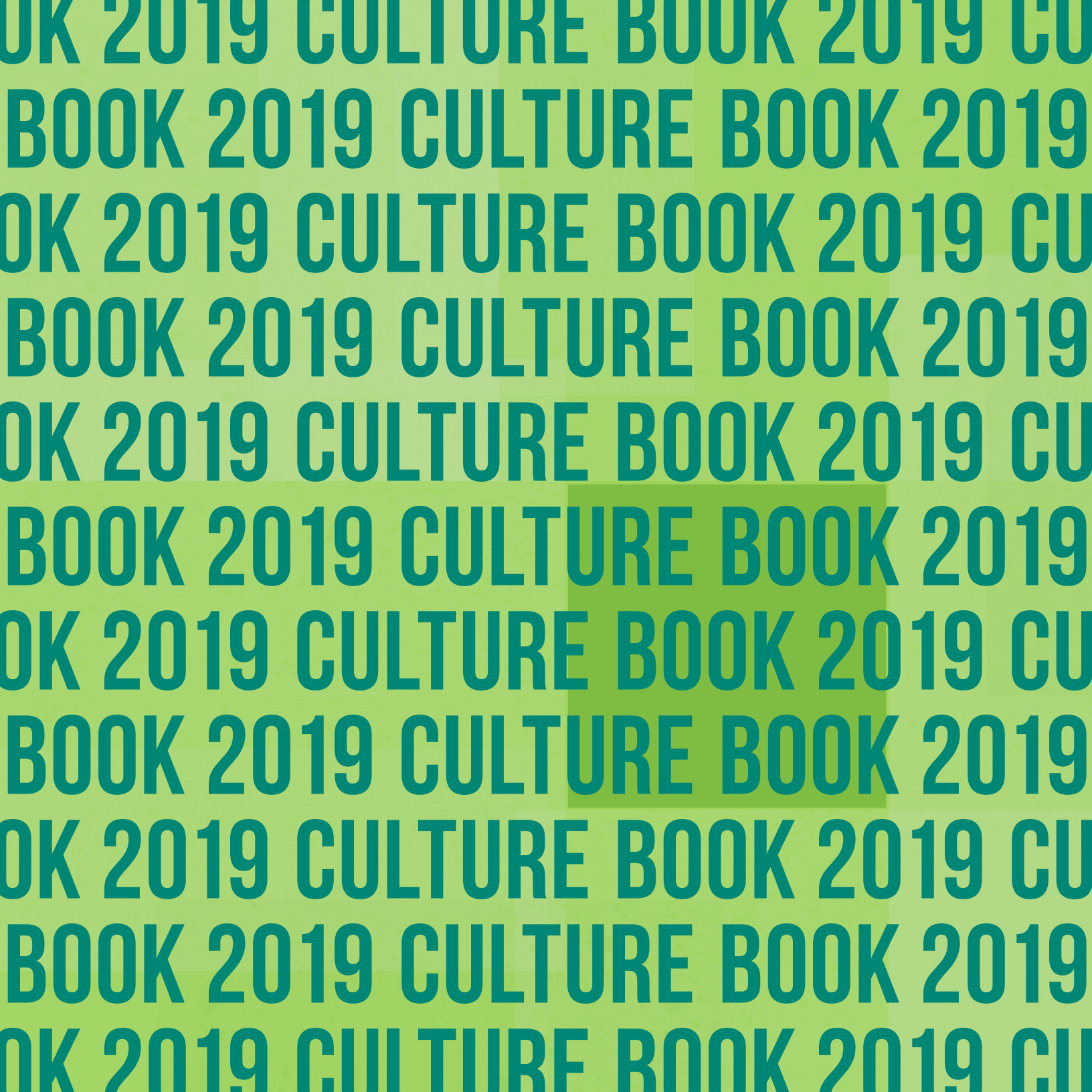


# 2019

# CULTURE

# BOOK

PARTNERS. PEOPLE. PERFORMANCE.



“I believe that MediRevv’s culture is the combination of all our employees’ ideas about who we are as a company. I’d like to include everyone’s thoughts in this year’s book. So my question to you is—what does MediRevv’s culture mean to you specifically, right now? It will be different for everyone, which is what makes our culture book a fantastic collection of thoughts year after year.”

— *Chris Klitgaard*, CEO



That's the essence of the note I sent out in January to all MediRevvers across the U.S. It's an annual request, made not out of habit, but as a nod to the priority I place on our culture of innovation, authenticity, inclusivity, accountability and laughter.

Think this is just another coffee table book? It's so much more. In the last year, we blew past our strategic goals, added new MediRevvers in Nebraska, expanded our California footprint, and brought Iowa City MediRevvers back together on one campus. We also began our journey to better employee engagement and we became a healthier crew overall. Perhaps most impactful, we upheld our spirit of giving, raising the bar for volunteer hours in our communities as well as donations to charitable organizations.

But our year wasn't without heartbreak. For the first time ever, we mourned the loss of fellow MediRevvers. We will always remember Cindy (MRVSB) and Lisa (MRVIC)—our hearts go out to their families and friends.

Each MediRevver featured on the pages that follow has shared a snapshot of what our culture means in this moment, and we've woven their personal comments and photos together with pages that depict all the success (and craziness) we've created together over the past year.

I hope you enjoy this slice of our culture today at MediRevv. And, with all sincerity, thank you for 12 fabulous years!

MediRevvers, you rock!

*cmk*



# THE



# MEDIREVV

**A little about our 3-legged stool ...** It takes just one too-short leg to compromise the stability and usefulness of a seat like this. That's why we hold each other accountable to be sure that the sum of our decisions—strategic and routine—equally honors our partners, people and performance.



**The MediRevv Mindset is that everything we do is based on the right balance between partners, people and performance.**

# MINDSET

## Here are **three ways** we achieve this balance:

### **ANTICIPATE CHANGE, INNOVATE AND GROW**

Change is everywhere, and all told, we believe it's good. Regulatory, technological, patient-driven, workplace-trending—these changes keep us nimble, relevant and forthright. We aim to “sit at the table” with every client, every business partner, every employee to listen first, then move quickly and creatively to solve, resolve and wow. And at each step, we self-check to be sure that collectively and individually we are giving our all, bringing our best and nurturing intellectual, financial, cultural and personal growth.

### **BE AUTHENTIC, EVEN WEIRD**

Being different is encouraged, celebrated and even sought out. Regardless of how our paths cross, we're looking past what others see so that we can get to know the real, true, bona fide you, because we know for a fact it's the only way we'll ever find common ground on which we can connect. Put another way, we're not afraid to show our vulnerability, and we don't want you to hide yours.

### **WORK HARD, PLAY HARD**

Yes, we do both and we dare say we do them both well. First, we do what we say we will. Around here, “yes” means yes. “Now” means right now. “I'll get back to you” means you'll hear from us. Our Midwest-founded work ethic makes us honest, keeps us humble and drives us to ask questions to be sure we understand so that we can deliver every time we promise—and we promise a lot. Second, the day-to-day work we do is complex, and because we're human, stress levels can rise quickly, so we make a habit of balancing (and rewarding) all that grit, determination and drive with our own crazy version of fun.



## Jamie

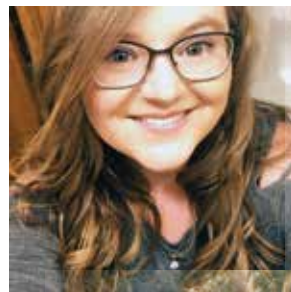
It means a lot to be part of MediRevv. I am so fortunate to work with such a hardworking, dedicated, caring group of people. Management is so supportive and respectful both professionally and personally. I am very thankful to be given the opportunity to work remotely. It has been life changing for me.



## Stephanie

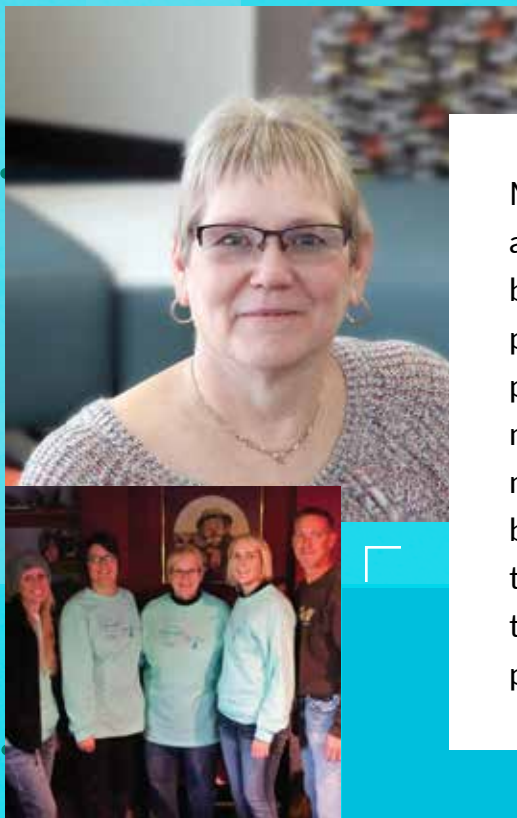


I am new to MediRevv, and I can sum up my enjoyable experience here so far in the word FAMILY! I truly feel as if I have been accepted into one of the most amazing businesses which truly gives back to their employees. While working as a MediRevver I can personally say for me this rings true. I have worked in jobs before where they say they are employee-invested and it is never true. With MediRevv it is their lifestyle. You can see it, feel it, and most of all experience it.



Rorian, Delroy (aka Sheavon), Carson, me, Lillyan.





## Paula

MediRevv culture to me means family. Since becoming a MediRevv employee, I have been treated as if I have been here a lifetime. When there is an issue, everybody pools together to get the job done. We work hard and play hard. There is always room for laughter. I feel that my role in the MediRevv family is very important, no matter what I am doing. It can be challenging at times, but I know that I have people to back me in anything that I do, at work or in my personal life. I look forward to many more years working with the wonderful people at MediRevv.

## Karen

Family first is important to MediRevv. It's awesome that I can work my schedule around my family's needs and there are never any questions asked. Work hard and play hard is also a big part of the culture, which makes the days much easier!





## Matt

The MediRevv culture is all about me feeling comfortable with bringing my true and authentic self to the table every day. I enjoy having a supportive team of leaders, peers, and direct reports that appreciate me for the quirky individual I am on a daily basis. My MediRevv family is always looking out for me—one day I was probably a bit too sick to be at work and they shooed me off to the doctor and then home to get better. Talk about caring for this stubborn fella who otherwise wouldn't have gone to see a doctor and gotten himself on the path to feeling better! It really is the small things that count, and I know that my MediRevv team has my back through thick and thin.

## Jolene

MediRevv's culture means caring for employees, clients, and business partners. It is home away from home! Home where we are fostered to learn and develop growth with the company. Home where diversity is welcome. Home where we find support not only for the employees, clients, and business partners but our community too. Thank you MediRevv for being our home!





## Holly

“Connection is why we’re here; it is what gives purpose and meaning to our lives.” — Brené Brown

MediRevv has connected me to incredible and beautiful people. I am truly thankful to each and all of you—employees and clients. I am passionate about our pursuit of improving healthcare and the communities we serve, through whatever touchpoints we have to pursue that mission. Cheers and Thank you!

## Britny

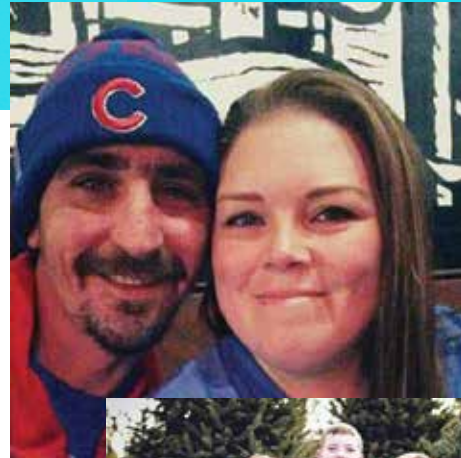
MediRevv’s culture is one that is not commonly found amongst companies. Yes, we have a job to do, but they always make sure to keep their employees at the forefront of all decisions. As a company we all have each other’s back in one way or another. If you have a need, you can almost guarantee that there will be someone at MediRevv that can lend a helping hand, shoulder or whatever it is you may be needing. There has always been a family feel within MediRevv and I truly cherish the friendships that I have gained in my years here and I look forward to the many more that I will gain in the years to come!





# Aeryka

Family and friends. Hard work. Goals, killing those goals, and celebration. We work so incredibly hard, each and every day. I take my job to heart and I love the satisfaction of being able to help others. It's not always sunshine and rainbows, but each day is a new chance to start over and be better than you were yesterday.



# Kim

MediRevv culture is different every year. We are always growing and changing to stay with the times. There are a lot of amazing people that I get to spend my day with. There is always a new challenge that will allow each and every one of us to test our limits, which is all part of being a MediRevver! I am looking forward to 2019!





## Mitch

The MediRevv culture has really taken on a mind of its own in the 4 years that I have been with the company. We have seen changes both good and bad with regards to the culture. Mostly the change was trying to deal with the exponential growth we were fortunate enough to experience as a company. The core value of the MediRevv culture has always stayed the same, and in my eyes, is why the company as a whole has been as successful as we have over the years. The ability to not forget where we came from and continually building on our partners, our people, and our performance allows us to keep existing partners and drives new clientele. I truly am proud of what we have accomplished!

## Babette ➡

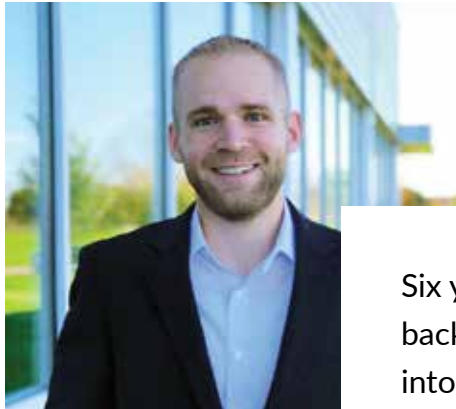
MediRevv to me means less stress than past careers and the ability to leave my job at work! It's funny I say that—since my goal is to do my MediRevv job from home. I love that I feel like I can take vacations and not come back to a pile of work. I took my lifetime dream vacation this past July to Egypt, totally alone!



Don't dream it, do it!

# Daniella

After moving here to the Iowa City/Coralville area this last summer, it took a few months to find a job. I'm glad to have made the choice to work here at MediRevv. What a great place to work! I have always wanted a job where I feel I make a difference and it doesn't go unnoticed. Such a relaxing atmosphere and great people to work with! Oh, and did I mention the perks are pretty awesome too!



# Justin

Six years of culture book submissions and they all come back to a few things that were true the first day I walked into the office and hold strong today. As I reflect over the past years, the word that comes to mind is dependability. I know I can always count on the support and help of my teammates and co-workers, and they know they can also count on me. #MediRevv 🍷🍷🤖







# Jamie

In my 15 years of work experience with several employers prior to joining MediRevv, I can truthfully say MediRevv is the only job I've had where I've never had the feeling of not wanting to go to work! Let's be honest, we've all had times when we dread Mondays, or any day for that matter, because the job (work tasks, office culture, co-workers, or customers) drained the joy from us. My experience at MediRevv is the absolute opposite of that type of situation! I am so fortunate and thankful (!!!) to have found my professional fit here!

"Find out what you like doing best and get someone to pay you for doing it." — Katharine Whitehorn

"Don't pick a job with great vacation time. Pick one that doesn't need escaping from." — Unknown

"Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do." — Steve Jobs

"Working hard for something we don't care about is called stress; working hard for something we love is called passion." — Simon Sinek



## Bonnie

MediRevv culture means family. Everyone is here for you and to help you succeed. We are here for you during the bad times and the good. When you need help more than just work but with issues outside of work also. We take care of each other. MediRevv is like a second home to me and I appreciate everything MediRevv has done.

## Rob



Change and opportunity. I have never seen or been a part of so much advancement ever before. Promoting from within is inspiring. I have been lucky enough to be a part of that. I have never been happier at work before now. I love coming in and seeing the morale of the team. People are laughing, smiling and talking more than ever. It feels like a tight knit community and family. Even here in California, we feel that small town Iowa vibe. It really has been amazing to be a part of this change and great company! Shoot for the stars, while remembering what it took to get there and where you came from. You are recognized here at MediRevv!





## Pam

To me, MediRevv culture means people. People from all walks of life with different backgrounds, different upbringings, different levels of education, different idiosyncrasies, different talents and different beliefs that all come together to make this MediRevv thing work. Every morning when I'm walking in the building and heading towards the Finance office, I get the feeling of the 'Cheers' theme-song, "I wanna go where everybody knows your name. And, they're always glad you came ..."

## Dawn

Being at MediRevv for almost 5 years has been a wonderful experience for me. I appreciate all the flexibility and chances at new experiences that are offered. Family is the most important thing to me and I am grateful to be a part of the MediRevv family.







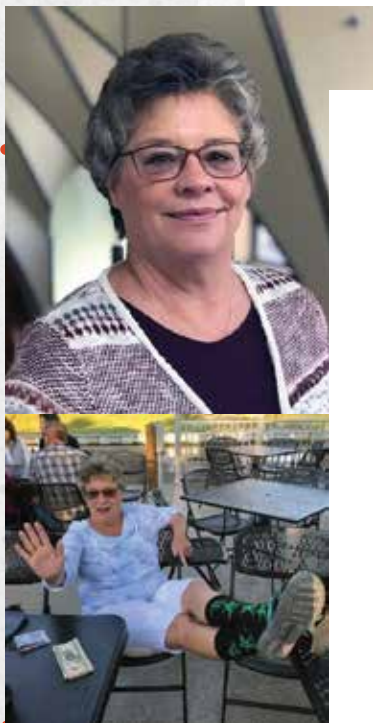
## DeAnna

A breath of fresh air! I have been in the corporate world for many years. It is so nice to come back to an employer where the staff really matters, and we work overtime to let staff know that they are important! Our code of conduct says simply ... be KIND! Doesn't get any better than that! I love that we add the pictures of our fellow MediRevvers to our email. I work day to day with people in Iowa and California and I feel like I know them better because I see their faces in our email interactions. Gives us more of a family environment and identity. Love MediRevv, and that is each and every one of US!

## Casey

MediRevv culture = MediRevv family. I appreciate and care for my co-workers and I feel they do the same for me in return. We enjoy celebrating together all of the positives in our lives, and we support each other to get through the times that aren't so great. I have never worked a single day with this company where something or someone didn't make me laugh or smile :) I'm grateful to be part of this organization!





## Nancy

As a brand new MediRevver on the Scottsbluff team, I'm here to tell you "It's awe inspiring" to be a part of this team. I'm older, not saying how old, and I've worked for a few companies in my career. But none like the likes of MediRevv. We have only been on board for a few months and have had several awesome parties. (This girl likes to party ... LOL) The team spirit is amazing, it feels so great to be a person, not just a number. The opportunities are boundless. I am continuing to learn something new each day, and I am so honored to be a part of it. I am so excited to see what the future brings, and actually look forward to coming to work each day. Rock on MediRevvers. We got this!

## Dianne

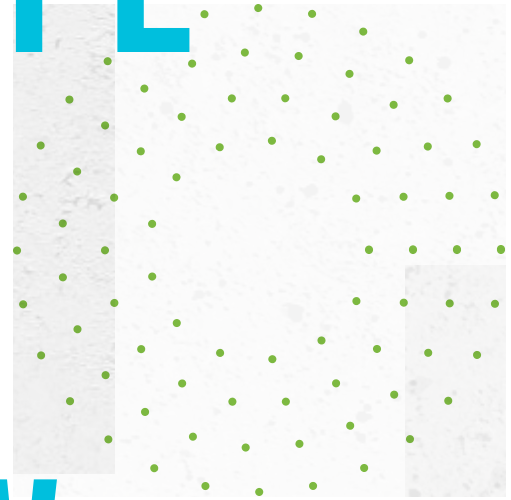


For me, MediRevv culture encompasses many aspects of an employee's work and personal life. They support their employees by allowing them to give back to their causes and/or communities as well as time to rejuvenate and be with family. I'm thankful to be part of such a great team and organization.



Missy and me at Backbone State Park

# ANTICIPATE CHANGE, INNOVATE AND GROW



*We see you shiver with antici...*

*...pation*

## **INNOVATE** | 'inə,vāt |

**verb**

1 make changes in something established, especially by introducing new methods, ideas, or products; introduce (something new, especially a product): *MediRevv is focused on innovating workplace health and wellness.*

**synonyms:** begin, constitute, establish, initiate, institute, introduce, launch, pioneer, plant, set up, start, new divisions, desk moves, work from home, coast to coast, continued training, education





MediRevv | ANTICIPATE CHANGE, INNOVATE AND GROW

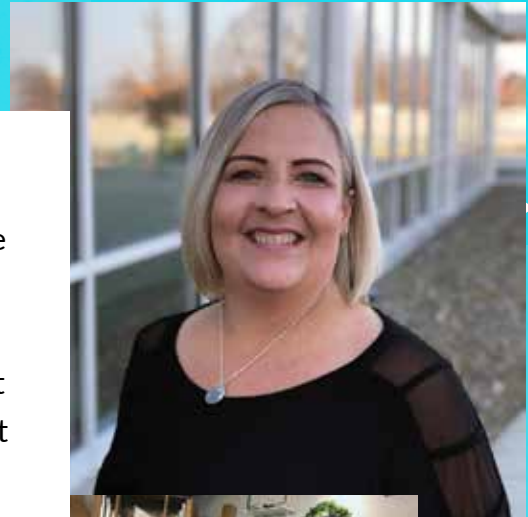
“Grow through  
what you  
go through.”

— Fred Famble



# Amanda

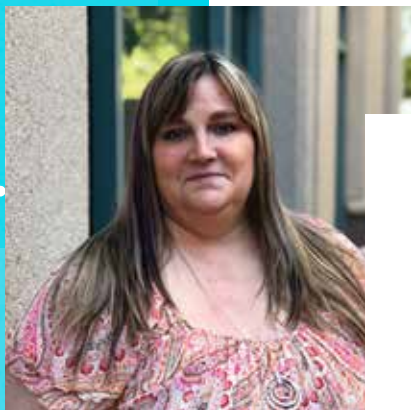
I think that the culture here at MediRevv represents the difference between success and failure, the culture here is so supportive, nurturing, and positive that you are allowed to flourish and grow at your job and it prepares you for many other opportunities if you use it to your advantage. MediRevv allows you to be the best version of yourself and especially this year, I have felt very supported along my journey and look forward to many more! MediRevv is built on kindness, inclusion, and individuality and I think because of that we have the greatest workplace culture around.



# Dawayn

Work—Fun—Work—Laughter—Work—Tears—Work—Friends—Work





## Karen

Since I have always worked for large corporations, I did not know what to expect from MediRevv. It only took a short time to realize that this group loves what they do at MediRevv. The MediRevv culture feels like a warm blanket. All of the people I have met so far feel really secure here and are so glad that they are with MediRevv and wouldn't change it. So yes, it feels like a warm blanket and a pair of comfy slippers. Each day that I reach out to the unknown here, I am greeted with kindness and help in finding my answers. I am very happy to be a part of this team.

