

MED ONE TO ONE

A MED ONE GROUP PUBLICATION

TWENTY TWENTY-FOUR

MedOne

P7

PRESIDENT'S MESSAGE

PREPARATION,

CONSISTENCY,

AND HUSTLE!

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EDITOR

Troy Tait

CREATIVE

- Brian Gates
- LuLu Mecham
- Christy Hadiwinata-Fullmer
- Jordyn Casey
- Dani Vaughan
- Craig Burton

CONTRIBUTORS

- Robb Stevens
- Troy Tait
- Robert Gross
- LuLu Mecham
- Ibby Smith Stofer
- Jordyn Casey
- David Marinero
- Ed Ruano
- Christy Hadiwinata-Fullmer
- Melissa Stevens
- Kenzie Tait

Med One To One is a Med One Group publication consisting of editorials, a message from our owners and key stakeholders, testimonials, information regarding our solutions, employee spotlights, and more. Four quarterly issues are produced each year. Issues include the most recent and exciting news from Med One.

EQUIPMENT RENTAL AND FINANCE SOLUTIONS
THAT SUPPORT IMPROVED PATIENT CARE.

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A NEW CHAPTER



Troy Tait
SVP Marketing and Technology

In April 1994, I took a significant step by joining a relatively new company. At the time, I was working for a well-established company that sold EMR systems—a company that was recognized as a leader in its field with a nationwide presence. Despite being in a secure director-level position with plenty of growth potential, the prospect of joining a young company was too enticing to pass up. Little did I know just how impactful that decision would be.

Now, 30 years later, I'm proud to say that I'm still with that company, which has grown and evolved significantly since I first took that leap of faith.

Looking back, I realize the risk I took was much greater than I initially thought. I left a strong company with a solid team of committed employees and hands-on leadership that was deeply involved in our day-to-day operations. This environment fostered growth and development, both for the company and for me personally.

In contrast, the company I joined had only been in business for three years, had a small market, was

WHILE THEIR
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CONGRATULATIONS
TO BRENT AND
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WELL-DESERVED
RETIREMENT AND THE
REMARKABLE LEGACY
THEY'VE BUILT.



trying to launch a new product, and operated with a team of fewer than ten people. Additionally, my wife and I were expecting our first child, and we had just bought a new home, making the timing of a job change particularly risky. Despite these challenges, everything worked out for the best.

Over the past 30 years, it has been incredibly rewarding to see Med One grow. The qualities I valued in my previous job have become a reality here as well. Med One has established itself as a leader in the industry, with dedicated employees who work tirelessly to drive us forward.

The company offers growth opportunities for both employees and the business as we continue to expand across the country. Most importantly, the owners have always been involved in the day-to-day operations, allowing us to learn, grow, and develop while keeping us on the right path. It has been an incredible journey.

Now, as Med One undergoes a “changing of the guard,” with our two owners stepping aside, I can’t help but reflect on the invaluable lessons I’ve learned from them. Brent and Larry provided me with a once-in-a-lifetime learning experience. As a young, inexperienced professional, I had the privilege of learning from two of the best.

They taught me countless lessons about business and life, created an environment that allowed me to learn from my mistakes, and encouraged me to improve and discover new skills. They also shared the company’s success with us and supported calculated risks, even when they didn’t turn out as expected. Brent and Larry were unwavering in their commitment to excellence, integrity, and creating win-win situations for customers.

While their daily presence will be missed, their influence and legacy will continue to guide us. Congratulations to Brent and Larry on their well-deserved retirement and the remarkable legacy they’ve built. Med One is in capable hands as we embark on this new chapter, and I’m confident we will continue to uphold the high standards they set.

THE **Med One** WAY



CREATIVITY*

Doing one thing very well - “whatever it takes”



OBSERVANT LISTENING

A unique philosophy - what does our customer really need?



UNITED TEAMWORK

It takes all of us to make a happy customer



RESPONSIVENESS*

Unprecedented service builds customer loyalty



ABOVE AND BEYOND

Taking pride in going the extra mile



GENUINE RELATIONSHIPS

A huge secret to getting repeat business



EVERYDAY - DO IT RIGHT

The first time, and every time



OUTSTANDING INTEGRITY

The principle upon which Med One was built



UNIQUE PATIENCE

Perseverance - we will never give up



SIMPLICITY*

Making it easy for a customer to do business with us

PREPARATION, CONSISTENCY, AND HUSTLE!

Written By **Robb Stevens**
President, Chief Executive Officer



My daughter Brynli (12 years old) is the starting setter on her club volleyball team. A few months ago, her team was in an all-day tournament which they dominated and played their way easily into the championship game.

Despite having won every single match of the day easily in 2 sets, the championship match was another matter. After a sluggish start, team GSL fell quickly behind in the first set. In volleyball at this level, they play 2 sets to 25 and a tie-breaker 3rd set to 15. The winner of 2 sets wins the match.

Brynli is fiercely competitive and hates to lose. Driven by this competitive spirit, she often performs incredibly well under pressure. Down 18-12 in the first set, she rotated into the server spot and then proceeded to serve 6 straight points including a few aces (the opponent couldn't make a play on the ball).

With the score now tied at 18, the opposing coach called an "ice the server" timeout. To the opponent's dismay though, Brynli came out of that timeout and scored 5 more! They finally got a side out, but the damage had been done with her Club GSL team now leading 23-19!

After helping her team get the lead, she was not about to let them lose and proceeded to make a key play on the ball to regain the serve.

“HUSTLE AT WORK DOESN’T MEAN WE ARE ALWAYS RUNNING FROM ONE THING TO THE NEXT. IF GIVEN THE CHOICE OF A JOB DONE QUICKLY VERSUS A JOB DONE CORRECTLY, I WILL ALWAYS CHOOSE CORRECTLY. HUSTLE BECOMES EASIER AND MAY EVEN BE A BYPRODUCT OF CONSTANT PREPARATION AND CONSISTENT PERFORMANCE. THE MORE WE WORK AT SOMETHING, THE BETTER WE TEND TO GET.”

