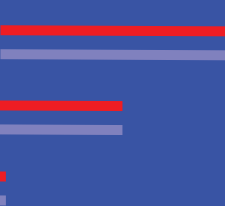




TWO DECADES OF



FATE FOUNDATION - 2 DECADES OF IMPACT



Our impact report captures our dedication to tackling unemployment in Nigeria through impact-driven enterprise development initiatives over the course of two decades.

It also succinctly captures FATE Foundation's impact within the Nigerian entrepreneurship ecosystem by presenting our work with key partners and stakeholders over the years.

Through these narratives, we have chronicled our journey and detailed various initiatives designed by FATE Foundation to empower our entrepreneurs with the right knowledge, skills, tools, and networks to enable them build sustainable businesses in Nigeria.

We also project our future initiatives designed to stem Nigeria's rising unemployment figures and foster wealth creation in the wake of a global pandemic that has negatively impacted the country's economy.



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Mission

To foster wealth creation by promoting business and entrepreneurial development amongst Nigerians.

Mandate

start



grow



scale



enable



Vision

We are the
catalyst for
entrepreneurship

FATE FOUNDATION

Our Target Sustainable
Development Goals



Quality Education (Goal 4)

Eliminate gender disparity in education and substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Decent Work and Economic Growth (Goal 8)

Promote development-oriented policies that supports productive activities, decent job creation, entrepreneurship, creativity and innovation and encourage the formalization and growth of MSMEs including through access to financial services



Industry, Innovation & Infrastructure (Goal 9)

increase the access of small scale industrial and other enterprises, in particular in Nigeria to financial services, including affordable credit, and their integration into value chains and markets



It is my pleasure to present FATE Foundation's Impact Report detailing our impact results from this year and the past 20 years. It is a book of pictures, numbers, and stories of transformation that chronicle the part we have played and continue to play in the war against unemployment in Nigeria. First permit me to set the context, for we cannot tell the story of FATE without describing the environment within which we operate and the battleground of unemployment in Nigeria

Starting with this year alone, we have experienced a once-in-a-lifetime occurrence of a global pandemic, a universal enemy to mankind, SARS-CoV-2 (COVID-19), that has ravaged people's lives, our healthcare systems, the local, and the global economy. A tiny invisible virus brought the world to a standstill and kept us in our homes, isolated and uncertain. At the time of this report, we have significant hope with three companies that have produced a vaccine, but given the experiences we've been through in this year, the world as we know it will never be the same.

As at the time of this publication, Nigeria has had over 66,000 confirmed cases, of which 62,500 have recovered and approximately 1,100 have died. The greater impact of the virus has been economic, social, and political.

Barely recovering from the last recession, our economy faced the shutdown of businesses and the decline of oil revenue at the same time. The Nigerian economy contracted by over 6% in the course of the year which has been our steepest decline in the past 10 years. While we have experienced some recovery, the overall projected contraction will be about 3%. The Government was then also tasked with managing a health crisis in an already weak economy, with weak healthcare, and security systems in place. 42% of job losses could be traced directly to COVID-19, which more significantly impacted the urban middle and lower class. With food shortages and rising inflation, school closures and reduced accessibility of basic healthcare, the impact on travel and hospitality, the Nigerian citizen has truly suffered this year.



I am incredibly proud that through FATE Foundation we have disseminated values of integrity and resilience, and a culture of enterprise, innovation, and solutions. FATE businesses are solutions to an economic problem, a gap in the market. FATE entrepreneurs are distinguished by their resilience and their sense of community.



Amid this crisis, another report came out stating that “one in every two Nigerians is either unemployed or underemployed”. We moved from 23% unemployment to 27.1% in Q2 of this year, and now, 28.6% — . Truly, our leaders were between the devil and the deep blue sea, between widespread assault of the virus if we did not shut down, or having to face the social and economic implications of the lockdown that has brought hunger, unemployment and civic unrest.

The consequence of this journey is that times were also challenging 30 years ago. Back then, we had single digit unemployment rates, but even then, this was still millions of people. While I was still at the Bank, I was always struck by

the large numbers of highly qualified individuals we had to turn down. These were a pool of qualified graduates seeking to be employed but limited by the shortage of vacancies in our bank as well as other organisations. Nigeria was faced with rising unemployment and an economy still largely dependent on oil and gas, and to a lesser extent, financial services, and telecommunications. What was missing for the nation to power our economic growth were small and medium sized businesses. This segment of the corporate world was the engine that drove the western economies and reduced income inequality.

So, I thought, why not create a platform for qualified graduates to learn the skill of

entrepreneurship, thereby making it a compelling alternative to employability. That way, we would not only stem the tide of unemployment but also create career pathways through jobs created from these new businesses.

Thus, we began with the Aspiring Entrepreneurs Programme (AEP) for young entrepreneurs and a year later added on to this, the Emerging Entrepreneurs Programme (EEP) for growing businesses and the establishment of the FATE Consulting unit (now Growth support unit) to provide business support and advisory services for our entrepreneurs.

Like many on the journey of impacting and transforming our society, we know that development does not move in a straight line; there are ups and downs. In 2010, that we conducted an impact assessment study of our alumni network.

The report indicated that 65% of entrepreneurs supported were still in business, and they had created an

average of 4 jobs. We had reached our initial goals but were unsatisfied with our economic impact overall. We knew we had to dig deeper into what it took for a business to grow and scale, to transition from small to medium enterprise. Since then, we have launched a more intensive mentoring programme; developed sector-focused Incubator and Accelerator programs to identify high growth potential startups and scaleups; and also invested in ecosystem research and policy advocacy.

This year 2020, we formally launched the FATE Philanthropy to build a structured platform to support other causes in selected thematic areas of Education, Health, Governance and Culture. Through this platform, we formed the FATE Philanthropy Coalition for COVID-19 which raised ₦455,029,987 to support selected state governments as well as public and private institutions. This fund amongst many other impacts, enabled institutions like the LifeBank and Flying Doctors to test over 1,480

people free for COVID-19 and saved over 3500+ from being infected. It also boosted the research mandate of the Nigeria Institute for Medical Research to develop and launch the molecular test kits for COVID 19.

Let me not reveal too much in terms of our story and leave the rest for you to discover in the report. What may not be evident in the numbers and the stories is our impact on the culture and business climate. I am incredibly proud that through FATE Foundation we have disseminated values of integrity and resilience, and a culture of enterprise, innovation, and solutions. FATE businesses are solutions to an economic problem, a gap in the market. FATE

entrepreneurs are distinguished by their resilience and their sense of community. The FATE Alumni community continue to give back into the Foundation through volunteering, donations, and mentoring, paying it forward to the next generation.

Without any prompting on our end, they raised funds to support businesses that had been damaged during the END-SARS post-protest vandalism.

In 2019, I presented a paper titled *Confronting the 12 Giant Evils* at the Vanguard Economic Discourse, which I believe are the greatest challenges facing our nation. This included the evil of ignorance (education), the evil of darkness (electricity), and of course the evil of idleness (unemployment). At the

end of my paper, I challenged, not only the government but every sector of society to do something about it. Starting FATE Foundation was an initial response to the challenges we collectively face. But this is not the story of one man. The FATE that we see today is much bigger than me.

I must thank my family, friends, colleagues – past and present, mentors and mentees as well as everyone else who has contributed to the success of FATE Foundation. I thank the inaugural Board and subsequent ones, the exceptional Executive Directors who have served, as well as all past and present members of staff who have joined us and served in various capacities

since we first opened our doors. And to our FATE Family, that is our network of entrepreneurs, partners, volunteers and funders; we again say a very big THANK YOU for your labour of love and unquantifiable support.

We have done much but there is still more to do. As we enter this new decade, I look forward to consolidating on this legacy and attaining new heights of impact, not just within Nigeria but in other developing nations.



– Fola Adeola
Founder / Board Chairman
FATE Foundation

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2000

Formal incorporation of FATE Foundation and launching of the Aspiring Entrepreneurs Programme (AEP) for young entrepreneurs/startups.

2002

Won the World Bank Business Plan Competition and opened the Port Harcourt Branch to focus on enterprise creation in the Niger Delta.

2010

Impact Assessment Study of FATE Alumni indicates 65% still in business with an average of 4 jobs created.

2015

Commenced entrepreneurship ecosystem Research and Policy Advocacy and held the inaugural Annual Policy Dialogue Series on Entrepreneurship.

2017

- Launched msmehub.org to be the #1 online resource for entrepreneurs.
- Published the 1st Entrepreneurship Ecosystem Mapping Study.
- Launched ScaleUpLab Accelerator Programme to scale high growth potential agribusinesses.

2019

- Became the implementing partner Orange Corners Nigeria Business Incubation Programme developed by the Kingdom of the Netherlands
- Became the lead facilitator of the Nigerian Economic Summit Group's Community of Practice.



2001

- Launched the Emerging Entrepreneurs Programme (EEP) for growing businesses.
- Established FATE consulting unit to provide business support and advisory services for our entrepreneurs.

2006

- Reached 1,000 new businesses.
- Published FATE Small Business Handbook Series.

2011

Piloted the Institute for Venture Design (IVD) in Abeokuta in Partnership with the Stanford Center for Design Research.

2016

- Reached 5,000 businesses and 100,000 youth supported.
- Held the 1st FATE Annual Alumni Conference converging Alumni from inception to date.

2018

- Got technical Support from ACCA Nigeria for Financial Literacy.
- Expanded the AEP to non-Lagos and Port-harcourt cities.
- Launched ScaleUp Health Programme to accelerate high growth potential businesses in the nutrition and food safety space.

2020

- Established the FATE Philanthropy Coalition for COVID-19 (FPCC) Support Fund
- Launched Journeys in Entrepreneurship video and podcast series.
- Expanded the AEP AgriBusiness Programme to non-Lagos cities.
- Launched a 7-book series titled "The Nigerian Entrepreneur's Handbook Series".

KEY MILESTONES FROM 2000-2020

WE ARE REFLECTING ON OUR HALOS OF IMPACT AT 20!

Writing this note is nostalgic for me because our 20th anniversary has also given me the opportunity to reflect on my 5+ years at FATE Foundation. As I reflect, I realise that it has no doubt been the honour of my life and a unique highlight in my career so far to steer the ship that carries so many intrinsic visions which represent the livewire of Nigeria's economy.

Our work is epitomised by the many groups we influence – the entrepreneurs and their employees, the evolving entrepreneurship ecosystem, diverse industries and value chains. I consider them halos of impact that have directly and indirectly influenced a vast, interconnected network of stakeholders at local, state and national levels.

No doubt, FATE Foundation has been the fundamental recurring legacy in Nigeria's enterprise development landscape. And as someone put it, 'Long before entrepreneurship became glamorous and the understanding of what enterprise ecosystems looked like, a man had a vision'.

Our series of interventions have come full circle over the past two decades. We

started with training and capacity building for aspiring young entrepreneurs, then moved into the provision of consultancy and small business advisory services and then owner-manager and high-growth potential entrepreneurs. In addition to this, we have developed stand alone mentoring programmes and also rolled out sector-focused incubation and acceleration support while providing much needed funding linkages. As a partnership driven institution, we have also worked with many international organisations to implement in Nigeria, a wide range of interventions for business and economic growth. Through these, the 'FATE Family' – our network of entrepreneurs, partners, funders and volunteers – admitted even more businesses into the fold.



We long realised from experience that the policy landscape is where to begin in our attempt to mould the ecosystem, bring stakeholder clusters together through collaboration and ensure that the quality and quantity of businesses in Nigeria are proportional to our growth potential and unique challenges as a country.



One of the most remarkable aspects of our work was introduced a few years ago, which is ecosystem research and policy advocacy. We long realised from experience that the policy landscape is where to begin in our attempt to mould the ecosystem, bring stakeholder clusters together through collaboration and ensure that the quality and quantity of businesses in Nigeria are proportional to our growth potential and unique challenges as a country. And policymaking was undoubtedly where we traced most of our intervention needs to.

In answering questions from entrepreneurs about survival rates, tax evasion and avoidance, regulation, labour laws, opportunities for export and access to finance; we knew that we had to not only knock but push open the door of policymaking along the corridors of the public sector. We also knew that this was a journey we had to work intentionally and collaboratively with other key stakeholders in the space. We have done this through starting conversations and hosting dialogues to discuss the outcomes of our research studies, to



show empirical evidence for our recommendations.

As much as FATE Foundation has championed these causes, we have also stood firm in solidarity during times of despair, notably the recent COVID-19 pandemic. It is indeed a novel circumstance to have a social enterprise clearly distinguish philanthropy from social investments as we have done. The FATE Philanthropy Coalition for COVID19 (FPCC) Support Fund raised over ₦455,029,987 (Four hundred and fifty five million, twenty nine thousand, nine hundred and eighty seven Naira only) to support government efforts through equipping public health institutions, investing in research and supporting front-line personnel. This gesture became imperative due to the adverse effects of the nationwide lockdown on businesses and demonstrated our practical response to the daily challenges; entrepreneurs face beyond theoretical paradigms. We also developed the Business Recovery Programme to support our entrepreneurs during and beyond the pandemic and also most recently during the recent incidences of vandalization particularly in Lagos.