## Tamra



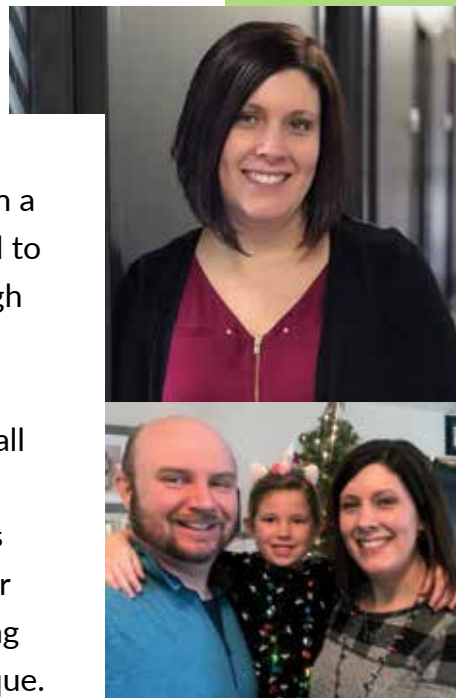
MediRevv culture means family to me. It means diversity, hard work, heart, and acceptance. I wouldn't want to work anywhere else. The culture here is so unlike anywhere else I have experienced. It's home.





# Melissa

I am continuously inspired by my co-workers, challenged (in a good way) by the work we do for our clients and motivated to continue to make a difference each day when I walk through the MediRevv doors. This company is always driving us to provide excellence to its people and partners. The perks of working for MediRevv are more than I can name in this small space. The work life/home life balance truly is a blessing. Giving back to our community by donating volunteer hours is amazing. Playing in a Mario Kart tournament against your CEO is unique. Attending your child's school function during the day is priceless. Our culture is: Inspiring. Amazing. Unique. Unstoppable. As a MediRevver, I am encouraged to be better and do better every single day.



# Raelyn



MediRevv ... It is a great place to work and I felt like I belonged the first day I walked through the door. Every day we are challenged to be our best, be ourselves, and work hard while also having fun. MediRevvers are truly caring and supportive and value employees. It is so nice to work somewhere with a family atmosphere. I am blessed to work with awesome people and look forward to what 2019 will bring!



## Nikki

To me, the MediRevv culture is like looking at a mosaic of different personalities and skill sets combined to create one giant masterpiece. If you look closely, you can easily detect the differences in each glass fragment. They are different sizes, colors, shapes, and housed in different locations on the canvas. No shard of glass is the exact same but, take a step back, and you can see how each individual piece is necessary for the whole picture to come together.



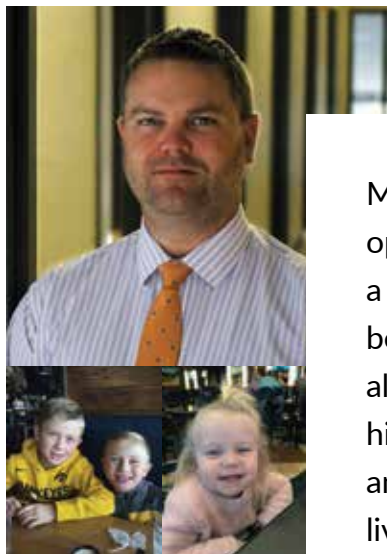
## Juliet



For me, it means a new place that I identify with. A place with people who work hard and also have fun. A place where people have integrity and kindness.



I'd like to believe that I have a close relationship with my Savior Jesus and that it shows in how I treat people.



# Ben

MediRevv continues to sustain growth which affords us the operational opportunity to ensure all team members are receiving a similar experience. The MediRevv culture is a consistent benchmark in an ever-changing landscape. The fun games we are allowed to participate in, fun scrums, minute-to-win-it activities, high fiving in the hallways, holiday parties, celebrating new sales and performance successes are all still a part of our daily work lives. I am excited to embrace change, but also reassured that our culture will assist with guiding us through it all. Cheers!

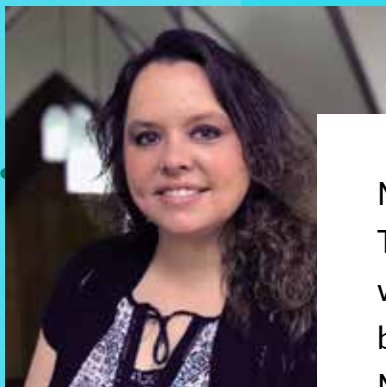
# Maria



The MediRevv culture means support, compassion, hard work, diversity, fun and family!







# Heather

MediRevv came into Scottsbluff in the fourth quarter of 2018. This transition made me super nervous as I had been employed with the local hospital for 16 years. But all I can say is what a breath of fresh air. The transition has been nothing but positive. MediRevv is such a wonderful company. The culture with MediRevv is no less than amazing. Everyone is respectful, smiling, relaxed—it's a feel-at-home type of company. We share values and understanding yet respect one's differences. MediRevv shows caring and compassion for all employees, leadership and the community alike. We are on a common ground. We work hard, keeping our nose to the grindstone, and we have good times too. Scottsbluff has gone through tons of changes through the past months (a major computer conversion) and we are all there for one another supporting each other and bringing each other up if someone is down, along with celebrating our successes together when we are up. High fives and smiles go a long way. MediRevv is like no other place to be employed.

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MediRevv culture is a diverse group of individuals coming together for one goal, one vision and achieving that goal, even if the struggle is real for one outcome we achieve success for people, patients and partners.

**Anonymous**



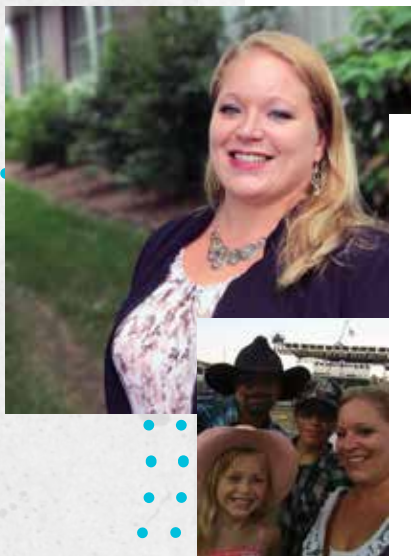
## Mitch

It's hard to put into words what MediRevv culture really is. We talk about our culture a lot and try to define it, but what I enjoy about it now is how much it's evolved into more than just one thing. It's this dynamic mix of all different types of people, personalities, geographies, roles, and countless other different elements. MediRevv is the sum of all its parts where everyone has a different contribution to it and a different take on what it is.

## Todd

MediRevv culture to me is working for a company that cares about your well-being. In the short time I have been here, I have had two family emergencies, and my supervisors didn't hesitate to let me leave to deal with them. When I returned to work, they helped me to determine the best way to make up the time. I wake up each morning excited to come to work because of this atmosphere!



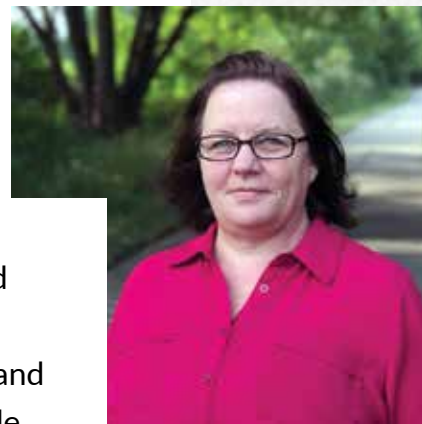


## Mysti

By definition culture is the 'characteristic features of everyday existence (such as diversions or a way of life) shared by people in a place or time.' When I add MediRevv in front of this definition it means that each and every person here, our unique backgrounds, talents, customs, interests, and achievements are celebrated individually and as a whole ... we are MediRevvers!

## Kim →

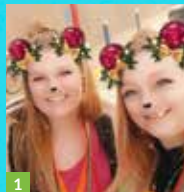
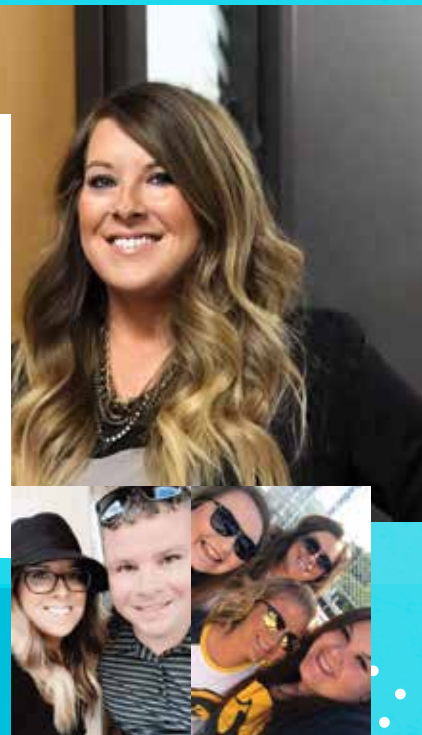
I have worked at MediRevv for almost two years now and every day I am challenged to do more or to be more. It is awesome to be a part of a company that believes in you and encourages you. It is hard to find a company where people truly care for one another and the clients that we serve.





# Alison

I enjoy everything about MediRevv's culture. I have met people and learned things that have helped shape me into the person I am over the past 7 years. I love to spend each year seeing my co-workers-turned-best-friends' milestones and accomplishments, both personally and professionally. I love that we empower each other and can celebrate these moments together and look forward to many more!

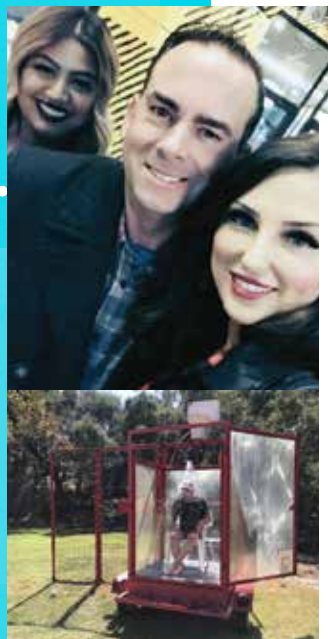


1. With Cody using our VTO ringing the bell for the Salvation Army.

2. With my husband, Chad & daughter, Avri.

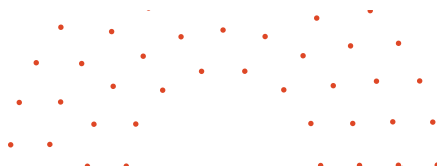
# Cassandra

You know, they say you don't go to work to make friends. But at MediRevv, you do just that—you make tons of friends. I love working here because I can have fun while working with some of my closest friends and we are encouraged to be weird! We work hard so we can play hard. I'm excited to see what my future holds here at MediRevv!



## Jeff

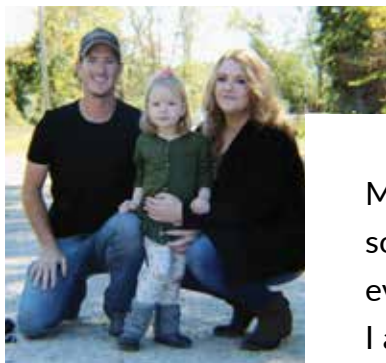
At Heritage, we are settling in as our first full year as MediRevvers. The Heritage team was welcomed with open arms to the MediRevv family. The staff here has a better understanding of the MediRevv mindset and culture. The team has enjoyed our many events including: VTO beach cleaning, the summer picnic, and the holiday party. There is always a spirit of inclusivity at each event with great participation. I truly appreciate the staff and leadership's commitment to making a positive work environment. It was a very successful year as the staff worked together to achieve our goals despite the many challenges and changes that arose. The major changes to the work consisted of a shift to an enterprise mentality. We have great teamwork between the main sites of Anaheim and Iowa as we welcome the newbies in Nebraska, and we all strive to be Medi-Rock Stars!!!!



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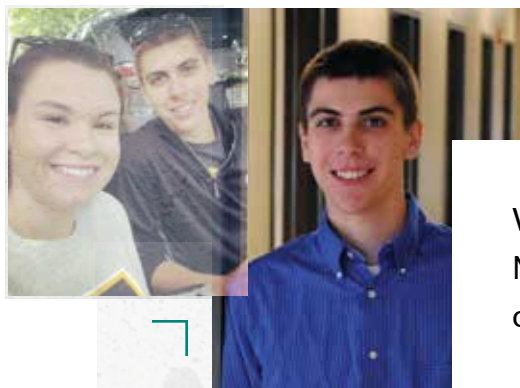
Nice place to work, great and positive environment with fellow teammates always ready to help with a nice attitude and a smile on their faces.

**Anonymous**



## Jordan

MediRevv is an amazing place to work. I love that I work somewhere where nothing is biased. Everyone cares about everyone. Kindness and giving is a constant routine here. I am reminded of that daily. MediRevv helps us reach our goals. Our company is always on its game when it comes to increasing our knowledge. The best part of MediRevv is the way they care about our families. My daughter has recently gone through three major brain surgeries with her fourth one on the way in March, everyone has been so kind and generous with their thoughts, prayers, and giving generously to make sure a fellow MediRevver is doing okay. Family is important and MediRevv shows in every way that they stand behind their employees and their families. Thank you to everyone who has been there to help us on our journey! MediRevv rocks! I am proud to be a MediRevver!



## Brian

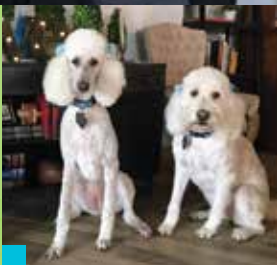
Work hard, play hard: there's no better way to describe MediRevv. It's exciting working at a company that offers countless opportunities to learn and grow.





# Denise

I've enjoyed seeing the excitement of possibility seep into the career dreams of the MediRevvers surrounding me as we witness growth and feel the abundance of opportunity laid out before us. The words "Be Authentic, Even Weird" stand out naturally to our potential new hires but "Anticipate Change, Innovate & Grow" seems to perfectly encompass the forward thinking mindset we have as an organization that continues to drive us toward new horizons. Here's to the many opportunities to come, both known and unknown.

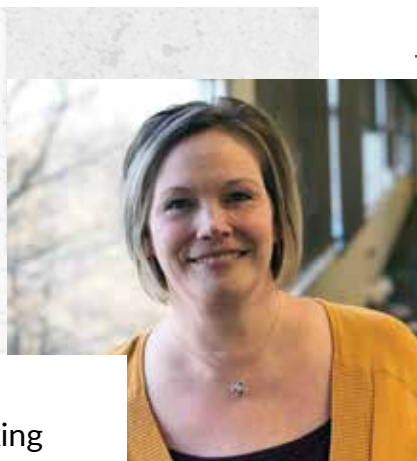


Not all MediRevvers are bipeds.

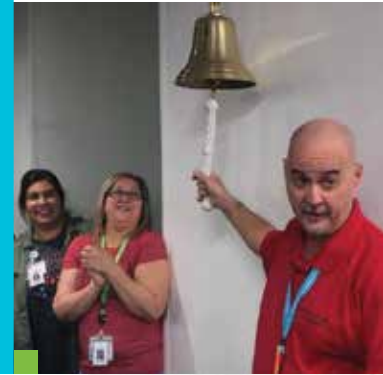
# Lisa



The MediRevv culture is about a lot of people working together to obtain a goal. It feels a little different within each team but overall it is about coming together to be the best we can be! Our employees are happy, and it shows with every call we take!

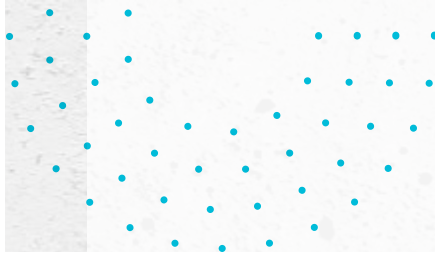


# DID YOU HEAR A BELL RING ?



Our partner's IT gurus eliminated a nasty computer virus, allowing our Heritage team to get back to work!

*You probably did. \*wink\**



New partners.  
New MediRevvers  
and promotions.  
A record month  
of productivity.  
The completion  
of a long and  
challenging project.

All of these are reasons to ring the bell and celebrate!

Positive contributions to MediRevv come in many forms, and they all deserve recognition. When you hear our bell ring, you know we're celebrating the fantastic effort of an individual or team.

**As you may have guessed, we ring it loud and often!**



We found a process change for scanning documents that will save time and paper!





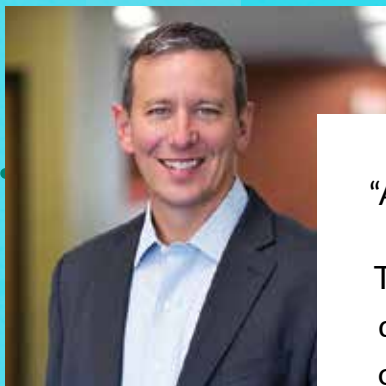
# Christina

What MediRevv culture means to me is treating your employees with respect. Celebrating, having fun in-between our everyday hectic lives and enjoying this journey we call work. I've come to realize that MediRevv appreciates and values their employees by giving back. Culture means being appreciated not only as an employee but for the individual you are and what you bring to this company.

“

To me the MediRevv culture is all about acknowledging one's individuality and accepting one another as who we are. Not only has MediRevv been a welcoming place continuously encouraging me to be myself (how many places can actually say that?), it has also been a highly competitive organization helping to promote team/individual growth and excellence and thus helping me to become a better version of myself. I look forward to seeing MediRevv's culture grow alongside an expanding family. Be authentic, even weird, and always be respectful.

**Anonymous**



## Brad

“And then some.” — Carl Holmes

These three little words are the secret to success. They are the difference between average people and top people in most companies. The top people always do what is expected, and then some. They are thoughtful of others, and then some. They are considerate and kind, and then some. They meet their obligations and responsibilities fairly and squarely, and then some. They are good friends and helpful neighbors, and then some. They can be counted on in an emergency, and then some. I am thankful for people like this, for they make the world more livable. Their spirit of service is summed up in these little words ... and then some.

## Ben

MediRevv means being a part of a team that works well with each other and supports one another through all endeavors.





## Zehra

Webster's dictionary describes family as, "a basic unit in association consisting of two parents rearing their children or a group of individuals living under one roof and usually under one head of the household." That is what MediRevv is to me: a group of people who have become my family now. It is really rare to find. We may not be related by blood, but this unit and these people are Medi-related. I'm happy to be part of something that special. Love my MediFamily.

## Meredith

MediFamily  
Evolving  
Determined  
Imagine  
Results  
Endurance  
Visionary  
Valuable







# Jackie

This will be my 8th year with MediRevv. I was around when we had a different name! It has been interesting watching and participating in the growth of our company. Sometimes I miss the smaller company because I knew every single person in every department. When we gather for events now, there are so many new faces and new things to learn about MediRevv. Being a remote worker makes one work harder at enjoying MediRevv culture but it's like visiting family when I do get to come into the office or attend major events. Looking forward to the next 10 years!

# Cody



MediRevv culture is like having an extra family. When you are going through tough times or happy times, everyone is there for you and always supporting you, regardless.



## Amy

To me, MediRevv culture means fun, appreciation and opportunity. I have been with MediRevv for almost 2 years (April) and I can honestly say that in that 2 years I have grown not only as a person but as a teammate. I am more confident in my capabilities and my knowledge in the insurance field and just in myself as a person—and I have MediRevv to thank for that!! I can't wait to see what the future holds for me with MediRevv!! Oh, and also—end of the year bonuses—um, YES PLEASE!! Thank you to CMK and all the executive staff for truly making MediRevv a place I enjoy coming to every day!!



## Latoya

MediRevv culture has changed over the three years I have been here. Today, it is still an environment of family, and even being remote I have developed amazing friendships.





## Debbie

MediRevv culture is a positive, supportive environment where everyone encourages you to succeed at your position and to always strive for more. There's a lot of change and challenges, so you are always learning new things. I've met some amazing people I will forever have in my life and I'm grateful for that.

## Jennifer



Never have I ever worked in a place where I feel like I actually BELONGED. I feel like I am part of something phenomenal at MediRevv and it is an AMAZING feeling!







# Leah

I've only been here a few months, but the best word to describe the culture here is happy. My first week here everyone made me feel at home. It normally takes me a week or two to open up, but I was comfy and talking (maybe too much) by day 3. There are always people saying 'hi' in the hallways, awkward bathroom banter, and many people genuinely interested in your life. The culture here is exactly what other companies I've worked for have tried to have. I'm not sure what we are doing different but keep it up guys! I'm proud of all of you! To quote Dirty Heads "I'm on vacation, every single day, because I love my occupation."



# Bobbie

Great work environment, great people, and a chance to grow within the company.



## Tommi

Year after year my answer seems to be the same, MediRevv culture means FAMILY. We love, we laugh, we cry, and we fight. Fight for the things that matter, fight for those who need a little help but are afraid to ask, fight for what feeds our souls. Without each other we wouldn't be this amazing organization. No matter what kind of day I am having someone is always willing to listen and offer guidance or just be the shoulder to cry on. I can't imagine a better family to call my own.

## Rita



MediRevv is a company that I have been blessed to be part of now for just a short time in Scottsbluff, NE, but I am proud to say I am a MediRevver. I am excited to be part of the company who enjoys taking care of their employees. I look forward to a year of hard work but fun along the way. I enjoy my team members and say "hats off" to all you hard workers ... it is a joy to know you all and have the opportunity to work with you all. Go MediRevv—and go team!!!



Just me and my guy (Frank)  
enjoying life together

# Liz

MediRevv culture means constantly learning new things and being pushed to excel in your work. This is a very encouraging and supportive culture and one I'm happy to work for.



Gus, the sweetest (and grumpiest) cat.

“

As a new member of the MediRevv family I want to say thank you! Just like a family, those at MediRevv have welcomed us with open arms, supported us through a difficult transition and been there through difficult times. In every situation, Chris and the rest of his team asked, “What do you need from us? How can we help?” Then they really listened and took steps to help us get the issues resolved. It is so amazing that even though we may live in many different parts of the country we know we can reach out and find help, give to others and accomplish our goals. Congratulations fellow MediRevvers for making this a fantastic company! I am so proud to be part of this work family. I look forward to continuing to be a part of all the great things coming in the future.

**Anonymous**





## Maggie

MediRevv to me means family. It means always having someone to make you smile after a bad call, or on a bad day. MediRevv is more than just the place I work at. It's a place to laugh and cry with my peers. A place to share my terrible jokes that I think are hilarious. It's a place to be myself, my authentic, weird self. It's a place where I feel comfortable. MediRevv is a place where I feel at home. It's not always cupcakes and rainbows ... but it's MediRevv and MediRevv means the world to me!

## Layana

MediRevv culture means working with people and a company who sincerely care about you. It is wonderful to have the opportunity to work with people who are always willing to help you improve and advance. There is a sense of community that is always a plus for a workplace.





