

HR NEWSLETTER

POSITIVE MIND ~ POSITIVE VIBES ~ POSITIVE LIFE

• TRENDING PRODUCTS

THINK DIAGNOSTICS THINK TRIVITRON

• FUELLING SUCCESS

MR SATYAKI BANERJEE (CEO - MEDICAL IMAGING,
TRIVITRON HEALTHCARE)

• EMPLOYEE HAPPINESS

OUT REACH MANAGEMENT: AN EXCLUSIVE HR FUNCTION
TO SUPPORT FIELD FORCE & ENHANCE INDIVIDUAL POTENTIAL

Glance

Hola	03
Trending Products	05
Fuelling Success	06
Support Extended During COVID-19	07
Rockstars	09
Head Space Health	10
Easy Bites	14
ORM	15
Chairman's Club	19
New Travel Policy	20
Adventure	21
Welcome Onboard	25
Events	26



Chandra Ganjoo

Executive Director & Group CPO



Greeting Trivitronians!

Happiness is a state of mind and is closely tied to taking care of our own self both physically and emotionally. The attitude gained through happiness translates to a variety of effects on a person's health and opens a person's mind to positivity, optimism, vitality, and well-being.

It's important to understand - What makes us happy? For some, their hobbies give them happiness, spending time with loved ones make some of us happy, for some happiness is in sharing and caring for underprivileged and we also have that class of people who find happiness in resolving the bigger problems of mankind like poverty, malnutrition, refugee crisis, etc. It's very important to find our own reasons and purpose of Happiness. No matter how logical or illogical it may be but the necessity of being Happy is also being proved by Science and it imparts a state of a healthy mind, overall wellbeing, optimism, confidence, peace, and zeal.

On a personal front, traveling, music, and spending time with my family makes me happy and on the professional front being a part of a team that provides healthcare services to a global community irrespective of their location or socio-economic status makes me happy and privileged. I am proud that every Trivitronian is contributing in his/her own way in reaching out to the masses with the customized product portfolio because of which we are able to support and contribute to building a robust healthcare infrastructure around us. COVID-19 was a wake-up call for everyone and it compelled us to take health on priority and we need to feel privileged because each one of us played a very important role in supporting the healthcare systems with products that were necessary to fight in this pandemic. The happiness in contributing to a cause is beyond words and we all should be proud of our efforts during this global crisis and I am confident that this will be the highlight of our professional journey. For me, being a part of such a wonderful team is inspiring and I will continue to pray for you and your near one's health and safety. Our vision of providing affordable and innovative healthcare solutions across continents is not just a statement, it signifies our dedication and commitment to bringing smiles to people through our Language of care.



We have been spreading joy to people across different strata's of the population through our vast range of medical technology products. Having a healthy child is every parent's desire, how can I not mention. Our new born screening solutions makes the parents aware of all the prospective metabolic disorders (if any) in the new born, and ultimately help them to cure it at the early stage and give happiness. Radiologists sharing the first picture of the fetus on our Ultrasound with 'about to be the parent's', their happiness is beyond words. A patient coming out of an ICU, being fully recovered on Trivitron's critical care products give boundless happiness to the family and gives utmost satisfaction to us as an organization. Every life that we have touched as an organization has a profound impact on our growth too. We have been consistent in spreading smiles among the healthcare fraternity, patients, patrons, and well-wishers.

The entire framework of what we do is based on ethics and principles which make us an organization of great value. These values guide us towards making choices that contribute to make the world a better place by imparting a positive impact and every Trivitronian should be proud of their own achievements. As an organization, we will continue to innovate new products and new ideas to keep ourselves updated and resourceful. With our strengthened L&D initiatives and learning weekend's programs, we strive to scope up our team with continued growth and learning and this will give them an opportunity and platform to upskill and grow professionally. This year we have also incorporated work strategies updates like ORM and LMS to ensure easy workflow of all key operational staff within our organization. I also congratulate the Elite Chairman's Club members who have been our mainstays of strength and have worked hard for overall organizational growth. Our employee's zeal and hard work, steadily assure to make this world a more reliable, luminous, and more peaceful place to live in. The smiles and delight of every Trivitronian mean everything to us.

