



Vitafoam News

The House Journal of VITAFOAM NIGERIA PLC.

Vol. 13 No. 1 2015



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Living those
fun moments

**LIVING
HEALTHY**



■ Vita Spring Mattress

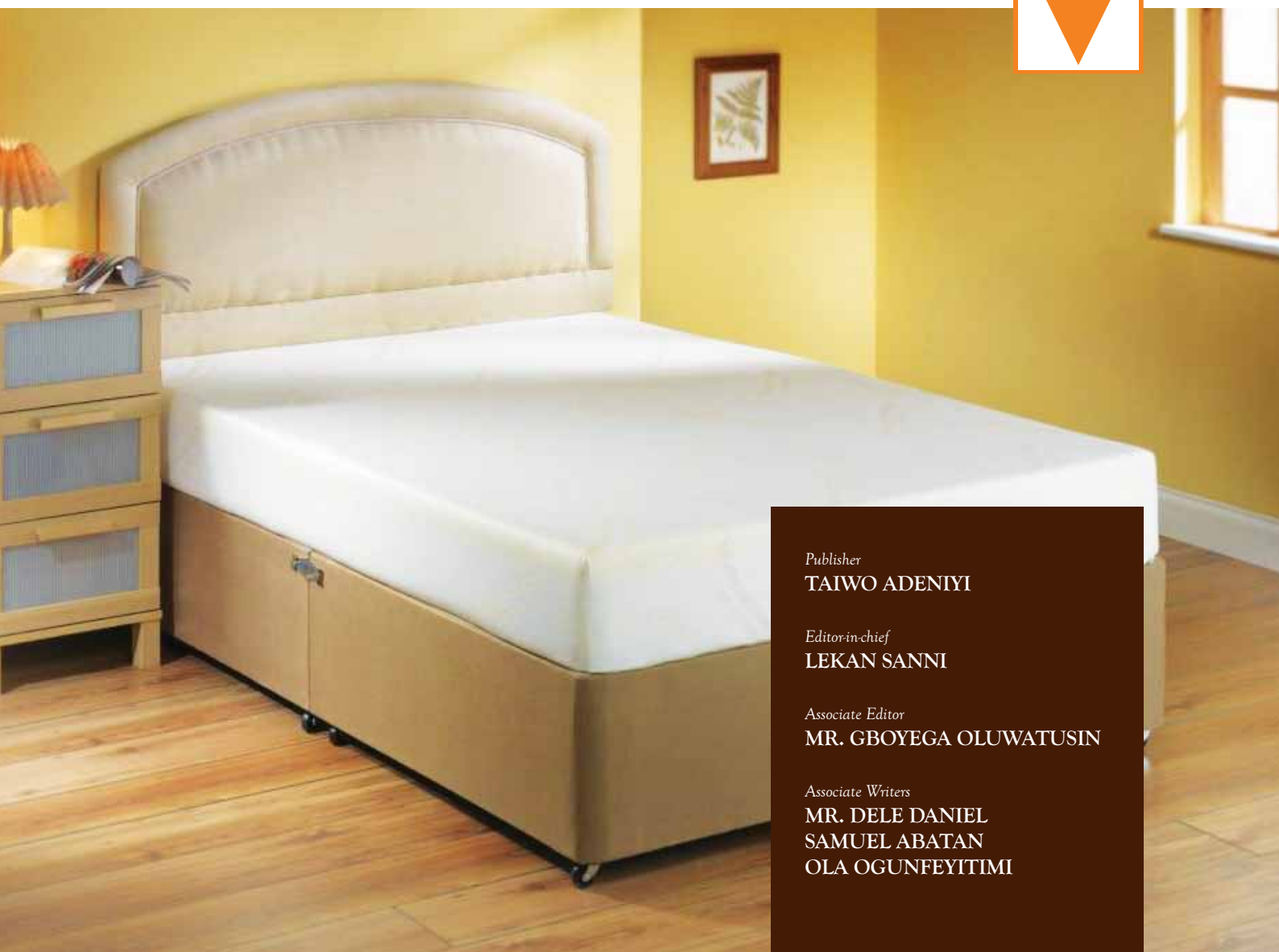
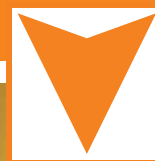
Designed for a great night's rest, Vita Spring mattresses offer a great combination of comfort and support. They are composite products made of inner core springs, with either an outer layer of high-density chip foam in the Vita Spring Firm model or an outer layer of flexible foam sheets in the Vita Spring Flex model.

The Vita Spring Firm model with its inner layer of core springs and an outer layer of high-density chip foam provides for a firm and orthopedic product while the Vita Spring Flex model with its inner layer of core springs and an outer layer of flexible foam sheets gives a resilient and flexible product that keeps your shape.

■ Vita Cool Pillow

Rest your head on this pillow for the ultimate sleeping experience. A very firm pillow that is made from plush elastic foam that absorbs heat to keep you cool throughout the night.

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EDITORIAL PAD

DEAR READER,

I am delighted to present this edition of Vitaneews to you. We have had quite an eventful half-year and some of the activities are in this edition. I do hope you will take out some time to read through. It promises to be worth the time. Since we have to keep it compact, the in-house journal does not capture all the events and activities of the Company but it offers some tit bits for your reading pleasure. Indeed, the first part of the year was a busy one. For those who missed the Annual General Meeting of Vitafoam, this edition serves you synopsis of what happened and pictures.

The annual Chairman's Merit Award is equally colorfully reported. It was a beautiful time at the NECA House. The occasion was spiced up as guests were treated to Vitafoam's Orange Moment. Catch a glimpse of the Giant Sofa.

About mid-year, the leadership of the Group moved to Mr. Taiwo Adeniyi, the former Group Technical and Development Director. Vitaneews team had a moment with the young, dynamic and visionary GMD as you will see on the pages. It's inspiring!

Vitafoam Sierra Leone Ltd has come to stay. It's a wave of good news from the historical town of Freetown. Endeavour to take in a breath of fresh air from the remarkable progress of the Company as it celebrates one year of manufacturing experience. The Chief Executive Officer of the company recounts the experience. You will relish the glory of hard work and focus.

This edition also presents some of the marketing and corporate social responsibility activities of the Organisation. Our column on safety features prominently as well as other insightful articles. I should think you can't wait.

Enjoy.

Hip Hip Hip, Vita!!!

Lekan Sanni
Editor-in-Chief



About mid-year, the leadership of the Group moved to Mr. Taiwo Adeniyi, the former Group Technical and Development Director. Vitaneews team had a moment with the young, dynamic and visionary GMD as you will see on the pages. It's inspiring!



REWARD FOR OUTSTANDING PERFORMANCE



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or the next 365 days in Vitafoam Nigeria Plc, Messrs. Mofikoya Adeyemi, Olusola Abdul and Ojo Olatunbosun would walk with heads held high and a boosted morale that is akin to an athlete who is striving to add to a repertoire of trophies in his cabinet. Why not? For every dint of hard work, there should be a reward. That, they received on Tuesday, June 30, 2015 amidst encomiums and accolades poured on them by the Chairman, Dr. Bamidele Makanjuola for their hard work and unwavering dedication to duty at the 2015 Chairman's Merit Awards ceremony. It was indeed for them, a night to remember and a moment they would surely relish forever, after all, it is not a mean feat to have one's name etched in the annals of history of

a reputable company like the Vitafoam Group.

The NECA House, Oregun venue was well decorated in Vitafoam's rich orange colour with a blend of soft lightings that brought out the glamour and freshness that such night deserved. As early as 5.30pm, Vitafoam staff, directors, friends, stakeholders and other invited guests had started arriving the venue to honour and celebrate some of the best hands in the company.

Together with the Vitafoam choir, who rendered the National Anthem to signal the commencement of the event, the two-man compere, the Marketing Manager, Ben Okosun and Rachael Okolo gave



“ He congratulated the award winners and admonished each of them not to see the feat as an end to itself, but a means to an end. He said to the winners that by this achievement, they have set a marker for themselves, which the management and their colleagues expected them to surpass...”

performances that pointed in just one direction; which is that raw talents abound in Vitafoam. They turned the stage around with so much drama and comedy jibes, exhuming great synergy and connection in such a way that one could easily take them for professional masters of ceremonies. Added to this was the presence of a live music band that consistently relaxed the ambience with melodious tunes. It was indeed a night of fun and excitement.

In a short welcome address, the Managing Director, Mr. Taiwo Adeniyi said the management was delighted to have friends and family of the company come celebrate “these three distinguished gentlemen who have against all odds excelled in their areas of duty”. He congratulated the award winners and admonished each of them not to see the feat as an end to itself, but a means to an end. He said to the winners that by this achievement, they have set a marker for themselves, which the management and their colleagues expected them to surpass. Mr. Adeniyi also seized the opportunity to salute the award selection committee who had worked tirelessly to ensure the best hands emerge out of the many nominations they received.

In his address, the Chairman of the company, Dr. Dele Makanjuola said he was pleased that the company has not only been able to sustain this award but has equally

raised the bar. He stated that for Vitafoam’s business to maintain a leading position in the intensely contested market, winning with the employees cannot be undermined. “In Vitafoam Group, we believe the internal customer is as vital as the external one. Our employees are empowered to evolve ideas, innovate and challenge the norms in an attempt to always seek the better of the best. Hence, to motivate those employees who would go extra mile, the Chairman’s Merit Award was conceptualized. The Award prides itself in recognizing and rewarding excellence”, he noted.