MediRevv Night at the Ball Park 2018  
with my family

## Amanda

I have worked at MediRevv for about a year and a half. During that time, I have learned about medical billing, customer service, and most of all: myself. When I stepped into this position in August of 2017, I really had no idea what I was getting into but wouldn't change the move I made for the world. The people here at MediRevv truly care about each individual and how they are doing in their job, AND at home. I enjoy all of the different activities, rewards, etc. that take place here, however, most of all, I appreciate hearing that I'm doing a great job, and that I am appreciated, which my supervisor and CSM make sure to do on a regular basis. Thank you for being a great place to work, MediRevv!



## Dylan

MediRevv ... When I first walked through the doors of MediRevv the number one thing that stood out to me was our CEO. Chris built this business on passion and that is truly inspiring. Aspiring CEOs should study Chris and if they do, success is in their future!



## Jamie

Work hard, play hard. I love working with different teams across the company and knowing we all have the same end goal in mind. Once all that hard work is accomplished we get to celebrate and then move forward to the next one.

## Jenny →

Numerous words come to mind when I think of the what the MediRevv culture means to me: unity, involvement, diversity, friendship, family, humane. So thankful to have the coolest CEO in the world!! Thank you, Chris, for making such an amazing company; very proud to be a part of it! :)





# OUR

We genuinely appreciate our MediRevvers. Your enthusiasm for helping our partners and their patients (and all your hard work) does *not* go unnoticed! We truly shine when we come together as a team to get a difficult job resolved, and also in the time we set aside to engage personally and enjoy life in the moment.

We show our gratitude in different ways. Sometimes it's a heartfelt compliment and a handshake, or a gift card for a random act of kindness. Our annual Iowa City 'Night at the Ballpark' and Heritage summer picnic events are just another way we say thanks. Oh, and food ... everyone is especially enthusiastic about food.



# PEOPLE





MediRevv | EMPLOYEE APPRECIATION



ROCK!





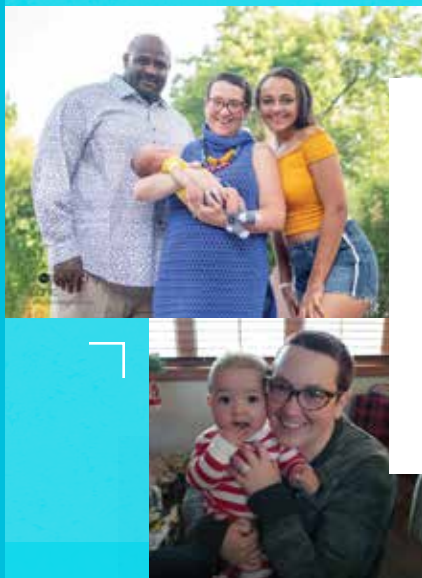
# Lisa

Thankfully we have a strong culture at MediRevv which creates a very special atmosphere that is seldom found in the corporate world. I am fortunate enough to do what I love and love what I do at work. The opportunities I've been given and the people I've met through work have been invaluable to my personal and professional development. I love embodying the mindset and am so grateful that I can truly be myself at MediRevv. Looking forward to many years to come!

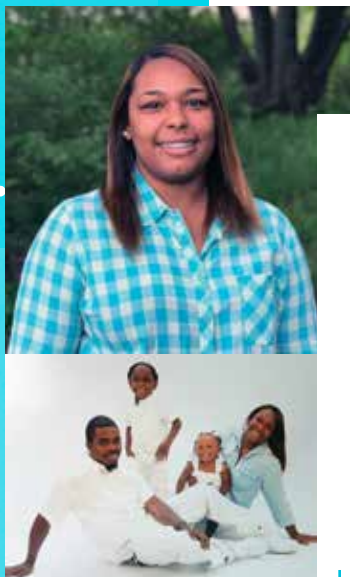


# Susan

The MediRevv culture cultivates kindness. Everyone who works here is genuinely kind and thoughtful to one another. People go out of their way to help each other out. People are friendly to each other in the hallways, and are always willing to stop what they are doing to help a co-worker.







## Albany

A stupendous place to be!! There's no wrong when walking through those doors every A.M. and leaving out every P.M! I have only been part of the MediRevv culture for 1 1/2 years and must I say I am more than excited to be here for many more years!! There's nothing like coming to work and enjoying each other while working and have tons of fun while doing so ... (where can you do that?!). I am proud to say, I'm a MediRevver!!

## Megan →

MediRevv means FAMILY! It's knowing that any time I am having a good or bad moment my FAMILY will be there to see me through or congratulate me on my successes. Knowing I can also have the time to take care and grow my own family is super rewarding.





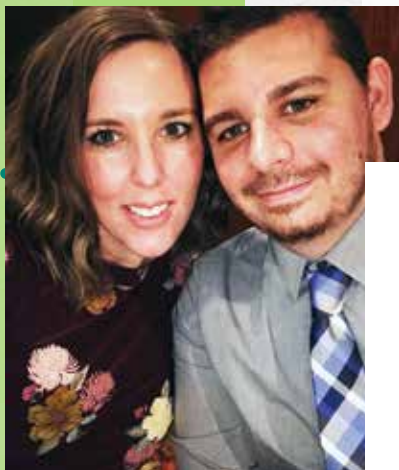
# Sarah

I have been with MediRevv for almost 4 years now and with each year that passes I feel that I have grown so much as an employee and individual. I have gained more knowledge, confidence and drive, and I truly believe I owe a lot of that personal growth to MediRevv and my fellow co-workers who have supported me and encouraged me. What I enjoy the most about where I work is that not only is there a “work hard, play hard” mentality but there is also a “care hard” aspect with #medirevvgives. We look out for one another and our community when they need a helping hand and that is what makes me the proudest to be a MediRevver!

“

MediRevv recognizes the balance between work and family life. I appreciate that I don't need to feel guilty when life happens, and I need to put my family first. 2018 was a difficult year for my family outside of work, but my team and leadership were more than supportive and understanding of any time out of office that I needed to spend with my family.

**Anonymous**



## Jeffrey

I love working at MediRevv: it means working hard and playing hard. I know every day I come to work I am making a difference, whether that is for the company, clients, or patients. Being a MediRevver means making a positive impact on the world and I love working for a place that truly tries to do that. Here's to another great year.

## Meagan



In the lyrics of "Can" by Nas, he sings, "I know I can be what I wanna be." I feel as though this is a strong statement for us. We are all ourselves and MediRevv strives to allow everyone to be who they want to be. There is always someone there for support whether it is work-related or personal. I love coming to work to see my teammates; one in particular who has helped me through some tough moments in the last (almost) 2 years (SHOUTOUT TO MEREDITH!!!!!!) Every day is different. We struggle, grow, learn and adapt as a team.







## Melissa

Ten years ago, I made one of the best decisions of my life, I joined MediRevv! Because we are in the age of using hashtags to express things, here are my thoughts as told through hashtags: #medirevvrocks #ilovemyjob #ilovemymedirevvfamily #worklifebalance #workhardplayhard #fosteringpartnerships #unforgettablememories #endlessinsidejokes #recordbreakingperformanceyearafteryear #thebestinthebusiness

## Cathy ➡

Work hard, play hard. What this means to me is just like the saying, you reap what you sow. We all work hard to plant seeds into the base foundation of this company, so we can enjoy the plentiful growth of the outcome. We share this is our neighboring partners, so the people will enjoy the benefits. Then, to our own satisfaction, we will see the true results: the outstanding performance of our team. I love it! 2019 is going to bring new seeds for planting, and we will watch them grow success and be proud of what we reap!





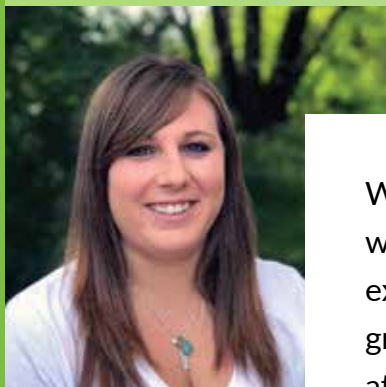
## Rosemary

Being a part of the MediRevv family Scottsbluff team I see so many opportunities for personal development as well as growth within our community. I have been impressed by the MediRevv leadership to meet and greet each new employee and welcome them to the MediRevv family. To me, MediRevv continuously demonstrates a commitment to the success of their people and their partners in an environment that encourages growth and acceptance to be yourself. We celebrate our successes, embrace our challenges and work hard for MediRevv because of this company's culture. As a team member I am proud to work for such an exceptional company. Thank you MediRevv!

## Mary Jo

MediRevv's culture is defined by the hardworking people who strive to deliver positive results daily. It is a workplace where perks, tools, resources, opportunities and flexibility are truly appreciated. So glad to be part of a company with continued growth and success, THANK YOU MediRevv! Own motto: "Being lean, diligent and mindful can go a long way!"





# Michelle

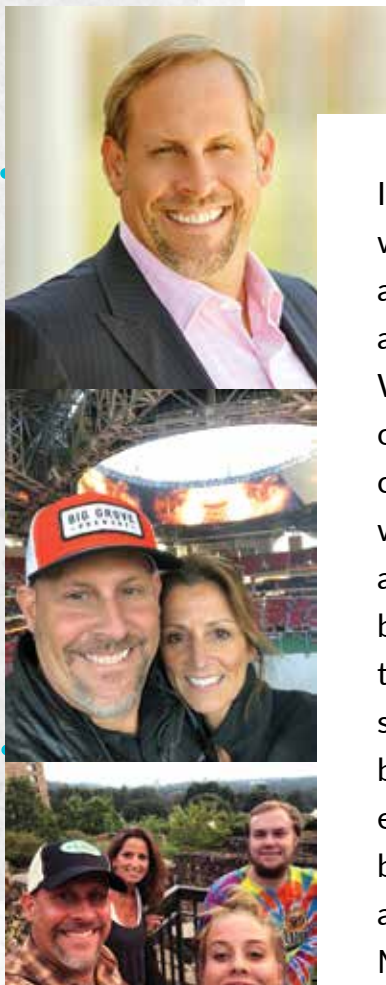
What does MediRevv culture mean to me? MediRevv is a place where everyone walks through the door with a smile. It's our extended family. I've been here 6 short months and have made great relationships. Culture is what makes or breaks a company, at MediRevv our culture is amazing. It's contagious. I walk into work excited to do my job, and to see my teammates. Daily, I am reminded how awesome MediRevv is by what I see and what I hear. We aren't employees, we are MediRevvers—we are family!

# Johann

MediRevv culture to me means FAMILY. I moved here from Chicago for the MediRevv experience and February 2019 marked my 1 year anniversary. Everyone has been so welcoming and warm to me since I started and that is why the MediRevv culture means FAMILY. Thank you all and I look forward to many more years with my MediRevv FAMILY.







## Kent

I feel like I say this every year but WOW!! WOW in so many ways! We had a phenomenal financial year, we grew again at double digit levels! We added some great new clients to an already impressive list of the Who's Who in Healthcare. We added some 350+ MediRevvers to the family providing opportunities to grow careers and provide back to the communities we serve. I am humbled every day to be working with such an inspiring group of people who truly live our culture and work hard for our clients, all while having fun and living our best life. After 10 years of working for this great company I can truly say that I have never been prouder to be associated with such a unique and uplifting company that gets why we are in business. Of course, it is to make our customers wildly successful every day, but at a higher level, it is to become better human beings by working hard, playing hard, even being a little bit weird and giving back to our families, our co-workers, our clients and to MediRevv! Thanks, MediRevv for that opportunity! I look forward to 2019 and seeing what WOW we can generate!



Family. People who genuinely care about one another beyond a paycheck.

## Anonymous

# Rachel

MediRevv culture means never knowing what to expect. One day you could be working away and a cart full of candy or popsicles shows up at your desk. Another day, you might walk through the doors and be greeted by a co-worker with a beard covered in silver glitter! On another day, you might have a team meeting that brings out your competitiveness through a game of Stacky Cup or Pictionary! Here at MediRevv, you just never know what you're gonna get and I hope that never changes.



# Cory

The “work hard, play hard” mentality pretty much epitomizes the MediRevv culture for me. Challenge yourself ... Challenge others ... Work your A\$\$ off and celebrate your successes!



## Christina

“Work hard, play hard,” to me equals MediRevv. When you add Attitude + Values + Goals, to me, this equals Culture. It makes me happy to know that I work for a company that cares about the organization’s cultural nature. I work out of the Anaheim office with my second family and together we are experiencing one of life’s journeys—the MediRevv way. We have produced amazing goals together as we share many of the same values. Thank You MediRevv, I am having a great time!

## Marie ➡

A greeting in the hallway, a hug for a co-worker you haven’t seen for a while, a pot of coffee that greets you in the morning, leadership knowing my name, a card when it’s my birthday, a good ribbing when I mispronounce a word, and well wishes for the things that are happening in my life outside of work.

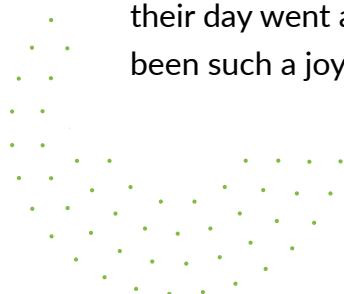






## Michelle

MediRevv's culture book is such a great way of showing that every MediRevver can express all the wonderful and exciting news they love to share, and their experiences they have had while being a part of the MediRevv family. What it means to me is while I am hearing all the great things everyone shares, I too, have the opportunity to share my thoughts. I love meeting new people, seeing smiling faces, listening to everyone's stories of how their day went after work. Being a part of the MediRevv family has been such a joy and I look forward to many more!



## Amber

My heart is filled with gratitude when I think of and experience MediRevv culture. Caring, growing and helping, we do this individually and as a team. It's so nice to work for such a company with great and compassionate management and my co-workers are the BEST! Thanks, MediRevv!



## Ervin

Another year at MediRevv and another client. Things are great. I'm learning more and definitely growing with the company. That feeling that I am at the right place did not fade away. I am happy to be here and happy to contribute and be part of something that's great. Best thing about MediRevv for me is what you make of it. There are a lot of opportunities and hard work doesn't go unnoticed. I am looking forward to the future and can't wait to see what it brings. Work hard! Work smart! BE MEDIREVV! :)

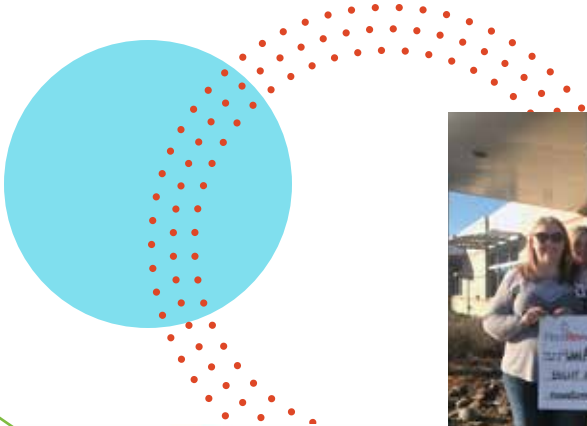
## Darlene



MediRevv culture means that just like many cultures there are distinctive qualities that make us the same, and different qualities that make us different. But coming together united makes us strong and like no other company. We put our wide range of thoughts, ideas and creativity together which gives balance to an awesome work environment!



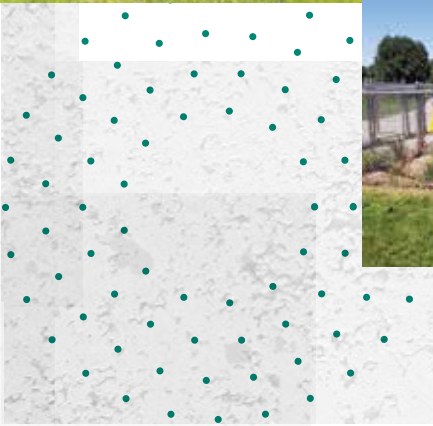
It's



good



to give.







~\$75,000

donated in 2018

66 charities

local, national and international



**Giving teaches us to find compassion within ourselves while contributing to the common good.**

The MediRevv Gives committee aims to honor our employees' community service by putting donation dollars behind our long-standing verbal commitment—we want you to make a difference inside and outside our walls.

**#medirevvgives**





# Jessie

“People talk about work and play as if they are separate things, with one being there to compensate for the other, but all of it is life, all of it is precious ...” — Richard Branson

We all have one true gift to give, our time. Time is not guaranteed. We must allow our time to be spent finding fulfillment with those who provide meaning and purpose. Envision a time lapse for MediRevv. You might think of a small group of people creating a culture of working and playing hard. Time passes, and relationships are built based on this work and play. The company successfully grows. Relationships built with each other begin to blur the lines between work and play. There are parties, laughter, acts of kindness, volunteering, support, and trust in each other. We continue to grow, and time passes. Revenue cycle management may be our knowledge base (and we are great at it). But, the foundation of our culture, the “work hard, play hard,” all in, dedication and loyalty employees have, is based on everyday connections and relationships cultivated from our mutual gift of time. By allowing each other our time we continue to blur the lines between work and play. The culture book is a testament of our gift of time to MediRevv. Each year our relationships grow and strengthen our cultural foundation. So, cheers to MediRevv culture, building connections, and to giving our most precious gift of time to things we find meaningful.



# L Allison

Another year, another culture book! To me, MediRevv has become synonymous with family. But instead of going on about how I love it here, and it's great, welcoming, inclusive, etc ... I'll leave you with some of my favorite quotes from my management idol, Michael Gary Scott.

"An office is not for dying. An office is a place to live life to the fullest, to the max, to ... An office is a place where dreams come true."

"Fax? Why don't you just send it over on a dinosaur?"

"Sometimes I'll start a sentence and I don't even know where it's going. I just hope I find it along the way."

"Sometimes you just have to be the boss of dancing."

"In the end, life and business are about human connections. And computers are about trying to murder you in a lake. And to me, the choice is easy."



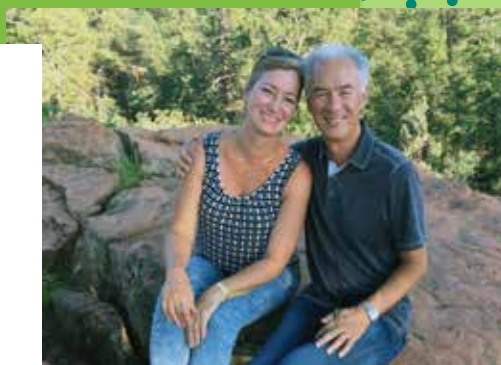


## Frank

Being a MediRevver for a little over a year now, I can say that the culture is one where we can work hard and be ourselves. We are given plenty of opportunities for career growth, to help out our communities and to all get together to have fun. The Summer BBQ and Christmas party at the “House of Blues” really made me feel appreciated as a member of MediRevv.

## Patty

Having just started with MediRevv about four months ago, I still get asked by my friends if I like my new job. My immediate response is that I love MediRevv’s way of embracing each person for who they are especially their “unique” traits. MediRevv is without a doubt a company that makes sure everyone feels included and appreciated. Having lived with my sons and husband overseas for almost 20 years and experienced different cultures and ways of life, this way of thinking definitely falls in line with my comfort zone and I am thrilled to call myself a MediRevver.





## Terry

This year we lost a fellow MediRevver who bravely fought a battle against cancer. Her positive impact on our culture reminded me once again that MediRevv is all about our people. It's the place where we can be ourselves day in and day out. It's the place we can show our quirkiness and be empowered to try new things while learning from our mistakes. As we add new physical locations with our end-to-end revenue cycle management growth, the MediRevvers from each new location bring the very best of their culture with them, creating a "culture fusion" to make us even better and more diverse. I've been a MediRevv now for 4,230 days (yes, I counted!). Can't wait to see what comes next!

“

MediRevv is awesome. I love the flexibility in hours. I am grateful to be surrounded by good hardworking teammates. MediRevv is like a second home. I've got my fleece blanket to prove it. MediRevv just rocks! Woooooooooooooo!

**Anonymous**

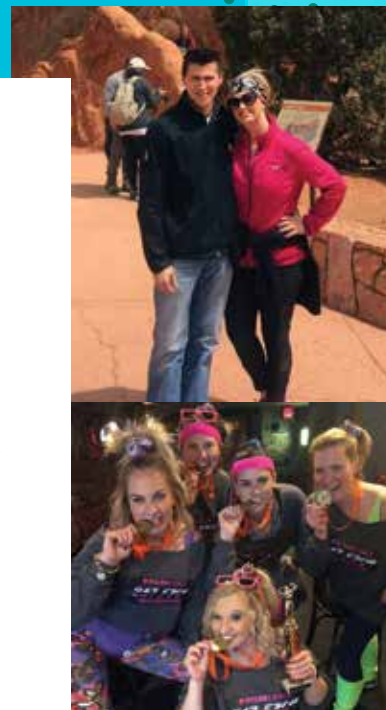


## Erin

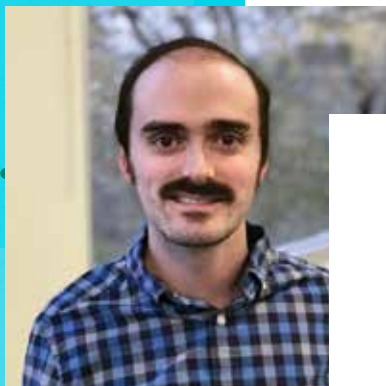
MediRevv holiday party—Warning: side effects may include but are not limited to: loss of voice, unexplainable bruises, loss of shoes, glass shards in feet, headache, vomiting, regret, loss of appetite, extra cash in your pocket, new friends, loss of memory, week long recovery, spontaneous slipping, 52 weeks' worth of stories to reminisce about with friends.

## Meegan

MediRevv's culture is something very unique and special. After all these years, it's the culture that keeps me growing with MediRevv. It's more than just a grill out day or wearing jeans every day. It's how we treat one another. It's trusting your colleagues like you trust your own family. It's staying late to help a fellow MediRevver. It's reaching out to someone during a difficult time to provide them comfort and solace. Our culture is so much more than what you can find on our website, blog, or even in our culture book. It's something you have to experience and feel to truly understand. I'm just thankful to have been part of it for the last 7 years—and for all of the years yet to come!







## Brian

Hitting my first full year here, MediRevv culture by and large seems to be a culture of honoring each other's achievements and leadership practically showing value to their employees throughout the year. Between little things like—having extra food brought into the breakroom to surprise us, to a personal email from sups/management to congratulate us on our successes, to the company investing in us with professional development opportunities—I feel like my work is noticed above what I would expect. There are also opportunities provided to just have fun together, from holiday parties to Mario Kart tournaments. It's certainly the best desk job I've had.

## Maria

MediRevv is like family. They remind me of a very inspirational quote by Tegan and Sara, "Everything is awesome, everything is cool when you're part of a team, everything is awesome, when we're living our dream. Everything is better when we stick together, side by side, you and I gonna win forever, let's party forever. We're the same, I'm like you, you're like me, we're all working in harmony."





## ← Sarah

I am so grateful to be a part of such a fantastic company that truly cares about their employees both professionally and personally. Many of my friends think I am exaggerating when I talk about how wonderful this company is. (Now one of them works here too!) You want to take the day off? Enjoy yourself—let us know if you need help with your work when you get back. Want to further your coding knowledge or gain additional certifications? We have a budget for that. Management is both professional and caring and has such a deep knowledge of the industry. I truly feel that all of my hard work is appreciated. It's not just about the bottom line here, it's about treating employees like family. Thank you MediRevv!



