

VANTAGE

*creating and
for your success*

2017 Issue 02



COVER STORY

We Have Moved: Investing in Our Future

OUTLOOK

Positioning for Growth

PARTNERS

Forging Successful Collaborations

CUSTOMER SPOTLIGHT

Adding Value, Enhancing Safety,
Raising Productivity

EVENTS

Joint Seminars and More



ROY TAN CEO

in future editions of this magazine.

I hope you will find this magazine informative, useful and fun.

With a history of more than 50 years, SLS Bearings has gone through many changes and achieved significant growth over the years. Behind our success is a dynamic and can-do spirit, which remains deeply embedded in our DNA. We work tirelessly to connect our customers with the right products and solutions. Being customer-driven is at the core of our corporate values and this is reflected in every aspect of our day-to-day operations.

The business landscape is continually changing but the bearings sector is one of the most dynamic and we will strive to continue playing an integral role in supplying products and parts for many industries.

Lastly, our success story would not have been possible without the continued contribution of our suppliers, the support of our customers and the dedication of our employees who have shared our incredible journey thus far. We look forward to continuing to serve and engage you in the future.

Thank you.

Roy Tan
CEO, SLS Bearings

Dear friends, supporters and employees,

It gives me great pleasure to welcome you to the second issue of Vantage magazine.

At the end of 2016, we bid farewell to what has been our corporate home in Singapore for the past 20 years. In 2017, we embark on a new chapter in our corporate history. The relocation to our new corporate headquarters signifies our commitment to solidify and entrench our position as a leading distributor in the mechanical components industry.

In this issue, our cover story and related feature stories explain the rationale for the move and how our new warehouse will bring about greater efficiency. As we continue to invest in the future of SLS, a focus on productivity improvement continues to be an integral part of our strategy for sustainable growth. Ultimately, our customers will benefit from better service quality and faster delivery times.

SLS devotes significant time and effort to building trust and developing lasting relationships with our principals and suppliers. In this edition of the magazine, we are delighted that Mr Gavin Garland from SKF and Mr Maurice Sartorio from Optibelt have shared their views on how SLS and their respective companies have managed to forge strong partnerships. We hope to feature more of such interviews with other principals

CONTENTS

IN THIS ISSUE

8 OUTLOOK

8 » Leadership Perspective: Positioning for Growth

What's in store for SLS and how can SLS remain competitive? Roy Tan, CEO of SLS Bearings, shares his views on corporate strategy, talent development and the outlook for the company.



12 PARTNERS

12 » Creating a Winning Business Partnership

In an interview with Gavin Garland from SKF, he shares the secret to SLS and SKF's long-standing partnership: a mutual passion for the industry and a dedication to serving customers.

16 » Road to a Successful Partnership

In an interview with Maurice Sartorio from Optibelt, he describes the shared values between SLS and Optibelt - such as trust, integrity and a strong customer focus - that have laid the foundation for a successful partnership between the two companies.



21 CUSTOMER SPOTLIGHT

21 » Enhancing Safety, Minimizing Downtime

We highlight how SLS helped a client in the semiconductor industry to configure and install vibration sensors, enabling vibration readings to be conducted and minimizing operational downtime.



24 » Uplifting Productivity for Evonik

SLS helped Evonik to upgrade its systems by implementing a synchronous lifting system to optimize productivity and enhance operational efficiency. Read this customer testimonial on how we added value.



28 FEATURE

28 » Putting it All Together

Bringing our new headquarters to life has been a journey in teamwork, dedication and leadership. We sat down with the members of the transitioning teams - the MIS and logistics teams - to find out the challenges faced and lessons learnt.

30 » Through the Years

In this snapshot, we walk down memory lane, seeing how SLS has evolved and grown over the years, from a 3-man outfit into the leading business enhancement solutions company it is today.

**32 » Investing in Our future: SLS Relocates to New Corporate Headquarters**

In this cover story, we highlight the significance of the move to SLS' new headquarters and how this will sharpen our competitive advantage. The relocation will also bring greater benefits to our suppliers, principals, customers and employees.

**34 PEOPLE****34 » Creating Value Within SLS**

SLS invests heavily in people development to produce competent and high-performing employees. Talent development, service excellence and developing our core competencies remain high on the list of our priorities.

35 » Celebrating 10 years with SLS

We mark the achievements and contributions of employees who have served us for 10 years with a Long Service Award. Congratulations on this important milestone.

**36 PRODUCT****36 » A Step-by-Step Guide to Choosing the Right Grease**

To choose the right type of grease for your application, consider these important factors: base oil viscosity, additives and base oil type, and grease consistency and thickener type.

38 » Tips and Tricks

We provide practical tips to help you get more mileage out of our products. Follow our tips to remove trapped air in grease guns, grease motor bearings and improve coupling reliability.

**40 EVENTS****40 » Work Smart, Work Safe**

In a joint SLS-Enerpac New Products and Safety Seminar, participants learnt how Enerpac products can enhance productivity and efficiency as well as the importance of using them correctly and safely.

42 » Hydraulic Fundamentals for the Oil and Gas Industry

In another joint SLS-Enerpac Seminar focused on the oil and gas industry, we took a deeper dive into bolting tools and applications, as well as integrated solutions for the sector.

43 » Extracting High Performance for the Oil and Gas Industry

In a joint seminar by SLS and Optibelt, we provided customers in the oil and gas industry with insights on the practical applications of high-performance belts such as V-belts and timing belts.

44 » Care and Maintenance: Critical from Start to Finish

SLS collaborated with SKF to introduce customers to SKF's range of maintenance products and how the solutions could maximize bearing life and enhance efficiency.

45 » Learn, Network, Discover

At SLS Mongolia's Customer Day, our customers had the opportunity to gain better knowledge about the various brands we represent through product demonstrations, exhibits and greater interaction with us.

**46 ACTIVITIES****46 » The Social Calendar**

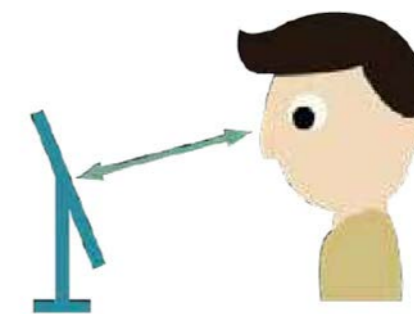
Throughout the year, SLS' Recreational Club organizes various activities for our staff to foster bonding. Some of the activities which took place included the durian party, free food (ice cream, herbal tea and apples), Chinese New Year celebrations, Family Day at Sentosa and complimentary health screening.

50 » Employee Fun Facts

We conducted a survey to find more about our employees' health habits, as well as what they thought about working at SLS. Did you know ... 41% described the best part of working at SLS as being able to learn new things and apply their skills.

**52 HEALTH****52 » 10 Useful Tips for Eyecare**

Due to today's modern lifestyle and work habits, we may spend far too long in front of the computer. It's critical to adopt healthy habits for eyecare to safeguard our vision.

**54 ENTERTAINMENT**

54 » Take a break by reading some fun jokes or doing our crossword puzzle.

EDITOR'S NOTE

Dear readers,

I am pleased to present to you the second issue of Vantage magazine.

We kick off with an interview with our CEO, Roy Tan, who shares his views on corporate strategy and the outlook for the company. We are also pleased to have Gavin Garland from SKF and Maurice Sartorio from Optibelt share their thoughts on the fruitful relationship between SLS and their respective companies. Through our case studies, we also give an insight into how we work with our customers to develop solutions for their problems.

2016 was a year of consolidation as we prepared for the relocation of our corporate headquarters in Tuas, Singapore. Our cover story and related features share how this move will benefit our suppliers, customers and employees. Read how our transition teams had to manage the logistical challenges of this large-scale move.

In this issue, we provide practical tips on how to get better mileage out of our products and recap some of the seminars we organized for our customers.

In our spotlight on talent, read how we invest in developing people in SLS. We also capture highlights from the various bonding, team building and wellness events we organized for our employees.

Lastly, I would like to thank all our contributors and staff who have helped to bring this magazine to life, as well as our CEO, Roy Tan, for his support for this project.

If you have any feedback on this issue or have content ideas for our next issue, do contact us at brand@slsbearings.com.sg. We welcome your suggestions.

Happy reading!

Sincerely,



Adeline Pang
Brand Executive,
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SKF

LEADERSHIP PERSPECTIVE: POSITIONING FOR GROWTH

Roy Tan, CEO of SLS Bearings, shares his views on corporate strategy, talent development and the future outlook for the company.

INTERVIEW

Looking back at 2016, can you share some of the key highlights of the company in terms of growth and development?

I would say that 2016 was a year of consolidation because we were concentrating on preparing for the move to the new headquarters. We took advantage of the market slowdown to invest in the new warehouse facility. In fact, in our entire history, this is the single largest project that we have invested our time, effort and financials in.

We had to reduce our inventory to facilitate the movement to the new premises. I am grateful for the support from our principals. Rather than holding on to stock, we were able to quickly pull stock from our principals for urgent requirements.

We also took the opportunity to focus on people development in 2016. We invested a lot in training our people on the new systems that will be implemented in the new premises. We continued to enhance their knowledge, skills, capabilities and competencies so that we could hit the ground running once we moved to the new headquarters.

To sum up, I would say that 2016 was a year that we focused on laying a solid foundation for the next wave of growth.

What do you look for in talent and how do you retain talent?

If you use military analogy, in any team, there are the generals and the soldiers. We need both. We require strong

generals who are capable of being strategic thinkers and leaders. We also need strong soldiers who are able to fight and work hard.

We recognize that our employees are our greatest assets. So, there is an ongoing focus on talent management so that we can groom emerging leaders. Developing the next generation of future leaders is high on my priority list. We have been sending those with leadership potential for courses in communication, critical thinking, decision-making and team building.

In SLS, we believe in developing a strong pool of in-house talent. We provide a clear career development path for our employees, enabling us to retain talent.



“ Right product, right place at the right time. ”

Let's talk about your sector strategy. How has this helped SLS?

We support customers from very diversified industries – in fact, we provide products to 66 different industries. Because of our diversified customer base, we are able to do well in good times and also ride out the bad times.

What is your outlook for the company in 2017 in terms of opportunities or growth potential?

For the first half of 2017, it

will be critical for us to ensure a smooth implementation of the new processes and systems at the new corporate headquarters and warehouse. We may need to fine-tune our processes and iron out any teething issues as and when the need arises. Our people will also need to adapt to the new environment and a new way of doing things.

We are quite positive on the general economic outlook for 2017, though we will still need to keep an eye on global developments such as the implications of the US

elections, as well as China's political relationships with the US or Japan. We see a pick up in certain sectors such as the heavy industries. It will be an interesting year for us.

What future challenges do you foresee and how do you plan to meet these challenges?

