

MEDS INSIGHTS

THRIVING FOR SUCCESS THROUGH CONSISTENCY AND COMPETENCY

OCTOBER 2026 | VOLUME 10



Dear Meds Nexus Family

Every successful organization is built on structure, discipline, and mutual respect.

At Meds Nexus, we value every individual and recognize that each person plays an important role in our collective success. As management, we would like to emphasize that respect is the foundation of every achievement.

Respect your own boundaries and the boundaries of others. Respect the values of your colleagues, your responsibilities, your workplace, and the organizational hierarchy that helps us work together effectively.

A strong organization is not built by individuals working alone. It is built when everyone understands their role, respects one another, and works together with professionalism, accountability, and integrity.

Let us continue to maintain a workplace where respect, discipline, teamwork, and professionalism guide everything we do.

From Management

MONTHLY QUOTATION

"Alone we can do so little. Together we can do so much."

— Helen Keller

MEDS NEXUS AT A GLANCE

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OCTOBER GOALS IN MOTION

Four teams. One shared standard: make every workday better.

- **OPERATIONS:**

Keep the work moving. Clear priorities, smooth handoffs, and dependable follow-through turn plans into progress.

- **HR & FRONT DESK:**

Make every interaction count. A helpful response, a warm welcome, and timely support shape the experience of working here.

- **ACCOUNTS:**

Bring clarity to every number. Accurate records and timely action help the whole organization move with confidence.

- **IT SUPPORT:**

Keep everyone connected and productive. Fast responses and reliable systems give teams more time to focus on their work.

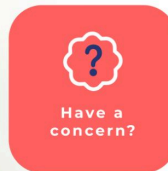
Workplace Updates

Your voice belongs here.

“ Sometimes, the things that matter most are the things we don’t say out loud. ”

HR’s Support Box Initiative gives everyone at **Meds Nexus** a more private way to share concerns and ideas.

Two Support Boxes are located in designated areas of the office, **Away from camera coverage.**



Have a concern?



Have an idea?



Something that could work better?



Something you believe HR should know?

Every submission will be reviewed under the direct supervision of our **HR Team**, to help address concerns and identify improvements.

Write it down. Drop it in. Let HR take it from there.

Leadership Spotlight

Aamir Siddiq

Project Manager | Credentialing & EDI

“The way you lead becomes part of how people experience their work.

Aamir Siddiq began his career in Consumer Banking, where his performance in credit card sales earned him the Gold Coin Award. His move into Credentialing and EDI reflects a willingness to learn and take on new challenges.

Today, Aamir leads a team whose work depends on accuracy and close coordination. He brings a steady approach to challenges, makes time for questions, and recognizes the work his colleagues put into each result.”

This month, we’re spotlighting Aamir’s journey and the support he brings to his team.

Congratulations

On this well-deserved recognition!





Player of the Month

Mr. Amir Afridi

(IT Assistant)

When technology works smoothly, everyone can focus on their work. This month, we're recognizing **Amir Afridi** for the support he provides to our team as an IT Assistant.

From helping colleagues resolve everyday technical issues to keeping them connected and ready to work, Amir plays a valuable behind-the-scenes role. Amir, thank you for your patience, reliability, and willingness to help.

Congratulations

On being our Player of the Month!

Outstanding Performer

Ms. Manahil Hyder

Front Desk Officer

Some people wait to be given a task. Manahil saw an opportunity and took it on herself.

With no one assigning her the work, she began encouraging team members, candidates, and visitors to share their experiences with Meds Nexus on Google.

She made time for these conversations alongside her front desk responsibilities and kept following through. Because of her efforts, Meds Nexus is the only medical company in RWP/Isb that currently has 200+ Google reviews and has reached a 4.5+ rating.

Thank you, Manahil, for going the extra mile.

Congratulations

On this well-deserved recognition!





Team of the Month Admin Team - Led by Zafar Iqbal

The care you put into each day makes a difference to everyone who walks through our doors. From preparing the workplace each morning to responding to the needs that arise throughout the day, the Admin Team brings reliability, attention, and warmth to MedsNexus and MeshSq. Your efforts help make this a place where people feel welcomed and supported.