## Brandon

I am going on my second year here at MediRevv and I love working for a great company that cares about me, as an employee and individual. My co-workers have become like family to me. I care a lot about them. This attitude of caring and feeling like family makes a great impact on the work we do. This spirit is carried over to the patients and individuals we interact with on a daily basis.



## Nicole

I have been here a little over 4 years, lots of things have changed but one thing that has been constant is that MediRevv is like family!!! Not only have I had the privilege to have met so many people that I would not have met had it not been for working here, but I have grown so much and couldn't have done it without my amazing co-workers!!! I am so grateful and blessed to be a part of this company and its continued success. I cannot wait to see what the futures holds for us!!!

## Jenn



I am a monumental admirer of the volunteer opportunities and benefits that we are given each year, but it was MediRevv Gives that most recently topped the list of kindness offered by MediRevv. Anyone that knows me hears all about my rock star kiddos and topnotch husband more than they probably want. In 2018 MediRevv Gives was ALL HEART in supporting Camp Courageous and Sparkles. These are two organizations that are near and dear to my family's heart. Your support was felt by many, THANK YOU!







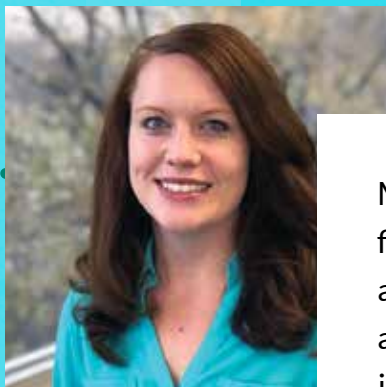
# Carolyn

In the short time that I have been with MediRevv (nearly 6 months) I have seen some really strange things. Not only are your managers friendly and approachable, the CEO (Chris) and VP (Jeff) actually know your name. It's not uncommon to see Jeff walk down every row of cubicles just to say "Hello" to everyone. HR is literally "there for you." It's so weird that you can actually speak to one of the nicest people on the planet (Denise) and she is happy to answer your questions/concerns. They feed you lunch here ... a LOT. Overtime? It's not only allowed, they encourage it!! I feel very fortunate to work for MediRevv. I strive to do my best because I feel like someone actually appreciates it. I have met some really nice people and hope to develop some forever friendships. Yep, it's a weird place—but in the best way.

# Cheryl

When we first transitioned over to MediRevv in October 2018, it was somewhat stressful, wondering on how things would be run. So far it has been a great experience and have met some really wonderful, warm, caring people with the MediRevv staff. I look forward to what the future has to bring us.





## Heather

MediRevv's culture to me is the perfect mix of fulfillment, flexibility, family and fun. I love coming to work every day to a job I enjoy and one that allows me to utilize my knowledge and skills. MediRevv's dedication to employee improvement is profound. It would be hard to find another company that can beat MediRevv's professional development, community involvement and work-life balance. I am proud and thankful to be a part of such a great company culture.

## Mahmoud

It means that everyone is part of a cohesive team and are appreciated for their talents and differences. I come in to work and everyone's been super nice to me and very helpful. I can be me. As a Muslim, I have to pray 5 times a day. Everyone here has been accommodating and offered me their office to pray, which I truly appreciate. At first, I was apprehensive about it and used to go to my car or the break room, but everyone's been incredible to respect my beliefs, as I respect everyone else's.





## Erin

It's been such a fun few months getting to know everyone at MediRevv. It's a refreshing environment where I feel encouraged to incorporate a work/life balance, work hard, and develop professionally and personally. I absolutely love that MediRevv is so focused on mindfulness and that we practice this daily, including our company meetings. What better way to start a meeting than sharing what you're grateful for and why?! It helps us all focus on the good things in life. This practice makes me a better, more positive and mindful person day to day—and for that, I'm grateful. Thank you, MediRevv!

## Nancy

MediRevv culture to me is awesome!  
I appreciate being a part of this company so much that words cannot express how I feel!  
I really do like working here because I feel I'm being treated well! Thank you MediRevv TEAM!!







## Wendy

It is so hard to put in just a few words. I could write a whole book about just how great MediRevv is. This is my family. There is so much love and kindness here. Everyone truly cares about each other and we all work so hard to help each other succeed. Just walking in the front doors each morning makes me happy because I know every day is a great day at MediRevv.

## Carmen →

A year ago, we would never have thought or dreamed that we would be working under a different company. Our team has been with MediRevv now for five months. We have received so much positive feedback from the company and the employees. I think it is challenging at times and also fun. I also know that I am surrounded by a great group of MediRevvers, something you don't find in every job atmosphere. I love my team—GO MEDIREVVERS!!



# BE AUTHENTIC, EVEN WEIRD

*Be Yourself—You're Magical*

**WEIRD** | wird |

adjective

1 suggesting something supernatural; uncanny: *Everyone at MediRevv is a little bit weird ... in the best way.*

**synonyms:** true beauty, uncanny, eerie, unnatural, preternatural, supernatural, unearthly, otherworldly, unreal, ghostly, mysterious, mystifying, strange, abnormal, unusual, limited edition, be me, life is too short to be anything but happy, be silly, weird? you mean awesome, shine bright like a diamond

“So, you’re a little weird? Work it! A little different? OWN it! Better to be a nerd than one of the herd!”

— Mandy Hale







## Matt

There are many ways to describe MediRevv—so many words that come to mind. However, in the midst of all the fun we have with our MediRevv family, it's easy to forget the impact we have on those we don't even know.

With these thoughts in mind, I took some of those descriptive words and used an AI script generator to create the first scene of a movie that I think is quite fitting. Enjoy.



“

A place where coming to work isn't dreaded. You get to work with great people that will help when needed. Most importantly you can go home and forget work completely. No email to check at night, and no follow up when not at work.

Anonymous

## Malicious Medicare Denials

A screenplay written by Artificial Intelligence  
(with help from Matt)

### INT. MEDIREVV - AFTERNOON

Friendly Revenue Cycle Representative  
MR CHAD THUNDER is talking with fun-loving  
Supervisor DR TONY MEADOWS.  
CHAD high-fives TONY.

TONY

I'm sorry Chad, but I've got to go.  
My shift is over.

CHAD

That's a bummer.

TONY frowns.

TONY

I'm sorry, Chad. I need to spend time  
with my family.

TONY leaves.

CHAD sits down, looking defeated.

Moments later, admirable Patient Experience  
Representative MS CHARLOTTE GREENWAY  
barges in looking flustered.

CHAD

Goodness, Charlotte! Is everything okay?

CHARLOTTE

I'm afraid not.

CHAD

What is it? Don't keep me in suspense ...

CHARLOTTE

It's ... Medicare Denials ... I saw an evil Medicare  
Denial making a bunch of patients pay!

CHAD

*Defenseless* patients?

CHARLOTTE

Yes, defenseless patients!

CHAD

Bloomin' heck, Charlotte! We've got to do  
something.

CHARLOTTE

I agree, but I wouldn't know where to start.

CHAD

You can start by telling me where this happened.

CHARLOTTE

The parking lot! That's right – the parking lot!

CHAD springs up and begins to run.

CHARLOTTE follows.



## ← Rhonda

MediRevv culture means opportunity to thrive and motivation! I started with the company in December and have really enjoyed working for MediRevv. I feel we get the appreciation that makes a person feel good to come to work and work hard for our goals. It's a fun company and I feel they appreciate all of us as a whole family. I like the work hard and play hard quote! Can't wait for what 2019 is going to bring us and in the future! Thank you MediRevv!



## Sonya

"What culture means," some people believe that culture is about family, respect, traditions like dancing, special holidays, language, religion, and many other things. When it comes to MediRevv, culture means, "anticipate change, innovate and grow," being authentic, working hard—and also being a bit weird. 🤪🤪 At the end of my work day, I walk out feeling good—as a MediRevver we totally Rock. So, don't you want to be a MediRevver like me?!!



Government Dept hanging out after work like a true Family. Thank you, Kim for giving us a good time.





# Michael

Reflecting on the past year, I am lucky to be surrounded, on a daily basis, by bright people, dedicated to exceeding the expectations of our clients. As a company we are steeped in the motto of Partners | People | Performance. As individuals I see my colleagues' choices and hard work fulfill the promise of our motto by: maintaining flexibility in how we support each other and our clients, helping fellow MediRevvers in their times of need, staying focused on tasks while looking for better ways to perform the same work. MediRevv is a great place to work and I am grateful to be part of this company!

# Tracy



It's about the influence of your views, values, humor, hopes, loyalties, worries and fears. MediRevv has inspired me to be a better person and have a positive outlook in my life and my work life daily. I have an extended family here that I enjoy being with every day! MediRevv believes in the employees and will help you succeed in your dreams and your goals.





## Nora

MediRevv culture means coming to work and enjoying being there. I've never had a job where there were so many fun activities planned throughout the year. I really like getting up each day and coming to work. It's a place where everyone is professional, kind, friendly, respectful and full of spirit. This is a cool place to work.



## Sheri

It's hard to believe I've been a MediRevver for almost 5 years now! MediRevv culture to me is being able to have fun at work while working hard for our clients. It's easy to work for a company where you're treated like family and celebrated for being you! "The beauty of the company lies in the diversity of its people."





# Steph

MediRevv: one word that describes not just my professional life for now going on ten years, but also a great portion of my personal life. MediRevvers are not just my co-workers, they are part of my family. When in need, we help each other. When down, we support each other. When great things happen, we celebrate with each other. I am so proud each and every day to say that I work at MediRevv. After all these years nothing has changed except for the number of smiles I get to see, the number of laughs I get to share and the number of awesome people that I am surrounded by. Here's to another year. I can't wait for the next ten!



1. Enjoying some California MediRevver Sun

2. HR awkward family photo

3. Night at the ballpark with my MediRevv family

# Amy

Family. I'm new to the company and have been welcomed with open arms. Everyone here is very nice and helpful! Such a great company.







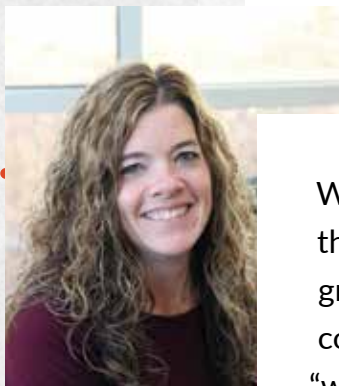
## Emily

The biggest aspect of the MediRevv culture is family. Whether you have been here 4 months or 4 years, you can really take comfort in the fact that you belong. I am also very thankful that MediRevv allows us to use VTO (Volunteer Time Off) to give back to our community, as well as many of the surrounding communities. I had a great time helping build a Habitat for Humanity house with a few other members of our MediFamily in 2018. I can't wait to see what's to come in 2019!

## Cynthia

I've recently noticed that time seems to move more quickly than in my youth. I remember being told this happens as we age, but I'd like to think my perception of time flying by is because I'm having fun! I am fortunate to work with amazing people who make each day fun while we are working hard to smash our goals and accomplish our dreams. Go MediRevv!





## Amy

When I googled the word 'culture' the definition that stood out to me the most was achievements of a particular nation, people, or social group. Which made me think an even better definition for culture could simply be defined by one word: MediRevv. Chris asked us, "what does MediRevv bring to your life today?" Today, I simply feel thankful. Thankful to come to work daily at a place that I enjoy, with people I enjoy, and doing something I enjoy. When people ask me where I work, and I tell them MediRevv, one of the first things I hear is, "oh, I have heard that is an awesome place to work, do you like it?" Again ... THANKFUL that I can reply, "no, I LOVE working there. I get to work for a company that embraces and recognizes achievements by groups and individuals and aren't afraid to tell us, you're doing great, keep up the good work! I feel thankful to be a MediRevver, and to work at a place where you can work hard and play hard."

## Tabby-t ➡

#LIFE: to be who you are, to not have to change yourself for something or for anyone.



# Ariel

"It's been a hard day's night" — The Beatles

"There's a lot of opportunities if there aren't you can make them make or break them" — Pet Shop Boys

"The odds are that we will probably be alright" — Barenaked Ladies

"I wanna be a billionaire so freakin' bad, buy all of the things I never had" — Bruno Mars

"A working class hero is something to be" — Green Day

"Nothing in this world could ever bring them down" — Echosmith

"Already we'll all float on/Now don't you worry we'll all float on alright" — Modest Mouse

"To be yourself in a world that is constantly trying to make you something else is an accomplishment" — Ralph Waldo Emerson





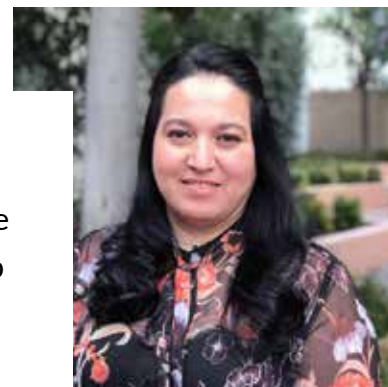


## Amber

At MediRevv, I have countless things all around me to be in awe of, grateful for, excitedly tugging on others' sleeves about, squealing in delight over, and motivated by. At the center of this supreme happiness is my MediFam, who I delightedly call my tribe. It's a beautiful thing when everyone around you supports your weird habits, engages you in their banter, and encourages you to be the best version of yourself. I am celebrating 6 years at #MRVIC this year, and so many things have undoubtedly changed; the people, the parties, the committees, the buildings, the JJ's delivery drivers ... but one thing has always remained the same: our commitment to the MediRevv culture. I am regularly reminded that if you take care of MediRevv, MediRevv will take care of you. I am ready to make this one kickass year and hope those of you reading this are too. Let's do this, MediRevvers! Buckle up!

## Erica

MediRevv culture is great in so many ways. We are authentic, weird and we work hard to play hard. I value the family atmosphere and the flexibility to get the job done. I enjoy being part of this wonderful team.





## Debra

What does MediRevv mean to me? It means cohesiveness: “the quality of forming a united whole.” I have been working for MediRevv a little over a year from a remote area in Northern California, Humboldt County. All the MediRevv co-workers I have been in contact with have been helpful, warm and willing to help. That is what makes a great workplace. I feel listened to when I have had concerns or problems. I am so happy to work for a company that treats the employees as family with all the special events, fundraisers, etc. I hope at some time I will be able to travel back to Iowa and meet more of the MediRevv family.



## Blanca

One of the most important things for me is to feel comfortable in the environment I work in and MediRevv does that. I enjoy working at MediRevv for the positive culture it represents: work hard, play hard. This company makes me feel appreciated and valued as an employee and I have met some wonderful people while working here.



# Theresa

The MediRevv culture is extraordinary in the opportunity it provides employees to grow and promote from within. I have seen so many MediRevvers being mentored, educated and provided advancement not typically experienced in other companies. For those of you who are new to MediRevv, just starting your careers, or looking for great leadership that cares and recognizes talent and hard work—MediRevv is the place to be. It's wonderful to enter a workplace and see so many smiles. Work hard, play hard, bring your best each day and you will smile too!

# Nicholas



MediRevv is incredibly diverse and it's the only company that I have worked for that allows me to give back by performing music for them. I am part of a MediRevv band called Revvolution and we have musicians in the band at all skill levels and different playing styles. We perform at both company and public functions.







## Maria

MediRevv culture means working together as family. What a wonderful year this has been, it has gone by so fast. I am looking forward to many more years with this wonderful organization who cares about you.

## Amber

This company is very special to me. They gave me a chance with little experience and provided great training for me to succeed. I love that this company is continuously giving back not only to their employees but to the community as well. I have been a part of volunteering for this company and witness the extremes of giving personally. I like that we can be ourselves at work and that we are encouraged to be a little weird with no judgment. This place is the best!





"Family is not an important thing.  
It's everything." — Michael J. Fox

# Lindsay

Culture is made up of many words:

Passion: "People with great passion make the impossible happen." — Anonymous

Dedication: "The price of success is hard work, dedication to the job at hand, and the determination that whether we win or lose, we have applied the best of ourselves to the task at hand." — Vince Lombardi

Trust: "Trust each other again and again. When the trust level gets high enough, people transcend apparent limits, discovering new and awesome abilities of which they were previously unaware." — David Armistead

Family: "A family doesn't need to be perfect; it just needs to be united." — Anonymous

Unique: "Being different isn't a bad thing. It means you're brave enough to be yourself." — Luna Lovegood



## Carlotta

MediRevv culture is the people I work with—it's a great place where amazing people meet every morning with a smile on their face and are ready to take on any challenge sent our way—we work hard! Not because it's forced upon us it's because we love what we do and the people we do it with. We're like family we and have no problem going the extra mile for one another. We celebrate birthdays together, grieve together, laugh and sometimes even cry. I really can't ask for a better group of people to spend my days with.



## Beth

As I look back at my almost 11 years with this amazing company I am reminded over and over what a wonderful, caring group of people we have here. My daughter has a health issue, and over the years I have received so much support and caring from everyone—it is incredible. MediRevv is truly the best place to work.







## Jason

I joined MediRevv about 5 months ago now and it has been a wonderful transition. Stepping out of your comfort zone and doing something new is always challenging, but I knew Chris and others in leadership before joining and have worked with many of them previously, so I had a pretty good understanding of what it would be like to work with them. What I underestimated was how great all of the people at MediRevv would be. From the rest of the leadership team to the most recent hires like myself, everyone has been welcoming, kind, respectful, fun, (and yes some even “weird”) and it has been a great experience. I now understand that it is all of us together who make the MediRevv culture and I can’t wait to see what the future holds for me as a MediRevver!!!

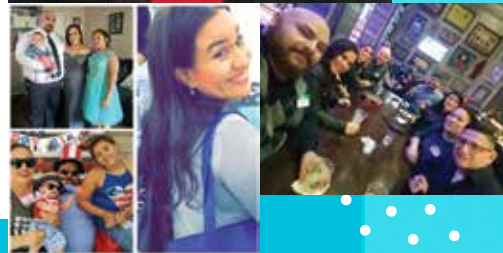
## Devin →

I have been with MediRevv for just a short time and it has been awesome to work for a company that cares about you and your needs. I have been able to get to know different people and that has been a great experience. I like the motto of “Work Hard and Play Hard” since giving our all is a great saying to live by.



# Laura

Waking up in the morning for work is no longer a drag. MediRevv has provided me with the environment I've always wanted to work in. It means a place where you come to work hard, have fun and not be judged for who you are or what you bring to the MediRevv table. MediRevv has shown me how to balance work, life and family. Being part of MediRevv is having an extended family that really cares about people.



# Rebecca

It means to be yourself and people being accepting all around you. That you're not just another person, and your supervisor and team members care for you.



# Sarah

We're a team here at MediRevv; we all have a part to play. We support each other's goals, contribute to each other's successes, collaborate on efforting, hold each other accountable, celebrate our wins and learn from our losses. We do the best we can while striving to become better. What a fun, incorporated 2018!



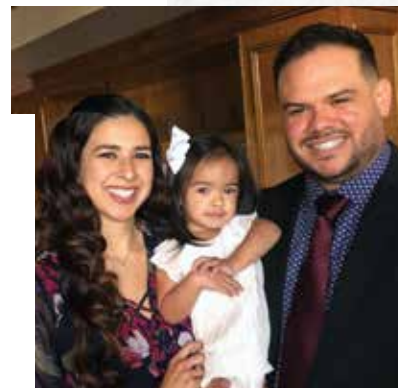
1. "Talk Derby to me!"

2. Awesome team building event

# Christian



I've been with MediRevv for almost 2 years and I can truly say this is like a second home to me. I have created so many great friendships that I cherish. MediRevv is community that is constantly growing which allows more opportunities for MediRevvers to grow within the company. I am grateful to be a part of this company.





MediRevv

## IOWA CITY

M R V I C



## The lay of the land

This is where it all started, where Chris founded MediRevv in 2007 in his basement. Twelve years later we span three buildings on one campus within the University of Iowa Research Park. While a few MediRevvers are known to sprint through the parking lots between meetings, others get their daily exercise along the bike trail right outside our doors. And then, of course, there's the elevator—popular for selfies!





1



2



3

# 2007

Year founded

# 370

MediRevvers

1. Hawkeye Spirit Week
2. Iowa had only two seasons this past year: winter and construction. Both happened right outside our windows. (Patience is a virtue.)
3. At the end of 2018 we said goodbye to Gus's Bar & Grill, known to MediRevvers as Conference Room G and a place to unwind.



## The real deal

"Iowa nice" is actually a thing. This is passionate Hawkeye territory, but since inclusivity is second nature to our culture—"whatever makes you YOU, that's OK with us"—our rivalry with Iowa State fans, or say, with die-hard Cornhuskers, remains friendly.



MediRevv

# HERITAGE

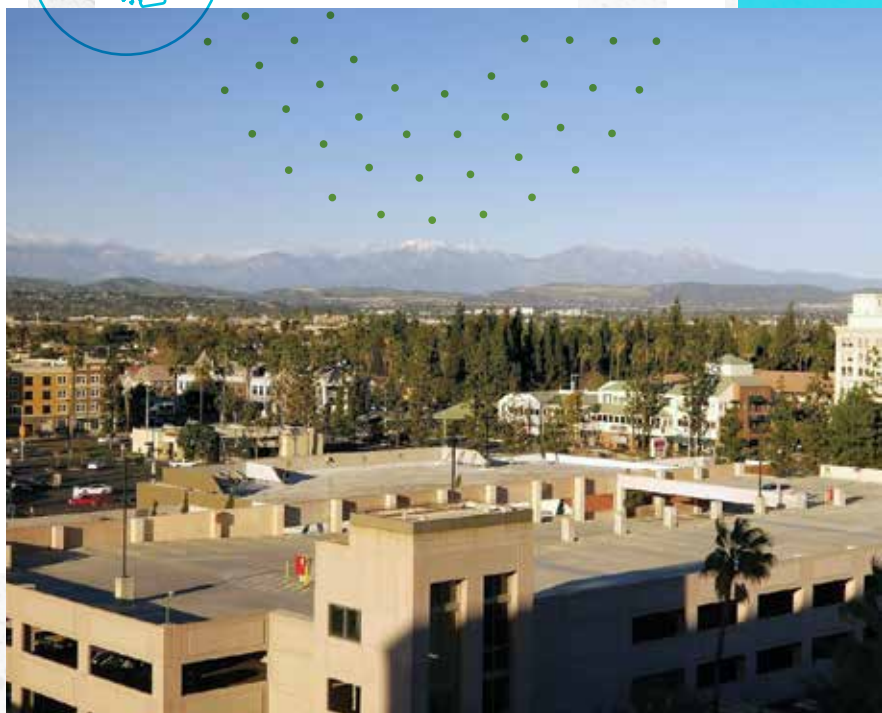
M R V H



## The lay of the land

Heritage is the MediRevv moniker for our California employees based mainly in Anaheim, with satellite locations in High Desert and Santa Rosa. Early in 2019, we also welcomed 17 coders, all working remotely from the Northwest.