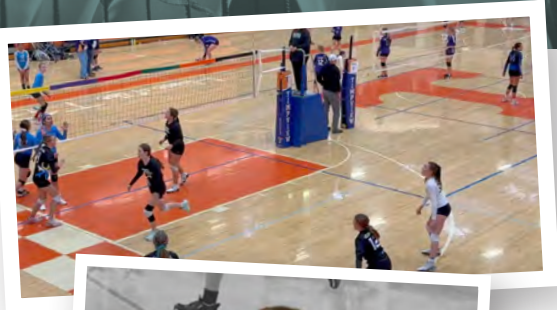
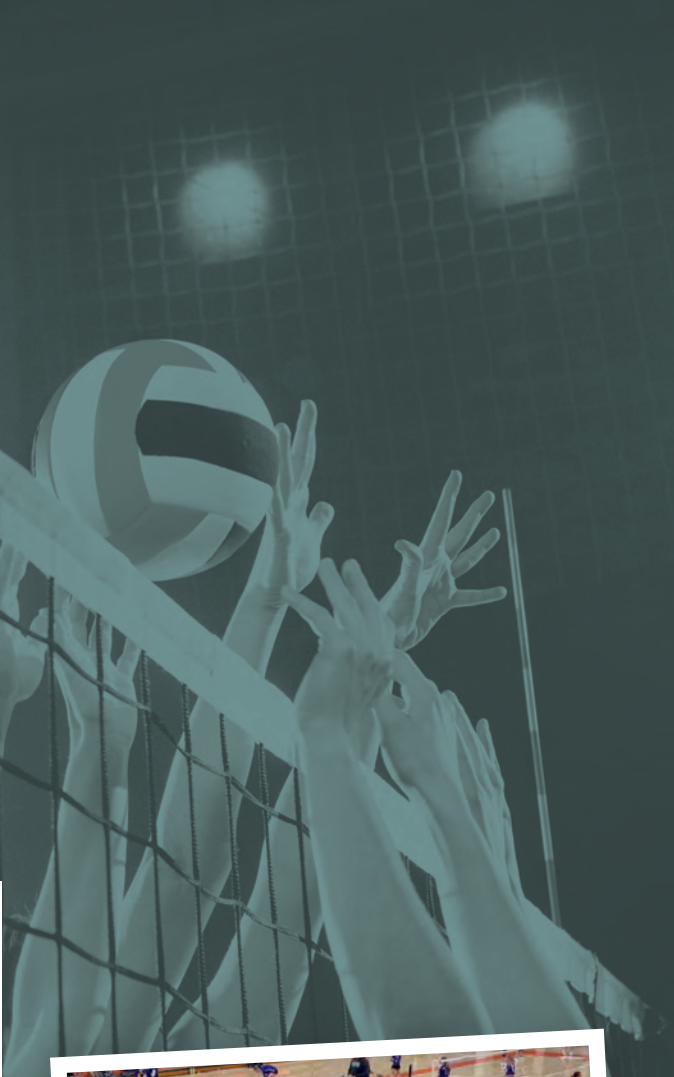
After the dive play, it was set point which they easily scored and moved onto the second set. With their earlier tournament mojo back, team GSL went onto easily win the second set 25-6 securing the championship!

How did Brynli and her team set the stage for championship success? Just like any team, they practice together twice a week and work individually on specific skills to improve their consistency and in-game performance.

Last season while struggling with serving consistency, she asked me to take her to the gym on many weeknights to work on her skills. My constant counsel to her was that consistency would keep her on the floor, but during many of these daddy-daughter workouts she was anything but consistent.

As a dad/coach, I was often reminded of a need to carefully balance kind encouragement with toughness to help her improve. In the early going, as discouragement and emotions ran high and tears occasionally flowed, that careful balance was crucial to her staying the course. Ultimately, consistent practice gave way to consistent performance, and she became one of the best servers on her team.

As her coaches saw improvement, they gave her more playing time and high praise for not just the primary obvious skills of serving, passing, setting, but also for the harder to measure soft skills of court vision, hustle, and competitive spirit.



On that tournament day in March, the team had zero serving errors in the championship match. That is key because in volleyball, each service error results in a point for the opposing team.

I’ve shared Brynli’s story, not only because I was part of it, but on that day each player’s individual preparation and consistency set the stage for team success even in the midst of a shaky start.

How does this relate to business? The principles of preparation, consistency and hustle can make everyone better at what they do.

It’s been said that the more we prepare, the more we will be prepared for that which we are not prepared. I believe that wholeheartedly. Preparation to me looks like proactive curiosity. Learn what it takes to be successful in our individual work and as a strong team contributor, then look for ways to level up your performance. There are plenty of resources available to do this for any job. Supervisors and co-workers can mentor, train, and point the way to abundant resources for ongoing learning and preparation.

Consistent performance leads to consistent and predictable results. A consistent performer is dependable and trusted. They make the company better, and lead to happy customers.

Hustle at work doesn’t mean we are always running from one thing to the next. If given the choice of a job done quickly versus a job done correctly, I will always choose correctly. Hustle becomes easier and may even be a byproduct of constant preparation and consistent performance. The more we work at something, the better we tend to get.

Author Malcolm Gladwell in his book *Outliers* popularized the “10,000 hour rule” which claims that becoming an expert at anything comes from 10,000 hours of practice.

As we approach our daily work, may we continually prepare in every way possible to be successful. That often means learning what an internal or external customer wants or needs and thus being ready to address it. It means constant curiosity so we can be better equipped to help solve a problem, and being ever mindful of how we interact with co-workers, or any number of things.

As we constantly prepare for success, may we also give a consistently solid effort and **never stop hustling!**



“

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PREDICTABLE RESULTS. A
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THEY MAKE THE COMPANY
BETTER, AND LEAD TO
HAPPY CUSTOMERS.”

CHANGES AND TRANSITIONS

Transitions can involve something exciting, such as graduation, marriage, the start of a new job, or an addition to the family. Transitions can also be adverse or distressing such as the loss of a loved one, losing a job, divorce and breakups, or other setbacks.

Written By **Robert Gross**
Board of Directors



It's been said that the only constant in life is change. From the moment we're born, we inevitably change and grow. Changes can be large or small; planned or unplanned. Changes can be centered around exciting achievements and milestones or can be disruptive and distressing. We have no choice in life but to change. How we adapt to change determines how we grow - physically, emotionally, and cognitively.

Psychologists define changes or adjustments that impact our lives in a significant way as life transitions. Transitions can involve something exciting, such as graduation, marriage, the start of a new job, or an addition to the family. Transitions can also be adverse or distressing such as the loss of a loved one, losing a job, divorce and breakups, or other setbacks.





on mistakes and focus instead on learning from them. Recalling positive transitions and how we managed those transitions can be helpful roadmaps for positive self-talk and future change. Positive self-talk, with focus and practice, allows us to change negative thinking and habits into positives.

We can stay positively connected with those around us: family, friends, and co-workers. We can treat others as we want to be treated. We can listen to and empathize with those in our lives. The more we do so, the more we enrich ourselves.

We can be compassionate and kind. When we recognize our own humanness and that of others, we enable ourselves to be more compassionate toward others and kind to ourselves.

We can change negative habits into positive habits. The part of our brains responsible for adapting emotionally to change was once thought to be hard-wired and inflexible. During the past couple of decades, neuroscientists have discovered that the emotional part of brain has the capacity to grow and is adaptable to change by a process called “neuroplasticity.” Now neuroscientists affirm what moralists, philosophers, spiritual leaders, and theologians have elicited over the ages: the thinking part of our brain can guide and temper the emotional part of our brain and allow us to create or change habits and adapt to change. That process may not be easy, but it is possible.

“ CHANGE OFTEN TAKES US OUT OF OUR COMFORT ZONE TO SOMETHING NEW. ”

CHANGE CAN BE CHALLENGING TO NAVIGATE:

- Change often takes us out of our comfort zone to something new.
- The emotional part of our brain often lags behind the thinking part of our brain in welcoming or adapting to change. Although we know that children and adolescents are built for rapid cognitive, emotional, and physical growth, recent studies confirm that children and adolescents are also much more adaptable to emotional change than adults. While adults continue to grow cognitively, their emotional adaptability to change often stiffens with time.
- Life transitions – even exciting or happy ones – are often stressful and disruptive. A form of stress, called eustress, can be motivating and exhilarating in taking on new challenges or goals. However, stress that continues for an extended period of time may negatively impact us emotionally, physically, or mentally and may make a life transition more difficult to navigate.
- Life transitions that are unplanned or happen unexpectedly can be very challenging and even debilitating. Such life transitions may cause us to fear the unknown and/or instill a sense of loss of control. Job loss, loss of a loved one, an accident, or other setbacks are not only challenging; they also may necessitate one to go through the grieving process.

