



newsLink

October - December 2014 / Volume 4 / Issue No. 4

SLI Recognizes 23 Service Awardees

Sydenham Laboratories is pleased to announce the 2014 Service Awards, an annual event in recognition of employees' tenure and loyalty in serving the organization. Each year, SLI gives recognition to its employees celebrating their 10th and 5th year in the company during its Annual Christmas Party. Last December 23, 2014, 23 employees were awarded with a plaque of recognition and cash gift by Mr. Jacob A. Peña, SLI Vice Chairman & CEO Mr. Roberto Bautista, SLI COO & GM and Mr. John Peña, SLI GM.



10 YEARS SERVICE AWARDEES

Villaflor, Sarita	Production
Jardiniano, Jonathan	Production
Dela Cruz, Mary Rose	Production
Dadivas, Michelle	Production
Lareza, Robert Patrich	Production
Vasquez, Claire	Production

5 YEARS SERVICE AWARDEES

Eusebio, Luis	Materials
Villa, Don Rudolf	Production
Mendoza, Michael John	Production
Genoveza, Rodolfo	Production
Blas, Lesley Anne	TD
Cereza, Ronald	Facilities
Sarmiento, Arvee	TD
Bigornia, Jill	Production
Arjona, Rachele	SPI

Alegro, Cherrie Rose	Production
Costa, John Paul	Production
Diana, Jerome	Production
Abelgas, Rodelyn	Production
Torres, Aissa Cerrina	Materials
Ortiz, Patrick Nicole	Production
Yeso, Marvin	Production
Ruiz, Enrico	Materials

From the Vice-Chairman's Desk

by Jacob Peña Jr.

"SLI Enterprise is Alive and Growing!!"

Let me greet all members of Sydenham & our Guest "Merry Christmas". It is that time of the year again when we celebrate the birth of our Lord, Jesus, a significant event in our lives as Christians. Christmas reminds us to reflect and share our blessings with others; renewal of our faith and hope for a better life. (By the way, did you know that today happens to be the shortest day, therefore the longest night of the year?).

To us at Sydenham (SLI), we are ending a good year.

Thank you to our Customers for giving us their businesses & allowing us a double digit growth in our business; Thanks to you our employees, members of Sydenham Family for executing very well throughout the year with an Excellent Response to Delivery with 'zero' complaints from our customer; lightning fast factory processing of less

than 10 days and better productivity resulting to three consecutive quarters of improving profitability.

Let's thank everyone for a job well done and thank the Lord for giving us the strength and determination to do better and excel in our job. For that, the company has announced a one-week 'Performance Bonus' to be given to permanent employees in January 2015.

"SLI enterprise is Alive and Growing!!"

2015 will be more challenging because we now need to be better than our last GOOD performance. But now we are more experienced and capable.

"THINK fast; ASK more; LEARN best; DECIDE right; ACT with speed for CONTINUOUS IMPROVEMENT".

We will need to weave & integrate the 3 companies under our

organization. Take advantage of opportunities and get better results from our product development capabilities; our production prowess and; sales & marketing network that will that will repeat double digit +15% revenue growth.

Work on our continued profitability so we can afford making our factory & equipment modernized for better capability & capacity; offices & operating systems 'state of the art' for better productivity.

'Delight' our corporate and individual customers with better & better products and responsive services unique logistic & delivery system so they will love us more.

Meantime, lets us enjoy and celebrate the Christmas season. Happy New Year and may our 2015 move from Good to EXCELLENT.



President's Corner

by: Michael Francis A. Dela Cruz

Growth Oriented: A critically important value of Sydenham is to be growth oriented.

We will manage and align our total resources effectively to power our corporate growth objectives.

By keeping our existing customers happy and bringing in new customer we will achieve growth. Thus the reason for our mantra: Good Medicine Made, Great Solutions Delivered.

For "Good Medicines Made" to happen we need to do it with quality. Quality means that our products are can be reliably be duplicated to the same standards we have set. The roadmap to ensure quality is for all of us to have a passion and tenacity to continuously pursue GMP at all times.

If we have good medicine that is efficacious, meets expectations and is competitively priced,

we will grow through new customers. "Great Solutions Delivered" is the strategy that we have adopted to make us preferred by our existing customers. If we are preferred, then it means our customers are happy with us. It will always be true that we will always have problems and issues with the goods and services we provide to our customers.

But what will make us preferred by our customers is the speed and urgency we are able to deliver the solution and prevent the failure from repeating itself in the future through a deliberate corporate approach.