MediRevvers serving Providence St. Joseph Healthcare's Heritage physicians from the 4th and 5th floors of the Anaheim office can view the San Gabriel mountain range from the break room, and the Pacific Ocean is a mere 20 miles west. (Yes, the Iowan and Nebraskan MediRevvers are envious.)







# 2017

Year founded

# 271

MediRevvers

## The real deal

Our Heritage team has absolutely rocked the first year and a half as MediRevvers, embracing a new corporate culture and blowing up performance goals month after month. Welcoming, enthusiastic, and driven to succeed, Heritage MediRevvers are quick to direct you the best tacos or wine bar, or the nearest In-N-Out. And they have a club of knitters!



1. Celebrating our 1st anniversary together with tacos and an entire afternoon off!
2. Palm trees and sunshine. That's Heritage for you.
3. House of Blues holiday party ... the venue, the vibe, the *band*!



MediRevv

# SCOTTSBLUFF

M R V S B



## The lay of the land

Still in their first year, MediRevvers at Scottsbluff live on the campus of Regional West Health System, occupying three areas within St. Mary's Plaza (along with a couple of ghosts, rumor has it). Here, you're a mere 20 miles from Wyoming, you can walk the original ruts of the Oregon Trail, and the stunning Scotts Bluff National Monument is clearly visible from anywhere in Scottsbluff or our twin city, Gering. To avoid any confusion, this is Husker territory—we bleed RED!





# 2018

Year founded



# 68

MediRevvers



## The real deal

Our Scottsbluff MediRevvers are amazing at embracing change. The transition to MediRevv landed at the same time as a planned migration to a new patient accounting system and electronic health record (EHR), and it was concurrent with the combination of physician and hospital billing operations. Positivity prevails here, there is laughter in the hallways and bell-ringing to mark surpassed goals. We can't wait to see what's ahead!



Festive MediRevv float in the 2018 Scottsbluff Holiday Parade



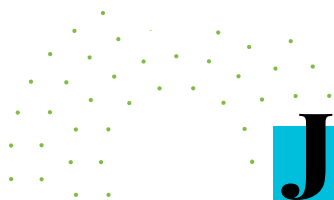
We donated to Festival of Hope to celebrate Scottsbluff employees' first day as MediRevvers





## ← Ashlynn

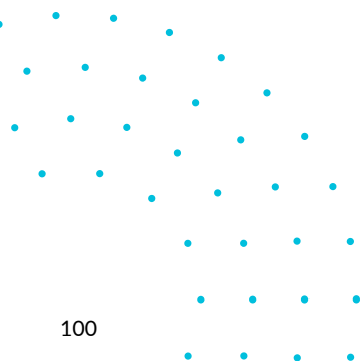
I have only been with the MediRevv family for a short time, but it's already been awesome. I can tell you that they have been so supportive and amazing. It's been a totally new experience working for MediRevv and I can't wait to continue my journey with this amazing company.



## Jeremy



MediRevv culture means so much. When you tell people MediRevv is where you work, they don't really understand. If they are lucky enough to be a guest at our holiday party, they will see why. MediRevv culture fosters a unique opportunity for people to actively practice and enhance their skills for their careers. The culture here understands that people have lives outside of work, which in return allows employees to work hard when here. The culture when I started shocked me as it was unlike anything I have ever been a part of before. MediRevv doesn't really feel like an employer; they feel more like a large team. Everyone is working hard. Everyone is playing hard.





## Alexa

I am honestly so thankful to be a part of a team that embraces culture. Hard work and motivation come more naturally when you are in a positive and supportive working environment. I am surrounded by unselfish individuals who make work life more fun and eventful. We truly have created a family oriented atmosphere. On another token, I can't say enough about having a supervisor who is very knowledgeable, who is accommodating, down to earth, yet still holds everyone accountable for their own performance. Winning teams are led by solid leadership and that's what we have here. MediRevv gives back to our community and many different organizations nationwide. With that comes good moral values. I'm excited for the growth of this company. May I continue to grow within it! #wholeteamwinning

## Kim



Although I am fairly new to MediRevv and I'm not quite sure the full essence of the culture, I can honestly say that this culture has created a kind and warm work environment—a second home for me. The “neighbors” in this community are all so welcoming. It's nice to work where it's clear that the intent is to help each other and the company to grow.



# Kyle

MediRevv's culture is cooperative and competitive in all the right ways. We work hard and push each other to find better, more efficient methods in all we do. That includes the fastest way to thoroughly verify someone on the phone as well as the best way to transport candy canes using only one's mouth and another candy cane. We check in on each other and we move forward together.

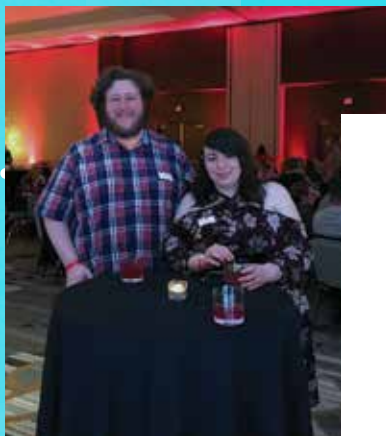


“

MediRevvers are another family away from home. When we heard that we'd be transitioning to another company, I was so worried and making plans to apply for a different job. But around October, when these nice people of MediRevv from Iowa came and visited Scottsbluff they found out it was my birthday and they sang a song for me. I felt that they were warm people and value the people/employees around them. I decided to stay, and sure enough, I am happy where I am because the management is very respectful and appreciate their employees.

**Anonymous**





# Hunter

Prowess [noun]: 1. Skill or expertise in a particular field. I have seen many friends enabled to display their prowess in many ways here at MediRevv. Whether it's through a company band, writing a newsletter, replacing broken arcade machines, decorating ginger bread houses, dressing up for Halloween or playing Mariokart, here at MediRevv we're challenged to show others what we've got and put the skills we've spent time and effort honing, to the test. For fun, and for business. MediRevv culture, is supporting the prowess each and every one of us has spent time honing. Through professional development, or fun activities. We celebrate the expertise we have, not just for the jobs we perform every day, but for the hobbies and activities we partake in outside of work. That, to me, is what MediRevv culture is. Embracing the different talents and backgrounds of all of our people and allowing them to do a bit of showing off.

# Jolene

MediRevv culture is inclusive and welcoming. Hard work is appreciated and recognized. I feel so proud and lucky to be a MediRevver!





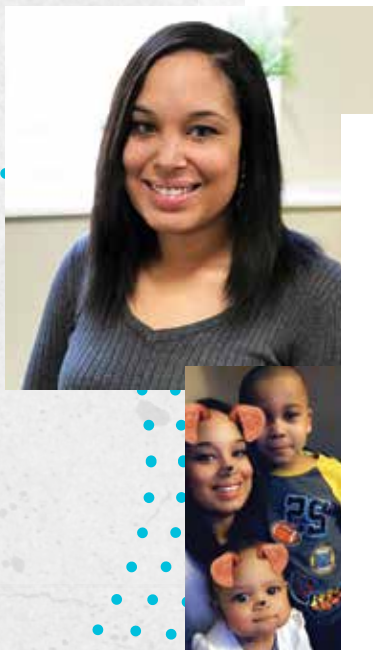
## Alex

There's always going to be another ticket, I'm always going to want to make it close. It's always going to be an uphill battle—sometimes that's the way she goes. It ain't about how fast I get there, and it ain't about what's waiting on the other side—it's the grind. In all seriousness, my team is like my second family and MediRevv is my home away from home. I love it here and I'm never leaving!



## Charlene

MediRevv culture means family to me. We all work hard and play hard. I look forward to seeing what this year bring to us.

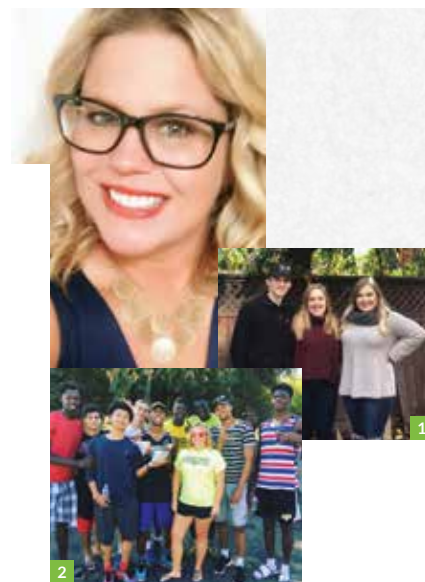


## Alicia

This is by far the best job I've had! I love the people I work with, I love how they push you to become a better person. This is way more than a "job" this is a lifestyle, a career. You can start here and climb and reach so many goals quickly, they give you the tools to become a better person and employee; pay it forward, VTO, Perks, Professional Development Opportunities, you don't have to search—it's laid right in front of you, it's up to you to use them, and that is why I love MediRevv. This place is always giving at every opportunity it gets.

## Staci →

MediRevv culture means a group of like-minded people who are working together for a common goal in an environment that is passionate toward the better good. It means a work-family that is supportive, open-minded to new ideas and works towards being better together. It means believing in this goal by passionately living it every day and sharing that mindset with everyone so that it is contagious and continues to blossom. I try to live this culture at work and in my personal life with the things I am involved in.



1. My biggest joy – My kids Alyssa (25), Jenna (20) & Vince (18)
2. My biggest passion – Basketball – Prolific Prep (Car wash fundraiser)



# Elizabeth

Comradery—through thick and thin. Knowing support is there when needed—with a smile.



“

I love working at MediRevv! “The best preparation for good work tomorrow is to do good work today.”

**Anonymous**



# Tina

MediRevv is my home away from home and I’m so thankful this year for those I work with. I love my MediRevv family and they keep me laughing. So thankful for the smiling faces I get to see daily. This makes coming to work that much easier.





## ← Sarah

I have only been at MediRevv for a few months, but I can already tell, it is different than any place I have ever worked before. Lots of places SAY they want their employees to be happy, MediRevv delivers! From a relaxed dress code, to Ethos committee activities designed to engage and entertain employees, to the best holiday party I have ever attended, MediRevv goes the extra mile to make it a fun place to work. “Work hard, play hard” is not just a motto! It is a way of life here, from the CEO all the way down. Not only that, but it is the most inclusive, caring—about each and every person—place I have ever worked. I am so happy to be here!



## Irene

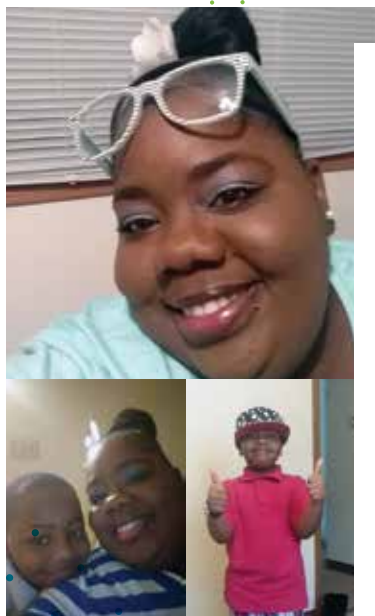
What I value most about MediRevv is that I’m able to be my most authentic self. Daily I go work, I feel that my strengths are utilized, and I continue to learn my new strengths as I go along. Here at MediRevv I feel we have a very supportive management team where everyone’s input is valued.





## ← Pamela

MediRevv culture means teamwork to me. Family. Like, today I have your back and tomorrow you have my back. We trust in each other and work hard to achieve goals. And then we celebrate together. I love being a part of the MediRevv culture as it feels like home to me.



## Tiff

MediRevv culture means a lot to me—not just coming to work and getting paid but helping people too. I haven't been here long but the time I have has been a great and fun experience. The job does get a bit overwhelming, but it's just the little things the company does to make it fun and helps you get through a tough day. I love how the company looks out for their employees, just to elaborate—the comfy days, spirit week, VTO, birthday as a holiday and so much more. I look forward to future events that I have heard so much about but have not experienced yet. I love working for this company and hope to be here for many more years. Thanks for letting me join the MediRevv family.





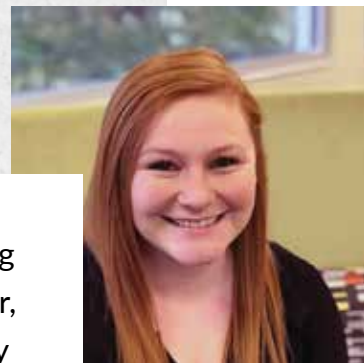
# Amanda

MediRevv culture is like a big happy family to me. Working at MediRevv has brought some of the best memories to my life, including meeting some wonderful new friends as well as having an incredible team of co-workers, supervisors, team leads, and QAs to make every day great!

# Taylor



MediRevv culture is everything I wanted in a job. It is something you can only find at MediRevv. From your first steps in the door, everyone is friendly and welcoming! When joining the company in 2017 I had no idea what to expect, but I have met some of the best people and made some great forever friends.





Pic of the band at the Party!

## ← Duncan

MediRevv culture means hard work, hard play, and an awesome place to work! People set the tone and make the environment a fun and diverse place to work.

## Roxane



Being part of the MediRevv family for only 3 short months, there is already so much to share. To begin, the MediRevv culture has demonstrated to be positive and inviting, with a commitment to support, inspire, appreciate and respect every individual, creating an environment where you are valued and enjoy your job. With this, there is encouraged personal and professional development, with opportunities to grow and improve as an individual and as a member of the MediRevv family. And let's not forget to mention that you are part of a culture where you will have fun along the journey, which has been encouraged and demonstrated from day 1. These are all important aspects to me both personally and professionally. To sum it all up, MediRevv is filled with 'my people' who share the same passion of helping people and making a difference. I am grateful for the opportunity to work with wonderful people and to be part of an amazing company; to be part of this amazing MediRevv family!



## Trevor

When I think of the MediRevv culture, I think of an environment filled with different personalities who come together to do extraordinary things. The MediRevv culture has allowed for me to express myself in a way that is true of what I represent. The MediRevv brand is unique in that it strives to get the most authentic versions of individuals who are driven to make an impact in the work force. The culture that has been implemented by MediRevv has provided me the opportunity to establish relationships that I wouldn't have had in any other scenario. MediRevv gives me the platform to build a brand for myself, that I hope will eventually lead to me to becoming a major player in society down the line.

“

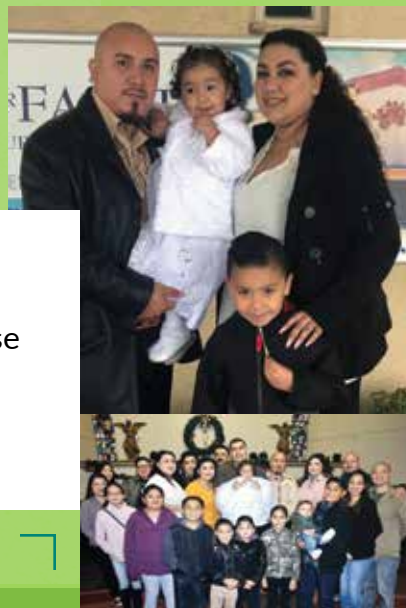
I feel very blessed to be able to say I come to work each day as a MediRevver. The atmosphere is truly unique—so positive and upbeat, and I can truly say I've never worked at such a generous, caring company. All my life I thought at this point I'd be leaving skid marks out the door to retire. Now I think I'll do more of a slow boogie with a few pirouettes along the way.

**Anonymous**



# Mirna

MediRevv has fun activities, VTO opportunities, GREAT events (parties) throughout the year. All these perks make you want to come in to work every day and work hard. But did I mention the parties???



# Polo

It is such a pleasant experience coming to work each and every day! Everyone is here to work but also enjoy each other's company. GROWTH in employment is A1 and MediRevv makes sure you have all the help you need in developing within the company.



L

# Amy

"I need a (Medi)family to drive me crazy/Call me out when I'm low and lazy/It won't be perfect, but we'll be fine/'Cause I've got your back, and you've got mine you got mine" — Goo Goo Dolls

# Christina

This place is very unique, and I love the positive environment that we work in. We have a lot of fun here while getting our work done. The culture here is amazing and this is one of the best companies to work for, I am lucky to be part of the MediRevv family!!! Thank you MediRevv :)



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◀

# Brian

The culture here at MediRevv is like family. Everyone shows respect for one another and treats everyone like family.



# Brandi

A family who works together and can have fun together!  
We take care of each other and make sure that we are all making it A-Okay!!!! MediRevv is unlike anywhere I've ever worked. The flexibility of hours and being able to make up time without having to worry about if you have enough PTO time to cover it is a great thing in my book. You can't always plan for things that happen and it's nice to know that they will work with you. I enjoy coming into the office and hearing, "hey, good morning," and "have a good night," when you leave; it makes the days a little brighter!



# Ashley

MediRevv is a fun, silly, crazy workplace. I enjoy that MediRevv does a lot of fun activities most companies don't do to keep their employees work day interesting. I love working at MediRevv and being part of a company that not only gives back to their employees, but also the community.





## Dawn

10 years—it's crazy to think I've been part of this amazing organization for 10 years. Blessed is the first word that comes to mind when I think about the last 10 years. I still remember walking into PRS (yes, we weren't MediRevv yet) for my interview with Chris, nervous and wondering if I was making the right decision ... well, that ended up being the first of many "pushing myself out of my comfort zone" decisions I have made with MediRevv and I couldn't be more thankful. Family would be the second word that I think of when I think about MediRevv. How many people can say they can come to work to be challenged every day, laugh every day and do both with people that they truly enjoy working with and who become your second family? I am truly lucky that I can. Thankful for all of our MediRevvers who make MediRevv the place it is today. #Blessed #Family #MyTribe

## Tom



It means they value how hard we work. The games, parties, food days, special events are all a great way to say thank you to us. People care about each other here, and everybody from the CEO down knows your name, says hi and lives the culture with the rest of us.



# Jodi



The MediRevv culture means family and workplace balance—and most important of all—workplace FUN.



# Kevin



I've had the wonderful opportunity of advancing within MediRevv as it has grown. I remember being an ARS back at the beginning, about employee number 70 and sitting in a cube in the Agave annex. I remember being scared of my "crazy" supervisor Kristen, and being told to stay off of Beth's expletive deleted list. As MediRevv has grown I've learned many things. Kristen is definitely crazy and if you have ever talked to Beth ... you are probably on her list. (Just kidding ... maybe 😊) In all seriousness MediRevv's culture has always been centered around its people. Even though we have grown to multiple locations across the country, we can still be ourselves. We openly celebrate each person's crazy. I don't think of fellow MediRevvers as co-workers ... I think of them as family members. It is always fun coming to work and being around them. I can't wait to see how many new family members we will add in the coming years as MediRevv continues to grow.



# Adriana

When I think about MediRevv culture the words that come to mind are family and home. MediRevv is a place of belonging where colleagues have become family. A place where we laugh (and boy, do we laugh a lot!), cry, share hardships and cheer each other on through our everyday challenges that life throws our way. I'm excited for what 2019 will bring to this MediRevv family! Remember ... Not only do we **WORK HARD** and **PLAY HARD** but we **LOVE HARD** as well!



# Rebecca →

Come one, come all and step right up to the MediRevv 3 Ring Circus!! We have analytical acrobats, patient experience magicians, coding contortionists, insurance jugglers and one fantastic ring leader! We even have a few clowns running around the place (department association withheld!) Under the Big Top, our diverse team of artists work together every day to keep our clients engaged and delighted with our performance. With tons of fun and laughs along the way, there isn't a better circus in town!





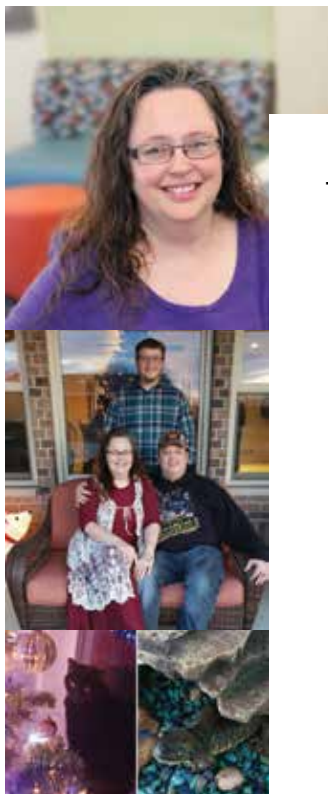


# RevvCycle Partner Summit



**Keynote with Dr. Robert Pearl. SCRUM fun with the MediRevvers who rock your revenue cycle. Drinks, food, live music, more.** In October we hosted the second annual RevvCycle Partner Summit, inviting our partners on-site to experience MediRevv's culture first-hand, gain industry insight from top thought leaders and discuss revenue cycle challenges and best practice solutions.

Dr. Pearl, author of "Mistreated," kept us spellbound for an hour before we dove into interactive sessions on denial management and patient engagement. We ventured to MediRevv's Iowa City campus for a red carpet welcome, team time, and additional focused learning. And, since we never shy away from a good party, the night concluded with great food and even better music from MediRevv's rockin' band Revvolution!



## Janice

The MediRevv culture means a lot to me! It means security, fun, friendships, knowledge, happiness, stability, family-oriented, and much more. I have been at MediRevv for almost two years now and I have enjoyed the work I do. The culture is probably the main reason I love my job because people care about how you're doing on and off the job. I enjoy that I am able to leave my work at work and not take it home with me. I enjoy the people I work with and have gained lots of friendships working at MediRevv. I love the flexibility I have with being able to work from home and being able to take time off when needed. I feel like I can make my family my priority! I continue to thank God for the opportunity to join the MediRevv team and hope to continue to learn more and grow in my position.

## Leticia ➡

MediRevv has been more than just a temporary job for me, I have worked in other facilities and I did not get the same feeling as when I first started here. I loved how everyone was so nice and welcoming. I've been here for 3 months now and I feel like I'm part of the MediRevv family. I love how this company is very close—what I mean by that is that they are very supportive and amazing. I'm happy to be part of it!







## Betty

MediRevv has allowed me to grow and evolve this past year, through this growth I was able to live moment by moment and that has manifested into great memories. I love that we work hard but play harder! I feel truly blessed to have such an awesome work family. Looking forward to many more amazing years of celebrations and success!



## Melissa

2018 was a very tough year for my family and MediRevv has been there every step of the way. I don't think I would have made it through without all of you. Thank you to everyone who has helped me remember there is still light and humor in the world. I have never felt so much unconditional support and it has truly as meant the world to me.



# Ashley

Home—the workplace where I feel I am a member of the family.



“

I'm very blessed and fortunate to be part of a company that appreciates all the hard work and effort each one of us does daily. I recently had the opportunity to be part of a new team that embraced me from day one and made me feel welcome. Being a MediRevver I have the opportunity to be myself and not pretend to be someone else.

**Anonymous**

# Theresa



I've only been with MediRevv since May 2018, but it truly feels like I have found my forever home. I've been welcomed in, made to feel comfortable, encouraged to succeed, and rewarded for the work I do. I can't imagine working anywhere else, ever again!

# Bertha

When I think about the MediRevv culture three things come to mind. They are the things I like to surround myself with: friends, family, and fun.