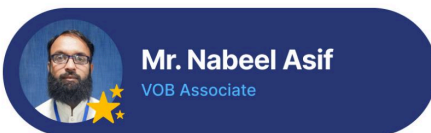
Team Members:

Zafar Iqbal Bilal Khan Hamza Imtiaz Arbaz Khan M. Ali Hassan Shabbir
M. Ansar Arslan Kashif Yousaf

Thank you for the work you do and the care you bring to it.

Rising Stars

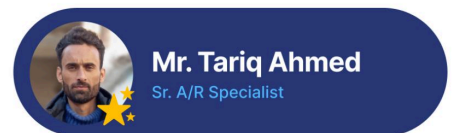
Every strong team has people who stand out, step up, and keep growing. This month, we're proud to recognize our Rising Stars for their effort, progress, and the impact they're already making.



Mr. Nabeel Asif
VOB Associate



Mr. Irfan khizar
Team Lead Credentialing



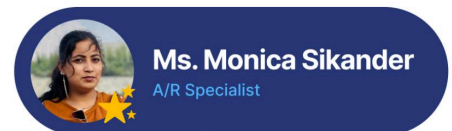
Mr. Tariq Ahmed
Sr. A/R Specialist



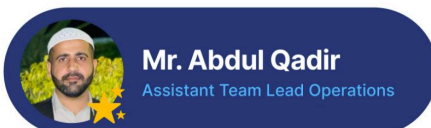
Ms. Iraj Tanveer
CRM Associate



Mr. Jawad Mustafa
Medical Coder



Ms. Monica Sikander
A/R Specialist



Mr. Abdul Qadir
Assistant Team Lead Operations

Keep learning, keep growing, and keep showing us what you can do. We're excited to see where your journey takes you next!

Celebrating a Milestone!

Work Anniversaries

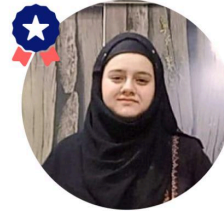
Growing together is more than a milestone. It's a part of our journey. This month, we're celebrating those whose time, dedication, and contributions have been part of the **MedsNexus** story.



Yaseen Shafeeq
Team Lead, Operations



Erum Safeer
Team Lead, Operations



Mahnoor Aslam
Client Relations Specialist



M. Hammad
A/R Specialist



Waleed Abrar
Team Lead Credentialing

Thank you for your dedication, hard work, and the contributions you continue to make.

MEET OUR NEWEST TEAM MEMBERS

A warm welcome to the newest members of MedsNexus! We're excited to get to know you, learn from your ideas, and see the strengths you bring to the team.



M. Talha Alam
Sr. Audit Specialist



Iqra Mustafa
Electronic Data
Interchange Intern



Uzair Ahmad
Sr. Medical Coder



Touseef Anwar
Sr. A/R Specialist



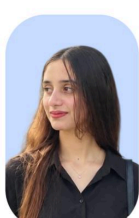
Asad Ali
Sr. A/R Specialist



Ikram Ullah
A/R Specialist



M. Muneeb
Sr. Credentialing
Specialist



Nabiya Nazar
HR Intern



Waqar Zaka
Sr. A/R Specialist



Seemab Rafique
A/R Specialist



Kiran Bibi
Sr. A/R Specialist



Sudais Ahmed
Billing Associate

We're glad you're here, and we look forward to building what comes next together.



Best Attendance

Honoring Punctuality (Sep 2026)

We sincerely appreciate the employees who have demonstrated exceptional punctuality and consistency.

