



Vitafoam/ News

The House Journal of **VITAFOAM NIGERIA PLC**
VOL. 17 NO. 1 2019



VITAFOAM *Celebrates* FIRST BABY OF THE YEAR 2019

ANNUAL
GENERAL
MEETING

WORLD
SLEEP
DAY
2018

MANAGEMENT
CONFERENCE

SALES
CONFERENCE



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A modern bedroom interior with a large bed, a chandelier, and a large window. The room is decorated with a large painting of pink flowers on the wall and a chandelier made of many small, round, metallic discs. The overall color scheme is a mix of purple, orange, and white.

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EDITOR'S NOTE

Welcome to this edition of Vitaneews. It has been some time of silence. Never mind. We are back and for good. So, we are happy that you have a copy of the Vitaneews in your hand or on your screen if you have the electronic version.

The cover story is the First Baby of The Year Event. You will enjoy reading it. You know it has been a long standing custom of Vitafoam to celebrate the very first three babies of the Year. As you know, your Great Brand, Vitafoam cares from Cradle. Enjoy the colourful pictures.

We presume people are very busy and get easily bored with much prints these days. So, in this edition, we have loads of pictures to tell the story of our activities in the year. There are pockets of exciting events in the period. Our CSR activities are grand and you should give 'thumbs up'. Worthy of mention here is the Polyurethane Lab donated to the Central Laboratory in the University of Lagos. That's huge, epic and history making. Did someone say we are pulling our weights? Well, who else would do if we don't?

Vitafoam has come a long way in bringing comfort to the Nigerian people. Doing it better is only natural to us. So, getting students to show interest and see a viable career is a solid step in the right direction.

Enjoy reports on conferences, exhibitions and various training sessions. We have a number of articles on health and buying right. You should not miss the interesting piece on how your handwriting can mirror your person. I silently said thank God for gadgets these days! Some Long Service Awardees gave hints on the holding power of Vitafoam. You will gain some insight as you read the Testimonial of one of the longest serving members of staff.

Let me allow you to sit back and enjoy your Vitaneews.
Cheers

'Lekan Sanni
Editor-in-Chief



VITAFOAM

celebrates

**FIRST BABY OF THE
YEAR IN LAGOS**

Just as the countdown into the New Year began, the race to deliver the first baby of the year got more exciting amongst expectant mothers and indeed the hospital staff. The reason for this excitement is not far-fetched. The usual Vitafoam tradition of showering the baby with gifts as well as donations to the hospital management amidst fanfare is in the offing,

The foremost baby making factory - Lagos Island Maternity Hospital - wore a beautiful face on Tuesday, 1st January, 2019 when the management of Vitafoam Nigeria Plc, led by its Group Managing Director, Mr. Taiwo Adeniyi congregated to celebrate the birth of the first baby of the year, 2019, presenting gifts ranging from baby cots, baby mattresses, changing mats, pillows, among others to the new baby and the mother.

The baby of the year, a male child, was born to the family of Mr. & Mrs. Adegbesan weighing 3.7kg and delivered at 12.00a.m.

In his remarks, the Group Managing Director, Vitafoam Nigeria Plc, Mr. Taiwo Adeniyi said: "The Lagos Island Maternity Hospital is the baby factory of Lagos state and this is the motivation behind the choice as the venue for our annual baby of the year celebration which has lasted more than a decade. We are passionate about the welfare of new born babies and their mothers and that is why it is our first Corporate Social Responsibility of every year."

The Mother of the First Baby of the Year, Mrs. Basirat Adegbesan who wore a brilliant smile throughout the occasion expressed her joy at the sight of the gifts presented by the company. She said she was happy to have witnessed the day and it was a great surprise to her when she was

told the management and staff of Vitafoam Nigeria Plc were around to celebrate her baby who came at 12:00 am at the shout of 'Happy New Year'.

Products ranging from hospital mattresses, pillows, baby solid chairs, trendy mats and more were also donated to the hospital management. In his response, the Medical Director, Lagos Island Maternity Hospital, Dr. Muiyiwa Eniyawun thanked Vitafoam for the donation and described

the company as a manufacturer of quality products with a big heart for new babies. He noted that the other maternity products presented to the Hospital by Vitafoam will further promote good health care services rendered to the patients.

Vitafoam also extended donations to the second and third babies, a female child delivered to Mr. & Mrs Jolaifa Taiwo at 12.01am and a male child delivered to Mr & Mrs Adeleke Ojewale at 1.59am respectively.



GMD Vitafoam Presents Gifts to Mrs. Adegbesan



Mrs. Adegbesan with her Baby



Mr. & Mrs. Adegbesan & Baby Adegbesan



Vitafoam & Island Maternity Team



Medical Director, Island Maternity, Dr. Emayewun and Vitafoam Officials



Gifts were presented to the Hospital



Gifts for the Hospital



GMD, Mr. Taiwo Adeniyi & Mr. & Mrs. Adegbesan



Group Managing Director, Vitafoam Nig. Plc & Medical Director Lagos Island Maternity



2nd Baby of the Year



3rd Baby of the Year



Vitafoam Team



Product Group Manager



National Sales Manager



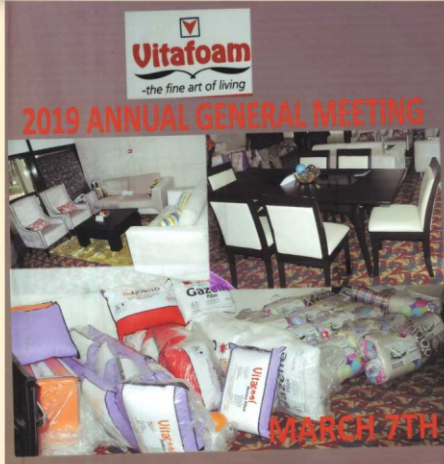
Group Head, Admin & Legal Services



Commercial Director



2019 ANNUAL GENERAL MEETING





BOARD APPOINTMENTS



Mr. Sola Owoade

(erstwhile Managing Director, Vitablom Limited)
was appointed as Commercial Director
of Vitafoam Nigeria Plc.



Mr. Joseph Alegbesogie

(erstwhile Head, Finance & Accounts)
was appointed as Finance Director,
Vitafoam Nigeria Plc.

DONATION OF POLYURETHANE LABORATORY TO THE

UNIVERSITY OF LAGOS CENTRAL LABORATORY

On the 24th of September 2018, Vitafoam Nigeria Plc. donated a Polyurethane Laboratory to the Dr. D. K Olukoya Central Research Laboratory, University of Lagos. The Vice Chancellor, Directors, Deans, Deputy Registrars, Heads of Departments, other faculty members of the University of Lagos as well as Vitafoam Executives were present at the occasion. The Group Managing Director of Vitafoam Nigeria Plc., Mr Taiwo Adeniyi in his keynote address remarked that the polyurethane Laboratory is at par with any similar polyurethane laboratories around the world. He also stated that the donation of the Laboratory is one the key Corporate Social Responsibility initiatives of the company aimed at enhancing research activities in the field of Science and Technology.

The Minister of Science and Technology, Dr. Ogbonnaya Onu, FAEng, commissioned the Polyurethane Laboratory and commended Vitafoam for the noble gesture.



The GMD- Mr. Taiwo Adeniyi delivering his keynote address



The Vice Chancellor UNILAG-Prof. Ogunbadejo delivering his welcome address.



Cross-section of guests present



Cross-section of guests present



Eng. Yemi Mofikoya leading the Minister, Management Team and invited guests on a tour of the Lab.



Mr. Adeniyi taking Dr. Onu and Prof. Ogunbadejo on a tour of Vitafoam products exhibited at the event



The Vitafoam Polyurethane Laboratory being commissioned

I was pondering over how to start this article when this happened one weekend: I just had my lunch after a long preparation. By the time I was done, I was more fagged out from the preparation than from eating. I had the choice of relaxing in the sitting room or in the bedroom (Note: sleeping immediately after a meal is bad for your health). The two rooms flashed before my eyes, there and then I decided where I would relax; I chose the bedroom. By the way, I just did some touch-up on my bedroom, so it was a natural choice.

Jack Antonoff says “when you go all over the world for work, your dream vacation is your bedroom.” First of all, you might want to ask, 'why should my bedroom be my dream vacation?' I ask; 'why not?' But your bedroom can't be your dream vacation spot if you have not conditioned it to be so. The bedroom is considered the most private of rooms in the home, and more than any other room, it is where the most important activities take place. Most major life plans are decided in the comfort of one's bedroom.

Ambience in your bedroom



Your bedroom might be neat, with the floors/tiles/rugs/carpets clean and the sheets washed, but without the proper ambience required, you still don't get it right. Ambience is simply the mood associated with a particular environment, the proper ambience in the bedroom might be tailored to influence happiness through bright colors and lighting or sensuality through dark colors and lighting and probably the use of artworks that suggest this. Achieving the proper ambience for the bedroom is an individual endeavor, tailored to

one's tastes and the functionality required from the room.

