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Vitafoam News

Vol. 12 No. 2 2014

The House Journal of **VITAFOAM NIGERIA PLC**

LAGOS FIRST LADY
@ THE OCCASION OF
THE FIRST BABY OF THE YEAR

2015



FIRST BABY OF
THE YEAR
2015

AWARD GIVEN TO
LAGOS STATE
FIRST LADY

MD VISIT FIRST
BABY OF THE YEAR 2015





MUCH MORE THAN MATTRESS



MUSIC PILLOW (SCHOOLS & HOMES)



BEDDINGS



EARLY DAYS RANGE OF PRODUCTS



MEMORY BED TOPPER



The
Fine Art of Living
Defined

Vita Solid

Vita Memory Topper

Vita spring Mattress

Divan Set Quilted Headboard

Vita Leisure Mat

Vita Pouf

Vita Baby Sofa

Vita Music Pillow

Vita Multipurpose



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WHITES ONLY

Akpos was the only black man on a cruise ship that was about to sink. He was the toilet cleaner on the ship. The white people looked among themselves for someone to pray but no one wanted to as everyone was scared. With tears in his eyes, the ship captain suddenly spotted Akpos. He pointed his finger at him and shouted, "You! Pray for us!" Afraid he would be punished for not listening, Akpos agreed and started his prayer with confidence, "Lord, as I was boarding this ship, it said 'WHITES ONLY'. When I wanted to use the bathroom, the sign said 'WHITES ONLY'. When I went to the tables for food, it said, 'WHITES ONLY'. So Lord, as this ship is about to sink, I pray that you take 'WHITES ONLY' "AMEN"

WHO MUMU PASS??

- 1) A man who removes his shoes to enter a taxi
- 2) A man who goes to the bank with a spanner to open a bank account
- 3) A man who went to bed with a ruler just to know how long he has slept
- 4) A man who watches news on tv and waves at a news reader
- 5) A nurse who wakes up a sleeping patient simply because she forgot to give him sleeping pills
- 6) A man who lowers his tv volume because he wants to read a text message
- 7) A man who sprays himself with Mortein to keep mosquitoes away
- 8) A man who polishes his shoes to take a passport size photo
- 9) A man who climbed a mango tree to check if the mango was ripe enough, then came down and started stoning.

WHAT IS '2' RAISED TO POWER '5'.

A Maths teacher asked Ajasco a Simple Question in a Warri school...

Teacher: Ajasco, what is '2' raised to power '5'.

Ajasco: Wetin '2' dey raise power for '5, dem be mate?... '2' leave '3', '4' come dey raise power for '5'... him wan die?... Him no know say '5' use ... The teacher fainted.....

SON OF A BIG PIG

While eating lunch, a husband, his wife and their son, the son was eating roughly and the following conversation took place between the father and his son.

FATHER: You're eating like a small pig.
Johnson: OK daddy.
FATHER: Do you know what a small pig is?
Johnson: Yes of course, son of a big pig.

ALL IDIOTS STAND UP

Teacher: All idiots stand up.
Clem stood up.

Teacher: So you are an idiot?

Clem: No ma... I just can't bear you standing alone madam!!!

WANT TO DATE

Agbo: Daddy, I fell in love and want to date this awesome girl

Father: "That's great son. Who is she?"

Agbo: "It's Sandra, the neighbor's daughter"

Father: "Oh I wish you hadn't said that. I have to tell you something son, but you must promise not to tell your mother. Sandra is actually your sister."

Agbo is naturally bummed out, but a couple of months later.

Agbo: "Daddy, I fell in love again and she is even hotter!"

Father: "That's great son, Who is she?"

Agbo: "It's Angela, the other neighbor's daughter."

Father: "Oh I wish you hadn't said that. Angela is also your sister."

This went on couple of times and Agbo was so mad, he went straight to his mother crying.

Agbo: "Mum I am so mad at dad! I fell in love with six girls but I can't date any of them because dad is their father!"

The mother hugs him affectionately and says: "My love, you can date whoever you want.

Don't listen to him He isn't your father."

Agbo Faints.....!!!

COME TO MY HOUSE

Johnny was in his new limousine when he saw a man eating grass by the roadside. He ordered his driver to stop and he got out to investigate. "Why are you eating grass?" he asked the man.

"I don't have any money for food," the poor man replied.

"Oh, please come to my house!" Johnny said.

"But sir, I have a wife and four children...the man replied." "Bring them along!"

Johnny said. They all climbed into the limousine. As they were going, the poor fellow

'FOR THE SICK

A little girl was attending a church service with her mother when she started to complain that she was feeling unwell.

"I think I need to throw up," said the girl.

"Well, go outside," said the mother, "and use the bushes by the front door of the church."

The little girl went off but was back less than a minute later. "That was quick," said the mother. "Did you throw up?"

"Yes, but I didn't need to go outside. I used a box near the door that says 'For the sick'."



