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Form **990**

Department of the Treasury

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

2011

Open to Public Inspection

	Revenue				-	py of this return to			ig requiren	iiciics	Inspection	
			lendar year, C Name of ord		peginning 01-01-20	011 and ending 12	2-31-201	1	D Empl	oyer id	entification number	
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Гар	plication	pending	EUGENE, OR	. 97400								
			F Name	and address	of principal office	er		H(a) Is t	 hıs a grou∣	p retur	n for	
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				,				` ′	all affiliates		ded? Yes No t (see instructions)	
I Ta	ıx-exem	pt status	▽ 501(c)(3)	() ◄ (insert no)	☐ 4947(a)(1) or ☐ !	527		oup exemp			
1 W	l ehsit e	• • \\/\\/	W CASCADE	EHEALTH O	 R.G.			''(c)				
								<u> </u>				
			•	n Trust A	ssociation / Other 🕨	-		L Year of	formation 1	955 I	M State of legal domicile OR	
Pa	rt I	Sumi	mary									
Governance	1	ro prov	/IDE COMM		ED MEDICAL SER	significant activitie RVICES TO EMPLC		ND INDIVII	DUALS, D	ESIGN	IED TO IMPROVE	
Ě	-											
96	2 0	Check th	ıs box ►F ıf	fthe organiza	tion discontinued	ıts operations or di	ısposed (of more than	25% of its	s net a	ıssets	
			,			art VI, line 1a)				з	12	
Activities &			-			rning body (Part VI			_	4	11	
Ě	1			_	_	ear 2011 (Part V, II			•	5	155	
₹ S					nate if necessary)		,			6	130	
∢				,		olumn (C), line 12				7a	0	
	1					90-T, line 34 .				7b	-	
						·		Pr	ior Year		Current Year	
	8	Contrib	outions and o	grants (Part '	VIII, line 1h) .					,110	644,796	
<u>≗</u>	9								9,408		9,765,316	
Revenue	10	_		•		3,4, and 7d) .		1,040			1,167,571	
÷	11					, 8c, 9c, 10c, and 1				,652	280,800	
	12	Total r	evenue—add	l lines 8 thro	ugh 11 (must equ	al Part VIII, columi	n (A), line	e				
									10,976	,981	11,858,483	
	13			•	•	(A), lines 1-3) .					0	
	14					(A), line 4)					0	
82	15	Salarıe 10)	s, other com	ipensation, e	mployee benefits	(Part IX, column (A	.), lines 5	5-	8,560	.962	8,962,479	
Expenses	16a	•	sional fundra	usina fees (P	art IX column (A), lıne 11e)				,,,,,,	0,502,175	
क ≘	ь				$ \text{lumn (D), line 25) } = \frac{1}{2} $		•					
Ð	17					11d, 11f-24e) .			3,813	703	2 504 777	
	18					rt IX, column (A), lı			12,374		3,584,777	
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ရုံးရောင် ၁၈၈								Leginin	Year		End of Year	
3.55 6.55 6.55 6.55	20	Total a	ssets (Part	X, line 16) .			•		36,746	,388	33,539,566	
Net Assets or Fund Balances	21	Total lı	abilities (Pa	rt X, line 26					13,074	,822	19,564,517	
žĪ	22	Net as:	sets or fund	balances Su	ıbtract lıne 21 fror	m line 20			23,671	,566	13,975,049	
Pa	rt II	Signa	ature Bloc	:k								
Unde know	r penal	ties of pe	rjury, I decla	re that I have		rn, including accomp of preparer (other ti					to the best of my of which preparer has any	
		****	k*						2012-10-26			
Sigr	1	I	ture of officer						Date			
Her		CHER	YL BOYUM CEC)								
			or print name a									
		Preparei	r's L			Date		Check If			ayer identification number	
Paid		signature EVAN B DICKENS 2012-11-08 self						self- employed • (see instructions)				
		rer's Firm's name (or yours L. JONES & ROTH PC						-				
	Only	nly if self-employed),						– EIN ▶				
-	,	address,	anu ZIP + 4	300 SW CO	LUMBIA SUITE 201				Phone r	no 🕨 /	541) 382-3590	
		1		DENID OD	07702				1	(,	

May the IRS discuss this return with the preparer shown above? (see instructions)

Form	990 (2011)				Page 2
Par		t of Program Service A edule O contains a response	ccomplishments to any question in this Part III		୮
1	Briefly describe the	e organization's mission			
	ROVIDE COMMUNI LITY OF LIFE	TY BASED MEDICAL SERV	CES TO EMPLOYERS AND INDIV	/IDUALS, DESIGNED TO IM	PROVE HEALTH AND
2	the prior Form 990	or 990-EZ?	ogram services during the year wh		'es ✓ No
		nese new services on Schedu 			
3	services?		significant changes in how it condu		res ✓ No
4	Describe the organi expenses Section!	zation's program service acc 501(c)(3) and 501(c)(4) orga	omplishments for each of its three anizations and section 4947(a)(1) ses, and revenue, if any, for each p	trusts are required to report th	
	(Code) (Expenses \$ 10	0,880,794 including grants of \$) (Revenue \$	9,765,316)
44	,	, , , ,	VORKER, HOME CARE AND HOSPICE SERV	, , , , ,	
4b	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4c	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4d	Other program ser (Expenses \$	vices (Describe in Schedule including) (Revenue \$)
 4е	Total program serv	<u>-</u>),880,794	<u> </u>	

Part IV	Checklist o	f Required	Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes,"</i> complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 🕏	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		Νο
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		Νο
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II.	7		Νο
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		Νο
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		Νο
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line10? If "Yes," complete Schedule D, Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.	11c		Νο
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.	11d		Νο
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Part I	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S? If "Yes," complete Schedule F, Part II and IV	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Part III and IV	16		No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Yes	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		Νο
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. All Form 990 filers that operated one or more hospitals must attach audited financial statements	20b		

Par	t IV Checklist of Required Schedules (continued)			
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Νo
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Νο
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to line 25	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Νο
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		Νo
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part			
	IV	28a		Νo
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		Νο
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or owner? If "Yes," complete Schedule L, Part IV	28c		Νο
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? <i>If</i> "Yes," complete Schedule R, Part I	33		Νo
	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		Νo
35a	Is any related organization a controlled entity of the filing organization within the meaning of section 512(b)(13)?	35a		Νo
Ь	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		Νο
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		Νο
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