Ambience might be confused with decoration, but this is quite untrue in the manner of function. Decorating is basically an integral part of ambience creation. To achieve the ambience you require however, you must know that the bedroom is a personal area that requires no distractions and clutter. Here are some tips on how to create the right ambience in your bedroom:

- Change the old bed: Invariably, a bed is the most important part of the bedroom and therefore needs to be updated. A spacious soft bed covered with clean accessories would do the magic. For modern luxury beds and mattresses, there are many options to choose from. Of course, you don't have to break the bank for luxury with Vitafoam offerings.

- Use Neutral Colours: A bedroom need not look dazzling like the ballroom. It should invoke a sense of peace and comfort with cool, inconspicuous shades. Neutral colors are the best choices as they are soothing to the eyes and do not cause too much distraction. You can further enhance the ambience by using bedroom light with a soft and warm glow, creating a candle lit atmosphere. In essence, bedroom moodlight is a goal.

- It is not a bad idea to have electrical appliances like the television and satellite decoder and sound systems but make the audio soft. Music is great at any time in the bedroom. So

therapeutic. No Insomnia can survive in a good bedroom.

- Don't bring your office work to bed; I cannot emphasize this enough! (Make it a personal rule)

- Always remember to open the windows for fresh air once a while and change your bedding and pillows periodically.

- Keep it Simple: Too often, furniture and decorative attributes will make the space cluttered and all your labor to create a delicately soothing ambience will be lost. Modern design in most instances is about simplicity and ease rather than over-decorating. Avoid too many furniture and decorative pieces, but leave room for a few of your splendid favorites. Don't forget the flooring. Wooden or rugged floors are winners.

The advantages of doing these are numerous and vary amongst individuals, but one which is sure and common to all is that there is a great deal of increase in sleep quality.



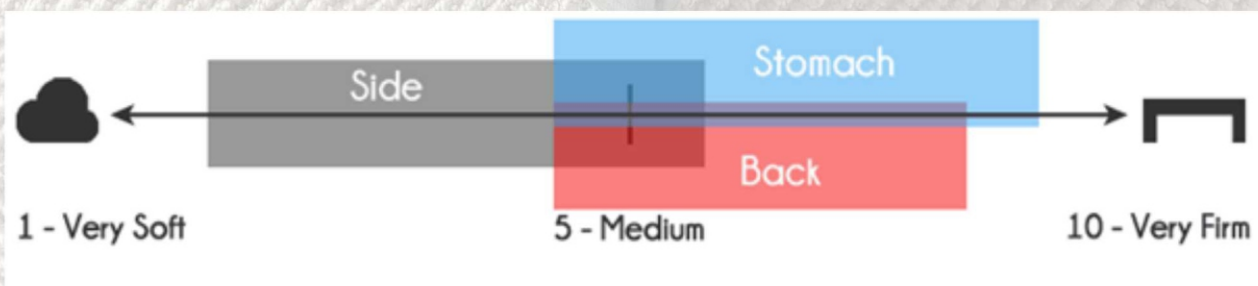
BUYING RIGHT:

A GUIDE TO PURCHASING THE MATTRESSES THAT BEST SUIT YOU

The first and most important step to take into consideration once you start valuing your sleep is the surface you sleep on. Good quality sleep is majorly boosted by a comfortable, relaxing and supportive mattress. Especially with the variety of mattress choices available, it is easier than ever to find a supportive mattress. The key is to know the kind of support your body requires. Although the level of comfort solely depends on a person's personal choice, it is good to have a narrowed down list of options healthy for you. Some of these criteria you can use in making your decision include;

- o Your preferred sleeping position
- o Your body mass index (BMI) (weight in Kg / height² in meters)
- o Your weight/weight displacement

Your preferred sleeping position



For Back Sleepers

Sleeping on your back is the most common and recommended position by doctors because the spine is most likely to be straight. Also, other body parts are not forced into any dramatic bending and flexing, so the likelihood of joint pains and future back problems are reduced.

Back sleeping requires adequate support because the overall back arches inwards towards the lower back, and then the buttocks protrude again to create a somewhat valley-like or concave shape in the lower back area. If this part of the spine is bent while laying down, eventually there will be spinal damage which can lead to all sorts of problems.

Back Sleeper Mattress Considerations

To counter the issue of a bent back throughout the night you'll need a supportive, cushioning yet not too soft sleep surface. Therefore the best mattress for your back is a mattress which has the cushioning yet springy action in its properties that provide an adequate level of orthopedic support. Alternatively, you could opt for a memory foam mattress which is also suitable for filling natural gaps in the human body shape due to its surface contouring ability.

For Side Sleepers

Side sleepers also require level support. Imagine lying down on a flat and hard surface on your side; there will be gaps between you and the surface near your neck and waist. This is not good because due to gravity the constant downwards pull and spinal misalignment will cause neck pains. Also, where your spine is misaligned (not straight) near your waist, it will eventually lead to lower back pain. So, for this type of sleep position, the best mattress for side sleepers is a soft-to-medium firm memory foam mattress. If the mattress is too firm it will still create the scenario mentioned above, whereas if it was too soft, although there will be good coverage and cushioning of the body contours, there may be a lack of proper support. Therefore a balance of medium firmness is most recommended.

Side Sleeper Mattress Considerations

A hybrid mattress which consists of multiple layers of varying density foam is also an excellent option for the side sleeper. For example, the top comfort layer could be a comfortable plush memory foam whereas the layer beneath could be slightly more supportive and dense layer of latex.

For Stomach Sleepers

Whether you like sleeping on your back, side or stomach, it's important to remember that not every mattress is recommended or can cater appropriately to those needs. For example, sleeping on your stomach puts pressure on the breasts and lungs so isn't the ideal sleeping position.

Stomach Sleeper Mattress Considerations

A latex mattress has a springy "push into you" type feel so this would be no good as it will increase the pressure on your stomach and other organs. Therefore, in this case, the best mattress for stomach sleepers would be a plush or soft memory foam mattress because of the way it can mold and contour to your body shape without being too firm and causing discomfort.

Combination Sleeping

If you are saying, "Hey, I don't fall into only one category" then you are actually part of the majority. Most people are combination sleepers. Of course, as far as a mattress is concerned combination sleepers are also the hardest to please. If you slept on your side, back, or stomach all the time you would know exactly what to look for in a mattress. So, how do you find a mattress that is comfortable for all sleeping positions? Well, it can be a challenge, but it is certainly not impossible.

When shopping for a mattress, consider your deepest sleeping position, but do not cater to it. So, if you usually sleep on your side and back, your side would be your deepest sleeping position. Side sleepers usually need a 3-inch comfort layer, but back sleepers only need about 1 inch of soft material and then firmer support underneath. So, go with something in between. If you purchased a mattress with a 3-inch comfort layer, you will likely end up with a very sore back and neck when you do sleep on your stomach.

A transition (middle) layer is a good quality to look for between the top layer and support layer. This will allow you to sink a little more, when you need it to relieve pressure, yet it will stop you from sinking so far that you end up with backaches.

High quality foams, especially latex, works great for combination sleepers. They are softer near the top, but once comprised provide a surprising amount of firm support. Innersprings, such as offset coils and pocket coils work great, too.

MANAGING DIFFICULT PEOPLE

COMPILED FROM A KNOWLEDGE SHARING SESSION DELIVERED BY LAWRENCE, SOLOMON BAMIDELE - Ag. Factory Manager - Ikeja Factory

Ever feel like you have to walk on eggshells around certain staff members?

Know any hyper-critical, intolerant individuals who live for drama in the workplace?

Do you have to work with people who act more like opera-house divas than hard-working Colleagues?

Of course you do.



The truth is, every team or organization has its share of difficult people. And while what makes an individual “difficult” varies from case to case, the effects of their abrasive behavior typically lead to:

- * Lower group morale
- * Increased internal conflict
- * Diminished productivity
- * Lower turnover

Managing difficult people is never easy. But left unaddressed, their challenging and disruptive behavior will continue. What's the best way to neutralize toxic Colleagues? In this piece, you'll learn the most common types of difficult personalities, as well as strategies for managing them to keep morale and productivity high, while reducing turnover

Ready for the rodeo?

The following contains practical ideas for effectively managing each type of difficult employee.



**TOXIC COLLEAGUES
COME IN ALL SHAPES
AND SIZES**

THE STEAMROLLER:
Steamrollers tend to be the bullies of the group. They constantly interrupt people, put down their co-workers!

ideas and minimize other people's contributions.

THE SNIPER: Snipers can take out a co-worker with a single insult – typically during a meeting or group discussion. When someone calls them on their behavior, they deflect and say things like, “I was just kidding!”

THE PEOPLE PLEASER: People pleasers might not seem like “difficult” personalities, but when someone constantly says “yes” to more work and covering for others, they eventually collapse.

THE EINSTEIN: These people are knowledgeable and they know it. Einsteins are rigid in their views, rarely open themselves to other points of view, and can often come across as arrogant.

THE NEGATIVE NANCY: These Colleagues complain that they want more work, and then they whine when you give it to them. They complain about the temperature of the office, the length of their breaks – even what they did over the weekend.