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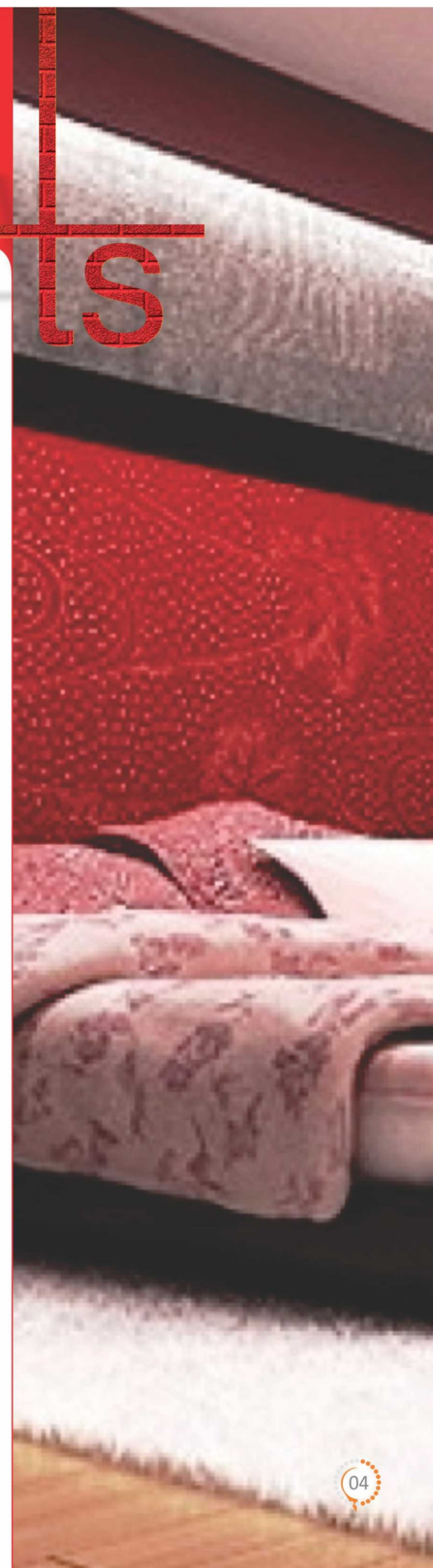
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contents



04

Editorial PAD

Welcome to this edition of Vitaneews. We are confident you will enjoy reading through. We have deliberately within this edition more visuals for easy cover to cover touch. No thanks to this age of instagram, facebook, twitter, at al. The cover story is the First Baby of The Year Event. You will enjoy every bit of this report. The excitement was laden with emotion, being the last one for Her Excellency, Dame Abimbola Fashola. She was in top spirit and particularly grateful to Vitafoam for partnering with her these years while in office. To make the event colourful, past First Babies of the Year since 2008 were present to equally welcome the 2015 First Baby of The Year. Half year in Vitafoam did not go like a hundred meter dash. Pockets of exciting events created pauses that made the period busy. The last quarter of the year was filled with marketing activities. Worth mentioning is the "Much More Than Mattress Campaign". It was a 360 degree thematic campaign mix that combed up our beautiful gamut of products just as many people were not aware Vitafoam is not just about mattress, the flagship product. In this edition, you will also see the Regional Sales Conference. We departed a bit from the usual by regionizing the Conference for maximum impact. The intimidating advantage of Vitafoam is the fact that we run a one-stop shop in mattress,



bedding, insulation and furniture. There are Christmas FunFare activities for children as you will also see bits of our CSR activities. 2014 Management Conference took center stage in October. Top Managers pan Nigeria converged at Gateway Hotel Ijebu Ode to X-Ray Business Performance and strategize with serious commitment for the 2015 Financial Year. The Conference had with it good dose of fun-filled outdoor learning exercises that drove home essentials of leadership. The pictures say volumes. This edition presents the Health, Safety and Environment week that witnessed an impressive turnout from employees, fire service at State and Federal Level and Corporate Organisations. The thrust was Behavioural Based Safety. New Comfort Centers were opened to meet the cravings of the localities. To wrap up the year, we had a beautiful end of the year party in all factory locations. Let me allow you to sit back and enjoy your Vitaneews. Cheers
Akin Oladiran
Editor-in-Chief

05

Vitafoam

WELCOMES FIRST BABY

On the very first day of the year, that cold morning, all roads led to the foremost 'baby factory', the Lagos Island Maternity Hospital, Lagos where neatly laid in a cot, was the first baby 'produced by the factory' for the year. In the midst of the harmattan haze, your beloved Vitafoam Nigeria Plc was the first to welcome the baby at the hospital in a gesture that has become the tradition of the company for over a decade. The joy of the new birth and the celebration of entering the new year permeated the air to give a party-like ambience that was laced with fanfare and excitement.

Weighing 2.3kg, the first baby, a female, was born to the family of Mr. and Mrs. S. T. Ogunnaike at 12:01am. The baby was welcomed by our Group Managing Director, Mr. Joel Ajiga, together with the management team which included the Group Technical Director, Mr. Taiwo Adeniyi, Head, Human Resources, Mr. Akin Oladiran and National Sales Manager, Mr. Sola Owoade to mention a few.

Interestingly, this year's celebration had in attendance previous babies of the year from 2008 to 2014, save for the baby of 2012 who was unavoidably absent. Their attendance if nothing else, provided an opportunity for them to say thank you to the company from whom they had received their first gifts of life. It was a beauty to behold how well and fast these kids had grown, a testament to the promise of comfort and good living that Vitafoam products give.

Presenting Vitafoam gifts to the first baby, Mr. Joel Ajiga, said it has been the tradition of the company to shower gifts on first babies, the hospital management as well as its outstanding staff. He stated that as part of the company's corporate social responsibility, Vitafoam is dedicated to giving the babies comfort from conception till old age and to assure them that the world is a comfortable place with the belief that their proper growth will impact on the nation as a whole.

Products ranging from baby cots, baby mattresses, walker, changing mats, breastfeeding kits, pillows, among other products of the company, were presented to not only the first baby, but also extended to the second and third babies of the year delivered at the hospital. The hospital management was



also presented mattresses, pillows, travelling mattresses, among others as well as principal officers who had shown outstanding qualities in the last one year.

Responding on behalf of the hospital management, the chairman, Hospital Board, Lagos Island Maternity, Dr. Abiola Balogun, said the hospital was grateful to Vitafoam for its support over the years, and urged them to do more. The Chief Medical Director, Dr. Donald Imosemi thanked Vitafoam for coming to celebrate the new arrival as usual and urged other corporate bodies to give continuous support to the hospital.

The wife of Lagos State governor, Abimbola Fashola, who like Vitafoam had made it a tradition to welcome first babies of the year, appreciated the support that Vitafoam had given over time to the Lagos Island Maternity Hospital. She also commended the medical director and health officers for their contribution to maternal and child health in the state. She averred that the impressive records of safe delivery in the state revealed that facilities provided by the government are effectively used.