The same logic and reasoning for the growth of Sydenham likewise applies to ourselves. If we challenge ourselves to continually grow by

nourishing ourselves physically and intellectually we will thrive. Thus, let us make ourselves "Great" by continually becoming better. Let us dare depart from our comfort zones and explore new avenues to get our work accomplished in a faster, better and more efficient manner.



newSLink

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newSLink is a publication of

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Editor's Note

by: Nina Peña - Atienza



As another year ends and another one starts we are given yet another chance to start a new! We can look back our past, learn from our experiences and move together forward to a better future.

In this edition of newSLink, we focus on our corporate value of "Growth Oriented". We highlight the Christmas Message of JAP that emphasized on the double digit growth we experienced in 2014 which he attributed to the job well done by the members of the Sydenham Family and the challenge for the entire Sydenham Enterprise to grow +15% in 2015. MAC talks about how important growth is not only for the Enterprise but for the individual members of the company as well. We also recognize the Service Awardees for 2014, Operators of the Month and recipients of Commendation Awards. Various events held during the last quarter of the year were also featured such as the Trick or Treat & Christmas Celebrations held in both the Las Piñas and Dasmariñas sites and the various trainings held to help the company improve.

Let's all welcome a New Year and let's all work hand-in-hand to move from Great to Excellent in 2015!

SYDENHAM Trick or Treat

Employees and their kids dressed up in their favourite character and lots of candies and chocolates were given away. These highlighted the Trick or Treat event at SYDENHAM both in Dasmariñas and Las Piñas offices last October 31, 2014. A competition for employees who wore the most creative costume using recycled materials was also held to help bring out the creativity and resourcefulness of the employees.

Dressed up in their princess, fairy and other cartoon characters, SYDENHAM employees also took time to decorate their work areas to have the halloween vibe and share in the fun of Trick & Treat.



BARBIE GIRLIN A BARBIE BOX.
1st Place Winner for Best in Costume,
Ms. Chrishelle Alano (Warehouse),
awarded by Mr. Arnel Abjelina, SLI HR/
Admin Director

GAME ON!
1st Place Winner for Best in Costume (Kids
Category) – John Angelo De Goma, with
mom, Ms. Jen De Goma (Finance)



20 Ways to Lose Weight After the Holidays

Simple ways to beat the effects of holiday overeating.

Guilty of overeating during the holidays? Here are 20 simple ways to beat weight gain.

1. **Drink water.** People often mistake thirst for hunger, so next time you feel like nosing, reach for water first.
2. **Set realistic goals.** One or two pounds a week maximum is doable. Top weight-loss programs advocate stopping after the first 10 pounds and maintaining that loss for about six months before trying to lose any more.
3. **Build in splurges.** If you allow yourself to eat whatever you want for 2 meals out of every 21, you won't inflict enough damage to subvert your weight loss. And you'll feel less deprived.
4. **Count to 10.** Studies suggest that the average craving lasts only about 10 minutes. So before caving in to your urge, set your mental timer for a 10-minute time-out. Use the time to tackle an item on your to-do list; choose one that will give you a sense of accomplishment — and get you out of the kitchen.
5. **Eat more often.** People who have kept their weight off for more than a few years tend to eat an average of five times a day. Light, frequent meals curb your appetite, boost your energy, improve your mood and even speed

your metabolism, since the process of digestion itself burns calories.

6. **Make weekly resolutions.** Don't try to overhaul your diet overnight. If you make too many changes at once, chances are you'll get frustrated and throw in the towel. Instead, make one change, such as eating at least one piece of fruit daily, every week.
7. **Start with 10%.** People who start by focusing on achieving just 10% of their long-range weight-loss goal may have the best chance of ultimate success. Losing those first pounds yields the biggest health gains, too, since belly fat is usually the first to come off and is the most dangerous.
8. **Spike your meals with salsa.** This spicy condiment can stand in for mayo to deliver plenty of flavor without the fat. Mix it with a bit of low-fat yogurt to make tuna salad. Spread it on a veggie burger, or serve it with chicken or fish.
9. **Take one-third off.** When you eat dinner out, reduce the temptation to clean your plate by setting aside one-third of your meal. Ask the server for a doggie bag, and take it home for lunch the next day. Try serving yourself one-third less at home too. This simple tactic could subtract more than 500 calories a day.
10. **Go easy on the alcohol.** Remember that alcohol is a source of calories. A 12-ounce beer has 150 calories; a

3.5-ounce glass of wine, 85. The bottom line: If you're trying to lose weight, stick with water.