With our innovative approaches, teamwork, and scalable programs, we have created a blissful world that spread smiles and happiness through our Language of Care.



Trending Products

Think Diagnostic Think Trivitron

Better Precision Stream Line Work Flow

Introducing Coagulation Devices



Coag 2D



Coag 4D



Coag L



Coag M



Coag XL

Features:

Easy to operate | Compact design and footprint | Supports D-dimer and AT-III tests | Innovative user interface with built-in QC features | Complete test palette for clotting, chromogenic and turbidimetric tests

Introducing Smart Biochemistry HPLC Analyzers



Nano H5



Nano H110

Features:

Compact design | Uses Ion exchange liquid chromatography | Fully-automated HPLC Analyzer



Achievements #ASuccessStory

Mr Satyaki Banerjee (CEO - Medical Imaging, Trivitron Healthcare)

In the Spotlight - Trivitron Healthcare becomes India's first company to launch an indigenously developed Flat Panel Digital C-Arm.

The extent and complexity of surgical interventions particularly in the swiftly evolving field of image-guided minimally invasive surgery proceed to increase, as does the number of patients requiring treatment. To treat more patients at a more economical cost, hospitals require versatile C-Arms for conducting orthopedic, complicated surgical, pain management, and emergency procedures.



With the vision to provide the best affordable and advanced healthcare Trivitron entered into C-Arm in the year 2016; and with a focused R&D team of experts, high-quality manufacturing, advanced integration of technology, and strategic planned sales and marketing strategy we became the second-largest C-Arm manufacturer in India within 3 years of product launch. We continued towards the pathway of innovation, and after extensive clinical trials and quality checks, we launched finally a digital FPD C-Arm with navigation and surgery assist tools that adapt to the need of a range of surgical specialties.

The product received a design patent, was launched through some of the most renowned KOLs and today Trivitron is India's No. 1 player in terms of clinical installations of digital flat panel C-Arms. The platform brings together innovations in image capture, image processing, ease-of-use, and versatility pioneered and allows hospitals and doctors to maximize their performance, enhance their clinical capabilities and offer their staff a high-quality user experience. We have also set up a new factory at Patalganga, with state of the art ISO 13485 compliant facility, ramped up production at full scale to deliver the best in medical imaging in the healthcare market.





SUPPORT EXTENDED DURING COVID-19

Healing Conversation

A good conversation can heal any wound. We understand that in tough times, individuals often ignore their mental health. In such conditions, we tend to react with bitterness. Healing conversations help to transform the sufferings into a creative force. Our experts help such individuals to manage their situations & come out as the winner. Such conversations provide them with the fresh wind of thoughts & overcome all kinds of difficult situations.

Staying at your best, conquering any uphill task starts with Self-confidence, believing in your abilities, and having faith in your hard-working capabilities. We have experts who help our employees to believe in themselves, have confidence in their self-abilities & work harder to achieve their milestones. Such motivational sessions are planned every month so that Belief & Positivity grow day by day.

Special Initiative's

When the entire country came to halt, Triviron stood up with the nation for the cause. Triviron R&D/Supply Chain/Admin team went the extra mile to take the challenge to serve our country. Special transportation was arranged for staff/casual laborers to facilitate them to reach the factory premises from different parts of the city.

Simultaneously, the segment of employees, who were able to handle their work assignments remotely, for all such staff "Work from Home" Policy was introduced. This helped our employees with their Work-life balance and better work coordination without getting stressed.

New leaves were introduced in the pandemic for our employees who were infected with COVID-19 for 14 to 21 days depending upon the health conditions of the individual.