PREPARING FOR CHANGE

The good news is that we can consciously do things that help us prepare for the inevitable changes in our lives:

We can set small, incremental goals and remember that “it’s hard by a yard, but a cinch by the inch.” Accomplishing those small incremental goals enables us to move forward to accomplish future goals and milestones.

We can develop routines and healthy habits to create consistency and a sense of well-being. Regular sleep and wake times, consistent exercise habits, eating a healthy diet, and practiced mindfulness are among the many ways of establishing a healthy routine.

We can take time to reflect and meditate – being mindful of the richness of the life all around us. We can, and should, constantly make time to smell the roses.

We can set reasonable expectations for ourselves. Although unmet expectations can be frustrating or cause stress, we can remember that unmet expectations are part of life and that we will likely, from time-to-time, feel frustrated or stressed. How we deal with that stress and bounce back from unmet expectations is key to our progress forward.

We can treat ourselves with kindness in our thoughts and self-talk. We can avoid dwelling

CHANGE IN THE WORKPLACE

Change is also inevitable in the workplace. Co-workers come and co-workers leave. Leadership at all levels of organizations evolves and changes. Organizational leaders are responsible for guiding and leading change effectively in their organizations just as they, themselves, change, grow, and evolve in an ever rapid, changing business environment.



In creating and building Med One, Larry and Brent have built, led, and guided a company devoted to saving lives and providing important financing options to hospitals and other businesses. Both have been committed to building a wonderful supportive work environment. They both believe, and have stated on many occasions, that it's the employees that make Med One such a great business and company. That work environment is built on a culture that may be most easily described as family.

In his ground-breaking book on organizational culture, *The Culture Code*, author Daniel Coyle, describes the relationships he has seen in highly successful groups and organizations. He notes that people in organizations with a strong company culture and interpersonal relationships tend to choose the same word to describe their workplace. The word they use is family.

Those of us who serve on the Med One Board often hear the word family from so many employees in their descriptions of the culture, work environment, and atmosphere here. That culture is reflected in the many shared stories of Med One people going “above and beyond” in their passion for and pursuit of serving their customers. Us board members are all grateful to have the opportunity of serving such a welcoming company and being a part of the Med One family culture.

Coyle describes three key dynamics and dimensions for organizations built on a family-like culture: safety, shared vulnerability, and established purpose. As he describes it:

ORGANIZATIONS THAT BUILD & MAINTAIN SAFETY:

- Overcommunicate
- Empathetically listen
- Readily admit mistakes
- Embrace messengers of either good or bad news
- Overdo thank yous and other courtesies
- Rigorously hire the right people
- Create safe space
- Allow and encourage everyone to have a voice
- Celebrate people and their wins

ORGANIZATIONS THAT SHARE VULNERABILITY:

- Leaders share their vulnerabilities first and often
- Overcommunicate expectations at all levels
- Encourage everyone to deliver bad news in person
- Really listen to each other at all levels
- Emphasize before-action reviews and post-mortem debriefing sessions
- Aim for candor but avoid brutal honesty
- Embrace discomfort
- Align language with action
- Trust in teams and one another

ORGANIZATIONS THAT ESTABLISH VALUE:

- Identify and focus on the “big purpose” of their organization
- Constantly rank and align their priorities in their pursuit of the big purpose
- Overcommunicate and clarify priorities
- Embrace catchphrases that inspire, remind, and motivate people about what the organization really values
- Measure what really matters

These are useful checklists in ascertaining where we are now as a company and what opportunities for enhancement may lay before us. As we transition the leadership of Med One, it is important that we individually and collectively find ways to embrace the inevitability of change. We want to remember how the Med One family-like culture was built as we seek ways to build upon it. That will be no easy task as the company continues to grow and evolve.

OUR LEADERS CAN CONTINUE TO:

Remember human nature and why individuals often fear change

Set a compelling vision and purpose both for change and for the future

Communicate and overcommunicate our big purpose - our mission and vision

Measure what's important

Create and sustain trust

Listen with empathy

Relentlessly focus on a safe space where everyone feels safe to open up

Encourage and foster specific skills training and lifelong learning

Adjust and recalibrate when necessary

Celebrate successes

Learn from instances where we're not so successful

Serve as role models

Change is never easy – for individuals or organizations. But change is inevitable as we grow. Successfully managing change for any of us requires individual recognition. Recognizing the part that each of us contributes to the success of Med One allows us the opportunity to be an important part of a winning team as it grows and evolves. Adapting to and embracing change is an important part of the Med One culture and DNA.



LEASING / RENTAL / SALES / SERVICE

Sales

Meet The Sales Team

Our Sales Team is comprised of experienced professionals for the specific purpose of Making Medical Equipment Available for hospitals and healthcare facilities across the U.S. We also work with the largest equipment manufacturers in the healthcare industry. Our sales reps are experts in equipment finance, rental, and sales.

EQUIPMENT LEASING



Robb Stevens President / Chief Executive Officer
Robb Stevens began his career at Med One in January 2002 as part of the leasing sales group and was appointed as SVP and Director of Equipment Leasing in 2012, and then as COO in 2024. He has been a top contributor to lease originations, vendor development, creating strong relationships with customers, and successfully blending all aspects of the leasing sales process to maximize returns.



Doug Green SVP / Director of Corporate Development
As SVP - Director of Corporate Development, Doug is active in finding and developing new vendors for our leasing division and developing opportunities for rental with new and existing customers, organizations, equipment providers, and manufacturers. He is also looking for additional opportunities in our equipment sales area as well as exploring new markets and revenue-generating capabilities for the company.



Dal Holman Vendor Portfolio Manager
Dal Holman joined Med One in 2019 as part of our equipment leasing team. He graduated from Weber State with a BS in technical service and sales. Dal has 15 years of experience in sales and finance and has worked for companies like Wells Fargo Bank and the Utah Jazz. Dal enjoys developing meaningful relationships and providing solutions to his clients needs.



Carter Allen SVP / Director of Equipment Leasing
Carter Allen has been in the financial industry for more than 20 years and has been with Med One Group since 2002. He appreciates the opportunity to provide solutions for hospitals that allow them to gain access to much needed equipment. Carter manages strategic accounts that are essential to Med One's success. His experience with healthcare leasing provides customers with valued solutions.



Spence Tueller Vendor Portfolio Manager
Spence Tueller is a part of the Med One equipment leasing team. He works with and manages some of Med One's top medical equipment manufacturers and vendor partners. He has extensive experience developing custom finance solutions and vendor programs to help our valued customers close more business. Spence graduated from BYU with a degree in health science and business administration.