Speaking further, Dr. Makanjuola said like other nominees, the awardees in the Non-Management, Superintendent and Management categories were appraised on their business contributions, competence, innovation, team spirit and productivity. He said the awardees were overwhelmingly nominated by their colleagues while also maintaining clean disciplinary and outstanding performance records.

“Today, we invite them to join the hall of fame. Today, we honour the trio who allowed the passion for their work to drive our values through them, to the admiration of all. Today, those little positive actions counted and distinguished them from the pack. Today, this gathering will stand in ovation of their contributions”, he eulogised.

He also counseled the awardees not to drop the ball and rest on their oars. “Our sail is far. I believe with the likes of you on board, we’ll stay afloat on the voyage and reach our destination, home and dry”, Dr. Makanjuola said.

He concluded by appreciating the guests who had created time out of their busy schedules to honour the company with their presence. “Your invaluable support is an encouragement to us in Vitafoam Group. We shall continue to cherish it”, he stated.

This year’s event saw the introduction of a remarkable initiative by the Vitafoam Marketing team tagged ‘Vitafoam Orange Moment’. Guests were treated to all the ‘paparazi’ that usually grace red carpet moments, this time on the Orange Carpet. The marketing team was on standby to usher in guests as they arrive the venue, straight to the Orange carpet to take pictures and then to the Vita Solid sofas to take another round of pictures while holding Vitafoam pillow and other lifestyle products. The idea, according to the Marketing Manager, Ben Okosun was to showcase that Vitafoam is much more than mattress. According to him, Vitafoam has been successful because it has consistently evolved ways of creating an exceptional fine art of living for her customers and addressing the comfort needs of all age groups.



Vitafoam posts significant profit, issues bonus

As a corporate citizen, Vitafoam has a long history of Corporate Social Responsibility (CSR). For instance, the company presents gifts items to the first baby of the year at the Lagos Island Maternity Hospital annually.

Shareholders at the venue of Vitafoam Nigeria Plc's 2015 Annual General Meeting, held at NECA House, Ikeja, Lagos on Thursday, June 04, 2015, could not conceal their pleasure when the company announced that it has posted significant profits for the year ended 2014, thus rewarding its shareholders with a bonus one share for every five held.

They commended the management for the decent surge in profitability which they affirmed was achieved through strategic planning and execution. The shareholders also congratulated out-going Group Managing Director, Mr. Joel Ajiga for his achievements during his two years at the helm, which regrettably ended as he clocked 55 in line with company policy and welcomed Mr. Taiwo Adeniyi his successor, urging him to take the company to greater heights.

In his remarks, the Group's Chairman Dr. Bamidele Makanjuola, noted that though it was a herculean task to raise profitability and declare bonuses for shareholders, accomplishing the feat has distinguished Vitafoam in the industry. "We were able to achieve it through our strategy of cutting down on cost of sales, despite challenges in the northern part of the country", he said.

He stated that the Vitafoam will very soon complete its expansion and consolidation programme and that from next financial year, subsidiaries will become stabilized and stop bleeding losses.

"In view of the improvement in profit-after-tax, the Board is duly proposing a dividend payout of N245.7million in respect of the financial year ended September 30, 2014, representing 30kobo per share in addition to a bonus issue of one new share for five exist-



ing share”, he said. He assured shareholders of the company’s confidence in sustaining a trend of impressive returns in the years ahead, notwithstanding the arduous business environment.

“Our Group’s turnover declined marginally from N15.59 billion in 2013 to N15.51 billion in the outgoing year. However, profit-before-tax grew significantly from N164million in 2012/2013 to N926 million in 2014, while profit-after-tax increased correspondingly from N394.69 million to N659.89 million”, Dr. Makanjuola said.

He stated that the Group’s growth strategy, which aims to identify and harness new business opportunities, will be pursued with greater vigour while the company will continue to invest significantly in products development and innovation.

“The ongoing transition from a ‘products-led’ to a ‘market-led’ organization (dubbed product sapphire) is geared towards engendering greater confidence in our brand by making customer satisfaction the nucleus of our business philosophy.

“We are bullish that this and other consumer-friendly programmes will keep the company ahead of competition, increase patronage for our range of innovative products and ultimately foster the desired growth in profitability,” he said.

“In the current financial year, we expect our rigid polyurethane subsidiary (Vitapur) to come on full steam with the installation of a continuous panel production plant and commencement of mass production of sandwich panels for the construction industry.

“The System House Project of this subsidiary, assisted by the UNDP, is also expected to commence commercial blending of chemicals for the industry,” he said.

He noted that current global trend in housing construction and the upswing of inquiries and nascent patronage from government (at both federal and state levels) and the private sector should bolster the Group’s overall growth in the years ahead.

“I remain confident that this unit is the flagship and future of our business and all efforts shall be made to unlock its full potential,” he stressed.

As part of the strategy to strengthen its operations offshore, Vitafoam had installed modern equipment in its plant in Sierra Leone. The plant serves all the neighboring countries including Guinea and Gambia. Only recently, its subsidiary, Vitapur Nigeria Limited acquired modern equipment called SAIT Advanced Polyurethane to boost production of quality pallets and reinforce capacity utilization.

As a corporate citizen, Vitafoam has a long history of Corporate Social Responsibility (CSR). For instance, the company presents gifts items to the first new baby at the Lagos Island Maternity Hospital annually. In a similar vein, the company recognizes and rewards outstanding staff and distributors while premium is placed on development of human capital to enable the staff catch up with the dynamics of changes in the manufacturing sector globally.





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CHAIRMAN'S MERIT A



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AWARD



CMA Captions

1. The awarding with the chairman, Dr. Dele Mekanjuola and top Management staff
2. Adeyemi Mafikoya (M) with family and colleague
3. Members of the Vitafoam choir rendering the National Anthem
4. Marketing Manager , Ben Okosan and Rachael Okolo, serving as MCs at the event
5. Formal Management of staff of Vitafoam enjoying the orange Moment on Vitafoam Sofa
6. Formal Chairman, Chief S. O. Bolarinde also Participated in the Orange Moment
7. Ojo olatunbosun and his family
8. Abdul olusola and his wife(middle) Pose with Management staff
9. Ojo olatunbosun and his wife (Middle) also Pose with Management staff after receiving the award.
10. L.R: Corporate Services Director , Mr Tunji Anjorin , Technical Director , Mr. Abbagana Abatcha; Managing Director , Mr. Taiwo Adeniyi and a Vitafoam Usher during the Orange Moment.
11. L.R: Group Managing Director , Mr. Taiwo Adeniyi , Chairman , Dr. Dele Mekanjuola and Group Corporate Services Director , Mr. Tunji Anjorin.



Citation for Adeyemi Mofikoya

Winner, 2015 Chairman's Merit Award, Management Category. Adeyemi Mofikoya, was born to the family of Mr. and Mrs. Olajire Aderemi Mofikoya on May 2nd 1980 at Somolu, Lagos-state.

He attended Lara Day Nursery and Primary School, Adeniyi Jones Ikeja between 1983 and 1990. He had his secondary education at Egbado College Ilaro, 1991 - 1996. In 1997, he proceeded to the University of Ilorin to study Electrical Engineering and graduated in 2003. His thirst for academic excellence further took him to the University of Lagos where he bagged a Master's Degree in Electrical Engineering, in 2014 (Control Option).

After serving his fatherland through the NYSC scheme, he joined Lafarge-WAPCO Plc's Graduate Management Trainees Scheme. The Scheme took 30 weeks of intensive managerial training. He displayed his brilliance by coming first out of a class of fifteen and was posted to the Head Office, Elephant Cement House Alausa as a Technical Buyer. He held this position from May 2006 to Jan 2007. There was a drive in him to have sound hands-on engineering experience. This drive took him to Makon Engineering and Technical Services Ltd as a Field Engineer from Jan 2007 to June 2008.

His technical sales career began with Dorman Long Engineering Limited where he was employed as Sales Engi-

neer between July 2008 and March 2010. At Dorman Long, he was in charge of Oil and Gas projects and Hot-dip galvanizing services/products. While there, he brokered deals with Etisalat, Julius Berger, Chevron, NLNG, KBR etc.

Seeing sparks of excellence in him, Vitafoam engaged him as a Sales Engineer in March 2010. Though green on Rigid Polyurethane foam, opportunities popped up that forced him into intensive studying. He was later sent to Germany on a technical training with Schill&Seilacher in 2010.

Mofikoya was transferred to Vitapur Nigeria Limited as one of the pioneer staff of the Subsidiary in October, 2011. Some of the jobs brokered in the first year included Insulation of Porshce City Showroom on Akin-Adesola street, Victoria Island, Lagos and spray foam application of residential houses. He was promoted as Acting Head of Sales and Marketing and confirmed after six months due to his exceptional performance. Major Projects brokered were Ado Bayero Mall- Kano, Ibadan Mall, Ilorin Mall, Festival Mall - Festac, Abia Mall -Umuahia, Onitsha Mall, Jabi Mall - Abuja and Owerri Mall - Imo. In a particular week, Lekki Peninsula Mall - Lagos and Lexus Automobile Showroom projects, costing about N70m were brokered.