Mr. Shuja Ahmed	Mr. Shah Khalid	Ms. Sehrish Bibi	Ms. Aiman Imtiaz
Ms. Maham Yousaf	Mr. M. Rahim	Ms. Habiba Imtiaz	Mr. Zafar Iqbal
Ms. Kanwal Ijaz	Ms. Maquddas	Ms. Seemab Manzoor	Ms. Tayyaba Zahra
Mr. Saddam Mughal	Mr. Kashif Aziz	Mr. M. Hammad	Mr. Hamza Imtiaz
Ms. Aqsa Shahzadi	Mr. Humair Hameed	Ms. Javeria Shahid	Ms. Humaira Muneer
Mr. Shafiq Ahmed	Mr. M. Ansar	Mr. Aqib Aziz	Mr. Taimoor Bilal
Mr. Youhana Elyas	Mr. Amir Siddique	Mr. Usama Ali	Mr. Hammad Mubarik
Mr. Rayan Ahmed	Mr. M. Haris Khan	Mr. Araiz Alam	Mr. Ahmed Akber
Mr. M. Huzaifa	Mr. Rohail Khalid	Mr. Tayyab Ullah	Mr. Tajamal Latif
Mr. M. Tayyab Idrees	Mr. M. Shahzaib Arif	Mr. Usman Ahmed	Ms. Farheen Gul
Mr. Umair Raza	Ms. Rameesha Rani	Mr. Mesum Hussain	Mr. Aitsham-UI-Haq
Ms. Nazia Zahoor	Mr. M. Zaigham Abbas	Mr. Minhaj Saleem	Ms. Eisha Zulfiqar
Ms. Aeman Abeer	Ms. Qudsia Shabbir	Mr. Ayyan Sajid	Ms. Areej Ihsan
Mr. Irfan Khizar	Mr. Abdul Qadir	Mr. Iraj Tanveer	Mr. M. Talha Alam
Mr. Kashif Yousaf	Mr. M. Ihtesham	Ms. Seemab Rafique	Mr. M. Hassan Shabir
Mr. Asad Ali	Mr. Janbaz Hussain	Mr. Ikram Ullah	Mr. Nouman Ijaz
Mr. M. Shahzaib	Mr. Amir Afridi	Mr. Bilal Khan	Mr. M. Bilal
Mr. Ahmad Sharif	Ms. Asma Ikram	Mr. Sajjad Ahmed	Ms. Asima Iftikhar
Ms. Syeda Fizza	Ms. Javeria Khanwaiz	Mr. Sultan Mehmood	Ms. Iswa Arshad

ACHIEVEMENT SPOTLIGHT

Fatima Saleem

Passed the **CPC Exam**

Behind this achievement are hours of study, determination, and the commitment to keep learning alongside your work. Passing the **Certified Professional Coder (CPC)** exam is a meaningful milestone, and we're proud to recognize it.

Fatima, your dedication to growing your skills inspires us. Congratulations on earning this achievement.



Congratulations We're excited to see where it takes you next.

THE LOGIC LAB

Crack the Three-Digit Code

Guess

Clue

682

One digit is correct and in the right position.

614

One digit is correct but in the wrong position.

206

Two digits are correct but both are in the wrong positions.

738

No digits are correct

780

One digit is correct but in the wrong position.



WHAT'S THE CODE?

We'll reveal it in the next issue



WIN A UNIQUE PRIZE FROM HR!

Send your response at hr@medsnexus.com to participate.

Spotlighting Hidden Talents

The Coding Team Has a Secret Ingredient

You know them for their eye for detail. What you might not know is that they bring the same curiosity and precision to an entirely different craft: perfume making.

MEET OUR MODERN-DAY UNGUENTARIII:

Ibtisam Haider		Medical Coder, ENT Project
Saad Khalid		Medical Coder
Uzair Ahmad		Senior Medical Coder
Zakir Mushtaq		Medical Coder

Their latest creation draws inspiration from an ingredient you'd expect in a kitchen, not a fragrance bottle: the tomato.

They call it **Dr. Fragrance**.

Unexpected? Absolutely. But now you're curious what it smells like, aren't you?

Would you try Dr. Fragrance?



Dr. Fragrance



Growing the Leaders Who Guide Us

Better Leaders. Stronger Teams.

The future of Meds Nexus is growing from within.

Our people are our greatest asset, and we're investing in the skills that help them lead. This month, our team leads took part in two leadership development sessions led by **HR Manager Mohsin Jamal** and **M. Faisal Saleh Hayat, Managing Director of Operations**.