THE GHOST: Ghosts have a knack for disappearing whenever there is work to be done. They say things like, “I'd love to help with this project, but I'm just so swamped.” They may pass their work off to others or simply ignore deadlines. No matter which of these personality types you're forced to work with, you must take the proverbial “bull by the horns” to minimize the negative impact they can cause.



STEAMROLLER

Dealing with Steamrollers can be stressful because they tend to be bullies. They want to rile you up, but you can help yourself remain calm by:

- Addressing the Steamroller by name.
- Maintaining eye contact.
- Keeping your voice even, low and calm.
- To stop the steamroller, first let him vent a little of that steam (i.e., explain his issue without interrupting). Then, address him by name and

say,

- “I've listened to your side of the story, now it is my turn to speak.” If the Steamroller interrupts, remain calm and keep talking. Typically, as soon as he realizes he cannot run you over, he will change his tune.

When dealing with a Steamroller, remember:

- Discuss specific behaviors rather than their personality.
- If you observe bullying behavior, calmly and quietly interrupt the conversation and pull the bully into your office to address the issue.



Don't let the situation escalate.

- Be assertive, yet calm.
- Do not let the conversation end without a plan for resolution.

MANAGING A SNIPER

Snipers make comments during group interactions that cut other people down and nitpick every idea on the table. The best approach is to deal with the situation head-on by saying, “Do you have something to share with the group?” Most of the time, when you put him on the spot, the Sniper will quiet down.

After a disruptive incident, schedule a one-on-one meeting with the employee, making sure to use specific details so that the focus remains on identifying and changing the behavior itself.

When dealing with a Sniper, remember:

- Address specific behaviors, not personality.
- Come into one-on-one meetings with specific dates, times and examples of those behaviors.
- Explore the factors that drive the behavior.
- Explain the ways in which those behaviors impact others.



If the Sniper doesn't seem

MANAGING THESE TYPES

MANAGING A

to care about the ways he is impacting the team, he probably won't change. Work with him on a 90-day performance plan to give him an opportunity to adjust his behavior.

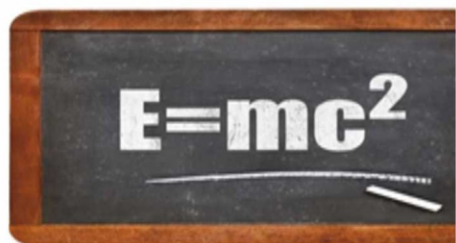
MANAGING A PEOPLE PLEASER

The People Pleaser is unique, because he genuinely wants to do a good job. He attempts to do everything that anyone asks, and he is often taken advantage of by other Colleagues. Most of the time, a People Pleaser simply doesn't know his limitations, or worse, he ignores the signs that he's taken on too much.

Getting a People Pleaser over the hump can require a bit of micromanaging. Work with him on a task list, prioritizing those projects that are essential to his job description. Revisit the list each week, and forbid him from accepting any task not assigned by you.

When dealing with a People Pleaser, remember:

- Address specific instances where their quality of work has suffered, rather than addressing his personality.
- Build trust by establishing a real relationship with him.
- Express your concerns genuinely, with a focus on his success.



s positively, and express the fact that you know his “can't say no” attitude comes from a good place.

When you keep a laser-focus on his core tasks, he will eventually learn that those are the most important. In time, he will develop the courage to turn down projects that will distract him from his goals.

MANAGING AN EINSTEIN

An Einstein is very smart and believes he is always right. He's rarely open to new ideas and tends to put others down.

Bullying behavior is part of an Einstein's repertoire; he does not back down and rarely lets things go.

The best way to neutralize his toxic personality?

Don't tell him he's wrong. Instead say, “You make a great point, but have you considered this angle? What if this or this happens?” You want the Einstein to consider alternatives. He will likely make your good idea seem like it was his own, but if you get an Einstein to open up to other points of view, you've won the battle.

- When dealing with an Einstein, remember:
- Address specific instances of behavior, not personality.
- Don't approach the conversation with a right-or-wrong attitude.
- Validate his contributions to the group and the knowledge that he brings to the table.
- Keep your focus on getting him to consider other approaches or opinions.

MANAGING A NEGATIVE NANCY

The weather is horrible. The printer is broken. There's too much to do.

For a Negative Nancy, life is one big problem after another. She doesn't care about solutions; she just wants someone to listen to her gripes.

- Frame
y o u r
concern

Acknowledge her feelings, but redirect her focus toward overcoming challenges. Say, “I understand your dilemma with this. Let's brainstorm a way to solve it.” Once you do that, you may find that the Negative Nancy suddenly has somewhere else to be. Though she may initially seem unable to resolve issues, a guided problem-solving session will often help.

When dealing with a Negative Nancy, remember:

- Focus on finding solutions to the problem she is complaining about.
- If she doesn't want to find solutions, she may not ever change.
- Once you've helped her with a problem once, encourage her to use the same tactic in the future.
- Once you've helped her with a problem once, encourage her to use the same tactic in the future.

MANAGING A GHOST

A Ghost is incredibly challenging, because he is never around when you need him.

Deal with him in an open, frank manner. Outline the specific behaviors you have observed and discuss their impact on the team. Then, address fit and alignment. If you can agree that there is a problem, a Ghost will usually self-select out and find a new position.



When dealing with a Ghost, remember:

- You may not ever be able to stop a Ghost from vanishing when things get busy
- A 90-day performance plan is a good way to encourage the Ghost to shape up or part ways with you amicably at the close of the period.
- Poor employee fit is almost always to blame.

Managing a Ghost can be a challenge, but it is important to stay focused on work quality and accountability. Establishing solid metrics and holding a Ghost's feet to the fire will either snap him back into the game, or lay the foundation for him to move on.

YOU OWE IT TO YOUR TEAM TO ADDRESS DIFFICULT BEHAVIOR

No matter what type of difficult person is derailing team success, one thing is certain:

If you do nothing to change toxic Colleagues' behaviors, they will continue.

Call out difficult Colleagues. Address their challenging behaviors. And give individuals the time, attention and resources to try and change their ways. In some cases, these people are taking out external problems on their co-workers. In other cases, it is a matter of

personality – and their behaviors simply will not change, even with coaching and performance planning.

Remember, you are responsible for the success of your team. If someone is impeding that success, it's up to you to turn things around.

Change Begins with Team Selection

Difficult Colleagues have a real impact on the productivity and morale of the entire group. Over time, a negative work environment will diminish performance and decrease turnover.

While it is important to learn how to effectively manage challenging Colleagues, you must also prevent difficult people from infiltrating your workplace in the future. Your hiring process should include a means for assessing personality to ensure a strong fit. After all, the most skilled person in the world will not have a positive impact on the team if he undermines group productivity.

Also, during interview HR can come up with a means of identifying difficult people.

Well-versed in behavioral interview techniques, a professional recruiter can identify people who are productive, skilled and work well with your team – guaranteed.

WORLD SLEEP DAY 2018





NEGATIVE EFFECTS OF AIR CONDITIONER

ON YOUR HEALTH YOU NEED TO KNOW

Air conditioners are synonymous to comfort and absolute luxury. Your bedroom, living room, office, movie halls, showrooms and all other places are air-conditioned. It has now become a very important part of people's life and those who can afford it do not think twice before buying and installing it.

But are you aware of the side-effects of AC, let alone the harm to do the environment? These side effects are worth noting;

1. Viral Infections

A common negative health effect of air conditioning is getting a viral infection. Air conditioning is a process in which there is no fresh air circulation rather the old air gets circulated over and over again transmitting bacteria and viruses of cold, flu