1ST BABY OF THE YEAR





MANAGEMENT CONFERENCE 2014



MANAGEMENT CONFERENCE 2014





'Much More than Mattress' Campaign



The last quarter of 2014 started colourfully with our Brand experiencing a revamp, especially as we took the gamut of our products offering to the consciousness of our customers and prospective customers. Vitafoam is a household name in Nigeria when it comes to mattress. For a while now, we have added many other products that made our pay-off 'the fine art of living' our real essence. In the campaign, we told our story more emphatically. For decades, most people knew us for just mattress, being our flagship product. However, for some time now, Vitafoam has evolved. We have become a one-stop shop for furniture, bedding, mattress, insulated, moulded and footwear products. Through the campaign, we made concerted efforts to hype all our products as a Group to the Nigerian market.

Committed to bringing comfort and fine art of living to the People of Africa, Vitafoam, with burning passion has demystified style and with innovation made it affordable and accessible. The awareness campaign went viral on the social media. It was an instant hit as traffic kept rising, indicative of the strong brand affinity of our loyal customers. At the same time, the internal campaign to reinforce the fact that WE ARE MUCH MORE THAN MATTRESS was massive. It was all-inclusive and colourful as members of staff donned the 'much more than mattress' T-Shirts every Friday throughout the month of November.



Health Safety and Environment Week

SAFETY IS ABOUT PEOPLE AND BEHAVIOUR IS THE CHALLENGE

Aligning behaviours to safety consciousness has been a challenge. People perpetuate or exhibit behaviours that make or mar. Incidences and Near-misses most of the times are traceable to actions and inactions of people. To be safe requires conscious positive actions from people. Behavior Based Safety is the application of the science of applied behavior analysis to issues of safety in the workplace. All employees from the front-line to the board room plus the architecture, equipment, management systems, work processes and management and policies are involved.

The thrust of last year's Safety Week in November, 2014 was far reaching with indepth awakening. The theme reinforces the all-the-time singular message of the Health, Safety and Environment Manager. As usual, we took to the street to create an awareness campaign on the theme before settling down to seasoned talks from professional Safety. Keynote Address was delivered by Mr. Ehis. A tour of the Factories by Safety and Health Regulatory Bodies was undertaken to rest the Opening Ceremony.

1. Health, Safety & Environment Manager Explaining a point during Factory Tour
2. HSEM buttressing a point
3. Industrial Trainees taking instructions from the Factory Manager
4. Firemen and Guests inspecting the Facility
5. Fire Service with the GMD
6. Road Show
7. Fire Service Officials

Guests in attendance were Health and Environment Veterans and Bankers. They include State Fire Service, Federal Fire Service, Clearline, UBA, Wema Bank, Lagos Safety Commission, Man Fire Service, Federal Ministry of Labour & Productivity, Federal Ministry of Health, Zenith Bank,



- 8. Putting fire off
- 9. Instructing on use of Fire Extinguisher
- 10. Staff on HSE Week Road Show
- 11. HSE Week Fire Simulation
- 12. Putting Fire Off

IPWA, CAP MD & HSE Manager, Moukafoam, Environmental Harmony, May & Baker and friends of Vitafoam.

Various approaches have had reasonable success in reducing unsafe behaviours in the workplace. Some involve penalties; others involve surveillance; others involve guidance, codes and procedures to follow; others still are supportive and training-oriented. Some initiatives come from the employer, from state regulatory bodies, and some worthwhile initiatives come from individual employee's own insights, ideas, training and development activities around health and safety. Most employers and employees in the area of safety will agree that the ultimate aim of a safety initiative is a **"total safety culture"**; however, this concept is rarely defined. A total safety culture is a culture in which: a) individuals hold safety as a 'value' and not just a priority; b) individuals take responsibility for the safety of their co-workers in addition to themselves; and c) all level of employee are willing and able to act on their sense of responsibility – they can go 'beyond the call of duty'.

Within BBS, behaviour is explained in terms of the ABC

model (Antecedent, Behaviour, Consequence). Antecedent is a stimulus or event that occurs before behaviour in time. This stimulus or event may result in the behaviour. Work examples include goals, policies, training, job aids and guides. Behaviour is anything that we can see an individual do, or say while Stimulus is an event that occurs after a behaviour in time. This consequence could increase or decrease behaviour in the future, depending on its reinforcing or punishing properties. Work examples include feedback, recognition, task completion, goal achievement, rewards. Despite the fact that we rely heavily on antecedents, it is consequences that have the greatest influence on behaviour.

The week continued with fire drills and emergency response simulations to keep employees up-to-date.

KEEPING STRESS IN CHECK

Rachael Ogolo, the Products Group Manager took us through a marathonic Stress Management Session sometimes ago. It was a scary, dangerous but most needed session. She started by saying stress is necessary but dangerous. Stress – the 21st century silent killer! Research has shown that 75- 90 percent of all illnesses and diseases are stress related. That is why stress has an ugly ring. "Stress is a condition or feeling experienced when a person perceives that "demand exceeds the personal and social resources the individual is able to mobilize"

Forbes gave insightful tips on stress management. The average business professional has 30 to 100 projects on their plate. Modern workers are interrupted seven times an hour and distracted up to 2.1 hours a day. And four out of 10 people working at large companies are experiencing a major corporate restructuring, and therefore facing uncertainty about their futures. This may be why more than 40% of adults say they lie awake at night plagued by the stressful events of the day. How do you keep cool under so many demands? Forbes gives the following advice.

Act Rather Than React

"We experience stress when we feel that situations are out of our control," says Melnick of Forbes. It activates the stress hormone and, if chronic, wears down confidence, concentration and well-being. She advises that you identify the aspects of the situation you can control and aspects you can't. Typically, you're in control of your actions and responses, but not in control of macro forces or someone else's tone, for example. "Be impeccable for your 50%," she advises. And try to let go of the rest.