# Dana →

MediRevv culture is having a conversation about someone's fabulous red rain boots and in the next moment deep-diving with colleagues into a heavy strategic challenge. It's grinning at a well-played practical joke or petting a (stuffed) llama as much as it is taking a few minutes to meditate or intentionally walking slowly between buildings with a MediRevver to lend a listening ear. It's casual conversations that lead to fun discoveries about things in common—and sometimes not-at-all in common! I'm grateful that our culture at MediRevv carries an innate fun factor, that is recognized and valued within our communities, and that it continues to unite all of us (weird as we are) to work hard and achieve "good stuff" together.





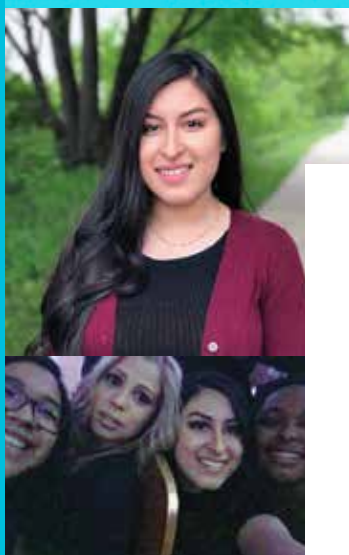
# Corina

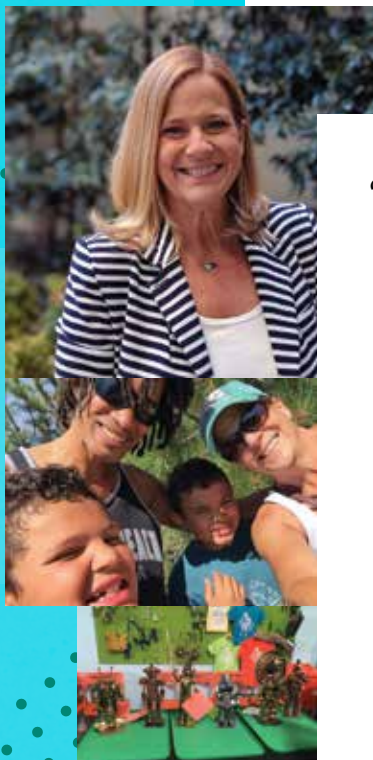
MediRevv has offered me a place to not only grow professionally, but personally as well. Over the past six years, I've met many amazing people, some of which have become my closest friends outside of work. While growth has its challenges, I am very grateful that I found MediRevv when I did and for all the positive experiences it's allowed me to have.



# Adriana

MediRevv culture is making sure you are able to have fun while you work. It truly embodies, "work hard, play hard." Everyone supports each other and wants you to succeed at whatever you do. MediRevv not only cares about us in the workplace but also cares about the community and there aren't many companies that do that. MediRevv is one of a kind!





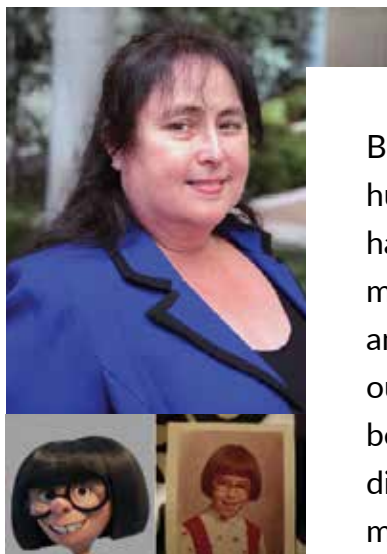
# Janice

“Work life balance”, “work hard play hard”, “employee engagement” ... these phrases were just words I had heard at other jobs but never felt was real, experienced it or felt it was a true part of the whole companies culture. That was until I became a MediRevver! Your mindset changes when you work for a company that truly cares about how you are doing, what you are thinking and listens to your ideas on how we can be great or do better. At MediRevv they not only care about their employees, but their community as well. We have been a part of so many great things in the past year ... beach clean-up days, Habitat for Humanity sponsors, team building activities and donating what we made to children. I can truly say it has been amazing to be a part of! I love being a part of the MediRevv family!!



# ← Jason

I appreciate the inclusive culture at MediRevv and the flexible scheduling. It's great working for a company that gives back to its communities and emphasizes its commitment to employees.



## ← Elia

Be authentic, even weird. I love this statement because basic human connection is important to our well-being and one cannot have human connection without being authentic. Being authentic means coming from a real place within. It is when our actions and words are congruent with our beliefs and values. It is being ourselves, not an imitation of what we think we should be or have been told we should be. MediRevvers can be our authentic self, different and even weird. This drives genuine connection and makes us a Medifamily that cares for each other. We share our lives together and support one another through the good and not so good times. Without being able to be our authentic self, we would never know the real person we work with and a true connection would not exist. We would merely be acquaintances and dread coming to work. The genuine connection here is why I love to come to work where that I can talk with Gilbert about Star Wars, Adriana about Harry Potter, Sue and Liz about Cricut, Yoli about Walmart and how I should have an upfront parking spot with my name on it and laugh with my team about how the similarities between my Kindergarten self and Edna 'E' Mode are uncanny ... I'm thinking Disney and Pixar royalties are due. We do not just talk about work, we talk about what makes us the whole person we are. Even if we are a little weird, darling.





## Kelly

Our culture means sticking together. Taking care of each other to make sure we succeed at our best. It's family, it's hard work and it's love. Creating friends that I can call my Iowa family—loving them, their children and watching them grow. It's working to our full capacity to ensure excellent service to our clients. It's working hard and watching MediRevv grow. Our culture is raising our glasses high every year to celebrate our achievements.

## Michelle



MediRevv culture allows me to grow and foster my passions in life—my family, exploration and running. MediRevv has awarded me time and flexibility to take time away, recharge and explore the world with my boys. I'm surrounded by an awesome team who encourages and pushes me to always be my best self. I love to laugh, and there is never a shortage of that around here!



# Chasstidy →

I am taking this time to reflect back on the past six years. I don't think I realized it back then, but I had joined a brand new family on my very first day. Yes, a work family is a thing! They are the people you talk to almost every single day, the people you get drinks with after a long shift, and the people you might see more than your actual family. A work family takes care of you and you take care of them in return. You become closer as each day passes and you really develop a deep respect for each other. You feel so comfortable, that you can be yourself and you know that they will support you, root for you, and have your back through anything. I can say that I have experienced some of life's biggest moments and felt every possible emotion over the past six years. Through it all, my MediRevv family has been there for me. Whether it was support through my work days or even in my own personal life. I felt that support, long after my shifts were over. This year, I would like to express just how thankful and proud I am to be a part of the MediRevv family!



“

I have worked for MediRevv for about 4 years and just cannot say enough great things about it. One of the greatest things is the opportunity to work remotely and in the comforts of my own home office. I am thankful to have such wonderful team leads who ensure that I have the resources to perform my job.

**Anonymous**

# Becky

I am excited to be a part a young, fast growing company. I knew when I first walked in and was treated in such a welcoming way that I could be myself here. The diverse culture, and the way everyone not only takes care of each other, but also the community—with such generous donations to so many important organizations—makes this more than just a job. It is like being a part of something very special. MediRevv also has so many opportunities to learn and grow, with a supportive, well-trained staff. I am very thankful to be a part of MediRevv!

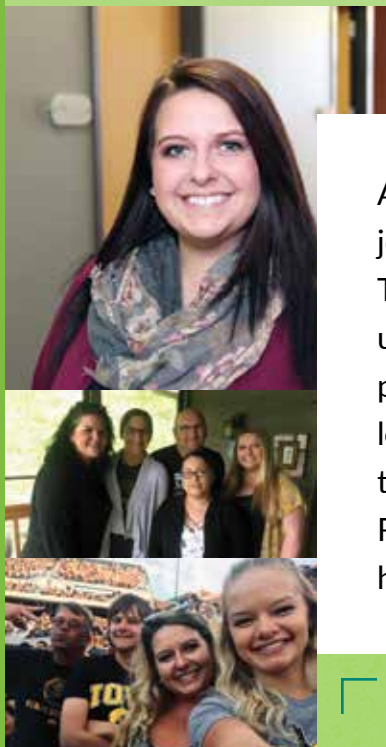


# Kiki

MediRevv culture is made up of a lot of different things. It is all about working hard, togetherness and family. We are authentic and even weird. We work really hard and we are rewarded. Our culture has created a safe environment to work and for you to be able to be who you truly are. I am forever grateful for this place.







# Maddi

After 4 years being at MediRevv it still doesn't feel like "just a job." It's a second family I get to see and talk to every day. The relationships I've built here are what makes it so easy to get up, go to work and have a great day. I don't have to conceal my personal life because everyone knows everyone on such a deep level like family. Being so close with my co-workers is what makes the holiday parties and the after work gatherings at Conference Room G (RIP) so much more fun and enjoyable. I'm so blessed to have a company appreciate me and my hard work every day.

# Connor

Although I've only been a MediRevver a short time, I've known for a while just how much MediRevv values its employees. I feel fortunate to be part of this great company and look forward to working alongside such a talented group of individuals.





## Jenna

On 01/19/2018 I posted the enclosed Facebook post which says it all: “I work with the most amazing people.” This was following the MediRevv holiday party, which was awesome. This company has the best overall culture I have ever experienced at any company. You see it in the faces of my co-workers every, single day. Keep Rockin’ it MediRevvers! “Be Authentic, Even Weird” / “Work Hard, Play Hard.”

## Sarah →

MediRevv culture is always changing, but not in a bad way! Our culture adapts to fit the personalities of everyone in the MediRevv family. Being part of the “MediRevv family” means that I can come to work and know that those around me are always willing to listen, provide guidance, and accept me for me! MediRevv culture is fun, passionate, exciting, and so much more! From cookouts to BINGO to Minute to Win It events to live sporting events there is always something happening to keep people guessing what will come next. :) It is also a good thing that the Holiday Party only comes around once a year! Cheers to another year, MediRevvers!!!



# TIME



# FOR

# REVOLUTION



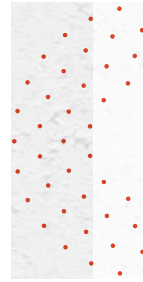


## Live music has power. It's a potent energy force that can heal the soul and feed the heart.

Revvolution, formerly Jessa and the Reps, kept us rockin' all year long, providing a solid beat for the runners during the CRANDIC road race, entertaining crowds at a downtown festival in a neighboring small town, keeping our clients on their feet (and on our stage) during our annual RevvCycle Partner Summit, and getting the vibes going during our holiday party.

The band brings a special note to our culture at MediRevv. While they've experienced some change beyond their name this year, we're not quite ready for a VH1 "Behind the Music" special—maybe check back next year on that!

All MediRevvers rock, but these band members literally rock! You can read about Nick, Caitlin, William, Ariel, Duncan, and Isaac throughout this book.



Pictured: Ariel, Caitlin, William, Nick. Not pictured, but still special: Duncan and Isaac—all these rockstar MediRevvers form our corporate band: Revvolution.

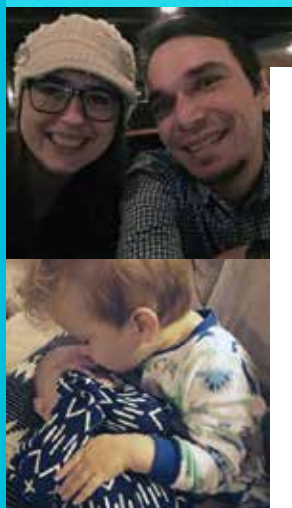
# Peter

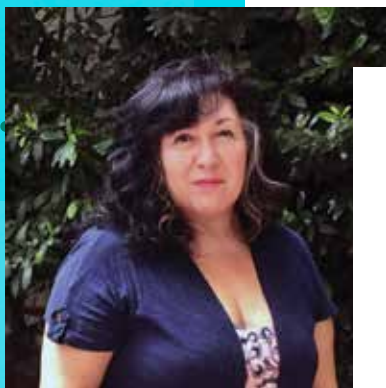
It's been over a year now since I've been with MediRevv and it's been a great experience so far. I finally found a company that doesn't cramp my style! MediRevv is cooler than the other side of the pillow. Pour some MediRevv on my popcorn cuz they're as smooth as butter. Not only do they pride themselves on performance but also authenticity. I'm proud to be a part of such a unique and innovative organization.



# Rachel

2018 was a tough year for this MediRevver. My family had joyful milestones such as the birth of a new baby and the purchase of a new home. But, we also suffered tremendously with the loss of my father in August. In good times and bad, this place and these people have my back. Through the whirlwind of life, I often remark to myself how fortunate I am to be surrounded by such amazingly kind, talented, and supportive team members. Thank you to MediRevv and to all of the peeps that help this grateful MediRevver stay sane and find peace in the beautiful chaos. A special shout out to those of you that occasionally drop off a coffee on my desk—you are the true heroes.





## Lisa

Newbie here! Having worked for a very large corporation where one always felt like a number and not a face, MEDIREVV IS VERY REFRESHING. :) My first week here, I thought everyone was cloned because they all looked so happy ... HA, HA! Then it started to resonate in me that everyone here is really happy to be here working for MediRevv. One can feel the support, the genuine friendliness and the push to achieve and grow as a team. The support comes from not just co-workers but also from ALL upper management. I ask a lot of questions, it's just my personality, and everyone I approach is very helpful and willing to share their knowledge. It's a WIN, WIN if we lift everyone up to their greatest potential. Having a MediRevv mindset means SUCCESS!



## ◀ Angel

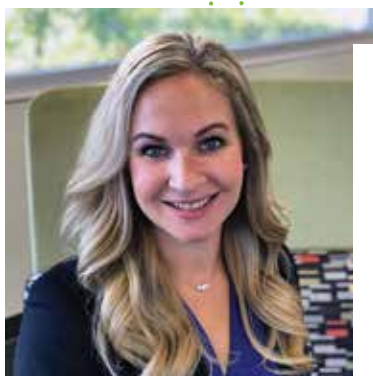
MediRevv culture to me means being part of a work family; working together as a team. I have only worked for MediRevv for one week and I must say the work environment is very welcoming! I am truly grateful and blessed to be part of this company.





## ← Morgan

MediRevv culture means enjoying where you work. Having a safe work environment to come to and enjoy the people you work with. Not to mention all the perks that come along with working here like the holiday party and ETHOS activities, there is always something to look forward to!



## Erin

To be a MediRevver is to be among some of the best. I get to be challenged every day by some of the most talented people in the business, and at the end of the day, I still enjoy being around them. At the end of each day I am able to be fully present with my family because I truly enjoy what I did all day long, it doesn't get any better than that. Who would've thought I could enjoy being around so many Hawkeye fans?? Go Badgers!





# Tiffany

MediRevv's culture to me is acceptance. We are one big family here. We respect and work together as one team. I love waking up each morning and coming to work knowing it's my family I get to work hard with and still have a great time. I love my MediRevv family and am so proud to be a MediRevver.



Team work makes the dream work!

# Amanda



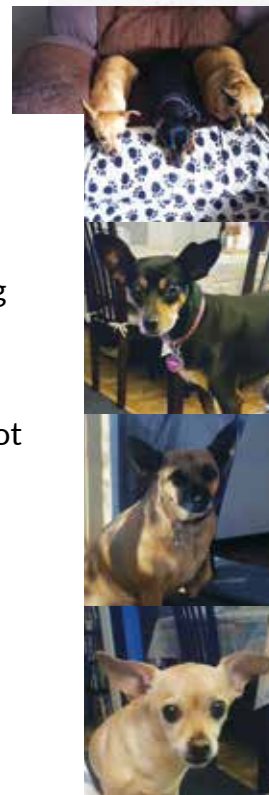
I have been a MediRevver for 4 years now and it is crazy how fast time flies when you are in a job that you love! It is great to be working at a place that celebrates growth and opportunities without losing the value of each employee. As a MediRevver, we are more than just a number! I feel very lucky and proud to be a part of the MediRevv culture.



# Sue



You can truly be who you are, MediRevv gives you an environment to inspire productive work. This helps you to feel you want to be here and do your best. All the people that work here are so friendly and so willing to help. I have worked for St. Joseph/St. Jude for 25 years and before the merger, I worked for Fullerton Internal Medicine for 5 years. I love my job, so I have stayed this long. I've been married for 40 years. I do not have children, but have always had pets, which are my kids. Currently, I have three little ones, Jake, Mitzie, and Abbie. I originally moved from Connecticut in 1989 so I've been in California for a while now. In Connecticut, I worked in the medical field as a nurse's aide for various nursing homes in New Milford. This town was so small the downtown was only a few blocks long. Loved it there, but don't miss the snow.



# “

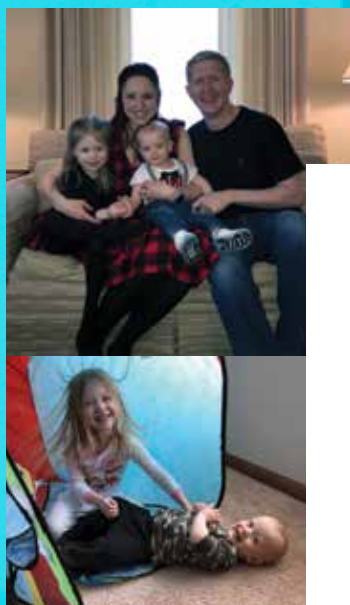
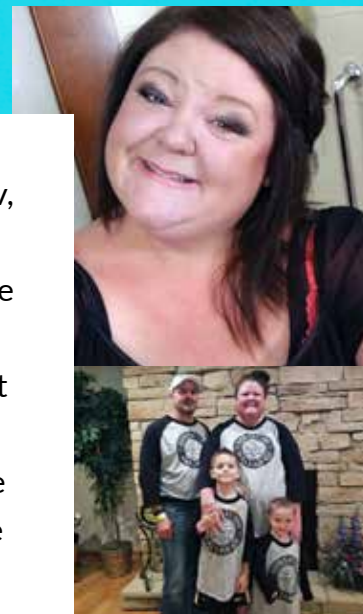
When I think of MediRevv I am so thankful that I took a job here. The company has grown since I have been here, and I think that is due to the people and culture of the company. MediRevv continues to give, not only through the clients we work with, but in the community and within the MediRevv family. The people here are amazing and work hard and play hard. I now have lifelong friends because of MediRevv, and I am truly thankful for that—not to mention a job that I'm grateful for also.

# Anonymous



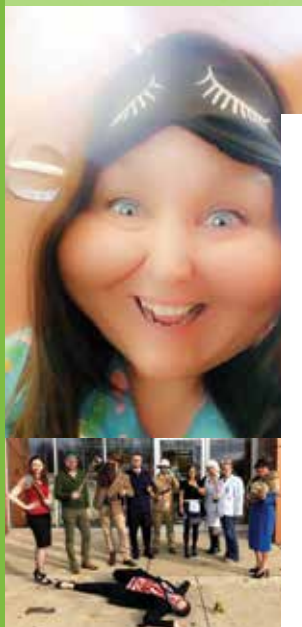
# Jen

MediRevv culture you ask?? Going on to my 5th year at MediRevv, I am proud to say I have gotten to experience the culture and all that is offered. I would say my top 3 definitions of the culture here would be respect, trust, and my favorite: teamwork. My team is my family; we help each other when we fall. We are family here at work when we cannot be home with ours. If you make a mistake or need help, you can go to your team for guidance. I love that we are a big whole here, which makes it an easy way to call this place our home. Here is to a wonderful 2019 to come. Cheers!



# Liz

MediRevv is ... smart, hardworking people ... transparent ... family ... focused on partnerships and collaboration both internal and external ... constantly improving ... pushing the status quo ... a place I brag about to my friends and family ... And the list could go on for forever ... I'm coming up on five years at MediRevv and cannot wait to see what the next five (or more!) years bring!

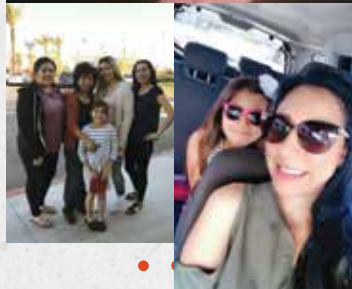


# Brooke

I'm nearing in on my 2 year mark here at the 'Revv and thankfully, for anyone reading this, I can't begin to tell you everything that I've learned under these 3 roofs. But here's 5 things ...

5. Laughter truly is the best medicine. If you get called "sir" by the drive through chick on your way in, don't keep that to yourself. Tell your friends so you can still have something to laugh at many months down the road when you're having a bad day. Or a Tuesday. #ievenhadmakeupon
4. You can have such a great time at the holiday party that you can somehow kinda shut your face in the car door the next morning. #letsgettoasty? #yepgottoasted
3. Not all heroes wear capes, mine dons sleeve tattoos. Fitness Coach Drew saved me from eating s#\*t on the treadmill that I now know how to operate due to a near death 7 mph experience. #fearmakesmylegsgorealfast
2. A surprisingly low number of people question a chalk outline in the parking lot. #clueforthewin
1. The closer your desk is to the front door the more people expect you to know about the weather. #doyouknowhowslick?

In summation, I'm excited for this next year to keep bringing it. I can only hope to keep growing (intellectually), laughing, and loving this damn place that I'm happy to call my second home. #homeiswheremyrevversare



# Michelle

Even though I am a new MediRevver I can gladly say my experiences here have been amazing!! I look forward to coming into work every day and succeeding. I have met so many wonderful, authentic and even weird people. I am grateful and greatly appreciative of getting the chance to be part of the MediRevv family. I am excited to start my journey and continue growing both professionally and as an individual.

# Heather

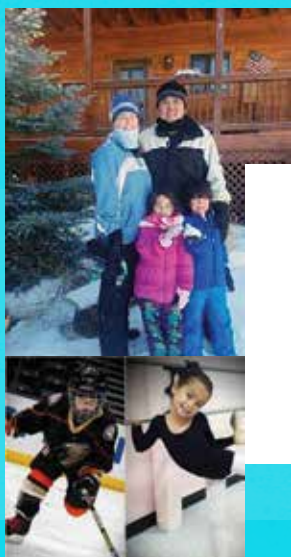
MediRevv is my second home. I mean literally I spend 8 hours a day here and by no means am I complaining. In my time here, I have laughed more times than I can count, watched and celebrated as friends get engaged, married, and have babies. Bottom line, MediRevv has been good to me over the years. It's a great feeling when you don't dread getting up in the morning because you don't hate your job. I probably should also apologize that it took me 4 years to finally fill out a culture book entry ... better late than never?





# Anna

MediRevv culture means extended FAMILY to me. We spend so much time with each other each week, this is our home away from home. I am so blessed to have so many wonderful friends I can consider family at my second home. I have faced many challenges this past year and there are so many friendly faces that have lent me a shoulder to cry on, an ear to talk to, and people I can truly count on to help me grow into a better person. I really do appreciate my extended family here at work, some days it can be really fun, and some days it is a lot of work. Because of my MediRevv family each day is better than the last. Thank you for all you have taught me.