In our mission to start, grow, and scale businesses; the role of digital technology is crucial, and so our theory of change is rooted in the use of predominant and highly

effective channels to fulfil our vision and scale our impact. Our foray into the digital economy a few years ago is deliberate and multi-dimensional. We began with a repository of resources for entrepreneurs, the msmehubg.org and newly rolled out eLearning Platform this year during the pandemic. Also, an ecosystem mapping tool is ready for testing whilst we have succeeded in onboarding the members of our alumni network through a virtual community, Alumni Hub. A few months ago, we started a podcast series, Journeys in Entrepreneurship which has been impressive in reach because it offers a front-row seat to a meaningful, mentoring conversation between two entrepreneurs, generations apart.

Although our vision demonstrates Thought Leadership yet, we commemorate this milestone of turning 20 with The Nigerian Entrepreneur's Handbook Series featuring seven books on Legal, Human Capital, Tax Management, Financial Management, Strategy, Marketing & Communications and Digital Technology.

Ahead on this path that was once very narrow and recently made broader or perhaps curved towards the future, we invite you to collaborate with FATE Foundation or support us to scale our impact to many more sectors and locations even as we commit to

continue to design programs that are relevant, responsive and agile for a VUCA world.

This report chronicles in more exciting details, our eventful journey of FATE and our prospects for the future of the Nigerian Entrepreneurship landscape. It tells only a handful of countless impact stories (#ChroniclesofFATE) and celebrates many who have in no small way contributed to our stellar success. Within these pages, I am confident that you would find our stewardship motivating, our interventions impactful and mission auspicious.

I would like to thank the esteemed past and current members of our Board, for their strategic leadership, insight and

clarifying roles in our journey – through thick and thin. I would especially like to thank the visionary, Mr. Fola Adeola for the opportunity to join this relay race to serve such a vibrant and inspiring community of resilient innovators and inspiring leaders. His vision, focus and passion for socio-economic impact and institution building has been the foundation for our impact and successes over the past two decades and our guiding compass for the future.

I also appreciate our numerous partners and donors who have continued to make our work feasible and possible for widespread impact. I especially thank the members of the Alumni Community and the Executive Committee members for keeping fate with us, staying together to



No doubt, FATE Foundation has been the fundamental recurring legacy in Nigeria's enterprise development landscape. And as someone put it, 'Long before entrepreneurship became glamorous and the understanding of what enterprise ecosystems looked like, a man had a vision.'



support one another and always seeking ways to add value. Our volunteers have been phenomenal, as they keep stepping up to lead in many more ways than we anticipate or request.

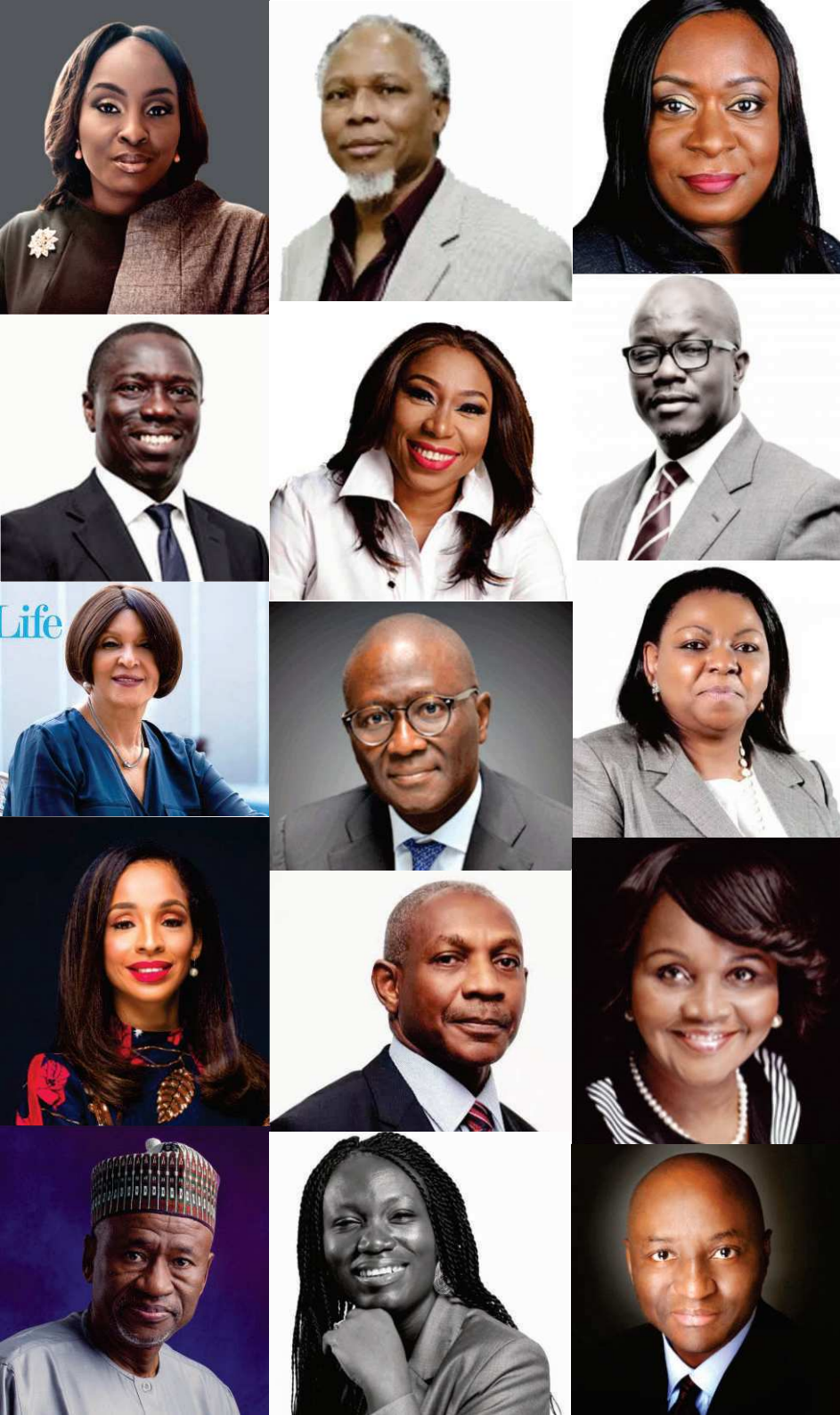
Finally, I want to thank every member of the Foundation Team from inception to date for the many nights, days and weekend devoted to enabling aspiring and emerging Nigerian entrepreneurs across Nigeria. I especially thank our very

resilient 'Celebration Team' for delivering an inspiring set of programs over the past few months, for the many hours invested and uncommon commitment to our success in 2020 despite the numerous changes and unplanned trajectory of the year. To everyone who has directly and indirectly invested, supported and enabled our work over the last 20 years, we dedicate this Impact Report to you.

Sincerely,

Adenike Adeyemi

– Adenike Adeyemi
Executive Director
FATE Foundation

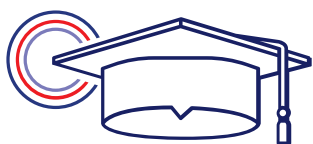


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OUR 20 YEARS IMPACT IN NUMBERS



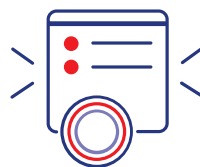
6066

Graduates from our
full course flagship
Programmes



180,000+

No. of entrepreneurs
for Non-Flagship short
entrepreneurship courses



Number of
programmes

**9 flagship
programmes**



5 Alumni
Conference



6 series

Policy Dialogue Series



49%

Percentage of female
beneficiaries



1,200+

Number of volunteers



11

Tertiary Institutions
reached



350,000+

Virtual Reach



12

Research
Reports



24

Cities reached



10

Books Published
for Nigerian
Entrepreneurs

INSIGHTS

by FATE Foundation

A documentary series highlighting Challenges and Opportunities in selected industries in Nigeria

EPISODES

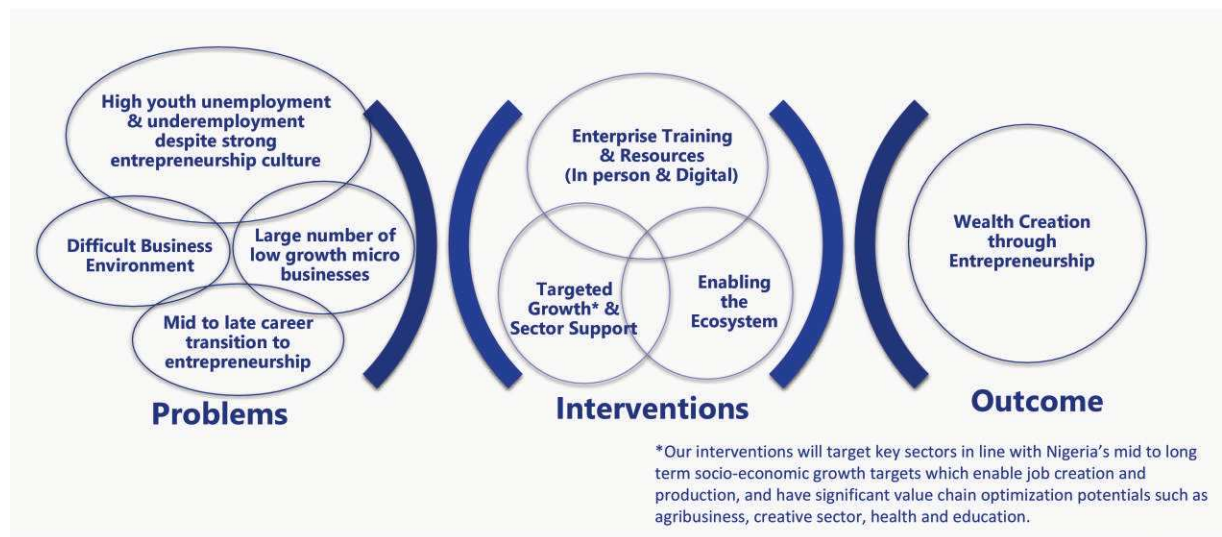
► *Media & Entertainment Business, Agribusiness, Education...and many more*

@fatefoundation  YouTube 

PRE-FATE ERA

Long before enterprise development was considered relevant, before entrepreneurship became desirable and somewhat glamorous; and social entrepreneurship mainstream as a long-term intervention for economic growth, a man called 'Fola Adeola had a vision.

What started as a personal audacious goal quickly became an intergenerational vision and soon metamorphosed into a striking legacy. A Legacy that should be documented, chronicled and preserved for posterity and as a model for other African nations to adapt.



**THEORY
OF CHANGE**



BIRTHING FATE

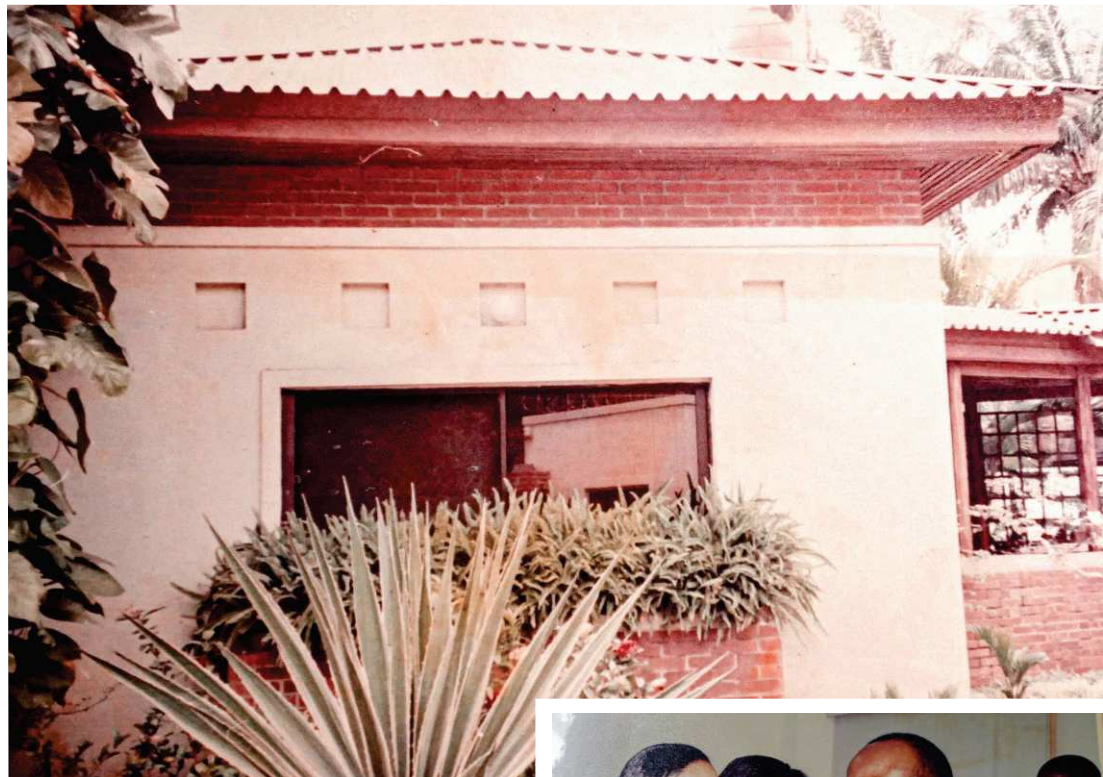
Sometime in 2000, this vision was birthed as a movement that will clarify for Africa's largest economy, that enterprise development should not be the sole responsibility of government.