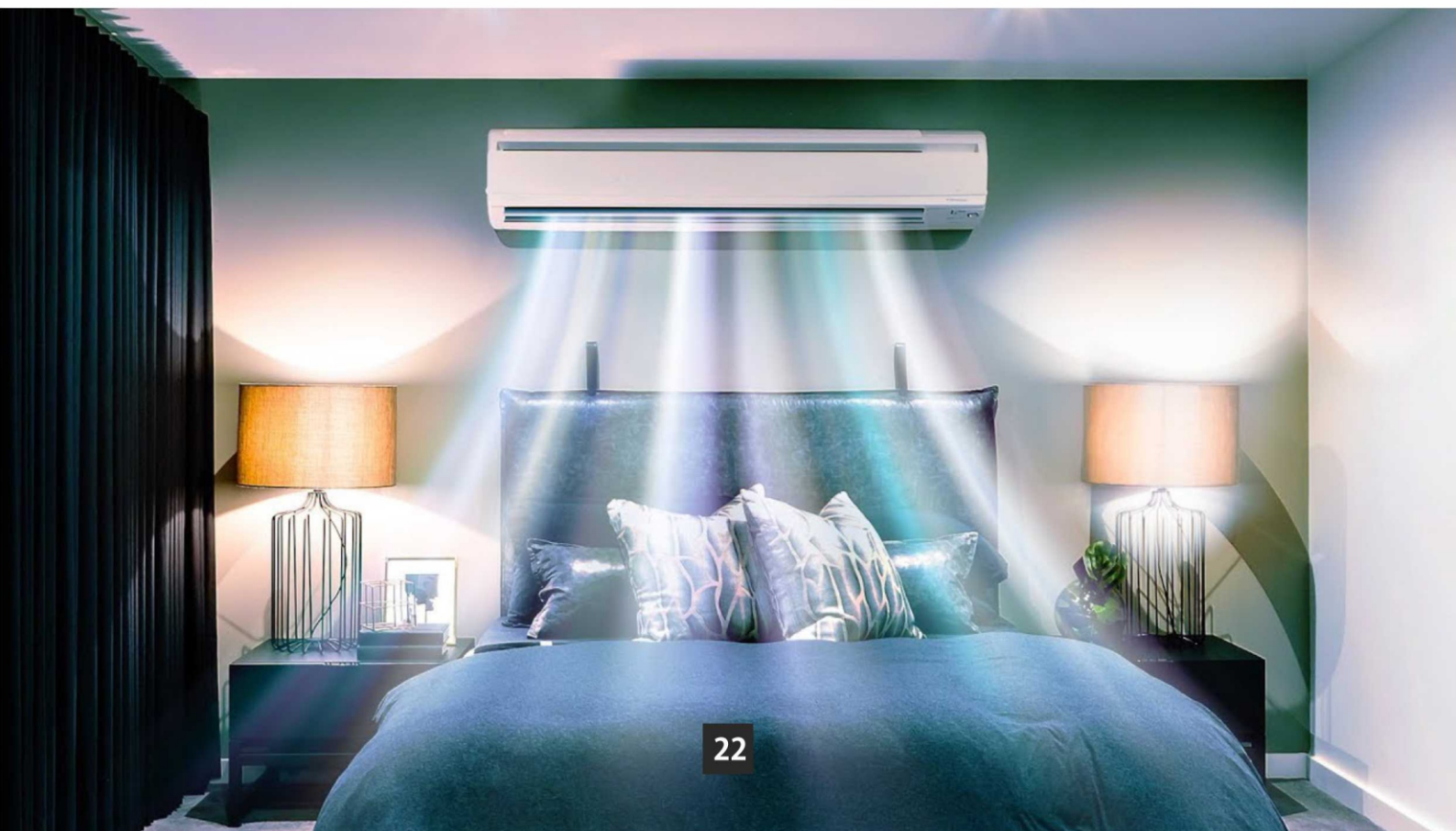
from one individual to another.

2. Allergy

The negligence in cleaning the air conditioners can lead to accumulation of dust, bacteria and mold in the air circulating ducts which later on circulates infectious air causing skin irritations, redness of skin, itchiness and skin allergy which is another common negative health effect of air conditioning.

3. Sinusitis

According to the researchers, people who spend more than 4 hours in air conditioning environment are more likely to get diagnosed with sinusitis infections as the chilling cold air tend to harden or dry the mucous gland.





4. Dryness of eyes

Air conditioned environments tend to dry out your eyes causing irritation of eyes, itchiness and tearing of eyes as the liquid of eyes get dry easily due to the cold temperature. Redness and swelling can also be caused due to over exposure to cold temperature.

5. Weaker Immunity

Air conditioning creates an artificial change in temperature which is unhealthy for human immunity causing weakening of immune system. People who frequently switch between extreme temperatures by staying inside home and office and later outside in scorching heat fall sick more frequently for no apparent reason.

6. Breathing Problem

When the air conditioners are not cleaned properly and frequently and the filters changed, all kinds of bacteria and fungi breed in the air conditioning machines are created. This is caused due to the build-up of moisture in the coils and ducts of condensation that forms while the cool air passes through. When these tiny microorganisms are air-borne, they lead to a multiple breathing problems including some dangerous infections such as pneumonia and Legionnaire's disease.

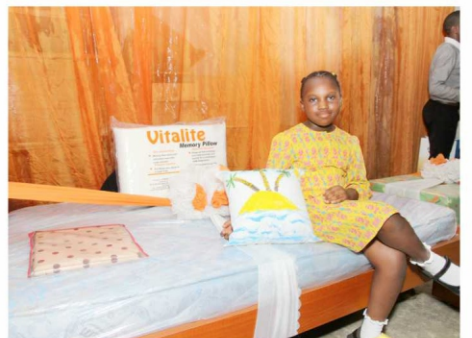
7. Skin dryness

Cold air environments can be a sole reason behind your dry skin when you get back to home. Cold air produced by the air conditioners significantly dry out your skin cells by damaging and creating fine lines making your skin rough and dull.

8. Feeling constantly fatigued

When temperature of air conditioning is set very low, it causes internal shivering in a person's body and when that individual works overtime it produces more heat causing constant fatigueless which is the most crucial negative health effect of air conditioning.

The African environment is especially hot which makes air conditioning quite useful, but to avoid the problems listed above, once in a while you can use other alternatives such as an electric fan or open windows.



FACES AT THE EVENT





NEUROBICS: EXERCISES THAT KEEP YOUR BRAIN ALIVE

Neurobic exercises is a unique new system of brain exercises based on the latest scientific research from leading neurobiology labs around the world. The deceptively simple exercise program is scientifically based on the brain's ability to produce natural growth factors called neurotrophins that help fight off the effects of mental aging.

Neurobics is different from the brain exercises you did in the past which were usually logic based puzzles such as mental arithmetic, crossword puzzles and Sudoku. Those types of exercise basically involved doing what you already know, but just doing more of it. It is not that they are of no value but their value is limited because they usually only involve a small amount of your brain and you are also just using the same brain neurons (the name for brain cells).

Invest your full concentration. In order to do this, you have to steer your mind away from any diversion and activate all its alert signals. Examples:

- ♦ Turn the family pictures on your work desk upside down.
- ♦ Try to switch some roles, with other family members for a day or two.

Break your routine in a significant way. Examples:

- ♦ Take a completely different route to work or school/college.
- ♦ Prepare a breakfast that you don't normally prepare. Try eating noodles with a spoon than a fork.

For an exercise to be Neurobic, it should involve one or more of the following:

Require participation of one or more of your senses in a novel way. Here are a few examples:

- ♦ Try to discern the ingredient/source of juices or drinks that you take simply by tasting their flavor.
- ♦ You can also combine two or more senses in unexpected ways, for example, listen to a specific piece of music while smelling a particular aroma or reading a book.

According to research, neurobic exercises help to effect a slowdown in age related mental decline, and an improvement in our mental abilities over time. Here are some cool exercises you can try.

- 1) Leave the lights off in the house: Get around your home by memory and feel. This certainly fully engages your attention, but be careful of course.
- 2) Use your non-dominant hand to brush teeth, eat food, brush hair or write.
- 3) In most families, everyone has his or her "own" seat, but your brain benefits from new experiences. Switch

seats to change your view of the room, whose position you occupy, who you relate to, and even how you reach for items.

- 4) You probably don't remember when you "learned" to associate the smell of hot tea or fresh bread with the start of a day. However, by linking a new odor—say, the smell of a local soup, zobo, citrus, or peppermint—to an activity, you'll alert new neural pathways. Keep an extract of your favorite scent near your bed for a week. Open it and inhale when you first wake up, and then again as you bathe and dress.
- 5) When we read aloud or listen to reading, we use very different brain circuits than when we read silently to ourselves. Read aloud with your partner or a friend, alternating roles of reader and listener. It may be slow to get through a book, but as a bonus you'll spend quality time together.
- 6) Use only one hand to do tasks like buttoning a shirt, tying a shoe, or getting dressed
- 7) Repositioning the location of familiar items reactivates spatial networks and forces your visual and somatosensory areas to get busy adjusting your internal maps. So rearrange the furniture, change the order of the clothes in your closet, change your cabinet contents around in the kitchen/bathroom, move your watch to the other wrist, change up your desk or office as well.
- 8) Visit a park in your area. Get comfortable and close your eyes. Use your other senses to determine what's happening around you. Free-associate using the smells, sounds and "feel" the experience.
- 9) To use the side of your brain you don't normally use close your eyes to wash, dress, open the front door, and find your keys. This will help you strengthen your sense of touch. Other related exercises include;
 - ♦ Getting dressed with the eyes closed.
 - ♦ Getting into car with eyes closed.

Find your keys, unlock the door, sit inside, buckle your seatbelt and start the engine. Continue using your sense of touch and spatial memory to locate the radio and change the station, to start and shut off the windshield wipers.

- ♦ Shower with your eyes closed. Your hands will probably notice varied textures of your own body you don't "see," and will send messages back to your brain. Try using just your tactile senses to locate your soap, sponge and taps solely by feel. Then wash, shave, and so on with your eyes shut.
- 10) Change the order of your meal. Start with dessert and end with soup or salad.
 - 11) Vary the order of your morning routine. Try eating breakfast first and then getting ready for work. You can also change your breakfast as well.
 - 12) Start a new hobby. Hobbies that require the use of more than one sense and that are not routine are the most Neurobic. They also make fine distinctions within one sensory system.
 - 13) Traveling exposes the senses to the novelty of new surroundings. Spatial maps used for normal navigation are no longer useable and new pathways must be constructed. Any discomfort or stress you might feel taking in new languages, sounds and sights is actually your brain kicking it up a notch!
 - 14) Planting a garden, whether on a rooftop in the city, or an acre in the country is a richly Neurobic exercise. You use all of your senses to plant a garden.
 - 15) Go on a drive with no destination in mind. Bring family/friend and let each person play navigator. Let them make the decisions of when to turn left, when to turn right or when to stop and smell the flowers.



