



NEWSLETTER

Your Monthly Dose of Excellence

January 2026
HIGHLIGHTS

Volume 01



Dear Meds Nexus/**Mesh Square** Family

Reflecting on 2025 & Welcoming 2026

As we step into January 2026, let's take a moment to celebrate the remarkable journey of 2025, a year filled with teamwork, achievements, celebrations, and memorable moments at Meds Nexus & MeshSQ.

From cultural events, theme days, team dinners, mini trips, to entertainment activities, 2025 truly showcased our vibrant workplace culture.

Happy New Year 2026! May this year bring renewed hope, growth, and success for everyone.



A New Year, A New Hope



Welcoming 2026 with renewed energy, clarity, and commitment to excellence

Promotion Announcement & Congratulations

Hard work never goes unnoticed. Believing in yourself and staying committed to your goals is the key to moving forward, and success will surely follow. On behalf of management, heartfelt congratulations to all of you on your well-deserved promotions!



Asad Mehmood
Sr. EDI & Enrollment Specialist Promoted to Asst. Team Lead Creds. & EDI Operations



Ashir Fareed
Sr. A/R Specialist Promoted to Asst. Team Lead RCM Operations



Sundas Shahzadi
A/R Specialist Promoted to Asst. Team Lead VOB & Auths



Aiman Imtiaz
A/R Specialist Promoted to Sr. A/R Specialist



M. Rahim
A/R Specialist Promoted to Sr. A/R Specialist



Kinza Siddique
A/R Specialist Promoted to Sr. A/R Specialist



Sheikh Haseeb
A/R Specialist Promoted to Sr. A/R Specialist



Promotion Announcement

Mr. Abdul Samad, Manager RCM Operations, Meds Nexus

We are delighted to announce the promotion of **Abdul Samad** from **Deputy Manager – Operations** to **Manager – RCM Operations**. Abdul Samad has consistently demonstrated exceptional interpersonal and leadership skills, guiding his team with professionalism, dedication, and a collaborative spirit.

Congratulations on this well-deserved achievement!

We are confident he will continue to drive success and inspire excellence in his new role.



Amrat Saba
A/R Specialist Promoted to Sr. A/R Specialist



M. Zeeshan Khan
A/R Specialist Promoted to Sr. A/R Specialist



M. Awais
Billing associate Promoted to A/R Specialist



Seemab Manzoor
Billing Associate Promoted to A/R Specialist



Habiba Imtiaz
Billing associate Promoted to A/R Specialist



Maham Yousaf
Billing associate Promoted to A/R Specialist



Kanwal Ijaz
Billing Associate Promoted to A/R Specialist

Keep up the dedication, embrace new challenges, and continue to shine even brighter in your journey ahead.

What's Inside This Month

- **CEO's Message** – January Kick-Start Goals
- **Employee Spotlights** – Player of the Month
- **Star Performer** – Recognizing Exceptional Dedication
- **Team of the Month** – Celebrating Teamwork and Excellence
- **Fun Corner - Close Enough** – Photo of the Month or, Capturing Workplace Moments
- **Best Performance During Probation** – Rising Stars Making an Impact
- **Best Attendance** – Honoring Punctuality
- **Exclusive Interview** – Featuring Our Special Guest
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- **HR Bulletin** – Official Updates & Message from HR

What's
New

Moments We Cherished Together

2025 Highlights

December 2025 Finalists – Meds Nexus





CEO's Message

Masood Alam

As we enter **2026**, I extend my sincere gratitude to each of you for your dedication, resilience, and teamwork throughout the past year. Every challenge we overcame strengthened us, and every success highlighted our collective potential.

This new year brings **fresh opportunities, exciting challenges, and ambitious goals**. Let us continue to support one another, innovate with purpose, and uphold excellence in everything we do. With our combined effort, **2026 is set to be a year of growth, impact, and achievement for Meds Nexus & MeshSq.**

Together, let's move forward with positivity, integrity, and collaboration

January Kick-Start Goals

Department-wise Objectives for 2026:

- Operations: Enhance workflow efficiency, process accuracy, and timely delivery of services.
- HR: Foster a supportive and professional environment, promote learning, compliance, and employee well-being.
- Accounts: Strengthen financial reporting accuracy and optimize payroll and accounting processes.
- IT / MeshSq: Drive innovation, maintain system stability, and deliver high-quality development projects.
- IT Support: Provide timely support, maintain high user satisfaction, and implement proactive solutions.

Employee of the Month

Ms. Sania Sohbat

Credentialing Associate (EMH Project)
Credentialing Team, Meds Nexus



Recognized for exceptional dedication, meticulous attention to detail, and consistent excellence in project delivery. Sania's professionalism, positive attitude, and collaborative spirit have inspired her colleagues and set a benchmark for high performance.