The vision to setup a Foundation focused on supporting businesses was uncommon as entrepreneurship at that time was considered an innate ability to only spot opportunities and take risks. Very few saw a future where entrepreneurship will go beyond wealth creation for the lucky few to creating solutions - in quality and quantity – that solve Nigeria's current and future challenges.

20 Years after, a legacy has been built from a one-room office (at 9A, MacDonald Rd. Ikoyi, Lagos with two employees, which grew to 10 employees in the same year) to the leading enterprise development non-profit organisation in West Africa. This account

chronicles our journey to fulfilling the vision of championing enterprise development in Nigeria. It reviews the challenges, highlights a few case studies and documents successes as an accountability mechanism for our impact so far.

Although at that time, the existence of a non-profit to support entrepreneurs was not popular, the capacity building support which the Foundation kickstarted with was well received. At that time, owning and running a successful business entity was credited to an innate entrepreneurial drive, appetite for risk taking and sheer luck

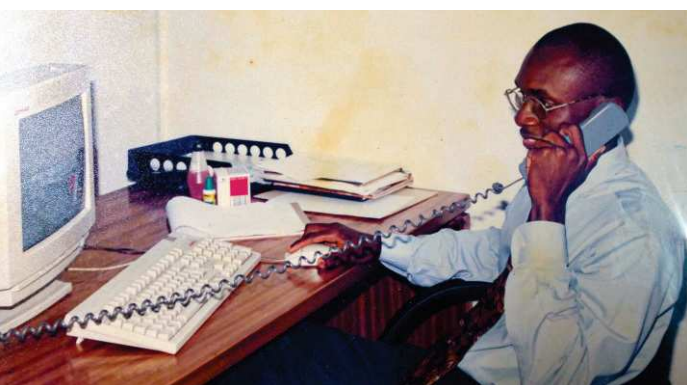




or divine providence.

However, when FATE Foundation emerged, the first intervention, Aspiring Entrepreneurs Programme (AEP) for young entrepreneurs resonated a great deal with the targets.

Many entrepreneurs considered attending business school at that time to be the preserve or aspiration of the elite due to the high cost of executive education. In addition, the start-up ecosystem had not taken root in Nigeria; so the immense possibilities and innovative tendencies were largely unknown. Our founder, Mr. Fola Adeola worked with local business leaders and the Ford Foundation to offer new support programs to those who wanted to start their own businesses.



This made the AEP become the leading local option with a tailored curriculum that catered to the local needs of the Nigerian economy at that time. The curriculum for aspiring entrepreneurs (AEP) at the time, offered affordably-priced training developed with support from the Boston, Massachusetts-based, Center for Women and Enterprise.



START

Our intent when starting FATE Foundation was to make entrepreneurship a compelling alternative to employability.

– Fola Adeola

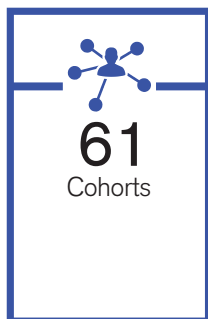
ASPIRING ENTREPRENEURS PROGRAMME

The Aspiring Entrepreneurs Programme (AEP) is FATE Foundation's pioneer flagship programme. It is an intensive hands-on business and entrepreneurial empowerment programme for aspiring and budding entrepreneurs.

The 2-3 month programme is a mix of bootcamps, workshops and business planning sessions aimed at equipping aspiring entrepreneurs with the skills, tools, networks and financing required to establish and sustain a successful business.

The AEP was implemented as a sector agnostic programme for young Nigerians based in Lagos and aged 18-35 years

from 2000 to 2017. With the need to evolve the programme to adapt to evolving demographic needs and challenges, the following AEP variants were developed in 2018 to run alongside the traditional, AEP programme: Aspiring Entrepreneurs: Digital; Aspiring Entrepreneurs: Tertiary; Aspiring Entrepreneurs: Agribusiness.



2020 ASPIRING ENTREPRENEURS DIGITAL

The invention of technology has been of great benefit to the world at large. New ideas have leveraged the presence of technology to ease the process of doing business in the world, especially in marketing one's product or services.

In line with our resolve to equip entrepreneurs with trainings geared toward making them globally competitive, we designed the the Aspiring Entrepreneurs Digital Programme. The Aspiring Entrepreneurs Digital Programme supports entrepreneurs to gain knowledge, visibility and eventually conversion rates using digital platforms and to grow digitally-enabled businesses.

The programme was launched in February 2018, in partnership with Facebook and for three years, it has taken place in 12 states across the country with a focus on guiding and enabling aspiring entrepreneurs with essential strategies, knowledge, skills

and tools to grow their business using a combination of our Aspiring Entrepreneurs Programme and Facebook digital marketing growth strategies for small and growing businesses. Also, the programme targets entrepreneurs who are in the early stages of their businesses and are within the ages of 18 - 40, who have basic computer knowledge.

The programme has produced highly confident entrepreneurs across the country who are waxing strong by the day. A lot of them, not just that they use these Digital Platforms, most of them have turned to teach others.

Target



Entrepreneurs who are in the early stages of their businesses and are within the ages of 18 - 40, who have basic computer knowledge.

12 states across the country



Nigeria

Programme Components

1. Business Model Strategies & Pivot
2. Digital Marketing Strategies & Enablement
3. Financial Literacy and Cash Flow Management
4. Financing Strategies
5. Access to Free Digital Tools and Platforms
6. Facebook Ad Credits for Winners of In Programme and Pitch Competitions
7. Access to FATE Foundation's Business Advisory and Support Services



3

Editions



24

Streams



848

Contact
hours per year



20

Volunteer
facilitator
per stream



780

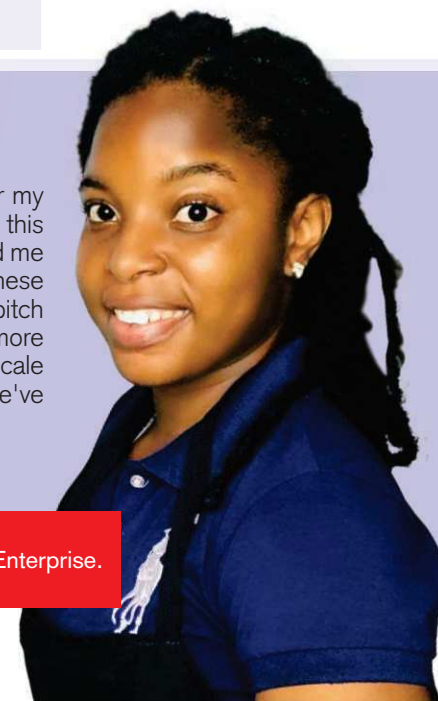
Entrepreneurs
(M- 471, F- 309)
have been reached
since inception
till 2020.

PROGRAMME SPOTLIGHT

My experience at FATE Foundation has indeed helped my business in ways I could never have imagined. After my training in 2019 in the Aspiring Entrepreneurs: Digital Programme, I won an advert credit from Facebook and this helped me grow my brand following and client base. The digital marketing skills I learned during the training helped me grow my business digitally especially Facebook and Instagram. I grew my followers and client base using these platforms which translated to more income. Also, I learned how to pitch my business to investors. The business pitch made a huge difference to my brand. We won two grants after the program. I worked on my pricing and I became more deliberate on running Ads and content creation which brought a visible and positive change in my business. On a scale of 10, I'll say the brand is on a 4. The brand has been able to acquire several equipment to aid production, and we've also set up a mini academy to empower the youths.

FATE Foundation is one organization that has helped me understand my brand better. I developed my first business plan and learned the importance of book-keeping.

- Uzoma Obi,
CEO Uzzycakenbakes Enterprise.
AEP 70, 2019.



ASPIRING ENTREPRENEURS PROGRAMME



In recent times, promoting business entrepreneurship as a possible solution to job creation, empowerment and economic dynamism in a rapidly globalizing world has attracted widespread attention. Studies have shown that the creation of new jobs will drastically stunt the rising unemployment rate in Nigeria. According to the International Labor Organization (ILO) estimates, 60 million young people are unemployed. It is therefore of high importance to invest in the preparation and training of aspiring young entrepreneurs on the rudiments of doing

FATE Foundation in partnership with Citi Foundation launched the Aspiring Entrepreneurs Tertiary Programme in Nigeria with a focus on guiding and enabling young aspiring entrepreneurs in tertiary institutions within Lagos, Ogun and Oyo states and to provide them with essential strategies, knowledge, skills and tools to turn their ideas into real businesses that have the potential to grow and to scale. Through this programme, the entrepreneurs are provided with entrepreneurship training

targeted at product development and design thinking strategies as well as the business model canvas which can be leveraged to further develop concepts from their initial business ideas. Key support areas include business registration support with the Corporate Affairs Commission (CAC), placement for the aspiring entrepreneurs with already existing entrepreneurs / businesses in their field to get first-hand experience of running a business and other business support services such as mentorship and targeted advisory sessions for one year.

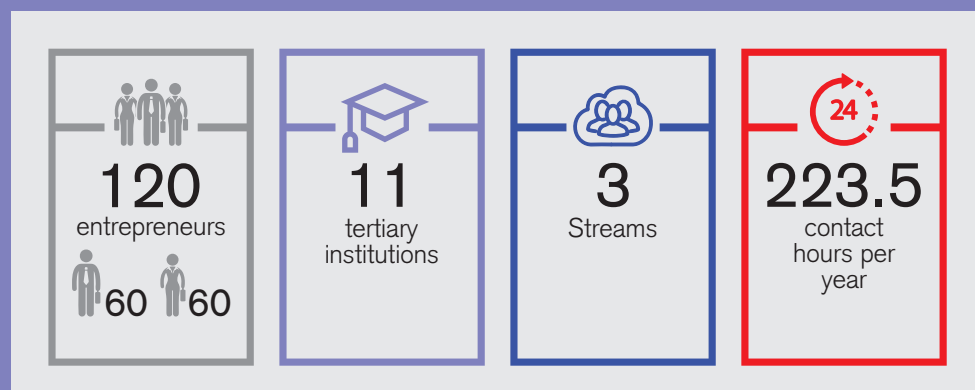
startup stages. A total of 120 Entrepreneurs were trained over three streams. (40 in each stream).

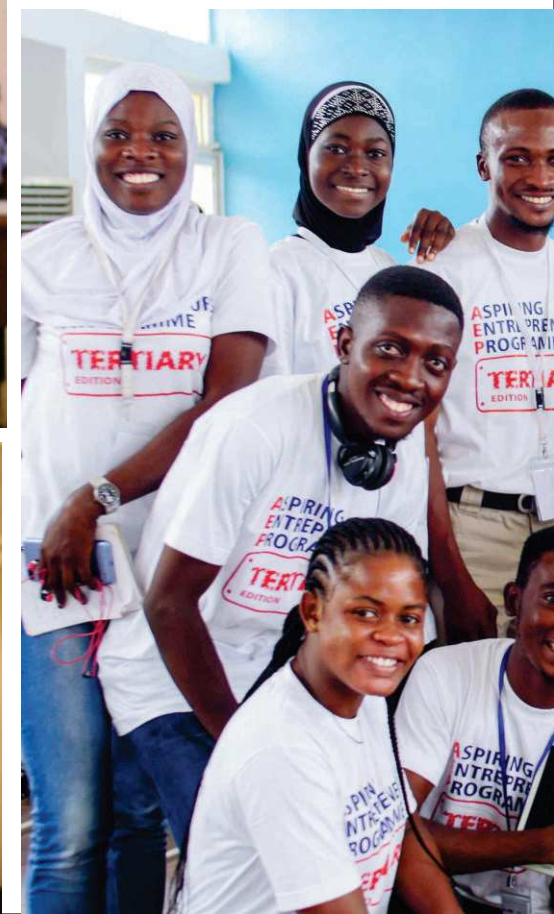
1. Completion of Enterprise training
2. Placement programme
3. Business registration with the Corporate Affairs Commission
4. Mentoring and Advisory sessions

The programme produced entrepreneurs with major increase in turnover, customer base and those who have been able to create jobs. One of the major highlight was an entrepreneur, Ahmed Ayinla who notably fabricated foot operated hand wash devices used in public places, supermarkets, markets, schools, religious centers etc. to help curb the spread of the COVID-19 pandemic.

