February 8, 2025
Re: **Support for SB 468**

Members of the committee, my name is [redacted], and I am a board certified Physician Assistant practicing for the past 22 yrs, specializing in Dermatology. I am from Bend, Oregon, and I am writing to share my story, which is directly related to SB 468. I will start by saying that I am **UNEMPLOYED** and have been for the past 7 months due to a noncompete clause. In 2022, I was recruited, and ultimately joined a private practice in Bend. Starting a new place of employment is much like starting a any new relationship; it's exciting, it's fresh, you're both putting your best foot forwards, and you're not thinking that it just might not work out. Where the two differ, is that when a relationship ends, I am not restricted from dating other partners in my area, whereas if my work relationship ends, I am restricted from joining any group that I want. I have a 12 month noncompete clause, that restricts me from practicing within 25 "Crows Fly Miles" from my previous practice. And many groups will include their satellite locations in the noncompete. If you grab a map, and draw a 25 mile radius circle around my previous practice, you will see that I would need to travel a good hour for work. Now imagine living in Central Oregon, looking for work in specialty medicine an hour from your home in Bend; ie: Prineville, LaPine, Burns, and you will quickly understand that the opportunities are just not there. I have had several opportunities in Bend, and at this time, I would have to **hire an attorney just to ATTEMPT to work where I live**. There is no way in knowing how much this would cost, how much time this would all take and no way in knowing if it would go in my favor. Alternatively, I would have to sell my home, my family and I would have to leave our lives here and move to the valley for work.

Medical professionals practice medicine. We treat patients, review labs, pathology, refill prescriptions, constantly fight with insurance, chart through lunch and into the late evening hours. We attend medical school because we are passionate in caring for others. What we **DON'T DO**, is look for "trade secrets," or confidential business management styles in hopes of competing with our employers one day. Most of us want nothing to do with running a business much less running a practice. And to argue that medical professionals will "take patients away that technically belong to the practice;" well **my experience is that patients come to that practice based on the relationship they have with the medical professional and RARELY based solely on how the practice is ran**. And those patients will generally seek you out, even if you're an hour away. What the noncompete essentially does is entirely supports the employer, and puts the medical professionals in a stressful and somewhat desperate situation should the contract be terminated by either party. They may be forced to accept another position that is less desirable and much further away just to be able to support their family. They will spend less time with their families and more time commuting.

Members of this committee, I am just one of millions of examples that are out there stuck in this scenario. If you have a friend, family member or colleague working in medicine, you are well aware of the grueling hours we pour into our careers. I strongly urge you to support medical professionals by passing SB468. Afterall, these are the individuals that have committed their lives to take care of you.

Thank you for your time!

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