Leading a sales team of three, as at end of May 2015, Turnover grew by 180% compared with same period last finan-

cial year. The bottom line also improved significantly by 95% from a loss position last financial year. Retail sales of Sandwich panels have equally grown from 10% to 40%.

With innovative sales and business development drive, just one week in Port-Harcourt, the market opened up with a core demand for 50mm thick panels used for Portacabin fabrication. With over 16 portacabin fabricators in this region, the Turnover rose to N28.7m in the month of November which contributed 33% of the Turnover for that month. Adeyemi's ingenuity with the support of his sales and marketing team has grown the customer base of Vitapur to over 250, with no advertisement.

The young, proactive and willing to learn Adeyemi is an exceptional listener and communicator who effectively conveys information verbally and in writing. He is a Cisco Certified Network Administrator (C.C.N.A) and a Certified Automation Engineer (C.A.E). He possesses a Post-Graduate Diploma in Industrial Automation (P.G.D.I.A) and a member of the Nigerian Society of Engineers (M.N.S.E).

He is happily married to the awesome Adetayo Oyinkansola and blessed with an 8 weeks old, Eri-Iyanuoluwa Korede who shares same birth date with her father, May 2nd Adeyemi Mofikoya's landmark contributions to the growth of Vitapur is laudable and today, we celebrate him.



Citation For OLUSOLA ABDUL



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Olusola Abdul's significant contribution, with the support of his team was able to save the Business about N157 million. His efforts really turned waste to wealth for the Company.

inner, 2015 Chairman's Merit Award, Superintendent Category. Mr. Abdul Sola popularly known as 'Koma roll' was born on the 5th of February 1961 to the family of Mr. & Mrs. Abdul in Shagamu.

He attended United Primary School, Akaka-Remo, Ogun State where he obtained Primary school leaving certificate in 1973. He then proceeded to Anglican Modern School, Ishara-Remo also in Ogun State for his Senior Secondary education and obtained his Secondary School Certificate in 1978.

Sola had to work for a while in order to save some money for his tertiary education. In 1979, he was employed by Juli Pharmacy as Store Clerk and worked there for 3 years before moving to Oshopay Lighting in 1981 till 1982.

In 1983, with some savings, Sola enrolled in Government Teachers' College Igbogbo Ikorodu to pursue his passion for teaching. He bagged a Grade II Teacher Certificate (Nigeria Institute Kaduna) in 1986.

After his graduation from Teachers' College, he worked with Ondo State Government for 4 years and Dunlop Nigeria plc for 17 years as Machine Operator and rose to the level of Supervisor before leaving in 2007 to join Vitafoam Nigeria Plc as a Supervisor.

Contributions to the Business:

1. In Ikeja factory, he led a team that increased the recon output from 30Metric-

Tones to 70MetricTones without additional manpower. This feat translated to an astronomical growth of 233% thereby saving the company 13million Naira per annum.

2. He developed a perfect blend of imported scrap, local scrap and waste textile without compromising the quality when he was seconded to Recon section. Due to his ingenuity, he was able to determine the perfect ratio to which imported scrap could be mixed with locally generated ones without compromising the quality of the product. With this, he saved the company 116million Naira in total per annum.
3. He equally determined the perfect blend to achieving quality products from the waste of quilted textiles. A total of 28 million Naira per year was saved by this initiative.

Olusola Abdul's significant contribution, with the support of his team was able to save the Business about N157 million. His efforts really turned waste to wealth for the Company. The alias, 'Koma roll' was inspired by his drive for progress. Nothing must stop production. This earned recognition is to encourage him to keep the wheel of progress greased and rolling.

Sola Abdul got married to his heartthrob, Ganiyat Abdul in 1990 and they are blessed with wonderful children.



Citation for Mr. Ojo Olatunbosun

Winner, 2015 Chairman's Merit Award, Non-Management Category. Mr. Ojo Olatunbosun popularly called O.J was born on January 9th, 1979 to the family of Mr & Mrs Ojo in Ewu-Ekiti. He attended Anwarul Islam Primary School Ogba in Lagos State. He then proceeded to Dairy Farms Secondary School, Agege, also in Lagos State.

He worked with Wahum Packaging Limited as a production clerk for two years. He then proceeded to Wemco industries in search of a greener pasture where he was engaged as a machine operator. In September 2008, he joined Vita-

foam Nig. Plc as a rotary machine operator. Since then, he has had consistent promotion on the job. Currently, he is the best rotary machine operator in Ikeja factory. His hard work and commitment earned him the Ikeja factory best employee award of the year 2014. Ojo is fondly called 'Vitafoam Pikin' because of his positive attitude to work. His passion for work is commendable, yet he is humble and respectful even to a fault.

Contributions to the Business:

Paul J. Meyer said "Productivity is never an accident. It is always the result of a commitment to excellence, intelligent planning, and focused effort". Out of passion, com-

mitment and loyalty, Ojo has been delivering 15 Metric Tonnes conversion of foam blocks on rotary machine in 8 hours; overshooting his daily target, which is yet to be broken by any other worker. The unusual verve, ease and cheery air with which he carries out his work earned him the appellation 'German Machine'.

He has equally ensured scrap generation is kept below the set target of 2.5%. This he does by ensuring efficient conversion of foam blocks. Mr. Ojo Olatunbosun is happily married with children.



IMPORTANCE OF PLAY IN A CHILD'S LIFE

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he first reaction of many to this article I guess may be, what has this got to do with work now?! The truth is Companies of the future are not only concerned about work, work, work but the personal life of their employees. Organizations drive productivity and ultimately profitability. The more of an employee you are able to get, the more productive he can be and the more the company gets better for it. Soft issues in the personal life of an employee have become very critical to performance. One of such issues is the wellness of the children. Focus in this edition is the importance of play in the life of a child. When last did you really play with your child? That sounds really strange to many people. Someone would say my children are grown-ups. It really doesn't matter. The emergence of play at work was as a result of that old adage, 'all work and no play makes Jack a dull boy'. Psychologists have realized people get so uptight because there is no vent to ease of pressure in terms of play. One sure way to press refresh is to play a little. More and more Organizations have brought in recreation into their routine.

It's true that education is like a building block for a child's future. All parents dream for a better career for their child's life. Everybody wants their child to be doctor, engineer and wants to see them in high posts. In this cut throat competition children get pressurized with their activities to the extent that they don't get spare time for their own entertainment. Teachers also keep the child busy during the holidays by giving them assignments and homework. Earlier children used to play with their siblings. So, the children easily got a play environment at the home. However, now the time spent by children in playing was very less as compared to the past two decades. Parents should understand that play is an important activity and they should not deprive them of this opportunity.

Group games allow children to learn the values of team spirit. It also teaches them to cooperate with other members of the team and develop self-discipline. This also enables them to face negative situation in life and make them strong when they get defeated. Sometimes when children play with their mates, they do all sort. They may not know the difference between good and bad, violence and non-violence. It is the duty of the parents to find out

whether the child knows the difference between fantasy and reality. One sure way of knowing is when the parent engages the child in play. If he has been negatively impacted in his group play, it will show. The parent can then moderate and redirect. Through play children develop essential life skills; they also learn how to interact with their peers and adults. There are certain benefits that children get after playing. Play;

- Reduces fear, anxiety, stress, irritability
- Creates joy, intimacy, self-esteem and mastery not based on other's loss of esteem
- Improves emotional flexibility and openness
- Increases calmness, resilience and adaptability and ability to deal with surprise and change
- Decreases tactile defensiveness
- Aids healing process for hurts
- Enhances feelings of acceptance of difference
- Increases empathy, compassion, and sharing
- Creates options and choices
- Models relationships based on inclusion rather than exclusion
- Decreases revenge and need for self-defense
- Improves touch and nonverbal socialization skills
- Increases attention and attachment capacities
- Positive emotions increase the efficiency of immune, endocrine, and cardiovascular systems
- Decreases stress, fatigue, injury, and depression
- Integrates sensor motor, kinesthetic and emotional responses

How do I create time to play with my children? The answer is, just get creative. Nothing serious. After their home-work, watch a children friendly movie together. Play indoor games, take them out with you. Crack decent jokes and encourage them to give you some. Sing together. Dance together. Go shopping together. Laugh heartily. One major thing is availability of the parent. Create time to spend quality time with your children and spouse. So, go give it a try, you will discover you have less friction and strain in your relationship with them. You will discover you are doing yourself a whole world of good. Cheers.

GBOYEGA



L.R: GMD, Lagos Island Maternity Hospital , Dr. Unishemi ,Rep of the first Lady, Lagos state , Mrs. Ladun Ogunbaniro , GMD Vitafoam , Mr, Taiwo Adeniyi and Managing Director , Vitafoam , Mrs. Titi Bakare.



Members of the hig table displaying Vitafoam

Vitafoam's two innovative commendations from Lag



he Lagos State Government has commended the management of Vitafoam Nigeria Plc on its innovativeness by introducing two unique products to prevent nursing mothers from the hazards of breast feeding.

The two products, Vitafoam Early days 'Breastfeeding Covers' and 'Pillows' which were unveiled on Thursday, August 6, 2015 at a special ceremony to mark the World Breastfeeding Day, were specifically designed to enable nursing mothers maintain proper position for breastfeeding devoid of back pain and privacy while breastfeeding in the public.