	Check if Schedule O contains a response to any question in this Part V		. [
			Yes	No
4-	Estantha number annotad in Bau 2 of Farm 1006 Faton 0 of estantial		. 05	
14	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable			
	1a 63			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	4.		
_	gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements filed for the calendar year ending with or within the year covered by this			
	return			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			
_	Tracticast one is reported on time bay and the organization me an required reactal employment tax retains	2b	Yes	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the			
Ja	year?	3a		Νo
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3Ь		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority			
-1 a	over, a financial account in a foreign country (such as a bank account or securities			
	account)?	4a		Νo
ь	TENVE II and and the commence of the females and the			
	If "Yes," enter the name of the foreign country ▶			
	22221. 251.01.5 for mining requirements for Form FD F 50 22 1, Report of Foreign bank and Financial Accounts			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
D	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		N o
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			
		5с		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	6a		Νo
	organization solicit any contributions that were not tax deductible?			
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts	e L		
	were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and	7a	Yes	
	services provided to the payor?			
Ь	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to	_		
	file Form 8282?	7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit	7e		Na
_	contract?			No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		Νo
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as			B.1 -
	required?	7g		No
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a	7h		N.o.
_	Form 1098-C?	/ n		No
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess			
	business holdings at any time during the year?			
_		8		
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the organization make any taxable distributions under section 4966?	9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club			
_	facilities			
11	Section 501(c)(12) organizations. Enter			
	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
	sources against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
ь	If "Yes," enter the amount of tax-exempt interest received or accrued during the			
	year 12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?			
_	Note. All 501(c)(29) organizations must list in Schedule O each state in which they are licensed to issue			
	qualified health plans, the amount of reserves required by each state, and the amount of reserves the organization	13a		
	allocated to each state			
Ь	Enter the aggregate amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans. 13b			
	the states in which the organization is incensed to issue qualified health plans			
С	Enter the aggregate amount of reserves on hand 13c			
1/1-	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
	If "Yes." has it filed a Form 720 to report these payments? If "No." provide an explanation in Schedule 0	14a 14b		14 0
n	in les lias il men a comitiz d'intendit mese navments (11 NO provine an explanation in Schedille ()	-41		

Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

C L C - L - J - O		question in this Part VI								1.2
Check ii Schedille O	contains a response to any	onesiion in inis Pari Vi	_	 _	_	-	_	_	_	- 1*

Se	ection A. Governing Body and Management			
	At doverning body and rianagement		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax			
ь	year			
ь	independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? .	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6		Νo
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		Νo
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
ь	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ection B. Policies (This Section B requests information about policies not required by the Internal			
Re	venue Code.)			
			Yes	No
	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		No
h	Describe in Schedule O the process, if any, used by the organization to review the Form 990			110
_	beschibe in benedule of the process, if any, asea by the organization to review the rollings of the relationship.			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Were officers, directors or trustees, and key employees required to disclose annually interests that could give			
	rise to conflicts?	12b	Yes	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13		No
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b		No
	If "Yes," to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its			
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	166		
	ection C. Disclosure	16b		
17	List the States with which a copy of this Form 990 is required to be filed ►OR			
	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)			

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply

Own website Another's website V Upon request

- 19 Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization MIKE BOESHANS
 2650 SUZANNE WAY 200

EUGENE,OR 97408 (541) 228-3007

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response to any question in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- ◆ List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's current key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations

Check this box if neither the organization nor any related organizations compensated any current or former officer, director, or trustee

◆ List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

(A) Name and Title	(B) Average hours per week (describe hours	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related
	for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee		Key employee	Highest compensated employee	Former		Miscy	organizations
(1) RICHARD ABRAHAM MD DIRECTOR	2 00	Х						0	0	0
(2) JIM GINGER DIRECTOR	2 00	Х						0	0	0
(3) SCOTT KITCHEL MD DIRECTOR	2 00	х						0	0	0
(4) DOUGLAS J MCKAY DIRECTOR	2 00	х						0	0	0
(5) ANDY MONTICELLI MD DIRECTOR	2 00	Х						0	0	0
(6) ANDY MOORE DIRECTOR	2 00	X						0	0	0
(7) ANNIE SAKAGUCHI VICE-CHAIR	2 00	х		Х				0	0	0
(8) CAROL MARUSICH OD DIRECTOR	2 00	х						0	0	0
(9) RAY SETTELMEYER CHAIR	2 00	х		Х				0	0	0
(10) CRAIG WANICHEK SECRETARY/TR	2 00	х		х				0	0	0
(11) PETER DAVIDSON DIRECTOR	2 00	х						0	0	0
(12) DEAN PAPE DIRECTOR	2 00	Х						0	0	0
(13) CHERYL BOYUM CEO	40 00			х				186,757	0	26,674
(14) MARGIE BROOKS VP FOUNDATIO	40 00			х				124,839	0	12,203
(15) MICHAEL BOESHANS DIRECTOR ACC	40 00			х				92,277	0	6,366
(16) TERI STRONG DIRECTOR OF	40 00					х		103,064	0	22,694

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

	(A) Name and Title	(B) A verage hours per week (describe hours	unles an	on (d e tha	n on son er a	e bo ıs b nd a	x, oth)		Repo compo fro organiz	(D) ortable ensation m the ation (W- 9-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-		(F) Estima mount o compens from ganizat relat	ated fother sation the on and
		for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee	Officei	Ke) emplojee	Highest compensated employee	Former			MISC)		organiza	
1b	Sub-Total				•			 						
c	Total from continuation sheets	<u>_</u>				•		-		506 027				67,027
d	Total (add lines 1b and 1c) . Total number of individuals (incl					• •	- -	Nuba		506,937				67,937
2	\$100,000 of reportable compen					teu	ароче) WIIC	receive	d more tha	11			
_											[Yes	No
3	Did the organization list any fori on line 1a? <i>If</i> "Yes," complete Sch	·				ey e	mploy •	ee, c	or highes	t compens • •	ated employee	3		Νο
4	For any individual listed on line :													
5	Individual			•		• •			lated ora		· · · ·	4	Yes	
3	Did any person listed on line 1a services rendered to the organiz										• Individual for	5		No
Se	ction B. Independent Con	tractors												
1	Complete this table for your five \$100,000 of compensation from or within the organization's tax y	the organizatio												
	Nan	(A) ne and business add	dress							Desci	(B) uption of services		(C Comper	
1011	P PURDY JEWETT URNESS HARLOW RD IFIELD, OR 97477									LEGAL SERV	CES			101,345
2	Total number of independent cont	ractors (ıncludır	ng but r	ot lır	nıted	d to	those	liste	d above)	who receiv	ed more than			
:	\$100,000 of compensation from t	he organization	► 1											