11. **Write notes to yourself.** To help you stay on track, post notes to yourself on the fridge and the pantry. Put up a little stop sign or make tags with questions like "Do you want this food enough to wear it?" and "Are the calories worth the consequences?"
12. **Stay away from sodas.** Soft drinks are a major source of empty calories in the American diet. We drink twice as much soda as milk and nearly six times more soda than fruit juice.
13. **Don't just eat — dine.** Eating on the run or in front of the tube invites mindless munching. Make a conscious choice to sit down and savor every bite.
14. **Up your protein (a little).** Research suggests that protein prolongs the feeling of fullness better than carbohydrates or fats do. Stick to low-fat protein sources like low-fat yogurt or cottage cheese, low-fat soy drinks or snacks, or thinly sliced turkey breast.
15. **Learn how to measure.** It's easy to misjudge portion sizes. Pull out the measuring spoons and cups, especially for full-fat salad dressings, dairy foods and mayo.



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by Mailla Robles

SPI Q4 2014 started off with its first participation at the BLOGAPALOOZA 2014 last October 11, 2014 at the SMX Hall, SM Aura Taguig City. BLOGAPALOOZA 2014 is one of the big events participated around 700 bloggers or social media enthusiasts. SPI put up its own booth to promote Feel Good Lactium and was given the opportunity to do a product presentation during the event together with the product testimony of a well-known disc jockey, King DJ Logan, who has been taking Feel Good Lactium shared how the product has helped him deal with everyday stress.

Last November 2014, SPI had its first radio station visit at Retro 105.9 DCGFM to promote Feel Good Lactium to the avid listeners of King DJ Logan and Ms. Karren in their morning show, "Morning of Mass Destruction".



SPI Team at the BLOGAPALOOZA 2014

SYDENHAM Las Piñas Goes



Last December 19, Sydenham Las Piñas held its Christmas Party at Congo Grill Westgate with its theme KPOP. Clad in their KPOP outfits and accessories, the employees had a great time to celebrate for a blessed year and to celebrate the reason for the season, the birth of Jesus Christ.

A day of fun and laughter promoting camaraderie and team spirit where karaoke contest, group presentation and best in attire were actively participated by the employees. Special prizes and Christmas Gift Packs were given away making the event more fun and exciting. The event was graced with the presence of Mr. Mike Dela Cruz, Mr. Jacob Peña Jr., Mrs. Pilar Peña, Mr. Abe Villacorta and Mr. Arnel Abjelina.



Plant wide GMP Trainings



Training Updates
by: Jam Paulino

Good Documentation was concluded with 97% training hit rate covering all shifting and regular teams and was facilitated by QA Assistant Manager, Kathy O. Alegro and QMS Supervisor, Val H. Alumnos to assure that employees remain familiar with the PIC/S GMP requirements relevant to their functions.

Premises and Equipment was conducted by our GMP Team Leader and Content Experts targeting Equipment and Facilities technicians and personnel to ensure compliance to standard requirements.



Continuation from Page 03

16. Make smart substitutions. Look for nutritious low-calorie alternatives to sugary, high-fat treats. Try frozen grapes instead of candy. Use air-popped popcorn instead of oil-popped. Dip fresh strawberries in fat-free fudge sauce for a sensuous chocolaty treat.

18. Think positively. Experts note that low self-esteem is a major cause of overeating. Train yourself to focus on your best points rather than your weak spots.

19. Give yourself a break. No one says you have to reach your goal without making mistakes along the way. Tell yourself you can succeed in losing weight by taking things one step at a time and starting fresh whenever you slip up.

20. Relax! Some people binge when they're stressed. A Yale University study found that women who secreted the most cortisol (a hormone released during stress) ate the most high-fat food after stress. The combination of cortisol and insulin prompts the body to store fat in preparation for possible starvation — just what you don't need. If stress has a stronghold on your life,

try learning yoga, meditation, or simple breathing exercises.

17. Have a "party plan." When attending a party, offer to bring a plate. Arriving armed with chopped fresh veggies and a low-fat dip — or any other low-calorie snack — ensures that you'll have something to snack on without feeling guilty.

Source: Reader's Digest

ERP Implementation Kicks off at SLI



Mr. Tony Jopson, ERP Project Manager, Mr. Atender Prasad and Mr. Donald Dia, TADE Infotech Project Manager formally announced the ERP Kick Off last November 12, 2014 at the SLI Conference Room. The event was attended by the SLI ManCom, employees and TADE module consultants who will be part of the ERP Team.