Al Mugno Regional Sales Director
Al joined Med One in 2017 as part of our equipment finance team. Al graduated from Iona College with a bachelor's degree in business administration, majoring in marketing. Al has worked as a sales executive in the healthcare industry for over 25 years and has an extensive medical device and healthcare IT background. Al enjoys golfing and spending time with his wife and two sons.

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INTERNATIONAL SALES



Susan Mingle Director of International Sales
Susan Mingle joined Med One in 2017 as a Director of International Sales bringing 14 years of medical/capital sales experience, with previous experience at BD and Abbot Labs. Susan has a degree in both education and nursing. Her nursing focus was Neonatal Intensive Care. She is passionate about Georgia football, gymnastics, and enjoys traveling and spending time with her daughter and two grandchildren.

Sales



CONTINUED...

Creativity. Simplicity. Responsiveness.

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EQUIPMENT RENTAL & SALES



Brad Johnson SVP General Manager Rental Division

Brad Johnson is the General Manager of the rental division and has been working at Med One Group since 1994. He oversees all equipment purchases and works with senior management in opening new rental locations. Brad graduated from the University of Phoenix with a bachelor's degree in business and accounting. He enjoys playing golf, fishing, hunting, and spending time with his family.



Mike Daniels Regional Sales Manager / West

Mike Daniels has over 30 years of experience in sales and management, marketing a variety of medical equipment from movable medical equipment to specialty support surfaces — both medical equipment rentals and capital sales. During his off time, he enjoys spending time with his family, church, surfing, and any outdoor activity.



Skip Horton Territory Sales Manager / Carolinas

Skip Horton joined the Med One Rental Division as a Territory Sales Manager in June 2017. He brings over 30 years of experience in the healthcare industry, with previous experience at Eli Lilly, DuPont, and BD. Skip graduated from East Carolina University with a bachelor's degree in life science. Skip enjoys working skiing, snowboarding, and mountain biking when not helping his customers.



Jay Cantiberos District Sales Manager / Northern California

Jay Cantiberos graduated from the University of Arizona with a bachelor of science degree and an associate degree in respiratory therapy. Jay joined the Med One team in 2019. He brings over 20 years of experience in the medical device industry as well as a clinical background. He enjoys that every day at Med One is new and exciting.



Lisa Woods Territory Sales Manager / Southern California

Lisa Woods graduated from the University of La Verne with a degree in business accounting. Prior to Med One, she worked in sales and marketing for about 25 years traveling all over the world as an international buyer. Lisa was the Director of Sales and Merchandise overseeing 3 sales divisions before switching industries into the medical equipment rental field. She likes to spend her free time with friends and vacationing.



Kyle Smelser Regional Sales Manager / East

Kyle Smelser joined Med One in 2018. He graduated from Indiana University with a bachelor's degree in finance and brings 10 years of experience in Equipment and Rental Sales. Before Med One, he most recently worked to provide hospitals and surgery centers rental solutions for cataract surgery. Kyle enjoys lifting weights and playing board games.



Victor Garcia Territory Sales Manager / Southern California

Victor graduated from the University of Southern California in 2015. Before joining Med One, he spent five years working in medical device sales, focusing on orthopedics. Victor enjoys being part of the healthcare industry and being able to facilitate solutions to issues our healthcare professionals face every day. During his time off, he enjoys spending time with his family and being outdoors.



David Coulter Territory Sales Manager / Arizona & Nevada

David has nearly 30 years of experience in branch operations and medical equipment/support surface rentals and sales, focusing on superior customer service and solutions to ensure his customers can provide the best outcomes for their patients. David has been married for over 31 years and has one daughter. He enjoys traveling with his family, attending baseball games, and off-road driving adventures.



Ed Ruano Territory Sales Manager / Southern California

Ed is a former U.S. Army First Lieutenant and medical equipment delivery driver for Med One. He brings exceptional leadership and operations experience to the sales division. Ed enjoys learning about military history, healthcare, space, and personal development. Hiking, beach days, pool days, traveling, and adventure-seeking are a few of the things Ed and his family enjoy doing in their spare time.



Brian Smiley Regional Sales Manager / Central

Brian Smiley has been a part of the Med One team since 1999 and serves as a Regional Sales Manager focused on equipment rental. He received his bachelor's degree in finance from the University of Utah and is also certified on the CareFusion and Smiths Medical equipment that Med One works with. He enjoys spending time with his family and working in his yard and garden.



Jay Thorley Territory Sales Manager / Utah & Colorado

Jay Thorley joined the Med One Team in 2015. Prior to Med One, Jay worked in the mortgage industry for 12 years. He enjoys working with customers to make sure that they have the equipment they need to care for their patients. Jay enjoys spending his time with his wife, son, and two boxers.



Garrett Wetsel Territory Sales Manager

In 2023, Garrett joined Med One as a member of the lead gen team before moving to the Rental & Sales division. He has over four years of experience in sales and management and has enjoyed working in this industry. What he finds most fulfilling about working for Med One is the opportunity to provide products that make a difference in patient care. When not at work, Garrett enjoys hunting and being outside.



Tyler Lawrence Territory Sales Manager

After attending Southern Utah University, Tyler Lawrence joined the Med One Team in March of 2023. With over 9 years of sales experience and 3 years in medical sales, he has a passion for working and communicating with people. He finds solutions and creates value in anything he does. In his spare time, Tyler enjoys sports, hunting, coaching high school basketball, and spending time with family.



Andres Regalado Territory Sales Manager / Northern California

Andres Regalado attended DeAnza Community College and then began at Med One in April of 2023. He has over eight years of sales experience, with a recent focus in the medical field. Although the industry is relatively new to Andres, he is excited to learn more and gain experience while helping customers obtain the equipment they need. Outside of Med One, his interests include ultra-running, power lifting, and studying nutrition.



Tracy Neskorik Territory Sales Manager

Tracy Neskorik graduated from Georgia Southern University and has been in medical equipment rentals and sales for over 30 years. His favorite part of working in the industry is knowing that the services we offer make a difference in the quality of patient care in facilities throughout the country. Outside of work, he enjoys golf, duck hunting, gardening, and spending time on his farm.



Shawna Oliver Territory Sales Manager

Shawna attended Humboldt State University and has over ten years of medical device sales experience as well as a nursing background. Before moving into sales, she worked as a wound nurse at a skilled nursing facility. Her favorite parts of working in the field are finding solutions and building forever relationships. Shawna's hobbies include oil painting, raising chickens, and spending time with family and friends.



Jeremy Quick Territory Sales Manager / South Central

Jeremy Quick joined Med One in August 2009 with an extensive background in sales and marketing. He is a graduate of the University of Utah with a degree in healthcare. Jeremy's responsibilities include the rental and sale of medical equipment to hospitals, clinics, nursing schools, EMS companies, and research facilities. He enjoys spending time in the outdoors, including skiing, mountain biking, hiking, golfing, and running, along with watching his favorite sports teams.



Aidan Francis Territory Sales Manager

Aidan joined Med One in 2023 with over three years of sales and account management experience. He enjoys working in this industry and connecting with a diverse range of people while building meaningful relationships and setting and accomplishing goals. In his spare time, he loves nothing more than rock climbing up a canyon and riding motorcycles.