Part V	<u> </u>	Statement of Revenue	·			
			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512,513,or 514
##	1a	Federated campaigns 1a				
등등	ь	Membership dues 1b				
ಕಾ⊵	_	- L 644.706				
जें दे	C					
<u>≅.</u> ਰ	d	Related organizations 1d				
<u>⊌</u> [<u>E</u>	e	Government grants (contributions) 1e				
돌ᅏ	f	All other contributions, gifts, grants, and 1f	<u> </u>	i		İ
草草		similar amounts not included above				
置る	g	Noncash contributions included in 34.051				
Contributions, gifts, grants and other similar amounts	_	lines 1a-1f \$ 34,051	644 706			
ं ल	h	Total. Add lines 1a-1f	644,796			
œ.		Business Code				
Ē	2a	PATIENT SERVICES	6,020,700	6,020,700		
	ь	MEDICARE	3,528,010	3,528,010		
or or	_ c	HOSPICE CARE	<u> </u>			
Š		HOSPICE CARE	216,606	216,606		
Ŕ	d					
Ξ	е					
Program Service Revenue	f	All other program service revenue				
۶						
	g	Total. Add lines 2a−2f	9,765,316			
	3	Investment income (including dividends, interest				
		and other similar amounts)	569,891			569,891
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
		(ı) Real (ıı) Personal				
	6a	Gross rents 52,492				
	ь	Less rental				
	l c	expenses Rental income 52,492	1			
		or (loss)	F2 402			F2 402
	d	Net rental income or (loss)	52,492			52,492
		(I) Securities (II) O ther				
	7a	Gross amount 3,544,888 from sales of				
		assets other than inventory				
	ь	Less cost or 2,947,208				
		other basis and sales expenses				
	c	Gain or (loss) 597,680	1			
	d	Net gain or (loss)	597,680			597,680
	8a	Gross income from fundraising				
Other Revenue		events (not including \$644,796 of contributions reported on line 1c) See Part IV, line 18				
		a 379,295	_			
Ě	Ь	Less direct expenses b 150,987	-			
0	C	Net income or (loss) from fundraising events	228,308			
	9a	Gross income from gaming activities See Part IV, line 19 a				
	ь	Less direct expenses b]			
	С	Net income or (loss) from gaming activities				
	10a	Gross sales of inventory, less returns and allowances .				
	Ь	Less cost of goods sold b				
		Net income or (loss) from sales of inventory	†			
	Ť	Miscellaneous Revenue Business Code				
	11a		 			
	Ь					ļ
	c					
	d	All other revenue				
	e	Total. Add lines 11a-11d				
	12	Total revenue. See Instructions				
	1		11,858,483	9,765,316		1,220,063

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SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation

Form 990 (2011) Page **10** Part IX Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D) Check if Schedule O contains a response to any question in this Part IX (B) (C) (D) Do not include amounts reported on lines 6b, (A) Program service Management and Fundra ising Total expenses 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to governments and organizations in the United States See Part IV, line 21 Grants and other assistance to individuals in the United States See Part IV, line 22 Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, trustees, and 449,116 449,116 kev employees . . . Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . Other salaries and wages 5,623,989 5,354,223 141,114 128,652 Pension plan contributions (include section 401(k) and section 1,314,739 1,276,198 31,702 403(b) employer contributions) 6,839 1,118,333 1,030,419 63,151 Other employee benefits 24,763 456,302 409,063 37,873 9,366 10 Fees for services (non-employees) 11 Management 57,223 57,223 Legal Accounting Lobbying Professional fundraising See Part IV, line 17 . . Investment management fees 92,596 92,596 57,131 g 216,433 159,302 56,709 35,561 21,148 12 Advertising and promotion . . . 440,545 391,313 49,232 13 Office expenses 14 Information technology 15 Royalties . . 16 708,263 484,217 224,046 125,427 123,625 819 983 18 Payments of travel or entertainment expenses for any federal, state, or local public officials 19 Conferences, conventions, and meetings 34,230 22,434 5,425 6,371 20 21 Payments to affiliates 22 Depreciation, depletion, and amortization 155,197 74,991 80,206 23 104,716 75,403 29,313 24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f Ifline 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)

Form 990 (2011) Part X **Balance Sheet** 1 Cash-non-interest-bearing . 2 Savings and temporary cash inves 3 Pledges and grants receivable, ne 4 Accounts receivable, net . 5 Receivables from current and form highest compensated employees Schedule L 6 Receivables from other disqualifie persons described in section 495 Schedule L Notes and loans receivable, net Inventories for sale or use . . 9 Prepaid expenses and deferred ch 10a Land, buildings, and equipment co Part VI of Schedule D b Less accumulated depreciation 11 Investments—publicly traded sec 12 Investments—other securities Se 13 Investments-program-related S 14 Intangible assets 15 Other assets See Part IV, line 1

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Liabilities

Balances

Fund

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Assets

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Datatice Street		/= \		(D)
		(A) Beginning of year		(B) End of year
Cash—non-interest-bearing		14,177,271	1	10,624,719
Savings and temporary cash investments		15,407,463	2	17,919,264
Pledges and grants receivable, net		149,772	3	119,032
Accounts receivable, net		1,407,259	4	1,453,725
Receivables from current and former officers, directors, trustees	, key employees, and			
highest compensated employees Complete Part II of				
Schedule L	4050(0(4))		5	
Receivables from other disqualified persons (as defined under se persons described in section 4958(c)(3)(B) Complete Part II o				
Schedule L			6	
Notes and loans receivable, net			7	
Inventories for sale or use			8	
Prepaid expenses and deferred charges		135,541	9	87,144
Land, buildings, and equipment cost or other basis <i>Complete</i> Part VI of Schedule D	3,776,953			
Less accumulated depreciation	10b 1,974,361	1,774,833	10c	1,802,592
Investments—publicly traded securities		3,682,450	11	1,321,291
Investments—other securities See Part IV, line 11			12	
Investments—program-related See Part IV, line 11			13	
Intangible assets			14	
Other assets See Part IV, line 11		11,799	15	211,799
Total assets. Add lines 1 through 15 (must equal line 34)		36,746,388	16	33,539,566
Accounts payable and accrued expenses .		533,370	17	564,520
Grants payable			18	
Deferred revenue			19	
Tax-exempt bond liabilities			20	
Escrow or custodial account liability Complete Part IV of Schedule	. D		21	
Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified				
persons Complete Part II of Schedule L			22	
Secured mortgages and notes payable to unrelated third parties		16,370	23	12,519
Unsecured notes and loans payable to unrelated third parties			24	
Other liabilities (including federal income tax, payables to relate	• • •			
and other liabilities not included on lines 17-24) Complete Part	X of Schedule	12,525,082	25	18,987,478
D Total liabilities. Add lines 17 through 25		13,074,822		19,564,517
Organizations that follow SFAS 117, check here ► ✓ and complete	et e lines 27	10,074,022	20	10,004,017
through 29, and lines 33 and 34.	acte iiiles 2/			
Unrestricted net assets		23,661,566	27	13,965,049
Temporarily restricted net assets			28	
Permanently restricted net assets		10,000	29	10,000
Organizations that do not follow SFAS 117, check here ▶ ☐ and lines 30 through 34.	d complet e			
Capital stock or trust principal, or current funds	_		30	
Paid-in or capital surplus, or land, building or equipment fund.	•		31	
Retained earnings, endowment, accumulated income, or other ful			32	
Total net assets or fund balances	143	23,671,566		13,975,049
Total liabilities and net assets/fund balances		36,746,388	34	33,539,566