We value the safety of our employees. Trivitron tied up with a few private hospitals to get the employees vaccinated.



ROCKSTARS

WINNER'S AWARD

The secret of your success is determined by your **Hard Work & Dedication.**

Huge
Applause For
Shining
Stars of
Trivitron



Head Space Health

Mask Acne Management

Are you bothered with the appearance of acne blemishes in areas covered by a face mask?

Pesky mask acne or "maskne" has become a common problem among people who have to wear face-protective masks daily for long hours to help prevent the potential transmission of COVID-19 or other contagious respiratory illnesses.

Masks act as a seal over the lower part of the face to prevent infections and also escaping of moisture from the skin. In hot and humid weather, this causes the acne-causing bacteria to thrive underneath the mask.

Acne breakouts might be painful and discomforting for people, but that doesn't allow them to ditch the mask. Since wearing masks is mandatory for a while, managing its associated acne is not a one-time deal. Some ongoing preventive and treatment habits can be undertaken to enjoy clear and healthy skin. To serve this purpose, dermatologists recommend practicing good mask-wearing hygiene.

Most importantly, the 100% cotton face mask must be washed with a gentle, fragrance-free detergent after use to help get rid of trapped viruses and also prevent invasion of bacteria into the skin. This is necessary especially if the mask is worn for extended periods. Other surgical or KN95 masks shall be disposed of after use. Ensure that the reusable mask made of breathable fabric is used according to the latest CDC mask guidelines.

- For people who use to wear full make-up, now is the right time to focus only on eye make-up as mask-covered areas with make-up can result in skin issues.
- It is advised that the face must be kept clean and well-moisturized.
- Over-exfoliation of the skin would not help and dry out of acne could eventually make the skin prone to more acne breakouts.
- If the skin is oily, use gentle foaming cleansers for washing the face.
- A salicylic acid-containing face wash is beneficial for the removal of excess oil and dead skin cells, thereby preventing clogging of pores and acne flare-ups.



Office Yoga

Start a Chair Office Yoga Routine

Yoga helps to eliminate stress, and it is the perfect antidote to sitting at a desk all day. Yoga can reduce stress and tension and improves concentration and the ability to focus. It also detoxifies the body and tones the muscles.

A simple chair yoga position can help get your blood flowing and reduce stretch in a few minutes.

Most Effective Yoga Poses to Perform at Your Work Desk

Wrist and Finger stretch



Step 1



Step 2

How to do it:

- Sit in your chair by keeping your spine straight.
- Stretch your arms straight in front, and circulate your wrists first inward and then outward.
- Spread open your fingers and then close them to form a fist, at least 5-10 times.
- Put your hands on your desk with your palms toward the ceiling and fingers toward you.
- Gently press your hands down to counter-stretch your wrists and forearms.
- Bring your arms to your sides and rapidly shake your wrists to loosen them.

Chair Pigeon Post



Step 1



Step 2

How to do it:

- Sit straight at the front edge of your chair with your feet at a hip-width distance from each other, your knees right above your ankles, and your toes pointing forward.
- Place your right ankle on the left thigh right above the knee but keep your foot loose and flexed. People with knee problems may have difficulty in doing this, so they are recommended to stretch their left leg for greater comfort.
- Stay in this position for 5-10 breaths.
- Do the same with the other leg.

Seated twist pose



Step 1



Step 2

How to do it:

- Sit up straight in your chair with the side of your body facing the back of the chair, your sit bones pressed firmly into the seat, your feet and knees at hip-width distance, and your toes pointing forward.
- Draw in a deep breath while keeping your spine erect.
- Release your breath and twist your upper body to the right side from the bottom of your spine.
- Bring your hands to the back of the chair.
- Loosen your shoulders.
- Push the bottom of the right shoulder blade toward the spine while moving the bottom of the left shoulder blade away from the spine so that both the shoulders form a straight line.
- After rotating your shoulder blades to their full extent, turn your head to look over your left shoulder.
- Take a few deep breaths, and then come back to the starting position.
- Do the same on the other side.