Bryan Dabney Territory Sales Manager / Georgia

Bryan Dabney has over 30 years of experience as a respiratory therapist. Bryan was born in California and lived there until advancing his schooling at Ricks College. Bryan finished his schooling at Weber State University and graduated with his bachelor's degree in respiratory therapy. Bryan loves traveling, camping, fishing, and water and snow skiing with his family.



Gary McKee Territory Sales Manager / Florida

Gary McKee is a graduate of FAU with a degree in Business Administration and joined Med One in March 2023. With over 21 years of sales experience including real estate investments, medical device sales, and work with Johnson & Johnson and Stryker Orthopedics, Gary is excited to continue to build relationships with accounts and improve lives in the healthcare space. His hobbies include riding dirt bikes and spending time with his family outdoors.



Zack Poray Territory Sales Manager / Carolinas

Zack is a graduate of CSU San Bernardino and has been with Med One for over four years. Previously, Zack managed and trained employees in several Med One offices throughout California. As a Territory Sales Manager, he enjoys exceeding customer expectations and easing their chaotic demands. In his spare time, he enjoys carpentry, construction, outdoor activities, and weight lifting.



INFLUENZA: REDUCE YOUR RISK



Written By **LuLu Mecham**
Senior Marketing Specialist

Preparing for flu season involves a multifaceted approach to safeguard yourself and those around you from falling ill. Here are some essential steps to ensure you're ready when the flu virus strikes.

Firstly, one of the most effective ways to prepare for flu season is by getting a flu vaccine. The Centers for Disease Control and Prevention (CDC) recommend that everyone six months and older receive the flu shot each year. The vaccine is updated annually to address the most current strains of the virus, which helps provide better protection.

In addition to vaccination, practicing good hygiene is crucial in preventing the spread of the flu. Regular handwashing with soap and water for at least 20 seconds can significantly reduce the likelihood of spreading germs. When soap and water aren't available, using hand sanitizer with at least 60% alcohol is a good alternative.

Another important preparation step involves maintaining a healthy lifestyle to strengthen your immune system. A balanced diet rich in fruits, vegetables, and whole grains, along with regular



exercise, can help bolster your body's defenses against illnesses. Adequate sleep is also crucial; aim for 7-9 hours per night to ensure your immune system remains robust and capable of fighting off infections. Staying hydrated by drinking plenty of fluids supports overall health and aids in keeping mucous membranes, which can act as barriers to infection, well-hydrated.

Lastly, it's important to be mindful of symptoms and know what to do if you or someone in your household becomes ill. Common flu symptoms include fever, cough, sore throat, body aches, and fatigue. If you or a family member shows these symptoms, it's advisable to consult a healthcare professional. Staying home when sick is essential to prevent spreading the flu to others, and over-the-counter medications can help alleviate your symptoms.

PREPARING FOR FLU SEASON INVOLVES A COMBINATION OF PROACTIVE MEASURES, INCLUDING GETTING VACCINATED, PRACTICING GOOD HYGIENE, MAINTAINING A HEALTHY LIFESTYLE, AND BEING PREPARED TO MANAGE SYMPTOMS IF THEY ARISE.

Preparing for flu season involves a combination of proactive measures, including getting vaccinated, practicing good hygiene, maintaining a healthy lifestyle, and being prepared to manage symptoms if they arise. By taking these steps, you can help protect yourself and your community from the impact of the flu, ensuring a healthier and more comfortable season for everyone.

Why Med One?

Creative Solutions

Med One offers the most creative leasing and rental programs designed specifically for healthcare facilities.



Equipment Leasing

Capital Lease
Equity Rental
Deferred Payments



Equipment Rental & Sales

Operating Leases
Step-Up Payments
Customized Options

Peak-Need Rentals
Rent-to-Own
Committed Rentals

***Rental Equipment:** Pumps, Ventilators, Support Surfaces, Monitors, and More*

Simple Process

You have enough to worry about... Med One's services are straightforward to make your life easier.



Minimal Paperwork

Hospitals love to work with Med One because of our extremely simple lease document with no hidden fees.



Dedicated Support

Relationships are extremely important to Med One. Your dedicated account manager will help keep things simple.

Responsive Service

With personal leasing and rental executives, you can have confidence in timely transactions and service.



Fast Approvals

We have fast credit approvals with flexible pricing so you are able to get the equipment you need when you need it.



Quick Turnaround

Whether it's a lease transaction, equipment delivery, or pick-up, we value your time and make you a priority.

Employee Spotlight



ED RUANO

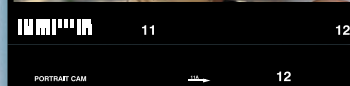
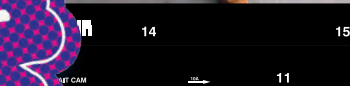
TERRITORY SALES MANAGER

My name is Ed Ruano, I am a Territory Sales Manager. I was originally born in Anaheim but was raised in Corona. My family is great but can be a handful. I have two girls, 8 and 6, and two boys, 3 and 5 months old.

Most of my spare time is spent with my family going out, being poolside, watching movies, or being at the park with my kids. One of the hobbies I enjoy is taking care of my fish tank.

I went to school at the University of California Santa Cruz where I studied history with a concentration in the Americas, Europe, and Africa.

What I like most about what I do is the difference we make for our customers and being part of a great team of dedicated professionals who make a difference in the healthcare industry.



CHRISTY HADIWINATA-FULLMER

GRAPHIC DESIGNER

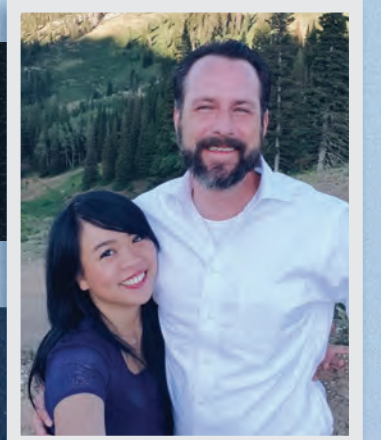
Hello! My name is Christy and I am the Graphic Designer over in Marketing. It's nice to meet you (if we haven't met already)! Working at Med One has been an amazing experience. The company culture is something I deeply appreciate—there's a genuine sense of camaraderie and mutual respect among the team. It's rare to find a company that genuinely cares about helping others, and that's what makes Med One special.

I'm originally from Jakarta, Indonesia, and I moved to the United States in 1999. It's an adventure that has been both exciting and challenging, but it's one that has shaped who I am today. *Side note: I actually learned English by watching Scooby-Doo; luckily, I didn't pick up Scooby's accent!*

I graduated from the University of Utah and Salt Lake Community College. In terms of design, I think my style is rooted in creativity, dedication, and a continuous desire to learn and evolve.

My family and I live just South of Salt Lake City, and we're surrounded by the most amazing mountains; Mt. Olympus is our favorite. There's something about the vast, open spaces and towering peaks that makes us feel at home. Whenever we leave Utah, we get claustrophobic. The mountains just make everything feel so much bigger and more grand.