Ра	Reconciliation of Net Assets Check if Schedule O contains a response to any question in this Part XI			.୮	
1	Total revenue (must equal Part VIII, column (A), line 12)	1		11,8	358,48
2	Total expenses (must equal Part IX, column (A), line 25)	2			547,25
3	Revenue less expenses Subtract line 2 from line 1	3			 588,77
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		23,6	571,56
5	Other changes in net assets or fund balances (explain in Schedule O)	5		-9,0	07,74
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6		13,9	75,04
Pai	rt XIII Financial Statements and Reporting				
	Check if Schedule O contains a response to any question in this Part XII			୮	•
				Yes	No
1	Accounting method used to prepare the Form 990 Cash Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	Yes	
Ь	Were the organization's financial statements audited by an independent accountant?		2b		Νo
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O		2c		No
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were on a separate basis, consolidated basis, or both Separate basis Consolidated basis Both consolidated and separated basis	issued			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A - 133?	ıe	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	required	3b		

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As Filed Data -

DLN: 93493314022722

Public Charity Status and Public Support

(Form 990 or 990EZ)

Department of the Treasury

Internal Revenue Service

h

SCHEDULE A

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

Open to Public Inspection

Name of the organization WILLAMETTE COMMUNITY HEALT SOLUTIONS INC Employer identification number

WILLAM SOLUTI		COMMONITY HEALTH (NC 93-042:	1470										
Par	tΙ	Reason for Public Charity Status (All organizations must complete this part.) See		ions									
The o	ganı	zation is not a private foundation because it is (For lines 1 through 11, check only one box)											
1	\Box	A church, convention of churches, or association of churches section 170(b)(1)(A)(i).											
2	\sqcap	A school described in section 170(b)(1)(A)(ii). (Attach Schedule E)											
3	\Box	A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).											
4	Γ	A medical research organization operated in conjunction with a hospital described in section 170(b hospital's name, city, and state)(1)(A)(iii). Ente	r the								
5	Г	An organization operated for the benefit of a college or university owned or operated by a governme section 170(b)(1)(A)(iv). (Complete Part II)	ntal unit	describe	d ın								
6	Γ	A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).											
7	Γ	An organization that normally receives a substantial part of its support from a governmental unit or described in section 170(b)(1)(A)(vi) (Complete Part II)	· from the	general	public	:							
8	\Box	A community trust described in section 170(b)(1)(A)(vi) (Complete Part II)											
9	, 	An organization that normally receives (1) more than 331/3% of its support from contributions, me	mbershi	p fees. ar	nd aros	SS							
	•	receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 331/3% of											
		its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses											
		acquired by the organization after June 30, 1975 See section 509(a)(2). (Complete Part III)	,										
10	\Box	An organization organized and operated exclusively to test for public safety. See section 509(a)(4) .	_										
11	r	An organization organized and operated exclusively for the benefit of, to perform the functions of, or one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) the box that describes the type of supporting organization and complete lines 11e through 11h a Type I b Type II c Type III - Functionally integrated	r to carry See sect —		a)(3).	Check							
e	Γ	By checking this box, I certify that the organization is not controlled directly or indirectly by one or other than foundation managers and other than one or more publicly supported organizations described section 509(a)(2)			-								
f		If the organization received a written determination from the IRS that it is a Type I, Type II or Type check this box	e III sup	porting o	rganız	ation,							
g		Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?											
		(i) a person who directly or indirectly controls, either alone or together with persons described in (i	1)		Yes	No							
		and (III) below, the governing body of the the supported organization?		11g(i)		<u> </u>							
		(ii) a family member of a person described in (i) above?		11g(ii)		<u> </u>							
		(iii) a 35% controlled entity of a person described in (i) or (ii) above?		11g(iii)		l							

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the US?		(vii) A mount of support?	
			ınstructıons))	Yes	No	Yes	No	Yes	No	
									_	
Total										

Provide the following information about the supported organization(s)

ınstructıons

	Support Schedule (Complete only if yo	u checked the	box on line 5,	7, or 8 of Part	I or if the organ	nization f	ailed to	qualify			
	under Part III. If the	organization	rails to quality t	<u>inder the tests</u>	listed below, pi	ease cor	npiete	Part III.)			
	ection A. Public Support endar year (or fiscal year beginning	1	1	1	1						
Car	in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2	011	(f) Total			
1	Gifts, grants, contributions, and										
	membership fees received (Do not										
	ınclude any "unusual										
	grants ")										
2	Tax revenues levied for the organization's benefit and either										
	paid to or expended on its										
	behalf										
3	The value of services or facilities										
_	furnished by a governmental unit to										
	the organization without charge										
4	Total. Add lines 1 through 3										
5	The portion of total contributions by										
	each person (other than a										
	governmental unit or publicly										
	supported organization) included on										
	line 1 that exceeds 2% of the amount shown on line 11, column										
	(f)										
6	Public Support. Subtract line 5 from										
	line 4										
_ <u>S</u>	Section B. Total Support										
Cal	endar year (or fiscal year beginning	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 20	11	(f) Total			
	ın)	(-,	(-,	(0, 2000	(-,	(-,					
7	A mounts from line 4										
8	Gross income from interest,										
	dividends, payments received on securities loans, rents, royalties										
	and income from similar										
	sources										
9	Net income from unrelated										
	business activities, whether or										
	not the business is regularly										
	carried on										
10	Other income (Explain in Part										
	IV) Do not include gain or loss from the sale of capital assets										
11	Total support (Add lines 7										
	through 10)										
12	Gross receipts from related activities	es, etc (See ins	tructions)		•	12					
13	First Five Years If the Form 990 is t	or the organizati	on's first. second	. third. fourth. or	fifth tax vear as a	501(c)(3) organi	zation.			
	check this box and stop here	.	· · · · · · · · · · · · · · · · · · ·	,,,	,	(- / (-	,	▶ ┌			
_ <u>s</u>	ection C. Computation of Pub										
14	Public Support Percentage for 2011	. (line 6 column	(f) divided by line	11 column (f))		14					
15	Public Support Percentage for 2010) Schedule A , Pa	rt II, line 14			15					
16a	33 1/3% support test—2011. If the				line 14 is 33 1/3%	6 or more	, check '				
_	and stop here. The organization qua		, ,,					▶ ┌			
b	33 1/3% support test—2010. If the				6a, and line 15 is	33 1/3% (or more,				
17-	box and stop here. The organization qualifies as a publicly supported organization 10%-facts-and-circumstances test—2011. If the organization did not check a box on line 13, 16a, or 16b and line 14										
т/а	is 10% or more, and if the organization										
	in Part IV how the organization mee							ted			
	organization	to the lacts diff	a circumstances	cost The Organia	Lation quanties as	a publicly	Sappor	red ▶□			
ь	10%-facts-and-circumstances test-	-2010. If the ora	anızatıon dıd not	check a box on li	ne 13, 16a, 16b.	or 17a and	d line	• •			
_	15 is 10% or more, and if the organ										
	Explain in Part IV how the organizat	ion meets the "f	acts and circums	tances" test Th	e organızatıon qua	lıfıes as a	publich				
	supported organization			بمد می	4-11			► □			
18	Drivate Foundation If the organizati	on did not chack	' a hov on line 13	165 166 1757	ar 1 /h chack thic	nov and c	- 0 0				