Congratulations

Player of the Month

Mr. Faiq Zar

Front-End Developer, **MeshSq**



Faiq is recognized for creativity, technical excellence, and dedication. He consistently delivers high-quality solutions, demonstrates innovative thinking, and positively influences team collaboration.

Congratulations

Star Performer of the Month

Mr. Asad Shabbir – Sr. P.H.D Specialist, Operations, Meds Nexus

Celebrated for proactive support, professionalism, and client-focused approach.

Mr. Asad's dedication to problem-solving, reliability, and going above and beyond has greatly enhanced team efficiency and client satisfaction.

Congratulations



MR. ASAD SHABBIR

Star Performer of the Month

Mr. Zaki Mutayab, Content Writer, MeshSq

Acknowledged for producing impactful, creative content, meeting deadlines consistently, and contributing significantly to the team's knowledge sharing culture.

Congratulations



MR. ZAKI MUTAYAB



Team of the Month – Led by Aamir Siddiq
Project Manager, Credentialing & EDI Operations, Meds Nexus

Recognized for outstanding collaboration, operational excellence, and an unwavering commitment to quality. Their consistent teamwork and ability to meet targets while supporting one another have significantly contributed to overall team success.

Can you
Guess ?
The Desk



Mini Challenge of the Month



Guess the Desk ?



MeshSq

Fun Corner

Close Enough

Celebrate near-perfect, funny, or creative moments with special mentions.

Photo of the Month

Share fun weekend snaps, adventures, or pets.

Winner receives PKR 2,000.

Meds Nexus Astronaut vs World's Astronaut

Meds Nexus Astronaut



World's Astronaut



Upcoming Holiday & Important Days



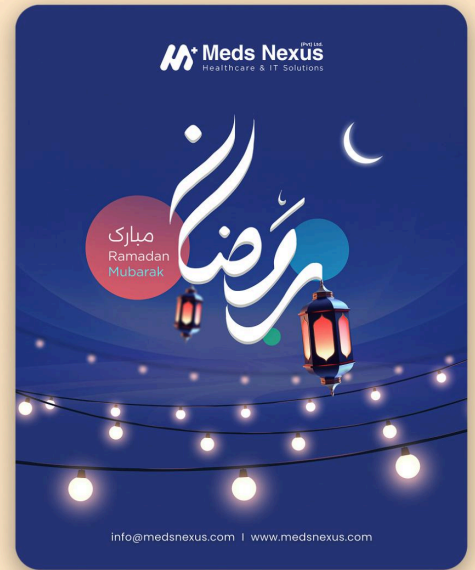
Kashmir Solidarity Day

Though not an official holiday, we remember our Kashmiri brothers and include them in our prayers.



16th February Presidents Day

Official holiday.



Ramzan Kareem

Expected on 18th or 19th February; full announcements and preparations will be communicated via email.

Policy Awareness Corner – Inflation Bailout Package

Purpose: To support employees during inflationary periods by providing financial relief based on tenure and category.

When does it apply?

- If fuel price is below Rs.175/ltr → No bailout
- If fuel price is Rs.176–275 or above Rs.275/ltr → Bailout applies

Who is eligible?

Employees are divided into three categories based on designation:

- Red: Directors, Managers & Senior Staff
- Green: Team Leads, Assistant Team Leads & Supervisors
- Blue: All staff below Assistant Team Lead level (including interns)

Support amount depends on:

- Your category (Red / Green / Blue)
- Your length of service
- Current fuel price slab

Important points to remember:

- Not applicable during probation (first 3 months)
- Not applicable in the last month of notice period
- Eligibility starts only after exact completion of required tenure
- Policy applies to all departments

Note:

All HR policies are already available on HRMS. The policy is reviewed quarterly, with adjustments made based on current fuel prices to ensure fair and timely support.

However, this summary is shared here in the newsletter so you can read and understand it easily without any confusion.

For complete details or queries, feel free to reach out to HR.

HR Department

Spotlight Celebrity

**Mr. Omar Farooq – Senior Manager Operations,
Meds Nexus**

Welcome aboard! Omar brings strong leadership, strategic vision, and insight. We are excited to have him onboard and look forward to his contributions in enhancing team performance and organizational growth.