Take A Deep Breath

If you're feeling overwhelmed or are coming out of a tense meeting and need to clear your head, a few minutes of deep breathing will restore balance. Simply inhale for five seconds, hold

and exhale in equal counts through the nose. "It's hours to talk in person or closing the door when like getting the calm and focus of a 90-minute you need to focus. yoga class in three minutes or less at your desk".

Schedule Your Day For Energy And Focus

Most of us go through the day using a "push, push, push" approach, thinking if we work the full Emails, phone calls, pings, pop ins, instant eight to 10 hours, we'll get more done. Instead, messages and sudden, urgent deadlines productivity goes down, stress levels go up and conspire to make today's workers more you have very little energy left over for your distracted than ever. While you may not have family. Scheduling breaks throughout the day to control over the interrupters, you can control walk, stretch at your desk or do a breathing your response. You can responding in one of exercise works wonder. "Tony Schwartz of the three ways: Accept the interruption, cut it off, or Energy Project has shown that if we have intense diagnosis its importance and make a plan. Many concentration for about 90 minutes, followed by interruptions are recurring and can be a brief period of recovery, we can clear the anticipated. "You want to have preset criteria for buildup of stress and rejuvenate ourselves," she which response you want to make," she says. says. You can also train those around you by answering email during certain windows, setting up office

NEW THOUGHTS ON STRESS MANAGEMENT

Eat Right And Sleep Well

"Eating badly will stress your system," says Melnick, who advises eating a low-sugar, high-protein diet. "And when you're not sleeping well, you're not getting the rejuvenating effects." If racing thoughts keep you from falling asleep or you wake up in the night and can't get back to sleep, Melnick suggests a simple breathing trick that will knock you out fast: Cover your right nostril and breathe through your left for three to five minutes.

Get Better Sleep

An estimated 50 million to 70 million Americans suffer from a chronic sleep disorder. Cwynar says to get better sleep "you need to improve your bedroom hygiene." First, get the television out of the bedroom. Studies show that even if you don't turn it on, your brain associates the TV with stimulation. Also, forming habits is important. Go to bed and get up at the same time every day. Some tricks: Keep the bedroom cool to help you fall asleep. Studies have found a correlation between high core body temperature and insomnia. If you have trouble falling asleep, get up and leave the room until you feel tired. Finally, "never exercise after 4 pm," she warns. While exercise will improve your sleep, it's better to do it earlier in the day, so that your body has time to come down.

Move More To Boost Metabolism

Yeah, yeah, you're too tired to exercise, right? Well studies show that the more you move, the more energy you'll have. "No more excuses," scolds Cwynar. Oftentimes, she finds that people don't push their bodies hard enough. While it's true that any exercise is good, try to really sweat. She recommends burst training, where you work at nearly 100% capacity for 45 seconds, rest for 90 seconds, and then repeat for 20 minutes. It helps burn fat for the next 36 hours and increases metabolism.

Dancing is another way to get out and have fun while burning calories. Appreciably more and more dancing groups are sprouting up in Nigeria that would afford you the opportunity to dance. If this sounds way off, you can as well move to rhythms coming from your own music box. You don't need to go clubbing to have a good dance. In your church, mosques or living room, you can give yourself a treat. Dance energetically.

Get Your Thyroid Checked Out

"Although millions have a thyroid problem, only about half of cases are diagnosed," says Cwynar.

Hypothyroidism, the most common thyroid disorder, can cause nightmares, anxiety, mood swings, weight gain, impaired concentration and severe fatigue. If you experience any of these issues, she suggests getting a simple blood test to check your TSH levels. However, she notes that not all doctors agree on how to read the test. Some believe that below 5.0 is "normal," but she believes your levels should be below 2.5.

Prepare For "That Time Of The Month"

Cwynar says hormones greatly impact fatigue, and PMS can hijack your energy if you don't prepare for it. "You're losing fluid, your hormones are plummeting and you can get neck pain and confusion. Some of us become lunatics," she says. (Thanks, Doc.) To curb the fatigue that comes with PMS, fill up on fruits and veggies, eat more fiber and complex carbs, avoid salt and caffeine and exercise more. When it comes to perimenopause, the transition to menopause, "fatigue" is better described as chronic exhaustion and deep weariness. Usually, the culprit is a hormonal imbalance. Although controversial, Cwynar advocates for hormone replacement therapy. Additionally, many of the natural therapies that ease PMS will also help with both perimenopause and menopause. She also suggests herbs like St. John's wort, black cohosh, red clover, evening primrose oil, valerian root and ginseng.

'Drink Plenty Water'

Your cells are mostly water. You need to replace the water lost from sweating, tears and the body's heating and cooling system on a continuous basis. Dehydration is associated with decreased energy, increased hunger, tiredness and aging, wrinkled skin. In addition to drinking water, eat more water-based foods, like fresh fruits and vegetables for hydration. Another good reason

for replacing carbonated beverages with water is that carbonation leaches minerals from your body.