The Aspiring Entrepreneurs Programme: Tertiary links with the Citi Foundation Pathways to Progress initiatives by helping low-income Nigerian youth, ages 18 - 35, develop the workplace skills and leadership experience needed to compete in today's competitive job market.

The Entrepreneurs are final year students from Tertiary institutions in Nigeria whose businesses are either in the idea or





TWO DECADES OF IMPACT



PROGRAMME SPOTLIGHT

Higeneplus Integrated Services is an innovative youth-led enterprise with the aim and objective to address improper disposal of medical, household and administrative waste. The business was in a state of moribund without proper management concept and lack of funding among others. I was searching for an organization that offers support to startups on the internet with the expectations of learning best practices including business management and access to funds for my business. Attending the training at FATE Foundation, I gained much more than I thought. My mind was opened to so many opportunities, including financial management, team building and strategies, how to write a good business plan, business model canvas and its implementation among others. I must confess that everything changed my entire life starting from the training but most importantly the financial training session, Business Model Canvas and Pitching session. Because it has been helping me manage my business after my programme. I have been able to utilize the training in writing a proposal which earned Higeneplus its Startup fund through the support of FATE Foundation and my business was never the same as it was before I came to Fate Foundation, unlike before when I didn't even understand the basic concept of running a successful business. I was able to raise over a million naira start up fund and there has been an increase in our client base with more projects executed with a good team management skill.

Although we have not yet reached the climax, I must say the business is now at a growing stage and we are exploring all the training. FATE Foundation has really changed my life, it is the best organization helping businesses and individuals start, grow and scale. I will recommend them over and over again. I have been encouraging youth in my community to take advantage of these opportunities as well. Thanks to FATE Foundation for the privilege and the grace to be a beneficiary of your program.

- Abdulganiyy Oyekunle,
Higeneplus Integrated Services,
AEP 79

ASPIRING ENTREPRENEURS PROGRAMME



Agriculture is very essential in the development of any country's economy. Recent years have seen the Federal Government renew its focus on the agricultural sector in order to diversify the economy.

To drive a more sustainable growth in terms of revenue generation and job diversification, we initiated the Aspiring Entrepreneurs Programme; Agribusiness. This programme aims to provide information and knowledge to Nigerian Agribusiness Youth Entrepreneurs to grow and build viable

businesses in the agribusiness space by providing them with:

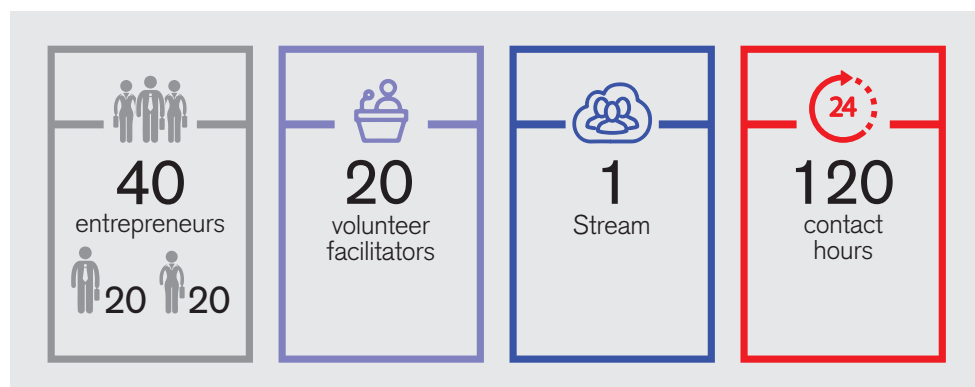
- Business and financial literacy management training
- Mentoring and advisory support
- Formal registration of business entities and
- Business plan support

This programme which was designed by FATE Foundation is supported by the Mitsubishi Corporation as part of the Company's corporate philanthropy programme.



The Aspiring Entrepreneurs Programme: Agribusiness had the following impact recorded from the programme:

1. Job recreation and empowerment
2. Business expansion and growth
3. Business registration with the Corporate Affairs Commission
4. Increase in revenue and sales
5. Funding linkages
6. Funding linkages
7. Networking and collaboration
8. Increase in sales.





Ministry of Foreign Affairs of the
Netherlands



AN INITIATIVE OF THE KINGDOM OF THE NETHERLANDS

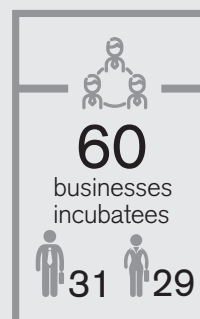
The Nigerian entrepreneurial space is riddled with various challenges. Financial experts say that about 80 percent of Small and Medium Enterprises, SMEs in Nigeria fail within the first five years of their existence due to lack of experience and other wrong business practices. With the increasingly difficult Nigerian business terrain, the demand for business incubation support programmes has increased.

In July 2019, we launched the Orange Corners Nigerian Programmes. The Orange Corners Nigeria Programme is an initiative by the Kingdom of the Netherlands and implemented by FATE Foundation. The programme is funded by the Netherlands Enterprise Agency and Private companies in Nigeria. The goal of the programme is to support young, innovative and aspiring entrepreneurs with designated co-working space, enterprise development knowledge, business incubation and advisory

services, mentorship and funding to develop their ideas and start their businesses through the Orange Corners Innovation Fund (OCIF). The programme offers a 6-month incubation programme and student ambassadors programme that ensures entrepreneurs have the much needed support, tools, skills and network to develop sustainable solutions and build successful businesses in Nigeria.

Key Orange Corners Nigeria Programmes

1. Orange Corners Incubation Programme
2. Orange corners Innovation Fund
3. Student Ambassadors Programme





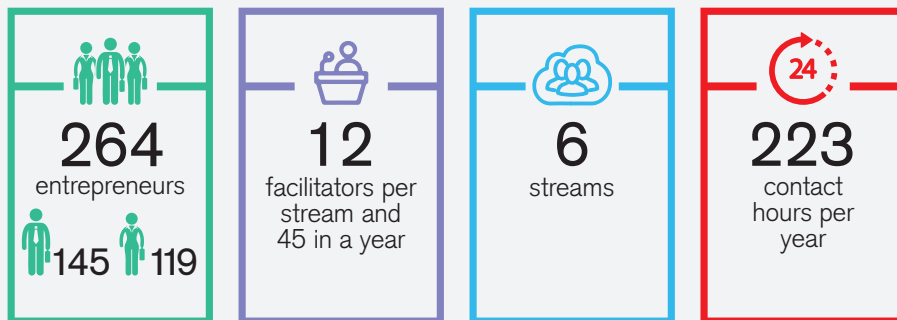
THE NEXT ECONOMY

How the African Youth Makes It Work

To remedy the challenge confronting aspiring entrepreneurs, FATE Foundation enterprise education, business advisory and consultation, access to investment funding and partnerships empowering entrepreneurs to transform their business ideas into business that can grow and expand while also investing in entrepreneurs to become business leaders. The Next Economy is an initiative of SOS Children's Villages CV, Crosswise Works and Good Up and is being funded by the Dutch Ministry of Foreign Affairs. The Next Economy Incubation Programme and Entrepreneurship track provides business knowledge and business support through diverse strategies and structures including enterprise education, business advisory and consultation, access to investment funding and partnerships empowering aspiring entrepreneurs to attain business growth. The programme is targeted at entrepreneurs between the ages of 18 – 35 years of age and have a minimum viable product.

Key benefits include:

1. Enterprise Training
2. Business Advisory Services



3. Access to Funding and Partnerships
4. Access to Mentorship Support

FATE PORT-HARCOURT

In 2002, FATE Foundation opened its Port Harcourt office after it won the keenly contested 2020 World Bank Development Marketplace competition and received funds from the International Finance Corporation to focus on job creation in the Niger Delta.

In helping to address the challenges of youth unemployment and low economic activities, the Foundation adapted its Aspiring Entrepreneurs Programme and Emerging Entrepreneurs Programme to meet the environmental contexts and entrepreneurial dynamics of the region. With the support of volunteers who taught, mentored and provided advisory support, the Port Harcourt office was also able to implement several workshops and youth empowerment programs in partnership with local and international corporates and institutions.

The PH office had an active Advisory Committee chaired by Kalada Apiaifi, Chairman, Wider Perspectives and other members which included Nnaeto Orazulike, Chairman, Genesis Group; Frank Nneji, MD/CEO, ABC Transport; Floretta Roger Halliday, MD/CEO, Menage Limited; Mabel Okemini, MD, Drummunds Limited; Oluwatoyin Alabi, CEO, The Promise Fast Foods; Andrew Otiike-Odibi, MD, C&I Leasing; and Dr. Emi Membere Otaji, CEO, Elschcon Group.

The office was officially closed in 2017 but still runs an AEP cohort every year. To date, Rivers state holds our second largest Alumni community outside of Lagos with Uche Nwachukwu (AEP 6) as the current PH Alumni President.





GROW

FATE Foundation has been able to help people start businesses thereby giving them the tools with which they are able to use to grow and sustain their businesses.

—Max Menkiti

**TWO
DECADES
OF
IMPACT**

E E P **MERGING NTREPRENEURS ROGRAMME**

The Emerging Entrepreneurs Programme is a 12-Week, Strategic-growth-focused, highly interactive in-depth leadership and business management programme launched in 2002 for Business owners, owner-managers and Chief Executives who have been running their businesses for a minimum 5 years aiming to take their businesses to the next level.

The EEP is aimed at equipping participants with the necessary tools and knowledge required to revision, grow and scale their business. Key modules covered are Entrepreneurial Leadership, Strategy, Cashflow Management, Financial Management, Funding, Tax Management, Legal, HR Management, Corporate Governance, Succession Planning. With In-Class Sessions, Targeted Advisory Sessions, Virtual CEO Chats, Entrepreneurial Visits, all with A Faculty of C-Level Executives and the EEP takes participant entrepreneurs on a 3-month journey to review, and restructure their businesses for growth and scale.



270
entrepreneurs



5
cities



26
Streams



104
contact
hours per
year

PROGRAMME SPOTLIGHT

Attending the programmes at FATE Foundation has given me a better understanding of how to run a profitable business, identifying target market, capital for expansion and building the right workforce. Insights from seasoned technocrats on ethics, market segmentation, hurdles to be scaled in entrepreneurship, and business plan writing. The Policy and Advocacy arm gives us up-to-date sector by sector analysis of the Nigeria economy on how it affects or promotes our entrepreneurial drives as well as provide us with a platform whereby we interface with government, ministries and agencies to engage them on policies.

The MTN Business Plan Competition was also shared to Alumnus and our firm became overall winner in 2012 with a grant of N20 million naira. The EEP offered us opportunities to know the rules of engagement within the micro and macro economics of Nigeria, Africa and Globally. Courses such as Succession Planning, Corporate Governance, Operation Methods 1&2, Branding, Customer Journey Mapping were essential for our knowledge and immediate application.

Mr. Udem Ufot opened up our minds to the true essence of a 'brand'. The need for a brand identity

and methods of projecting a brand so as to make it generational. Mr. Bayo Adeola tore up our production model vis-a-vis efficiency / effectiveness. He taught us that a brand cannot be of high quality and yet be ridiculously cheap. It is either we play on quality with right pricing or volume. The company's vision, initiated the Board of Directors, instilled corporate governance, management team with well defined roles, monthly management accounts/yearly audited financials. It positioned us for greater opportunities within the economy. We can now bid for state and federal government contracts. Mnc's can now interface with our firm directly. We now have a positive outlook to opportunities that we could not fully harness prior to now. Our approach is now systematic as we now have an organisational culture and standard operating procedures. The business has really up-scaled and attracted both local and international opportunities, among which are:

In 2018 - 2019, Our training arm ran the sewing machine operators course for United Nations Development Program (UNDP) and Lagos State Employment Trust Fund (LSETF). About 420 students were allocated to us for training In 2020 -

2021, United States Africa Development Foundation (USADF) selected our company to train Lagosians on PPE (Personal Protective Equipment) production during COVID-19 and Post COVID garment making skills. We have also started production of garments for export, i.e. to meet the needs of African in diaspora.

"FATE Foundation is a positive energy impacting organisation. They fuel SMEs' around the country with deep insights and networks on how to start, grow and scale a business. The SMEs are not just filled with knowledge, they are matched with seasoned and practicing 'True Entrepreneurs' who serve as mentors. These mentors initiate a process that allows the mentees to think through the situations and provide adequate solutions."

-Adetola Adebowale

Wapa Textile & Garment Manufacturing Limited,
Start-up Samsung Real-dreams,
AEP and EEP.



GROWTH SUPPORT

The growth support services unit provides free accrued benefits in business support to FATE Alumni members through mentoring and advisory services, consulting clinics, business plan review, continued learning, entrepreneurial visits, market access, and funding linkages

Mentoring:

A unique 6-month FATE Mentoring program which enables our Aspiring and Emerging Entrepreneurs to apply the knowledge they have learnt to improve their entrepreneurial journey while establishing and/or running their businesses.