Best Attendance

Honoring Punctuality (January 2026)

Meds Nexus:

Mr. Shuja Ahmed, Mr. Nouman Ijaz, Ms. Aiman Imtiaz, Mr. M. Rahim, Ms. Amrat Saba, Mr. M. Zeeshan Khan, Mr. Shiekh Haseeb, Ms. Habiba Imtiaz, Ms. Nazmin Faiz, Ms. Kanwal Ijaz, Ms. Maquddas Saddique, Ms. Seemab Manzoor, Ms. Memona Munir, Mr. Israr Ishaq, Ms. Alia Safeer, Ms. Zoya Irshad, Mr. M. Musa, Mr. Kashif Aziz, Mr. Sohail Khan, Mr. M. Hammad, Mr. Malik Sulyman Ahmad, Ms. Mehreen Nasir, Mr. Ihsan Ullah, Mr. Amir Afridi, Mr. Bilal Khan, Ms. Aqsa Shahzadi, Mr. M. Hammad Abdullah, Mr. Humair hameed, Ms. Alishba Ajaz, Ms. Mariam Dildar Joseph, Ms. Javeria Shahid, Ms. Humaira Muneer, Ms. Samra Khanum, Mr. Qulb e Haider, Mr. Shafiq Ahmed Butt, Mr. Hassan Zafar

Mesh Square:

Mr. Abdul Haseeb, Mr. Mudassar Rehman, Mr. Ikram Akram, Mr. Zaki Mutayyab, Mr. Farhan Atta, Mr. Asif Hussain

From HR & Admin Department

Mr. Shah Khalid, Mr. Abdul Basit, Mr. Shafiq Ahmed Butt, Mr. Amir Afridi

Guest Spotlight



Mr. M. Faisal Saleh Hayat

Managing Director & Head of Department (HOD)
RCM & Client Relations Operations
Meds Nexus Pvt. Ltd.

M. Faisal is a seasoned healthcare operations and technology leader with over 15 years of progressive experience spanning healthcare Revenue Cycle Management (RCM), Client Relations Management (CRM), healthcare IT services, operational excellence, and organizational leadership. With a strong academic foundation and a results-driven mindset, Muhammad Faisal has consistently demonstrated excellence in building, scaling, and leading high-performing operational ecosystems.

M. Faisal holds a Diploma of Associate Engineer in Electronics Engineering and a BS (Hons.) in Computer Sciences, equipping him with a unique blend of technical expertise, analytical thinking, and systems driven leadership. His academic background has played a pivotal role in shaping his problem-solving approach, operational design capabilities, and technology-enabled business solutions.

He began his professional journey in 2009–2010 as a Technical Assistant at Ghalib Computers & Printers, where he developed hands-on experience in IT systems, hardware solutions, and technical operations. This early exposure laid a strong technical foundation for his future leadership roles.

In April 2013, Muhammad Faisal embarked on his corporate career with CareCloud (formerly MTBC), where he served until December 2017. During this tenure, he gained extensive exposure to U.S. healthcare operations, revenue cycle workflows, compliance frameworks, and client engagement models. His time at CareCloud proved instrumental in shaping his understanding of large-scale healthcare service delivery, operational controls, and performance management.

Following this, Muhammad Faisal joined PMTAC and BellMedEx, two prominent RCM-focused organizations, where he served in multiple leadership and operational roles with diverse responsibilities until early 2020. In these roles, he further strengthened his expertise across RCM operations, client onboarding, compliance, quality assurance, workforce management, and process optimization. His contributions significantly enhanced service quality, operational maturity, and client satisfaction.

In late 2019 and early 2020, Muhammad Faisal became a proud founding member of the Meds Nexus family, playing a transformational role in building the organization from a startup into a structured, multi-vertical healthcare IT and RCM services enterprise. Starting from the ground up, he successfully conceptualized, established, and scaled multiple departments, including:

- Revenue Cycle Management (RCM) Operations
- Client Relations Management (CRM)
- Credentialing & Enrollment
- Medical Coding & Compliance
- Quality Assurance & Audit
- Patient Help Desk (PHD)
- Front Desk Services (Provider Office Support)
- New Account Setup Department (NASD)
- Business Development & Sales

One of Muhammad Faisal's defining leadership strengths lies in organizational architecture, people development, and performance governance. He has built multiple leadership layers, introduced structured training frameworks, implemented robust SOPs, and established KPI-driven performance models that promote accountability, excellence, and professional growth. His leadership philosophy emphasizes integrity, discipline, mentorship, and continuous improvement.

M. Faisal attributes much of his success and professional growth to the unwavering guidance, patience, and belief of his leadership team. He extends his deepest gratitude to Mr. Moe S. Waheed, his Reporting Manager, for his exceptional mentorship, consistent encouragement, and steadfast trust. He also sincerely acknowledges the invaluable support and leadership of Mr. Jamal Raheem, President, and Mr. Masood Alam, CEO & Director HR, whose vision, confidence, and strategic direction empowered him to take bold initiatives, build scalable operations, and lead organizational transformation.