▶□

Part III Support Schedule for Organizations Described in IRC 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Se	ction A. Public Support		,					_
	ndar year (or fiscal year beginning	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total	
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual	861,312	276,618	429,697	515,110	644	l,796 2,727,	.533
2	grants ") Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt	9,191,830	13,226,825	8,903,865	9,534,349	10,144	51,001,	.480
3	purpose Gross receipts from activities that are not an unrelated trade or							
4	business under section 513 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf							
5	The value of services or facilities furnished by a governmental unit to the organization without charge							
6	Total. Add lines 1 through 5	10,053,142	13,503,443	9,333,562	10,049,459	10,789	53,729,	013
7a	A mounts included on lines 1, 2, and 3 received from disqualified persons					17	7,900 17,	,900
b	A mounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the							
_	amount on line 13 for the year Add lines 7a and 7b					17	,900 17,	,900
8	Public Support (Subtract line 7c from line 6)					1,	53,711,	
	ction B. Total Support							
cale	ndar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total	
9	A mounts from line 6	10,053,142	13,503,443	9,333,562	10,049,459	10,789	,407 53,729,	013
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	468,426	329,979	599,853	896,622	622	,383 2,917,	.263
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975							
c 11	Add lines 10a and 10b Net income from unrelated	468,426	329,979	599,853	896,622	622	,383 2,917,	263
	business activities not included in line 10b, whether or not the business is regularly carried on							
12	Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)							
13	Total support (Add lines 9, 10c,	10,521,568	13,833,422	9,933,415	10,946,081	11,411	,790 56,646,	276
14	11 and 12) First Five Years If the Form 990 is check this box and stop here	for the organization	n's first, second,	thırd, fourth, or f	ifth tax year as a	501(c)(3) o	rganization,	
Sa	ction C. Computation of Pub	lic Sunnort Pa	rcentage					_
15	Public Support Percentage for 2013			13 column (f))		15	94 820	<u></u>
16	Public support percentage from 20:					16	95 110	
Se	ction D. Computation of Inv							_
17	Investment income percentage for				(f))	17	5 000	%
18	Investment income percentage from		,			18	5 000	
19a	33 1/3% support tests—2011. If the	e organızatıon dıd	not check the bo	x on line 14, and	line 15 is more t	:han 33 1/3%	and line 17 is <u>no</u>	t

more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

33 1/3% support tests—2010. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line

18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions

Part IV	Supplemental Information. Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Also complete this part for any additional information. (See instructions).									
	Facts And Circumstances Test									
	Explanation									

Schedule A (Form 990 or 990-EZ) 2011

Additional Data

Software ID:

Software Version:

EIN: 93-0421470

Name: WILLAMETTE COMMUNITY HEALTH

SOLUTIONS INC

Form 990, Special Condition Description:

Special Condition Description

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DLN: 93493314022722

OMB No 1545-0047

Open to Public

SCHEDULE D

(Form 990)

Department of the Treasury

Supplemental Financial Statements ► Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b

ernai Keve	enue Service PAttach to Fo	orm 990. ► See separate instructions.		Tiispectio	וויי
	of the organization ETTE COMMUNITY HEALTH		Emp	loyer identification number	
	ons inc			0421470	
Part			unds	or Accounts. Complete	ıf the
	organization answered "Yes" to Form 99	T .		h) Funda and ather account	
т.	tal number at and af ware	(a) Donor advised funds	,	b) Funds and other accounts	<u> </u>
	tal number at end of year				
_	gregate contributions to (during year) gregate grants from (during year)				
_					
_	gregate value at end of year				
	d the organization inform all donors and donor advinds are the organization's property, subject to the	5	ıor advı		√ No
us	d the organization inform all grantees, donors, and ed only for charitable purposes and not for the ben inferring impermissible private benefit			r purpose	✓ No
art I	I Conservation Easements. Complete	ıf the organization answered "Yes" t	o Forn	n 990, Part IV, line 7.	
 	rpose(s) of conservation easements held by the o Preservation of land for public use (e g , recreating Protection of natural habitat Preservation of open space pumplete lines 2a-2d if the organization held a qualisement on the last day of the tax year	on or pleasure) Preservation of an Preservation of a c	certifie	cally importantly land area d historic structure onservation	
				Held at the End of the Yo	ear
a To	otal number of conservation easements		2a		
b To	tal acreage restricted by conservation easements		2b		
c Nu	umber of conservation easements on a certified his	toric structure included in (a)	2c		
d Nu	umber of conservation easements included in (c) a	cquired after 8/17/06	2d		
	umber of conservation easements modified, transfe e taxable year 🛌	erred, released, extinguished, or terminate	ed by th	e organization during	
	umber of states where property subject to conserva				
	oes the organization have a written policy regarding forcement of the conservation easements it holds?		dling of	violations, and Yes	₹ No
St	aff and volunteer hours devoted to monitoring, insp	pecting and enforcing conservation easem	nents d	uring the year ►	
Αı	mount of expenses incurred in monitoring, inspecti	ng, and enforcing conservation easements	s during	the year	
►	\$				
	oes each conservation easement reported on line 2 70(h)(4)(B)(i) and 170(h)(4)(B)(ii)?	2 (d) above satisfy the requirements of sec	tion	┌ Yes ┌	マ No
ba	Part XIV, describe how the organization reports collance sheet, and include, if applicable, the text of the organization's accounting for conservation easer	the footnote to the organization's financial		•	
art I			or Otl	ner Similar Assets.	
	Complete if the organization answered	·			
ar	the organization elected, as permitted under SFAS t, historical treasures, or other similar assets held ovide, in Part XIV, the text of the footnote to its fir	for public exhibition, education or research	ch ın fu		
- hi:	the organization elected, as permitted under SFAS storical treasures, or other similar assets held for ovide the following amounts relating to these items	public exhibition, education, or research i		•	
(i)	Revenues included in Form 990, Part VIII, line 1			► \$	
	Assets included in Form 990, Part X			- \$	
	the organization received or held works of art, hist	orical treasures or other similar assets fo	or finan		
	llowing amounts required to be reported under SFA			ga, profide the	