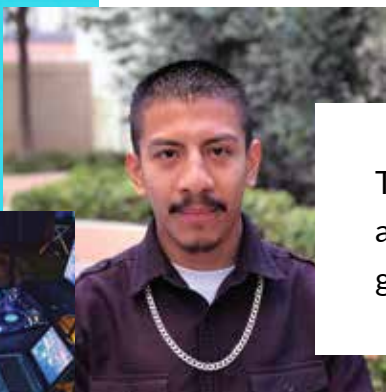
# Sarah

MediRevv means coming to work with great co-workers who are always there to help. The flexibility that is offered makes balancing home life a lot easier, which is very important to me. The pot lucks are the best FOOD!!



# Kristen

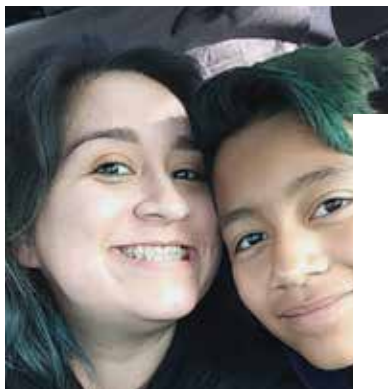
MediRevv is just simply an amazing, inspiring, and wonderful place to grow professionally and personally. We have welcomed many new MediRevers to our family since I started, but we have not lost sight of who we are, what we're about, and how together we do great things. Having a bad day? Your fellow MediRevver will take the time to listen and relate. Need something? Your teammates will have your back and step up to support you. And, when it's time to ring the bell because we rocked it again, there is no shortage of genuine joy and love for winning together. Who could ask for more? Not this gal. Much gratitude to all MediRevvers!



# Peter

To work hard and get compensated with great gifts and rewards like picnics and parties—along with some great prizes, like a 55" Plasma TV.



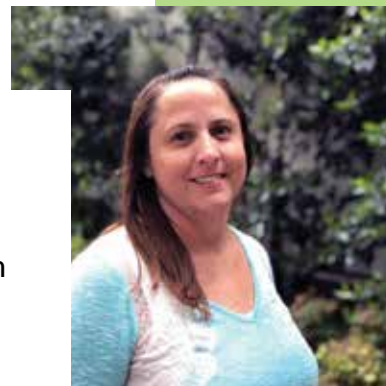


## ← Corina

MediRevv to me means family. I feel good coming to work knowing I am part of a team that cares. I have the freedom to be myself and am encouraged to grow professionally. My leads and management are always happy to help and answer all my questions. It is a great feeling knowing MediRevv is team ME.

## Deborah

MediRevv culture means: working with fellow MediRevvers who genuinely care about our patients, clients, community and most important, each other. I am truly blessed to work for a company with leadership who believes in and supports work/home life balance.



## Cristina

What MediRevv means to me: a family that works together and supports each other every day. I can truly say MediRevv is an awesome place to work!!





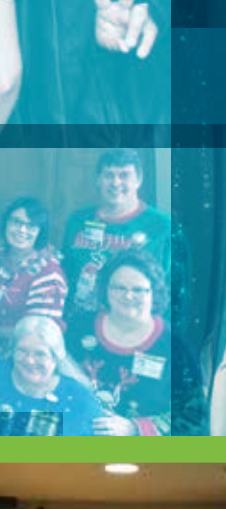
## Heidi

We live and breathe by the motto, WORK HARD, PLAY HARD. MediRevv recognizes and rewards its employees for a job well done. MediRevv is modern and forward thinking. One of my most favorite things about MediRevv is the VTO hours that we're given as an opportunity to give back to our community. This year a bunch of us came together and participated in a local beach cleanup. We had multiple beach-goers thanking us for our efforts. Once we told them about our VTO hours they were very impressed and said they wished their company would offer something similar. This is just one of many reasons why I am proud to be a MEDIREVVER.

## Erika

Everyone is so welcoming and happy to be at their job! The atmosphere is warm and cheerful. People are encouraged to be themselves and to have fun while also working hard to get the job done. MediRevv is about opportunities: to meet new people, work on new clients, learn new processes and to grow personally and professionally.









# OH, WHAT A NIGHT!



Amazing décor? Check. Awesome music? Check. Raffle prizes that can't be rivaled? Yep. Opportunity to do the Cupid Shuffle next to your CEO? Priceless.

MediRevv's holiday parties have it all and are arguably the stuff that legends are made of. It's pretty much the first thing you hear about when coming in as a new MediRevver, and it's totally the party of the year. Our people look forward to the next opportunity to let loose and celebrate all the hard work they put in each day.

Keep it rocking, MediRevv.





# Jason



It's great to be a part of a company that continues to be committed to each and every employee when considering the rate of growth that MediRevv has achieved over the years. Not only does MediRevv care for its employees by rewarding us in numerous ways (parties, food, flexibility ... parties), but they also care about unlocking the potential of every employee by providing professional development opportunities. I wouldn't imagine there are many companies that provide the same exposure for one to grow a career in every direction they choose and that is why I think MediRevv cultivates its own successful culture by maintaining their employee driven focus.

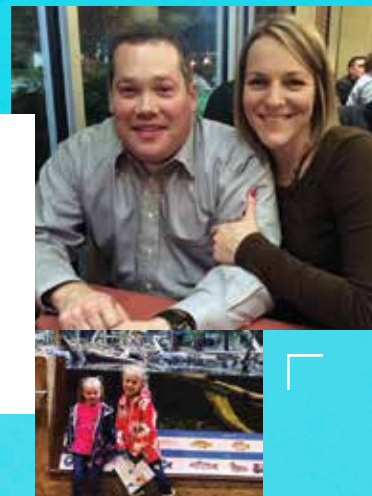


# Denise

When we were told we were now going to be with MediRevv and no longer with St Joseph, I have to admit, I was a little afraid—not knowing who this company really was, only that their main office was in Iowa. Now being with MediRevv for over 1 year now, it feels like we are part of this big family. Everyone made us feel so welcome. Chris and Terry visit at least 2-3 times a month. It makes it feel like we are all very connected. They have brought a new meaning to “work hard, play hard,” that I truly do enjoy.

# Katie

MediRevv culture is a warm and inviting atmosphere that really is your home away from home. It's the friendly wishes of good morning, the baked goods, the food days, the sharing of personal and professional successes.

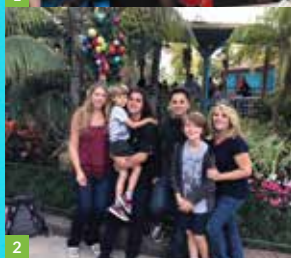


# Julie

The best way for me to describe our MediRevv culture is integrity, hard work, compassion and tons of fun! MediRevv is like my extended family. I spend more time here at work than with my own family. I love the hard work ethic culture and feel so proud that we have surpassed our goals once again!! I especially love the play hard fun attitude from our CEO down to all our dedicated employees. Nothing better than dunking our execs in cold water at the company picnic to partying and dancing our stress away at the holiday parties! We have had many fun team building events and celebrations in 2018. Our Anaheim Heritage team has continued to grow with many opportunities to advance. I have been so proud to see my peers and direct reports promote up in their careers. MediRevv is truly the best company to work for and I look forward to our continued business growth in 2019! GO MEDIREVVERS!



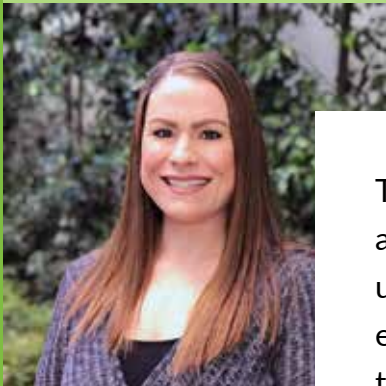
1



2

1. Great time rocking out at our holiday party

2. Fun day at Knott's with my grandkids



# Meghan

To me, MediRevv culture is all about respect, teamwork, and support. I feel privileged to work for a company where uniqueness is encouraged, hard work is appreciated, and employee development and growth is invested in. Our MediRevv team feels more like a family, where we are able to celebrate birthdays, babies, weddings and successes together, but where we are also able to grieve losses together. I am so grateful to be part of the MediRevv family!



# Dee

MediRevv culture means an environment that is collaborative; a place where we share ideas, emotions, good times and not so good times. At MediRevv, partners and colleagues are like family, sharing the same goals, respecting diversity, taking great care of each other and growing together. We promote an environment where each individual matters all the time!







## Nicki

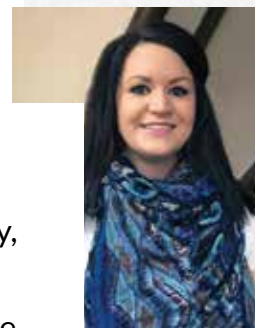
MediRevv is: laughing until your sides hurt with a bunch of weirdos that get you. Occasional late nights of messy buns and getting stuff done as a team. Being your authentic self and putting it all out there because that's ok. Checking in on each other like family since that's what we are and that's what we do. Home. ❤️



## Amber



It may seem cliché to say, but MediRevv truly changed my life. Before MediRevv I worked at a place that was draining me emotionally, physically, and even spiritually. When I began at MediRevv I knew right away that I had made the right decision. All of the Scottsbluff MediRevvers were more than welcoming and always willing to stop what they were doing to help me learn. That is what MediRevv culture means to me. It means waking up each morning and being excited about what the day will bring and being excited to go to work. I love working with/for a company that values family and friendship as much as I do and allows flexible time. I have a 2 year old daughter who is a momma's girl, so I needed to find a job that would allow me to be gone with her if need be and I found that with MediRevv. Needless to say, I have found the best job that I could have found! :)



# High Desert Team

We love MediRevv!

From all of us here in the high desert—Patrice, Ange, Kelle, Marilou, Rosemary, Stacey, Judy, Marsha, Fran



## Rosemary



When they say MediRevv rocks, it's true—I have never felt such appreciation from an organization. We have an amazing leadership team who truly cares for the well-being of the employees. Personally, I've had 2 surgeries and my son graduated from the military in another state last year. I was able to take time off and never had to worry about losing my job or what would happen to me when I returned. I am truly grateful to be a part of such an amazing family!

## Kelle

MediRevv means being a team player.  
Teamwork makes the dream work!





## Marsha

I am nearing retirement ... (after all my travels) so when we had the meeting for the announcement of the change-over to MediRevv I thought to myself ... well, another change before you retire ... same old thing ... I have been pleasantly surprised with the culture of MediRevv. I have not always felt the appreciation as an employee at my other work places through the years, but it is different here. Every event I have attended, Chris makes it a point to speak to you ... there are many fun events. I couldn't be ending my work life in a more positive and supportive company. MediRevv gets it that the employees are important! Great work MediRevv!



## ◀ Judy

I'm humbled and grateful to be part of MediRevv. In the beginning I was very hesitant about the move ... BUT MediRevv proved to be great at what they do—and give back so much! MediRevv Rocks!



# Stacey →

MediRevv encourages employees to strive and grow. I love the emphasis of balance of work and home: “work hard, play hard.” I have never worked for a company that encourages employees to go out into the community and volunteer—and pays you to do it! MediRevv cares for the employees and communities we live in. The thoughtful things MediRevv does for the employee to support the, “work hard, play hard” culture is a rare gift—from the fun company picnic, holiday party or a surprise breakfast. I feel MediRevv cares for me as an individual and all employees as a whole. This MediRevv culture makes me come to work every day proud to be part of MediRevv and strive to be the best version of me I can be while encouraging others to do the same.



# Keli

Grateful, thankful, blessed ... that's what it means to be a MediRevv rockstar. MediRevv allows a work/ life balance with an opportunity to achieve life's best work, while cultivating friendships along the way.



## Kim & April

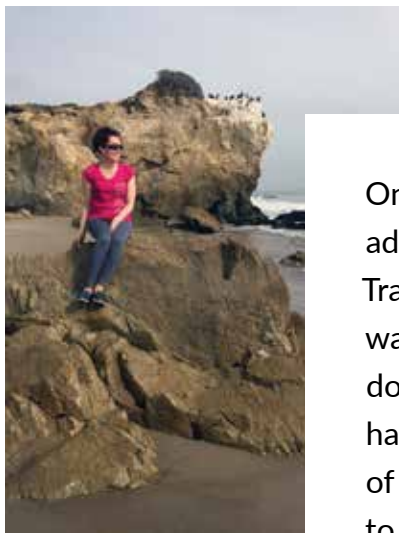
(Applauding) Hats off to MediRevv for truly ROCKING it this first year with Heritage! Thank you to our CEO for building such an amazing company! MediRevv has extended an abundance of gratitude to us as employees and compassion throughout our communities! What a great place to be a part of! Amazing how we've grown in just one year! Cheers to 2019 MediROCKERS!

## Shontiona ➡

- C** - Creating an environment where everyone can be themselves
- U** - Understanding each other's differences
- L** - Lending a helping hand to those in need
- T** - Treating everyone with respect
- U** - Uplifting each other
- R** - REALLY REALLY REALLY knowing how to have fun
- E** - Employee appreciation

To 5 years down and many more to go, I am happy to be a part of the MediFamily!





# Teresa

One year in the making of a new MediRevver, “Me!” I’ve adapted to the culture with an open mind and much enthusiasm. Transitioning from the St. Joseph culture to the MediRevv culture was quite different in that MediRevv is not big on formalities. It doesn’t matter what color your hair is, how many tattoos you have or how weird you are because, in addition to an appreciation of each employee’s uniqueness, they need our talents and skills to make MediRevv what it is, a successful and thriving business. We work in an enjoyable and comfortable environment, with a spectacular view of the mountains! When I think of the diversity here at MediRevv, it is reminiscent of a quote I heard recently, “we are a collection of communities as diverse as our landscapes ...” We are expected to “give it our all” and meet those numbers! Our hard work pays off and is reflective in our stats every month. It’s rewarding to see the percentages rise as a result of our hard work, and then we celebrate! MediRevv shows their appreciation of our hard work with many perks—enjoyable cuisines, fun events, etc. I come into work every day wondering what’s next? The MediRevv culture is also strong on “giving back” to the community and offers us the chance to do the same. Quite simply, the MediRevv culture has been positive for me, presenting challenges that have made me better, providing many resources to help us work more efficiently, and a very comfortable work environment. :-)



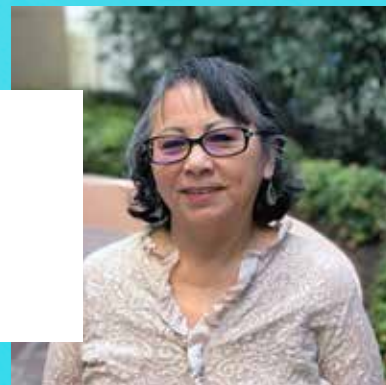


## Janice

MediRevv is a great company to work for. At the helm is a leader with sincere enthusiasm, integrity and vision. He shows his employees that they are valued through respect and generosity. I'm happy to be part of this growing company.

## Rosa

It means FAMILY. My brother recently passed away and I received prayers, hugs, kind words, flowers for me and my family's spirit.



## Patricia

Meeting people as MediRevv co-workers and later becoming MediRevv family! People you can depend on and trust!





AJ

Oh, we meet again Culture Book. Now I thought my procrastination skills, plus my head cold at the deadline, finally caused me to be unable to fulfill my duties of a snarky entry, but the powers that be gave me another chance so here we are—mano y mano for another year. But I digress, because this is about MediRevv culture, and if I don't get on topic now it'll never happen. Okay ... so what it means to me is our ability to work as a whole while still allowing everyone to be themselves at all times. The easiest example of this is the exact book you hold right now. I've picked three entries from the past three years to show how MediRevv allows people's individuality to shine. 2016: Someone rambled on, horribly written I might add, just to test the 500 word limit. It literally made no sense except for that one goal. Seriously, I've reread it multiple times and it's a mess. 2017: Someone made the same Harry Potter reference not once, but twice, said the work here wasn't fun, and possibly swore. 2018: Someone complained about the rules, made that change about them (ego much) and most definitely swore \*clutches pearls\*. Sure, all those entries were mine, but it still proves my point. MediRevv let me write my weird idiosyncrasies and was just like, "yeah, we're going to print these and show our clients!" IT'S INSANE and that's why I love it here.



1. The Wajda-Routh clan bringing in the new year. Cheers, 2019
2. Teaching my kids to "not throw away their shot."

## Brian

If you would have told me 8 years ago that I was going to quit my job and start my own Marketing Agency, I would have laughed at you. If you would have told me 4 years ago that I would sell my stake in that successful agency, to join one of my clients full-time, I would have laughed at you. But here we are, almost a year later, and the MediRevv culture has almost everything to do with that. When I look at my life, and when I look at where I want to be professionally, this is a perfect fit and I somehow knew that was going to be the case. These are great people, doing great things, and I am honored to be a big part of that. Life is weird, but I am a firm believer in people being where they are supposed to be. At last, that is where I find myself.

## Caitlin



MediRevv has been a place of growth and opportunity for me both personally and professionally over the past two years. I have been encouraged to "be authentic, even weird" and have learned what it truly means to "work hard, play hard." I cherish the experiences and memories that I have made with co-workers, Jessa & The Reps and Revvolution. Thank you for making me feel like a rock star!



# Show kindness every day.



Build a house. Clean up the environment. Cook and serve a hot meal. Roll around with stray kittens. Organize toys. Mentor a child.

Our MediRevvers make a difference by volunteering their time to charitable causes they are passionate about. It's called Volunteer Time Off (VTO). It's paid. And it benefits our communities. Win-win.



4,173.17

VTO hours used

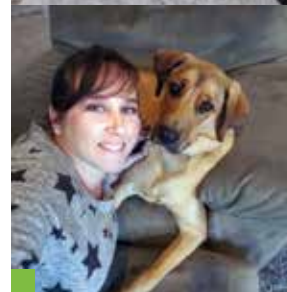
↑ 108%

year over year in total annual VTO hours



# Sarah

MediRevv is unlike any other place I have ever worked. I mean first off, they let us wear jeans! How could it get any better than that? MediRevv also lets us be ourselves. It is so nice to be able to come to work and not have to conform to a prototypical office drone. The “work hard, play hard” culture lets us have fun and enjoy getting to know each other for the individuals we are. Of course, that’s after we get our work done. But being treated like I matter on a daily basis is more than anyone could hope for in a job. Also, they give us cupcakes sometimes!



What I enjoy when I'm not working!



# Jenni

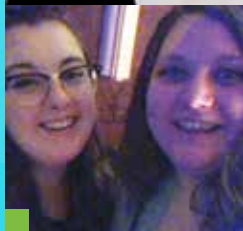
MediRevv—my second home. A place that fills a large part of my life with the upmost satisfaction of knowing great work has been accomplished and much more is on the horizon. Not many others can say this, but for us MediRevvers we can easily say we love our jobs and this amazing company full of fun, wackiness and fulfilling, hard work.





## Alexi

MediRevv culture is very much a big family. I've made my best friends at work, we get to hang out and have a good laugh. MediRevv is more than a job, it is my home away from home. We work hard, we play hard, but at the end of the day we support and care for one another and that's the best part.



Holiday Party 2017 w/ Melanie

## Evan

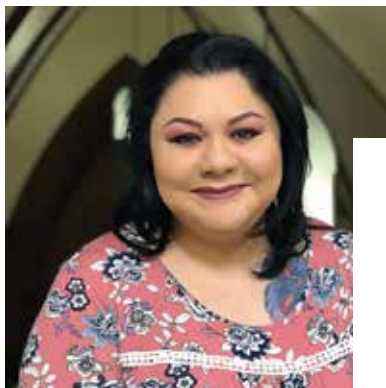


Culture here means I'm treated like a friend and not an employee. Knowing that I can talk to someone when a personal problem arises, and I don't have to worry about being dismissed or receiving a penalty for having issues in my life come about, is a spectacular feeling. MediRevv has been an amazing jumpstart to my career and I couldn't have asked for a better place to move to.



# Cinthy →

MediRevv and I have a love and hate relationship, let me tell you why. Hate: My little toy poodle “Bee” at home argues with me every day—she thinks I Love MediRevv more than her. She says I spend too much time with MediRevv ... #guilty. Love: MediRevv lets me do what I love—“patient care,” takes me out dancing (my AKA Happy Feet), makes me laugh (excuse the future wrinkles), rewards me with goodies (perks are Bee’s favorite), feeds me bomb food (I pray it goes to the right places), gives me the opportunity to learn, grow and be promoted in my career (thank you, May God bless MediRevv with more and more), and keeps me excited (wonder what we are doing next?) Looking forward to our future :)



# Laura

MediRevv culture is the amount of care they show, to not only their employee’s, but also the community. Being able to work for such a great company is truly a blessing.



## Marie

I began my career with MediRevv in January 2019. I came over with the team from Providence St. Joseph Health. I had been with Providence over 5 years as a coder, working clinic charges and specialty charges in Dermatology, ENT, and Ophthalmology. My husband and I live in the beautiful state of Oregon. Our favorite outing is riding our Harley Davidson 3-wheel motorcycle. I appreciate a company that rewards its workers because they work hard that is unique and special for a corporate entity. I'm happy to be part of the MediRevv family work culture.

## Joni



I have been with MediRevv six years now. They have allowed me to grow in many ways professionally. I appreciate the opportunities that the company has to offer: work from home, coding, self pay, insurance, team leads, supervisors, and many more. I love the flexibility on the work hours. MediRevv truly values the communities around us and they allow us to use VTO to work in our communities on their behalf. We “work hard and play hard”—once you are a MediRevver you are part of a family.

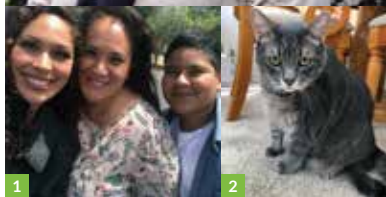






# Iliana

It's fun and great to work for MediRevv. I love that it gives back to communities and especially the Christmas-giving to the orphanage, and the families in need during the holiday.



1. My kids are my world. I live for them. :)  
My daughter Andrea and my son Bryan
2. Our spoiled, snobby kitty Tigre

# Colleen

For many of us, MediRevv is a home away from home. We have developed great friendships that will last throughout the years and sustain us through the bumps in the road. 2019 is going to be an exciting year and I look forward to the growth and new opportunities for MediRevvers!



# Jared

I feel like I've grown up at MediRevv. This place can really challenge you to keep learning and climb higher. The opportunities available are within everyone's grasp, which really makes MediRevv a rare commodity. The atmosphere is inviting and fun and let me tell you—this crowd can definitely get down at the holiday party.



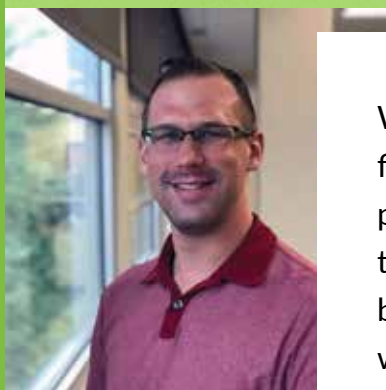
# Nicole

Since becoming a MediRevver in October of 2017, my life feels so much more balanced. I've never had a job where I didn't feel like I was bringing my work or stress from the day home with me. It's easy getting up each morning knowing that I have 8 hours of work for the day. After, I can leave any stress at my desk and can go home to relax. MediRevv truly is a "work hard, play hard" environment (and sometimes we get to play a little at work too).