Speaking at the colourful ceremony which held at Lagos Island Ma-

ternity Hospital in Lagos, the Lagos State's First Lady, Mrs. Bola Ambode explained that Vitafoam Nigeria Plc has been at the forefront of products aimed at reducing infant mortality in Nigeria. Mrs. Ambode who was represented by Mrs. Ladun Ogunbaniro stated that Vitafoam's Board and Management should be appreciated as a good corporate citizen which constantly produces products that address human problems. Mrs. Ambode called on the government and other employers of labour to support the initiatives in order to have a better society.

In his address, Vitafoam Nigeria Plc's Group Managing Director, Mr. Taiwo Adeniyi explained that the products were introduced to





nursing Mother's Kits



Cross section of nursing Mothers



The Group Managing Director ,
Mr. Taiwo Adeniyi

e products receive gos State Govt.

prevent hazards associated with Breastfeeding. Adeniyi who reiterated the company's commitment to production of innovative products to enhance shareholder value explained that the company had expanded its products' portfolio from being a manufacturer of just mattresses and pillows into a foremost producer of ultimate comfort products. According to him, Vitafoam has ventured into production and supply of flexible, semi rigid and rigid polyurethane foam products including furniture, bed and beddings. "This expansion gave birth to some of our current subsidiaries: Vitapur, Vitagreen, Vitasco and Vita-bloom", he said.

Commenting on the World breastfeeding Week, Mr. Adeniyi noted that the company's support for the week culminated into its production of products that ensure that mothers breastfeed their babies in comfort either in the private or public. "We produce quality baby - soft and hard

- furniture like the pregnancy pillows, bed sheet collections, pillows, baby cot, play mat and everything that makes the mothers and their babies experience total comfort" he said.



Rachael okolo (1) explaining the Product usage to the Hospital mgt team.





Breaking away from the tradition of chatting with a new Managing Director until after a 100 days in office, Vitaneews spoke with the new Group Managing Director of Vitafoam Nigeria Plc, Mr. Taiwo Adeniyi who shared his thoughts on sundry issues bothering on the economy and the company's fortunes. Excerpts..



Interview With GMD Vitafoam, Mr. Taiwo Adeniyi

VN We congratulate you on your recent appointment as the Group Managing Director of Vitafoam Nigeria Plc. But from being a Technical Director to becoming a Managing Director, we didn't think you really had a change in the size of your shoes. Do you agree with us on this?

MD: Well, the size of the shoe is of course not the same. In the past as a Technical Director, I probably just give my opinion on some issues but now I have to not just give my opinion, the bulk rests on my desk. At the directorate level, you are supposed to know as much about the business but right now you have to not just be involved, but also be in charge. A resultant effect of the change in role is that I now take responsibility for virtually every issue as far as the company is concerned be-

cause I would be asked questions on all front, whether in marketing, technical, IT, logistics and so on. That is basically the responsibilities that come with the role of a CEO. However, that is not to say that you don't work with people or seek fresh ideas from your staff, but after all brainstorming and strategy sessions, the CEO, as the final authority, takes responsibility for the direction to follow when it comes to all of these aspects of the business.

VN: Things have settled down a bit after the general elections, what are your thoughts on the operating business environment?

MD: When you say the environment is a bit settled, settled in terms of the fact that we don't have rancour after the election? Or that there is no riot

here and there? If you say settled in that sense, fine! But in terms of the business, it's not settled because there is so much uncertainty all around the business environment. When you don't have executive committee in place, the pathway for the government is not settled yet. There is no executive committee in place, they are still running a unilateral government where a lot of decisions are taken using the permanent Secretaries who are basically civil servants. They are not particularly professionals, they are civil servants who have risen through the ranks and as far as some of them are concerned, it is 'government-go-government- come'. So the business environment is still very tough, very, very tough to the extent that there is so much pessimism in the environment, people are not





“

I must say to you, it is a major task to integrate people in a environment that is different especially as they go from one country to the other. But for us, how we've been able to manage it is that, we take our key personnel to such countries as expatriates and they set the business rolling.

”

sure and can't particularly say what is going to happen in the economy. So we still have a number of doubts. Even though the elections have come and gone and the environment seems to be settled but the fact remains that, the business environment is going through the worst state of things now because you can't say this is the direction the government is heading, a lot of things are happening at the same time so we are still waiting.

VN: What direction do you think the company should focus on in terms of strategies that will ensure the organisation keeps afloat in the midst of these uncertainties?

MD: For us in Vitafoam, we are focusing our attention on three strategic things which are; our people and processes, our system and our customers. A critical part of our successes has been our people. Sometimes people look for answers as to why we cannot produce to specification the same product that is sourced from outside of this environment using the same technology. The possible difference would be the people (workforce). The dexterity with which the workforce outside of this environment handle whatever they do is what we are working on at Vitafoam to get our people to appreciate that it is not only about machines, but them. You know people used to believe that virtually all the things that are done out there are done by machines, no. We still have things that are done by man, the sewing machines we use in sewing mattresses cannot mount itself, somebody has to mount them, and that is also what is obtainable outside of this environment. When you now see two output of that action and no-

tice some difference, then you begin to wonder, if it was a machine effect or human effect. Most often than not, it is human. So we want to bring our workforce to the level which is at par with their counterparts around the world and that is what we have engaged ourselves in. I am proud to say we have one of the most intelligent and hardworking workforce within the foam industry in Nigeria, and we pay premium on their capacity development. This we want to continue and build on. Talking about system, we are focusing on a constant re-evaluation of our system to conform with the ever changing market dynamism and I think we are doing well in that direction too. And finally, then the people because of whom we remain in business - our customers. The demand of our customers have changed from day one and it would continue to change because they are now coming to us from an informed position. From the comfort of their houses, quite a number of them, with access to the internet, can now view mattresses and other foam products from outside of this environment and they expect that if they are going to order locally, the product should have the same aesthetics and provide the same quality and comfort that a foreign product would provide. Because we are a comfort solutions provider, we want to ensure we maintain the premium quality our products are known for and continue to provide comfort solutions to every demographic of our customers. Beyond what we can provide, what we are also doing is to bond with our customers and trade partners and have a relationship that transcends the trading relationship, it is when you have such relationship

with your customers that you can be certain that they won't dump you for a competitor. For our customers, we want to make sure that we have a relationship that keeps us in their hearts and minds always.

VN: Talking about machines, the advancement of technology has changed the face of businesses in modern times especially in the manufacturing sector. What are your plans for Vitafoam in ensuring that the company keeps with the latest trends?

MD: Our investment in manpower development is one thing that has been of great help to us. We attend international trade shows, conferences, technical conferences to keep ourselves abreast of the happenings around us. And that way, we are up to date in terms of technological requirements for the job that we do. In every of our annual operating budget, we make sure that there is provision for a systemic replacement of some of our machines to reflect the global trend and do our job better so that since we have it planned, we are not caught on unaware. So we have a planned programme of replacing our machines as they outlive their useful lives.

VN: So can you say that Vitafoam appears to be a trailblazer when it comes to technological use within the foam industry?

MD: cuts in....Yes, I can proudly tell you that out of the four factories that we operate, none of them uses less than state-of-the-art-machines. They are all continuous lines in the four factory locations and some of them are as new as two, three years ago and that is what we do to keep our quality



and again you can equate quality to the kind of machines that you use to turn out these products.

VN: In recent times, Vitafoam has been churning out various kinds of innovative products like the music pillow, foot wear, etc. What is the reason for such optimism? Do you have the market?

MD: Well, Vitafoam prides itself as a solution provider. We are proactive. For instance, we see the trend in the market place in terms of data availability of the kind of import that goes into shoes and even the casual wears that you find all around the place. It is massive and that is just a mere extension of what we do, because we have all it takes. All that we do today still keeps us within the polythene family even as we try to be creative. We thought, what else can we do beyond the mattress? And that's why we came up to brand ourselves with the fact that we are much more than mattress; we give a solution. You can walk into any of our showroom and actually set up your bedroom; you can set up your children's room, likewise your kitchen in any of our showroom. You can practically set up the house. Like we used to say; from 'cradle to bed', we have products that would take care of a child from pregnancy like the pregnancy pillows that take care of the mothers before even the baby is born. Aside the breastfeeding pillows, we also have breastfeeding covers that ensure that the mother is constantly providing what is required for the child. So we have quite a number of these kinds of products. Let's look at the market for breastfeeding covers for instance, it has been said that five million babies are born annually in Nigeria. If we just have one percent, just one percent of that five million babies, you can imagine how huge that is. If we do that annually, it is a lot of income/revenue generation to the company. And then we also pride ourselves with fact that we know what the government is saying, we propagate government programmes. The government is saying breastfeeding is the way to go; rather than just mainly feeding the babies with cow milk, you feed them with natural milk to make them better children of the society. So that is all we are doing. There is a market, Nigeria is a huge market, a market of about 170 million is a huge market. Let's also look at the kids and youth segments of the market. In many cases, these are the people that influence

the buying decision. An aged person would probably buy a mattress, most times we find out that most of us probably don't buy more than three, four mattresses in our life time, the rest of the mattresses you probably would be buying will be for your kids, they are the ones that demand some particular kinds of mattresses they can use and other foam products that will give them maximum comfort as they grow. They demand same as adolescents, teenagers and youths before they now begin to put together their own family and also begin to change the type of mattresses, chairs, lifestyle foam products they use and then the chain continues.

