more robust benefits. I think I will have more resources and opportunities as an employee.	Increase benefits	I think this transaction allows Santiam to thrive and remain viable into the future allowing me to continue in my employment long term.	No					
6	5/5/2026 14:42	5/5/2026 14:48	97301	Employee of Salem Health	Not Sure	Not Sure	Stays the Same	Stays the Same	Gets Better	Gets Better	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a	Moda and Providence	Salem Health and Salem CS	I believe that it will remain the same.	I think that it will improve the availability of services at Santiam.	I do not believe this will impact me as a patient.	Yes	I believe that it will remain the same.	I believe they will remain the same.	I believe that I will continue to have a job.	I do not believe that it will impact my employment.	No					
7	5/5/2026 15:17	5/5/2026 15:20	97302	Patient of Salem Health;	Stays the Same	Stays the Same	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Yes	I don't have health insurae	Health pass	No insurance		I think this will keep care in rural areas so that a wider scope of people have access to emergency needs and care will not have to travel further from their homes to receive care.		No					No					
8	5/8/2026 11:24	5/8/2026 11:35	97231	Employee of Salem Health	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	No							Yes	There would be minimal impact to my role.	No change. This means there is no benefit for employees.	No change. This will not create more jobs. There is a small chance of job loss if roles are combined between the two locations.	None.	No					
9	5/8/2026 9:40	5/8/2026 12:18	97304	Employee of Salem Health	Gets Better	Gets Better	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	Moda	Salem Health	Provides additional options for my family as we only like to see Salem Health providers	Increase availability as Salem has proven ability to recruit new medical talent to our community.	We need local practice to continue to exist, and that means locally governed organizations coming together. Larger size necessary to survive in this economic environment, but would prefer local control. not outsiders	Yes	no change	no change	increase stability and longevity.	Salem Health believes and acts to preserve good paying local jobs. Santiam will benefit from this approach.	Yes	Increase providers	no impact	no change	no impact
10	5/7/2026 4:36	5/7/2026 4:43	97302	Community member	Stays the Same	Gets Better	Stays the Same	Gets Better	Stays the Same	Gets Better	Gets Better	Gets Better	Not Sure	Not Sure	No							No					No					
11	5/7/2026 7:36	5/7/2026 7:41	97306	Employee of Salem Health	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	Salem Health	100	Over time I believe it will be stronger	Improve specialty care in the canyon. Will decrease the time frame for building new beds at Salem Hospital for residents by using beds fully at Santiam for their residents.		Yes	no change	no change	no change		No					
12	5/7/2026 16:17	5/7/2026 16:20	97302	Community member	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	No							No					No					
13	5/7/2026 20:17	5/7/2026 20:35	I	Patient of Santiam	Gets Worse	Gets Worse	Not Sure	Gets Worse	Stays the Same	Not Sure	Not Sure	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a	Regence Med Adv	2	If Salem Health merge with Santiam Hospital and then drop Regence, the next ER option is 20 miles from my home. I have already felt the impact of Salem Healths monopoly of medical services taking over Willamette Urology which is the only urology clinic in Salem. I have also been forced to find Primary Care, Cardiologist, and orthopedics.	For me Salem health dropping Regence severely impacted services available to me	I worry that in the event of requiring healthcare services that are not found within a reasonable traveling distance it could put my health in danger	No					No					
14	5/8/2026 12:13	5/8/2026 12:19	97306	Patient of Salem Health	Gets Better	Not Sure	Stays the Same	Not Sure	Stays the Same	Stays the Same	Gets Better	Gets Better	Stays the Same	Stays the Same	Yes	Medicare	United MA	100	no change	Improve the services at Santiam.	The care at Salem Health. is and has always been exception in my experience. I believe services at Santiam will benefit from the quality Salem Health demands.	No					No					
15	5/9/2026 11:51	5/9/2026 12:04	97306	Patient of Salem Health,Co	Gets Worse	Not Sure	Stays the Same	Stays the Same	Not Sure	Not Sure	Not Sure	Gets Worse	Gets Worse	Gets Worse	Yes	Medicare	Medicare		Most likely will lengthen wait time	Not sure	Prices will increase for procedures at Santiam. Salem Health has a monopoly in the area and they price gouge accordingly. This is why Regence BCBS couldn't reach agreement with them. People with this insurance will have to travel far for in network coverage. Salem Health raises the price for everything, especially in all the clinics that they took over. Glad Oregon Heart Center won their lawsuit and weren't bought out by Salem Health.	No					Yes	Price increases.	Insurance will probably pa	Not sure	Won't be able to use Regence
16	5/10/2026 17:45	5/10/2026 17:48	97302	Community member	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	No							No					No					
17	5/11/2026 12:53	5/11/2026 13:15	97338	Salem health Board Memb	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Not Sure	Not Sure	Yes	Medicare	Medicare/Moda Supplemen	1	I think wait times for primary care providers should be about the same, and the same goes for emergency services. Wait times for Santiam patients to access some specialties could improve, as more specialties are available through the Salem Health Medical Group than are available through Santiam.	Availability and types of services should be improved for Santiam patients, as they will have better access to the broad number of specialties at Salem Health that they don't currently have access to at Santiam.	As a resident of Dallas, I get my hospital care either at West Valley Hospital or Salem Hospital. I doubt that the affiliation will affect me to any significant degree. But it certainly will affect Santiam patients and residents of eastern Marion County in many positive ways, including access to updated Electronic Medical Records and the ability to see specialists who are not currently available at Santiam, and the added access to capital that Salem will bring for ongoing improvements to Santiam's facilities and infrastructure.	No					No					
18	5/11/2026 16:06	5/11/2026 16:06	97301	Community member	Stays the Same	Gets Better	Stays the Same	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Gets Better	Not Sure	No							No					No					
19	5/12/2026 8:15	5/12/2026 8:48	97080	Employee of Salem Health	Stays the Same	Gets Better	Stays the Same	Gets Better	Stays the Same	Gets Better	Stays the Same	Stays the Same	Gets Better	Stays the Same	Yes	Through my employer or a	Moda		I believe that people in the Santiam Canyon will see faster access to providers and more seamless access to specialists who do not currently practice in the Canyon.	I think that Santiam's services will increase and be more sustainable over time. Improve efficiency with santiam. Their MyChart doesn't work well compared to Salem health.	I don't expect any impacts on me as a patient. I'm thrilled with the care I receive at Salem Health.	Yes	I believe that there will be some adjustments based on integrating support systems for both Salem Health and Santiam. I expect that my job duties will grow somewhat to encompass responsibility for Santiam; and that may include the opportunity to work more closely with that team.	I don't think that my employee benefits will change because of this transaction. They may change as a result of the significant financial headwards facing hospitals and health systems not just in Oregon, but across the nation.	Your choice to timely approve this transaction will likely have significant effects on access to care and health care-related employment across the region. The proposed transaction is not likely to have significant impacts on my employment or that of others. You may be aware that we are operating in a Health Professional Shortage Area - we need all the staff we can get!	The transaction proposed by these two parties is unlikely to affect my employment. The decisions the HCMO program makes in terms of moving this along in a timely fashion are likely to have far more impact, which could be quite negative. Further, it's likely that the effects of H.R. 1 as it rolls out over the next five years will have impacts on employment - but this transaction won't be the cause of any of that. Rather, it's designed to stabilize care in the region.	No					
20	5/12/2026 9:21	5/12/2026 9:24	97385	Patient of Salem Health,Pa	Stays the Same	Gets Better	Stays the Same	Gets Better	Stays the Same	Gets Better	Gets Better	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a	Providence	1	None			No					No					
21	5/12/2026 10:41	5/12/2026 10:47	97306	Employee of Salem Health	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	MODA		Broadening the network of provides should expedite ability to see primary and specialty care providers.		Broaden, expand and protect some services from being discontinued.	Yes	Additional opportunities to move to other positions within the system.	I don't anticipate an impact	Expand opportunities	Widen the service areas, departments, positions that might be available to transfer - mobility and growth within the system.	No					