Revenues included in Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

Part	•••• Organizations Maintaining Co	llections of Art	t, His	tori	<u>cal Tr</u>	reasu	ires, or Ot	the	<u>r Similar</u>	· Asse	ts (cc	ntınued)
3	Using the organization's accession and othe items (check all that apply)	r records, check an	y of th	ne fol	lowing	that ar	e a sıgnıfıca	nt us	se of its co	llection	ı	
а	Public exhibition		d	Γ	Loan	orexcl	hange progra	ams				
b	Scholarly research		e	Γ	Other	r						
c	Preservation for future generations											
4	Provide a description of the organization's co	ollections and expla	ain hov	w the	y furthe	er the o	organization'	sex	empt purpo	ose in		
5	During the year, did the organization solicit of assets to be sold to raise funds rather than t								ılar	Г	Yes	√ No
Par	Escrow and Custodial Arrang Part IV, line 9, or reported an an	ements. Compl	ete ıf	the	organ	ızatıor			es" to For			,
1a	Is the organization an agent, trustee, custod included on Form 990, Part X?	ıan or other ınterm	edıary	for c	ontribu	itions (or other asse	ets n	ot	Г	Yes	√ No
b	If "Yes," explain the arrangement in Part XIV	/ and complete the	follow	ving t	able		Г			A mou	nt	
с	Beginning balance							1c				
d	Additions during the year						<u> </u>	1d				
e	Distributions during the year 1e											
f	Ending balance						_	lf				
2a	Did the organization include an amount on Fo	orm aan Dart V lin	<u>_</u> 212				L	1			Yes	✓ No
			~ Z I '							'	. 63	j. 140
	If "Yes," explain the arrangement in Part XIV t V Endowment Funds. Complete		n and	:WAr	ad "Va	s" to	Form 990	Dart	t IV line	10		
r g	Endowment I dids. Complete	(a)Current Year)Prior			o Years Back		hree Years B		Four Ye	ears Back
1a	Beginning of year balance											
b	Contributions											
c	Investment earnings or losses											
d	Grants or scholarships											
e	Other expenditures for facilities and programs											
f	Administrative expenses											
g	End of year balance											
2	Provide the estimated percentage of the yea	r end balance held	as									
а	Board designated or quasi-endowment 🕨											
ь	Permanent endowment											
С	Term endowment ▶											
3a	Are there endowment funds not in the posse:	ssion of the organiz	ation	thata	are held	d and a	dministered	fort	the			
	organization by								ı		Yes	No
	(i) unrelated organizations							٠		3a(i)		No
	(ii) related organizations									3a(ii)	<u> </u>	No
ь 4	If "Yes" to 3a(II), are the related organizatio Describe in Part XIV the intended uses of th	•						•		3b		No
	t VI Land, Buildings, and Equipme					1 ∩						
. u	cor cana, bananigs, and equipme	int. Sec Form 53	,0,10		Cost or		(b)Cost or ot	hor	(c) Accumu	ulated		
	Description of property				is (inves		basis (other		depreciat		(d) Bo	ok value
1a	_and						1,126,	284				1,126,284
ь	Buildings						404,	\dashv	2	00,233		204,112
c	_easehold improvements							387		60,169		20,218
d	Equipment						2,113,	470	1,7	13,959		399,511
е	Other							467	<u> </u>			52,467
	. Add lines 1a-1e <i>(Column (d) should equal Fo</i>	orm 990, Part X, colu	mn (B,), line	10(c).)		<u> </u>					1,802,592
		orm 990, Part X, colu	mn (B,), line	10(c).)	·				ule D (F		1,802,59

Part VII Investments-Other Securities. See	Form 990, Part X, line 1:	2.
(a) Description of security or category	(b)Book value	(c) Method of valuation
(including name of security) (1)Financial derivatives		Cost or end-of-year market value
(2)Closely-held equity interests		
Other		
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)		12
Part VIII Investments—Program Related. Se		(c) Method of valuation
(a) Description of investment type	(b) Book value	Cost or end-of-year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)		
Part IX Other Assets. See Form 990, Part X, III (a) Descrip		(b) Book value
(4) 503011	5000	(b) book value
Total. (Column (b) should equal Form 990, Part X, col.(B) line		
Part X Other Liabilities. See Form 990, Part >	(, line 25.	
1 (a) Description of Liability	(b) A mount	
Federal Income Taxes		
ACCRUED DEFINED BENEFIT PENSION LIAB	18,965,694	
OTHER CURRENT LIABILITIES	21,784	
Total. (Column (b) should equal Form 990, Part X, col (B) line 25) ▶	18,987,478	
		nization's financial statements that reports the

Pal	Reconciliation of Change in Net Assets from Form 990 to Financial Statemen	115	
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	
	Excess or (deficit) for the year Subtract line 2 from line 1	3	
	Net unrealized gains (losses) on investments	4	
	Donated services and use of facilities	5	
	Investment expenses	6	
	Prior period adjustments	7	
		8	
	Other (Describe in Part XIV)		
	Total adjustments (net) Add lines 4 - 8	9	
)	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	
П	Reconciliation of Revenue per Audited Financial Statements With Revenue p		urn
	Total revenue, gains, and other support per audited financial statements	1	
	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
l	Net unrealized gains on investments		
	Donated services and use of facilities		
:	Recoveries of prior year grants		
	Other (Describe in Part XIV)		
!	Add lines 2a through 2d	2e	
	Subtract line 2e from line 1	3	
	A mounts included on Form 990, Part VIII, line 12, but not on line 1		
	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
	Other (Describe in Part XIV)]	
	Add lines 4a and 4b	4c	
	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	
rt	Reconciliation of Expenses per Audited Financial Statements With Expenses	per R	eturn
	Total expenses and losses per audited financial statements	1	
	Amounts included on line 1 but not on Form 990, Part IX, line 25	-	
	Donated services and use of facilities		
	Prior year adjustments	1	
	Other losses	1	
	Other (Describe in Part XIV)	-	
	Add lines 2a through 2d	- 2e	
	Subtract line 2e from line 1	3	
	A mounts included on Form 990, Part IX, line 25, but not on line 1:	3	
	Investment expenses not included on Form 990, Part VIII, line 7b 4a	-	
)	Other (Describe in Part XIV)	┨ . │	
	Add lines 4a and 4b	4c	
		5	

