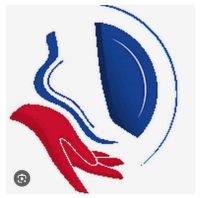


Newsletter



May 2026

By Allie Pennington

May is here, and so is the team that keeps showing up, through full schedules, long days, and everything in between. What we've built here doesn't happen by accident. It happens because of the people who come in every day with purpose, take pride in their work, and genuinely care about the patients and the teammates beside them. That doesn't go unnoticed, and it doesn't go unappreciated. Thank you.

Healthy Living Focus: May is Mental Health Awareness Month

As clinic schedules stay full and the pace doesn't slow down, it's easy to focus only on getting through the day. But how you're doing mentally matters just as much as anything else. May is Mental Health Awareness Month, and it's a good reminder to check in with yourself and with each other.

This Month's Tips:



- Take a minute to reset between patients when you can
- Step away for a real break, even if it's short, take a walk around your office building, in the sun.
- Speak up if the day starts to feel overwhelming
- Support your team; even a small help goes a long way on busy days

We all know this environment is fast-paced and demanding. Taking a few moments to reset and supporting each other helps keep everything moving and makes the day more manageable for everyone.

Wellness Spotlight: Disconnecting After Work

When the day is full, it's easy to carry work home without realizing it. Taking a few minutes to mentally disconnect at the end of the day can help you reset and come back the next day more focused.



Simple ways to disconnect:

- Take a few minutes after your day to decompress before heading home
- Avoid replaying the day once you leave the clinic
- Focus your time after work on things that help you relax and recharge

The work we do is important, but it's just as important to give yourself time to step away. Coming back the next day with a clear head makes a difference for you, for your team, and for the patients you take care of each day.

Living Well on Purpose—Not Just on Payday

Building on what we've talked about over the past few months, small changes, consistency, and being intentional with spending. May is about taking all of that and actually making it usable. Not just understanding it but living it out in a real budget that works in real life.

Most budgeting advice falls apart because it's too complicated or it assumes life is perfectly predictable. It's not. So, this month is about keeping it simple and being honest with yourself about how money actually moves.



Start with the non-negotiables.

Rent, utilities, phone, transportation, groceries. The basics. If you don't know those numbers, everything else is guesswork.

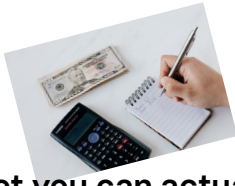
Then look at what always shows up.

Gas, subscriptions, school needs, random household expenses. They may feel small, but they add up fast. This isn't about cutting everything out, it's just about knowing where your money is actually going.

Then be real about what's left instead of just hoping it works out.

This is where most budgets fall apart. It's easy to say, "I'm going to do better this month," but if your plan doesn't match your actual habits, it's not going to stick.

A budget doesn't have to be fancy to work. It just has to reflect your real life.



A simple focus for May:

Build a budget you can actually stick to, not one you have to keep starting over every month.

That might mean simplifying things, paying closer attention to where your money actually goes, or just being more honest about patterns instead of trying to force perfection.

Most financial stress doesn't come from one big decision. It comes from a lot of small ones that weren't planned for. The goal is to start getting ahead of those little things over time.

Keep it simple. Keep it realistic. Make it something you can actually use.

Nutrition Corner: Salads are Not a Bad Word

Let's talk about salads, and before you keep scrolling, hear me out...

Somewhere along the way, salads got a bad reputation. They became the symbol of dieting, deprivation, and sad desk lunches. But I think we've been thinking about them all wrong.

A salad is really just a deconstructed sandwich. That's it. The same things you'd stack between two slices of bread, some protein, vegetables, something creamy, a little crunch, it's just laid out differently. No bread required, but no suffering either.

They're also one of the most practical lunch options you can pull together during the week, especially if you're trying to be more intentional with spending this month. Quick to prep, easy to customize, and genuinely budget-friendly when you build them right. The salad I usually do costs roughly \$2-\$3 to make and takes less than ten minutes to put together. That's a real lunch, at your desk or in the break room, for less than most drive-through drinks. You're getting protein, fiber, and vegetables in one bowl for under three dollars. That's a pretty good deal any way you look at it.

Here's what I actually make most days every week:

I grab two mini cucumbers (I prefer them over regular cucumbers because the flavor is better and you can leave the skin on if you're in a hurry, though I usually give them a quick shave.) A carrot or two goes in as well, and honestly, pre-shredded carrots or carrot chips work just as well on a busy morning, no shame in the easy option. For protein, a few slices of rotisserie flavored chicken lunch meat, chopped up.

Simple, inexpensive, and it does the job.

Here's my favorite trick: bread and butter pickles, chopped fine. The flavor and vinegar in them does the work of a dressing all on its own (it is hard to tell it is pickles, honestly), which means some days I skip the dressing completely. If I want a little crunch, I'll throw in some croutons. A sprinkle of parmesan, and lately I've been adding roasted sesame seeds because they're just really good. If I do use a dressing, it's balsamic vinaigrette, it's light, simple, doesn't overpower anything.