VN: You are a conglomerate with so many subsidiaries including internalisation in Sierra Leone and Ghana. One of the challenges that come with size is the integration of persons and processes. How are you coping?

MD: Well, thank you very much. I must say to you, it's a major task to integrate people in an environment that is different especially as they go from one country to the other. But for us, how we been able to manage it is that, we take our key personnel to such countries as expatriates and they set the business rolling. They already have the Vitafoam business culture and so they go there to lead the team with the locals. That is how we been able to replicate Vitafoam in Ghana and Vitafoam in Sierra Leone. Because we usually start up with expatriates from Nigeria, the best of our hands are taken to such places to be able to start it up and it has worked pretty well for us. Occasionally we have challenges with the locals, of course, labour law differs from one country to the other so it is for you to acquaint yourself with the labour law of any particular country you are operating in and ensuring that you operate within the law. That has helped us pretty well, we have been able to handle a lot of those people and principally teething issues. For example in some climates, once they've worked till 12 noon, they are just satisfy with whatever they have done and for some other climates, once they've worked till 3pm or 4pm, it's just okay for them but in our own climate, hardly would you even know that you've closed for the day by 5pm.

VN: We would have loved to stop it here but would like to ask one final question before we go. There was a time you told Vitaneews that one of

the things you love doing during your leisure time is to bake. The question now is, with your added responsibilities as the Managing Director, do you still have time for baking?

MD: Well, truth be told, I hardly have time to bake anymore, it is not because I do not enjoy that leisure or that I cannot have that leisure still but age has also taken some things away. If I bake now, what size of the cake can I bite. So that has affected my leisure in that area but then that has been occupied with some other leisure. For instance now, my leisure is spent on reading books because that is what would help my office, so I now rather would read than bake but one thing I still enjoy doing very well is the fact that I do take pleasure in going to the fish market. I like sea food. So I go to the market when I am available to buy myself some fresh fish because I don't like eating frozen fish, I'd rather go to buy the fresh one and cook it and then give myself some pleasure around it, have fun with my family and that would be it.

VN: Thank you sir for giving us your time.

MD: You are welcome.



Pre-AGM Cocktail







Vitafoam donates 800 laboratory c



In what could be seen as a perfect gift and a noble cause for other organisations to emulate, Vitafoam Nigeria Plc has donated 800 laboratory coats to students of the faculty of pharmacy, University of Benin (UNIBEN) for their use when the management of the company paid a courtesy visit to the faculty recently.

Pouring encomiums on the company for the exemplary gesture, the students were seen displaying their white coats with the Vitafoam logo embossed on them.

Receiving the coats, the Dean, faculty of pharmacy, prof. John Akerle, commended the company for the gesture, saying: "Pharmacy in UNIBEN is a professional course





Coats to UNIBEN



requiring six years to complete (PHARM D), and we the staffs and students say a big thank you for your Kind gesture; we hope to continue to foster this healthy relationship between the faculty and your company.”

The Regional Sales Manager, Vitafoam, Ayodele Olibamoyo, explained why the faculty of

Pharmacy was chosen out of other departments in the university. “Vitafoam helps to create a comfort zone for humanity hence we decided to reward a profession that also help optimize the comfort of humanity. So, Pharmacy was chosen. The profession has helped many lead a better healthy life, not to talk of the additional benefit of the

Doctor of Pharmacy programme here in UNIBEN.”

Commenting on the gift of the laboratory coats, a 400 level student of the faculty, Augustine Aiyebo, thanked the company and hailed the past president for fulfilling his promises to Pharmacy students to achieve their academic goal.





7 Key Risks All Businesses Should Manage

(But Often Don't)

Risk is inherent in doing business. The best way to fail is never to take any risks.

But there are two kinds of risks: the kind you take consciously to move your company forward, and the kind that sneak up on you and pounce when you're not looking. The latter are the kind companies must actively manage to avoid being wiped out. When it comes to managing risks, many companies prepare for natural disasters, fire, or maybe theft prevention (even though many small ones don't even do that), but I think there are bigger risks companies of all sizes should manage. If you have a plan for what to do in case of physical emergency, you should also plan for:

Risk from competition

We've all heard stories of a company being taken down because they weren't paying attention to competitors, or because they didn't take competition seriously. Blockbuster Video comes to mind; they didn't see Netflix as a serious competitor, and they were wiped out because of it. It's important to monitor competitors bringing new products into the market, replacements to your offering, competition that is cheaper, better, etc.

Market risks

As we all know, nothing is "too big to fail" any more. Companies need to pay attention to market risks, remembering that their market could collapse, the demand could go down, or a new technology could completely change the playing field.

Talent risk

In my opinion, far too few companies put enough emphasis on nurturing their tal-

ent pool. The failure to recruit and retain talented and skilled people is a huge risk, especially in fast-moving fields like IT, big data, research and development, etc.

IT risks

Technology risks fall into two categories. The first is the risk of not keeping up with developments — not staying up to date with new technologies, not reaching consumers where they want to be. The second is in physical technology failure, such as website or server failure, major system failures, etc. Companies should have backup plans for every major technology system they operate.

Financial risks

What would happen if your biggest client disappears tomorrow? The consistency of your cash flow dictates how nimble you should be with your outflow. The biggest risks here are especially around cash flow management, but also ensuring adequate funding, revenues, planning for profits, and so on.

Innovation risks

There's something to be said for the "classics," but many industries have found themselves floundering in the face of innovation. The music and entertainment industries are still trying to play catch-up with the digital revolution. The risk here is failure to innovate the product or service your business is offering.

Relationship risks

Partnerships are vital to good business strategy, but what happens when your main

partnership goes south? Do you have a backup plan? The risk here lies especially with key relationships with critical partners, suppliers, and distributors.

Reputation risk

In the Internet age, your reputation moves at the speed of Twitter, Facebook, and other social media. It takes far less time to destroy a reputation than to build one. How will you manage the risk of losing your good reputation?

It is important for companies to actively monitor these risks, but more importantly, to take steps to manage them. For each risk you identify in your business, ask yourself:

How likely is this to occur? You can rate each risk and assign priority to its management. How can I manage this risk? With insurance, company policy, or resources? What will you do if this thing happens? How can I prevent this risk? You might invest in employee training, background checks, safety checks, equipment maintenance, and maintenance of the physical premises, additional resources, new policies, or even new employee positions. Like making a will or taking out life insurance, taking a hard look at the risks in your business is rarely pleasant, but it's an important step in building a solid foundation for a business that's not likely to be rocked by the waves of uncertainty.

-Samuel Abatan



VITAFOAM ORANGE MOMENT OWERRI



Roadshow

ROADSHOW/CUSTOMER ENGAGEMENT



ROADSHOW/CUSTOMER ENGAGEMENT



ORANGE MOMENTS OFA



ORANGE CARPET



CROSS-SECTION



ENGAGEMENT



PRODUCT KNOWLEDGE/ENGAGEMENT/SALES



VITAFOAM ORANGE MOMENT ENUGU



Orange Moment Sofa

ORANGE CARPET



CROSS-SECTION



ENGAGEMENT



ENGAGEMENT



MOBILE COMFORT CENTRE TRUCK



PRODUCT KNOWLEDGE/ENGAGEMENT/SALES



Vitafoam: A year of manufacturing operations in Sierra Leone

Vitafoam Sierra Leone Limited was incorporated in August 2008 with its registered office at 11 Howe Street, Freetown, Sierra Leone.

The Vitafoam group, in response to a call for private sector's participation in the development of the manufacturing sector of the economy of Sierra Leone, took a bold decision to set-up a foam manufacturing plant in the country where mattresses of varied resilience and hardness can be made available nationwide and to neighbouring countries of Liberia and Guinea.

Vitafoam SL Ltd commenced commercial trading in November 2010 with imported products from the parent Company in Nigeria thereby introducing high quality products, widely accepted by all but less competitive due to very high cost of transporting light-weight foam products and lack of dedicated vessels to move products across West Africa. Shipped products from Nigeria usually sail through Europe before coming to Sierra Leone with a transit time of not less than six weeks.

In 2012, the Company embarked on Factory construction with support from International Finance Corporation (IFC). The investment was described as the first IFC's post-conflict financing in manufacturing project in Sierra Leone since civil war ended a decade ago.

The entry of the Vitafoam group into Sierra Leone has since been creating direct jobs in an economy where youth unemployment is a major issue. It has also created indirect employment through wholesale and retail outlets.

Vitafoam Sierra Leone Ltd commenced production operation in July 2014 with the introduction of mattresses in various grades and fibre pillows from its state of the art factory at Old Waterloo Road, Hastings Village, Freetown, Sierra Leone.

Our goal is to redefine and set standard for foam business in Sierra Leone and neighbouring countries by producing and marketing the ideal foam products and educating the target market on health implications of using imported second-hand mattresses.

Ebola Outbreak in Sierra Leone

Sierra Leone, the country recently described as recovering from the social and economic disruption of a decade of civil war had its recovery plummeted due to outbreak of Ebola in the country in May 2014.