22	5/12/2026 10:41	5/12/2026 11:11	97383	Employee of Salem Health	Not Sure	Not Sure	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Not Sure	Not Sure	Yes	Through my employer or a	Salem Health/Moda		I don't believe there will be a change in wait times.	I believe access to specialty services, such as advanced wound care will increase with the partnership.	As an employee of Salem Health but a member of the Dayton community I would love to be able to utilize the services at Santiam.	Yes	Eventually, I believe my job duties will increase as we partner with Santiam.	I don't believe there will be a change.	I don't believe there will be a change.	N/A	No					
23	5/12/2026 11:43	5/12/2026 11:47	97306	Employee of Salem Health	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a	MODA health	1	I believe the proposed transaction would make things worse for the community. Wait times would increase and specialty services.	prioritizing employees, MODA health insurance, internal referrals and turning first people in the community because we are very specific in what we set blacout dates. I know this personally as I work in an outpatient service.	Yes	Yes	Yes	Not sure on this one. I don't anticipate this affecting my employment.	Not sure on this one. I don't anticipate this affecting my employment.	Yes	I am not sure what that is; I worry that it will make this Not sure				
24	5/12/2026 12:16	5/12/2026 12:20	97302	Employee of Salem Health	Not Sure	Not Sure	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Not Sure	Not Sure	Yes	Through my employer or a	Moda	97302	I don't think it will impact wait times too much.	I don't foresee much of any change.	We may need to add extra staff to cover Santiam.	Yes	I wouldn't expect them to change much.			None noted	No					
25	5/13/2026 12:45	5/13/2026 12:52	97383	Employee of Santiam	Stays the Same	Gets Better	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a	Santiam Hospital	1	I don't think this will change.	No change	I think this affiliation will make it possible for Santiam Hospital and Clinics to remain in the Santiam Canyon for years to come.	Yes	I dont see it changing	I think the benefits will improve for Santiam staff	No impact	I am an RN. I do not see this changing my position. I do feel it may help us with the possibility of a nursing float pool.	No					
26	5/13/2026 12:44	5/13/2026 12:53	97374	Employee of Santiam	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Stays the Same	Gets Better	Yes	Through my employer or a	Moda & First Choice		I am supportive of the merger between Santiam and Salem Health because I believe it will create meaningful benefits for both our patients and staff. This partnership has the potential to improve access to care by expanding specialty services that are not currently available within Santiam, helping keep more care local for our community. I also believe the affiliation could strengthen employee retention by enhancing career pathways, offering competitive compensation opportunities, and enhanced resources for recruitment and retention. Most importantly, aligning with a larger system focused on quality and patient care can help continue advancing the level of care we provide to our community.	I believe the proposed transaction could positively impact both the availability and breadth of services offered at Santiam and Salem Health. For Santiam, the partnership may improve access to specialty care and additional resources that are currently limited in our community, helping patients receive more comprehensive care closer to home. It could also strengthen recruitment and retention efforts, which may improve provider access and continuity of care over time. For Salem Health, the transaction may create stronger regional collaboration and referral coordination, while expanding outreach into rural communities. Overall, I believe the partnership has the potential to enhance quality, improve access, and support long-term sustainability for both organizations.	As a patient, I believe the proposed transaction could provide significant long-term benefits through improved access to care, stronger coordination between organizations, and expanded specialty services closer to home. I also believe greater resources and support for recruitment and retention may help reduce wait times and improve continuity of care. My hope is that the partnership continues to preserve the strong sense of community and patient care that Santiam is known for while strengthening the overall quality, stability, and service available to patients in our region.	Yes	I believe the proposed transaction may create opportunities for improved collaboration, additional resources, and stronger operational support across both organizations. Some adjustments may occur over time as workflows, systems, and processes become more aligned, but I believe these changes could help improve efficiency, communication, and patient access overall. I also believe the partnership may provide greater opportunities for professional growth and leadership support, competitive compensation, and enhanced employee benefits. My hope is that the transition continues to support staff with these changes and continues to strong culture of patient-centered care that both organizations value.	I believe the proposed transaction may create opportunities for improved collaboration, additional resources, and stronger operational support across both organizations. Some adjustments may occur over time as workflows, systems, and processes become more aligned, but I believe these changes could help improve efficiency, communication, and patient access overall. I also believe the partnership may provide greater opportunities for professional growth and leadership support, competitive compensation, and enhanced employee benefits. My hope is that the transition continues to support staff with these changes and continues to strong culture of patient-centered care that both organizations value.	I believe the proposed transaction could have a positive impact on employee benefits by providing access to a broader range of professional growth and opportunities, competitive compensation, and improved health insurance options, stronger retirement benefits, and compensation structures that are more competitive with larger regional healthcare systems.	I believe the proposed transaction could positively impact future healthcare-related employment opportunities in the Marion-Polk region by strengthening the stability and growth of local healthcare service. A larger, more connected health system may improve recruitment and retention efforts, expand professional development opportunities, and help attract more providers and specialists to the area. I also believe the partnership could support more competitive compensation and benefits, expanded training and leadership development opportunities, and increased collaboration across organizations. Overall, I feel the transaction has the potential to strengthen the long-term healthcare workforce and improve access to care throughout the region.	One additional positive impact I see from the proposed transaction is the potential for increased opportunities for professional growth and career advancement. Being part of a larger health system may provide access to expanded leadership development, training, collaboration, and advancement opportunities that may not otherwise be available within a smaller organization.	No					
27	5/13/2026 12:57	5/13/2026 13:05	97302	Employee of Salem Health	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	Moda	97201	I think it will stay the same or get better with more access to care in a larger geographic area	I think it will get better and will provide more services across the board for all patients	I think it is important to keep care local. If this partnership doesn't happen, Santiam may face being acquired by an organization that is not even based in the state and if that happens, I feel like quality of care and employment will suffer.	Yes	Not likely to change	Not likely to change	Not likely to change or possibly more opportunities	Larger geographic area which could mean shorter commutes for employees	No					
28	5/13/2026 12:57	5/13/2026 13:22	97321	Employee of Santiam	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Yes	Through my employer or a	Avalant FirstChoice		Expanded service capacity, increasing access by using financial support to add primary care providers and specialty doctors in the Santiam Canyon. Decreasing travel burden for patients and improving access to care.	Financial support to continue to grow and develop specialty service lines at Santiam to better serve the community.	Increased access to specialty care and options for primary care	Yes	Continue to grow out Santiam Hospitals specialty care services with the financial support and guidance of Salem Health.	Improved employee support and benefits with Salem health. I believe pay, medical benefits and retirement will all improve under Salem Health.	I love the community I work in; I plan to stay with Santiam Hospital until I retire. I believe this transaction is well-thought and durable with the alignment with Salem. Allow us to continue to grow and branch out in the directions that best fit this community and the staff of Santiam Hospital and Clinics.	If the proposed transaction with Salem failed to go through, eventually financial burdens and rising costs on Santiam hospital will force them to cut specialty services, decrease access to advanced technology, inability to recruit providers and loss of staff.	No					