FACTORY ACTIVITIES

HEAD OFFICE ENTRANCE



TECHNICIANS AT WORK



IKEJA FACTORY FLOOR3



INSIDE ANNEX WAREHOUSE



FREIGHTING TRUCKS

MOST POPULAR SLEEPING POSITIONS



THE MOST COMMON SLEEPING POSITIONS AND WHAT THEY SAY ABOUT YOU

1. THE FETAL POSITION: The fetal position is when you curl your knees in toward your chest like you're trying to curl into a ball. 41 percent of people adopt this position.

Personality Traits: Those who find comfort in this natural position can be described as having a hard shell: tough on the outside, but a huge softy on the inside. They typically are shy when you first meet them, then tend to open up and relax quickly. It is instructive to note that two times more women adopt this position than men.

2. THE LOG: Fifteen percent of people seem to find passing out like a log (lying on their side with their arms by their side) as the position that best suits them at night. Does this boring, stiff sleeping position mean the sleeper is boring too? No! In fact, the opposite is true.

Personality Traits: People who sleep like a log are known as social butterflies. Although they are friendly, carefree, and popular, these social, trusting people are known for being gullible.

3. THE YEARNER: As if reaching out for something, the yearner is the position where you sleep on your side, but have your arms stretched out in front of you.

Personality Traits: People who sleep like this are a little complicated: they are open-minded, yet cynical; slow and suspicious when making a decision, but stick to it once their

minds are made up.

4. THE SOLDIER: Exactly as it sounds, the soldier position is where you sleep on your back with your arms by your sides. Only eight percent of sleepers claim to get the most sleep this way.

Personality Traits: Those who find themselves sleeping this way typically are quiet, reserved and hold both themselves and other people to high standards and strict moral codes.

5. THE FREE FALLER: Having trouble imagining this one? It's where you're lying on your stomach with your arms wrapped around your pillow and head turned to the side. Sleeping on your stomach is something many people find uncomfortable, but those who enjoy this position wouldn't have it any other way.

Personality Traits: Freefalling sleepers are bold and sociable on the outside, but typically don't have the thick skin to deal with criticism or absurd situations.

6. THE STARFISH - Another position that looks just the way it sounds: starfish sleepers sprawl out over the entire bed, comfortable and carefree. Another familiar term to describe it would be "spread-eagle". If you're one to stretch out like this, chances are you're a great friend.

Personality Traits: Starfish sleepers always are eager to lend an ear or give a helping hand to their friends

in need. They don't necessarily like being the center of attention, but don't mind if they find themselves there from time to time.

7. THE STARGAZER: This position may not be the most popular, but it's definitely a favorite position of mine. Stargazers find themselves lying on their back with their arms wrapped around their head.

Personality Traits: They make their friends a priority and do anything in their power to help those they hold dear to them. People who sleep in this position tend to have a positive, "happy-go-lucky" outlook on life.

8. THE PILLOW HUGGER: Pillow huggers love to get snuggly and cuddled in bed, and are similar in personality to those stargazers above—they hold in high regard the close, personal bonds in their life.

Personality Traits: Whether it be family, friends or a significant other, pillow huggers cherish those relationships over everything else.

9. THE THINKER: Last but not least, this position is similar to the fetal position, except you'll always have a hand gently resting on your chin.

Personality Traits: Emotions run high and tend to vary between two extremes for whoever finds themselves sleeping in this position. What kind of sleeper are you?



KNOWLEDGE SHARING SESSIONS

HANDWRITING:

A MIRROR OF PERSONALITY



You should find this article hilarious and revealing. Have you ever had challenges while trying to understand people? Do you want a more harmonious relationship with your colleagues at work and your loved ones at home? I guess the answer is yes. With deep and lengthy relationships, you can learn enough to relate productively with almost anyone, but there is a shortcut that is less demanding and more objective!

According to research from the National Pen Company in the U.S., handwritings can give away clues about 5,000 different personality traits. Graphology utilizes minute details, from the size of your letters to how closely you space words to reveal intricate details of your personality. It can even be used to identify how much energy or vitality you have. It can also be used to identify potential health problems including schizophrenia and high blood pressure!

Are you surprised? Some companies use graphology during recruitment processes and the methods have also been used in court cases. According to graphologists worldwide, there is very little you can't tell from a person's handwriting.

The size of someone's handwriting can determine the type of personality they have. For example;

- People with small handwriting tend to be shy, studious and meticulous, whereas outgoing people who love attention will have larger handwriting
- If handwriting is an average size - in that the top of the letters sit just below the centre of line- the writer is well-adjusted and adaptable.

Moving into the spacing of words

- People who leave large gaps between words enjoy their freedom and don't like to be crowded, while people who write words close together can't stand to be alone and might be intrusive.
- If handwriting slants to the right the person is open to new experiences and enjoys meeting new people. If handwriting slants to the left, that person tends to keep to themselves.
- People whose handwriting doesn't slant in either direction are logical and practical.

Personality traits are also identifiable by the way individual letters are written. For example;

- People who write rounded letters are more creative and artistic while pointed letters are a sign of aggression or intelligence. Connected letters mean the writer is logical
- A rounded lowercase 's' means the writer is a people pleaser, but if the rounded bottom is too wide, it suggests they may not be following their heart either in their career or other pursuits.

The way people dot their 'i's and cross their 't's can also be a personality indicator.

- If the dot of a letter is situated high above the base it suggests the writer has a great imagination. If the dot is close to the base, they are organized and empathetic. Procrastinators tend

to dot their 'i's and 'j's to the left of the base letter, while child-like personality types will draw their dots as circles

- Long crosses on 't's suggests someone who is determined and enthusiastic, but also stubborn. Short crosses tend to be written by someone who is lazy
- Slashes used in the place of dots mean the writer doesn't have patience for inadequacy or are overly self-critical and are annoyed by people who don't learn from their mistakes.
- People who place heavy pressure on the pen when they write, which can cause darker, thicker handwriting, are good with commitment and taking things seriously but don't respond well to criticism. Light-handed writers tend to be empathetic and sensitive but lack vitality
- If someone writes quickly they are impatient and dislike delays or time wasters, and slower writers are more methodical and self-reliant.
- Illegible signatures, left, are a sign that the writer is private and hard to read. More legible signatures, right, are a sign of confidence

Did you laugh? Okay. So what does your handwriting say about you?

TRAINING SESSIONS



Question:

DO YOU PREFER WORKING BEHIND THE SCENE OR IN THE LIMELIGHT?

RESPONSES.

1. **Falope Victor (Management Trainee)**

Personally, I like working behind the scenes. The reason being that I love doing things in the shadows. I should be the faceless one - the one giving life to a thing but not actually taking the credit. I just enjoy doing it because, in a way, it just makes me feel so powerful knowing that I am the one behind the success of a thing and I am not really known.

2. **Orimadegun Bimbo (Asst. HR Manager)**

It is a mix of both for me. I like being the person who is making things work from the shadows. I think it is more of the back-end than the front-end. Though, I have had opportunities of being an HR personnel in media companies or work in telecommunications and TV channels, I don't know why I keep running away from them. I keep finding myself in companies like this, where I work from behind the scene. I am friendly and make friends easily but I don't like being the centre of attention. Even on social media, I get a lot of attention. People follow me because of the kind of posts I share but I don't really follow people. I don't go out of my way to follow people. So I think I am more of a "behind the scene" person.

3. **Sunday Ayeni (Laboratory)**

I can work in either of the two situations. Concerning the behind the scenes, there will be no need for supervision when you are working behind the scenes. I know the purpose of my work and I do it excellently and in a focused manner to reach my target. When I do things in limelight, sometimes, it affects the output of others. When I do it in the shadows and I am

corrected, I take the correction and adjust as appropriate. But in the limelight, there is tendency for one's spirit to be down when corrected publicly.

4. **Taoeek Gbadamosi (Technical)**

I like working behind the scenes because it brings out the best in me. When I am working in the limelight, there is tendency that I will be working to satisfy people and not to give my best possible. For me to work satisfactorily and reach the main goal, I must do things correctly and this will only happen when I work behind the scenes. As an engineer now, I probably might need to change a bearing. When people are there, I might want to impress them with my speed and get their praise and by so doing display the necessary rudiments that such an exercise requires.

5. **Samuel Shekwoduza (Sales & Marketing)**

I think I prefer working behind the scenes. I won't say I am shy. It depends on the task at hand. If the task demands that I work behind the scenes or in the limelight, Why not? The most important thing is to get the job done. Currently, my job requires that I work behind the scene most of the time and that is what I signed up for. Whatever it takes to get the job done. If I were to choose, I think I will still go with the behind the scenes. Why? I think it has to do with the personality; I think have a personality that will rather stay away from the limelight, get the job done and see the results in the limelight. Let's work behind the scenes and get to see the results in the limelight.