As at the end of July 2015, the country had recorded 8,695 confirmed cases of Ebola with a total of 3,585 deaths as updated and published by Ministry of Health and Sanitation. The deadly disease affected public health infrastructure, went beyond the country's collective capacity and attracted global attention. The impacts are as dire and as devastating; affecting the economy and social fabric of a country recently applauded for its economic growth.

Cheering is the news that the country is winning the war against Ebola as total confirmed cases are just two (2) and one transmission chain as 2nd week of August 2015. His Excellency Dr Ernest Bai Koroma, President of the Republic of Sierra Leone in his address to the nation on 6th August, 2015 announced eased restrictions on public meetings and gatherings, sporting, market and general activities with caution that the populace should adhere to all Ebola Prevention Protocols, including temperature screening of employees and customers, hand-washing and prevention of overcrowding.

Vitafoam response to Ebola outbreak

Aside from collective response to Ebola through Sierra Leone Association of Manufacturers (SLAM) and Nigeria Business Community coordinated by Nigeria High Commission, Vitafoam

donated mattresses and pillows to the Ministry of Health and Sanitation and partnered with notable NGOs by selling Vitafoam products at discounted rate in support of fight against Ebola.

Also, with support from Vitafoam Nigeria Plc, the Company provided for factory and sales outlets' use, necessary materials and equipment such as infrared thermometers, auto hand wash, sanitizers and chlorinated water for staff and visitors to ensure that factory workers are safe from contacting Ebola.

As Ebola ravaged the country, many businesses had to shut down and many relocated from the country. It is good to note that Vitafoam did not record a single case of Ebola and remains in operation throughout the trying time.

In conclusion, the investment in Sierra Leone is yielding positive results with commencement of manufacturing operations in Sierra Leone which has recorded so many value additions with significant ones being growth in turnover of over 300% as compared with preceding year's result and commercial presence in all the major cities across Sierra Leone within the first year of operation. Vitafoam presently trades actively in Freetown, Bo, Kenema, Makeni, Kono, Lungi and Kambia.

Vitafoam's recent admission under the ECOWAS trade Liberalisation Scheme (ETLS) means that export of Vitafoam products to neighbouring countries of Liberia and Guinea should resume as soon as Ebola is rooted out of the sub region.

Vitafoam!!!! – the fine art of living.

Ola Ogunfeyitimi

CEO, Vitafoam Sierra Leone Ltd.



SIERRA LEONE FACTORY



Administrative Complex and Clinic



Automatic Fire Fighting Pump within the Factory



Trade Liberalisation Scheme National Approval Committee's Visit To Vitafoam Factory



Vitafoam Staff Sierra Leone



World Bank Visit To The Factory In June 2015



Quilting Section



Conversion Section





Batch Foaming Section



Stacked Foam Blocks



Staff Canteen And Staff Utility/Cloak Room Within The Factory



Delivery Trucks



New Outlet In Diamond Rich Kono



Mattresses for NGOs in support of Ebola fight





NEW SANDWICH PANEL PRODUCTION PLANT ACQUISITION FOR VITAPUR



itapur Nigeria limited (a subsidiary of Vitafoam Nigeria PLC) the number one rigid polyurethane products manufacturer has just acquired a new state-of-the art Sandwich panel production line. This European manufactured 2+2 Sandwich polyurethane panel production line has been fully commissioned and presently in use.

The newly acquired Sandwich polyurethane panel production line can produce a length of 14.7m with varying thicknesses (40mm to 150mm) and Widths of panels which can be produce range from 100 mm to 1200 mm; thus making it the first of its kind in West Africa.

As part of its expansion drive and market-leading advantage, the newly acquire production line has an installed capacity of 1,350Sqm/day in addition to the previous plant which has a capacity of 300Sqm/day thus total production capacity of Sandwich panels is 1,650Sqm/day.

The new production line is being used to produce Sandwich Polyurethane panels for Walls, Ceilings, Roofs and Floor applications with an additional offering of a Fire-rated product. The same production line can also be used for ISO-

board (Insulation boards) production.

Vitapur Nigeria limited is also the only company in Nigeria that offers these various interlocking systems which are Camlock, PVC and Tongue & Groove also known as the Male & Female.

Vitapur's sandwich polyurethane panels come as plain or ribbed. Customized length and width can be produced according to client's specification because of the versatility of this new production line. We also produce Doors (Swing or Sliding) to fit. Vitapur stands out as your one-stop-shop providing necessary accessories like Strip curtains, U-channels and relevant installation accessories.

Vitapur Sandwich panels can be used for pre-fabricated structures, constructing cold rooms, equipment shelters, wall cladding, quick shelter deployment, office partitioning, shopping malls, drop temp ceilings etc.

With our years of experience, we also offer professional advice at no additional cost to our clients.





Surveillance Skills For Effective Security Operations

The word surveillance is French word which means 'watching over'. It's one of the most effective security tools for ensuring the protection of assets through the use of security proactive measure that ensures the detection of threats and prevention of threats. This write up, intends to broaden the security knowledge of the reader, as it relates to the use of surveillance in achieving security objectives in private security operations.

Surveillance: Surveillance is the act of observing either covertly or overtly persons, places and things for the purpose of obtaining information that would lead to the prevention or detection of crime. Surveillance involves watching either by personal observation or by technical means.

Surveillant: This is the person conducting the surveillance operations.

Subject: This is any person that is under surveillance.

Types Of Surveillance

- ▮ **Covert Surveillance Operation:** This refers to surveillance operation conducted in secret without the knowledge of those being observed. A surveillant must blend into the surroundings or the environment effectively for the success of the operation. This type of surveillance operation is usually conducted in cases involving marital strife, fraud, investigation in case of promotion and suspicion of involvement of any one in criminal activity, etc. It must be noted that this form of surveillance activity violates privacy rights and may lead to litigation.
- ▮ **Overt Surveillance:** This is a security surveillance operation that is carried out in the open i.e., Patrol, Sweeping of an area to ensure no threat to VIP. This type of surveillance has a deterrent value.
- ▮ **Human Operative:** These are surveillance activity carried out by individuals or teams of operatives. Ways employed are either by 'tailing' or 'shadowing'.
- ▮ **Electronic Operations:** This involves the use of electronic technical means to observe a person, place or things.

The following devices are usually deployed during surveillance operations, CCTV systems, use of bugging devices, tracking device, portable telescope or a pair of binoculars, digital still camera and mobile phone for communication and in extreme cases space satellite are deployed for this purpose.. During the surveillance operation using electronic/technical means, it should be noted that the operators or surveillant could be well out of sight even if the equipment is clearly visible. It should be noted that this type of surveillance can be covert or overt in nature and the method employed can either be mobile or static.

Methods Of Surveillance

The various methods deployed for surveillance activities include;

- ▮ **Tailing-** In this method, the subject is not aware that surveillance is being conducted on him/ her.
- ▮ **Shadowing-** The subject being watched is aware of the surveillance activity.
- ▮ **Static Surveillance-** observation from a fixed point either located in a room or in a parked van that are specially equipped for surveillance purpose.
- ▮ **Mobile Surveillance-** This involves moving around with the subject either by car, foot or even by means of helicopter, or in extreme cases space satellite.

Qualities Of A Surveillant

A surveillant is a person that conducts surveillance operations or is involved in surveillance duty. It is very important that any one involved in this forms of operations must possess the following qualities;

- ▮ Must be bold
- ▮ A good Observer
- ▮ Must be Resourceful, Versatile and Quick thinking
- ▮ Must have perseverance
- ▮ Must have Surveillance training and ability to assume two covers.
- ▮ Must be at Alert at all times
- ▮ Must be fluent and Quick talking
- ▮ He must be average in size, build and general appearance.(must appear simple).

- ▮ Must have the appearance of minding only his own business and must not display interest in other people's business including the subject of the surveillance.

How To Survey A Place

Before conducting a surveillance of a place, a careful survey of the surrounding must be conducted. The character of the neighbourhood, residents and transients should be noted, before an observation point can be selected. For example;

- ▮ A room in a nearby house.
- ▮ Stay out door, but posing as a labourer, vendor, beggar or posing as an employee of the building.
- ▮ Auto surveillance.

Surveillance Of An Individual

This is known as tailing, shadowing or following. In order to succeed a surveillant must follow these steps.

- ▮ A complete description of the subject must be obtained.
- ▮ The subject's habit must be known.
- ▮ The surveillant must blend into the environment of the subject.
- ▮ The comportment of the surveillant must fit the neighbourhood standards.
- ▮ Must be familiar with the neighbourhood, transport pattern and pedestrian routes.