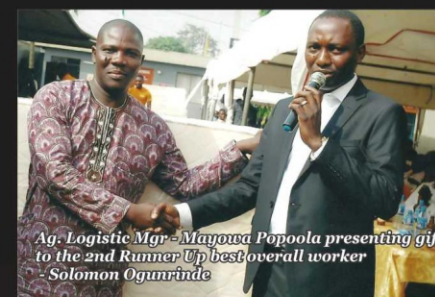
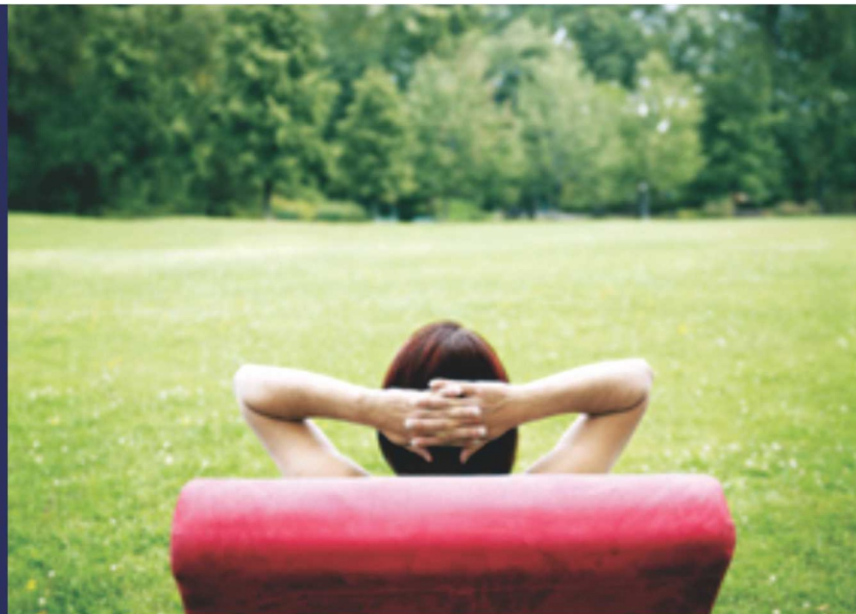
Most of us have gotten into the habit of drinking things our body cannot use like sugar, caffeine and carbonated drinks. Replace one beverage a week with pure water and feel the rejuvenation. Each week replace another cup of coffee or soda with a glass of water. Over a few weeks, you will find that your body prefers water. Keep a mug of water on your desk or strap on one of those water bottles so you always have some with you. Sip it all day long. Once your body gets used to the idea that you will be giving it the water it needs regularly, it will stop retaining fluid. Your drinking and peeing ratio will level out in a couple of days. As your cells rehydrate, you will look and feel younger and more vibrant.

See A Specialist

If you can't find relief through lifestyle changes and your general practitioner says everything's normal, you may want to consider diagnostic testing to pinpoint exactly where the problem lies. From a food allergies profile test to vitamin analyses, you'll be able to figure out exactly why you're so tired. "You know your body". "You know when there's something not right.

Racheal in concluding her session stressed the importance of taking charge of our thoughts, emotions, schedules and environment. By so doing, we can better manage stress. It's indeed critical to sit and find out the things that stress you up and work at taking charge. Once you are in charge, your defence is naturally up.

By: Rachael Ogolo and notes from Forbes.



Ag- Logistic Mgr- Mayowa Popoola presenting gift to the 2nd Runner Up best overall worker - Solomon Ogunrinde



Olatunbosun Ojo - 2014 Best Overall worker receiving Cash gift being presented by the Group Managing Director - Mr. Joel Ajiga



Tunde Olatunbosun, best 2014 Quilting Section staff receiving being presented by Ambali Adio - Production Mgr. Ikeja



Kayode Adeogun best Distribution Section staff 2014 being presented with gift by Femi Olaiya - HSE Mgr.



Bimbo Bolarinde of Vitapur presenting gift to Best worker in sales Department - Daniel Obeto



Innocent Abunin hand shake with Business Dev. Manager - Seun Shoyelolu



Sunday Ebhomien - Best HR Department Staff 2014 Being presented with gift by Chibuzor Omurudunjo Sale Manager, Ikeja



best overall worker (1st Runner-up) Dan Richard being presented with cash gift by Mr. Tunji Anjorin - Group Corporate Service Director



END OF THE
YEAR PARTY



END OF THE YEAR PARTY



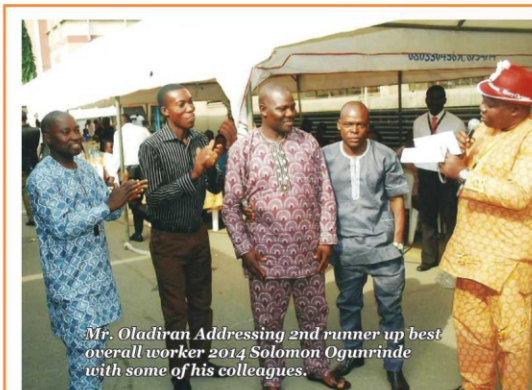
Kalu Idika Egbuta receiving gift from the group corporate Services Director being the A winner of the "Know your Products" Competition



END OF THE YEAR PARTY



Abiodun Odunayo -2014 best Tape edge Despatch worker receiving gift presented by Mrs. Osunkoya, customer experience Mgr.



Mr. Oladiran Addressing 2nd runner up best overall worker 2014 Solomon Ogunrinde with some of his colleagues.



Gambo Dahiru Presenting gift to Fidelis Igbokwe after a quiz competition at the Party



Sam Udoh of maintenance section (Ikeja Factory) in Handshake with Olujide Peters (Sale Mgr. Ikeja) at the event



Akin Oladiran (GHHK) presenting gift to Finance & Accounts Department 2014 Best worker - Tunji Baloye



Best Recon Plant/Hammer mill 2014 worker - Don Richards being presented with gift by Mr. Meseko Mayowa, Compliance Tegal Mgr.

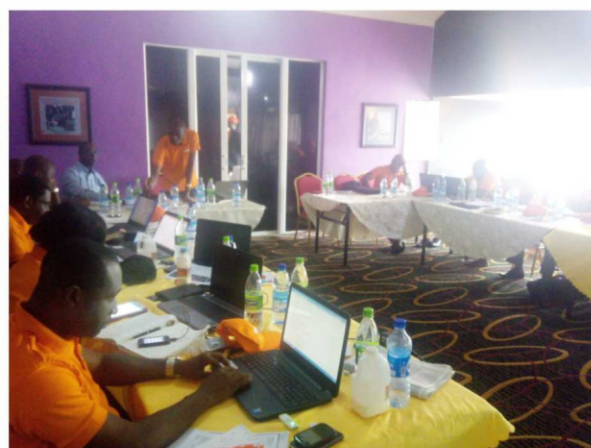


A cross section of staff at the event



A guest at the event being presented with gift by Allison Dingba - Refire Development Mgr. after a quiz competition in the event.