6. **Ademola Adenigba (Marketing)**

I can work in both. You know, there are

times that you will be behind the scenes and everything is working fine and you are okay with it but at some point you will be in the limelight and the person in the spotlight is not doing what he ought to do well. At that point in time, if you are working towards a common goal and you are in for the limelight you can just take over. Both work hand-in-hand.

7. Adetoun Adesanya (Marketing)

I like working behind the scenes so that people won't notice me too much and they keep wondering and asking, "who is the brain behind this thing?" Who is the person handling this thing?" And when I come out, boom! they will be surprised to discover it has been me all along. Oh! It's this girl! I am more particular about behind the scene and if it's to work in the limelight, it is also fine by me.

8. Ruth Phillips (Audit)

I believe in working behind the scenes. If I am helping people or doing one or two things on their behalf and at the end of the day we achieve the goal, even when I am not credited for it, I feel satisfied within me for being a part of the success story. I believe in that more than letting people see me as the "alpha and omega" of the whole success. It is not necessary for me to be seen as long as the goal is achieved.

9. Bisayo Korede (Business Strategy)

I like working behind the scenes because I am not someone that really likes attention. When I am in front of many people, I get shy. I don't talk as I won't be able to express myself. But when I am behind the scenes I think I perform better.

10. Oluwafemi Raimi (Audit)

I can work in both limelight and behind the scenes. It depends on the situation and the role I am to play. If the role demands that I play behind the scenes, it is fine by me as long as it fits in productively to make the

overall goal achievable. On the other hand, if to be productive, I have to be in the limelight, why not? It is all dependent on the situation.

11. Tijani Eniola (Sales Department)

Behind the scenes. I am not the stage person, I am always kind of shy and I don't like facing the crowd.

12. Olorunfemi Omobola (Sales & Marketing)

I like to work behind the scenes because it helps me to achieve more.

13. Wale Sani (Finance & Accounts)

Definitely, it has to be limelight. Nobody wants his or her efforts go unappreciated. In as much as you are working and everybody gets to recognize you...you are in the limelight already and people get to see you and know the work you have done. Definitely, working behind the scenes for me avails another person the avenue to take the glory for my work. So, working behind the scene for me....*kò jò*

14. Samuel Abatan (Finance & Accounts)

Ah! Behind the scenes? I don't think so. I think I will like to be in the limelight where, at least, you know who is actually doing the work and you are seeing the result at the end of the day. The limelight is fine. Personally for me as a person, one of the reasons why I work is recognition for hardwork. If I am working behind the scenes and someone else is taking the credit, for somebody like me, it won't mean well for me so I will always want to be in the limelight such that they will know that I am the one who performed it and when the results manifest, they can actually attribute it to me. Recognition, for me, is key and a big deal. If I work behind the scenes, someone can take the glory. In that sense, I will like to be in the limelight so that work and results can be traced to the person actually making it happen.

Excursions



Mind Builders School, Omole



Mind Builders School, Omole



Chrisland School, Ikeja



Chrisland School, Ikeja



Lohim's Academy



Lohim's Academy



Leaders Ville School, Ogun State



De-Ohms Private School



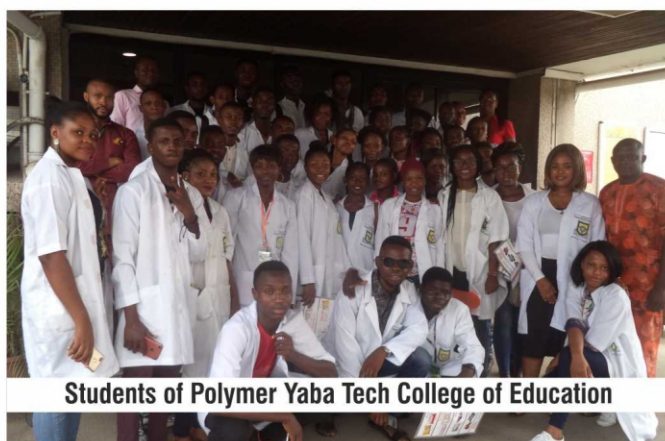
Pota Ville School



Grange School Ikeja GRA



Golden Foundation College



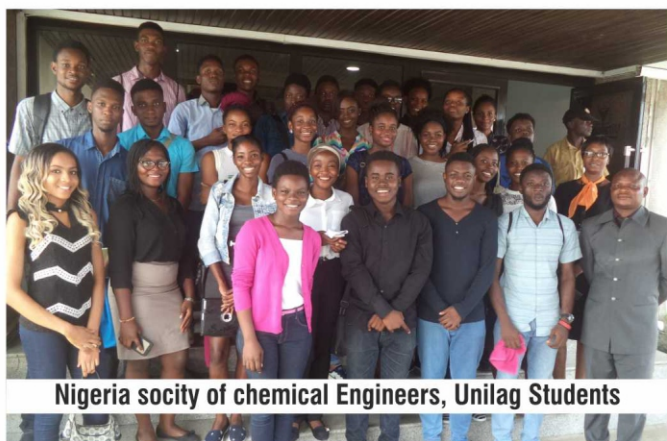
Students of Polymer Yaba Tech College of Education



Students' Chemical Society of Nigeria OAU, Ife



Chapel of Christ our light Teenagers Camp



Nigeria society of chemical Engineers, Unilag Students



Chapel of Christ our light Teenagers Camp

TOWN HALL MEETINGS



LONG SERVICE AWARD

Long Service Awards is a Recognition Platform whereby long serving members of staff are rewarded for their loyalty to the Company. More than 50 employees received the Award in 2018. Vitaneews Crew interviewed some of them. They gave some exciting insights.



Dupe Olaonigbagbe

Miss Dupe Olaonigbagbe studied Secretarial Administration at Grace Polytechnic Lagos State and has a post graduate diploma in management from the University of Calabar. She also has a professional diploma in human resource management from the Chartered Institute of Personnel Management where she is also an associate member.

Before Joining Vitafoam she had worked as a confidential secretary to the Managing Director of a printing company and an executive assistant to the managing director of Enigma Pharmaceuticals.

She joined Vitafoam Nigeria Plc. as the Departmental Secretary of the Human Resource Department and is currently the Personal Assistant to the Group Managing director. During the course of her employment with Vitafoam, she became a professional member of the Nigerian Institute of Training and Development with the title of a Human Resource Practitioner.

Miss Olaonigbagbe has been in the service of Vitafoam for 10years and cited a peaceful environment, integrity, prompt issuance of benefits and the freedom to use one's personal skills and ideas in the workplace as some of the values she believes Vitafoam offers that has given her the motivation to stay loyal to the Group.



Mr. Eghosa Osadolo

Mr. Eghosa studied Polymer and textile technology at the Yaba College of Technology and Industrial Chemistry at the University of Benin.

He worked as a Customer Service Agent at MTN before joining the Vitafoam Group as an Assistant Production Manager.

Trophies

- Switching from the Technical Department to Corporate Strategy and Planning for the successful implementation of the Sage X3 Enterprise Resource Planning (ERP) Software.
- Leading the Corporate Planning and Strategy team to re-implement a new web based version of the Sage X3 ERP software in the later months of 2018.
- Past Recipient of Chairman's Merit Award.

Challenges

His greatest challenge so far in Vitafoam is changing his job role from a Production Manager in the Technical Department to being the Business Strategy Manager in Corporate Strategy and Planning Department. He had to undergo trainings and studies in Corporate Leadership to equip him for this role change.

Motivation to stay

Mr. Eghosa Osadolor has been in the service of Vitafoam for 10years. He said freedom to implement new ideas and great career growth amongst other reasons are what made him stay this long.



Mr. Abdul Olusola

Mr. Abdul Olusola has a Grade II Teacher Certificate from Nigeria Institute Kaduna. After graduation he worked with Ondo State Government and later, Dunlop Nigeria Plc. before joining Vitafoam Nigeria Plc. as a supervisor.

Highlights

Some of Mr Olusola's highlights at Vitafoam Nigeria Plc include;

- Developing a perfect blend of imported scrap, local scrap and waste textile material for the production of reconstituted foam which resulted in cost saving.
- Developing the perfect blend of quilted waste materials to achieve other quality products which resulted in cost saving
- Past Recipient of Chairman's Merit Award.

Motivation to stay

Mr. Olusola has been in the service of Vitafoam for 10years and cited family culture, peaceful environment and the prompt payment of salaries as reasons for staying in Vitafoam Nigeria Plc.



Mr. Bamidele Sola Owoade

Mr. Sola Owoade studied Mechanical Engineering at Yaba College of Technology and bagged a Master's in Business Administration from Delta State University. He also has a professional membership with the National Institute of Marketing Nigeria.

He worked at West African Batteries Limited and Pharma Deko Plc. before joining Vitafoam Nigeria Plc. as Plant Engineer in 2008. He has since risen through various ranks to become the Managing Director of Vitablom Nigeria Limited- a subsidiary of Vitafoam Nigeria Plc. and was recently made a Commercial Director for the Vitafoam Nigeria Plc. Group.

Major Challenges

Change from Factory Operations to Sales and Marketing. The challenge was made easy through learnings and enrolment with the National Institute of Marketing of Nigeria and other Trainings attended.