From clearer communication and better feedback to confident decisions and leading through change, the sessions focused on skills our leaders can put to work every day. Because when we help our leaders grow, we give every team the support to go further.

THE HEALTHY WORKDAY

Practical Wellness for the Modern Workplace

Creating a healthy workplace is essential for a sustainable, focused, and effective workflow.

01 | THE 20-20-20 RULE



Every **20 minutes**, look at something **20 feet away** for at least **20 seconds** to give your eyes a regular break.

02 | KEEP WATER WITH YOU



Keep a **water bottle at your desk** and sip regularly throughout your shift. Make hydration part of your routine rather than waiting until you feel thirsty.

03 | THE 5-MINUTE MOVE



Take **5 minutes away from your desk** during your shift. Walk, stretch, or simply change position. Workplace health programs commonly use short activity breaks to reduce

04 | THE 30-SECOND POSTURE RESET



Every so often, pause for **30 seconds**. Relax your shoulders, straighten your back, unclench your hands, and reset your sitting position.



SMALL HABITS. HEALTHIER SHIFTS. BETTER WORKDAYS.

Inspired by evidence-based workplace health practices from organizations including the **World Health Organization** and U.S. Centers for Disease Control and Prevention.

OCTOBER WELLNESS NOTE

A STRONG WORKPLACE DOESN'T JUST DRIVE PERFORMANCE. IT HELPS PEOPLE THRIVE WHILE THEY DO IT.



Happy Birthday

October 2026 Birthday Stars at Meds Nexus

This Month's Zodiac Signs

Libra



Celebrating another year of life, memories, and all the moments that make each year special.

Mr. Ibtisam Haider

Medical Coder - ENT Project

01 Oct



Mr. Amir Saddique

A/R Specialist

04 Oct



Mr. S. Raees Ali

A/R Specialist

11 Oct



Mr. Ikram Ullah

A/R Specialist

15 Oct



We hope you all have a wonderful birthday filled with happiness, good moments, and plenty of reasons to smile.

Wishing you all a very Happy Birthday!

HR & WORKPLACE UPDATES

TOGETHER WE GROW. TOGETHER WE SUCCEED.

A professional workplace is built on respect, accountability, and consideration for others. Let's continue maintaining the standards that help Meds Nexus remain a positive and productive place to work

HERE TO LISTEN. HERE TO HELP.

Have a question, a concern, or an idea? You can come to HR before a small matter becomes a difficult one. We're here to listen, offer guidance, and help you find a way forward.

- **Need to talk through a workplace concern?** We'll listen and help you understand your options.
- **Unsure about a policy or process?** Ask us. We'll help make it clear.
- **Ready to grow?** Tell us about your goals and the skills you want to build.
- **See a way to make work better?** Your ideas matter. Share them.

Respect how we work together. Keep your team lead informed about work matters, use the appropriate reporting channels, and treat colleagues at every level with courtesy and professionalism. HR is here to support you when you need guidance along the way.

Together we grow. Together we succeed.

HRMS TIP OF THE MONTH

MAKE YOUR HRMS WORK FOR YOU

01 KEEP TRACK OF YOUR ATTENDANCE

Regularly monitor your monthly attendance and inform HR promptly about any issues, such as a missed check-in or check-out.

02 UPDATE YOUR LEAVE ON TIME

Always update your leave in the HRMS the next day to keep your attendance record accurate.

03 KEEP YOUR INFORMATION UPDATED

Make sure your personal and employment details are accurate and up to date.

04 PLAN YOUR LEAVES IN ADVANCE

Whenever possible, submit your leave requests in advance to help your team plan and coordinate smoothly.

QUICK TIP

A few minutes on HRMS can save you from attendance issues later. Stay updated. Stay organized.

NEED HR SUPPORT?

For HR-related questions, concerns, or suggestions, please reach out to the HR Department.

OCTOBER REMINDER

Professionalism in how we work. Respect in how we interact. Accountability in what we deliver.

— HR Department | Meds Nexus

Thank You