Identifier Return Reference

additional information

Explanation

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SCHEDULE G

Department of the Treasury

Internal Revenue Service

(Form 990 or 990-EZ)

As Filed Data -

DLN: 93493314022722

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a. Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

Open to Public Inspection

lame of the organization VILLAMETTE COMMUNITY HEALTH OOLUTIONS INC							Employer identification number				
							93-0421470		_		
Pa	rt I Fundraising Act	tivities. Complete	e if the c	rganızat	tion answered "Yes"	to Form	990, Part IV	, line 17.			
	Indicate whether the organ Mail solicitations Internet and e-mail so Phone solicitations In-person solicitations Did the organization have a or key employees listed in If "Yes," list the ten highes to be compensated at leas	licitations s a written or oral agre Form 990, Part VII) st paid individuals or	ement wif or entity entities (e f g th any ind in conne (fundraise	Solicitation of no Solicitation of go Special fundraisii Ividual (including office ction with professional rs) pursuant to agreem	n-govern vernment ng events ers, direct fundraisi ents und	ment grants grants cors, trustees ng services? er which the fur	ndraiser is	No		
	(i) Name and address of individual or entity (fundraiser)	(ii) Activity	fundrais custo cont contrib	Did ser have ody or rol of utions?	(iv) Gross receipts from activity	(or re fundra	nount paid to etained by) iser listed in col (i)	(vi) A mount paid to (or retained by) organization			
			Yes	No					_		
									_		
									_		
									_		
									_		
									_		
ota	al			.							

List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

Pa	rt II	Fundraising Events. Commore than \$15,000 on Form				
			(a) Event #1 FESTIVAL OF TRE (event type)	(b) Event #2 (event type)	(c) O ther Events (total number)	(d) Total Events (Add col (a) through col (c))
₽	1	Gross receipts	1,024,091			1,024,091
Revenue	2	Less Charitable	644,796	5		644,796
	3	Gross income (line 1 minus line 2)	379,295	5		379,295
	4	Cash prizes				
မာ	5	Non-cash prizes				
Expenses	6	Rent/facility costs				
	7	Food and beverages	29,276	5		29,276
Direct	8	Entertainment				
Δ	9	Other direct expenses .	121,711	L		121,711
	10	Direct expense summary Add lin	nes 4 through 9 ın columr	n (d)	•	(150,987)
	11	Net income summary Combine Ii				228,308
Par	t III	Gaming. Complete if the oi \$15,000 on Form 990-EZ, lii		"Yes" to Form 990, Pa	irt IV, line 19, or rep	orted more than
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Total gaming (Add col (a) through col (c))
<u> </u>	1	Gross revenue				
	2	Cash prizes				
Expenses	3	Non-cash prizes				
	4	Rent/facility costs				
Direct	5	Other direct expenses				
	6	Volunteer labor	┌ Yes ┌ No	┌ Yes ┌ No	┌ Yes ┌ No	
	7	Direct expense summary Add line	s 2 through 5 in column	(d)		()
	8	Net gaming income summary Com	nbine lines 1 and 7 in col	umn (d)		
9 a b	Is t	er the state(s) in which the organization licensed to operate	gaming activities in eac	h of these states?		· · Fyes FNo
10a b		e any of the organization's gaming Yes," Explain			the tax year?	· · Fyes FNo

Compensation Information

DLN: 93493314022722

OMB No 1545-0047

Open to Public Inspection

Schedule J (Form 990)

Department of the Treasury Internal Revenue Service

For certain Officers, Directors, Trustees, Key Employees, and Highest **Compensated Employees**

► Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

► Attach to Form 990. ► See separate instructions.

Name of the organization WILLAMETTE COMMUNITY HEALTH SOLUTIONS INC

Employer identification number

93-0421470

Рa	rt I	Questions Regarding Compensatio	n				
						Yes	Νo
la				ny of the following to or for a person listed in Form ride any relevant information regarding these items			
	Г	First-class or charter travel	Γ	Housing allowance or residence for personal use			
	Γ-	Travel for companions	Г	Payments for business use of personal residence			
	Γ -	Tax idemnification and gross-up payments	Γ	Health or social club dues or initiation fees			
		Discretionary spending account	Γ	Personal services (e g , maid, chauffeur, chef)			
b		y of the boxes in line 1a are checked, did the o bursement orprovision of all the expenses desc		ion follow a written policy regarding payment or pove? If "No," complete Part III to explain	1b		
2		he organization require substantiation prior to ers, directors, trustees, and the CEO/Executive		,	2		
3	organ	ate which, if any, of the following the organizationis CEO/Executive Director Check all t	hat a <u>pp</u> ly	y			
	_	Compensation committee	<u> </u>	Written employment contract			
		Independent compensation consultant	<u> </u>	, ,			
	F	Form 990 of other organizations	<u> </u>	Approval by the board or compensation committee			
1		ng the year, did any person listed in Form 990, related organization	Part VII	I, Section A, line $f 1a$ with respect to the filing organization			
а	Rece	ıve a severance payment or change-of-control	paymen	nt?	4a		Νo
b	Parti	cıpate ın, or receive payment from, a suppleme	ntal non	qualified retirement plan?	4b		Νo
c	Partı	cipate in, or receive payment from, an equity-b	ased co	mpensation arrangement?	4c		Νo
	If"Y	es" to any of lines 4a-c, list the persons and p	rovide th	e applicable amounts for each item in Part III			
	Only	501(c)(3) and 501(c)(4) organizations only m	ust comp	olete lines 5-9.			
5		ersons listed in form 990, Part VII, Section A pensation contingent on the revenues of	line 1a,	did the organization pay or accrue any			
а	The	organization?			5a		Νo
b	Any	related organization?			5b		Νo
	If"Y	es," to line 5a or 5b, describe in Part III					
5		ersons listed in form 990, Part VII, Section A pensation contingent on the net earnings of	line 1a,	did the organization pay or accrue any			
а	The	organization?			6a		Νo
b	Any	related organization?			6b		Νo
	If"Y	es," to line 6a or 6b, describe in Part III					
7		ersons listed in Form 990, Part VII, Section A nents not described in lines 5 and 6? If "Yes,"	•	· · · · · · · · · · · · · · · · · · ·	7		No
3	subje	any amounts reported in Form 990, Part VII, ect to the initial contract exception described i					
	ın Pa	rt III			8		Νo
•		es" to line 8, did the organization also follow th ion 53 4958-6(c)?	e rebutta	able presumption procedure described in Regulations			