Milestones Attained

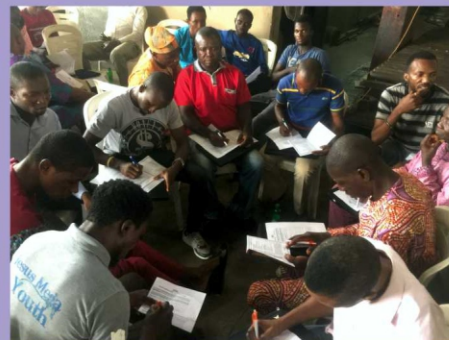
- Re-organization of Ikeja Factory for better performance and improved workflow.
- Installation of second Recon Plant at Ikeja which was originally meant to be used to repair the only plant then in use.
- Led the team that stopped the use of TDI for the production of Recon blocks.

Motivation to Stay

The Vitafoam Nigeria Plc. system recognizes and rewards performance and excellence.



Quality and Productivity Enhancement Training



INTERVIEW

WITH

MRS. PATIENCE OSIME



Vitanews (VN) met with one of the longest-serving employees in the Company, Patience Osime, popularly called Madam Osime. Excerpts of the interview below:

VN: Can we meet you, ma? Your name, your state of origin, your hometown?

Osime: My name is Mrs Osime Patience. I am from Edo State. Ekpoma. I live in Ikotun, Governor Road.

VN: We found, from enquiries that you are one of the longest-serving employees in the company.

Osime: Mrs Daodu and I, two of us in the canteen are 32 years in service. I am sure there are two to three other people who are equally about same length of service.

VN: 32 years is no small number of years! What has made you stay so long in the Company?

Osime: Mrs Daodu and I started work here December 1, 1986. When we started working, we did not intend to stay this long. Before we knew it, we collected Long Service Award for our first 10 years in service. The plan was that we should work a little and *arrange* ourselves. The company has been like a family; love and cooperation persist. We work together as a team and that was how we spent 10, 15, 25, 30 and now 32 years.

VN: Prior to working here, where did you work?

Osime: This is the first and only place I have worked so far. When I started here, I met *Mr Deevakra* (that oyinbo man) as Managing Director (MD). When he left, Chief Bolarinde took over as the MD. I also worked with Late Akinbowale. I worked with Dr. Makanjuola when he was MD before he became the Company's Chairman. I have also worked with other senior managers who have retired now including Mrs. Titi Bakare in Admin (the Head of HR). We were in that Department before we were transferred to be under Ikeja Factory. This is where I got married. I lost my husband 6 years ago, Nov. 7. I have one daughter. Her name is Faith Osime.

VN: We know you spend most of your time here. How have you been able to manage working here and your family?

Osime: I enjoy my job. I play with everyone with a free mind. However, there are times when we offend one another but we have to forgive as commanded by God in the Bible. I personally do not like to harbor grudges against anyone. Even couples quarrel, a father and his son can quarrel too and they will eventually get back together. I approach all the management staff that I have worked with freely and we all work with love. I have a free mind and share my issues and

feelings with colleagues. If you offend me, I will let you know that I am not happy with you for what you did.

As regards my family, while working here I lost two sons before getting my daughter. I felt so hurt I wanted to resign then but the MD at that time, Mr Akin Akinbowale refused and said no. He shared his personal story with me. I was encouraged, so I stayed. Today, I am glad I did. I learnt to appreciate God in all things and took the loss of my two sons as my cross. And that is why I name my daughter Edeoghon (which means Joy)

VN: Out of all the jobs that were available to you, we know something must have made you like cooking so much. So, what is it about cooking that you love so much that made you choose it as your full-time job?

Osime: Okay. Growing up, when my mother was cooking, she would call all her girls and boys to herself. She shared the cooking responsibility among us daily. That was how I learnt cooking; I did not attend any formal catering school. My mother put the love in me. I love cooking. Even in my church, when there is a need to cook for a program, I am always called upon. I cooked once during a church program. Since then, I have always been called upon.

VN: You have worked for such a

long time in the kitchen. Obviously, the way the kitchen was when you began work here is not the way it is today. How has the kitchen improved over time?

Osime: When I started work here, there was no management canteen, only junior staff canteen. The new canteen which serves as the management canteen was built in my presence. There have been improvements, especially in the food we serve. I know that we cannot satisfy everyone but there has been a consistent improvement in the menu. In accordance with the feedback we get from the people, we try to change the menu to accommodate popular requests. We wanted to add Ofada rice but because of the cost, we had to let go of the idea. Some companies do not even provide canteen facilities as we have here. Our company should be applauded for the food they subsidize for the staff. They make efforts to ensure that everything is okay. The company is really trying. This was extended to those who sweep too. They can't satisfy everyone but they are really trying.

VN: Have you gotten complaints before concerning the food that was a big issue?

Osime: No, I have not received any complaint that became a problem before; for the many years that I have worked.

VN: How have you been able to manage working with many people?

Osime: The current number of people in the canteen does not capture the total number of people I have worked it. We seldom have misunderstandings and when we do, we settle it amicably. We don't let issues get beyond the canteen. We offend and forgive one another. From my heart, when I am offended,

I forgive. When you have something bothering you within, you will feel heavy. But when you speak to another person, a colleague, or a family member, you feel relieved. We are friends, who work, play and eat together. When I bring something we all eat together, share together and when others do too, we eat and dine together.

VN: If you are given an opportunity to meet with the management, what are the things you will still like to change or improve in the canteen?

Osime: While I am cooking for them, I still go to meet each of them to ask for feedback on the food. I want to know how they evaluate the quality of the food because I know I am not perfect. In all facets and departments of work, I know that we are not perfect.

There have been complaints on the sizes of meat and other things like that but we let them understand that it is so to enable the food to go round. If nothing, I will love to bring the regular complaints of people about the food to them and suggest ways of improvement, though I understand that the economy has a part to play in this.

VN: So far, we know that the company invests in training the employees. How have you benefitted from the training the company organizes for people?

Osime: I have benefitted a lot. The last one in which the CSO was a speaker, I could not participate fully and actively because we were cooking. I have really benefitted from the trainings over time.

For instance, if I want to do business, I can't just accept every invitation extended to me by people. I have learnt to scrutinize business ideas so I won't fall into traps. As a woman, if I retire today, I will like to

do another business like buying and selling. People will work under me too. If the company gives me 500K today, I won't put it all in one basket. I will start small and watch as the business grows. On a monthly basis too, I will audit my business.

VN: After Vitafoam, what next?

Osime: After Vitafoam, I will make sure I establish myself. My daughter is about to gain admission into the University. I will focus on her. I will train my daughter to the level she wants. I look forward to seeing her grandchildren in my old age. I pray for 2 things – good health and long life. Everything else after this two will be perfectly handled by God. I know my God will be there for me along with the helpers He raised for me. For the past 6 years since I lost my husband, I have not had any cause to beg. .

VN: What is the final word you have for the company and everybody?

Osimee: I wish the company the best and good health to everyone here. I deal with the management especially. I call the management my husband now.

We should share love continually. Staff members are important, without them there won't be a company. Cooking and factory work is important and those doing it should be lauded. We are all important people. Everybody is important, no matter the level or capacity.

SOME NEW BABIES IN 2018



Name: Ebenezer Ekwugum
D. O. B: 26th June, 2018
Parent: Deborah Ekwugum
Station: Ikeja



Name: Mufeedat Abdulraheem
D. O. B: 31st August 2018
Parent: Musa Abdulraheem
Station: Kano



Name: Abdulkareem Musa
D. O. B: 16th Feb. 2018
Parent: Muhammed Musa
Station: Kano



Name: Esther Olupona
D. O. B: 12th April, 2018
Parent: Michael Olupona
Station: Ikeja



Name: David Olupona
D. O. B: 12th April, 2018
Parent: Michael Olupona
Station: Ikeja



Name: Deborah Olupona
D. O. B: 12th April, 2018
Parent: Michael Olupona
Station: Ikeja

NEW POLYURETHANE SANDWICH VARIANTS INTRODUCED BY VITAPUR NIGERIA LTD

Innovation remains the watchword of Vitapur and the company has once again made another landmark achievement in the industry through the introduction of three new variants of external facings for its sandwich panel production line which include Camouflage, MDF Printek and PPGL.

Structurally, insulated panels are the system of choice today for buildings, office blocks, partitions etc. and the new sandwich panel variants emerged in order to keep up with global standards as well as to meet the growing and changing demands of the market.

The camouflage steel facing comprises of irregularly shaped patches that are greenish/brownish/whitish, whilst the MDF Printek steel is comprised of repeated brown-coloured lines and patterns which provides a wooden impression. The PPGL steel is simply a frost white pre-painted galvanized sheet with a strip of nylon that caters for scratch and dust during production, transportation and installation.

Interestingly, the Camouflage and MDF Printek offers a blend of finishing that is aesthetically pleasing and requires no painting upon installation. This makes them suitable for various industries, occasions, projects as the case may be.