29	5/12/2026 13:28	5/12/2026 13:30	97361	Patient of Salem Health	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Yes	Medicaid/Oregon Health F	Chp pacificsource	0	It's already awful now I'll be impossible because you fucking people only care about making money and not about us	NTA even fucking worse	FUCK YOU	No					No					
30	5/12/2026 16:31	5/12/2026 16:38	97302	Community member	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a	Pacific source navigator	1	Salem health is cut throat when it comes to referring someone out to another facility even if it means you have to wait six months to go to Salem Health.	Wait times longer, likely the quality of providers will decline. It will play out like most big mergers. We have plenty of examples to see in this country how this plays out. They will negotiate with insurers for higher contracts which in term will fall to patients payer more.		No					No					
31	5/12/2026 12:34	5/12/2026 16:50	97358	Employee of Santiam	Not Sure	Gets Better	Not Sure	Gets Better	Gets Better	Not Sure	Not Sure	Gets Better	Not Sure	Not Sure	Yes	Through my employer or a	Mutual of Omaha - First Choice Health		I believe wait times will be reduced. This partnership creates growth opportunities for Santiam, as well as Salem patients	They would increase access for Santiam and Salem		Yes	Initially it wouldn't change, but overtime adopting policies and procedures that make sense would help both facilities. Wages might potentially increase as well, supporting market rates in a rural area keeping people employed in our community	I believe our benefits will change by providing a better health insurance plan, better retirement benefits, and better overall benefits. I don't know how PTO would change, but what I do know is our years of service at Santiam would be recognized by Salem, so we wouldn't "start over" with PTO.	It would grow our market for employment opportunities in our community	It would secure the future of Santiam Hospital	Yes	More access, more provide; it might raise them, but thi	Unknown	It would not	
32	5/12/2026 17:25	5/12/2026 17:43	97374	Employee of Santiam	Gets Better	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a	Avalant		As and ER staff member, I see the affiliation allowing for easier access when requesting a transfer to Salem ER. Currently, I live in a middle-class catchment area I am not able to assist with setting up a PCP appointment, I hope this will be more streamlined.	I am hopeful there will be more access to specialty care in the Canyon.	I am excited to see the growth in health care for myself, my family and community.	Yes	I do not think my job or duties will be affected.	As a rural hospital we have typically been paid less than the rest of the metro area counterparts. We are not always been the best compensation. I hopefully joining Salem Health our benefits will improve.	If our catchment area increases, I hope we can hire more more community health workers as we are currently running short staffed.	I hope that Salem Health recognizes what an amazing little community we have. Most important the relationships we have built with the community are and continue to support our outreach programs.	Yes	Being part of a bigger orgie I believe it will decrease the larger organizations typically have access to better pricing			
33	5/12/2026 17:47	5/12/2026 17:56	97381	Employee of Santiam	Stays the Same	Gets Worse	Stays the Same	Stays the Same	Gets Better	Gets Better	Stays the Same	Gets Worse	Gets Better	Gets Better	Yes	Through my employer or a	First choice health through Santiam Hospital	Mouz of	I believe that all wait times will get worse.	I think it would help our surgery center and our family birth center and make our inpatient rooms constantly full. I don't think it will expand services like critical care or more specialties like nephrology or interventional cardiology.	I believe that care will get worse and that patients will no longer feel cared for or heard. They will just become a number	Yes	I believe that nurse staffing ratios will get worse. I worry that the culture would change. Santiam is a small town hospital. Patient's feel cared for and like they are treated with respect. That will go away when a big corporation like Salem takes over. There will be changes, however I think they will be great changes.	I do think that PTO, and health insurance would get better which I am excited about.	I have no other hospitals in the region in which I would desire to work. If I wanted to work for a different system I would have to go way south or up north.	No					
34	5/12/2026 18:04	5/12/2026 18:09	97304	Employee of Santiam	Gets Better	Gets Better	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a	Avalant	97383	Decrease in wait times and access to care.	It will improve.	It will improve.	Yes	It will improve.	It will improve.	It will improve.		Yes					
35	5/12/2026 18:07	5/12/2026 18:26	97386	Employee of Santiam	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Worse	Gets Better	Gets Worse	Gets Worse	No							Yes	The proposed transaction will not be a benefit to employees. The delay in patient care due to understaffing, lack of adequate compensation for overworked employees, lack of regulation amongst staff and patients and significant wait times for people seeking EMERGENCY medical care are just a few reasons as to how this could impact my employment. Those are not traits I believe Santiam carries. If Santiam and Salem were to merge this wouldn't only increase these issues at Salem but it would cause Santiam to have these same issues.	I'm actually leaving my employment with Santiam this week. My compensation is not equal to my duties and experience. I have worked hard to improve registration practices at the hospital and clinic level, my supervisor has backed me on these project and I have helped train and mentor many incoming new staff with less experience. It's really unfortunately, considering I have been an employee of Salem Health in the past.	I think it would negatively impact our staff here at Santiam and we would see a significant amount of people choose to leave our hospital after the merge. I also believe this would become a deterrent for patients which would ultimately lead to a decrease in revenue and jobs. Medicaid/Medicare and decreasing insurance payouts.	I do not want this to happen. Ultimately at the end of the day, it comes down to patient care. I think this would limit patients options and ability to seek any sort of medical care. Patients have rights and deserve the best care. This merge won't provide that.	Yes	N/A	N/A	N/A	N/A	
36	5/12/2026 18:05	5/12/2026 18:26	97302	Employee of Santiam/Pate	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a	Avalant	1	I honestly feel like it will be about the same. The only improvement in scheduling will be for specialist at Santiam	The only thing that I can see improving is that the patients in the Santiam Canyon could possibly have access to specialist care closer to home.	I'm leaving Santiam to work at a federal health center.	Yes	I'm leaving Santiam to work at a federal health center.	I feel benefits for Santiam employees will be better	I really don't think it's going to impact my employment	Not applicable	No					
37	5/12/2026 19:26	5/12/2026 19:50	97322	Employee of Santiam/Pate	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a	Avalant As for answering number ? I receive most of my calls between santiam and santiam affiliated clinics. Question 7 is bugged requiring a number as its only form of answer.	1	I anticipate this making things worse as I don't think Salem Health has shown ther model is proficient at the areas they "serve"	I anticipate things getting more expensive as Salem Health consolidates more control over healthcare access throughout the mid Willamette Valley.	I expect that I will have even less leeway to see physicians outside of the immediate Salem Health sphere without incurring increased cost. If my health coverage will even allow for me to see providers outside of the Salem Health sphere for healthcare access. I think it decreases it. When including BCBS patients who won't have easy access to local physicians they will likely avoid healthcare all together until it becomes necessary to visit the ER, decreasing preventative care and increasing emergent care utilization.	Yes	I anticipate a higher work load at santiam without increased compensation. With increased wait times for patients, the inclusion of call decreasing quality of life work life balance and increasing the amount of days lived at work. Ultimately, having worked at both facilities, I don't anticipate working for Salem Health will bring any positive changes to my employment.	The proposed transaction will benefit employees of Santiam Hospital in regards to compensation, health insurance quality/premiums, time off, and little change to retirement as Santiam already does a good job with their 401k program.	Frankly speaking, we are unsure if Salem anticipates layoffs. Depending on how Salem chooses to staff the clinics, I see part time work with other individuals also applying who had worked there longer. I don't anticipate positive changes to pay, and do anticipate negative additions to the work load, like increased call volumes.	Just hope not to be out of work in the short term, and not left unfulfilled in a hectic schedule in the long term. In excited to see the growth for both Salem Health and Santiam.	Yes	I think it may slightly incre	Unsure.	Presumably we will do adju	There are very few decisions to be made when health insurance is tied to employer. Our current system mostly means that I will just go along with whatever is available.	