SALES CONFERENCE



KNOWLEDGE SHARING SESSIONS



Smart Kids Funfair Party



Damilola Aina of Business Dev. Presenting Some Goodies

For the love of Vitafoam



"The future is brilliant with Vitafoam"
The Clown explains to the Kid



Meanwhile at Maryland the Fun took another turn
Grown ups couldn't hold the groove

Smart Kids Funfair Party



Scintillating Products gifts waiting to be grabbed



The mixed crowd veiling up for the party



Adult trying out their Swagger
for freebies



Vitafoam brands right from the
early stage



Thank you
for making our Xmas Awesome!
Vitafoam





Vitafoam

**Gives Scholarships
to Staff's Children**

Vitafoam Nigeria Plc over the years, has been known as an organisation that places premium on staff motivation and quality welfare through the provision of various kinds of incentives and awards in order to boost productivity and the overall fortunes of the company. The company however took this gesture a notch higher on Wednesday, February 18, 2015 when it awarded some staff of the organization with scholarships for their children at the Ikeja Head Office.

Speaking at the presentation of cheques to the beneficiaries, the Employee Services Manager, Mr. Gboyega Oluwatusin said that the scholarship award, like many other incentive programs in the company, was initiated to boost the performance and loyalty of both the staff and non-management staff. He said it was intended to give them a sense of school scholarship award winner recognition for their contribution towards the growth of the organisation.

On the criteria for determining the beneficiaries, Mr. Oluwatusin said the management had to consider among others, the employee's performance, span of service and good record. "This is so because we realised that if we concentrate more on the children's academic performance, a typical parent could decide to go out of his way to influence his child's result one way or the other to ensure that the child wins the award", he stated. He however said that the beneficiaries were finally selected based on the combination of the performances of the parents as staff of Vitafoam and the children's academic performance.

The award was presented in two categories, secondary and tertiary scholarships. The secondary school scholarship award winner went home with a cheque of N300,000 while the tertiary beneficiaries were given cheques of N500,000 each. Adama Joseph, the son of Mr. Adama Gregory was awarded in the secondary category while Samuel Oladepo, the son of Mrs. Adenike Oladepo and Catherine Apadaba, the daughter of Mr. Olurotimi Apadaba were both awarded in the tertiary category.

While thanking Vitafoam on behalf of other beneficiaries, Mrs. Adenike Oladepo who has been a staff of the company for 25 years said "we feel very happy, very motivated by the gesture and very grateful to God and Vitafoam for the recognition".

Vitafoam

**Gives Scholarships
to Staff's Children**

PICTURES



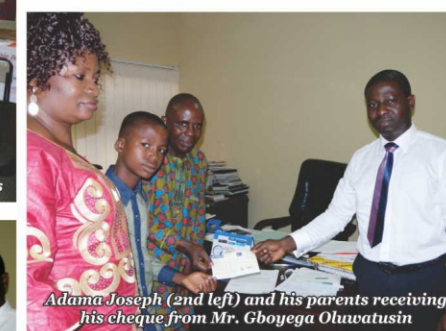
Mr. Oladapo, father of a recipient speaking during the presentation of Cheques



Samuel Oladapo receiving his cheque from employee services Manager, Mr. Gboyega Oluwatusin



Samuel being congratulated by group Technical Director, Mr. Taiwo Adeniyi



Adama Joseph (2nd left) and his parents receiving his cheque from Mr. Gboyega Oluwatusin



Group MD, Mr. Joel Ajiga (Left) presenting the dummy Cheque to Joseph



Group Photograph of the recipient and their parents



Mr. & Mrs. Olurotimi Apadaba receiving the cheque on behalf of their daughter, Catherine from Mr. Gboyega Oluwatusin



Mr. & Mrs. Apadaba displaying the dummy cheque



The recipients and ESM

JUST FOR LAUGHS!

Mayo Clinic defines a phobia as an overwhelming and unreasonable fear of an object or situation that poses little real danger but provokes anxiety and avoidance. Unlike the brief anxiety most people feel when they give a speech or take a test, a phobia is long lasting, causes intense physical and psychological reactions, and can affect your ability to function normally at work or in social settings.

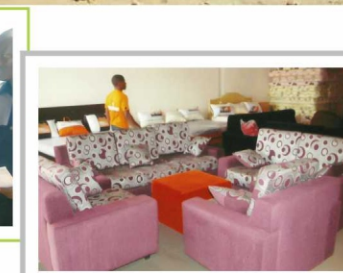
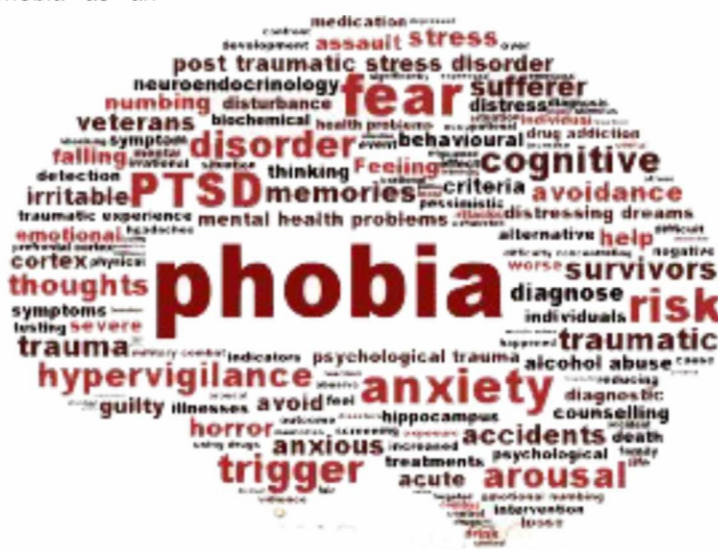
- Fear of bathing, washing, or cleaning
Astraphobia –
- Fear of thunder and lightning
Aviophobia
- Aviaphobia – fear of flying
Barophobia –
- Fear of gravity
- Ergasiophobia – fear of work
Gerascophobia –