My husband, Daniel, and I have a 9-year-old son named Lucian, who is the sweetest little boy (I might be slightly biased); he's also the most adorable little punk. Both Lucian and Daniel have a big heart and such a playful spirit. Being with them is constant entertainment, and I feel so lucky to have them in my life.



My journey has taken me from Jakarta to Salt Lake City, and along the way, I've been blessed with opportunities and relationships that have enriched my life in countless ways. I have so much gratitude and feel so incredibly fortunate to be surrounded by such amazing individuals, both at work and at home. I cherish every moment and I'm excited for what the future holds :)

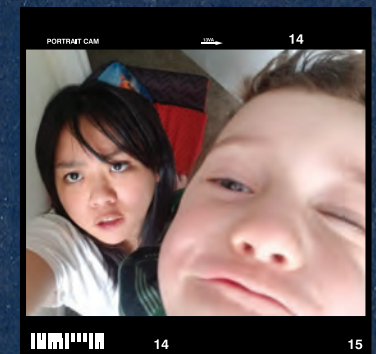
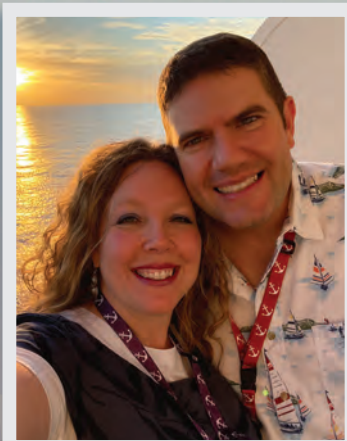


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MELISSA STEVENS

RECEPTIONIST

Happy Fall Y'all! My name is Melissa Stevens, and you'll find I'm quite passionate about a few things. One is Fall as we have such beautiful mountains surrounding us. I love the rainbow of colors that appear, the cooler temperatures, all things pumpkin flavored, and of course, Halloween!

Halloween is one of my favorite holidays because it's the day we can all be kids and play dress up. This fun became a dream come true for me 10 years ago when I joined Gardner Village and became a performing character! I have 5 playful characters for several seasonal events that are all held at this enchanted place. I love the opportunity to create some whimsical magic in a child and family's life as they come to visit and celebrate the season with us.

My family at home consists of my amazing, oh so patient and loving husband, Mike! (We celebrated 22 years on the 22nd of June this year!) We have four kids - Makenna (18), Maisy (15), Mirabella (13), and Mark (10). Four kids and four schools - I am not old enough for this! We have a lot of fun, daily spontaneous moments, wild emotions, and creativity packed in our little house in Draper.

A few of my favorite hobbies are hiking, playing games, scrapbooking, traveling, and I am also considered an entomophile! I've always been a people person; I especially love kids. I attended Utah State University and received my bachelor's degree and teaching license for Elementary Education. I taught first grade for four years and preschool for over 15 years. I just stopped teaching last year but still get to help kids by being a crossing guard.

I have been working at Med One as a part-time receptionist for 3 years now and have loved getting to know so many of you. I really enjoy what I do here and everyone I have met and work with. Thank you all for your friendly smiles and kind gestures as you pass me at the front desk. I look forward to getting to know you all more.



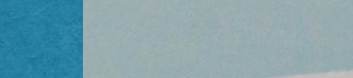
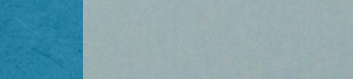
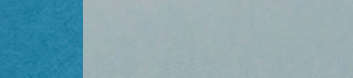
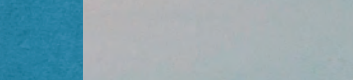
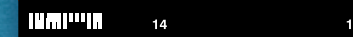
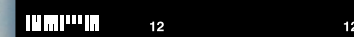
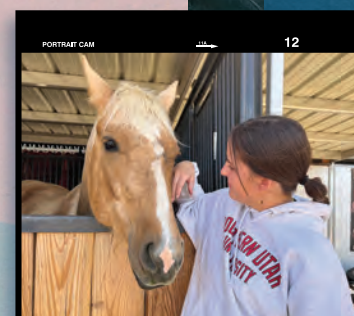
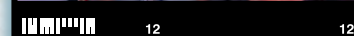
KENZIE TAIT

BUSINESS DEVELOPMENT SPECIALIST

I was born and raised in Utah and have loved living here. I grew up with 2 older sisters, an older brother, and a twin brother. I have the best parents, and my older siblings are married, I have 3 nieces and a nephew that I adore. I love doing fun things with my family & friends and we always have a good time together. When we have free time, we're usually at the golf course or anywhere else with a beach or ice cream.

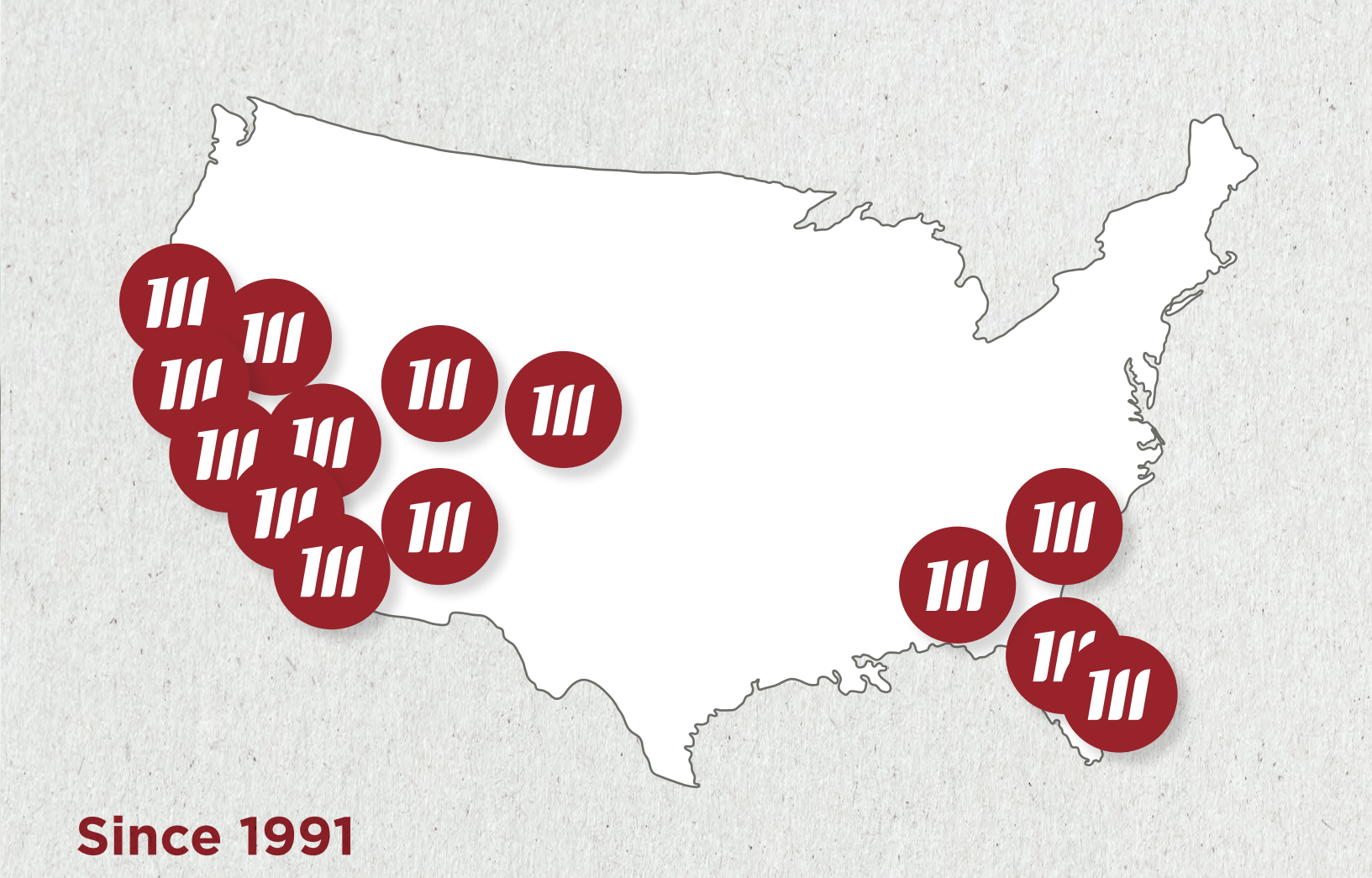
My favorite things involve anything outdoors, traveling, sports, music & dance, but my top talent is probably hula hooping while playing the piano! I grew up with horses, so I love riding, and have a dog!