38	5/12/2026 20:10	5/12/2026 20:19	97306	Employee of Salem Health	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	Moda	97201	It will be better, faster care.	More availability	It will strengthen access to care for our community.	Yes	It will have more opportunities for the team to work directly with both hospitals	No change	No change		No					
39	5/12/2026 20:05	5/12/2026 20:30	97383	Patient of Santiam;Commu	Stays the Same	Gets Worse	Stays the Same	Gets Worse	Stays the Same	Stays the Same	Stays the Same	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a	Blue Cross Blue Shield		Salem health is known to have long wait times for both ER encounters and specialty availability. Santiam is praised and known for much shorter wait times for ER and the ability to get in quickly to see a primary or specialty is easy to access within a much more reasonable timeframe. With limited payers being accepted at Salem (and assuming Santiam is to follow suit) and the overall reimbursement being at a loss in coverage to many of Santiam's patients have insurance types that will not be accepted with Salem's insurance contracts making wait times for these patients to access care extremely difficult- they will have to access care with other times.	Salem's services will remain the same, but availability might increase due to Salem having Santiam as an outlet to send patients to. Santiam's services have the potential to increase due to Salem having more of a financial gain to help provide funding for more of Santiam's intended projects and care expansions.	Yes	Salem/Peter residents with BCBS should have full access to their local hospitals. It is unethical to expect people to find alternative hospitals in emergency situations. If Salem and Santiam merge, what does that mean for us?	No					No					
40	5/12/2026 21:03	5/12/2026 21:17	97303	Employee of Salem	Not Sure	Gets Worse	Not Sure	Stays the Same	Gets Worse	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes							Yes	After going through a similar transition from small to larger hospital system, I have found that these changes bring anxiety due to the unknown. I imagine there will be challenges such as longer wait for appointment availability, more tasks added to day to day job duties. With growth comes more work.	I think things will improve.	N/A	I hope a transaction to merge with a large system will bring more opportunities for employees who wish to grow within the system.	No					
41	5/13/2026 20:36	5/13/2026 22:14	97383	Employee of Santiam;Comm	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Worse	Not Sure	Not Sure	Yes	Through my employer or a	Avant	75	I feel like Santiam Hospitals ER department will become overwhelmed with patients and wait times will be increased dramatically. We have seen a large increase in patients coming into the ER at Santiam who refuse to go to Salem Hospital because of the long wait times and then feel like they are just a number.	I am concerned that receiving timely appointments for x-ray, Orthopedic, general surgery, labs etc... will be impacted. I would hope that these services will remain available at Santiam and patients will not have to travel to Salem.	na	Yes	Schedules will be changed not allowing for continuity, specific colored uniforms will be required.	Unknown	unknown	Unknown	No					
42	5/13/2026 1:22	5/13/2026 1:45	97383	Employee of Santiam	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Not Sure	Stays the Same	Yes	Through my employer or a	First Choice / Avagant	1	From Santiam's perspective, changes in wait times will be minimal except for the probably small cutout who elect to use Santiam's ED. THOSE patients will see a dramatically reduced wait time. From Santiam's perspective, there will probably be some decreased wait time for outpatient specialty services and perhaps increased ED wait time (depending on how popular the Santiam ED option becomes for Salem patients.	The cash investment Salem has promised to provide Santiam should allow for some additional service developments there, provided that the money is spent wisely.	I think I'm going to like it!	Yes	The pay part is difficult to presage for me personally, given what I mentioned in my answer to #22 (but I suspect that clinical staff will be paid better). I'd guess that the other benefits will stay roughly equivalent, although we may get more options for elective benefits.		I don't know, which also makes be a bit nervous to be honest.	NA	No					
43	5/13/2026 5:10	5/13/2026 6:42	97381	Employee of Santiam	Stays the Same	Gets Worse	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a	First Choice	0	Salem is known to have long wait times for both ER encounters and specialty availability. Santiam is praised and known for much shorter wait times for ER and the ability to get in quickly to see a primary or specialty is easy to access within a much more reasonable timeframe. With limited payers being accepted at Salem (and assuming Santiam is to follow suit) and the overall reimbursement being at a loss in coverage to many of Santiam's patients have insurance types that will not be accepted with Salem's insurance contracts making wait times for these patients to access care extremely difficult- they will have to access care with other times.	As an employee, I can see a minimal change happening for access to care. I feel that employees have a slight advantage over the community due to having employer provided benefits that already match the provider's requirements for insurance acceptance- our insurance WILL be accepted at our workplace.	Yes	From what has already been discussed between CEOs, Santiam will follow Salem's benefit regimen. Santiam will no longer get paid holidays. Our PTO will acquire at a faster rate due to having to use it during holiday periods. Furlough days are eliminated. Our pay will go up, but it is not what we will now be expected to do. Our insurance and retirement options will change entirely. Orthodontics will be added as a benefit that has not been offered at Santiam before. Free gym for employees also.	Possibly more job opportunities at Santiam if expansion occurs.	Concerns about maintaining culture and autonomy are apparent with many of Santiam's employees. We are a very "family" oriented group that prides itself on having rad connected relationships and productive work environments. Our employees have been with Santiam for years, and as stated by many previous employees of Salem that have since been employed at

69	5/13/2026 9:05	5/13/2026 9:26	97362	Employee of Salem Health	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a Moda	Saleen Health	I don't think it will be impacted. I think people will continue to access the care they have been able to access all along, where they have been able to get it just creates more options for people.	I do not think availability will become a problem or be impacted. It only provides more opportunity for others to be able to have more options and accessibility to specialty options they otherwise might not have. I don't foresee it negatively impacting the current.	I do not think it will have any negative impact on me as a patient. I have an established healthcare provider and I'm satisfied with the timing and ease of scheduling appointments. I don't foresee that changing or being negatively impacted by this merge.	Yes	Because of my specific job duties and functions it may impact my day to day up front in the immediate, but if the partnership happens, upon completion and after the initial onboarding, I do not think it will at all change or impact my day to day activities and job duties.	I don't think that it will - if it does change, I do not foresee it having a negative impact.	I don't think it will impact my future employment. I do think it will be impacted if the partnership does not go through.	I don't think there will be any negative impact to my employment with this partnership. I fear if it does not go through then eventually folks elsewhere could be out of jobs and will need to seek out employment elsewhere.		No			
70	5/13/2026 9:16	5/13/2026 9:27	97362	Patient of Salem Health	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Yes	Through my employer or a UHC	Saleen Health	I think there has been a false choice presented. Santiam needs a partner. They need a not for profit partner. If not Salem health, they will merge with a for profit like Optum or Prisers. Costs for patients will increase. The other option is that Santiam doesn't survive. That would be devastating.	Healthcare is challenging because reimbursement rates are based on a percentage of what the government pays. That is more of an issue. Charging a million dollars for a visa for a foreign doctor is has more of an effect on availability of services.	I would rather have Salem Health than a for profit partner for Santiam.	No						No			
71	5/13/2026 7:56	5/13/2026 9:37	97303	Employee of Salem Health	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Gets Better	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a Moda	1	I don't see wait times being an issue. Santiam patients will still be seen in Santiam and Salem patients will still be seen at Salem Health.	It would greatly improve access and availability to more services for Santiam patients. I like it I think we will be able to have more choices of providers to change if needed to Salem, we'll have more choices that's great.	I don't believe there will be any impact on me personally as a patient of Salem Health.	Yes	It shouldn't impact my day-to-day activities or job duties at all. If Santiam patients are seen at a SH facility or clinic, it will greatly benefit billing departments as the EMR will be shared and billing will have access to medical records.	If any impact, it should benefit as we would have a large presence when negotiating premiums and covered services. Maybe hoping for a better and less expensive insurance	Should not impact my care-related employment.	none.	No			