That's it. Nothing fancy, nothing that takes more than a few minutes, and it keeps me full through the afternoon without the 2 o'clock crash. It's a great option to bring to work and honestly, it fits right in with everything we've been talking about this month in the finance section. The small, intentional choices that add up.

Try it once and tell me it's not better than whatever you were going to grab from the drive-through.

Employee Spotlight

Some people do their job. These four do their job and still make sure everyone around them is okay. They navigate real life, full clinics, and whatever the day decides to throw at them, and they do it without letting you see them sweat. This month, we're stopping to recognize them for it.



Tricia Misigo

1: what part of your job do you think makes the biggest difference for patients or providers?

I think the biggest difference I make is helping patients feel comfortable the moment they walk in. And support the providers during procedures and nail trimming to ends a smooth visit and moving fast

2: what do you enjoy most about working with the our team?

I enjoy a teamwork and collaborative team ,which makes working smooth and efficient

3 What is one word your team would use to describe you?

Emmy said - reassured

Yadira said-reliable lol

4:what is you favorite movie right now?

I will say JOHN WICK

It really motivates and shows how staying determined pays off even when things are tough



Emmy Reed

1. What part of your job do you think makes the biggest difference for patients or providers?

I'd say the biggest difference in my job for patients is probably helping them feel comfortable and secure in being vulnerable on what could be the worst day of their lives or just a really bad day.

- Regarding the providers I think setting up their trays with whatever they might need to help a patient and readily available to get anything in addition to what I might have missed helps them do their jobs more efficiently.

2. What do you enjoy most about working with our team?
The representative random lunches and the team dinners we have for the end of the year a spark of enjoyment in being part of the team.

3. What is one word your team would use to describe you?
Tricia said she'd say diligent
Mia thinks I'm funny I suppose
Yadira had a hard time finding a word, but she thinks I'm a good listener

Liz thinks I'm a good listener too, I agreed.

4. What is your favorite movie right now? And why?
Demon City. The main character in the movie barely said anything throughout the entire movie, came back from the brink of death three times and was purely motivated by a thirst for vengeance and he won. With no gun in sight, he did this all with a machete and at some point, one arm...it was almost inspiring. One man army by definition, I would recommend it ten times over.

Chelsea Khaluhi

What part of your job makes the biggest difference for patients or providers?

I think it's the small moments of connection listening carefully, staying patient, and making sure people feel understood. That can really turn someone's day around.

What do you enjoy most about working with our team?

I love how supportive and positive the team is. There's a good balance of professionalism and warmth, which makes it a really comfortable environment to grow in.

What is one word your team would use to describe you?

Bubbly

What is your favorite movie right now? And why?

My favorite movie right now is The Wind Rises. I love how calm and thoughtful it is it shows dedication, passion, and resilience in such a quiet but powerful way.





Jacky Faulks

- The part of my job that makes a difference for patients or providers is the connection and communication I have. I make sure to listen to each person I speak with. Whether it's at the desk or on the phone, they will get a neighborly vibe from me.
- What I enjoy most about working with the team is how we all can come together to make sure the day is running smoothly even if one of us isn't at our best. If one of us doesn't feel good, we pick up on it and see what we can do to help. It's a work family; and that's hard to find.
- One word my team would use to describe me is SASSY
- My favorite movie is Roger's & Hammerstein's Cinderella , because I love singing and musicals. I also love Whitney Houston

THE LEARNING CORNER: *Speaking Up Is a Skill*

In a fast-paced clinical environment, one of the most underused tools on any team is simply saying something when you need to.

That sounds straightforward, but it isn't always easy. When the schedule is full and everyone around you is moving fast, it can feel easier to push through, stay quiet, and figure it out on your own. The problem is that approach has a ceiling and it usually shows up as exhaustion, mistakes, or frustration that builds until it spills over.

Speaking up doesn't mean complaining. It means communicating. There's a real difference. Saying "I need a hand with this" is not a weakness it's how strong teams actually function. Saying "I'm at capacity right now" before you hit a wall is more professional, not less. Asking a clarifying question instead of guessing saves time for everyone.

The teams that handle high-pressure environments the best aren't the ones where everyone suffers in silence. They're the ones where people trust each other enough to be honest in the moment. This month, as we focus on mental health awareness, consider this your reminder: checking in with yourself includes knowing when to ask for help. And checking in with your teammates means creating enough space that they feel comfortable doing the same.

We don't build a strong team by pretending everything is fine. We build it by being real with each other consistently.

A Note from the Owners and CarenetMSO

May brings with it something worth pausing on the reminder that the work you do every single day is meaningful. Not just to the practice, but to the patients whose lives are genuinely better because of the care they receive here.

We are proud of this team. Proud of the way you show up, support each other, and continue to grow individually and together. This newsletter exists because you deserve more than an email. You deserve to feel seen, informed, and valued, not just on the days things go well, but every month, consistently.

Thank you for everything you bring to this practice. We don't take it for granted.

With appreciation,

Podiatry Associates of Texas Ownership and Carenet MSO