A key challenge we continually face is: How can we exceed customer expectations? We need to ask ourselves how are we able to provide more value to our customers and how



can we win the trust of our customers?

Over the last 20 years, the senior management of SLS has been continually imparting the importance of our 5 core values to our people. These are: customer driven, teamwork, excellence, quality and commitment.

This set of values applies in all aspects of our work and we need to embed this in our culture so that we can achieve common goals and objectives. We have a presence in different countries and we have staff from different backgrounds, religions, cultures and languages. So, it is this set of values that unites all of SLS to serve the customer in the same way – the SLS way – which is to put the customer at the heart of everything we do.

How do you differentiate yourself from the competition?

Again, I wish to emphasize that the key to this lies

in exceeding customers' expectations, providing value and building trust between our customers and SLS.

Our customers expect a lot from us. So, we have to go the extra mile in order to exceed their expectations. For example, we do not just sell a product. We provide training to help them install the product or we provide maintenance services to extend the life of our products.

How do we add value to our customers? We need to show our customers that by using our products, they can derive cost savings and be more efficient because of our solutions. Right product, right place at the right time.

Lastly, what is it about the industry that appeals to you?

Parental influence has been instrumental in my decision to join this line. In my younger days, I used to work at the company during my school

holidays. After my national service, I joined the company full time in 1990. That was when I began to learn more about the industry and appreciate the potential it has.

The most appealing part of this industry is the product. Bearings are our bread and butter. Unlike some other industries where trends can be fickle, or perishables, which have an expiry date, bearings will never go out of fashion. Bearings are needed in so many industries. It is still based on the same or similar design developed more than 100 years ago and it's not easily replaceable. At the same time, the product is applicable to every industry possible. Even where there are technological developments, bearings will still be required for use in new products and new equipment.

There is a continuous role for us to serve various industries and help them unlock value. This gives me a sense of satisfaction and achievement.

The SKF Certified Maintenance Partner Programme

SLSpro



SLS is proud to be a part of the SKF Certified Maintenance Partner (CMP) Programme - a program unlike any other. It combines our local resources and quick response time, with SKF's specialised expertise in machinery health developed from over 100 years in the industry. The result is a service provider that understands your machinery intimately - focused on your needs by:

- Understanding the running condition of your machinery
- Identifying threats to your machinery reliability and explaining them clearly
- Focusing your maintenance budget where it is needed most
- Explaining machinery problems concisely including:
 - What is the problem?
 - How serious is the problem?
 - Suggested corrective actions.
 - What are the timeframes for corrective actions?

Do you know which machines are critical to your plant? Our SLS Pro engineers will also work closely with you in examining your plant to decide which machinery should be monitored, how often the machinery should be monitored and which technologies are most suitable for a comprehensive assessment of your machine health.

Let us help you reach your maintenance goals, meet with one of SLS Pro engineers to understand more. Email : enquiry@slsbearings.com.sg



CREATING A WINNING BUSINESS PARTNERSHIP

INTERVIEW

Since inventing the self-aligning ball bearing more than 100 years ago, SKF has been at the forefront of bearing technology. SKF's emphasis on innovation has helped it to develop industry-leading solutions to deliver superior performance.



In conversation with Gavin Garland, Area Director, Industrial Market of SKF Asia Pacific Pte Ltd, he shares what has been instrumental in building a win-win partnership with SLS.



“ I would say the secret to our long-standing partnership is our mutual passion for the industry. Both SKF and SLS are very dedicated to serving our customers.

”

SKF and SLS have a long-standing relationship. When did you appoint SLS as a distributor and for which products and countries? What has been the secret to such a long-lasting partnership with SLS?

SKF and SLS have a long-standing relationship in Southeast Asia that started with an authorized distribution in Malaysia in 1974. Subsequent authorized distributorships were added for East Malaysia and Singapore. This was followed by Indonesia in 1996. SLS distributes our full range of products – bearings, seals, lubrication systems, power transmission and linear technologies.

I would say the secret to our

long-standing partnership is our mutual passion for the industry. Both SKF and SLS are very dedicated to serving our customers.

SKF and SLS share a common ambition – which is to efficiently bring world-class products to our customers. SLS has a clear direction - to be an effective channel, connecting the manufacturer with the end-customer. And we are very pleased that SLS, as an extension of SKF, has maintained the highest level of service to its customers through this channel.

In your opinion, what are the values that you share with SLS that make SLS your trusted partner and how has SLS helped to support your company's vision and

growth in this region?

SLS and SKF share very similar values. Specifically, these are an emphasis on teamwork, quality, customer focus and excellence. These shared values are what unites SLS and SKF. That's fundamental. When you have a relationship of any sort, you need a moral alignment. It is this strong value alignment that sets the framework or tone for a good working relationship.

SLS, has for many years, been a very important partner for SKF in Southeast Asia. SLS is our main channel to market in Singapore and some other areas in Southeast Asia. Not only is SLS a big part of our business, in some areas it's our most important channel to market.

SLS has played an important role in our mutual development. It has always proactively supported our initiatives and programs. For example, SLS has always been willing to take on any new products. It has also strongly supported our service business, both from the conditioning monitoring and field services perspectives and through engaging in SKF's Certified Maintenance Partner (CMP) programme. By tapping on our CMP programme, we have mutually developed our value-added offer for the end-customers.

A very important point I would like to add is that, just like SKF, SLS has a strong segment or industry bias. This is a very important part of our go-to-market strategy. Because SLS shares this segment focus, it has helped to support our growth in those particular industries. SLS has very capable and trained service engineers and sales personnel that are very knowledgeable in those industries.

So, in short, SLS shares SKF's view of the world – which is we view things from our customers' perspective and align ourselves to our customers organized by industry. I think it's quite unusual to see such a strong engineering team within a distributor. This is a clear strength and differentiator of SLS.

How have you worked together with SLS in your go-to-market activities?

SKF and SLS have had many decades of mutual

collaboration. We've hosted mutual engagements, provided engineering support, organized joint customer activities, provided knowledge transfer and training and participated in marketing events and product promotions. We've always worked hand-in-hand together for the mutual benefit of our customers.

An important point I'd like to highlight is that, of late, SLS has played a pivotal role in helping us in our fight against counterfeit products. We've been working closely with our distributors to shut down channels offering counterfeit products to customers and also tracing and eliminating the supply source. As our distributor partners are closer to the ground, we rely and act on their information to conduct checks on suspected counterfeit products being supplied through alternative channels. We do verification and work hand in hand with local authorities to clamp down on these fake channels. There have been instances when we have had raids acting on information supplied by SLS. To protect the integrity of the brand, both of our companies are committed to ensuring that only genuine products by the SKF brand are provided to our customers.

What is your growth strategy for 2017 and beyond? What role do you see SLS playing as part of that growth strategy?

SKF's vision is to be recognized as the undisputed leader in the bearing industry.

To do that, we need to continue to deliver value to customers and focus on being competitive.

We'll do that by leveraging on our manufacturing capacity and infrastructure in Asia. More than a quarter of SKF's manufacturing base is in Asia. We have manufacturing facilities in China, Indonesia, Malaysia and India. Singapore plays an important role as a distribution centre.

SLS will continue to be a key partner for us. As SLS develops its own segment and industry focus and capabilities, we would like to leverage on that to create stronger regional synergies in the three countries that SLS operates in. We'd also like to see SLS develop to be a leader in industrial distribution environment in the industries it chooses to be a leader in.

Are you planning to introduce any new products? Please share the details.

New market offers (NMO) and new customer offers (NCO) will continue to play a big role in our approach to our customers. By having an outside-in approach, we are focused on understanding what our customers need and developing a solution to fit those needs. We work closely with our distributors to hear the voices of our customers. By the time this article is published, our end-user customers (and that includes SLS' customers) can expect 3 new product groups from us. These include the Cooper split bearings and Kaydon

slew bearings, both for the Indonesian market, as well as the Kaydon thin section bearings for the Singapore market.¹

About SKF

SKF is a leading global supplier of bearings, seals, mechatronics, lubrication systems, and services which include technical support, maintenance and reliability services, engineering consulting and training. SKF is represented in more than 130 countries and has around 17,000 distributor locations worldwide.

¹ SKF's recent acquisitions of Cooper and Kaydon allow the distribution of

these products through SLS to the markets served by SLS in Southeast Asia. These acquisitions have widened the sources of products available through SKF.

About Gavin Garland

Gavin is the Area Director for Industrial Market at SKF Asia Pacific Pte Ltd. Prior to relocating to Singapore, Gavin was based in Melbourne for two years as the Managing Director for SKF Australia and New Zealand. Before that, he was stationed for three years in Shanghai, China as the North Asia Area Director for SKF's regional sales and services business. Gavin was previously the Managing Director for SKF South Africa, before he moved to Australia.

In Gavin's words

On the differences between working in Australia and Asia ...

"I have been living and working in Singapore for a year and in other parts of Asia for a number of years. Australians tend to have a better propensity to ensure a better work-life balance, whereas Asians are more devoted to their jobs."

On what's best about living in Singapore ...

"I love the excellent infrastructure and efficient functioning that Singapore has to offer. Changi Airport is a great hub. It's fantastic that you can leave your house 1.5 hours before your departure and still be on time."

On leisure time ...

"I like outdoor activities - swimming, cycling and playing golf and tennis. I'm also very involved in my son's football team. I tend to avoid the shopping malls!"

On his background ...

"My unique background as a South African has prepared me for life in Asia. In South Africa, there are many diverse cultures and there are 13 official languages. This has provided me with a broad perspective and outlook and helped me in Asia, where I also have to deal with different cultures, historical perspectives, biases and languages."

Here's a new angle on split bearing installation

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ROAD TO A SUCCESSFUL PARTNERSHIP

INTERVIEW

Founded in 1872, German-owned Optibelt produces high performance products in power transmission, automotive technology, materials handling and elastomer solutions.



In conversation with Maurice Sartorio, Managing Director of OPTIBELT Asia Pacific Pte Ltd, he shares how the company has developed a mutually beneficial strategic partnership with SLS.



“ When a customer buys an Optibelt product from SLS, we – Optibelt and SLS – come with the product. You get us for free and that is unique in the market-place. ”

It is interesting that Optibelt chose Albert Einstein as your brand representative. Why so?

Albert Einstein became Optibelt's brand ambassador in 2015. Einstein was a logical choice to represent our brand values because the qualities that he embodied were very much aligned with our own. These include an inquiring spirit, the tenacity to find unique solutions to problems, ingenuity and perseverance.

But what I thought was interesting was the humanity – the kindness and benevolence – that Einstein often displayed. Everybody saw him as a genius, but he had a very human touch. And we capture those values too – our company prides itself

on having that personal touch with our staff and customers.