72	5/13/2026 8:07	5/13/2026 9:38	97358	Employee of Santiam	Gets Better	Stays the Same	Not Sure	Gets Better	Gets Worse	Gets Better	Not Sure	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a Auxiant	Santiam hospital	I think is going to take longer		n/a	Yes	Maybe more busy		I am not sure.	n/a	Yes	Providers are going to be + Not sure	Not sure till this happens	n/a
73	5/13/2026 8:17	5/13/2026 9:38	97304	Employee of Salem Health	Stays the Same	Not Sure	Stays the Same	Not Sure	Stays the Same	Gets Better	Stays the Same	Gets Better	Stays the Same	Not Sure	Yes	Through my employer or a Moda	Through Salem Health clinic	about the same as it is today, allowing for initial start up organization and making sure all employees choose to stay with the new entity. Long term I think wait times for doctors could remain the same, or wait times may go up, depending on the provider and depending on where Santiam sends their patients now to see specialists. I hope that wait times get better for Salem Health emergency room. Hopefully having both Santiam and Salem Health emergency rooms under one organization might help with triage and being able to more efficiently distribute the patients to the proper care facilities. I have had three different emergency room experiences with Salem Health and Santiam. My first experience was in 2017, I was very ill with Flu A and my provider sent me to the emergency room. I waited for 6 hours to be seen in the Salem Health emergency room. I sat next to people who had been in a car accident and were also waiting to be seen. I felt like the waiting room situation was a result in part if there was a better way to triage cases or send them to urgent care or a different location. In 2019 my daughter and I went to a car accident. My daughter needed to go to the emergency room at Salem Health in the middle of the night, and they rushed her up to Randall's hospital. The team at the Salem Health ER was GREAT. The next day I was also suffering some symptoms, but I was unsure if I needed to go to the ER. Weary of my first experience I decided to wait and I was able to get a telehealth appointment with DoinCare to be seen. At my appointment they said I should be seen in an emergency room, but they	I think there is a great opportunity here to leverage systems and providers. I know that West Valley Health has been a great example of how Salem Health has utilized both local operations and system-wide support. There's a track record of Salem Health being able to take advantage of established systems of care while improving systems and services through the variety of resources available through a larger organization.	My family is already established with Salem Providers. I hope that if Salem Health and Santiam join forces the synergy in communication and care coordination can be maximized to prevent that may occur for established patients who are shuffled together into one system.	Yes	I will be busier! I am excited for this opportunity to strengthen and improve existing systems in place and for accommodating and onboarding new employees who will enrich our current culture of service.	It's hard to say how the transaction may impact employee benefits. There are many factors that go into those decisions including internal financials, employee utilization, and external payers. I know that during my time at Salem Health my employer has been very focused on medically keeping employee best rewards at top of mind in any financial and logistical decisions.	If this partnership is not approved by the DHA, I don't foresee my personal employment as being affected. But I do wonder what a denial will do to the morale of employees of both Santiam and Salem Health who have started to see a picture of the positive impact this partnership can be for all communities involved, including employment opportunities. If the partnership is approved, I anticipate greater personal opportunities for career growth and development.	I think this proposed transaction will have the opportunity to strengthen existing teams in my area with new membership and resources. We saw this happen with other partnerships with Salem Health. I appreciate our Lean culture of continuous learning and improvement, and I think this approach gives my employee generous and healthy resources to continue to improve. Salem Health has been a great licensor and partner - open to feedback and suggested approaches.	Yes	This transaction may actua it will depend on over all as This partnership will bring		My employer health insurance is very good. And with external options being paired back by HFE I don't foresee this changing.
74	5/13/2026 9:18	5/13/2026 9:39	97301	Employee of Santiam/Pate	Gets Better	Stays the Same	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Stays the Same	Gets Better	Not Sure	Not Sure	No					Yes	My understanding is that my employment status will not change and that I will have access to better resources that will help improve my department and provide better care to our patients.	I am under the impression that our benefits are going to improve with the transaction. I have heard that we will have more affordable healthcare and improved PTO accrual.	I don't think it will impact my employment.	I understand the vision behind this transaction, and I believe that is in our best interest to affiliate with Salem Health at this time. I also believe that it will allow for our patients to have improved access to healthcare.				
75	5/13/2026 9:35	5/13/2026 9:39	97013	Employee of Santiam	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	No						Yes	I believe this will improve my access to growth and opportunities in my department.	I think it will improve my access to better benefits including health insurance, retirement, and pay.	If anything, I think it will increase my growth.	I'm excited for this merger and the potential for growth within this community and for our hospital system.	No			
76	5/13/2026 9:11	5/13/2026 9:39	97352	Employee of Santiam/Pate	Stays the Same	Stays the Same	Stays the Same	Not Sure	Stays the Same	Not Sure	Stays the Same	Not Sure	Gets Better	Stays the Same	Not Sure	Yes	Through my employer or a Moda	Saleen Clinic	I don't think it will affect it greatly but I am not informed about capital projects that have been promised to Santiam.	I think Santiam patients and canyon residents will have better and more rapid access to specialty care such as pulmonology, cardiology, nephrology, neurosurgery, and intensive neonatal care by allowing this partnership.	I think the proposed transaction will benefit members of rural Marion county overall. The negative impacts I foresee are if Santiam ultimately has to limit their accepted payors like Salem currently does, and that the small-town feel of Santiam Hospital as it is, will change. As an RN, I really enjoy working for small community hospitals because of the individual based atmosphere they provide. I have worked at Salem Health in the past, and I know that Salem Health does a great job of treating the employee number rather than an individual, and patients were being treated as part of a protocol instead of patient-centered care. At small community hospitals, people now your name, not your number - and that goes for patients and employees alike.	Yes	I am worried that my position will be eliminated because I don't believe Salem Health has a utilization review department. I am hopeful my current department can expand to assist in the utilization review process, instead of being outsourced.	I am hopeful that the employee benefits will improve because of the larger group for better rates.	I believe our benefits and Santiam will improve or stay the same	I don't feel it will impact it	N/A	No			
77	5/13/2026 9:39	5/13/2026 9:43	97355	Employee of Santiam/Pate	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a First Choice	santiam	Not concerned	I think it will give Santiam patients better access to more specialty clinics.	Not concerned	Yes	I don't think it will change anything								
78	5/13/2026 9:05	5/13/2026 9:44	97132	Employee of Salem Health	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a Moda	Saleen Health	I believe it will have a positive impact and shorten wait time with the resource partnership the additional resources options for care.	I believe it will be a positive impact and provide greater availability.	I don't know that it will have any impact on me as a patient	Yes	Any addition to an organization naturally results in a temporary increase in workload. Given the nature of the responsibilities I manage, this is expected and will stabilize over time as the partnership is fully implemented.	Unknown at this time without more information, but I am not concerned that it will have a net negative impact.	I don't think it will impact my future employment, but I believe it will be a positive greater employment impact.		No			
79	5/13/2026 9:49	5/13/2026 9:56	97383	Employee of Salem Health	Gets Better	Gets Better	Stays the Same	Stays the Same	Stays the Same	Gets Better	Gets Better	Stays the Same	Stays the Same	Not Sure	Not Sure	Yes	Through my employer or a Moda Health	Saleen Health	I can only see it improving wait times.	I believe this will expand services offered at Santiam and reduce need for Santiam contracting out work.	I currently prefer to go to Salem despite being in Stayton because Salem Health has more resources. I would LOVE to see Santiam strengthened through this partnership. I also think Santiam could reach Salem Health a lot too.	Yes	I think tasks would be virtually the same but workload might increase slightly.	Cost of benefits is increasing nationally and rapidly. Salem Health just had a cost increase, and could see that occurring next year as well, regardless of the Santiam outcome.	I think it strengthens employment opportunities and keeps jobs local.		No			