Consulting Clinic:

A one-on-one business advisory session with a seasoned business profession across different business focus areas (tax, HR, Legal matters, funding advisory, growth strategy, Finance, Digital marketing)

Growth support visit:

A visit to the business space of an entrepreneur to provide business advisory support to them.

Access to Finance:

Presenting verified funding opportunities to the alumni network to enable the grow their business through loans and grants opening

Business Plan review:

With the support of business consultants, entrepreneurs are supported to review their written business plan to make it bankable enough to help provide direction in their business and good enough for a funding opportunity.

Business outlook:

A seminar/capacity building session that seeks to provide entrepreneurs with practical insights on developing / reviewing their corporate strategy, market strategy, revenue and operating model plans for the year.



Alumni Conference:

A platform for our alumni to learn from entrepreneurial leaders and influencers; share knowledge about key topical areas to grow and thrive as entrepreneurs; while also giving them an opportunity to network and connect with one another.



OUR COVID-19 RESPONSE

B BUSINESS **R** RECOVERY **P** PROGRAMME

The Alumni Executive Community and the FATE Foundation team designed a strategic plan targeted at the Alumni Business community to enable the build resilience business model during and beyond this time. With the emergence of

the COVID-19 pandemic, the Business Recovery Programme was designed for the alumni of FATE Foundation to support them to build resilience, achieve business survival, recovery & growth, improve on their financial literacy, enable digital pivot, partnerships and value adding community building. The programme was launched at the 5th Alumni Conference which held on the 24th & 25th of September, 2020.

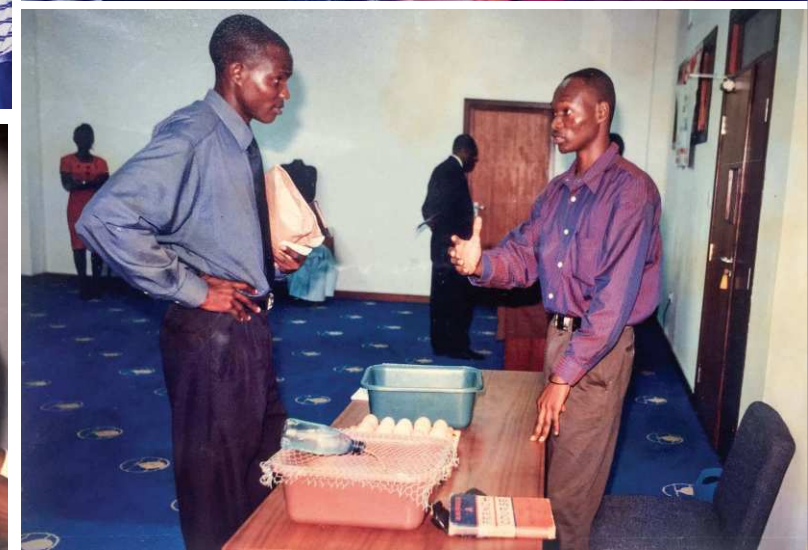
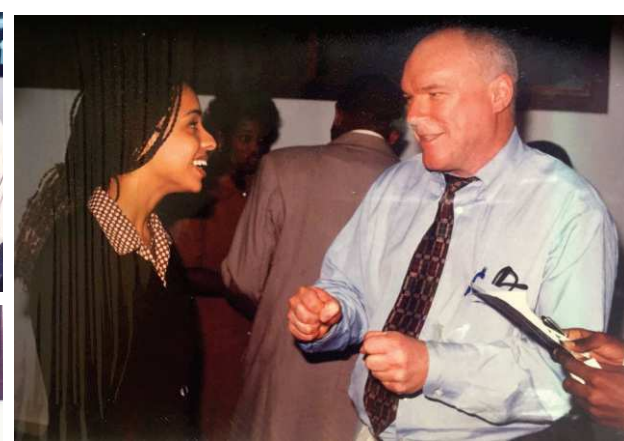
Achievements

1. Build Resilience during and beyond the Pandemic;
2. Targeted business survival, recovery and growth support;
3. Capacity building support on revenue generation and retention strategies;
4. Enable digital pivot through the

adoption of digital solutions, technology and tools;

5. Improved access to financial literacy and financial services; and
6. Build partnerships and value-adding community engagement within and among the Alumni community.







FATE
FOUNDATION
through the
YEARS
YEAR 2002

2002 ANNUAL CELEBRATION PROGRAMME

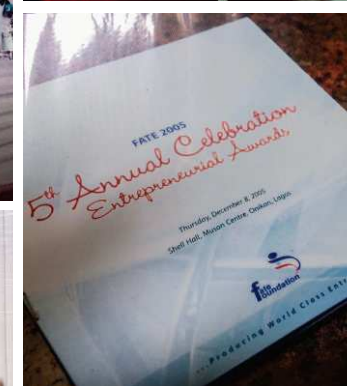
Saturday, December 14th, 2002
At the Law School Auditorium
Adeola Hopewell Street
Victoria Island - Lagos

Creating wealth in Nigeria, one entrepreneur at a time.











PRE-REQUISITE FOR SUSTAINABLE ENTERPRISES IN WEST AFRICA

The IVD is a two-year fellowship program for aspiring innovators from Engineering, Design, Business, and Arts. The program was oriented towards letting the fellows start team-based technology ventures addressing discovered needs and followed a design methodology derived from research conducted at the Center for Design Research at Stanford University.

This approach and model, which has become the blueprint for innovation ecosystem growth was conceptualized as ventures by recruiting and engaging two FATE Foundation approached its 10th year anniversary in 2010. Accordingly, the board sought innovative ways to scale operations and to take advantage of the growing influence of the internet and social media. Through this mission, the foundation set out to develop high-growth technology-based ventures by recruiting and engaging two batches of about 15 – 20 fellows every year. These fellows, through their entities would then guarantee the formation of about eight new ventures annually with each venture expected to employ 10 – 50 people within



the first two years of operations. Thus, FATE Foundation developed a single approach to cater to the dual challenge of unemployment and social innovation.

The program was segmented into two phases: Phase 1 was a six-month hands-on, team-based, intensive, residential training program at a purpose-built innovation Centre in Abeokuta, Ogun State. Following the popular Y Combinator model, this phase allowed the fellows to identify needs in the market, imagine multiple solutions, create and test functional prototypes of their ideas, create an attractive business around an idea, and pursue capital for deployment and growth. At the end of the six months, the product and venture concepts were evaluated by the Institute and a panel of investors and successful entrepreneurs. The most promising concepts were awarded angel funding for further development. The fellows from teams whose concepts were not awarded were offered the opportunity to join other teams to continue to the next phase or pursue their ideas independently. Consequently, the second phase was the venture incubation phase, where fellows set-up their new ventures and with seed funding and support from the Institute, commenced business operations at a small scale. At the end of phase 2, the fellowship funding ended and the entrepreneur fellows struck out in an independent location to grow their ventures further.





SCALE

Our ScaleUp Lab was established to identify high growth potential businesses and position them for scale.

- Adenike Adeyemi



ScaleUp Lab by FATE Foundation is a unique Accelerator Programme aimed at providing targeted support to growth stage business ventures within the growth sectors of the Nigerian economy namely; Agribusiness, Health, Education and Creatives sectors.

The ScaleUp Lab targets outstanding owner-managers whose businesses are currently at growth stage. Through an intense bootcamp, workshop and coaching sessions, peer learning and individualised growth support, entrepreneurs are able to focus on product development, process improvement, sector strategies, governance and investment readiness.



Agribusiness

The ScaleUp Agribusiness Accelerator Programme is a unique 6-months accelerator programme developed by FATE Foundation. It is aimed at providing targeted support to growth stage high-potential Nigerian agribusiness entrepreneurs who are looking to scale their businesses, expand their market reach and attract potential investors and strategic partners. The ScaleUp Lab Agribusiness Accelerator Programme was designed to drive targeted growth and scale high potential and growth-driven agribusinesses through entrepreneurship education and support mentorship and access to financing arrangements over a 6 month period.



50

entrepreneurs



34



16



12

volunteer
facilitators



4

streams



6

programme
duration



9

states



Health

(NutriPitch) is a unique accelerator programme developed in partnership with Scaling-up Nutrition Business Network (SBN), Global Alliance for Improved Nutrition (GAIN) and supported by FATE Foundation, dedicated to scaling up nutrition and food safety focused businesses that are innovatively supporting the value chain by promoting nutrition and food safety diet in Nigeria. The ScaleUp Health (NutriPitch) Accelerator Programme was designed to provide dedicated and targeted support to early-stage high-potential and growth-driven businesses in Food Safety & Nutrition through entrepreneurship education and support, mentorship and access to financing arrangements over a 3-6 month period.

ScaleUp Health was launched in 2018 and trained 20 Nutripreneur, 2 editions



PROGRAMME SPOTLIGHT

In terms of marketing and operations, FATE Foundation helped me correct wrong notions and reorganize how work is done. The in-class session with a very small class of ten made each session seem like a consulting session for my business whilst I was also learning from responses to others because our businesses were all within the same field.

At the time I applied for the ScaleUp Agribusiness Programme, Afrimash had about 8 full-time employees. Our sales volume was about NGN10 million monthly. I applied because I was curious to know how the training would be beneficial for my business. I wanted to learn the basics of running a confident, mature, and credible business in Nigeria. FATE Foundation helped me to learn all the requirements to be a credible business that people could trust and do business with. In particular, it greatly helped my accounting (which was an area of deficiency) and compliance with the government. The visits and discussions with entrepreneurs at Sahel Capital and the interactive session at ACA Foundation were quite notable. They also inspired me to improve our accounting to handle larger volume and be transparent to our suppliers; We improved on our staffing and staff training. This improved staff morale and job knowledge; We appraised and improved our organogram to keep us effective and efficient.

In addition, to improve accounting, we connected our in-house accountant with an external coach and also got an auditor to audit our accounts till date; To improve hiring, we got key team members involved in hiring; We began

monthly book reviews to offset cost of training and create joint learning sessions; Staff morale and staff retention improved as it became more reassuring that the company will succeed. Because of the improved system, we were better prepared when covid19 struck Nigeria early in the year and we adapted better.

We confidently celebrated our 4th anniversary in February 2020. We have tripled our monthly revenue. We have enjoyed greater popularity within the ecosystem. FATE Foundation has positioned us better to access various funding. There are still so many significant improvements going on that resulted from the FATE Foundation training; and the effects will be seen in the coming months."FATE Foundation provided Afrimash "just in time" support to grow and scale."



- Ahmed Oyedotun
Afrimash Company Limited
ScaleUp Lab Agribusiness





THE FIRST DECADE OF IMPACT

In that same year, the Board commissioned an Impact Assessment Study of FATE Alumni after growing an impressive network of business leaders in every sector of the economy.

The results of that exercise indicated that over 30,000 entrepreneurs had been trained and 65% of entrepreneurs supported by the Foundation were still in business and had created an average of 4 jobs each. This was a contrast to the notorious failure recorded across the continent and the sad tale of 'only 1 in 5 news businesses' surviving after the first five years of establishment. A significant number of these entrepreneurs are still very active in our vibrant Alumni community till date. This development was also a testament to the fact that in the first decade, FATE Foundation had pioneered initiatives that focused squarely on enabling Nigerian entrepreneurs and building an ecosystem for the future of enterprise in Africa's largest economy. After 10 years, FATE Foundation had also mobilised over 700 private sector professionals to volunteer as facilitators, mentors and consultants who assisted FATE in ensuring the excellent delivery of its training programmes.

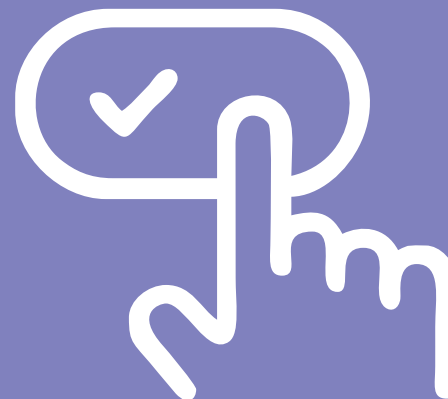
Needless to say, that without our volunteers, it would have been impossible to execute all FATE programmes at the high level of professional standards we had become and are still associated with whilst maintaining low overhead costs.

This equally vibrant and supportive group of stakeholders have demonstrated the power of volunteerism, helped the foundation to hone it in Nigeria as a culture and also extended our sphere of influence and impact. Through them, we daily fulfill our mission to encourage entrepreneurship, using a mix of training, mentoring, loan support and consulting to support entrepreneurs especially young Nigerians.









ENABLE

We must ensure that the regulatory environment establishes policies that create a viable environment for investment and business growth.