- Hypnophobia
- Somniphobia – fear of sleep
- Koumpounophobia – fear of buttons Methyphobia –
- Fear of alcohol Myrmecophobia –
- Fear of ants Phagophobia –
- Fear of swallowing Philophobia –
- fear of love Spectrophobia –
- Fear of mirrors Technophobia –
- Fear of technology Tokophobia –

lives on as a saddist or what? We live in a weird world. Now, the one most common fear of employees experience is fear of their Bosses, Bossphobia! Are you bossphobic? Don't be. Just do all you are hired to do creditably well and go beyond the call of duty. Show ownership and deep interest in your Organisation and allow integrity and excellence guide you. You will then have no reason to fear your Boss.

By Omotayo Taiwo

Of all these, some phobias are just unimaginable. Imagine phobia for buttons. So this person has zipper on shirts et al. No buttons! How is he surviving? Another one is the fear of happiness. That's difficult to crack. In other words, this person is afraid of being happy. So he is a sadist or what? We live in a world. Now, the one most people experience is fear of their Boss, Bossphobia! Are you a phobic? Don't be. Just do all you are capable of doing creditably well and go beyond your duty. Show ownership and deep commitment in your Organisation and allow hard work and excellence guide you. You will have no reason to fear your Boss.





Comfort
Center
Opening
Ado Ekiti



Comfort
Center
Opening
Ado Ekiti

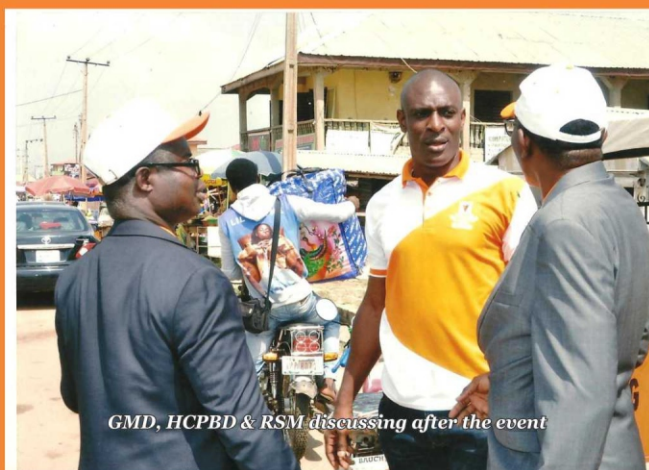
Hip! Hip!! Hip!!!! as the GMD Cuto open the tape and declares the Center Open



Canvassers Joyfully activating the City



Guests watch with Keen interest as the GMD cuts the tape.



GMD, HCPBD & RSM discussing after the event



(Middle) Vitafoam key Distributor and Comfort Centre Owner in Ile-ife, Jesutowo with the GMD and HOS



HCPBD coordinates a "See and Feel" Session



(Right) Dr. Adegun Spouse of the Comfort Centre Operator in discussion with the GMD and the HOS.