Because of our long history, we had to find somebody that fit our values rather than the other way around. Optibelt is the only company in our industry that uses Einstein as a brand ambassador, so in that sense we're unique.

Can you tell us more about Optibelt's relationship with SLS. How long have the two companies been working together?

Although we had only set up a physical presence in Asia in 1997, some of our distributors had long been importing our products directly from Germany for 40 years. Most of those distributors are still with us today.

Our relationship with SLS began when SLS Malaysia engaged in talks with us in 1996, a year before we officially opened in Singapore. In the beginning of 1997, SLS made its first modest order of 6 cartons of V-belts and we began to ship from Germany. Subsequently, the SLS Singapore head office began to work with us and we've had a fruitful relationship since.

Now, SLS has distributorship for Optibelt in Singapore, Indonesia, Malaysia and China. It also ships to other countries such as Mongolia. In fact, SLS is our largest distributor in South East Asia.

In your opinion, what is the key to the long-standing and successful partnership with SLS? What are the values

which Optibelt shares with SLS and which have helped drive success for both of your companies?

The Optibelt-SLS partnership has been very successful because of our shared values. SLS is unusual and special, I would say, because it has all the values that we look for in a partner.

First, when we look for potential distributors, trust and integrity are important. We also like to work with companies that are aligned to our goals and that have good management support. SLS has all of that. Second, we look for stability in the market approach. Companies like SLS are very stable in how they go-to-market and this is important because our end-users like to have a consistent supply. Third, market knowledge is important and SLS has a vast knowledge of the markets that they operate in.

More importantly, SLS and Optibelt are both very customer-focused. We give the customer what they want rather than the customer buying what we have. Having an outside sales force is important – this means that sales personnel should proactively visit the end-user. This is one of SLS's strengths. We also like to work with agile companies like SLS because they are able to react quickly to customer needs and market trends.

Lastly, financial and management stability is crucial. SLS is very unique in that, even though it is a family company, it has a very

consistent approach and a united management. This, for us, is very attractive, because it is not fractious. Even after more than 50 years, the company is very consistently heading in one direction – upwards. And that it is still united is very extraordinary.

How has SLS helped to position Optibelt as a key player in your industry in Asia Pacific? In return, how does Optibelt support SLS in creating additional value for its customers? How do you work together to create a mutual benefit for each other?

SLS supports us by having many points of presence in different markets. It has contacts and exposure to many industries in which our products are used. SLS also extensively stocks our products and this is extremely important to us because they make stock available for the customer to buy whether it's in Singapore, Indonesia or Malaysia. The company has a good planning and structure for inventory monitoring.

SLS has also been extremely supportive of our brand and we appreciate that. The impression we have is that SLS values the relationship with us and it's a relationship that's been developed over the years. We have a very strong partnership due to the similar values that we have, as I've mentioned earlier.

We support SLS in a number of ways. We provide marketing support to SLS both in Singapore and regionally. We work with SLS to provide training and

knowledge transfer. We visit end-users together to help solve a problem or convert a new customer. We provide promotional items, run jointly-organized seminars and provide on-site training to end users. I have to say, we work very closely with SLS and the end-user right from the beginning – from product and tool selection to installation and maintenance.

We take a very holistic approach when we go-to-market with SLS. In Asia, it's common for some manufacturers to sell a product and then disappear once the sale is done. We take the opposite approach. The support that we provide with SLS is as important as the product itself. When a customer buys an Optibelt product from SLS, we – Optibelt and SLS – come with the product. You get us for free and that is unique in the marketplace.

We have trained SLS staff to troubleshoot, train and do product selection. However, we will go together with SLS to help the end-customers, if required, because customers may want to see both the distributor and manufacturer involved. We have trained SLS to be fairly independent and have enough knowledge to grow the SLS and Optibelt brands.

About Optibelt

The Arntz OPTIBELT Group counts among the leading manufacturers of high-performance drive belts worldwide. Optibelt products are used in mechanical engineering, the automotive



industry, agricultural machinery, household appliances, to name but a few sectors. From its domicile in Höxter, Germany, the Arntz OPTIBELT Group controls eight manufacturing plants in six different countries in Europe and Asia. At the same time, Optibelt operates a global network of sales organisations. The company maintains proprietary sales and logistics sites in Europe, the Americas, and Southeast Asia.

About Maurice Sartorio

Maurice Sartorio is the Managing Director of OPTIBELT Asia Pacific Pte Ltd and OPTIBELT Power Transmission (Thailand) Co., Ltd where he oversees all aspects of Optibelt's operations and business development activities in the region. Hailing from Australia, Maurice has been with Optibelt since 2009, first with Optibelt Australia, before relocating to Singapore in 2012.

In Maurice's words

On living and working in Singapore and Asia ...

"I've been in Singapore since June 2012, but have been in other parts of Asia for the past 20 years. I'm always learning about the different cultures and the various nuances. You have to be adaptable and respectful of different cultures."

On his favourite food in Singapore ...

"It's got to be the wonton noodles – specifically from the Old Airport Road hawker centre or from the Parkway Parade foodcourt."

On durians ...

"My wife loves durians, but consistent attempts to indoctrinate me and to try the durian have not been successful so far!"

On the differences between Singapore and Australian culture ...

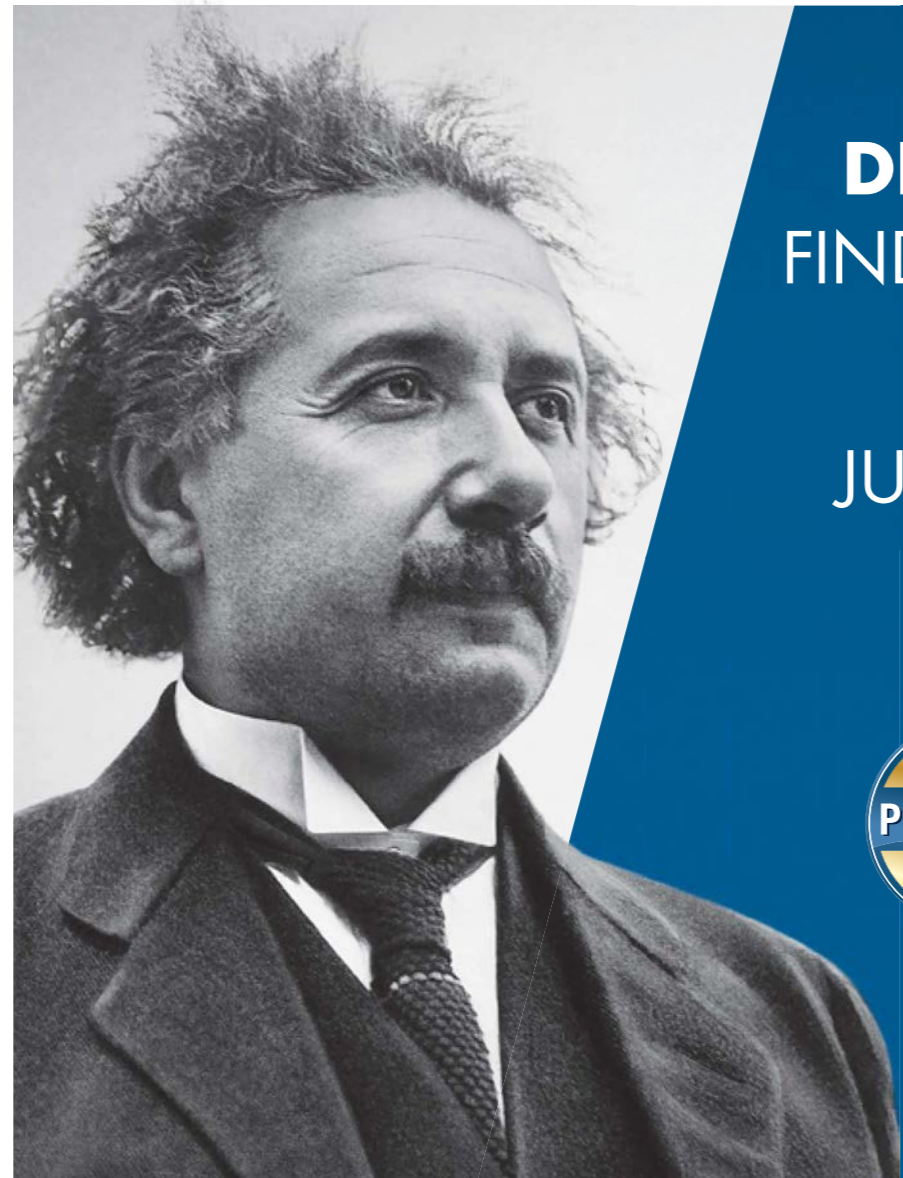
"Australians are far more relaxed in general about everything and they seem to value work life balance more. Singaporeans by contrast are very family-focused and career-oriented."

On leisure time ...

"I enjoy exploring Singapore during the weekends with my wife on our red Vespa scooter. We like looking for hidden gems, exploring the older and more historic parts of Singapore and going off the beaten track."




INDUSTRIAL DRIVE SOLUTIONS



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optibelt ALPHA POWER



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ENHANCING SAFETY, MINIMIZING DOWNTIME