I was at SUU for a year and loved my time there before serving a mission for my church in England! I really love England, the beautiful scenery, and awesome people there. I came home almost a year ago and immediately started working at Med One and have loved my time here. I am a part of the Lead Gen team and have learned so much, the best part of Med One is definitely the people I get to work with!





MEDICAL EQUIPMENT
FINANCING / RENTAL / SALES / SERVICE



Since 1991

- 33+ Years in Business
- 200+ Employees
- 15 Offices (11 new offices in the last 5 years)
- 5,000+ healthcare customers (all time)
- 1.2+ Billion in Leasing (last 10 years)
- 50,000+ Units of Rental Equipment
- 100+ Million of Rental Revenue (Since 2015)
- 100,000+ Deliveries and Pickups (Since 2015)
- 100+ Vendor Finance Partners
- 30+ Field and In-House Sales Reps

Med One Group exists for the sole purpose of making needed medical equipment available to the healthcare industry. Med One's expertise ensures each customer receives the very best option for them. Med One Group offers exceptional customer service while operating with integrity. Our three pillars include Creativity, Simplicity, and Responsiveness and are guiding principles in helping our customers achieve positive patient outcomes.



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Olympic Athletes and Your Career Progress: What Do They Have in Common?



Written By **Ibby Smith Stofer**
IDN & Health Systems Director

The 2024 Olympics in Paris captured the world's attention as athletes, both renowned and unknown, experienced the joy of competing in their chosen sports. Their journey to this prestigious event was not due to mere luck or appointment. It takes a blend of talent, dedication, discipline, and personal desire to reach their fullest potential. The opportunity to compete and the camaraderie shared with fellow athletes often become their greatest rewards, regardless of whether they bring home a medal.

In the business world, similar principles apply. Not everyone will be a star performer, but hopefully, they strive to enjoy camaraderie and contribute to the success of the business and their own careers.

Some Olympic events are solo performances, while others are team competitions. In both the business world and sports, understanding the environment, knowing what judges are looking for, and recognizing the strengths and strategies of the competition are as critical as the actual execution of performances. Working with your team, coach, or mentor is essential for success.

As I watched the events, I found myself drawing parallels between the paths athletes take and the workplace environment. The common traits were striking. Here are a few key similarities that stood out to me:

- **DISCIPLINE AND TRAINING** are perhaps the foundations of success in both sports and business. Many Olympians have spent years and countless hours practicing refining their skills. They learn from repetition and rely on consistency. Similarly, business professionals need to invest in learning, follow a repeatable approach, and stay current in their field. Having years of experience does not mean knowing everything, nor does it eliminate the need for continually embracing new tools and ideas.
- **GOAL SETTING** allows for measuring progress and serves as a motivator to reach new levels. Imagine either environment without both short- and long-term milestones. Mastering anything requires a realistic understanding and approach that builds on mastering each step. Whether it is swimming, fencing, surfing, sales, management, or other disciplines, it takes a vision of where one wants to be and a plan on how to get there.
- **RESILIENCE AND PERSEVERANCE** enable businesses and athletes to push through tough times, adapt, and bounce back from disappointments and failures. Everyone experiences setbacks. What matters is learning from them and persisting. As the old adage goes: "Quitters never win, and winners never quit."



In both the business world and sports, understanding the environment, knowing what judges are looking for, and recognizing the strengths and strategies of the competition are as critical as the actual execution of performances.



Lastly, I believe that focus and concentration are fundamental to both athletes and business professionals. The ability to block out distractions and maintain concentration on the goal, especially during high-pressure moments, can make all the difference for disciplined performers.

For a fun read and valuable insights, I recommend searching for Cassie Moore, the world champion surfer who failed to make the final round but offers wisdom that you may find enjoyable and enlightening.

The 2024 Olympic Games delivered many surprises, including a controversial opening ceremony, a surfer from Reunion Island medalizing, and various unexpected events and injuries. While medal counts measure a country's achievements, the smiles and comments from participants are the most memorable aspects for me.



PHOTOGRAMMETRY

CAPTURING THE WORLD ONE IMAGE AT A TIME



Written By **David Marinero**
Network Administrator

WHAT IS IT?

Photogrammetry is a spellbinding collision of art, science, mathematics, and imagination. But what does that mean? What exactly is Photogrammetry? Ok, you ready...

Photogrammetry uses the parallax (the apparent shift in position, objects closer to the camera shift more than object further away) between overlapping images to estimate the depth of various points of a subject. It does this by triangulating 3D coordinates in relation to one another in digital world space, thus enabling the construction of 3D models, point clouds, and texture maps. In short, it's like turning your photo collection into a 3D-printable masterpiece. Think of it as transforming a series of flat images into tangible 3D objects.

Picture this, you're snapping away like paparazzi at a celebrity's surprise birthday party. But instead of capturing scandalous moments, you're photographing a single object from every conceivable angle.

THE MAGIC

Using some fancy software, you can toss all those photos into a super smart analyzer, and voilà! Out pops a true to life 3D model, touchable reality.

You're thinking, 'Yeah, that's neat, but why should I be interested?' Well, hold onto your hat, turn up your imagination, and let me enchant you with some fascinating photogrammetry tidbits!

A SHORT HISTORY

Photogrammetry's roots stretch back to the late 1400s where Leonardo da Vinci and Leon Battista Alberti played key roles in its foundational theory. Their work on perspective, parallax, and projective geometry influenced Albrecht Dürer's (1523) "Man Drawing a Lute," where he developed a system using a grid and a weighted string attached to a wall to get depth just right. Jumping to 1759, Johann Heinrich Lambert took these ideas and sprinkled in some math-magical theories when publishing "Perspectiva Liber."