Vaccine Mandate Edition



Do it for
FRIENDS, FAMILY & COWORKERS



Stay at Home



Wear Mask



Clean & Disinfect



Wash your hands



Maintain Distance



Do not touch your
face with Hands

Easy Bites

A Healthy Break For Your Tummy- Apple Smoothie Best Weight Loss Recipe

People who wish to lose weight can have a glass full of nutrient-dense, satiating apple curd smoothie for breakfast or as a mid-meal snack. Here, apple (a fibrous fruit) can be combined with oats for more dietary fiber and curd which provides the required calcium and protein. It can be flavored with vanilla and cinnamon and mildly sweetened with honey to provide the necessary energy for the body to work all day.

Below is a recipe for the smoothie. Remember to have it immediately after preparation as the apple can discolor the drink after a while.

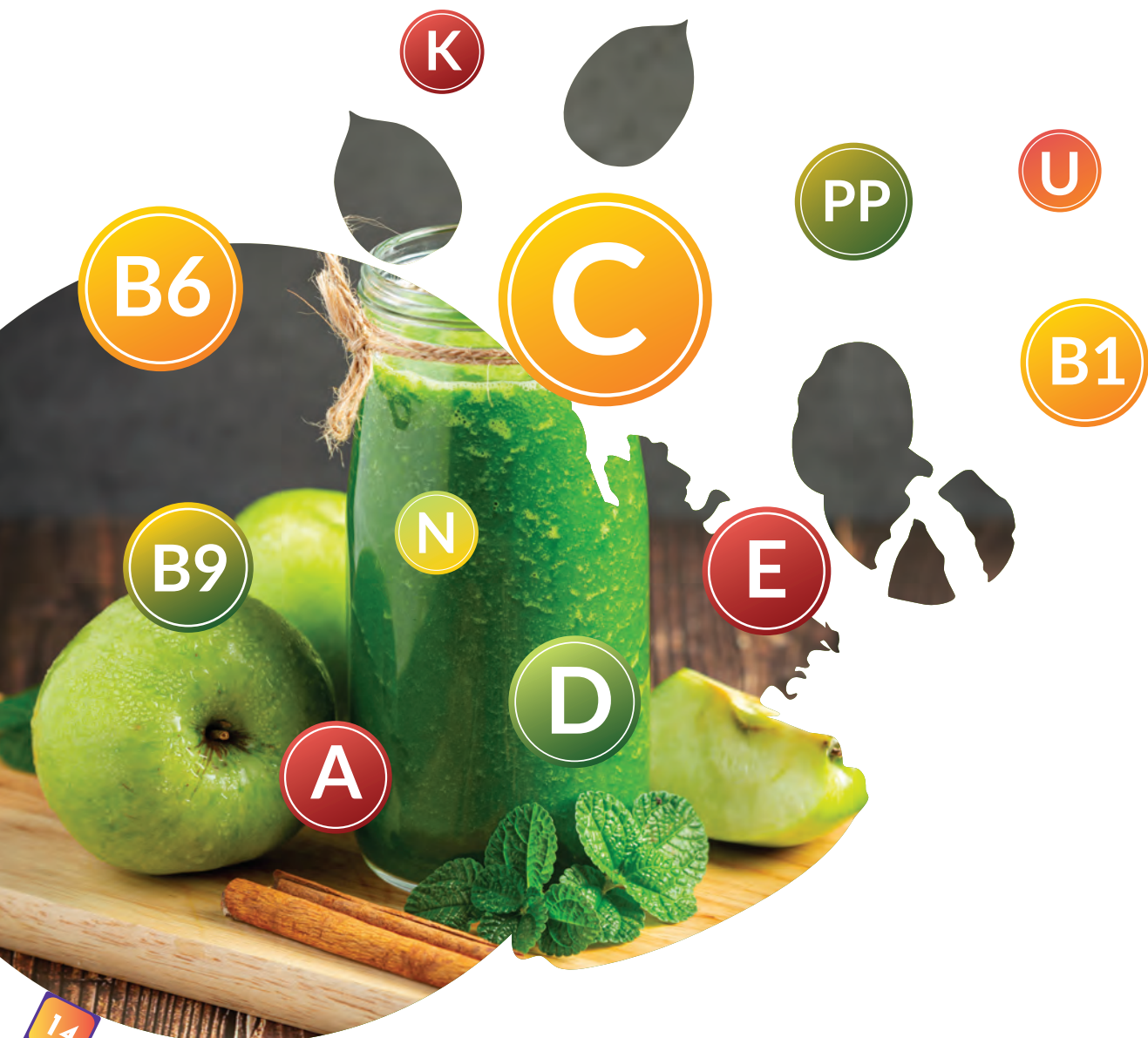
Preparation time: 10 minutes

Serves: 2 glasses

Ingredients: 1 ½ cups roughly chopped, rinsed apples, 1 cup curd, 1 ½ teaspoon honey, ¼ teaspoon vanilla essence, 1 small stick cinnamon, ¼ cup toasted oats, lemon balm leaves.

Method:

- In a mixer jar, take all the ingredients and blend till smooth.
- Pour the smoothie into glasses, garnish it with lemon balm leaves and serve immediately.





Employee Happiness

**Out Reach Management:
An Exclusive HR Function
To Support Field Force & Enhance Individual Potential.**

With an Aim to Spread Smile to the masses, through language of care, we at Trivitron Healthcare always embrace our employees to be successful and to unleash the doors of success, Trivitron Healthcare initiated **Out Reach Management (ORM)**, an exclusive HR function that helps the employees to enhance their productivity by providing solutions to their challenges/ concerns.

The main **Motto** of ORM is to, "**Develop, Recognise, Acknowledge, Inspire Field Force to become Potent**", lead and make every Trivitronians happy and motivated by supporting them in each phase of their work schedule that will help them to perform to their fullest potential. ORM team will be **Employee Partner** to bring the best out of you and make each one of you "**An Achiever**".