CASE STUDY

About

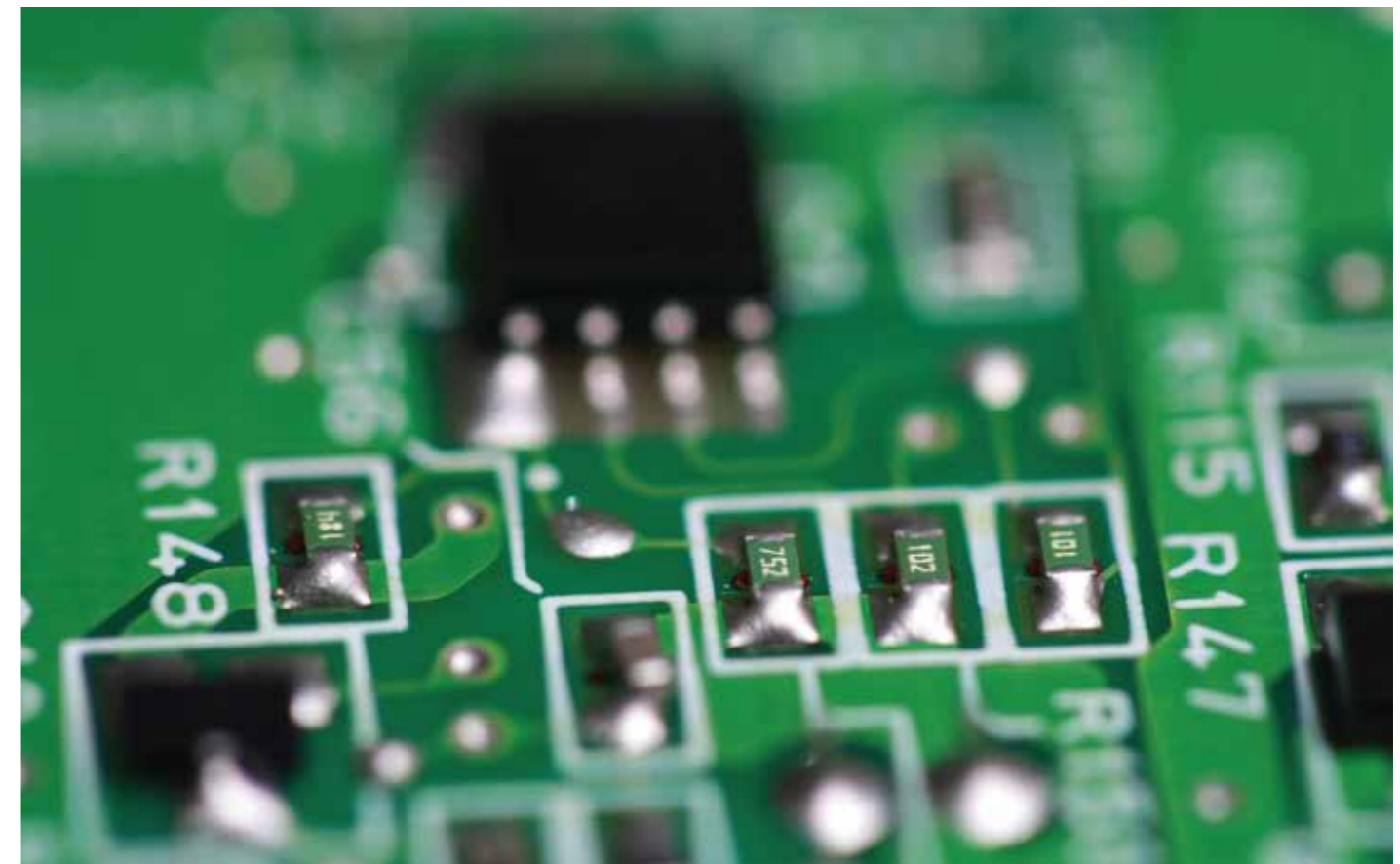
Our customer is a global semiconductor foundry offering design, development and fabrication of semiconductors to industries worldwide. It is able to provide the full range of process technologies, combining manufacturing excellence with state-of-the-art design solutions and innovative technologies to deliver cost-effective solutions.

The challenge

Vibration monitoring is important to achieve a trouble-free environment in semiconductor fabrication units. By utilizing diagnostic technology, manufacturers can enhance the safety of operations and minimize maintenance costs. Sensors are usually installed to allow users to monitor vibration changes in machines. Increasing vibrations usually indicate a problem in the machine. Through this,

malfunctions in machines can be easily identified and rectification can be done to problem components.

Our customer had to shut down one of its Make-Up Air Units (MAU) in one of its fabrication units each time it needed to conduct vibration monitoring because vibration sensors were not installed permanently there. This was inconvenient and resulted in loss of productivity due to the downtime.



How SLS created advantage

SLS was involved in the project to configure, select components, install and test the vibration sensors in the MAU. We identified the appropriate sensor locations, selected the equipment and components required (vibration sensors, cables, mounting pads and junction boxes), routed the cables, prepared the surface for mounting pads and connected the cables to the junction box. We also conducted testing to ensure that the CMAS 100, cable and adaptors matched the BNC connectors. With the help of an external contractor, installation was completed within a day.



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TIMKEN

Testing was also carried out by our customer through measuring the vibration signals at the junction box at 4 points – the motor non-drive and drive end, as well as the fan non-drive and drive-end – with the MAU running. It turned out to be successful.

We also provided training to our customer on vibration concepts and alarm level determination.

With the successful installation of this project, our customer could conduct vibration monitoring from outside the MAU room, eliminating the need to shut down the room entirely. As vibration readings can now be taken while the unit is in operation, this has helped to increase the efficiency of operations and minimize downtime.



UPLIFTING PRODUCTIVITY FOR EVONIK

CASE STUDY



About

Evonik is one of the world's leading specialty chemicals companies. The central elements of Evonik's strategy for sustained value creation are profitable growth, efficiency and values where they concentrate on high-growth megatrends, especially health, nutrition, resource efficiency and globalization.

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How SLS helped

To boost operational efficiency, it is important for specialty companies such as Evonik to equip themselves with the right technology. Evonik needed to upgrade its systems in order to sharpen its competitive advantage and enhance its logistics efficiency.

SLS worked closely with Evonik to understand and analyse its needs before developing a tailored set of solutions. We recommended the implementation of the *Enerpac EVO-Series 4*, a synchronous lifting system, to meet the following objectives: achieve time savings, increase machine performance and optimize productivity.

The installation of the *EVO-Series 4* was a success, thanks to careful planning and the expertise of our SLS engineers. We also conducted a training session for Evonik personnel to equip them with the knowledge and tools to



use and maintain the newly-upgraded system correctly.

Testimonial

"Before the installation of the machine, our production line was performed manually. This affected the lead time of our production. We knew that if we wanted to increase our overall operational productivity, we needed to upgrade our system. After understanding our needs,

SLS introduced us to the *EVO-Series 4*, an automated synchronous lifting system. After careful study and planning, SLS helped us with the installation of the machine. This cost effective solution was able to minimize lead time and optimize our production process - production time was reduced from 2 days to half a day. That is more than half the amount of time saved!

I was very impressed with the professionalism and dedication of SLS's technical and maintenance team. They were very knowledgeable and walked us step-by-step throughout the installation process. They also provided classroom training to equip our maintenance team with the tools and knowledge to manage any potential issues that could arise. SLS always goes the extra mile to help us. Keep it up!"

- Mr Chong Oon Chua, Plant Engineer MMP, Evonik





More Creative, More Innovative Excellence In Bearings



Double Row Angular Contact Ball Bearing Gen.1



Double Row Tapered Roller Bearing Gen.1



Double Row Angular Contact Ball Bearing Gen.2



Double Row Tapered Roller Bearing Gen.2



Double Row Angular Contact Ball Bearing Gen.3



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Ball Joint



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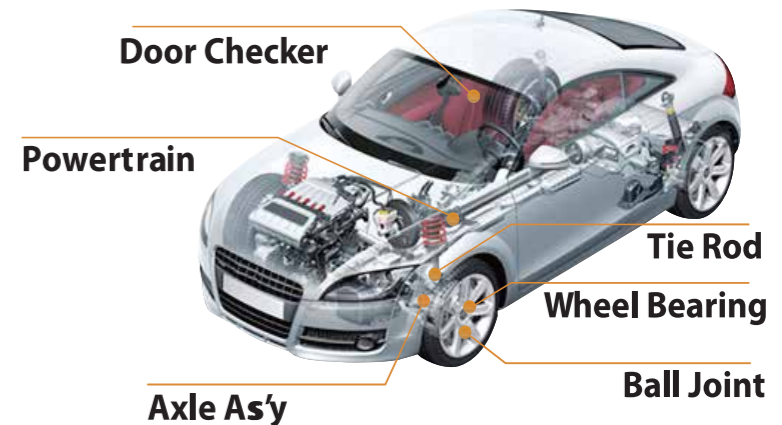
Powertrain



Double Row Angular Contact Ball Bearing with Flange



Single Row Tapered Roller Bearing with Steel Cage



Industrial Bearings



Tapered Roller Bearing (TRB)



Angular Contact Ball Bearing (ACBB)



Railway Bearing



Slewing Bearing

PUTTING IT ALL TOGETHER

TEAMWORK

Bringing SLS Bearings' new headquarters to life has been a journey – in teamwork, dedication and leadership.

To manage the transition, SLS put together two main committees. Helmed by Bruce Tan, Senior Manager, the Management Information Systems (MIS) team was in charge of migrating the informational architecture and systems. Meanwhile, Yeo Seng Huat, our Logistics Distribution Manager had the massive task of planning and executing the operational logistics of the move.

We sat down with members from both teams to discuss the challenges faced and lessons learnt.

What was the most challenging aspect of the move?

Bruce: For my team, the most challenging part was the testing of the development program in the live environment. The development environment may not be an accurate reflection of a live setting. While we can simulate the test environment to be as close as possible to a live environment, it was not possible to match the environment 100%. Therefore, how the system

performed at the actual launch was one of our major concerns.

Priya: The integration with Daifuku ASRS (Automatic Storage and Retrieval System) was not easy and new to us. But with confidence and consistent key user testing, we were able to adapt to the new system.

Bruce: We opted to move all our pallets from the previous warehouse to the new one at one ago. This posed a challenge from a logistical standpoint. Most companies prefer to move the pallets in stages.

Teck Choy: To me, one of the major challenges was to retrain our warehouse staff to equip them with the knowledge and capabilities to use the new warehouse management system. We had only a short period of time to conduct user training. Our employees also needed time to adapt to the new system.

Yeo: It was normal to have hiccups, sometimes on a daily basis. Therefore, having the right team members was very important. It was critical to keep calm and think out of the box when solving problems.

Susan: Team members come

from different departments and differences of opinion do happen occasionally. Whenever tension arises, we usually come together and have a discussion to resolve the problem. Bruce usually acted as the mediator and tried his best to relieve any conflict.

What was the most important lesson that you learnt from the move?

Priya: For me, patience was key. We required patience to face challenges and move past them. Teamwork was the most important aspect of the move because we had to work together in order to get things done.

Bruce: Keeping to the schedule was very important. As everyone had different milestones to achieve, it was crucial to keep track of everyone's progress.

Ivy: Knowing each other's strengths and weaknesses was an important factor in delegating tasks. Planning ahead, as well as factoring in contingency options, allowed us to keep control.

Joyce: Communication between team members was vital to the success of the move. Hearty discussions

enabled us to thrash out solutions to problems.

Yeo: The whole process was very complicated and overwhelming. It was a great opportunity to be able to take on this responsibility. I have gained so much out of the project – from developing my leadership skills to honing my problem-solving abilities. I was able to interact with many different contractors and vendors. It was important to share knowledge and resolve problems together.

What do you think are the benefits of the new warehouse?

Ivy: Efficiency was top of our employees' wish list for the new warehouse. With the new systems in place, we are now able to speed up our picking rate. This will not only boost our sales but will also increase customer satisfaction.

Susan: With a much quicker picking rate, we are able to

reduce the steps taken to process and fulfill orders.

"The process of moving people, equipment and stock to a new home brought out the best in my people. They stepped up when it mattered in order to turn our vision into a reality. I am grateful to them"
- Roy Tan, CEO, SLS Bearings

Moving to a new home: 3 key lessons

1. Have a plan, but be flexible

"It is important to plan ahead before the commencement of any project. This puts you in a better position to make the right decisions when it matters. At the same time, we need to be flexible and change our strategy in case unforeseen problems crop up."
- Ivy Goh, Original Equipment Organization Excellence Executive

2. Communication is key

"We needed to interact with various external parties such as vendors and contractors. Therefore, it was very important for us to understand the standpoint of each party. We had regular meetings to keep all stakeholders updated on the progress of the move. To resolve any potential conflicts or disagreements, it was important to get everyone together to discuss and understand each other's points of view."
- Yeo Seng Huat, Logistics Distribution Manager

3. Teamwork gets results

"Teamwork is extremely important when working together on a project together. You rely on each other to produce good results and you need each other's support to overcome challenges."
- Priya Rajeev, Lead IT Analyst



THROUGH THE YEARS

Founded as a sole proprietorship in 1963, SLS has since grown from a 3-man outfit re-selling bearings into the leading business enhancement solutions company that it is today. With a regional presence across 5 countries, SLS now provides mechanical systems, components, high-quality bearings, power transmission and related products to a diverse range of industries.

"The ability to seize opportunities, the flexibility to adapt to different situations and the passion of our people have been instrumental to our growth. I look forward to working together with my team as we embark on a new chapter in growing our presence in the marketplace."
- Roy Tan, CEO, SLS Bearings



"We have always conducted our business with integrity. Our unwavering commitment to doing business the right way has served as well with our principals, suppliers, partners, associates and customers. Our success is earned by helping others succeed."
- Mr Tan Tiong Seng, Chairman and Founder, SLS Bearings

MILESTONES

1963

SLS is founded as a sole proprietorship by Mr Tan Tiong Seng



1970s

Ventured into Kuala Lumpur and Johor in West Malaysia



1980s

Established more branches in Kuantan, Prai, Ipoh and Klang



1980s

Acquired Benoi warehouse in Jurong, Singapore



1990s

Invested in fully-automated warehousing facilities in Tuas, Singapore and Selangor, West Malaysia



2000s

Opened branches in Sarawak, East Malaysia and Kelantan, West Malaysia



2010s

Achieved Singapore 1000 company ranking



2010s

Established footprint in Mongolia



2010s

Celebrated 50th anniversary in 2013



1970s

Business is incorporated as SLS Bearings (S) Pte Ltd



1970s

Established two subsidiaries Central Engineering Pte Ltd and Poh Leong Tractors Pte Ltd



1980s

Appointed SKF distributor in Singapore



1990s

Widened footprint into Indonesia



1990s

Established branches in Sabah and Sarawak, East Malaysia



2000s

Expanded into China in Chengdu and Shenyang

2010s

Set up SLS Academy and SLS Pro



2016

Moved to new headquarters in Tuas with state-of-the-art facilities



INVESTING IN OUR FUTURE: SLS RELOCATES TO NEW CORPORATE HEADQUARTERS

COVER STORY



In December 2016, SLS Bearings bid farewell to its previous corporate headquarters in Singapore and relocated to a new and larger facility. The new headquarters is located in the same vicinity in Tuas and situated minutes away from the previous site.

“Growing volume, coupled with the need to serve our customers better in order to retain our competitive edge, means that a larger and even more efficient warehouse has become an operational necessity,” says Roy Tan, CEO of SLS Bearings.

“The relocation has been a long time in planning. Our team has worked very hard

to find a suitable site and plan for the move. This is an exciting step as it will increase our capacity considerably and enable us to meet orders much faster,” adds Roy.

The new corporate headquarters is faster, safer and boasts higher accuracy. SLS has invested significantly to overhaul its warehouse management system and purchase new equipment to upgrade its picking and sorting systems.

“The move gave us the opportunity to implement new technology and reboot our systems in the warehouse. By investing in a new warehouse management system, this will glue together all the

processes and significantly boost our logistics capabilities. Previously, the warehouse processes and systems were semi-integrated, but now it is fully-integrated,” explains Roy.

With the new technology in place, SLS’ supply chain can be a serious competitive differentiator. It can significantly improve delivery performance because of enhanced speed, accuracy and efficiency. With greater visibility into inventory levels, SLS will be able to react quickly to any changes in the supply chain.

Safer + Healthier + Happier = Effective + Efficient = Higher Growth
(Roy’s formula for success)

What the move means

For suppliers and principals ...

As the new warehouse will have more storage capacity, SLS will be able to draw more inventory from our suppliers, enabling us to provide a more comprehensive product range to our customers.

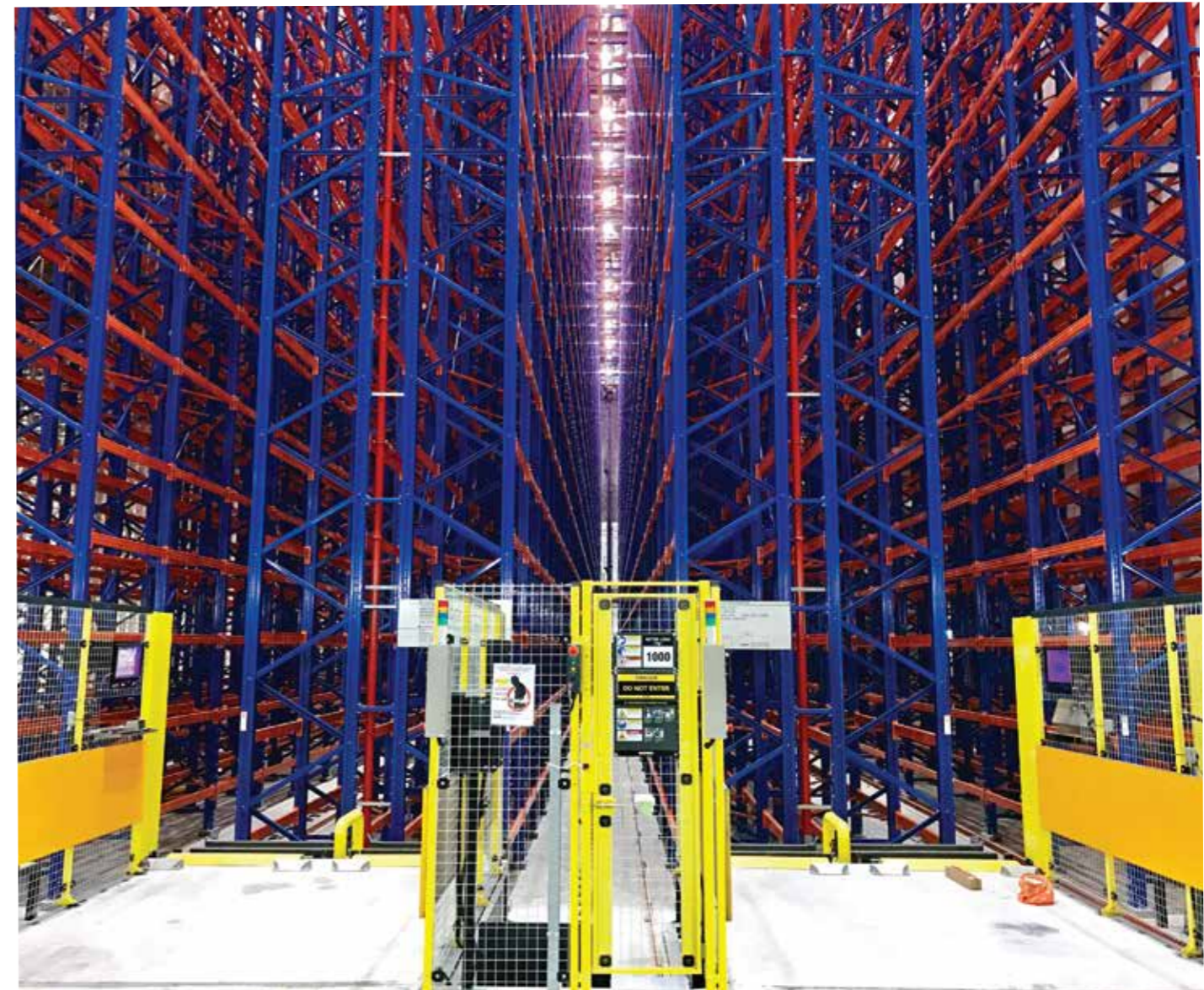
For customers ...

With the technology infrastructure in place, SLS will be better able to manage customer demand more effectively due to shortened processing time and delivery schedules. The new premises are also located in an area where there is less traffic congestion. This will be safer for visiting customers. The new environment is also more warm, welcoming and comfortable. With the additional meeting rooms, conference rooms and spaces for training, SLS will be able to run more

workshops and training sessions for our customers.

For employees ...

The modern facility will be cleaner, healthier and safer, with new workspaces and furniture. The environment has been designed to evoke SLS’ core values: commitment, customer-driven, excellence, quality and teamwork. It will be a space where employees can collaborate more effectively. This will inject a greater energy and sense of dynamism into the working environment.



CREATING VALUE WITHIN SLS

At SLS, a commitment towards people excellence and professional development is embedded in our DNA. Since 2003, SLS Bearings has been certified with the Singapore People Developer Standard, a mark conferred by SPRING Singapore, which gives recognition to organizations that invest in their people and have a comprehensive system to manage the development of their people.

Ms Kris Ong, HR Manager at SLS Bearings, has been instrumental in driving SLS' People Development program over the years, transforming SLS into a people-centric company. In an interview with Kris, she shares how our Business Excellence Framework is incorporated into SLS' People Development program and discusses plans for the future of the program.

PEOPLE DEVELOPMENT

Why do you think it is important for us to invest in People Development?

Our employees are the backbone of our company – they drive the company forward. They have to be capable and agile in order to respond to a rapidly-changing business environment and serve increasingly-sophisticated customers. The structured management systems and processes of our Business

Excellence Framework form the bedrock for improving the competencies of our employees and enhancing their performance standards.

What do you hope to achieve through People Development?

We want to produce competent and high-performing employees who are able to not only meet, but also exceed, the rising expectations of our

customers. We benchmark ourselves against the best and continuously raise the bar towards greater organizational excellence.

What initiatives do you have planned for People Development?

We have in place a comprehensive human capital development framework comprising a Talent Management Program, a Core Competence Program and a Staff Development Program to support our vision and mission.

We also recently conducted an in-house Service Excellence workshop for our frontline employees with the aim of helping them to deepen business relationships by managing customer expectations and delivering a better customer experience.



We garnered positive feedback from the workshop and plan to host similar workshops in the future.

SLS has been a "People Developer" since 2003. Have there been any significant changes since we were awarded this recognition?

We have come a long way since 2003. The framework has helped us to build the foundations for a strong culture that strives towards business excellence. It has enabled us to progressively attain higher standards and transform ourselves into an organization that all of us can

be proud of.



At SLS, all staff who have completed 10 years of service with us are given a Long Service Award. We are delighted to mark this important milestone and recognize the achievements and contributions of the staff who have reached their 10th year of service with us in 2016.

We truly appreciate your dedication and loyalty to the company and we hope there will be more fruitful years to come with SLS. Congratulations!

Name	Designation	Department
Lye Chit Moi, Alice	Warehouse Assistant (I)	Domestic Original Equipment Manufacturing
Lim Bee Bee, Serena	Sales Executive (I)	Domestic Industrial
Sow Keng Hwee, Jonathan	Senior IT Officer	Management Information System
Su Su San	Senior IT Analyst	Management Information System
Stefan Ong Beng Sen	Business Development Manager (I)	Organisation Excellence
Tan Kwai Fang	Senior Purchasing Officer	Procurement
Chua Sylwan	Senior Purchasing Officer	Procurement
Chong Lee Yoon, Celestine	Senior Shipping Officer	Shipping
Teo Meng Poh	Customer Service Officer (II)	Domestic Automotive
Lim Hui Lim, Jack	Delivery Team Leader (I)	Domestic Automotive
Lim Chong Keong	Sales Executive (I)	Domestic Automotive
Lee Joo Sing	Delivery Driver (II)	Domestic Automotive
Shee Hock Yong	Delivery Driver (II)	Warehouse Delivery
Wong Kam Hoong	Warehouse Assistant (II)	Warehouse Tuas
Lee Mong Leng, Jess	Warehouse Admin Officer (II)	Warehouse Tuas
Huang Xue Zhen	Warehouse Admin Officer (II)	Warehouse Tuas
S Madhavan A/L Sokalingam	Warehouse Assistant (II)	Warehouse Tuas

A STEP-BY-STEP GUIDE TO CHOOSING THE RIGHT GREASE

GREASE

Choosing the right grease for applications can be challenging. Selecting the best top-quality grease may seem to be the simplest answer at first glance, but it is also not necessarily the right one. This is because various factors need to be considered based on your specific requirements. After all, the quality of the lubricant is not necessarily the same as the quality of the specification.

Because of the lack of specificity in most grease recommendations, it becomes even more critical to learn the proper method for choosing the type of grease to use for each application in your plant or factory.

To choose the right grease, you need to know not only the components of oil selection, but also other factors such as thickener type and concentration, consistency, dropping point, operating temperature range, worked stability, oxidation stability and wear resistance, amongst others.

The 3 main criteria to consider when selecting the type of grease to use are:

1. Base oil viscosity
2. Additives and base oil type
3. Grease consistency and thickener type

1. Base oil viscosity

It is important to note that grease consistency is not the same as base oil viscosity.

To calculate the viscosity requirements for element bearings, use these 2 common formulas:

$$DN = (rpm) * (bearing bore) \text{ and}$$

$$NDm = rpm * [(bearing bore + outside diameter) / 2]$$

DN, NDm denotes the speed factors. Rpm denotes rotation per minute.

Combined with the known operating temperature, the minimum and maximum viscosity requirement as well as the viscosity grade can be determined (see Figure 1).

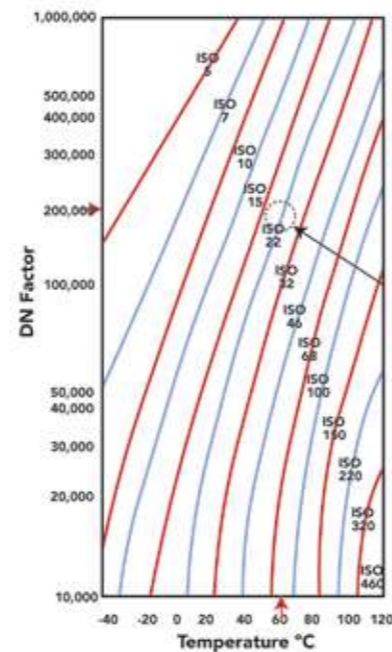


Figure 1

2. Additives and base oil type

You need to select additive and base oil types carefully, as they depend on the application. For example, an extreme pressure (EP) is not necessary under a low-load application (see Figure 2).

The 2 main types of base oil are mineral and synthetic base oil. Most applications use mineral base oil. However,

Additive	Journal Bearings	Ball Bearings	Thrust Bearings	Roller Bearings	Needle Bearings
Antioxidants	+	+	+	+	+
Antifoam Agents	+	+	+	+	+
Antiwear/EP		+	+	+	+
Rust Inhibitors	+	+	+	+	-
Extreme Pressure			-	-	
Demulsibility	+	+	+	+	-
VI Improvers	-	-	-	-	+
Corrosion Inhibitors	+	+	+	+	+

+ Required
- Depends on application

Figure 2

synthetic base oil should be used for applications with high operating temperatures, or those with a very low or wide ambient temperature range. Synthetic base oil should also be used for applications where extended relubrication intervals may be needed.

3. Grease consistency and thickener type

Grease consistency is dependent on thickener concentration, thickener type and viscosity of the base oil. However, grease can have a high consistency and a low base oil viscosity or vice versa. The National Lubricating Grease Institute (NLGI) has established a scale for grease

consistency.

For bearings, speed factor and operating temperature are critical determinants to assess the best grease consistency (see Figure 3).

There are several types of grease thickeners, with the most common being simple lithium soaps, lithium complex and polyuria. Complex greases such as lithium complex are used to enhance performance commonly at higher operating temperatures. For simple lithium grease, the operating temperature is capped at 120°C (250°F), while lithium complex grease can perform up to 180°C (350°F). Like lithium complex, polyuria also

has good high temperature, making it stable and bleed resistant.

Performance properties

After defining the base oil viscosity, additives and consistency, you need to review the performance properties. These include the dropping point, mechanical stability, water wash out, bleed characteristic and pump ability. For example, the dropping point and upper operating temperature limit are not important factors for applications that operate continuously at room temperature.

In summary, understanding the delicate process of selecting the right grease leads to improved lubrication programs and better reliability of the lubricated machinery.

Note:
This article was adapted from www.machinerylubrication.com

Operating Temperature	DN (Speed Factor)	NLGI No.*
-35 to 38°C	0 - 75000	1
	7500 - 150000	2
	15000 - 300000	2
-18 to 65°C	0 - 75000	2
	7500 - 150000	2
	150000 - 300000	3
38 to 135°C	0 - 75000	2
	7500 - 150000	3
	150000 - 300000	3

Figure 3

*Depends on other factors as well, including bearing type, thickener type, base oil viscosity and base oil type

FOLLOW THESE PRACTICAL TIPS TO GET BETTER MILEAGE OUT OF YOUR PRODUCTS

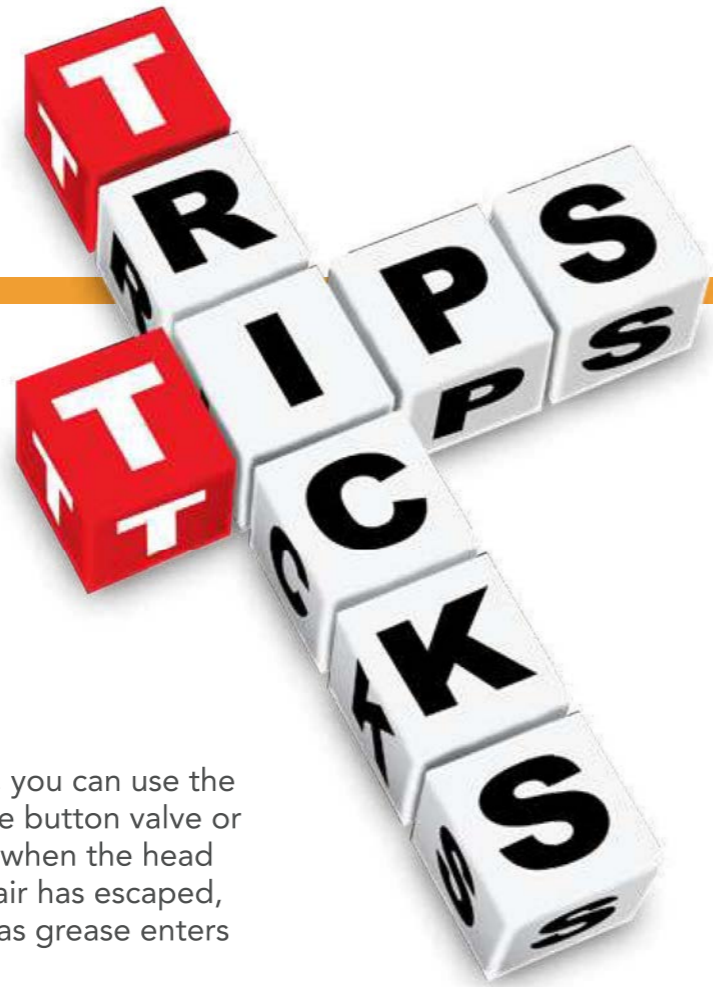
GREASE

2 easy ways to remove trapped air in grease guns

Sometimes, air can get trapped in the head chamber in grease guns. This may prevent the grease guns from dispensing grease.

Here's how you can release the trapped air.

1. Depending on the type of grease gun, you can use the lever to allow air to escape through the button valve or through the small hole that's exposed when the head is loosened from the barrel. After the air has escaped, the resistance in the lever will change as grease enters the pumping chamber.
2. Alternatively, strike the gun's plunger handle on a hard surface several times while holding the gun vertically with the head pointing upwards.



3 simple tips for greasing motor bearings

1. When applying grease to an electric motor bearing with a grease gun, leave some time for the grease to distribute – ideally, take around 3 to 5 seconds per shot from the grease.
2. Stop adding grease immediately if grease appears around the shaft or outside the purge line. This means the cavity is full.
3. After adding up to the maximum volume of fresh grease, leave out the purge plug for 10 to 30 minutes to allow any excess grease to purge before reinstalling the plug in the purge port or pipe. It's not a problem, though, if the grease does not purge.

Improving coupling reliability: do's and don'ts

- DO use only specially-formulated coupling greases to preserve the reliability of grease-lubricated couplings and for better performance.
- Thickeners in coupling greases are equal in weight or lighter than oil, ensuring that the wearing parts in the coupling are well-lubricated.
- DON'T use general-purpose greases, which often have thickeners that are heavier than oil.

* When subjected to the continuous and extreme forces of a spinning coupling, the thickeners in general-purpose greases can centrifuge to the outside, leaving oil on the inside.

Partnerships

In line with our commitment to create a competitive advantage for our customers and partners, SLS teamed up with our brand partners to organise various seminars and workshops throughout the year to share know-how and raise greater awareness on the practical applicability of our broad range of products.

WORK SMART, WORK SAFE

SEMINAR



What: SLS-Enerpac New Products Introduction and Workshop Safety Seminar

When: 7 April 2016

Where: Kuantan, Terengganu, West Malaysia

Safety is paramount in any industry. To reduce risk, operators need to arm themselves with knowledge on the correct usage of tools and equipment. In the first in a series of roadshows in Southeast Asia in 2016, SLS Malaysia Sdn. Bhd. and Enerpac Southeast Asia joined forces to equip our customers from a broad range of industries with information on hydraulic efficiency and safety, as well as to address their specific industry concerns.

Participants learnt how Enerpac products – bolting solutions, hydraulic tools, pumps, hydraulic cylinders and lifting products – could increase operational productivity and efficiency as well the importance of using them safely and correctly.

Besides the presentations, customers also got first-hand experience in trying out some of the new products through technical demonstrations. Said Jack Lee, Branch Manager, SLS Kuantan: "Many

of our customers found the demo sessions extremely helpful. They could see how specific products worked, such as the Hydraulic Nut Cutter and the ATM Series, Flange Alignment Tools." It was an enriching experience for our customers as they shared their industry-specific challenges and gained further clarity on how the product features could aid their individual operational needs.

About Enerpac

Enerpac is a global market leader in high-pressure hydraulics tools, controlled force products and solutions for precise positioning of heavy loads. Enerpac manufactures hydraulic products, from the smallest hydraulic cylinder to complete computer-operated lifting and positioning systems. Enerpac focuses on providing customers with an extensive line of products to increase productivity, enhance work safety and maximise performance.



HYDRAULIC FUNDAMENTALS FOR THE OIL AND GAS INDUSTRY

SEMINAR

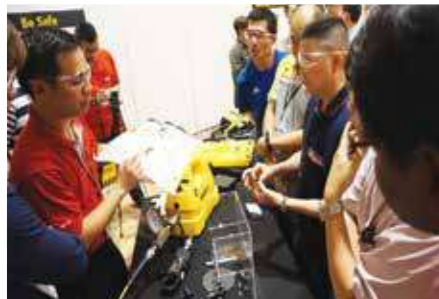
What: SLS-Enerpac Oil and Gas Seminar

When: 14 April 2016

Where: Singapore

As part of the SLS-Enerpac seminar series, SLS Singapore and Enerpac conducted a seminar, mainly focused on solutions for the oil and gas (O&G) and petrochemical industries.

The seminar took a deeper dive into bolting tools and applications, as well as integrated solutions for the



industry. Enerpac introduced new products to participants such as the X-Edition Hydraulic Torque Wrenches as well as the PTW-Series of Pneumatic Torque Wrenches. There was also a small segment on safe training – an integral part of Enerpac’s culture.

Demo sessions also introduced participants to the Hydraulic Nut Cutter, S-Series Square Drive Hydraulic Torque Wrench and other flange breaking tools. The seminar closed with a Q&A session, giving the participants an opportunity to seek advice on their specific operational needs.

“Participants walked away with a deeper understanding of Enerpac’s solutions and



products. In addition, the seminar demonstrated the strength of the SLS-Enerpac partnership, underlining our commitment to product safety and enhancing productivity,” said Vincent Choo, Sales Manager from SLS Singapore.



EXTRACTING HIGH PERFORMANCE FOR THE OIL AND GAS INDUSTRY

SEMINAR

What: SLS-Optibelt Oil & Gas Seminar

When: 14 April 2016

Where: Singapore

Durable, strong, endurant and highly-efficient products are needed to withstand the highly-g geared demands of the energy industry. With this in mind, SLS Singapore and Optibelt organised a joint seminar to educate SLS’ customers on the practical applications of high-performance belts for the oil and gas (O&G) and



petrochemical industries, in particular the fin fan application.

Guest speaker Mr Maurice Sartorio, Managing Director of OPTIBELT Asia Pacific Pte. Ltd. provided our customers with in-depth insights on production tolerances and performance comparisons of



commonly-used products in the O&G and petrochemical industries, such as V-belts and timing belts. The Optibelt team also showcased newly-released tools such as the Vorspan tension gauge and the TT frequency tension tester.

Participants appreciated the practical installation and trouble-shooting tips for the belts. Said Vincent Choo, Sales Manager of SLS Singapore: “Our customers found the practical and hands-on demo sessions a refreshing experience. By being able to directly observe how to optimize performance of the belts as well as clarify their knowledge through the Q&A

sessions, they were able to better understand how to use the products to solve their operational issues.”

About OPTIBELT

A globally-recognised name, the Arntz OPTIBELT Group is one of the leading manufacturers of high performance drive belts. Optibelt products are used where durability and quality are required without making any compromises: in machine engineering and agricultural engineering, as well as in the automotive, household appliance, and oil and gas industries.

CARE AND MAINTENANCE : CRITICAL FROM START TO FINISH

WORKSHOP



What: SLS-SKF Maintenance Products Workshop
When: 27 April 2016
Where: Singapore

SLS collaborated with SKF to introduce customers to SKF's range of maintenance products and how the solutions could maximise bearing life and enhance efficiency. The seminar covered topics such as bearing mounting and dismounting, bearing pullers and oil injection, shaft alignment, condition monitoring and bearing lubrication.

Mr Tanasit Jitwasurat, MaPro Business Development

Manager at SKF Thailand introduced the range of SKF products to participants, while SLS' team of experienced engineers offered a tactile demonstration allowing participants the opportunity to acquaint themselves with the product and try out each tool.

Said Yang Meng Fatt, Tech Support Manager from SLS Singapore: "The hands-on demo sessions played a pivotal role in helping our customers better understand the application of each product. Bearing mounting and dismounting, testing of the grease kit and use of shaft and belt alignment tools were

some of the areas which we covered."

The seminar helped to foster closer interaction between trainer-engineers and customers and showcased how SKF products could enhance operational efficiencies in various industries.

About SKF

SKF is a leading global supplier of bearings, seals, mechatronics, lubrication systems, and services which include technical support, maintenance and reliability services, engineering consulting and training.



LEARN... NETWORK... DISCOVER...

CUSTOMER DAY



What: SLS Mongolia Customer Day
When: 10 June 2016
Where: Ulan Bator, Mongolia

To provide our customers with the opportunity to learn, network and discover, SLS Mongolia organised a Customer Day. Bringing together over 200 customers from the mining, agricultural, manufacturing, food, railway, construction, automotive sectors, the event was aimed at showcasing the breadth and depth of SLS' extensive product range and to foster better brand recognition amongst our customers. We set up the booths to

showcase the various brands that we carry including SKF, Enerpac, Optibelt, Permatex and Winx. Our employees were on hand to distribute catalogues, conduct hands-on product demonstrations and answer queries. It was a unique opportunity for our customers to network with peers and our product experts and to learn about the application of various products in different industries.

Said Batzorig, Branch Manager from SLS Mongolia: "The objective of Customer Day was to share our knowledge about emerging

products and technologies, as well as insights and industry trends with our customers. I think we achieved this objective successfully."

"Through the product demonstrations, our customers could see visually how the products worked. They walked away with a better appreciation of the applications of our products. For us, we also had the opportunity get real insights into our customers' interests and concerns. This puts us in good stead to provide better service to our customers going forward," Batzorig added.



The Social Calendar

The SLS Recreational Club (SR Club) at SLS Singapore organizes year-round activities for staff to foster bonding, improve employee recognition and extend our appreciation. Here's a quick recap of some of the activities that took place.

SLS CARES



Durian lovers unite

With the durian season in full swing, SLS took the opportunity to organize a Durian Party on 18 August 2016 for both the Tuas and Town offices. What better way to enjoy the king of the fruits than with your close colleagues? The durian connoisseurs amongst us could tell the difference between the Mao Shan Wang, D24 and XO. Can you?



What a great turnout for the durian party



Ice cream delights brighten up the work day

Free ice cream at work? Why not? Staff were thrilled with the complimentary ice cream treats given out during Ice Cream Day on 28 April 2016. They had a great time chilling out and bonding over the frozen delights!

Ice cream lovers from the Shipping department indulging in their frozen treats



Cooling down with herbal tea

To encourage greater wellness amongst our staff, we served them herbal teas on "Liang Teh" Day or Herbal Tea Day on 20 May 2016. These specially-brewed concoctions are known to soothe parched throats, cool and nourish the body and promote digestion.

Customer service officers in the DI department beating the heat with herbal teas



An apple a day keeps the doctor away

SLS believes in encouraging its employees to adopt a healthy lifestyle and good eating habits. Fruits offer a healthy alternative to calorie-laden snacks, so what better way to start the day off on the right note than to receive a fresh, juicy apple. That's what our employees got on Apple Day on 17 March 2016.



The warehouse team with their juicy, red apples

Ushering in the Year of the Monkey

On 28 January 2016, just prior to the Chinese New Year, the SR Club distributed mandarin oranges and "hongbao" (red packets containing money) to employees to express the company's best wishes to staff for an auspicious Year of the Monkey.

The SR Club committee members are all ready to hand out the mandarin oranges



Family Day at Sentosa

To reward our staff for their hard work and to thank their supporting families, we organized an SLS organized an outdoor Family Day at Sentosa Island titled "1 World Team SLS" in October 2015. The event provided an opportunity for our employees and their families to connect and bond outside of work as one big family. Everyone participated in various fun-filled activities, from team building exercises to art and craft workshops for the children.

Sentosa



CEO Roy Tan leading employees in a warm-up exercise



1 World Team SLS. United across the globe working towards a common vision



Children and parents getting their hands busy in an art and craft workshop



Making **Health Screening** accessible and convenient at the workplace



Health is wealth, as the saying goes! We believe in investing in our employees' health and as part of our employee wellness programmes, our employees underwent an annual health screening at our Tuas and Town locations in Singapore. The health screening helped to assess our employees' risk factors for diseases and screen for existing conditions.

Employees undergoing their health screening and lifestyle assessments



Employees receiving health advice

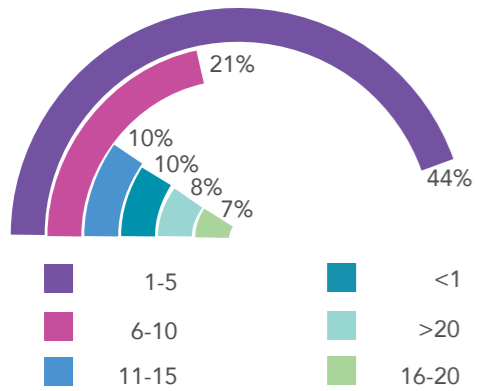


EMPLOYEE FUN FACTS

What are SLS employees like? Are they a healthy bunch? What do they think about exercise? How do they feel about working in SLS?

We conducted a survey across our operations in Malaysia, Singapore, Indonesia and Mongolia. The results provided an interesting snapshot of our employees.

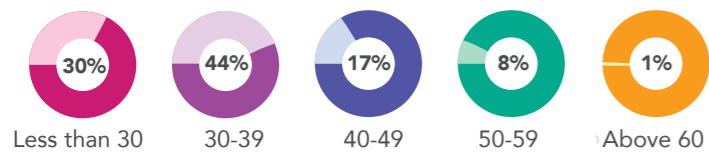
HOW MANY YEARS HAVE YOU WORKED AT SLS?



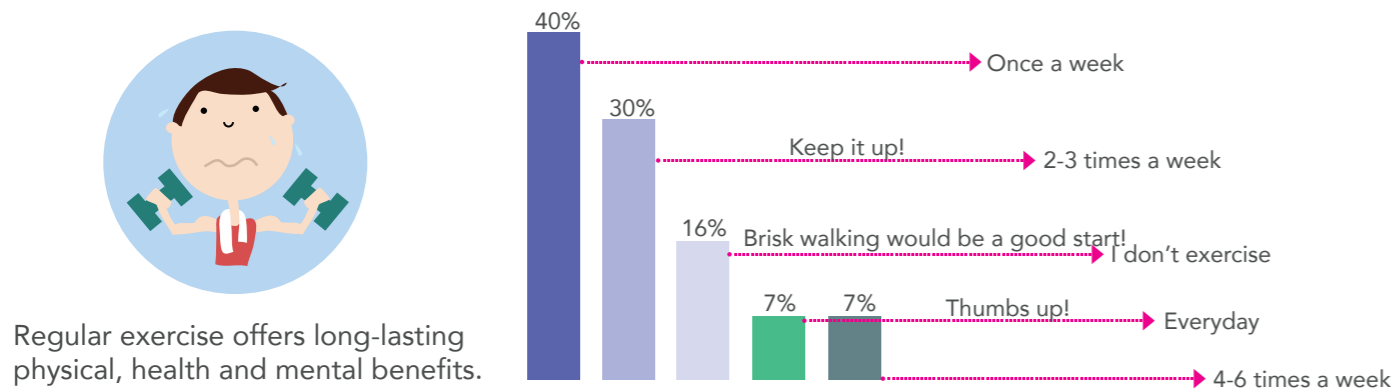
WHERE DO YOU WORK?



HOW OLD ARE YOU?



HOW OFTEN DO YOU EXERCISE?



A special thank you to all SLS employees who participated in our survey.

WHAT IS YOUR IDEA OF EXERCISE?

Exercising is a great way to stay fit and have fun at the same time so we were curious to know what our employees felt about exercise.



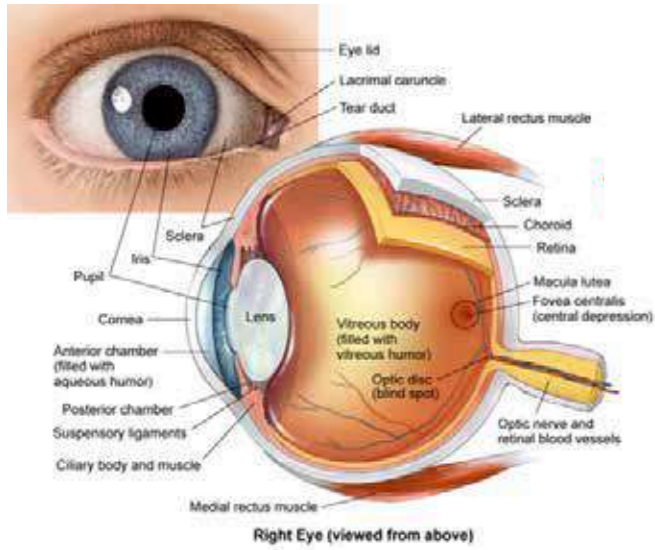
ONE WORD TO DESCRIBE SLS



THE BEST PART ABOUT WORKING AT SLS

SLS continually invests in staff training to nurture our talent.





10 USEFUL TIPS FOR EYE CARE



Due to today's modern lifestyle and work habits, many of us spend too many hours in front of a computer or television screen or stare at a smartphone or tablet for far too long. This could be detrimental to our eyesight.

But we should not take our eye health for granted. Once our eyesight deteriorates, it could interfere with daily activities such as driving, working, playing sports and more.

Therefore, it's critical to take proper care of our eyes to protect our vision. Here are 10 healthy habits you should adopt to safeguard your sight.

HOW TO CARE FOR YOUR EYES

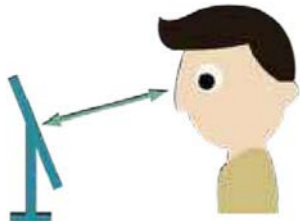
1. Go for regular eye health checks

Eye examinations are not just for children. Regardless of your age, you should go for routine eye health checks. Vision checks can help to determine if you have nearsightedness, farsightedness, astigmatism or age-related vision changes. But a comprehensive eye health check does much more than just check your vision for prescriptive spectacles or contact lenses. An optometrist or ophthalmologist can assess your eyes for early signs of common eye diseases such as glaucoma.



2. Stay a comfortable distance away from your computer screen

If you spend a lot of time working in front of a computer or laptop, be sure to keep a comfortable distance of around 50 to 65 cm away from the monitor or screen to reduce eye strain. Also try to position your computer so that the top of the monitor is level with your eyes.



3. Work in good lighting

It is important to have adequate lighting so you have a good visual environment where you work. Dim or poor lighting could strain your eyes and cause headaches. On the other hand, lighting which is too bright could overexpose and irritate your eyes. Adjust the lighting in your work environment to keep your eyes healthy.



4. Minimize glare from computer screens

Computer eye strain is a common job-related complaint for desk-bound workers. The harsh glare from computer screens can cause eye twitching or red eyes. To protect your eyes, consider installing an anti-glare screen filter and adjusting the brightness of your display screen.

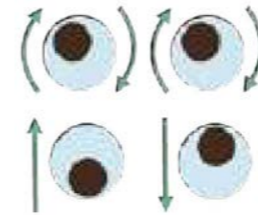
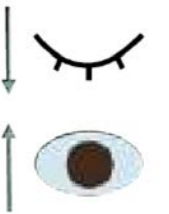


5. Take regular eye breaks

Prolonged periods in front of the computer screen could lead to eye fatigue. Take regular breaks away from the screen. Get up and spend several minutes away from your desk or look out the window to give your eyes a rest.

6. Blink frequently

An easy eye care tip is to blink often. Blinking softly keeps your eyes well lubricated and nourished. This helps to keep your eyes healthy and preserve your vision.



7. Exercise your eyes

Just like other muscles in our body, our eyes need regular exercise to stay healthy. Move your eye muscles by looking up and down, side to side and in a circular motion. Strengthening your eye muscles can protect your sight.

8. Gaze at greenery

Every now and then, it's good to look up from the computer and gaze at greenery outside the window. Looking at objects far away can help to prevent short sightedness. The colour green is also soothing to weary eyes.



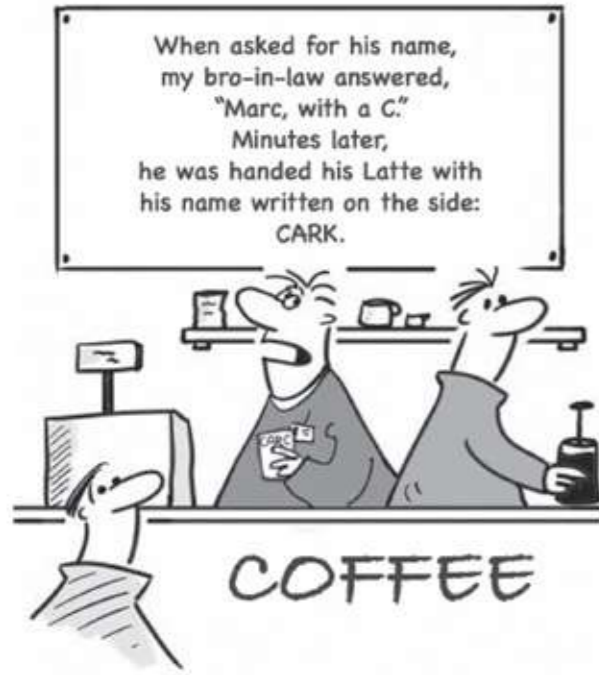
9. Wear sunglasses

While sunglasses can make a fashion statement, the practicalities of wearing sunglasses should not be dismissed. On sunny days, you should don a pair of sunglasses to protect your eyes from the sun's harsh ultraviolet rays. Too much exposure to UV rays could cause cataracts and damage your retina.

10. Eat right for healthy vision

Choose a diet rich in fruits, vegetables and fish to keep your eyes in tip top condition. Dark leafy vegetables such as kale or spinach, as well as fish high in omega-3 fatty acids such as salmon or tuna have the necessary nutrients to keep age-related vision problems at bay.





A Defendant isn't happy with how things are going in court, so he gives the judge a hard time.



Judge: "Where do you work?"
 Defendant: "Here and there."
 Judge: "What do you do for a living?"
 Defendant: "This and that."
 Judge: "Take him away."
 Defendant: "Wait! when will i get out?"
 Judge: "Sooner or later."



Can you find all the words?

G	U	L	S	D	R	T	N	A	C	I	R	B	U	L
N	S	N	V	D	W	E	X	O	T	B	Y	O	L	P
I	C	O	S	Q	W	R	D	T	I	O	N	P	E	Q
L	A	I	H	Y	T	J	T	N	E	T	F	V	E	B
P	M	T	A	Y	N	M	E	B	I	C	U	J	M	F
U	C	I	F	K	X	M	K	I	J	L	Q	L	S	A
O	L	D	T	Z	T	O	C	T	Z	Q	Y	T	O	O
C	U	N	T	H	O	N	O	R	M	O	S	C	H	S
F	T	O	T	S	E	I	R	O	S	S	E	C	C	A
W	C	C	C	G	J	T	P	M	T	B	G	U	V	B
C	H	A	I	N	N	O	S	G	E	A	R	B	O	X
O	C	I	L	U	A	R	D	Y	H	R	T	N	D	P
T	N	E	M	N	G	I	L	A	G	O	J	K	J	R
N	F	H	V	X	A	N	L	Y	P	U	L	L	E	Y
B	E	A	R	I	N	G	S	S	P	M	U	P	J	X

- ACCESSORIES
- ALIGNMENT
- BEARINGS
- CAMCLUTCH
- CHAIN
- CONDITION
- COUPLING
- CYLINDER
- GEARBOX
- HYDRAULIC
- LUBRICANT
- MONITORING
- PULLEY
- PUMP
- SHAFT
- SOLUTION
- SPROCKET





creating advantage
for your success

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