Report On Surveillance Activities

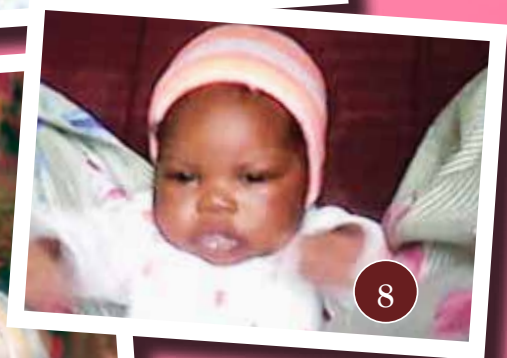
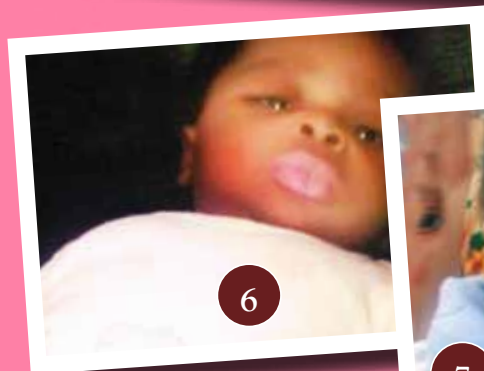
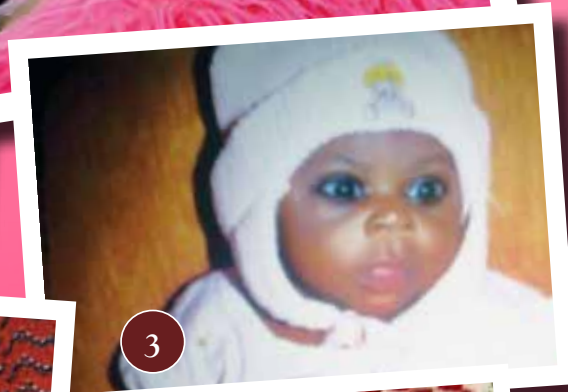
All the information gathered about the surveillance operation must be recorded in a log-book. This must include all the activities taking place, time of arrival and departure which must include dates. In the absence of photograph, a detailed description of the person, place and object must be written down. Also, the addresses, type of vehicles used and plate numbers of vehicles used, must be noted in the log book daily, to enable the surveillant collate enough information for the final report on surveillance operation.

- Dele Daniel

BIRTHDAYS



New Births



1.....
2.....
3.....

4 Judith James , daughter of Mrs. Angal James from Jos factory . she was born on March 7, 2015

5 Justice Sini , Son of Mr. Vandi Sini from Jos Factory . He was born on May 5, 2015

6 Prince- chuka Onwudinjo . Born on March 24, 2015

7 Sele Pius Pwajok . Born on March 2, 2015 to Mr. & Mrs. Pius & Rose Pwajok from Jos Factory

8.....



Keep Communication Simple

Over the past few months, the concepts of stripping my life off clutter have been parading my mind. I saw a make-up on a lady and I was like, really?! This is too heavy. It threw up joggles in me. In my head, I imagined the difference if she had it light. She would have been more adorable. For many people, there is a drive to hold on to many things. Some of greed unconsciously nurtured. The habit of amassing and acquiring until they become choky. I could imagine if the cloud is cluttered with many things. See what the social media has done to communication. See what mobile phones did to big box phones. See what smart phones did to computers. Not only the vehicles of communications are getting simplified, even the message.

I came across Don Miguel Ruiz 'The Four Agreements' the other day and it strongly resonated with this desire to pare back; to simplify; to become more real as a participant in this world and begin operating in a more authentic way. With these 4 simple tenets, we could literally change the way we as humans operate in this world.

1. "Be Impeccable with your Word: Speak with integrity: Say only what you mean. Avoid using word to speak against yourself or to gossip about others. Use the power of your Word in the direction of

truth and love" Around here in our clime, we say 'many words cannot fill a basket, many words bring to question integrity'. Have you tied up yourself before with your eloquence? You say many things that you can't remember what you said actually. The irony is, from your plenty words, it's only the relevant ones your listener is picking. Why don't you keep your head clear of too any things. Articulate your thought and ensure you keep focus.

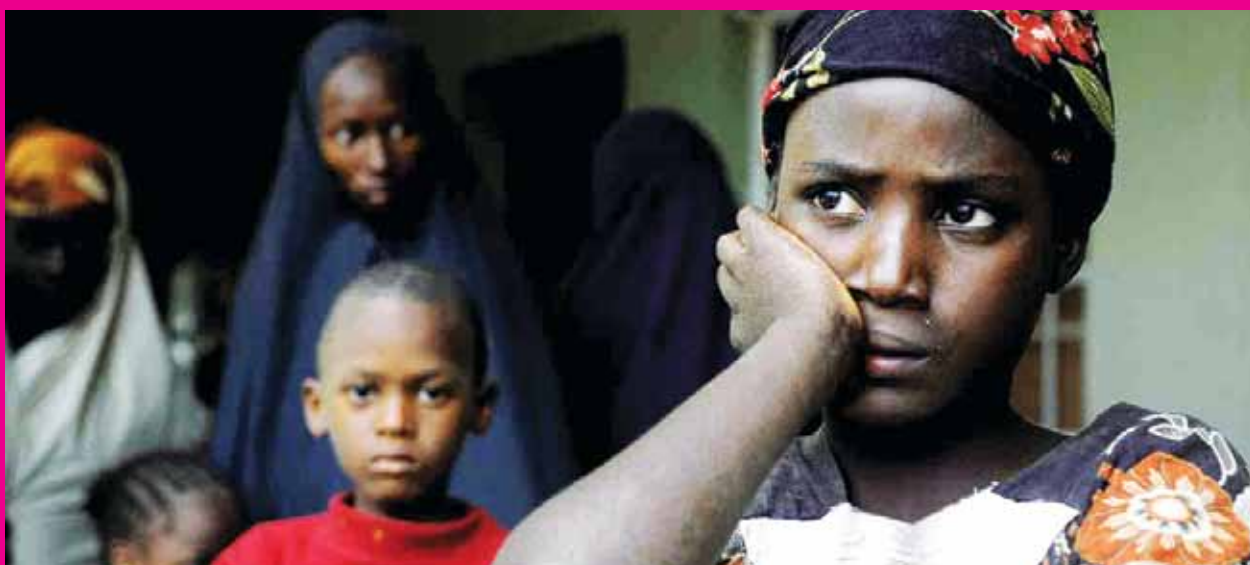
2. Don't Take Anything Too Personally": Nothing others do is because of you. What others say and do is a projection of their own reality, their own dream. When you are immune to the opinions and actions of others, you won't be the victim of needless suffering. People have the right to say as much as they want to say. You have the right to sieve through and pick what is needful or best for you. Words are really powerful. You must build your imaginary defense. You must also build your filtering mechanism. Someone said, most times, our words hide what we actually mean. In other words, look out for the substance of what has been said. That's all you need. Try and understand the limitations of the speaker.

3. Don't Make Assumptions: Find the courage to ask questions and to express what you really want: Com-

municate with others as clearly as you can to avoid misunderstandings, sadness and drama. With just this one agreement, you can completely transform your life. You know for lack of better words we use available vocabularies sometimes. Be sure what has been said is what was meant. It's pretty good to help the speaker narrow down to the very essential details. He might not have meant it when he said firing you would be his joy. It could just be a jab or a joke. So if you go fussing about it, you bring needless sadness to yourself.

4. Always Do Your Best: Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick. Under any circumstance, simply do your best, avoid self-judgment, self-abuse, and regret. In you, you know when you are doing your best and when you are not. When you give your best, you will feel justified. Stephen Covey said seek first to understand and then to be understood. Don't force yourself on people. Be sure they know what you mean. Encourage people to critic you or seek clarifications. Albert Einstein also said, if you can't explain simply, you don't understand it enough.

Vitafoam donates foams to victims of Boko Haram



A part of its Corporate Social Responsibilities (CSR) initiatives, Vitafoam Nigeria Plc has brought succor to some victims of insurgents, Boko Haram by donating 100 luxurious mattresses and 100 pillows to the internally Displaced People (IDPs) in Borno State through a Non-Governmental Organization (NGO) The Oasis Association.

Explaining the rationale behind the donation, Vitafoam's Group Managing Director, Mr. Taiwo Adeniyi stated that the donation of mattresses and pillows will in a way alleviate the sufferings of the people displaced by the insurgents, called Boko Haram.

According to him, the donation is Vitafoam's way of giving back to the society. "Oasis contacted us to partner with us by assisting in this regard. We believe that we are just contributing our part. We have

been supporting victims of many disasters over the years and we have consistently spent millions of Naira annually. The significance of our donation of mattresses and pillows is better appreciated against the essence of comfortable sleep as a necessary condition for thinking better. As a good corporate citizen, we shall continue to support the needy", he said.

Adeniyi noted that Vitafoam's operation in the Northern part of the country has been affected by the activities of Boko Haram thus leading to some loss of revenues. He however explained that government alone could not address the level of destruction caused by the insurgents and called on other corporate bodies to assist the Internally Displaced Peoples without further delay. He thanked Borno State government for giving Vitafoam an opportunity to assist the Victims.

Students Excursion



Supreme Students taking instructions from Tour Instructor



Supreme Education School Students



Students arriving for excursion



Jextoban School Presented an Award to Vitafoam



Pupils of Supreme Education School, Magodo donating Vitafoam Smart Kids T-Shirts



Covenant University Students



Darman Schools



Baptist Model High School



Covenant University Students at the Block Store



Covenant University Student at the Laboratory

OTHER CSRs



Knowledge Sharing Session



JCC on Health



Cash support to a deceased contract employee's spouse and son



Sponsored Team Vitafoam at NECA Annual Retreat - (DG, NECA, 2nd right standing)



Caleb Leo Ajuonu receives Scholarship From Vitafoam



GHHR, Akin Oladiman poses with Team THT at NECA annual Retreat



Vitafoam Staff at the May Day rally

HUMOUR

Driver, Have We Gotten to Benin?