ORM Objective is "Roping Happiness and getting success by creating Opportunities and eliminating all the roadblocks".

Focus Area That ORM Follows To Deliver Best Outcomes:

People:

Attract, Bring and retain the best talent and settle them well by shouldering and resolving their challenges so that they can deliver their best and achieve to their maximum potential.

Process:

Strengthen the processes and ensure that team should be fully equipped with all the tools and knowledge, by ensuring transparent Business Operations and creating learning opportunities to keep the team updated, motivated and focused.

Performance and Productivity:

Ensuring the clear visibility of the role, expectations and targets assigned to each individual and track the performance against the same on a monthly basis. Ensuring the Rewards and Recognition to achievers and providing motivation and building support system to the average or below average performers by filling the GAP's and challenges by closely working with supervisors and support team.

Creating Opportunities:

At Trivitron, we believe in equal opportunity to all, including "Career Growth, Reward and Recognition & Employee's Safety." Team ORM is committed to develop opportunities for each individual who is engaged and willing to achieve greater heights.

Learning & Development:

Learning is a continuous process and important In Order To achieve greater heights for self and the Organisation. Training program allows and Individual to strengthen those skills that each employee needs to improve & development program brings all employees to a higher level. Team ORM is committed to bring/create the Opportunities for entire Field Force and help team to develop skills and increase their confidence level.

Happiness is the key, Team ORM is committed to it.



Environment Care



Garbage Management

Waste management is a broad term that encompasses the processing of solid waste and efficiently recycling them without increasing the trash. It is an effective framework that helps reduce pollution to a great extent. The most important reason for waste management is the protection of our surroundings.