Polyurethane sandwich panel with camouflage steel facing



Polyurethane Sandwich Panel with MDF Printek steel



External view of an office space in Abuja using Polyurethane sandwich panel with MDF Printek steel

VITAPUR SOLAR POWERED PREFAB CLINIC

Vitapur Nigeria Limited being the leading manufacturer of PU insulation in Nigeria has again proved itself worthy of such position through the construction of a state-of-the-art Solar Powered insulated prefab clinic considering the fact that the most important element which directly improves the ability of medical professionals to diagnose and treat patients, is electricity. The clinic which is located within the factory premises at 23, Acme Road, Ogba Ikeja, Lagos State is to offer standard first aid attention to members of staff and visitors alike.

Made from structurally insulated polyurethane sandwich panels and pre-insulated Aluminium roofing panels, the solar powered insulated prefab clinic offers a complete feel of comfort and insulation with constant electricity supply as a result of the installed solar panels capacity 2.5KWh 235 watt solar system with batteries, inverter and charge controller

which is an alternative solution to the use of diesel or petrol generators for electricity and regulated temperature through insulated walls, roof and floor.

The Insulated Solar powered prefab clinic is a complete system that comprises a reception, doctor's office, patient registration/waiting area, injection room, male and female sick bay, a water closet, a consultation area and a private examination area.

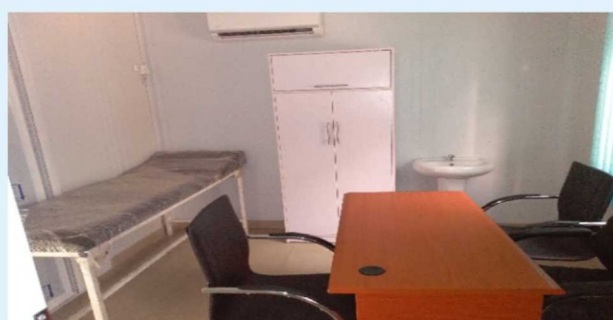
It is fully equipped with state-of-the-art equipment such as an examination table, oxygen concentrator, portable ultrasound and an administrative computer system. This offers patients, medical personnel and visitors alike a feel of comfort and relaxation. Suffice to say that the lighting and equipment therein are powered by a solar system that provides an uninterrupted supply of electricity.

Interestingly, Vitapur's solar powered insulated prefab clinic can be assembled and equipped within three weeks, the installation of which can be done on client's location such as schools, offices, factory premises, religious institutions, etc.

The clinic is set to be launched soon and will be well attended by stakeholders within the industry as well as dignitaries within the public and private sectors.



EXTERNAL VIEW



INTERNAL VIEW



INJECTION ROOM



RECEPTION



DOCTOR OFFICE AND THE MALE SICK BAY



Management CONFERENCE

BREAKING THE ICE CEILING

EQUITY HOTEL IJEBU ODE





MEET THE NEW 9 MANAGEMENT TRAINEES

ABIODUN ALIMI

Degree/Certificate Obtained: B. Sc. Industrial Chemistry
Institution: Obafemi Awolowo University, Ile-Ife, Osun State, Nigeria.
Hobbies: Reading and learning about new innovations.
Languages spoken: English and Yoruba



PINPONSU OMOTOYOSI ADESEGUN

Degree/Certificate Obtained: BSc. Electronics & Computer Engineering
Institution: Lagos State University
Hobbies: Games & Reading
Languages spoken: English and Yoruba



AKINYEYE IBIJOJU

Degree/Certificate Obtained: B.sc Chemical Engineering.
Institution: University of Lagos, Akoka, Yaba, Lagos.
Hobbies: Singing
Languages spoken: English



OLUWATAYO OLASUNKANMI

Degree/Certificate Obtained: B.Eng Electrical and Electronics Engineering
Institution: University of Ilorin, Ilorin, Kwara State
Hobbies: Singing & Traveling
Languages spoken: English and Yoruba



UHAKHEME GREGORY OMOKHOA

Degree/Certificate Obtained:
Bachelor of Technology (B. Tech) Industrial Chemistry
Institution: Federal University of Technology, Akure (FUTA), Akure, Ondo State.
Hobbies: Writing and Photography
Languages spoken: English, Edo and Yoruba



IBRAHIM OYINDAMOLA

Degree/Certificate Obtained: Bsc. Accounting

Institution: Osun state university, Okuku Campus

Hobbies: Travelling and meeting new people

Languages spoken: English and Yoruba



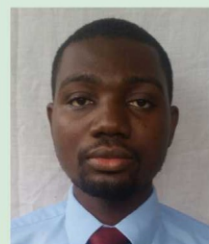
FALOPE VICTOR

Degree/Certificate Obtained: B.Sc. Sociology & Anthropology

Institution: Obafemi Awolowo University, Ile-Ife, Osun State

Hobbies: Reading

Languages spoken: English, Pidgin and Yoruba



DAN-AWOH EMMANUEL

Degree/Certificate Obtained: B.Sc Industrial Chemistry

Institution: University of Ibadan, Oyo State

Hobbies: Playing chess, reading history, meeting people

Languages spoken: English, Pidgin and Yoruba



BAMIDELE OLAJIDE

Degree/Certificate Obtained: B.Sc. Chemical Engineering

Institution: Obafemi Awolowo University, Ile-Ife, Osun State

Hobbies: Reading on Quora

Languages spoken: English and Yoruba



Jokes

BENJAMIN GREEN IN HEAVEN

When Benjamin Green died, he stood in front of St. Peter at the Pearly Gates. St. Peter said, "Welcome, Benjamin. We've heard a lot about you." "He continued, "Unfortunately, it's getting pretty crowded up here and we find we now have to give people an entrance exam before we can allow them in."

"Okay," said Benjamin. "but I hope it's not too hard. I've already been through a test. My momma used to say, 'Life is like a final exam — it's hard.'"

"Yes, Benjamin, I know. But this exam has only two questions and you can have the whole night to think about it. Here they are:

- 1.) Which two days of the week begin with the letter T?
- 2.) How many seconds are in a year?

Benjamin went away to think about the questions and returned the next day, confident he had found the answers. St. Peter called him over. "'Now that you've had a chance to think the questions over, please give me your answers."

"Well, sir," said Benjamin, "the first one is easy. Which two days of the week begin with the letter T?

Well Sir, that would be Today and Tomorrow."

St. Peter looked surprised and said, "Well, Benjamin, that wasn't the answer I was looking for, but you have a point. I'll give you credit for that answer."

"The next question," said Benjamin, "how many seconds are in a year?

Well, sir, that question was harder and I thought and thought about that. I guess the *only* answer would be twelve." "Twelve?" asked St. Peter, surprised and confused. "How did you come up with twelve seconds in a whole year?"

"Well, sir, there can **ONLY** be twelve seconds in a year. January 2nd, February 2nd, March 2nd, April 2nd ..."

St. Peter interrupted him with a big laughter and said "I see where you're coming from, Benjamin. I can't argue with it, so I'll have to give you credit for that question, too." Come on, run in. He opened the gate for him.

MORAL: THERE IS ALWAYS ANOTHER POINT OF VIEW.

THE 'CATSCAN'

A woman awakes one morning to find her beloved dog keeled over on the carpet. In distress she takes the dog to the vet who checks the dog and shakes his head.

"Ma'am, I think your dog is dead," he says.

The woman, wringing her hands says, "Oh, but doctor, can't you be sure? I would hate to bury my beloved dog alive accidentally!"

The doctor tells her there is one test left that he can do to be sure, and brings a cat into the room. The cat walks all around the dog, sniffing and pawing at it and at one point, licks the dog. Then the cat looks up at the vet, shakes its head and walks out of the room.

"Ma'am", says the doctor, "Now I am sure the dog is dead. That'll be ₦5,000."

"₦5,000???", the woman says, aghast, "How did you come up with that number?"

"Well," says the vet, "It's ₦1000 for the visit...but ₦4000 for the cat scan."

GRANDMAIN COURT!

In a trial, the prosecuting attorney called his first witness, a grandmotherly, elderly woman to the stand. He approached her and asked, "Mrs. Jones, do you know me?" She responded, "Why, yes, I do know you, Mr. Williams. I've known you since you were a boy, and frankly, you've been a big disappointment to me. You lie, you cheat on your wife, and you manipulate people and talk about them behind their backs. You think you're a big shot when you haven't the brains to realize you'll never amount to anything more than a two-bit paper pusher. Yes, I know you."

The lawyer was stunned. Not knowing what else to do, he pointed across the room and asked, "Mrs. Jones, do you know the defense attorney?"

She again replied, "Why yes, I do. I've known Mr. Bradley since he was a youngster, too. He's lazy, bigoted, and he has a drinking problem. He can't build a normal relationship with anyone, and his law practice is one of the worst in the entire state. Not to mention he cheated on his wife with three different women. One of them was your wife. Yes, I know him". The defense attorney nearly died.

The judge asked both counselors to approach the bench, and, in a very quiet voice, said, "If either of you idiots asks her if she knows me, I'll send you both to the electric chair."

SOMETHING **FRESH** IS HAPPENING

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#Inspiring



#Enlightening



#Exciting



#Interactive



#Educative



#Encouraging



#Memorable

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