By 1833 in Germany, Guido Hauck was diving into the world of perspective mathematics. He explored trilinear relationships, projective geometry, vanishing points, and even ventured into the realm of non-linear perspectives. Aimé Laussedat, the "Father of Photogrammetry," did the first architectural survey of the Paris Hôtel des Invalides in 1849. Albrecht Meydenbauer coined the term "Photogrammetry" in 1867. The advent of flight in 1903 pushed photogrammetry into aerial realms (now seen in Google and Bing Maps). Fast-forward to recent times: PhotoModeler (1994) led to Microsoft's Photosynth which brought us point clouds in 2006. Then, Metashape (2010) and Quixel (2011) joined the party. Nowadays, photogrammetry is everywhere—from surveying, automotive, aerospace, accident reconstruction, construction, historical archiving, 3D printing, film VFX, and even video games.

HOW IT'S USED

Photogrammetry is cool because it transforms ordinary photos into detailed 3D models and maps. This technology allows us to capture and analyze the world in ways that were previously impossible. Whether it's creating accurate maps for urban planning, preserving historical sites, or monitoring crop health, photogrammetry provides a powerful, efficient, and visually engaging way to understand and interact with our environment. Plus, it's used in so many different fields making it incredibly versatile and impactful.

My favorite aspects are the full body and object scanning booths. One such as the one used by the VFX company Goodbye Kansas, is built from 60 DSLRs cameras and over 300 LED lights arranged evenly around a geodesic dome. It will produce thousands of shots for one subject to ensure the highest quality raw data is used for their work.

Think photogrammetry is just for big companies with deep pockets? Think again! Over the past decade, it's become a playground for everyone. Hobbyists can now whip up 3D models of their homes or gardens with just their phones. Travelers can turn their adventures into interactive 3D maps. Artists can capture real-world objects for digital art or VR. Even tasks like planning renovation or making personalized gifts get a 3D boost. It's like having a magic wand in your phone to capture the world in three dimensions!

My personal experience with Photogrammetry, includes forensic site reconstruction. I have also used it to capture a theater stage for my wife to aid in planning, blocking and set placement when access to the building would not be available for months.

I also helped my mother-in-law visualize what changes to her yard, fence, and retaining wall might look like.

Whether you're a history buff, a tech enthusiast, or just someone who loves a good magic trick,

“**PHOTOGRAMMETRY IS COOL BECAUSE IT TRANSFORMS ORDINARY PHOTOS INTO DETAILED 3D MODELS AND MAPS. THIS TECHNOLOGY ALLOWS US TO CAPTURE AND ANALYZE THE WORLD IN WAYS THAT WERE PREVIOUSLY IMPOSSIBLE.**”

photogrammetry has something fun to offer. Grab your camera and let photogrammetry turn your snapshots into 3D wonders. Whether you're mapping out your next big project or just having fun, the world is your 3D oyster! So go ahead, watch the magic unfold!

Finding the Good



Written By **Jordyn Casey**
Marketing Assistant



It's easy to get lost in stress and negativity, especially when life throws unexpected challenges your way. Whether it's an overwhelming day at work or a big loss, the weight of the situation can overshadow everything else. However, even on the toughest days, there are small moments of kindness and joy, reminding us that not all is lost.

One of my favorite quotes is, "Not every day is going to be a good day, but there is good in every day." Learning to find the good is not always an easy task, but with practice, it is possible to be able to shift your focus and mentality and find the good that exists in everyday life.

A Rough Start

Recently I was in a minor car accident on my way to work. Everyone was okay – no one even had any aches or pains, but my car was totaled. This was the first accident I had been in since I started driving and I felt terrible. I couldn't stop thinking about my insurance rate going up, how I was going to pay for a new car, and how I was going

to get to work that day. However, while I sat in the grassy strip next to my car and cried, a crossing guard came up to me to see if I was ok.

We had a brief conversation; she checked to ensure I wasn't injured and helped me figure out what I needed to do. We only talked for a couple of minutes, but just having someone there, wanting to make sure I was ok, really made an impact. She told me, "Cars can be replaced, people can't. No matter what your parents or partner or anyone says, you're okay and that's what matters."

Later that night, my fiancé and I walked to the nearby Target and discovered they had started to build their Halloween displays. As Halloween is my favorite holiday, this made me very excited and started to forget all the stress and anxiety I was feeling earlier in the day.

When I look back on the day, I still remember the fear and anxiety I felt during and just after the accident, but I also remember the kind crossing guard who helped me and the fun I had discussing this year's Halloween costume ideas. While I wouldn't necessarily say the day was a good day, I still believe there was good that happened.

How to Find the Good

Finding the good, even on bad days, can be difficult. It's something that has taken me years of practice to do. However, these are the things that I believe have made it possible for me to do so.

Actively Look for the Good It can be easy to focus on the negative things that happen in life. They are often the most shocking and take up the most room in our minds. However, there are still good things happening all around us, big and small.

When I was in college, there were often days where I felt overwhelmed with exams, homework, and the craziness that comes with being a student. I often struggled to try and find the good, but one day discovered that the pine trees on my walk to class had squirrels that lived in them. I made a point every day to stop and look at the squirrels, to see them climb up and down the trees with their nuts and seeds so that no matter what happened, I at least saw the squirrels that day. It's often silly little things like this that end up being my "good thing" for the day, but intentionally looking for them has helped me appreciate it more when good things happen.

Practice Gratitude Being grateful for the things we have and the good things that have happened often makes it easier to find the good in the future. It starts to train our minds to not only be on the lookout for when good things happen, but to be appreciative when they do.

In high school, I took a yoga class. The last ten minutes of class were reserved for mindfulness and gratitude. We had to sit and think about three things we were grateful for that day. At first, I thought this was just a silly exercise to kill time, however, after doing it for a couple weeks, I realized I was thinking throughout the day about what I was grateful for.

Simple things like, having a bowl of cereal from a brand new box, or hitting every green light on the way to school, or even being able to hit the snooze button one extra time and still being on time to first period, made me realize there's a lot to be grateful for in this life.

Surround Yourself with Positive People

Who you surround yourself with makes a huge impact on your mentality about things. People naturally try to adapt their attitude and personality to match those around them. This isn't necessarily a bad thing, but if those around you are pessimistic or grumpy all the time, you'll start to match their "vibe" and find it more and more difficult to find the good.

I used to have a friend group who were constantly bickering at each other and talking behind everyone's back. They never wanted to go out and do fun activities, and when they did, they would make snide comments about everyone else in attendance. I didn't enjoy being around them, but I was so desperate to find a friend group I stayed. As the weeks went by, I realized I started doing the very things that drove me crazy about them. Luckily, I had a friend in the same group who felt the same way and was tired of the negativity everyone was bringing. We created space between ourselves and the group and almost at once felt happier and found the good again.

Be the Good It can be difficult to find the good. It seems around every corner there's something to be worried, scared, or stressed about. Life can feel overwhelming and like there's nothing good happening. When this happens, I challenge you to try and be the good you want to see. If someone at the store needs help reaching a box on the top shelf, grab it for them. Or if someone is in a rush at the bank, let them go first. Forgive the driver who cut you off on your way to work or the rude person in line. You never know how big of an impact you can make.

“Not every day is a good day, but there's good in every day.”

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