Tips to Manage Garbage at Home:



Say No to Plastic Bags



Buy foods with less packaging



Carry your own cloth & jute bags



Start Reusing Non-Biodegradable Waste



Reuse, Reduce and Recycle



Decomposition of organic waste

Tips to Manage Garbage at Work

Be Digital: Work on google docs which helps one to write, edit and collaborate online for free.

Create Recycling Center: Put separate dustbin at workplace for managing different types of daily wastage so that those waste materials can be used for recycling or reuse.

Use Reusable Products: Provide reusable products to employees and try to reduce e-waste.

Bulk Buy: This helps reduce the amount of packaging.



Add a wing to your career



Good education and Literacy are the best way to achieve success

The essence of Trivitrion lies in benefitting the society, we at Trivitrion had many beautiful memories when we took the initiative to return back to the society.

Pankh is one of the most crucial initiatives that has been initiated by us towards the mankind for developing the future of our youth.

Pankh is all about Education. As we all know that Education is the bedrock on which, stable foundations of life are laid. It's an initiative that creates an opportunity for the employee and their children to turn their dreams into reality by getting the right education. This has helped many employees and their family members to complete their academic wish list.



Chairman's Club



Chairman's Club is an initiative started by our Managing Director. The objective of this platform is to provide an opportunity to recognize the extraordinary efforts of our employees and put an emphasis on their growth because "OUR PEOPLE" are the most valuable asset we have and to help them to think, behave and perform like a winner. We identify the top 20-25 Innovative, Self-Motivated, and Team Oriented Top Performers every year and help them to become Future Leaders.

Huge Applause for Members of Chairman's Club- Season 6

Amit Arora

Dheeraj Arora

Manohar Baburao

Rohit Sekhri

Balasubramanian
Ramakrishnan

Karthik
Balasubramanian

Sheeba Nair

Udhaya Kumar
Padmanaban

Aleksander Bosik

Gaurav Bhanot

Tatvam Bhatt

Prajit Chakkattil

Dr. Sameer Phalke

Dr. Ekta Khattar

Devdutta Wadekar

Smita Ashok
Kalghatgi

Akash Verma

Rahul Raina

Sebahat Güner
Gökeşme

Richard Kyania

WHAT'S
NEW

TRAVEL POLICY

Objective:

Pandemic brought new travel challenges and so we are here with new upgrades in our Travel Policy to ace new business opportunities. One can also go through the detailed travel Policy in the HRMS system.

Some Key Highlights of Travel Policy:

- Integration of MakeMyTrip for hassle-free travel & hotel bookings.
- New segmentation of cities and Introduction of new cities.
- Travel ease for all passengers in many ways.



Adventure

Travel Safe during **COVID-19**

Mukteshwar - Village in Uttarakhand - Land of Gods

Description

Mukteshwar is a village and tourist destination in the Nainital district of Uttarakhand, India. It sits high in the Kumaon Hills at an altitude of 2171 meters, 51 km from Nainital, 72 km from Haldwani, and 343 km from Delhi.

Elevation: **2,171 m** Area code: **05942**

District: **Nainital** Local time: **Monday, 12:53 pm**

PIN: **263138**



Places you can visit:

Zero Point • Mukteshwar Dham Temple • Mukteshwar Mahadev Temple
Mountain View Point • Chauli Ki Jali To - Mukteshwar Mahadev Temple
Bandar Tekri • Chocohouse Chocolatiers • Mukteshwar Kumaon Hills • Bhalugadh Waterfall

Best Place To Get Your Platter:

- Nirvana Organic Kitchen
- Chirping Tales Café
- Café Chandi Mati
- Iheart Café Himalayas

Just for Jest: You can also cook your own tea with traditional wood and fire method.

Best Time to visit Mukteshwar: **365 Days**

Glimpse of Beauty - Himalayan Ranges



Say Yes To Cool Breezes



Enjoy Beauty Of Nature-Hilly Tracks



Heaven On Earth-Mukteshwar



Celebration

FESTIVE SEASON - Its time to celebrate the Auspicious festival

Founder's Day



Ganesh Chaturthi



Vishwakarma



Diwali



Team Outing at BOME



WELCOME ONBOARD



Strengthening Workplace Welcoming Talents!