An old woman boarded a bus going to Lagos from Calabar and told the driver to let her know when they arrive Benin. The driver nodded. After several hours of driving, the old woman asked, "Driver, have we gotten to Benin?" "Ooooh!!" The driver exclaimed, "Madam, we passed Benin 4 hours ago!" The woman cried aloud, "I want you to turn this vehicle back to Benin or else!" Hesitantly and out of respect for the old woman, everybody in the vehicle convinced the driver to go back to Benin. When they got to Benin, the driver came down, opened the door of the bus and told the woman they had arrived in Benin. The woman simply opened her handbag, brought out a pack of paracetamol drugs, removed two tablets and swallowed them with a cup of water. She smiled and said, "My daughter said I should take two tablets of panadol when I get to Benin"



DRINKS PALAVA

Yoruba lady sat together with three white guys at Sheraton Goodies Bar in Lagos waiting to be served. The barman came over to take their orders. The British guy says "Johnny Walker single". The American guy says "Jack Daniels single". The French guy says "Remmy Martins single". The barman finally turned to the lady asking and you, madam? She replied "Kafayat Abeke married".

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'"

THE SILVER GRAVY LADLE.

During the meal, his mother can't help but notice how beautiful John's roommate Sarah is. Then, over the course of the evening, while watching the two interact, she starts to wonder if there is more between John and Sarah than meets the eye. Reading his mom's thoughts, John pulls his mother aside and says, "I know what you must be thinking, but I assure you, Sarah and I are just roommates."

About a week later, Sarah says to John, "Ever since your mother came to dinner, I've been unable to find the silver gravy ladle. You don't suppose she took it, do you?"

John says, "Well, I doubt it, but I'll write her an email, just to be sure." So he sits down at his computer and writes: "Dear Mother, I'm not saying you *did* take a gravy ladle from my house, and I'm not saying you *did not* take a gravy ladle. But the fact remains, one has been missing ever since you were here for dinner." Later that day, John receives an email from his mother that reads: "Dear Son, I'm not saying that you *do* sleep with Sarah, and I'm not saying that you *do not* sleep with Sarah. But the fact remains that if she was sleeping in her own bed, she would have found the gravy ladle by now. Love, Mom."

CHURCH WEDDING

At a Wedding in a Church, the Pastor said to the Congregation; Is there any Man or Woman here who knows anything that will make this wedding not to go on?. You may say it now or forever remain silent. Akpos quickly stood up at the back and started walking towards the altar. The bride fainted, the groom ran out of the church. The pastor gave Akpos the microphone to say what he want to say. Akpos said; Pastor, please show me the way to the toilet, I want to shit.

I AM NOT STUPID!!!

A girl was with her father when she saw her boyfriend coming

GIRL: Have you come to collect your book titled "DADDY IS AT HOME?" by Ngozi Okafor

BOY: No, I want that your hymns book called "WHERE SHOULD I WAIT FOR YOU?"

GIRL: I don't have that one but maybe you should take the other one titled "UNDER THE MANGO TREE" by Chimamanda Adichie

BOY: Fine, but don't forget to bring "I WILL CALL YOU IN 5 MINUTES" while coming to school

GIRL: I will also bring you a new one too titled "I WON'T LET YOU DOWN" by Chinua Achebe

Then;

DAD: Those books are too many, will he read them all

GIRL: Yes dad, he is very smart & intelligent

DAD: Okay don't forget to give him the one on the table titled "I AM NOT STUPID, I UNDERSTOOD EVERYTHING YOU'VE BEEN SAYING" by Shakespeare! And also the one on the dining table titled "IF YOU GET PREGNANT PREPARE TO GET MARRIED"

by Wole Soyinka



Vitapur Sponsors Archibuilt exhibition



This year's Archibuilt exhibition themed "Solutions for everyday living Part 2" organized by the Nigerian Institute of Architects was held at the Sheraton hotels, Abuja and co-sponsored by Vitapur Nigeria limited (a subsidiary of Vitafoam Nigeria Plc).

Vitapur Nigeria limited made Presentations of its capabilities to delegates during a Product presentation session for two consecutive days. We also exhibited from 17th - 21st August 2015.

Vitapur Nigeria Limited (a subsidiary of Vitafoam Nigeria Plc) is an insulation manufacturing company, a Nigerian owned company established to carry out business in Nigeria. The company specializes in PUR (Polyurethane Rigid) foam products. Our products and services include:

- ▮ Prefabricated structures using Dry construction
- ▮ Sandwich Panels (Wall, Floor and Roof)
- ▮ Insulation Board (ISOboards)
- ▮ Spray Foam
- ▮ Pre-cut Pipe Sections and
- ▮ Chemical systems

Vitapur Sandwich panels can be used for constructing cold rooms, equipment shelters, wall cladding, quick shelter deployment, office partitioning, shopping malls, drop temp ceilings etc. Vitapur Polyurethane Rigid Insulation board comes in various facing depending on intended application. These Insulation boards can be used as wall, floor and roof insulation. For new buildings, boards are usually used over the purlin before the roofing sheets while Vitapur spray foam application is preferred for existing roofs. Vitapur Pre-cut pipe sections can be used for Service pipe lines, Process pipe lines and tanks insulation. The insulation can be done using either pre-cut pipe sections or on-site spray foam techniques.

As part of its expansion drive, Vitapur just acquired a new state-of-the-art Sandwich panel production line. With its in-house trained personnel, state-of-the-art equipment and strategic technical partners, Vitapur provides a cost effective manufactured product.

The newly acquired state-of-the-art Sandwich panel production line, can produce a maximum length of 14.7m with varying thicknesses; the first of its kind in West Africa.

PREFABRICATED BUILDINGS

Prefabricated buildings comprise of several factory built components or structures, transported to the desired location and then assembled at the site into the finished buildings. This greatly reduces construction time, cost and improves project productivity, making you more competitive in the market and ultimately generating greater ROI, making it a smart choice for building.

Today, prefabricated buildings are more than

just temporary buildings, and with the emergence of new technologies and construction practices, we have the ability to utilize these strategies to create innovative and quality buildings, while also improving construction productivity.

Applications

There are countless applications of prefabricated building solutions worldwide- from permanent housing in both remote and urban locations, to retail space solutions and health facilities, to industrial site offices and special event requirements.

Applications Include;

- ▮ Offices
- ▮ Health facilities
- ▮ Residences
- ▮ Schools and campus buildings
- ▮ Manufacturing buildings
- ▮ Warehouses etc

Vitapur Prefabricated Housing Units

Vitapur Nigeria Limited is the leading manufacturer of high quality polyurethane prefabricated buildings in Nigeria.

Our superior prefabricated buildings are as durable as traditional buildings and combine good design with modern high performance components and quality controlled manufacturing procedures.

They can be built as large single floor or multi-story complexes, all designed, developed, built and installed within a very short span of time, providing the benefits of creating superior buildings while saving cost, time and waste.

Whether you need to build houses, school, hospitals, offices or any other facilities, we can supply everything you need within a matter of days, providing you with a competitive market advantage and helping you meet and exceed construction challenges and create

Advantages of Prefab Housing Units

1. Increased Cost Efficiency

- Site preparation can occur in parallel to building manufacturing saving time and money.
- Materials are protected from exposure to the elements during construction.
- There are less wasted materials than in site-built construction and less theft of material/equipment
- Reduced purchase and installation cost ultimately decrease the project budget.
- Low site overheads due to less time on site and reduced labor costs.
- Faster time to occupation leads to faster income generation.
- Lighter weight
- ▮ Less foundations required
- ▮ Less transport cost of materials

- Low Energy Consumption and maintenance costs
- Lower financing costs because of speed of construction

2. Increased Time Efficiency

- Can be completed in roughly 3/4 the time of traditional buildings and can reduce project schedules by a month or more.
- The core buildings are manufactured in the factory, while onsite engineers' deal with civil and foundation needs leading to faster installation times.
- Increase in build speed leads to less time spent on site, faster project completion and reduces business disruptions.
- Reduces delays in construction experienced with scheduling multiple trades
- Installation of building services and finishes can be done immediately.
- Work is not affected by weather delays,
- Prefabrication allows for year-round construction;

3. High performance quality buildings

- The mechanization used for our prefabricated construction guarantees consistent quality of buildings and components
- Ensures precise conformity to building code standards and greater quality assurance.
- They are as strong and durable as traditional buildings
- They can withstand extreme weather conditions.
- They have high thermal and acoustic efficiency

4. Flexibility

- Flexibility of our production process permits a high degree of customization, at an affordable cost, providing you with a competitive market advantage and quick and accurate production based on your needs and requirements
- Vitapur prefab buildings allow for future growth and mobility and are expandable to accommodate your future requirements

4. Increased Site Safety and Waste reduction

- Worker safety and comfort level are higher than in site-built construction
- There is a reduction in on site accidents.
- Vitapur Prefabricated housing units eliminate significant amounts of construction waste and can reduce site waste by 15% or more.
- They reduce the overall environmental impact of construction

The Vitapur Advantage

The inherent adaptability and durability of Vitapur's prefabricated building units means that we can develop buildings to fulfill the needs of even the most demanding or obscure applications, creating functional buildings that are time and cost efficient, durable, adaptable and sustainable.



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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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