– Asue Ighodalo

POLICY AND ADVOCACY

Policymaking and implementation play a vital role in ensuring and assuring socio - economic development. It promotes or obstructs development, and informs better decisions. At FATE Foundation, research is the bedrock of all that we do. This informed the establishment of the Research & Policy Advocacy unit and the Policy Dialogue Series in 2015.

Approach

Using the Research - Policy Dialogue - Policy Advocacy approach, FATE Foundation's Research & Policy Unit works to provide data and research-based information to drive policy engagement around key entrepreneurship issues with the goal of influencing policy design, review and implementation as a means towards attaining an enabling business environment.



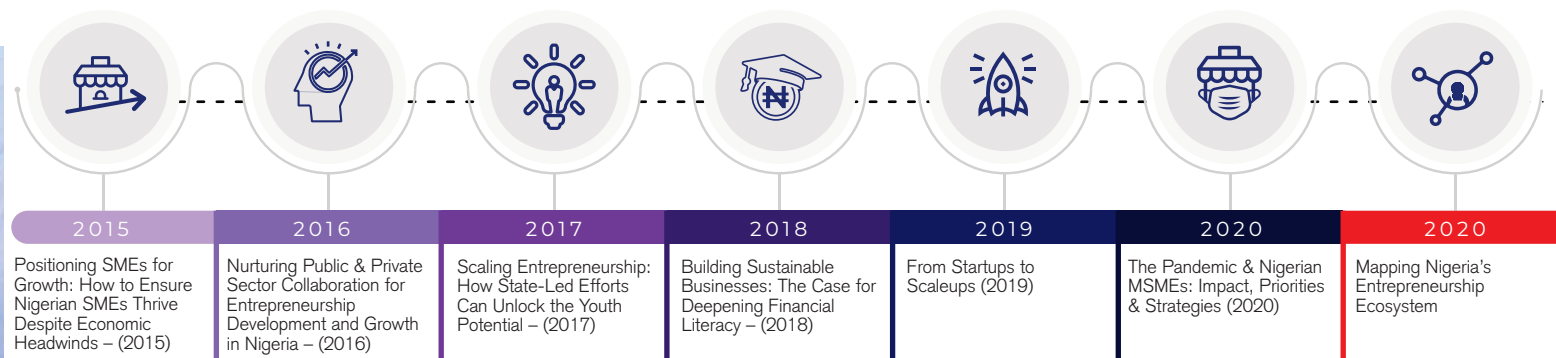
TWO
DECADES
OF
IMPACT

Policy Dialogue Series

The annual Policy Dialogue brings together key private and public sector stakeholders within the Nigerian entrepreneurship space to discuss research findings from FATE's annual research and deliberate on key policy improvement areas to improve the business environment and enable businesses to start, grow and scale sustainably. Since 2015, we have hosted Policy Dialogue Programmes. Annually, the series provides an avenue for conversations on findings from research studies by the Foundation as well as topical issues of the particular year. Key agreements are developed after each dialogue which influence the policy advocacy focus of the Foundation each year.



Themes



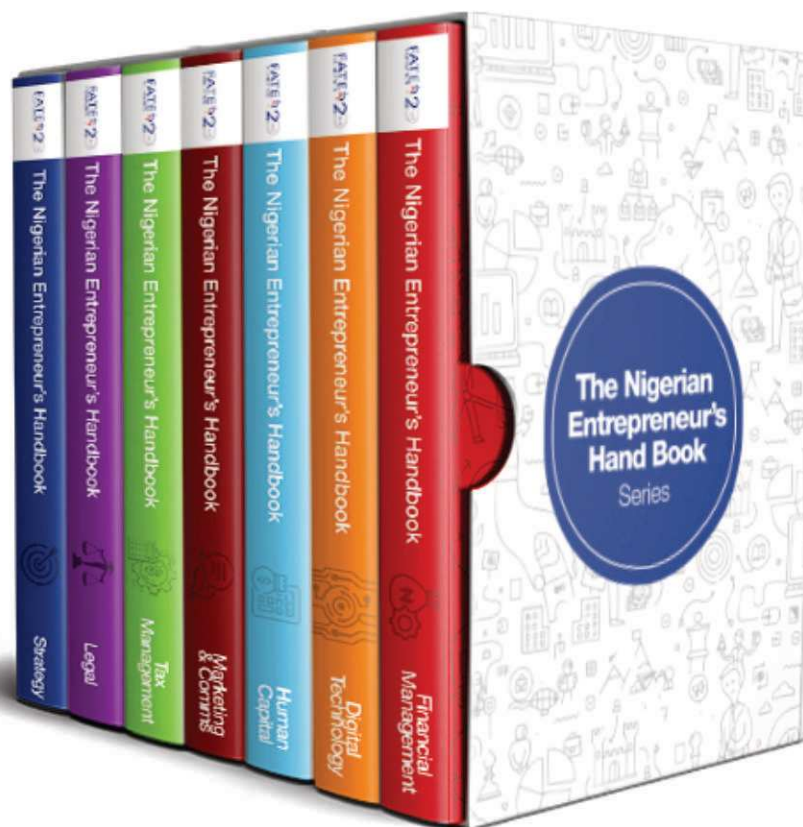
RESEARCH AND THOUGHT LEADERSHIP



BOOKS

The Nigerian Entrepreneur's Handbook Series 2020

The Nigerian Entrepreneur's Handbook is FATE Foundation's legacy project to develop easy-to-read, understand-and-use entrepreneurship handbooks that will assist users in gaining deeper and simplified insights into well researched topics across 7 major business areas. The book set comprises 7 different books; each addressing one business area, broken down and expanded into chapters and sub-topics.



Other Books Published

Small business handbooks on;

- Starting a Fish Business 2005
- Starting a Pure Water Business 2005
- Mobile Kiosk 2005





FATE
FOUNDATION
through
the **YEARS**

YEAR 2010













DIGITAL

FATE has continued to transcend over the years with the use of innovation and technology and this is absolutely amazing.

— Osayi Alile

DIGITAL FATE

Access to quality information is vital to expansion and growth of businesses. A study on the Effect of Access to Business Information on the Growth of Small and Medium Enterprises in Kenya reveal that access to business information has a significant influence on the growth of SMEs as it facilitates access to information on new markets which leads to market power that accelerates growth. In line with our commitment to consistently equip entrepreneurs with relevant and up-to-date information to start and scale their business, we embarked on a series of initiatives:



The msmeHub.org is a flagship project of FATE Foundation designed to be the leading free Nigerian virtual resource platform for Nigerian businessmen and women providing access to information, articles, tools and resources that will help them start, grow and scale successful businesses in Nigeria. Hosted via a website platform with expressions on key social media platforms such as Facebook, Twitter, Instagram, YouTube and LinkedIn, the content covers general and specific information required for MSMEs in Nigeria across different sectors and specialties.



The “Journeys in Entrepreneurship” video and podcast series was borne out of the idea to showcase entrepreneurial leadership stories of growth and scale across Nigeria. We decided to tell these stories from an Entrepreneurs point of view. To achieve this, we paired entrepreneurs from the same industry and had them discourse about how they were able to start and expand their businesses successfully in Nigeria. In every episode we had a more experienced and established entrepreneur interviewed by a budding entrepreneur in the same industry.

Through this podcast series we aim to inspire hope, courage and faith as well as pass across business principles that have helped these Nigerian Entrepreneurs achieve greatness in the Nigerian business environment which has been described as being tough and difficult to do business in.

8 podcast
episodes
produced



350,000





WELCOME TO

FATE Foundation **ALUMNI HUB**

[READ ALUMNI STORIES](#)

This platform was conceptualized to showcase our Alumni members and their businesses. It is also a platform for promoting interaction and improving access to market for FATE entrepreneurs. The Alumni- Hub was re-launched in September 2019 and is currently still in the testing stage.

E- LEARNING CERTIFICATE COURSE:

FATE Foundation's E- Learning programme is a fledgling initiative of FATE Foundation designed to scale enterprise learning and business support for entrepreneurs and MSMEs across Nigeria. We plan to launch 16 Certificate courses this year; 5 sector-focused courses, 10 short courses and 1 Flagship

course. These courses will be available in four languages and provide inclusive learning to accommodate those with physical disabilities. Follow us on social media to find out more about these programmes and their launch dates.

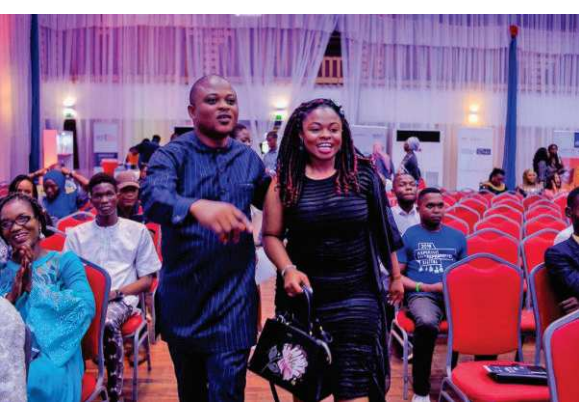


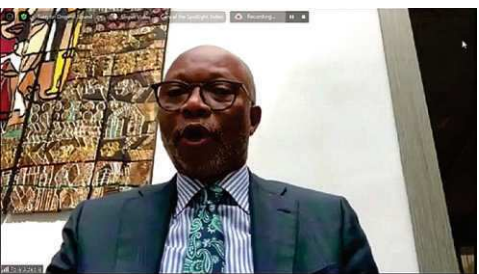
FATE FOUNDATION through the YEARS

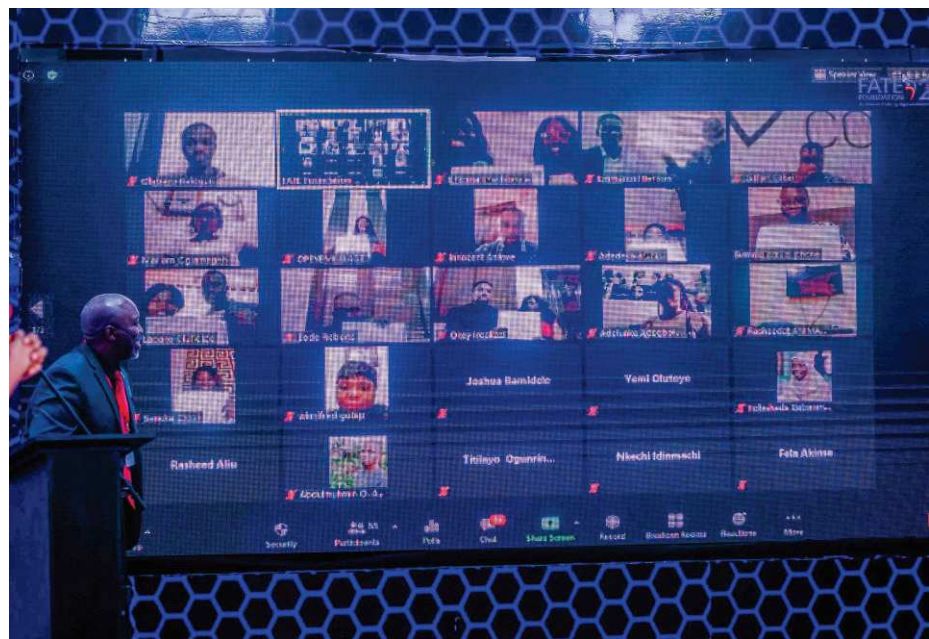
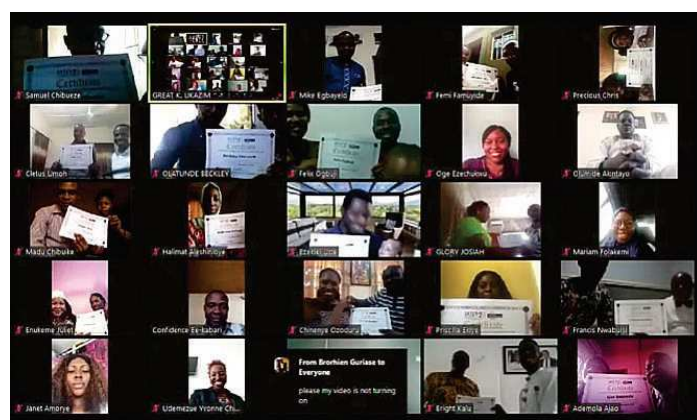
YEAR 2015













PARTNER -SHIP

From the beginning, we realized that we couldn't work alone. To build this type of organization, you need to work with funders, volunteers, a range of stakeholders from the public and private, and non-profit. And that concept of partnership has been the “bedrock of FATE's success”.

– Ndidì Nwuneli

SCALING OUR IMPACT. EXPANDING OUR REACH

As part of the Foundation's 2015 – 2018 Strategy Plan, the organization focused on developing key partnerships that would enable our capacity to deepen and expand our reach across various target demographics and locations.

Priority was given to expanding our programmes to sectors strategic to the growth of the Nigerian economy; looking at locations outside of our main locations at the time (Lagos and Rivers state); catching young entrepreneurs younger with a focus on tertiary institutions and deepening our SME growth-focused interventions.