Products warehoused at the center



GMD shares thoughts with the Marketing/Sales Team



Dances to the thrill of the Audience

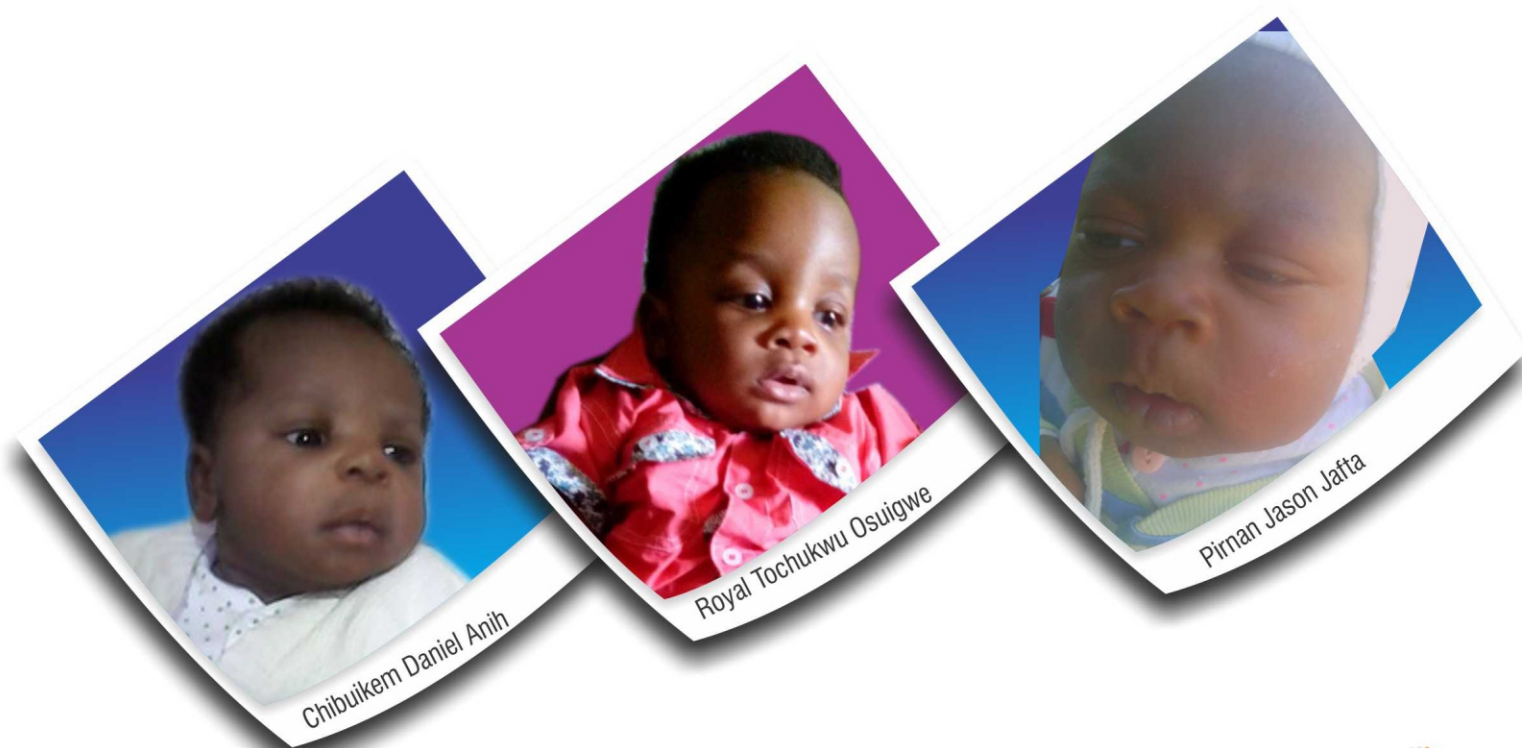


Marketing Manager enjoying the Comfortability of the Mattress.



New Birth

Oluwafisayo Taiwo and Oluwadamilola Kehinde Oladiran



Chibukem Daniel Anih

Royal Tochukwu Osuigwe

Pirnan Jason Jafra

New Birth



Oluwatosin Joseph

Mohammad Musa

Isabella Oluwaseyitowunmi Faleye

Oregoluwa Testimony Phillips

Comfort C. Ahua

Ipaye Giganioluwa Praise

Favour Oladoyin Lawal

Weddings



Mr. & Mrs. Innocent Agada



Mr. Dandison and his wife



November Birthday Celebrant





2014

LAGOS INTERNATIONAL TRADE FAIR

Vitafoam Stand at the Int'l Trade Fair



MC explaining the many benefits of the Music Pillow

Gross section of the audience

Miss Lasu Beauty Pageants

Miss Lasu Beauty Pageants

Music Pillows, Jumbo Pillows and Campuo mats for Grabs at the Contest

TOWN HALL MEETINGS



L-R: Company Sec, Chief Accountant, Group Finance Director, Head, Corporate Services & Biz Dev and Group Technical & Dev Director at the Town Hall Meeting



GMD Mr. Joel Ajiga interacting with Employee Group



GMD addressing staff



GMD responding to a complaint



Head, Human Resources (left) watches with interest

Detecting Lies in workplace



Carol Kinsey Goman wrote extensively about how to recognize a liar's body language. She also said it is important to pay attention to verbal cues that give liars away.

Liars experience stress when lying. They often try to circumvent that by speaking the literal truth. For instance, if your colleague says, "That's all I can tell you," believe him. He can't or won't tell you more. But remember: that doesn't mean this is all he knows. In communication, when one is conversant with these cues, it's easier to maneuver the liar to increase his stress level to breaking point where he throws his hands up in surrenderness. Here are 12 cues you can be on the look out for.

12 Verbal Cues of a Liar:

1. **Unnecessary Elaboration.** The more someone embroiders a story, adding unnecessary details and irrelevant information, the greater the chance he or

she is making it up; especially if you are not the one requesting for the details.

2. **Change of subject.** You've just asked your co-worker how his meeting went. He answers, "Good," then abruptly switches the subject to ask about your latest project. He might be keeping the content of the meeting private for any number of reasons, but you'd be right to wonder what he was withholding.
3. **Stalls.** Repeating the question, asking that the question be repeated, or asking a question back rather than replying to what was asked—all give the liar extra time to fabricate an answer. Question: "Why did you leave your last job?"
4. **Response:** "Why did I leave my last job?" or "Why do you think that is important?"

5. **Quasidenials.** Liars may say something that sounds like a denial but isn't: "Do I look like someone who would do that?" instead of "No, I didn't do it." They may even go into attack mode and try to impeach your credibility or competence with questions like "Why are you wasting my time with this stuff?"

6. **False starts and repetition.** Stammering, stuttering, slurring words, false starts, and frequently repeating the same words and phrases—all are signs of a higher cognitive load and the possibility of deception.

7. **Grammatical errors.** We all make grammatical errors, but liars often change pronouns and tenses in midsentence. Here's an example of both: "I leave for the office about 8 a.m. every day, and then we stopped for coffee."

8. **Credibility Builders.** "To tell the truth," "To be

honest," "Truthfully," "In all candor," "Honestly," "Frankly," "I swear on my mother's grave," and "I swear to God." Whenever you hear these words or phrases, a warning bell should ring in your brain.

9. Depersonalizing language. Deceivers use fewer self-references ("I," "me") and more generalizations ("everyone," "they," "them"). For example, a liar might say, "The Protocol department must have made an error," rather than, "It was my responsibility."

10. Hesitations. "Uh," "er," "um," "ah."

11. Guilt-trip statements. Liars make a show of taking

offence in the hope that you'll abandon the question while defending yourself. For example, a female liar might say, "I'll bet you aren't hounding any of the men about this. Why is it that you presume only a woman would be guilty?"

12. Forward thinking. People who tell the truth tend to jump forward and back in time. Deceivers need to construct their stories in chronological order. Because they are working from a false memory, it is almost impossible for liars to tell their stories in reverse chronological order.

Verbal cues are easier to detect if the liar hasn't had time to prepare. A good lie requires rehearsal and

memorization. If you suspect deception, it can be helpful to relax people first, to get them to lower their guard, and then encourage them to talk as much as possible. The more they talk, the greater the chance that they'll say something revealing.

Listen carefully to what people are telling you. Stay especially alert if people tell you what they are *not* doing: One final word of caution: Don't rush at fishing for liars around. Be calm and subtly practice these. It's a communication skill that will enhance your people management ability.



Federal University of Technology Akure (FUTA) Engineering Students



FUTA Students



FRSC inspects Vitafoam's Fleet for compliance

Excursion