Testimonial

It's going to be a great experience in **Trivitron Healthcare**. I feel privileged to be part of this team having highest level of work ethics and professionalism along with expertise of the respective domain.

Thank you **HR team** for the wonderful hospitality and smooth joining formalities.

Dr. Suresh Thakur
President,
Scientific Affairs and Key Accounts - IVD



Events!

Spandan Gala Event

A sense of belonging is derived from the close bond of family. Family is where our roots take hold and from where we all grow. We all in Trivitron family, try to mold within our sphere along with our extended families. We all share our Joys & Sorrows together. We all enjoy all our festivals together. We all care for each other. We all celebrate our Successes together. Spandan gives us the platform of Togetherness with our families.

Upcoming Celebration:



Thanksgiving Day



Christmas

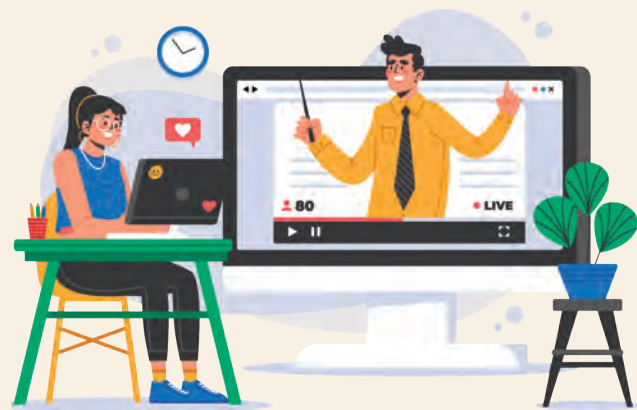


New Year

Learning Weekends

With the business landscape changing dynamically - one of the key elements of increasing employee engagement and satisfaction in the workplace remains giving employees the opportunity to grow and develop. People need to be continually learning and see that they have the opportunity to move up the career ladder and learn new skills in these difficult times.

Constant "upskilling" is no longer just a buzzword; it's the new normal. As many as 77% of employees in multinational organizations (according to a survey) feel that they need to develop new skills continually to keep pace in their careers. The benefits of lifelong learning are plentiful. Employees who constantly evolve their skill-sets are able to take advantage of the latest learning techniques that translate to better productivity and innovation.



Trivitron Learning weekend's program is an initiative to ensure that all learning aspects and stakeholder interests are covered. The programs are a perfect blend of relevant content, virtual exercises delivered through renowned learning experts, for the holistic development of employees.

Team Meeting at Trivitron



Just For Laugh Gags

#Jokes

Why do bicycles fall over?

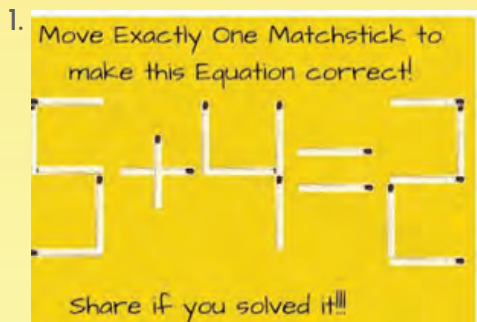
Because they're two-Tired!



Why is 6 afraid of 7,
because 7, 8, 9.



#Puzzles



2. A guy had 5 daughters: Tanu, Tenu, Tinu, Tonu, -----, what is the name of the fifth daughter.
3. A man was walking in the rain. He was in the middle of nowhere. He had nothing and nowhere to hide. He came home all wet, but not a single hair on his head was wet. Why is that?



TRIVITRON

HEALTHCARE

speaking your language

www.trivitron.com
corporate@trivitron.com