80	5/13/2026 9:54	5/13/2026 9:59	97317	Employee of Salem Health	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a Moda	Saleen Health	I think it will stay the same or possibly improve due to Salem health's continuous improvement culture	I think it will expand services and give patients more options		Yes	I may need to go to more remote areas as a support department employee but I am happy to do so	I think Santiam employees will get better benefits up to par with Salem health	It will only make the need for my position greater		No			
81	5/13/2026 8:40	5/13/2026 10:01	97007	Employee of Santiam	Stays the Same	Stays the Same	Stays the Same	Gets Worse	Gets Worse	Stays the Same	Stays the Same	Gets Worse	Gets Worse	Stays the Same	Yes	Through my employer or a Auxiant	1	not worried	For me I do not think there will be an impact	I do not have any	Yes	I do not think it will change much	It might be better	I live in Washington county.	I do not believe it will impact me	No			
82	5/13/2026 9:44	5/13/2026 10:04	97362	Employee of Santiam	Stays the Same	Stays the Same	Stays the Same	Gets Worse	Gets Worse	Gets Worse	Not Sure	Stays the Same	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a auxiant	Prairie	Wait times will continue to worsen. It is already happening with primary care providers. This is at no fault of Salem health. The volume of patients they see is immense. This overflow will continue to come to Santiam and our numbers continue to reflect that.	Less availability for ER, Specialty, and Primary Care		Yes	Saleen health outsources their emergency department providers. If they implement this system to Santiam, I would not be employed by the hospital and would have to apply with a new company to keep my job currently at santiam. If they do employ providers in the same way as Salem I am hoping I think things may be easier for patients when transferring or needing higher specialty care to Salem Health. Which is a common occurrence.	I have heard from other employees that Salem has better benefits. Nothing to merit this hearsay.	If I am not employed through Santiam/Salem ED I would need to look to move.	I understand the need for Santiam to merge with Salem. Healthcare is changing and will continue to evolve. There will be natural hesitancy anytime there is change/uncertainty, which I feel. I came to Santiam under the pitch that "We are different that Salem Health, and that is what makes us great." I believe that this transaction will be perceived with deep local concerns. I am confident that if the people who work at santiam do not seek employment elsewhere as a result of this merge, that will continue to happen.	No			
83	5/13/2026 10:06	5/13/2026 10:14	97355	Employee of Santiam	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Stays the Same	Gets Worse	Gets Worse	No						Yes	I don't believe my employment will change, as I am a vital employee that can't be done by one person	I believe that employee benefits will get better as Salem does have better medical insurance	I am not sure	I do not believe that the transaction will directly affect my direct job.	Yes	I am not sure	I believe that we will be cos Unsure	
84	5/13/2026 10:13	5/13/2026 10:16	97381	Patient of Santiam	Gets Worse	Gets Worse	Not Sure	Gets Worse	Gets Worse	Not Sure	Not Sure	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a Regency BC/BS	Santiam	Regence is no longer supported by Salem health or legacy, santiam is the only hospital near Silverton where we can receive care through our insurance.	Our insurance will not cover.		No						No			
85	5/13/2026 8:32	5/13/2026 10:17	97383	Employee of Santiam	Not Sure	Gets Better	Not Sure	Gets Better	Stays the Same	Stays the Same	Gets Better	Gets Better	Stays the Same	Stays the Same	No						Yes	Based on current information, I do not expect the proposed transaction to impact my employment, daily activities, or job duties.	I do not anticipate major changes to my employee benefits. However, I believe there may be potential improvements in health insurance coverage. Santiam Hospital is currently self-insured, and our existing plan can be limited in certain areas. Transitioning to Salem Health may offer expanded access to in-network specialty providers.	Being part of a larger health system will create improved health care-related employment opportunities in the Marion-Polk region, including potential for growth, collaboration, and workforce stability.	I believe the proposed transaction may improve employment stability for myself and my team by joining a larger, more financially stable system. As a smaller organization, Santiam Hospital can be more sensitive to financial disruptions. Being part of Salem Health may help support long-term organizational stability.	No			
86	5/13/2026 10:26	5/13/2026 10:30	97383	Employee of Santiam/Cove	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	No						Yes	If I take what has been said in the public, nothing will be changing about my current employment.	Yes. I hope that it will 1) increase PTO, 2) increase pay	I would like to see this as a top-half full opportunity, that a partnership with Salem will assist Santiam in expansion of services in our current catchment area.		No			
87	5/13/2026 10:25	5/13/2026 10:45	97360	Employee of Santiam	Not Sure	Gets Worse	Not Sure	Not Sure	Gets Worse	Not Sure	Not Sure	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a Santiam Hospital	Stayton/Santiam Hospital	I think more people will be deferred to Santiam when Salem is busy and that will put more cross on our already busy and tired staff.	Not sure how it will impact insurance.	I prefer our hospital the way it is, we are from small communities, and I think a lot of us/patients come here because you're treated better just another number. I also hear patients say this all the time.	Yes	Not sure at this point.	That might get better.	Not sure at this point.	I love my job, if it has to change, I just hope it's for the better.	No			
88	5/13/2026 11:06	5/13/2026 11:08	97354	Employee of Santiam	Gets Worse	Gets Worse	Not Sure	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Worse	Gets Worse	Gets Worse	Yes	Through my employer or a family member's employer					Yes									
89	5/13/2026 10:44	5/13/2026 11:10	97392	Employee of Santiam/Pate	Gets Worse	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a Consociate Health	Santiam Medical Associates	I don't think much will change from my perspective as a patient at Santiam. It already takes a few months to see a specialist or to get an appointment. I don't foresee that changing or being negatively impacted by this merge.	I have heard people feel like a number at Salem. Santiam makes you feel more like a patient and heard better as a patient.	I don't think much will change from my perspective as a patient at Santiam.	Yes	I am hoping that nothing will change I hope that Salem can see the value in my position as all the Surgeon's I work with do, and all my co-workers. I am	Because of my specific job duties and functions it may impact my day-to-day up front in the immediate, but if the partnership happens, upon completion and after the initial onboarding, I do not think it will at all change or impact my day to day activities and job duties.	I am hoping that I will be able to continue my job.	I am in my career and I hope that Salem can see the value in my position as I have worked close into the merger with our current CSPA's being to the Field with our experience in the OR.					
90	5/13/2026 11:05	5/13/2026 11:16	97358	Employee of Santiam/Pate	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Not Sure	Yes	Through my employer or a Auxiant; First Choice Health	Santiam Hospital and Clinics	I do not think that will make any difference at all but without knowing how the merger would actually affect our day to day operations, it is hard to speculate. I am hopeful we would continue to deliver the same care across the board.	I am hopeful the Santiam Hospital and Clinics patients may have more access to specialty care in the Stayton area, possibly having the specialties that we do not currently offer at Santiam (Neurology, Urology, etc) come to Stayton once or twice a month for those services. This would be very beneficial for patient's that have a difficult time with transportation.	Nothing that I can think of at this time. I think it will make my care better as I will be able to see a doctor in all of the system and if I will go in my records, they wont have to call around when I am their	Yes	I am not certain. I am hoping not much at all.	Santiam to JS employee contribution at Salem (that is a huge plus!)	I am hopeful that as a larger organization, Santiam may have improved options for health insurance and benefits in general.	I do not know	It's a bit uncertain. I do not know Salem Health's requirements for certain positions, if we would have to compete for our jobs or if we would come into the merger with our same positions and tenure.	No			
91	5/13/2026 11:26	5/13/2026 11:33	97383	Employee of Santiam	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Yes	Through my employer or a 3c3s	santiam	will get better	improve as a complete system		No					Yes	will allow them to negotiate should get better	we will probably get an inc	makes me consider which insurance company pays hospital rates.