Our Partnership with Facebook enabled us to spread AEP to 12 more states and counting while also providing a digital marketing focus through the AEP Digital; our partnership with Citi Foundation

enabled us expand our AEP to 11 tertiary institutions. Our work with GAIN, SBN, ACA Foundation and Mitsubishi Corporation allows us to reach entrepreneurs in the food and agribusiness value chain while our role as an implementing partner of Orange Corners Nigeria developed by the Kingdom of Netherlands has allowed us build one of the leading Incubators in Nigeria with strong funding support.

We are constantly working with organisations with shared interests and

vision to reach different demography of entrepreneurs across the country with target/sector appropriate curriculum to enable them to start, grow or scale their businesses.

COLLABORATION FOR SUCCESS

As a key stakeholder in the Nigerian entrepreneurship space, we have over the years continued to collaborate and network with other organisations within and outside the country to learn, exchange knowledge resources and build institutional capacity to enable continued improvement in the design and delivery of our programs and initiatives.

This is particularly critical in the areas of curriculum design, data, research and policy advocacy. This path led us to engage and play active roles in the following local and global institutions:

- Accredited Member, Youth Business International
- Program Member, Global Entrepreneurship Research Network (GERN)
- Member, Aspen Network of Development Entrepreneurs (ANDE)
- Member, Lagos Chamber of Commerce and Industries
- Facilitator, MSME Community of Practice, Nigerian Economic Summit Group (NESG)

Member



Accredited member



Programme member



Member



COLLABORATORS FOR SUCCESS

Our commitment to equipping entrepreneurs with the required skills to thrive in the Nigerian business ecosystem has seen us engage a wide range of stakeholders and leverage strategic partnerships. This collaboration has helped us to strengthen the capacity of entrepreneurs within the nation whilst supporting our partners' business goals.

Our partners share their view and experience of being part of the FATE Foundation family.

To reduce malnutrition in the world by making nutritious food more desirable, available and affordable. By working with businesses in the Food System, we hope to improve the awareness of malnutrition and utilize the unique skills of the Private Sector to make safe nutritious foods more desirable, available and affordable. We work to ensure that SMEs have improved access to finance and technical assistance and advocate for a better enabling environment to support private sector contribution to improved nutrition. Wide network of businesses and resource people, relevant expertise and strong ability to engage and convene multi-stakeholders. FATE Foundation has however helped us run business support boot camps, which strengthened the capacity of entrepreneurs working in the nutritious food value-chain to position their business ideas for potential investment. The Business Support capacity at FATE made this possible. The future holds enormous potential. It is now common knowledge that the Private Sector is at the heart of any sustainable intervention. Being able to support entrepreneurs ensures that we secure our future as we aim for self-reliance as a country. We are happy to have a working relationship with FATE Foundation, we view the organization as one providing a much needed service at the right standard in Nigeria. We look forward to more collaborative years



By offering entrepreneurs the necessary support, we invest in business potential and growth which in turn leads to the creation of jobs and economic development. Our ambition is to develop and strengthen the entrepreneurship ecosystem in Nigeria. This ecosystem should enable youth to develop their business concept and become successful entrepreneurs, by providing them with the necessary opportunities, skills and access to markets. FATE is a very experienced and well organised service provider. We really enjoy working with FATE. As a service provider, FATE provides the right support for the young and ambitious Nigerian entrepreneurs in order to grow their business and create jobs. I believe FATE does already contribute a lot in the local ecosystem. However, the population is large so there is much more we can do. I want to thank Adenike, Cindy, Oge and everyone else connected to OCN for the fruitful collaboration.



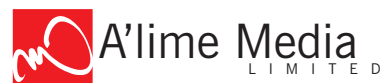
Netherlands Enterprise Agency

Our vision is that youth entrepreneurship is recognised for driving sustainable economic development around the world, creating jobs and strengthening communities. Our global strategy is deliberately ambitious in response to the unacceptably high rate of global youth unemployment. FATE Foundation is a member of YBI. YBI brings together organisations with aligned goals to develop and scale the most effective solutions to the critical challenges facing young entrepreneurs and catalyze positive change in entrepreneurship culture. FATE Foundation are leaders in innovation, embedding digital into programmes and supporting women. They bring insights and knowledge and willingness to engage, learn and influence and the ability to share these experiences with other members from across Africa. FATE has taken part in the Digital Accelerator programme, Innovation workshop. Adenike is on YBI's board and representatives from FATE have taken part in member modelling workshops and a variety of other sessions. The future is bright with FATE Foundation in the picture.



TWO DECADES OF IMPACT

OUR PARTNERS & DONORS



A CONFIDENT NOD

Based on the solid initial track record of these programs, the International Finance Corporation (IFC) provided US\$100,000 from its SME Capacity Building Facility (CBF) to help FATE Foundation expand into the oil -producing Niger River Delta and begin offering similar programs there.

Launched in July 2000, CBF was a flexible new quick-response funding instrument designed to help meet the enormous need for creative new approaches to assisting small businesses in developing countries. Its goal was to help the World Bank Group, its partners, and local institutions do more to serve SMEs, especially by creating sustainable, effective capacity at the local level.

Shortly after this and owing to feedback received from participants as well as the demands by mature entrepreneurs from the success of the AEP, the Emerging Entrepreneurs Programme (EEP) for growing businesses followed in 2001. To boost value, a number of other related initiatives were introduced, such as a business incubator and small loan fund to support more than 200 aspiring and about 35 emerging businesses.



FATE Foundation is part of our broader global efforts to help strong local service providers widen their reach into the small business community—efforts that we feel will ultimately lead to job creation, competitiveness, skills development, and other widespread benefits. The SME sector has great potential in the fight against poverty and we see Fate Foundation as just the kind of organisation that can help Nigeria reach its potential.

– **Harold Rosen,**

Director, IFC-World Bank Department
for Small and Medium Enterprises





WHAT'S NEXT?

FATE is in the business of creating the future
for entrepreneurs.

– Sola Adeola

As we look towards the next two decades and more, our core focus will be to ensure continued delivery on our mission, institutionalizing our work in the entrepreneurship space, deepening our research and policy capacity and expanding our philanthropic endeavours.

FATE SCHOOL OF ENTREPRENEURSHIP

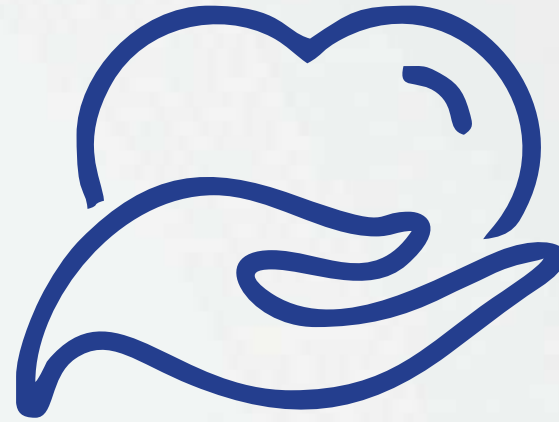
The FATE School of Entrepreneurship is the formal structure that will enable the continued institutionalization of our entrepreneurship training, capacity building and support initiatives. The School is evolving as a separate structure within FATE Foundation with dedicated investments in the required talent, resources, knowledge and capacity to provide the right support for MSMEs and the entrepreneurship ecosystem. Our programs will also take advantages presented by digital technology to have options for virtual asynchronous programs through our E-Learn initiatives while also ensuring that we continue to publish books that educate and inform aspiring and emerging Nigerian entrepreneurs.

PHILANTHROPY

With the formal launch and success of our philanthropy efforts through the FPCC Support Fund, we are learning from this pilot project and consolidating on expanding the core focus areas of our FATE Philanthropy arm namely Sociology, Health, Education and Governance. Partnership with like-minded individuals and institutions will be a core of the delivery model as we identify and invest in initiatives and efforts along the focus themes which will have a significant socio-economic impact on the lives and livelihoods of Nigerians

RESEARCH & INNOVATION

Our thought leadership work over the last five years has shown us the gap and opportunities that exist for intentional research and efforts to foster innovation within the ecosystem. We will be expanding our research mandate through our FATE Research Institute to provide data, drive policy advocacy to build and showcase the state of entrepreneurship in Nigeria using digital platforms like our Enterprise Ecosystem Mapping tool. Through initiatives such as our Maker Space, we will also expand innovation and development efforts that will enable entrepreneurs to rapidly innovate, design and prototype hardware products, particularly in the agribusiness and creative sectors.



PHILANTH ROPY

Through our philanthropy, we hope to fund and support ideas and initiatives that are in line with our vision

– Fola Adeola

FATE PHILANTHROPY

FATE Philanthropy unit formally started in January 2020 to provide a structured platform to channel the Foundation's and its Founder's giving aside core entrepreneurship support. The unit had before its formal commencement provided support to individuals and organisations within its key thematic area.

FATE Philanthropy has four major thematic focus areas and it seeks to provide support. These areas include:

1. Education
Education Opportunity programmes that improve access, retention and learning outcomes
2. Health
Research, Infrastructure and Equipment Support & innovation for local challenges
3. Governance
Good Society and Civic Engagement

4. Culture, History, Language & Genealogy

FATE Philanthropy also has the discretionary pool for outstanding projects outside the thematic areas.

When we kickstarted the year 2020 in very bright spirits ahead of our anniversary; we never envisaged the sad and quick turn of events. The advent of the pandemic, its resultant effects on the entrepreneurship ecosystem especially after the lockdown were imposed across the country and in many other economies across the world. Following the turn of events, the Fate Philanthropy Coalition, our thought leadership initiative, setup a COVID-19 Support Fund.

FATE PHILANTHROPY COVID-19 COALITION SUPPORT FUND

On the heels of the persistent increase and spread of the COVID-19 virus in Nigeria, the federal government announced a nationwide lockdown on March 30, 2020. The lockdown took immediate effect in three states of the federation - Lagos, Ogun, and Abuja and subsequently other states.

As the pandemic raged, it became apparent that the concerted efforts of the NCDC, the federal government, and the healthcare system would be unable to stem the rise in the number of infected persons. While our goal as an organization remained to enable aspiring and emerging Nigerian entrepreneurs to start, grow and scale their businesses while also facilitating the development of an enabling business environment and thriving ecosystem, priority had to be given to the pandemic ravaging the nation. This informed a series of stakeholder engagements geared towards deepening existing efforts to combat the spread of the virus in the shortest possible time, supporting ongoing national and local efforts to

strengthen public health infrastructure in anticipation of further strains and pressures from the COVID-19 pandemic, and forging new relationships.

On the 23rd of March 2020, FATE Foundation's Philanthropy Unit established the NGN250 Million FATE Philanthropy Coalition for COVID-19 (FPCC) Support Fund. The Fund was seeded with a donation from our Founder & Chairman, Mr. Fola Adeola.

Through the magnanimous contributions of individual and institutional donors, we reached and surpassed our fundraising target of NGN250,000,000 (Two Hundred and Fifty Million Naira only). As of the 24th of June, 2020, we have received cash donations of N455,029,987 (Four hundred and Fifty Five Million, Twenty Nine Thousand, Nine Hundred and Eighty Seven Naira only) - with individual and corporate donations ranging from N3,500 to N80,000,000.

PHILANTHROPY

Funding Report

**VALUE
OF FUNDS
RAISED**
455,029,987

States & Institutions Supported



Implementing Partners



Innovation & Research Enabled



SARS-COV-2 ISOTHERMAL MOLECULAR
ASSAY (SIMA) COVID-19 TEST KIT



4 POLICY BRIEFS ON
PROTECTING LIVES, LIVELIHOODS AND MSMEs

1
SOLAR SYSTEM
INSTALLATION

10
VENTILATORS

49
MULTI
PARAMETER
MONITORS

1,483
TESTS CONDUCTED

50
CONTACTLESS
HANDWASHING
DEVICES

300,000
DISPOSABLE APRONS

301,000
EXAMINATION GLOVES

151,750
FACE MASKS

60
INFRARED
THERMOMETERS

100
CRANK BEDS, PILLOW
& MATTRESSES

2,090
ISOLATION GOWNS

3,000
STERILE REINFORCED GOWNS

30,000
SURGICAL GOWNS

1,000
GOGGLES

100
BEDSIDE CABINETS

Donors

60
INDIVIDUAL DONORS





BOLSTERING THE HEALTHCARE SYSTEM

The FPCC Support Fund financed the renovation of an existing space within the National Orthopedic Hospital Igbobi (NOHI), Lagos to a COVID-19 Isolation Ward. Additionally, we financed the acquisition of 20 Units of Crank Beds, Mattresses, Pillows and 2 Sets of Beddings per Bed, 20 Units of Multiparameter Monitors, 20 Units of Bedside Cabinets, 100,000 Units of Examination Gloves, 10,000 Units of Surgical Gloves, 1,000 Units of Sterile Reinforced Gowns, 100,000 Units of Disposable Aprons, 50,000 Units of Face Masks, 20 Units of Infrared Thermometers, 890 Units of L 180 Isolation Gowns, 200 Units of Goggles, and Direct Oxygen and Air Piping.