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(1)-(111) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, columns (D) and (E) for that individual

	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation	
	(i) Base compensation	(ii) Bonus & ıncentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ	
(I) (II)	169,257	17,500			26,674	213,431	158,184	
<u> </u>	(1)	(i) Base compensation	(i) Base compensation (ii) Bonus & incentive compensation (i) 169,257 17,500	(i) Base compensation (ii) Bonus & (iii) Other reportable compensation (i) 169,257 17,500	(i) Base compensation (ii) Bonus & (iii) Other reportable compensation compensation (i) 169,257 17,500	(i) Base compensation (ii) Bonus & (iii) Other reportable compensation compensation (i) 169,257 17,500 26,674	(i) Base compensation (ii) Bonus & (iii) Other reportable compensation (iii) Other reportable compensa	

Schedule J (Form 990) 2011 Page **3**

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

	Identifier	Return Reference	Explanation
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Schedule J (Form 990) 2011

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DLN: 93493314022722

OMB No 1545-0047

Open to Public Inspection

Department of the Treasury

Internal Revenue Service

SCHEDULE M

(Form 990)

▶Complete if the organization answered "Yes" on Form 990, Part IV, lines 29 or 30. ► Attach to Form 990.

NonCash Contributions

Name of the organization WILLAMETTE COMMUNITY HEALTH SOLUTIONS INC **Employer identification number**

93-0421470

Pa	rt I Types of Property							
		(a) Check If applicable	(b) Number of Contributions or items contributed	(c) Contribution amounts reported on Form 990, Part VIII, line	(d Method of d contribution	etermı	_	
1	Art—Works of art							
	Art—Historical treasures							
	Art—Fractional Interests							
	Books and publications							
	Clothing and household							
	goods							
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property							
9	Securities—Publicly traded .							
10	Securities—Closely held stock $. $							
11	Securities—Partnership, LLC, or trust interests							
12	Securities—Miscellaneous							
13	Qualified conservation contribution—Historic structures							
14	Qualified conservation							
	contribution—Other							
15	Real estate—Residential .							
16	Real estate—Commercial							
17	Real estate—Other							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies .							
21	Taxidermy							
22	Historical artifacts							
23	Scientific specimens							
24	Archeological artifacts							
25	Other ► (<u>ADVERTISING</u>)	Х	9	34,051	FAIR VALUE			
26	O ther ▶()							
27	O ther ▶()							
28	O ther ▶ ()							
29	Number of Forms 8283 received for which the organization compl		- •		29			
							Yes	No
30a	During the year, did the organiza	ition receiv	e by contribution any prope	erty reported in Part I, lines	1-28 that it			
	must hold for at least three year	s from the o	date of the initial contributi	on, and which is not require	d to be used			
	for exempt purposes for the enti	re holdıng p	eriod?			30a		No
b	If "Yes," describe the arrangeme	ent in Part I	I					
31	Does the organization have a gif	t acceptano	e policy that requires the	review of any non-standard	contributions?	31		Νο
32a	Does the organization hire or us	e third parti	ies or related organizations	to solicit, process, or sell i	non-cash			
	contributions?					32a		Νο
ь	If "Yes," describe in Part II							
33	If the organization did not report	: revenues i	n column (c) for a type of p	roperty for which column (a) is checked,			
	describe in Part II							

Page **2**

Part II

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Identifier Return Reference Explanation

Schedule M (Form 990) 2011

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As Filed Data -

DLN: 93493314022722

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.

Attach to Form 990 or 990-EZ.

2011

Open to Public Inspection

Name of the organization
WILLAMETTE COMMUNITY HEALTH
SOLUTIONS INC

| Employer identification number | 93-0421470

ldentifier Return Reference		Explanation
ADDITIONAL INFORMATION	FORM 990	FINANCIAL INFORMATION AS PRESENTED IN THIS FORM 990 IS CONSOLIDATED AND INCLUDES THE ACTIVITIES OF THE CHS FOUNDATION ("THE FOUNDATION"), A WHOLLY OWNED AND CONTROLLED EXEMPT FOUNDATION FOR WHICH WILLAMETTE COMMUNITY HEALTH HAS BENEFICIAL INTEREST ALL TRANSACTIONS TO AND FROM THE FOUNDATION HAVE BEEN ELIMINATED
EXPLANATION ON VOLUNTEERS AND TYPES OF SERVICES OR BENEFITS	FORM 990, PAGE 1, PART I, LINE 6	HOSPICE VOLUNTEERS WORK WITH OUR HOSPICE PATIENTS READING, PLAYING MUSIC, COMPANIONSHIP, AND PET THERAPY DIABETES VOLUNTEERS PROVIDE CLERICAL ASSISTANCE ADULT CENTER VOLUNTEERS ASSIST WITH GROUP ACTIVITIES AND COMPANIONSHIP
ORGANIZATION'S PROCESS USED TO REVIEW FORM 990	FORM 990, PAGE 6, PART VI, LINE 11B	THE ORGANIZATION'S FORM 990 IS PREPARED BY A CONTRACTED CPA AND REVIEWED BY MANAGEMENT
ENFORCEMENT OF CONFLICTS POLICY	FORM 990, PAGE 6, PART VI, LINE 12C	EMPLOYEES ARE REQUIRED TO COMPLETE A 'CONFLICT OF INTEREST DISCLOSURE STATEMENT' ANNUALLY AND ARE REQUIRED TO NOTIFY MANAGERS OF ANY CHANGE IN STATUS DURING THE YEAR NOTIFICATION SHOULD OCCUR NO LATER THAN 30 DAYS AFTER THE CHANGE OCCURS THE DIRECTOR OF HUMAN RESOURCES IS RESPONSIBLE FOR MONITORING ENFORCEMENT OF THIS POLICY, ENSURING EMPLOYEES HAVE ACCESS TO ALL REQUIRED DOCUMENTATION AND ARE KNOWLEDGABLE OF THE POLICY AND KEEPING EMPLOYEE RECORDS UP TO DATE
COMPENSATION PROCESS FOR TOP OFFICIAL	FORM 990, PAGE 6, PART VI, LINE 15A	COMPENSATION SURVEYS AND STUDIES FROM CASCADE EMPLOYERS ASSOCIATION ARE USED TO EVALUATE THE CEO'S COMPENSATION THE BOARD'S EXECUTIVE COMMITTEE REVIEWS THESE STUDIES AND APPROVES COMPENSATION ADJUSTMENTS
GOVERNING DOCUMENTS DISCLOSURE EXPLANATION	FORM 990, PAGE 6, PART VI, LINE 19	THE ORGANIZATION DOES NOT MAKE ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY OR FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC