

BE **TT** NEWS

Issue 28



I am grateful and impressed with the TT team every day.

- Richard Tyson, CEO

Thank you for getting the job done really well!

As we reflect on the third quarter, I want to start by thanking everyone for your dedication. I am grateful and impressed with the TT team every day, and I appreciate your efforts and commitment to growing the business significantly and continue to win more market share. We have much to be proud of as a group and have excellent opportunities in front of us.



We continue to deal with tough external factors: the ongoing war in Ukraine, COVID-related lockdowns in Asia, and difficult supply chain issues affecting availability and cost changes. We are also battling soaring inflation, the likes of which we haven't seen since the 1980s. As we continue to be nimble and agile in our response, I thank you for your continued hard work with customers to ensure we can recover the increased costs through pricing and we will continue to do all we can to support our employees through this difficult phase too.

Our Executive Leadership Team (ELT) was able to travel to Sites during the last few months, and I am thrilled that those visits have started up again. In June, Mike Leahan, Chief Operating Officer, visited the team at **TT Cleveland** and was shown the new, collaborative Robot System and Sarah Hamilton-Hanna, Chief People Officer, and I were able to visit **TT Kuantan** in September and take part in the Learn Wave Project's closing ceremony. The Financial Leadership Team visited Plano in September and the ELT also attended the October Board of Directors meeting, hosted at **TT Oldham** in the UK.

We have seen numerous business wins with new and existing customers. I am particularly proud of the teamwork across divisions with cross-selling, co-creating, designing, and manufacturing. Thank you for coming together as One TT – we do achieve more together.

Across TT sites, it was a busy third quarter. From Sheffield employees conquering the 3 Peak Challenge, to the new Health, Safety & Environment Best in Class Tracking Tool, to **TT Mexicali** hosting their second Give Something Back programme, there were countless examples of TT employees living our values.

Everyone is getting the job done really well against the ongoing challenges. While we have been managing the challenge of inflation and inefficiency we will continue to work hard to extract the best of our business opportunity as we establish our new capabilities in Plano, Kansas, Oldham and Kuantan. The order book is at a record level across the business, positioning us well to deliver more growth in 2023 and create more opportunities for colleagues. Together, we can continue to bring out the best in each other and have a great year in 2023. ●



Business Updates

Sensors and Specialist Components (S&SC)

NEW CUSTOMER! **TT Juarez** secured a three-year \$660K contract with Shenzhen Taihui Biological Technology Co. Ltd., to support their immunoanalyzer-position detection tool. The contract was awarded due in part to our positive relationship with the customer.

To help mitigate supply chain issues for Novanta, **TT Mexicali** will be supplying sensors for industrial-grade laser devices. The 3-year contract is valued at \$120K.

NEW CUSTOMER! **TT Juarez** has secured a three-year contract, valued at \$147K with Shenzhen YidaRong Technology Co. Ltd. to supply optoelectronics for industrial 3D printers. Collaboration and support from our local business development teams helped to secure this win.

TT Juarez won a contract with Diehl Defence to supply them with optoelectronic solutions for a product redesign. The value of the 8 to 10 year contract is an estimated £250K.

TT Mexicali will be supplying Husqvarna with fixed resistors for battery charge controllers as part of a £47K per year contract. The contract is estimated to be between 8-and-10 years.



TT Bedlington and **TT Mexicali** will be supplying sensors to Haier for refrigerators. The two-year contract is valued at \$660K. Our positive relationship with the customer from small volume wins enabled us to secure this larger order.

TT Juarez and **TT Mexicali** will be providing RF modulators to Commscope for use in residential cable communication systems. The contract is valued at \$1.7M with orders for the following four years.

Global Manufacturing Solutions (GMS)

TT Cardiff will be providing printed circuit board assemblies (PCBA) solutions for Leonardo's defence radar program with an initial £200K order and a wider opportunity worth more than £500K per annum to 2026.



TT Fairford will provide complex cable assemblies for Leonardo's Saab Fighter Jet. The contract is valued at £77K.

TT Cleveland signed a new 5-year c.£50M contract with long-standing customer Parker Meggitt while **TT Cardiff** secured orders c.£3M with Meggitt for the A220 programme.

TT Cardiff secured a £550K win with GE over the incumbent to provide three highly complex printed circuit board assemblies for Saudi Electricity Company (SEC) power plant upgrades. The GE account has grown from just a few hundred thousand pounds per annum to over £3M in the last 3 years as our partnership becomes more strategic and collaborative.

Cross division collaboration across two continents has led to the high-profile logo win valued at \$300K for **TT Fairford**. The GMS Europe team will provide a customised RF cable harness solution for the Honeywell AIS 2000 Program and upgrade of business jet cabin entertainment systems. The initial enquiry was originally received into **TT Kansas**' Power Solutions team, and **TT Kansas** connected Honeywell with **TT Fairford**, who will be delivering the contract.



Collaboration between sites delivered a £1.4M win for **TT Cardiff** with Rheinmetall BAE Systems Land's (RBSL) Boxer programme. RBSL is a long-standing customer of **TT Abercynon**, and when RBSL shared the challenges they had with their existing PCBA partner, Abercynon connected RBSL with Cardiff, who already supports several similar original equipment manufacturers with PCBA solutions.

TT Suzhou has secured a win with Casco for the new Zengzhou Line rail transit project. The contract is for £555K, with work beginning in Q4 2022 into Q1 2023.



Power Solutions (PS)

TT Oldham supplies the DC750 DC-DC Converter which provides power to essential aircraft systems on Eurofighter Typhoon. In September, the team received a contract for £1.2M to redesign the DC750 to remove obsolescence, ensuring that the DC750 will continue to play its part in future Typhoon operations.



TT Kansas City won two projects with Collins Aerospace Missions Group in Texas, US, related to an airborne transmitter. The initial order totalled \$220K and will be delivered in 2023. The program will cover 10 aircraft. The life of the program is estimated to approach \$5M over the next five years. The opportunity was won due to our technical expertise and our long-standing relationship with the customer.

TT Barnstaple continues to grow Leonardo as a customer with an initial award for Trigger Transformers on the LINAPS program for £180K. The LINAPS Artillery Pointing System is a revolutionary self-contained gun mounted navigation, pointing and weapon management system for all Artillery and Mortar platforms, which is now in full service with the UK, Canada, UAE, Oman, South Africa, Malaysia and Thailand.



TT Abercynon has secured a £3.70M order with Rheinmetall Group for the delivery of power and data cable assemblies for the Boxer programme. Abercynon's speed to quote and ability to react and provide the customer with alternative component selection to resolve long-lead time of components was the key driving factor in securing this project.



Internet of Things (IoT)

NEW CUSTOMER! **TT Eastleigh's** HMI team has secured a new logo win valued at £50K with Curtis Wright to provide control panels for the Stryker defence programme. The contract, with potential up to £3M, will provide assemblies for thousands of land vehicles.



The TT Way

Our TT Way values describe how we work at TT. They guide how we work with each other, our stakeholders and our customers. These icons are throughout the newsletter and show how we demonstrated our TT Way values in the third quarter.



We get the job done well.



We champion expertise.



We do the right thing.



We achieve more together.



We bring out the best in each other.

Suzhou Team Commended by Thermofisher for Teamwork and Problem Solving



By: Stacey Vinther, Director of Marketing

As we continue to navigate a challenging global supply chain environment, our teams across TT are working tirelessly to mitigate risk and keep our customers' production on-track, and it is wonderful when the hard work and efforts are recognised by our customers. In August, the director of operations at ThermoFisher reached out personally to commend the **TT Suzhou** team for their relentless efforts, support and teamwork to deliver the mitigation plan.

"I wanted to take a moment to highlight the great support and teamwork from Hedy and Sarah during these past few months on this effort. They did a great job keeping us informed, answering endless questions, and following up on potential options and finding solutions to problems. None of us can say this topic is fully behind us, but I wanted to take a moment to recognize their great support."

Thank you for Retina Xin, Hedy Li, Sarah Liu and the entire team in Suzhou for continually providing best-in-class service to Thermofisher and demonstrating true partnership when it is needed most. ●

TT launches new website

In August, the Marketing Team announced the launch of the new TT Electronics website. The new updates deliver several important improvements including a new exciting look and feel, faster loading times and more accurate indexing and search results, making it more user friendly and much easier to navigate!

Certifications & Training



- **TT Kuantan's** Operations Director, Podzi, conducted a coaching training session for managers and supervisors at the site.

- **TT Oldham** completed the flight certification for the DAC-800 PMAC, which is used on Dassault Falcon F6X passenger aircraft. New certifications at Oldham are celebrated with a cake which was the same shape as the finished product!



The cake was cut by Project Manager, Tony Bird, and Lead Engineer, Mark Adams.



TT Team Hits the Road to Celebrate 10 Years of Partnership with Spirent

By: Stacey Vinther, Director of Marketing

As we enter our second decade of working with Spirent Communications, we took our **TT Cardiff** team on a road-trip to Devon to visit the Spirent team.

TT has partnered with Spirent Communications, the leading global provider of automated testing and assurance solutions for networks, security, and positioning, for over 10 years, providing complex, high reliability electronic assemblies. Serving global customers in many spaces from commercial to military. Spirent are an innovation-driven business and TT Cardiff are supporting them on their journey. ●



Making their Mark: Our InTTern Program

Written by: Mike Leahan, Chief Operating Officer

“The speed of the leader determines the pace of the pack.” –Ralph Waldo Emerson

A business that stands still won't be in business for very long - no matter how established it may be. To succeed, it must keep moving, growing and inspiring to keep pace with today's ever-changing world.

This is no different for TT.

Creating and harnessing strategic longevity is one of the key drivers for the board at TT. Identifying and attracting the brightest minds and best talent from the next generation is a key component to this.

At TT, we work in partnership with the world's best known medical, defence, automation, and electrification customers to meet their most demanding requirements. Our success is directly impacted by our people, and we invest significant resources in recruiting, motivating, and retaining the talented program managers, engineers, technicians, and leaders of tomorrow.

The recruitment challenge is not new. Competition has always been fierce to deliver skills and talent. However, the current geo-political climate has intensified the challenge bringing high employment rates, increased

productivity demands and supply chain constraints.

One way we have looked to address this and differentiate ourselves has been through the introduction of our 'US InTTern program' (excuse the deliberate pun – our branding guy has a lot to answer for!).

SMARTER, FASTER, FURTHER.

The program was specifically designed to offer a unique opportunity for interns seeking engineering, business-related, tech or scientific degrees. A win-win, where employer and employee can add value to each other.

We are selective. We keep intake deliberately small to ensure each intern has the support they need. We rotate roles to build greater understanding and widen horizons. Interns are paid, onboarded as real team members and expected to contribute – each intern is given the opportunity to work on meaningful projects, developing the skills, knowledge, and experience they need to forge a career after college.

In turn, we get a fresh perspective, an energy and passion to do things better. Our interns are encouraged to

find their voice, actively participate and expected to contribute. Their work is appreciated, valued and integral to being able to deliver the cleaner, smarter, healthier products - so critical to our success.

But the best thing about the program is that it really works.

Since its introduction we have offered over 60% of our participants full-time positions on completion of their internship. This has allowed us to create jobs and secure a pipeline of talent to the organisation.

I have watched young talented people join TT with a passion and energy that is infectious and inspiring. I have witnessed them grow with the organisation, learn new skills, develop their roles and in some cases, rise to become leaders within the organisation. The promise and potential we have created as a result of this program has been incredible.

We have always done amazing things, but, I for one can't wait to see where this new energy, expertise and passion is going to take us next... For TT, the future remains very bright! ●

For more information about our US InTTern opportunities visit: <https://www.ttelectronics.com/careers/intern/>



Farnborough Air Show: Back and better than ever!

By: Pam Medjesi, Communications Officer

Left: Oliver Phipps, Robert Relph, Jason Apelquist and Mike Leahan at TT's stand.
Right: Charlie O'Neill and Robert Relph speaking with Ben Wallace.

TT employees from around the world attended the 2022 Farnborough Air Show in July, and were eager to share their key takeaways, learnings and memories.



Farnborough is a small town southwest of London, but it's known for something very specific: its biennial international airshow. Hundreds of companies exhibit at the show and thousands of people visit. The Farnborough Air Show's website explains further: "For decades, the Farnborough International Airshow (FIA2022) has been the global platform for the aerospace and defence industry. FIA2022 carried even greater significance by serving as the first major event [since 2018] to reconnect colleagues from around the world, enabling business growth and recovery."

The event organisers promised its 2022 event would be, "a strategic opportunity to witness the leaps in development that had taken place as well as showcase innovation to a truly global audience, face-to-face."

And FIA2022 really did deliver.

PUTTING TT ON THE FIA2022 MAP

Lisa Lafferty, Marketing Manager for Power Solutions, led the organisation of TT's presence at FIA2022. She was extremely proud of the TT stand at FIA2022 this year: "It was our first opportunity to showcase our newest combined portfolio following our most recent acquisitions and our physical presence was fantastic, it is our largest stand to date. Staff and visitors alike were impressed by it, and it really helped put TT on the map at this year's event. We were very focussed on

highlighting our custom capabilities messaging and cut down on the component level products that have been showcased in previous years. Our brand has never looked so good."

When asked about why attending events like FIA2022 are so important Lisa explained that there are multiple benefits: "Events like FIA2022 are a great way to connect with our customers while they are all under one roof. With TT's Executive Leadership Team (ELT) attending, the team did a lot of work prior to the show to schedule many high-level meetings and use the opportunity to get the ELT in front of our customers. It also helps leverage our 'One TT' approach."

Events like FIA2022 are also a great way for TT to stay up-to-date on the latest technology in the industry and the latest offerings from our competitors.

Thanks to the efforts of countless TT employees, over fifty Tier-1 customer meetings were scheduled and successfully held.

CONNECTING WITH VIPS

The second highlight was around a very special visitor to the TT stand. "We put ourselves on the map this year by investing in our presence," said Lisa. "That became really evident when Ben Wallace, Secretary of State for Defence, UK, stopped by the stand and spent some time speaking with us. It was a terrific experience." Charlie O'Neill, Business Development Manager for Power Solutions, was at the stand when Ben Wallace came by: "Meeting Ben Wallace was definitely a highlight for me. It was great that someone so high up in the UK Government wanted to learn more about what TT does and how we help our customers & partners." What's even more exciting is that Ben Wallace visited TT's stand after one of our customers encouraged him to stop by to say hello.

Charlie summed up his visit to FIA2022 nicely: "There are a lot of exciting innovations in the industry. Post-COVID, it's clear that the Aerospace and Defence industry is back in business!" ●



James Spencer at TT's FIA2022 stand.

Health, Safety and Environment



NEW! Best in Class Tracking Tool



By: Karen White, VP of Health, Safety and the Environment

I am happy to announce the new Best in Class (BIC) Reporting Tool, to capture and share positive Health, Safety and Environment observations, plans and improvements.

This is a really important step forward in our Zero Harm journey, as Zero Harm isn't just about fixing problems, it's about maintaining a safe and healthy environment and celebrating the successes.

Here are some examples of BIC reports:

- Observing that all HSE requirements are being followed to ensure that people and the environment are safe.
- "During an HSE walk, I observed that the bars in the workshop were being stored and moved correctly using all required personal protective equipment and the walkways were clear."
- "During an HSE walk, I observed persons holding the handrail whilst walking up the stairs. The stairs were clean, clear and well-lit, with edge markings and signage."
- Observing that an improvement that increases the safety and environment controls that is above the minimum requirement.
- "During an HSE walk, it was observed that secured drainpipes had been used to secure smaller bar storage."
- "During an HSE walk, it was observed that a water capture drum was implemented for watering the site flower beds and to reduce water use."

You can report Best in Class examples using the existing Zero Harm Report Tool. ●



Kuantan, MY

In July, more than 40 TT Kuantan employees rolled up their sleeves to "Gotong Royong," a local term meaning "to co-operate" or "share work."

They spent five hours in total and repainted the employees' car park lot, repainted the gate at the plant entrance and performed some landscaping work.



Minneapolis, US

TT Minneapolis ran a Hydration Challenge in June and challenged employees to try to get the recommended 64 oz of water in a day while keeping track of their intake. The top three winners received a TT water bottle.

It was a huge success! Employees felt better at the end of the challenge. First place was Christina Hok with a whopping 1,344 oz of water consumed in a 14-day period, second place was Thao Vang coming in at 1,146 oz of water, and third place was Cindy Feist consuming 944 oz of water.



Abercynon, UK

UK HSE team meets to exchange knowledge

By: Karen White, VP of Health, Safety and the Environment



As part of our Zero Harm activities, the UK HSE team came together in Abercynon and Cardiff on 13-14 September for two days of HSE interactions with the Site Management teams. The UK HSE team shared HSE Best Practices and common challenges to leverage the group's HSE expertise and to support our journey to zero harm.

The two days consisted of HSE site walks, discussions and sharing with the site management team, and HSE discussions over-leveraging the site best practices for the adoption wider at the UK sites and the sharing of current challenges to support with technical assistance. ●



Staying cyber-aware at home

By: David Cowper, Head of IT Security

Internally, our IT Security systems work to deliver a strong baseline of services across all our locations. But we know that your life is much more than just your role at TT. Your personal life is also full of cyber security risks, and it's important to have a good baseline of security to protect yourself, your loved ones and your assets.

WHAT CAN I DO TO KEEP MYSELF SAFE?

The best way to keep yourself and your family safe is by making it as hard as possible to be cyber attacked. If your accounts and devices are too difficult to access, criminals will move on to an easier target. These simple tips can help make it hard for criminals to access your information:

TIP! Choosing a password

For a good password, choose three random words and change up the characters. Kite, bathtub and cubicle can become K1teb@thtubcub1cle by replacing the letter 'i' with the number 1, and the letter 'a' with the @ sign.

1 USE STRONG AND UNIQUE PASSWORDS

Cyber criminals can find your email easily and use it to access many personal accounts, leaving you vulnerable to identity theft. Make sure you use a strong password, and only use it for one account. A password manager (like 1Password or Keeper) can help you manage your passwords, so you don't have to remember them.

2 TURN ON TWO-FACTOR AUTHENTICATION (2FA)

Also known as Two-Step Verification (2SV), 2FA adds an additional level of security to your online accounts. It makes it extremely hard for criminals to access your account, as they can't login without having your login details and your second device.

3 DELETE ACCOUNTS THAT YOU AREN'T USING

Using a password manager can help determine what accounts you haven't accessed within the last few years, which is a great way to see what accounts you can safely delete.

4 INSTALL THE LATEST SOFTWARE AND APP UPDATES

Software and app updates for your devices contain bug fixes and vital security updates to help keep your information and devices safe from cyber criminals.

5 BACK UP YOUR DATA

By regularly backing up your data, you can protect what is most important and make sure you can access it even if you lose or break your device. Contact your provider to learn more.

WHAT IF I GET A SUSPICIOUS MESSAGE?

If you receive suspicious emails and texts to your personal accounts, it's important not to click on links, or respond to the email or text. If the message is from a service that you subscribe to and seems legitimate, you can always go to the website of the service or company and login to your account to find out more about the message content.

Many countries have departments that deal with phishing and suspected hacks, and the more information they have about suspicious messages, the safer we all are. ●

IN THE UK: Report suspicious emails by forwarding the email to report@phishing.gov.uk. Report suspicious text messages by forwarding the text to 7726.

IN THE US: Report suspicious emails and texts to the FBI's Internet Crime Complaint Centre IC3 at www.ic3.gov. Americans can also contact their state's Attorney General's Office.



Sheffield employees conquer Yorkshire Three Peaks Challenge

Carl Lunn, Mechanical Engineer, Internal Sales Engineer Joe Fletcher, Global Business Development Manager Tom Aylward and Jon Dewhirst, Financial Controller, completed the Yorkshire Three Peaks Challenge by hiking over the famous peaks! The gruelling, 26-mile hike takes 12 hours on average, but the group smashed that time, completing it in just under nine hours. On top of that, they raised an incredible £1,700 for Bluebell Wood Children's Hospice, including a match from TT.



Hartlepool has successful Colour Fun Run

Team members from TT Hartlepool participated in the 2022 Colour Fun Run and were very successful, raising £1,000 for Alice House Hospice, with the event raising a total of £10,000 for the cause!



Mexicali's Unidos por la Excelencia

In August, **TT Mexicali** successfully held the second "Unidos por la Excelencia," which promotes the Giving Something Back program. The program recognises elementary school children of our employees who receive high grades at school. Due to the generosity of our employees, we were able to gift these high achieving students scholarships, a gift certificate for school supplies, a backpack and a shirt with the program's slogan.



Barnstaple Employee Raises more than £300 for cancer research

In June, Quality Engineer Holly Draper and her mum ran the Race for Life in Barnstaple, UK. Holly raised an outstanding £640 for the cause, including a match from TT. "The cause really means a lot to my mum and I," Holly shared. "Last year a family friend lost her battle with cancer, and we wanted to take part in the charity event in her memory."



Roll Up Roll Up! TT Oldham at the Fair

TT Oldham celebrated its first 6 months of trading by holding a fairground event for employees, including food, candy floss and traditional fairground games with the chance to win prizes. There was an added bonus at the event of throwing wet sponges at the senior leadership team which raised £195 for MIND, a mental health charity.



TTI and TT run through Munich, Germany

A few of our European colleagues joined up with TTI to participate in this year's B2Run, which has 30,000 participants from 1,500 different companies. TTI has been participating in this event for many years and this is TT's 5th year participating – special shout out to Claudia Patzak-Krueger for representing TT Electronics!



Dallas supports local shelter

TT Dallas partnered with a local organization called Hope's Door New Beginning Center which provides valuable assistance to individuals and families affected by domestic abuse & violence. The site raised nearly \$1,000 worth of cash donations for Hope's Door through various bake sales and fun raffles. Alexxa Arenas and Charlotte Metzger were thrilled to present the donations.



Kuantan runs second Chain of Caring

In July, **TT Kuantan** launched the second Chain of Caring program, which encourages employees to donate items, either new or used but in good condition, that they do not need anymore. The items are collected, sorted, categorised and given a minimum bid price by our Corporate Social Responsibility (CSR) team. Any TT Kuantan employee can bid on any item. The Chain of Caring raised £300, and the money will be used to support other CSR activities.



Mindfulness: A calm in the storm

By: Sarah Hamilton-Hanna, Chief People Officer

Every summer, I expect things at work to slow down. More people are taking holidays, suppliers and customers have reduced hours, the commuter trains empty. Yet, every year, I start September thinking just how busy I was with meetings and calls and projects and how I never quite got the downtime I had expected.

This year, however, I took a new approach. I did not expect anything extraordinary out of the summer months, instead focusing on the here and now and in finding small moments of relaxation and joy every day. A paddleboard after work, a walk in the sunshine after a long day of calls, waking up early and listening to the joyful morning chorus of birds. I have to be honest - I really enjoyed it and it was a great lesson in connecting to and appreciating moments everyday rather than waiting for the 'fix' of an annual holiday, usually forgotten within days of the return to work!

But what is mindfulness? Professor Mark Williams, former director of the Oxford Mindfulness Centre, says that mindfulness means knowing directly what is going on inside and outside ourselves, moment by moment.

"An important part of mindfulness is reconnecting with our bodies and the sensations they experience. This means waking up to the sights, sounds, smells and tastes of the present moment. That might be something as simple as the feel of a banister as we walk upstairs," explains Professor Williams. "Another important part of mindfulness is an awareness of our thoughts and feelings as they happen moment to moment. It's about allowing ourselves to see the present moment clearly. When we do that, it can positively change the way we see ourselves and our lives."

Mindfulness can be acknowledging how you feel before you start work for the day, or noticing the smells of some blooming flowers on an evening walk. "Even as we go about our daily lives, we can notice the sensations

of things, the food we eat, the air moving past the body as we walk," says Professor Williams. "All this may sound very small, but it has huge power to interrupt the 'autopilot' mode we often engage day to day, and to give us new perspectives on life."

As the holidays approach and things become busy again, I encourage all of us to take a moment and be mindful: notice the feel of the keyboard on your fingers, how your hand feels wrapped around a warm mug of tea, or the sound of the bus engine on your commute. By taking a pause and being mindful of the moment, we can have a moment of calm in an otherwise hectic Holiday season. ●

Get Involved, Start a Dialogue, Learn Something New

Reminding yourself to take notice of your thoughts, feelings, body sensations and the world around you is the first step to mindfulness. Here are some tips on how to be more mindful:

- Notice the everyday: listen for bird calls on a walk, or identify the trees that line your street.
- Mix it up: Take a different route to work, or hop off the bus one or two stops early to see a different view of your commute.
- Name thoughts and feelings: Develop your awareness of how you're feeling by naming them: "I'm worried about that meeting," or "I'm feeling excited about the weekend."
- Listen to Mindful Minute, a podcast that is short (less than 30min) and can help boost your mindfulness skill.

References

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Mental Health Foundation. How to look after your mental health using mindfulness. <https://www.mentalhealth.org.uk/sites/default/files/2022-07/How-to-mindfulness.pdf>.



Barnstaple shows off its PRIDE

TT Barnstaple had a wonderful Pride event in June - the sun was shining, food was good, and the company was exceptional. So many employees took the opportunity to show their support by wearing bright colours, and we had insightful conversations around on Equality, Diversity and Inclusion. Health, Safety and Environmental Officer Tristan Scott-Lowe, pictured right, participated in the site's "Best and Brightest" Competition.

The team raised £388 with the raffle for "Proud2Be" Devon, including a match from TT!



Juarez, MX



Juarez, MX



Mexicali, MX

TT Mexicali & TT Juarez celebrated by holding different activities where participants learned about the history of the day, and the importance of being part of and building an inclusive environment.



TT Minneapolis encouraged employees to wear bright colours to show support for the LGBTQ+ community. Employees were given a Rainbow Bracelet to wear to show their support upon finishing their walk.



TT Sheffield hosted a talk on LGBTQ+ history and workshop with SAYIT (Sheena Amos Youth Trust: a Sheffield-based charity that works to transform the lives of LGBTQ+ young people through supportive group work, youth action, education and influence), followed by an open discussion to ask questions and learn from each other.

Juarez recognises Indigenous People's Day

By: Pamela Medjesi, Communications Officer

TT Juarez recently recognised and celebrated International Indigenous Peoples Day, as part of the site's ED&I activities. The Municipal Council to Prevent Discrimination (COMPURED - now that's an acronym!) visited the site and gave a number of presentations and talks related to the Day.

They also welcomed Mr. Martin Javier Tafoya Martinez, a representative from the Indigenous tribe called N'dee/N'nee/Ndé, a tribe that lived on the land now known as Juarez. Mr. Martinez shared some of his tribe's culture, traditions and history with the staff.

The N'dee/N'nee/Ndé are the peoples indigenous to the southern United States and northern Mexico. In the United States (Arizona, Texas, New Mexico, and Oklahoma) there are a total of nine federally and state-recognized Apache nations or tribes.



TT Kansas City celebrated the team's different cultures. Employees dressed in their home country's traditional costume. Cultural awareness helps break down cultural barriers, so we can learn to understand, appreciate, and respect those around us.

RECORDING AVAILABLE! Customer Centricity & Engagement with Linda Moir

By: Guy Cohen, VP Talent Management and Organisational Development

Linda Moir, former Director of Services at Virgin Atlantic & Head of London Olympics 2012 Customer Experience

Do you remember the 2012 London Olympics? Linda Moir does: she was responsible for organising the 15,000-strong customer-facing workforce that made the event a near-flawless experience. Before her work at the Olympics, Linda was Director of Customer Services at Virgin Atlantic, where under her leadership the airline posted the highest customer satisfaction scores in its history.

We discussed her incredible roles, her thoughts on leadership & motivation, and how to create a truly customer-centric engagement experience. Contact your local HR team to arrange a viewing of the discussion on site.



OUR COMMITMENT AT TT

Inclusion is fundamental in the workplace. When you aren't able to be "completely yourself," it's difficult to bring your whole self to work – your full energy, perspective, and focus – as you're hiding a part of your life that is integral to who you are. When people feel comfortable and included, they're more likely to feel engaged and happier at work – and we want TT to be a place where people do feel included. We're proud that we've been taking steps to make TT a more inclusive place to work.



TT's Annual Sunflower Contest Grows Stronger

By: Pamela Medjesi, Communications Officer

It's all up from here! TT's Sunflower Contest returned in 2022, and with more than 20 entries, it's gaining traction year after year. From Juarez to Woking, we loved hearing what plans are in store for the flowers and seeds.

Cindy Bates (**TT Cleveland**) let us know that her entry was seeded from a previous harvest, and she was going to keep the process going: "This plant is from my seeds from my last year's plant. I will save some of the seeds and plant again next year. And will put the other seeds out and feed the birds."

Team Woking tried an early angle with a fourth-floor advantage (fifth floor if you're in America) in height, but the judges quickly clarified the definition of measurements, putting Team Woking lower in world rankings.

Carmen Carranco (**TT Juarez**) shared her entry, noting that she was particularly proud of the height as they were grown in the El Paso desert.

Margo Howells (**TT Cleveland**) shared, "Sunflowers are my kids' favorite thing to plant. I would harvest the seeds, but my kids eat them all every year."

Kevin Ball, Infrastructure and Engineering Manager at **TT Cardiff**, was thrilled to receive entries from around the world. "The contest is such an important thing for us to do at TT. Not only is it a fun competition, but it helps employees practice sustainable efforts through the re-planting year after year. It's a real-life example of reducing and reusing," Kevin noted. "It's also been a great way to meet like-minded employees from around the world. I had no idea we had such a strong community of hobby farmers and plant enthusiasts at TT!"

The competition next year will look to involve TT sites that have different growing seasons and allow local TT sites to grow and track their own tall plants and flowers. ●

NAME	LOCATION	HEIGHT (MM)	TT GLOBAL RANKING
Laurie Polasko	Cleveland	4343	1
Jocelyn Redmond	Cleveland	3332	2
Heath Ohl	Kansas City	3124	3
John Heskins	Eastleigh	2845	4
Cindy Bates	Cleveland	2769	5
Lynn Stark	Cleveland	2489	6
Margaret Howells	Cleveland	2235	7
Sarah Bateman	Cardiff	1828	8
Karen Sellick	Cardiff	1735	9
Gary Francis	Barnstaple	1670	10
Team Woking 'Sunny & Cher'	Woking	1600	11
Zara Brooke	Woking	1574	12
Phil Harray	Cardiff	1420	13
Mathew Lewis	Cardiff	1380	14
Greg Jones	Cardiff	1330	15
Mike Weaver	Cardiff	1200	16
Rebecca Janssen	Cardiff	1180	17
Peter Vaughn	Barnstaple	1150	18
Liam Mahon	Cardiff	1120	19
Helen Penn	Cardiff	970	20
Carmen Carranco	Juarez	935	21

Do you have a story for BE TT News?

Please share your successes, sustainability stories and news with our local communication champions, or send any other ideas for content to TTElectronicsCorporate.Communications@ttelelectronics.com.