## Monica

MediRevv culture means family and community. I enjoy working for a company that allows you to put your family first with flexible scheduling, and when something does go wrong they are right there to support you. I can't count the times that I have turned to a co-worker and they have been right there for whatever is needed. I also love that we are encouraged to give back to our communities through VTO programs.



## Benjamin

What MediRevv culture means to me? Good question. During my first week in training with Steph, I knew it was going to be a fun place to work and be myself. She definitely is the right person to welcome newbies. I haven't been here that long, and it has been a rollercoaster of a ride. I am meeting all sorts of people with different types of backgrounds, experiences and knowledge. MediRevv is pushing me to overcome new challenges in my own life, from learning new things to going outside of my comfort zone and I wouldn't have it any other way. I can't wait to see what 2019 brings, here at MediRevv and in my own life!



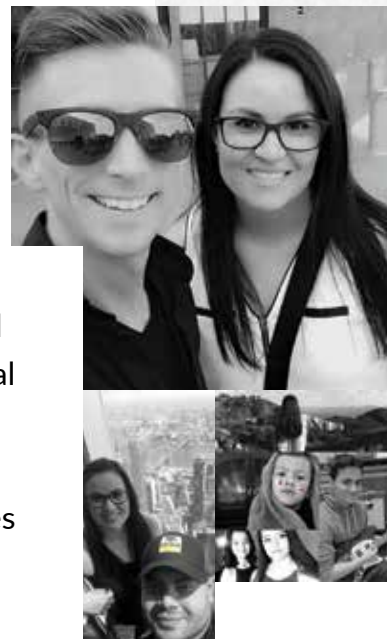


## Anel

As a fairly new employee, MediRevv culture means being surrounded by good-hearted people: neighborly co-workers with similar mindsets. I appreciate how much everyone cares about each other and the community. I'm so grateful to get to work somewhere that encourages you to remain true to yourself while giving you the opportunity to grow.

## Judith ➔

In the midst of an ever-changing environment, other people and external forces might test our principles; but integrity and ethical values are the ones which we have absolute control over—and truly define who we are. Who we are then shapes our culture and the MediRevv culture turns into those exceptional outcomes you don't want to miss. #CinCEOstandsforCulture





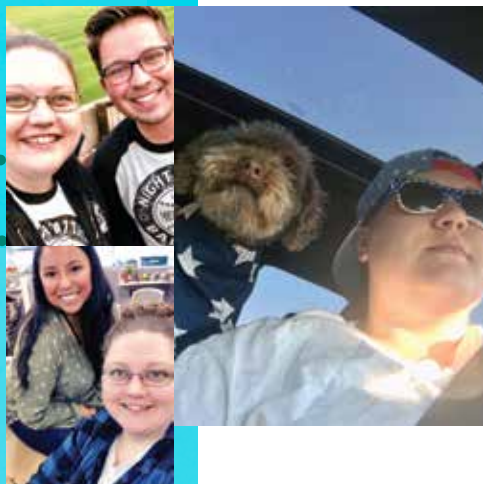
## Mallory

MediRevv means being able to work full time and have a family life. It all about balance, and MediRevv understands that.

## Heather

Family, encouragement, support, acceptance, work hard, and play hard are all words that I would use to describe what MediRevv culture means to me. Starting any new chapter in your life is scary, but here at MediRevv I was welcomed in with open arms and nothing but acceptance and support. I think a lot of companies state that there should be a work and personal life balance, but here at MediRevv they honestly stick by that. At MediRevv you feel important every day both professionally and personally. MediRevv culture ROCKS!!



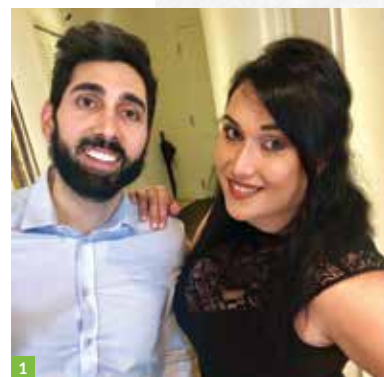


# Melanie

MediRevv culture is all about the “work hard, play hard.” I love that there are so many opportunities to get to know co-workers outside of our daily routines. I also love that MediRevv encourages employees to grow and there are ample opportunities if you’re willing to put in the work!

# Joyce

“Choose a job you love, and you will never have to work a day in your life,” Confucius once said. This is what the MediRevv experience has made us believe to be true.



1. My twin brother Joy
2. My beautiful Lebanon



# Maggie



I started working at MediRevv part-time while finishing up my last year of college. I never anticipated to stick around after graduation, but MediRevv's culture is what made me want to stay. The people were so welcoming and helpful, and actually wanted to see me succeed and grow. Throughout my years here I have gained friendships, knowledge, and memories that will last for years to come. We work incredibly hard, not only for our clients and patients, but for one another. We go above and beyond to exceed goals and expectations while making sure to enjoy a little (or a lot of) fun every now and then. If more people had a MediRevv mindset implemented in their companies, the world would be a better place.



# Isaac

Working at MediRevv over the last year has been the most unique employer experience I've ever had. From making some great close friends to playing drums in the MediRevv band for company events, it's been a fun ride. The phrase "work hard, play hard" is put to good use here at MediRevv!



## Emily

This year will be my 5th year at the 'Revv. HOLY COW! I can't say that I have loved every single minute, but it certainly has been a journey. 5 years ago, I was a single gal living in an apartment with not even a clue what a deductible was. Fast forward to now, I am married with a 6 month old, house hunting, and supervising the work of 30 team members. MediRevv has had such a large role in those life changes. My managers have shaped me into such a driven and goal-oriented individual. My peers have become some of my best friends. And boy have we had some fun in those 5 years. The 'Revv will always be to me an ever-changing family that makes me a better me!

## Joseph



It's a good feeling to wake up in the morning and to not feel displeased at the thought of having to go to work.



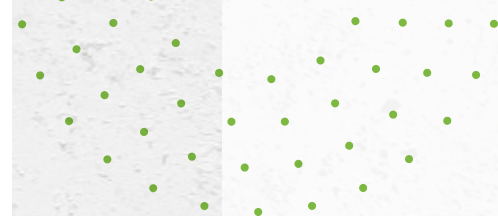
# WORK

# HARD,

# PLAY

*Keep partyin' like it's your job.*

# HARD



## PLAY | plā |

### verb

1 engage in activity for enjoyment and recreation rather than a serious or practical purpose:  
*MediRevvers will play Bingo this afternoon for prizes, thanks to our Ethos committee.*

**synonyms:** amuse oneself, entertain oneself, enjoy oneself, have fun at work, have a good time, relax, rest, be at leisure, occupy oneself, divert oneself, play games, frolic, frisk, gambol, romp, cavort, caper, minute to win it, lip sync battles, cookie mom cookies, spirit week, holiday decorations





MediRevv | WORK HARD, PLAY HARD

“Dream big, work hard, stay focused and surround yourself with good people.”

— MediRevver



# Adriana

When I think of MediRevv culture, it means FAMILY and ACCEPTANCE. Since I became a MediRevver two years ago, it has been the best journey ever—yet to be continued, of course. I've noticed our value as MediRevvers because of the recognition for all of our hard work. I have never felt more comfortable working in a place that I consider my second home. It's truly a blessing to be able to be surrounded with wonderful people. MediRevv has shown us to be authentic, even weird, and the result of ALL of this is an EXCELLENT work environment. Thank you once again for making me part of the MediRevv family.



# Sandra

MediRevv is a unique work place environment, it's a great feeling to know you work for a company that not only cares about you as a MediRevver but also cares about giving back to the community by allowing us to volunteer. MediRevv is very flexible and also understands the importance of life balance.





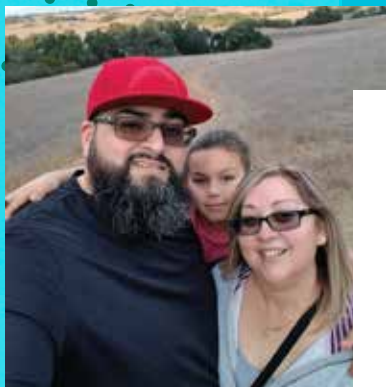
# Melinda

I have only been with MediRevv for 4 months, but the one thing I noticed is that everyone is really caring. I like how they encourage people to get involved with helping in the community. I have also noticed that family comes first. I feel like MediRevv treats their employees with respect, and with this they get 100% from their employees. I look forward to a long career with MediRevv.



# Irene

Wow, I can't believe it has been over a year being a part of the MediRevv family. MediRevv culture means coming to work, giving your all (working hard) and not forgetting to have fun along the way. One of things I love about MediRevv is that I work for a company that is so generous in their giving back to the community. I have to say that it has been an amazing year and I am excited to see all that 2019 has to offer.







Family is everything!!!!

## Tisa

I have been with MediRevv almost 3 years and couldn't be happier! I enjoy coming in every day and never knowing what the day is going to bring, but never worrying about being micro-managed! The motto of "WORK HARD, PLAY HARD" is definitely what this company is about and what I absolutely love about this job. But, of course, you can never forget about the holiday parties!!!!



## Melissa

Caring—they care about the community and giving back to those who need it the most. My family has an incurable genetic kidney disease and MediRevv was awesome and donated money towards the PKD Foundation. A big portion of the money donated to PKD Foundation goes towards research to finding a cure. So thank you MediRevv, you're helping the foundation get one step closer to curing this awful disease.

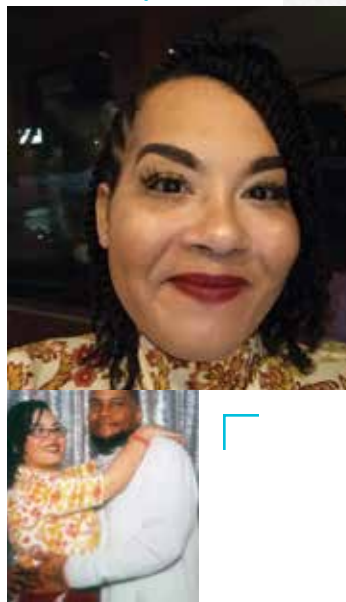


## Jennifer

The culture we drive at MediRevv is a family atmosphere. We are not just here to celebrate and support the accomplishments, but we are also a support system when someone is struggling. The culture at MediRevv is just one of the many reasons I hope to be a lifelong MediRevver and look forward to the future for our family.

## Romara

MediRevv is a huge melting pot of diversity, but still manages to feel like family!!



# Mia

People often ask me to describe the MediRevv culture and what it means to me. MediRevv allows me, as a leader, the opportunity to cultivate an environment of inclusiveness and authenticity for staff. I have had the opportunity to see firsthand, on a daily basis, how this allows employees freedom to grow, adapt and learn in a positive environment. Because of this type of culture, we are able to produce maximum results for our partners, people and performance. I could not imagine working anywhere else.

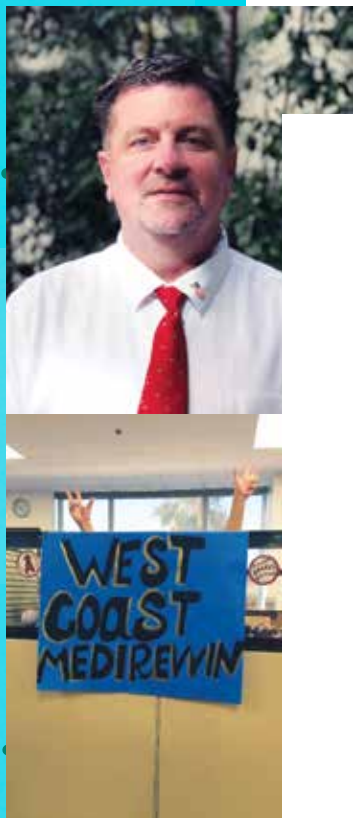


# Chris

MediRevv's culture means the following to me: inclusive, non-judgmental, hard-working, good-souled people sharing laughter-filled days as we exceed the daily expectations of our clients.

My motley crew (Cate 12, Ben 11, Maggie 9, Cece 6). One thing they hear frequently from me is, "Don't forget to be awesome!"





# Matthew

1 year baby! Well, 1 year 3 months and 18 days to be exact, but “1 year baby” just sounds better. What does the MediRevv culture mean to me? (As I ponder this question I feel like Anthony Michael Hall in “The Breakfast Club” with a pencil in mouth going up my nose saying to myself “who am I?”) After much thought, I decided to answer this question as a continuation from last year’s submission. I had said the MediRevv culture meant caring. And I’m going to continue with that thought with slightly modified changes: a caring *attitude*. A lot has changed in the last year. Actually, a lot has changed within the last 3 years. Starting as a St. Joseph Heritage Healthcare employee, moving locations to the Heritage, Anaheim office, becoming a MediRevver, assignment changes and now, most recently, two teams merging together (even though we always were just one team). And all of these changes have been handled with a lot of care and understanding. It’s actually helped me to embrace change with a more positive attitude. Let’s face it, change can be unsettling, but as General Erick Shineski said it best, “if you don’t like change, you’re going to like irrelevance less.” And I’m going to close my comments as I did with last year’s submission, slightly modified: I’m thankful to be given the opportunity to become a MediRevver! Go Angels, beat those Dodgers!

# Carmen →

“Work hard, play hard”—the key element to the motto is making sure you explore what motivates you both inside and outside of work and do more of both. “Work hard,” as a MediRevver—my motivation is to strive for excellence knowing I’m appreciated and acknowledged. “Play hard”—the flexibility to give back to our community and the opportunity to be able to visit my daughter in San Francisco. I’m proud to be a MediRevver!



“

Every day is a good day at MediRevv. It is truly remarkable how every person I have encountered has made me feel like a part of the team. MediRevv culture is exactly that—a team, a FAMILY!

A professional yet fun family who takes care of business but most importantly each other. It’s a pleasure coming into work every day. I am glad to be part of this amazing team.

**Anonymous**



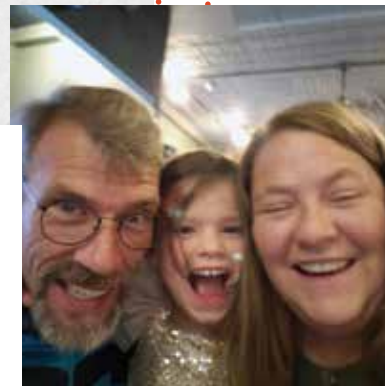
# Stephen

The MediRevv culture means excellence, very great, fun, loving, understanding people to be around.

# Wendy



The MediRevv culture gives me a warm fuzzy feeling. I have never worked at a place where the people are treated with respect. The joke is that we are weird—well, that depends on what you call weird. We all have a little weird in us. I think each person brings their unique perspective to this job. I love the fact that I can work from home and that opportunity has been given to us. “Work Hard, Play Harder”—that is a great mantra and I live it daily. MediRevv Rocks!!!!

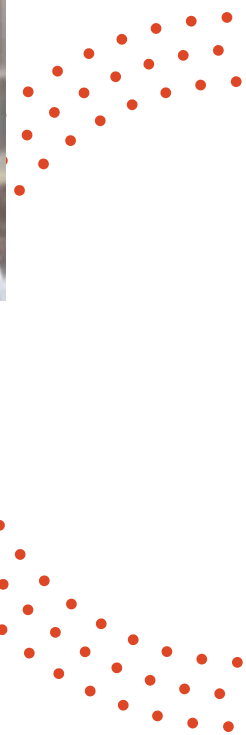




# William

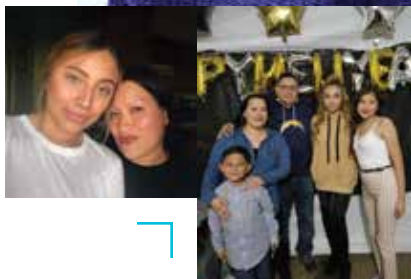


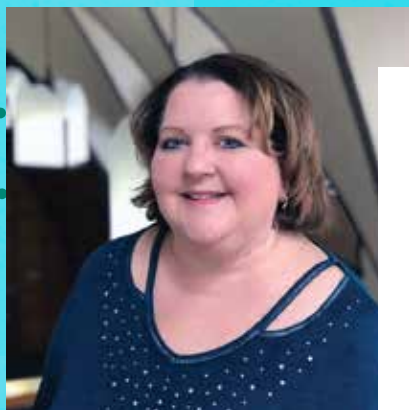
MediRevv culture is an environment where people do the little things to make others feel welcome. People will smile, say good morning, and generally be friendly. People take the little extra moments to just be nice to one another. I have lived in areas where people are too friendly and places where people are rude. MediRevv culture is just the right amount of friendly.



# Wendy

MediRevv culture is something I can say I am proud of because MediRevv stands by their name and mindset. I feel MediRevv is involved with its employees personally and shows their appreciation towards our hard work. It's very true: 'work hard, play hard'! I am one happy MediRevver!!!!





## Mindy

MediRevv has been a breath of fresh air for me. I am very dedicated to doing my best for my employer, but also for myself. Each day I try to be a better person than I was the day before. I usually have a smile on my face and am willing to help anyone out. In the few short months that I have been a MediRevver, I have seen our office growing on a whole and myself growing as an individual. It is exciting to be part of a great company that is reaching out in our community and I am so glad to be able to be a part of it. Family is very important to me and it is nice to come to work and leave work in a good mood, no more warning the family that I'm grumpy as I walk in the door at night. I know we have just gotten started, but I am looking forward to many years as a MediRevver!!

## Mahn

The culture here at MediRevv is diverse. I enjoy the flexibility and teamwork we have. I have the pleasure of working with great and knowledgeable co-workers who help me learn and grow. Go MediRevv.

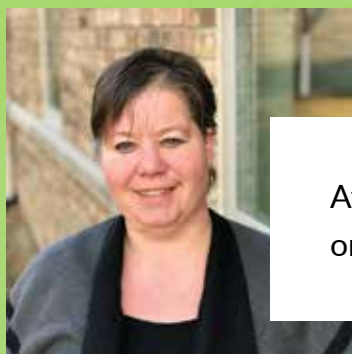


1...2...3...SMILE FOR THE CAMERA!



## Mike

MediRevv's culture is the mixing up of our fun, smart, compassionate employees, the work we do to support our client partners, and our drive to succeed together. Reading back through last year's culture book, there are many individual reasons people choose MediRevv. All those reasons make MediRevv great—everyone brings something different to the mix and rallies around the common goal of performing well for our partners and each other. I'm inspired each year by our amazing co-workers' takes on our collective culture and I'm invigorated to work with them to make a great future for our people and our partners!



## Dee

After 6 years with MediRevv, I feel the culture at MediRevv is one of the best I have experienced.





## Lizzie

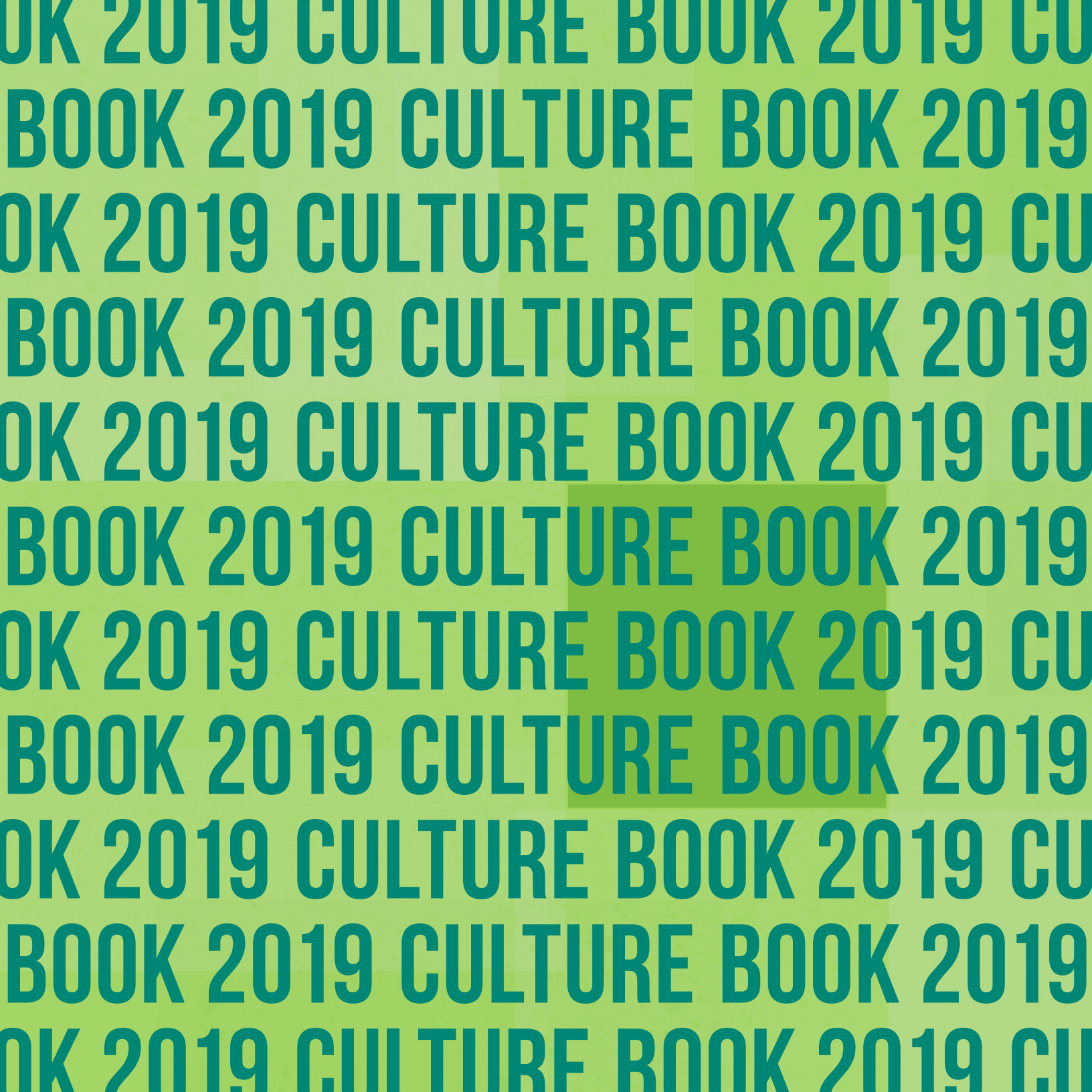
The MediRevv culture is one of a kind; it's a community that has pride in keeping you engaged. MediRevv understands the importance of work life balance. It provides career growth opportunities and the "work hard, play hard" mentality keeps me motivated. I am thankful to be part of the MediRevv family and look forward to our continued growth!



## Brenda ➔

It has been an exciting adventure working for MediRevv. It's an environment where being yourself is encouraged and where being different is appreciated. MediRevv is like a family and I am grateful for that.







2600 University Parkway  
Coralville, IA 52241

888.665.6310

[medirevv.com](http://medirevv.com)