NEW PRODUCT LAUNCH (SPI)

OFLOXACIN

SYFLOXACIN
400 mg Tablet
ANTIBACTERIAL

Strike back with
SYFLOXACIN



CIPROFLOXACIN
HYDROCHLORIDE

SYNPROXIN
500 mg Film-Coated Tablet
ANTIBACTERIAL

Eliminate
Severe Infection
with SYNPROXIN



Sharing the Joy of Christmas with the DSWD Bahay Tuluyan ng mga Bata

By Carol Espineli



When we think of Christmas and New Year, most of our thoughts tend to veer towards warm memories of family sharing a spectacular home-cooked meals, family reunions, parties, parlor games and of course gift giving which kids surely enjoy. Christmas is indeed a special season celebrated for children. But not all children are lucky to be with their family to celebrate Christmas, this is the very reason why Sydenham Laboratories' Sales and Marketing Team opted to conduct the yearly outreach program at DSWD – Bahay Tuluyan ng mga Bata sa Dasmariñas last December 12, 2014.

Bahay Tuluyan ng mga Bata sa Dasmariñas is residential institution established to provide care, protection and rehabilitation to girls ages 5 to 17 years old who are victims of sexual abuse (rape, incest, acts of lasciviousness, sexual exploitation), abandonment, negligence and physical abuse and maltreatment. This outreach initiative of Sales and Marketing Department, aims to instill to this young girls the real meaning of Christmas - the birth of Jesus Christ, to show God's great love for us, a time of sharing and giving, a time of healing and renewed strength.

Through the generous donations from Sydenham Laboratories Inc. employees' useful items for the girls' daily needs such as toiletries were provided. The SLI Sales and Marketing Team organized a small program which includes parlor games and song and dance numbers from the children of Bahay Tuluyan. Snacks and refreshments were also served to the children. The Sales and Marketing Team would like to thank SLI employees for their generosity and kind heart to bring positive and joyful spirit of Christmas back into the hearts of these wonderful and ever resilient young girls.

SYDENHAM Organizational Management and Development Seminar

All SLI newly hired professionals/technical personnel successfully completed the **Organizational Management and Development Seminar** last **October 21 and 24, 2014** facilitated by our Vice-Chairman and CEO, Mr. Jacob A. Peña Jr. aiming to develop an organization that is more effective in accomplishing the company's desired goal. This focuses on developing the structures, systems and processes within the organization to improve organizational effectiveness. A total of 39 personnel received a Certificate of Completion for this seminar and 15 personnel as a re-fresher seminar.



SLI Organizational Management and Development Seminar Participants with Mr. Jacob A. Peña



Sydenham Las Piñas' Organizational Management and Development Seminar Participants with Mr. Jacob A. Peña and Ms. Nina Peña-Atienza

Transform, Innovate & Celebrate @SLI

The desire for innovation and continuous improvement has triggered the Christmas Party committee to have its annual Christmas event to have the theme: **TRANSFORM...INNOVATE...CELEBRATE!!!** A holy mass officiated by Rev Fr. Benny Enano, CM to give back the glory to our creator and as thanksgiving for the blessings it has poured to the company. An awarding ceremony was also held headed by Mr. Jacob Peña, SLI Vice Chairman, Mr. Roberto Bautista, SLI COO and GM, and Mr. John Pena, SLI General Manager in honor of the employees who have served in the company for 5 and 10 years.

Several presentation numbers from Sydenham employees added to entertain the crowd aside from the competition for the "Best in Transformation" participated by the finalists Ms. Beng Torres (Sales), Ms. Arvee Sarmiento (TD) and Ms. Angel Pacao (TD). The Q&A portion with Mr. Val Almunos even made it a hit with his funny antics and punch lines. In between were the much anticipated raffle draws- where lots of gifts and surprises have been given away!

The event is hosted by Mr. Adrian Alalid (Sales) and Ms. Kim Jimenea (TD).



SYDENHAM Laboratories, Inc. OPERATOR OF THE MONTH



Rodolfo Genoveza
September 2014



Chiradee Abadilla
October 2014



John Carlo De Castro
November 2014

COMMENDATION AWARD



Jason Paglibuan
Mr. Paglibuan performed his duties well as Wet Compounding Operator, his actions triggered a correction which if not found and escalated would cause wet mass or discoloration. Correctness of data is important in every document being handled by everyone in the company.
SLI Values shown: **QUALITY**



Roger Gumapal
Mr. Gumapal is a hardworking employee who acted quickly in resolving breakdown occurrence of the equipment. He has displayed good analytical skills and has worked with utmost dedication. Being highly enthusiastic, committed and sincere, his efforts have proven beneficial for the growth of our organization.