Today, Muhammad Faisal continues to lead Meds Nexus's operational excellence journey, fostering innovation, nurturing leadership talent, and driving sustainable growth. His story reflects a powerful blend of technical expertise, strategic foresight, operational mastery, and people-centric leadership – making him a cornerstone of Meds Nexus's continued success.

Message from Muhammad Faisal to the Meds Nexus Team

My journey has not been as easy as it may appear today.

Early in my career, I faced significant challenges. My first manager was a retired Colonel, a leader with extremely high standards, discipline, and expectations. At a young age, this resulted in multiple pushbacks, tough feedback, and moments of self-doubt. However, looking back now, I truly believe those hardships became the foundation of my strong managerial discipline, leadership mindset, and people management skills, which I practice and rely on every single day.

If I reflect on my journey, four values clearly define it: Resilience, Patience, Acceptability, and Adaptability. These principles have guided me through challenges, uncertainties, and growth phases. I learned to accept feedback, adapt to change, remain patient during difficult times, and stay resilient even when outcomes were uncertain.

I never dreamed of holding this position or role. What I am today is purely the result of Allah Subhana hu Taala's blessings, my family's constant prayers, and most importantly, my determination, discipline, and consistency. I strongly believe that sincerity in effort, honesty in intention, and persistence in action always lead to meaningful success.

My journey also reinforces one critical lesson: shortcuts may bring temporary results, but in the long run, they often lead to setbacks and failures. Sustainable success is built through dedication, learning, consistency, and integrity. There is no replacement for hard work, patience, and continuous self-improvement.



To my teams & Colleagues,

I want each of you to know that growth is not always comfortable, and progress is not always fast. But if you stay consistent, committed, and open to learning, your journey will shape you into a stronger, wiser, and more capable professional. Trust the process, stay focused, and believe in yourself.

Together, we grow. Together, we lead. And together, we build excellence.



QUOTE OF THE MONTH

“Every new beginning comes from some other beginning's end.”

By living our code of conduct and upholding strong work ethics, we ensure Meds Nexus/Mesh Sq remains a respectful, efficient, and inspiring workplace for everyone.

Together, let's lead by example, support one another, and continue building a culture of integrity, professionalism, and growth.

Happy Birthday To You

January 2026 Birthday Stars at Meds Nexus/Mesh Sq!

This Month zodiac signs



Capricorn | & | Aquarius



Happy Birthday!

Bilal Khan

BDA

01 - Jan



Maham Zaib

Credentialing Specialist

03 - Jan



Yasir Rasheed

IT Assistant

06 - Jan



Ayman Yousaf

VOB Intern

08 - Jan



Erum Safer

Team Lead Operations

13 - Jan



Hidayat Ur Rehman

Assistant Accountant

18 - Jan



Moiz Atta

Sr. Client Relation Specialist

19 - Jan



Alishba Ajaz

Medical Billing Intern

25 - Jan



MeshSq

Zahid Ullah

Laravel Developer

01 - Jan



Shariq Dastagir Shah

Frontend Developer Intern

14 - Jan



Meer Hazar Khan

Product Manager

15 - Jan



Farwa Ali

IT Assistant Intern

17 - Jan



Celebrating staff birthdays with joy and personalized wishes.

HR Bulletin – Office Tips & Reminders

1. HRMS Usage:

- Please verify your bank details and ensure they are up-to-date. If not, update them immediately in HRMS. contact HR immediately.
- Check and update your CNIS exit date and any other personal or professional information in HRMS. contact HR immediately.
- Make sure you understand how HRMS works, and if you face any issues, contact HR immediately. HRMS helps streamline processes for both employees and management.

2. Policies & Guidelines:

- Company policies are reviewed and updated regularly. Always stay informed about the latest HR policies and procedures.
- Small things, such as leave applications, attendance entries, or notice period compliance, are important and must be followed carefully.

3. General Tips:

- Keep all personal and professional information updated.
- Understand and follow HRMS and company policies—this benefits both you and the organization.
- Pay attention to small details—they ensure smooth workflow and proper compliance.

4. Notice Period Guidelines (As per Policy):

- Notice periods are color-coded for clarity:
 - Blue Strip: 30 days notice period
 - Green Strip: 45 days notice period
 - Red Strip: 60 days notice period
- It is mandatory to serve your notice period as per policy. Failure to do so is considered a contractual violation and may have consequences.
- Share issues with HR confidentially if not comfortable with manager
- **◆ Reminder: Proper adherence to HRMS, company policies, and notice periods helps maintain smooth operations and avoids contractual issues.**
- Stay informed, stay compliant, and make the most of the tools and systems provided.



HR Message

As we begin January 2026, HR extends warm wishes to all team members. Thank you for your trust, cooperation, and commitment. Together, let's make this year more productive, positive, and successful.

Here's to a year filled with growth, success, and new hope!

— HR Department