92	5/13/2026 11:19	5/13/2026 11:46	97391	Employee of Santiam	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Worse	Stays the Same	Stays the Same	Gets Worse	Gets Worse	Yes	Through my employer or a First Choice Health	Auxiar Santiam	I think it will help open doors to more services to provide to patient in the canyon.	I think ER at santiam may be used more due to the lower wait times. Also depends on what insurances Santiam will accept once contracts are up.	I am worried about the cost of services going up.	Yes	I am worried about not qualifying for me position once we go to Salem Health.	I think our health benefits will be way better. I am not sure about PTO, and retirement benefits. As we have not been provided this info.	I am hoping it will allow for more growth in the health care field.	I am concerned about my PTO, and seniority. I have been at Santiam for years. I do not want to have to start over if we go to Salem Health.	No			
93	5/13/2026 10:58	5/13/2026 11:53	97360	Employee of Santiam/Pate	Not Sure	Gets Better	Not Sure	Gets Better	Stays the Same	Not Sure	Gets Better	Gets Better	Gets Better	Gets Better	Yes	Through my employer or a First Choice	Santiam Hospital & Clinics	I believe the proposed transaction has the potential to improve access to care and reduce wait times for patients in our community over time. Rural hospitals and clinics continue to face significant challenges with provider recruitment, staffing shortages, specialty access, and financial sustainability. Partnering with a larger health system can help provide additional resources to support care providers and specialists, expand care coordination resources, and improve access to specialty services that are often difficult to obtain in smaller rural communities. I also believe integration with a larger system could improve operational efficiencies, shared resources, and care coordination tools that ultimately support better patient service. This may lead to better scheduling, improve transitions of care, and support more timely access for patients needing primary care, specialty care, or emergency services. From my perspective, maintaining and strengthening local access to care is critical for our community. I am hopeful this transaction will support long-term stability and access for patients in the Santiam Canyon and surrounding rural areas.	I believe the proposed transaction has the potential to significantly improve the availability and scope of health care services in the Santiam Canyon. Salem Health has already discussed investing several million dollars into expanding and strengthening services in the Santiam Canyon region, which I believe could have a very positive impact on local access to care. Rural hospitals often face challenges maintaining specialty services, recruiting providers, and sustaining programs due to limited resources and workforce shortages. Partnering with a larger health system may help expand specialty coverage, improve recruitment and retention of providers, and increase the ability to bring additional healthcare services close to patients who currently must travel outside the area for care. I also believe the partnership may improve coordination between Santiam and Salem Health, helping patients move more seamlessly between primary care, specialty care, hospital services, and emergency services. This could create opportunities for expanded outpatient services, additional specialty clinics, improved telehealth capacity, and more coordinated care pathways, while also recognizing that Santiam can bring community-based care and relationships into this partnership. Overall, I am hopeful the transaction will strengthen long-term healthcare stability in the region while preserving and growing access to care for rural patients.	As a patient, I am hopeful this proposed transaction will lead to improved access to healthcare services in our community, and stronger long-term stability for healthcare in our rural community. I am especially hopeful that greater integration and investment may help bring more services close to home so patients do not need to travel as often for specialty or higher-level care. I am also hopeful this partnership could improve technology and the electronic medical record system experience for both patients and healthcare teams. Better integration of medical records, communication, and care coordination could help improve continuity of care and make the healthcare experience more efficient and less frustrating for patients. Overall, I see this as an opportunity to strengthen healthcare access and sustainability in the Santiam Canyon and surrounding rural communities, and I am optimistic about the potential long-term benefits for patients.	Yes	I don't think it will change at all.	Unsure	Not at all.		No			
94	5/13/2026 12:00	5/13/2026 12:04	97304	Employee of Santiam	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a Auxiant	Santiam	I think that will times to see a provider might improve.	It will increase the types of services that are available at Santiam.		Yes	I don't think it will change at all.				No			
95	5/13/2026 12:45	5/13/2026 13:04	97306	Community member/Conti	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Yes	Through my employer or a United Healthcare	In Marion County (Salem	I only can an upside here. The systems will be more integrated. Santiam could benefit from Salem Health's systems-oriented approach. Salem Health could benefit from Santiam's culture of caring.	Services will be expanded.	I see only good things, including my choice of locations...	No						No			
96	5/13/2026 13:00	5/13/2026 13:34	97306	Employee of Santiam/Pate	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Gets Better	Yes	I work at Santiam so I get it First Choice	Santiam	I hope that it stays the same as it is at Santiam Hospital and Clinics and make/help improve Salem Health and Clinics Dr appointment, ER and imaging appointments wait times.	I think we both stand to learn good healthcare practices from each other, and hope Salem considers our thoughts and processes.	As a patient I have received great services from both Santiam and Salem. Santiam has just always had a more personable feeling.	Yes	I hope that it doesn't change my day-to-day we've got a pretty great system working right now.	As a long time employee of Santiam for 30 years, and planning to work a few more years, I of course hope that the pay either stays the same but of course would entertain a pay increase, I hope they recognize or improve my accrued PTO, improved insurance coverage would be a good thing and retirement benefits I hear are very nice at Salem.	I hope there won't be any impact on health care-related employment.	Being an older employee and closer to retirement I'm hoping that Salem respects my skill and knowledge and keeps me on as long as I want to work.	No			
97	5/13/2026 13:37	5/13/2026 13:57	97383	Employee of Santiam	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	No						Yes	I don't think my job will change	I think our benefits will be better.	I don't think it will change, but if it does, I would hope that it's for the better.	I think the merger will make Santiam Hospital a better place to work.	Yes	I don't think it will change. Hopefully if it changes it m	I'm sure I'll purchase health care from Salem Health if the merger goes through.	
98	5/13/2026 13:45	5/13/2026 14:12	97322	Employee of Salem Health	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a Moda	Salem Health Hospitals an	believe this transaction has the potential to meaningfully improve access to care, not diminish it. Santiam becoming part of a larger, established local health system means patients may be able to access more resources, specialists and services without having to travel far outside their community. Rather than long waits to see a specialist or navigating referrals across disconnected systems, patients would be part of a network designed to coordinate that care more efficiently. One of the changes I'm most hopeful about is being on a single medical record. When your primary care provider, specialist and emergency team can all see the same information in real time, care moves faster and more safely, and that has a direct impact on wait times and outcomes. Fragmented records slow everything down. I also think this could help reduce emergency room wait times. As more community members recognize Santiam as a full-service option within a trusted local health system, they're more likely to use Santiam's emergency department rather than traveling to a more distant facility. Distributing that volume more evenly across the system benefits everyone. I don't think integration automatically solves every access challenge, but joining a health system with existing infrastructure, staffing pipelines and referral networks gives	My honest view is that this transaction expands what's available to patients in this region, on both sides. Santiam gains access to resources, specialists and service lines that a smaller, independent hospital would have difficulty sustaining on its own. That could mean more specialty care becoming available locally for Stayton-area residents who currently have to travel to Salem or beyond. For Salem Health, adding Santiam to the network strengthens the system's reach into a community that already sends patients our way. Rather than people bypassing Santiam because they aren't sure it has what they need, integration and shared standards give patients more confidence in the full network. I also think being part of a larger system positions Santiam to weather the kinds of financial and operational pressures that have forced other rural and community hospitals to cut services or close entirely. Preserving those services long-term matters just as much as expanding them. I don't anticipate this transaction reducing services at either organization. If anything, I expect it creates a path toward offering more, with better coordination behind it.	Overall, I'm supportive of this transaction and feel optimistic about what it means for patients in this community, including myself. Someone who lives and works here, I want health care that is connected, accessible and close to home. I anticipate this transaction will help reduce the time it takes to receive service, broaden access to a wider range of providers and keep all of my care on a single medical record. That last piece is particularly important to me. Having my full health history visible to every provider involved in my care means fewer gaps, fewer repeated conversations and faster decisions when it matters most. I believe this is the right direction for both organizations and for the patients who depend on them.	Yes	In the long term, I don't anticipate my day-to-day job changing significantly. Depending on how I do expect a updated insurance coverage this makes it easier to access providers at Santiam, which matters to me personally as a patient in this community. I'm also looking forward to bringing Santiam into our Lean culture. That shared approach to problem solving and continuous improvement is something I've seen make a real difference, and I'm looking to a new team here.	As an employee of Salem, I anticipate the Santiam providers, once in our network, will be covered under our employee health insurance plan to a greater extent. Otherwise, I don't think there will be any beneficial/total rewards changes for Salem employees.	I think it would also hamper employees who were not considered re-hirable at Salem from gaining employment in their geographic area.	My overall take is that this transaction is a net positive for employees. Change of this scale always comes with some uncertainty, and it's fair to acknowledge that. But the foundation being built here creates better conditions for the people who work here, not just the patients we serve.	No			
99	5/13/2026 13:10	5/13/2026 14:35	97383	Employee of Santiam	Stays the Same	Gets Worse	Stays the Same	Gets Worse	Stays the Same	Gets Worse	Gets Worse	Stays the Same	Gets Worse	Not Sure	Yes	VA Healthcare	VA Healthcare	Wait times are going to increase at Santiam. Salem's wait times are atrocious as is and will likely only improve	n/a	My wait times will increase, appointment waitlists will become longer delaying patient care, care will become more expensive.	Yes	This proposed transaction is going to negatively affect the workplace by creating a heavier workload until Santiam stops accepting Regence. In turn our patient care will decline. Once we stop accepting Regence our revenue will go down as patients leave to find care in network	It has already negatively affected my pay by changing Santiam's night differential to match Salem's schedule, thus negatively affecting my life and my ability to afford things I used to.	Horribly. I used to work at Salem Health and left because the work environment was toxic, we were overworked and underpaid, and leadership was absent and wouldn't listen to employees. I'm very concerned about the direction this transaction is in. When employees feel heard and supported, it shows in the care they provide. This transaction moves things in the right direction.		No			
100	5/13/2026 14:42	5/13/2026 14:48	97382	Employee of Santiam	Stays the Same	Gets Better	Stays the Same	Gets Better	Stays the Same	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	Yes	Through my employer or a family member's employer	Santiam Hospital & Clinics	Wait times and access should improve	Availability and types of services at Santiam will be enhanced	Better, coordinated care	Yes	The day to day should not change for me		I believe benefits will improve for Santiam employees	As a staff member of Santiam, I believe my future employment is more secure	No			
101	5/13/2026 13:36	5/13/2026 14:57	97317	Employee of Santiam/Pate	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Not Sure	Not Sure	Yes	Through my employer or a Auxiant / First Choice	Santiam	I don't know that it will impact wait times for established patients, but I anticipate it will reduce wait time for new referrals to specialists.	I am hopeful it will allow for continued service line expansion for Santiam. I don't see how it would decrease availability at Salem, but unsure.	It will be easier for my providers to communicate back and forth (already improved with implementation of Epic), as well as shared resources (like documents scanned in at Salem being usable at Santiam and vice versa).	Yes	I am hopeful that little will change in my direct duties, but that I will have better access to data - both in Epic and also on the financial/business side. I also am hopeful that a larger organization with stronger HR departments will be able to support management teams with holding boundaries and	I am unaware of how employee benefits might change. I would like to assume a higher wage and better health insurance, but am not familiar with that benefits package.	I am slightly concerned about redundancy of my position as I am unfamiliar with their clinic structure. In general, I would expect lateral moves may be easier with an expanded company.		No			
102	5/13/2026 15:01	5/13/2026 15:06	97383	Employee of Santiam	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Gets Better	Stays the Same	Yes	Through my employer or a First Choice	Santiam	I don't feel like there will be a negative impact	I think it will be beneficial to patients needing certain things that Salem Health can do		Yes	I think it will be a 50/50 change. More streamlined and simplified with Salem's protocols. However having to change some things may be more of a down side for staff, is not being able to wear the scrubs colors we prefer				No			
103	5/13/2026 15:03	5/13/2026 15:09	97381	Employee of Salem Health	Gets Better	Stays the Same	Stays the Same	Not Sure	Gets Better	Gets Better	Gets Better	Stays the Same	Stays the Same	Not Sure	Yes	Through my employer or a Moda	Salem Health	I believe having Salem Health resource backing up Santiam for patients in the Santiam Canyon will shorten wait times for access to PCP, Specialists as well as ER wait time.	Providers will be part of a larger, more diverse pool of talent.	I'm hoping to be able access services in Santiam when it may not be practical to get into Salem (from my home in Silverton).	No					No			
104	5/13/2026 11:26	5/13/2026 15:46	97383	Employee of Santiam	Stays the Same	Gets Better	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Stays the Same	Gets Better	Stays the Same	Stays the Same	No						Yes	From my understanding the PSR position is going to have a lot of changes. For example, at the Santiam clinics we take calls and route them to MAs to schedule appointments. I'm not sure how this works. I think that may lose the connection between clinic and patients as they are going to have to go through a longer thread to get messages through or advice	I have been informed that Salem Health will bring improvement to Santiam's employee benefits.	This transaction has been said to increase the opportunity for healthcare in the more rural areas, therefore should increase the opportunity for more positions to open up.		No			
105	5/13/2026 15:46	5/13/2026 15:58	97306	Patient of Salem Health	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Not Sure	Yes	Through my employer or a Moda Health primary, Rog	Legacy Health Systems Dal	Because I had to switch to Legacy, I don't know the answer to this.	I truly believe Regence is the big stick in the spokes here. Somehow, even though they are one of the wealthiest goliaths in the industry, they have persuasively failed contract negotiations across many thousands of square miles all across Oregon, Washington, and beyond, while other insurers (often with lower margins) are consistently able to succeed in negotiating new contracts. This doesn't feel coincidental. Some people will lose local healthcare if this merger goes through, but it doesn't seem like that is Salem Health's or Santiam's fault. It seems VERY likely that the Regence executives, who have a long history of using their lobbying to stop the merger simply for their own financial gain — because they lose leverage in the local marketplace if the health systems merge. That is disgusting and inhuman. If Providence, Moda, and other insurers can succeed in negotiating contracts with Salem Health, Legacy Health, Providence Health, Samaritan Health, etc., Regence should be able to do so, too. It seems very clear that Regence is using it's unyielding and massive vertically-integrated power to force Salem Health into a worse deal for patients and people in our region for many weeks. I'd hate to see an insanely healthy insurance company have the ability to change state regulators' decisions, which should be driven primarily by a blend of thoroughly vetted data and the needs of people receiving services in Oregon. Public health should not be for sale.	Right now, there is no direct impact to me and my family. However, if Regence wins this argument and other insurance companies leverage their success to follow suit and crush local health systems, leaving the systems to the horror of a vertical integration nightmare and smaller insurers fighting over the scraps, I'm sure that I'll be in a very, very, very bad place. Check out the recent Eugene Emergency Physicians for an eye-opening peek into the world of corporate for-profit healthcare ethical breaches. Thanks for taking public comment! Thanks for doing this work!	No									
106	5/13/2026 9:11	5/13/2026 17:33	97321	Employee of Santiam	Stays the Same	Gets Worse	Stays the Same	Gets Worse	Stays the Same	Gets Worse	Stays the Same	Stays the Same	Gets Worse	Gets Worse	No						Yes	I believe this proposed transaction will affect every aspect of our day-to-day jobs. All of our protocols, patient load, the way patients are treated/ cares, and patient satisfaction with the hospital will change	I think the proposed transaction will change our benefits in a negative way. Insurance premiums will become more expensive, and this merger will affect every long-term staff member's seniority.	I used to believe that this would be a job I would stay at long term but with the Salem Health partnership now I am not so sure		Yes	n/a	n/a	n/a	n/a	
107	5/13/2026 19:17	5/13/2026 19:34