We also donated five (5) Phillips Respironics DreamStation Ventilator machines to the Lagos State University Teaching Hospital (LASUTH) and to the Lagos University Teaching Hospital (LUTH). Additionally, we donated 50 contactless hand washing devices to the Lagos State Government through the

Lagos State Office of SDGs & Investments and Local Government Areas.

The devices which was designed and fabricated by Ahmed Ayinla, an innovative young entrepreneur who recently completed the National Youth Service and graduated from the FATE Foundation Aspiring Entrepreneurs Programme will be placed in public spaces such as schools, health centers across different local government areas in Lagos.

Through the support of AllOn's Investee Company – Auxano Solar Nigeria Limited, we set up solar-powered energy for the NOHI COVID-19 Isolation Ward. The solar backup system will ensure that the ward is able to keep running irrespective of the general power supply from the hospital. The solar backup system included the installation of solar panels; set up of an inverter system and batteries.



RAMPING UP TESTING CAPACITY

Whilst the pandemic raged, the existing method of testing which requires very heavy laboratory and expensive equipment to function, as well as the presence of highly skilled medical personnel considerably slowed down testing capacity.

To ramp up testing capacity and ease the challenges posed by existing methods, we financed the development of a SARS-CoV-2 Isothermal Molecular Assay (SIMA). Developed by Nigerian Institute of Medical Research (NIMR), the Point-of-Care Molecular Assay is a test kit that detects COVID-19 in less than 40 minutes, compared to at least 2 hours that it takes the Reverse Transcription-Polymerase Chain Reaction (RT-PCR) which is the main source of testing in the country.

On the 18th of September 2020, NIMR launched the SARS-CoV-2 Isothermal Molecular Assay (SIMA).





LAGOS UNIVERSITY TEACHING HOSPITAL (LUTH) WALK-IN TESTING

To further increase testing capacity, FPCC Support Fund in partnership with LifeBank co-financed the setup of a COVID-19 Walk-In/Drive-In Free

Testing Facility at the Lagos University Teaching Hospital (LUTH). The center, designed by LifeBank and managed by the LUTH Isolation Center team, enables free testing for suspected COVID-19 patients.



Over
800
people
have been
tested



indirectly
saving



3,184
people
from contracting
the virus



**TWO
DECADES
OF
IMPACT**

**CENTER FOR
APPLIED POLICY
ALTERNATIVES**

**FATE Philanthropy
Coalition for COVID-19**
(FPCC) Support Fund

The pandemic has affected the world in more ways than we can imagine. In keeping with the times, we have ditched the old in favour of targeted resilience-building programmes to support entrepreneurs.

We have provided seed grants to the Center for Applied Policy Alternatives towards the development of a 3-part techno policy paper focused on "Combating the Impact of COVID-19 on the lives and livelihood of Nigerians, Women and Other Protected Groupings".

This Research is headed by Prof. Melvin Ayogu and the three focus areas are as follows:

1. **Techno Policy 1:** Focus on Containment – Prevent and Control.
2. **Techno Policy 2:** Focus on General Economic Survival Strategy.
3. **Techno Policy 3:** Focus on Hidden in Plain Sight – Of Women and Other Vulnerable Groupings

OUR RESPONSE STATE-LEVEL INTERVENTION

To support the Ogun State Government's efforts in catering to frontline healthcare staff, we offered the use of the Institute of Venture Design (IVD) Facility which is currently being managed by Designing Futures. The 30-Bed Residential space within the IVD Facility houses and accommodates COVID-19 frontline personnel from the Ogun State Ministry of Health.

To help address the critical shortage of medical supplies and equipment including personal protective equipment (PPEs), the FPCC Support Fund also donated the following to the Ogun State Government:



Additionally, the FPCC Support fund supported Flying Doctors Nigeria to expand testing support of 687 suspected COVID-19 patients between June and July 2020.





**STATE-LEVEL
INTERVENTION
ABUJA (FCT)**

To support efforts by the Abuja Federal Capital Territory (FCT), the FPCC Support Fund donated and set up the

following at the Railway Training Center, Idu Station COVID-19 Isolation Ward: Abuja Federal Capital Territory (FCT)

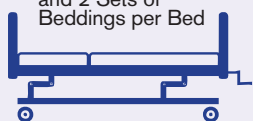
with 50 Crank Beds, Mattresses, Pillows and 2 Sets of Beddings per Bed
50 Bedside Cabinets)

19
Multi
Parameter
Monitors



50

Crank Beds,
Mattresses, Pillows
and 2 Sets of
Beddings per Bed



50

Bedside
Cabinets



100,000

Examination Gloves



10,000

Surgical Gloves



1,000

Sterile Reinforced
Gowns



100,000

Disposable Aprons



50,000

Face Masks



20

Infrared
Thermometers



800

L 180
Isolation Gowns



500

Goggles



TWO
DECADES
OF IMPACT



CHRONICLES OF FATE

FATE is the leading entrepreneurship development organization in Nigeria with a track record of success.

– Kalada Apiafi



SPIRIT OF VOLUNTEERISM

These achievements would not have been possible without a committed Board of Directors, the active support of local and international partners and over 1,500 industry leaders, experienced entrepreneurs who have volunteered their time as facilitators, mentors and advisors to the organisation's entrepreneurs.

I started volunteering at FATE Foundation 9 years ago, and the reason I chose FATE is because my goals align with their vision and mission. Also, they are very well professionally managed. Volunteering fuels my passion and gives me inner satisfaction. The journey has been fulfilling, engaging, productive and enriching.

FATE Volunteer,
Pradeep Pahalwani,
Securisk Insurance Brokers Limited



I have been volunteering with FATE Foundation for over 15 years, and I am particularly interested in supporting entrepreneurs to build their businesses being in PE/VC, offering relevant practical support through mentorship, which is what would be required to make their businesses viable and consequently attractive to investors. The organization has done well in effectively providing adequate support to help businesses start, grow or scale.

FATE Volunteer,
Rotimi Oyekanmi,
Apis Partners LLP



I started volunteering at FATE Foundation about 20 years ago because of my very strong interest in Business Development for SMEs. FATE Foundation provided a platform for me to impact positively on early stage businesses. It also provided me with an opportunity to mentor younger entrepreneurs. Personally, I have had the unique opportunity of watching businesses grow over time and I have gained insights into the challenges for the development of SMEs.



I have a huge network of entrepreneurs, which provides a wonderful dynamic of exchange in terms of networking, sourcing goods and services and people who look up to me for advice and direction. Professionally, it has helped to define the niche in which I wish to be relevant, it provided me with actual, practical experience with early stage businesses. This provided information that created some context to some of the consulting work that I do. I have been involved with FATE Foundation since inception. In the very early days, I helped create and develop the curriculum for the subjects that I facilitated. This gave me the unique opportunity for continuous improvement of the courses based on experience in the classroom and impact on the participants. Engaging with early stage entrepreneurs was immensely satisfying as I watched their mindsets and paradigms shift. The look of realisation and sometimes wonder when they experienced the dawning of realisation about various aspects of their business, was always priceless. It deepened my passion for working with SMEs. I have

always had a great relationship with the Executive Directors and the staff of the foundation. This opened me up to several opportunities of volunteering in different capacities such as Facilitator, Mentor, Consultant, Partner, Judge of Business Plan Competitions, strategic plan contributor etc. I have always felt that FATE Foundation's uniqueness was first in its support system for its alumni, second the alumni itself, and access to support that the Foundation's volunteers and partners bring to the table. We must not forget that FATE Foundation operates in the same difficult business environment as its beneficiaries and is therefore limited in how much it can achieve. It is my view that considering the limitations of our environment, FATE Foundation is doing quite well and there is always room for improvement but FATE Foundation is in my Top 3 organisations where entrepreneurs can have their capacities built.

FATE Volunteer,
Toki Mabogunje,
Toki Mabogunje & Co. (TMC)





I have been involved with FATE Foundation since when Osayi Alile was leading the team and have been very excited about the vision and mission of the organization. I am very passionate about the SMEs and have worked closely with that segment of the market for over 20 years now. I am committed to growing businesses from the people side and also a great supporter of social enterprises. I love to facilitate sessions on people management especially as people are at the heart of every organisation. FATE Foundation has over the years, displayed commitment and focused on the Entrepreneurial space; this space remains the lifeline of the economic landscape. I have been very fulfilled with sessions I have facilitated. The light bulb moments for the Participants and their ability to think through their people strategy has been very rewarding. The feedback has helped to revalidate that I do have some insights that can enable businesses. The FATE family have been great, very responsive, organized and loaded with positive energy. Adenike and her Team work tirelessly to ensure that volunteers and participants have a great experience during and after their programmes. I believe very strongly that any Entrepreneur that goes through any of the programmes will have their businesses positively impacted especially when they knuckle down and put in the personal work required. FATE Foundation has created a platform that they can all leverage to effectively run and scale up their businesses. The network base is also priceless.

FATE Volunteer,
Bukola Thomas,
Dangote Industries Limited

I started volunteering with FATE Foundation about 4 years ago and that's because their goals align with both my organisation's and personal goals - supporting entrepreneurs as they build sustainable businesses. Also, because it was Adenike who invited me to and I knew her to be someone I could trust. I'm personally fulfilled having a reliable, focused, dedicated and professional organization to channel my volunteering time. Personally, I am also now participating in a FATE Foundation program (EEP) that is extremely useful to my development as a business owner. Professionally, it has provided visibility for my organization and a sense of purpose for my team members who give their time as well. I volunteer by training and/or mentoring startups. My organisation also contributes content to startups and some team members participate in training startups as well. FATE is the only organisation I can confidently say provides tangible and valuable support to entrepreneurs/people across different stages of their business. I am a huge fan. I think FATE is doing an amazing work and I mean "amazing" literally, not in a cliché manner.

FATE Volunteer,
Odunoluwa Longe,
DIYlaw Technologies Limited



FATE Foundation's programs are widely acknowledged as high quality and impactful. Over the years, FATE has built a strong track record of being able to deliver measurable impact and each program I volunteered for has provided a unique opportunity for me to make a contribution while also facilitating my own self development. Each session has been challenging, intellectually stimulating and rewarding. I have become part of a broad network of professionals and business persons - the FATE family. This network has offered me personal and professional relationships that I value. It is also gratifying to contribute in a small way to FATE's broader goals and accomplishments. Over the years, FATE Foundation has built a strong track record as an Entrepreneurial Support organisation and I am pleased to see how FATE Foundation continues

to evolve its programs and focus areas to address sectors and opportunities that are most relevant in today's context.

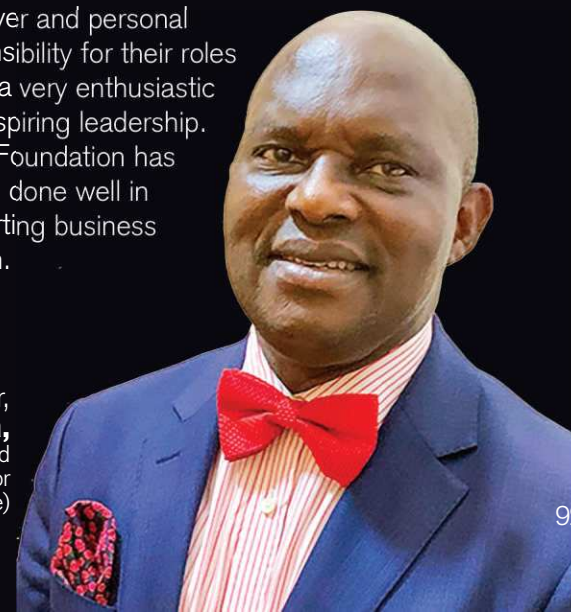


FATE Volunteer,
Ogedi Onyeama,
African Capital Alliance.

I chose to volunteer at FATE Foundation 2 years ago as the Accelerator Partner to GAIN-SBN because of my professional and career passion as a Food Technologist who has traversed the academic, industry and development space for over forty years, in giving back by way of supporting SMEs in the Food & Nutrition sector, and especially in my position as Senior Technical Consultant to GAIN-SBN in Nigeria. "Personally, as a result of my volunteering activities with FATE Foundation, I have felt tremendously fulfilled in seeing my efforts, passion and energy translate into the transformation of many of the struggling SME businesses as a result of the Training received to the point of winning various recognition awards. The high point was my own recognition in being given the FATE Foundation Volunteer of the Year Award for 2018. I also continued with the program as the Course Director in 2019 and I am proud that the Overall Global Award Winner has come from the class of 2019, just as the winner in the African Regional Competition came from the class of 2018.

Professionally, it has brought me closer to SMEs and many other SMEs who were not part of the Class but have been impacted by my various Training activities, in leveraging on the programs to improve their businesses. This has also helped in challenging

the entrepreneurial spirit of many of my graduating students in Bells University as they struggle to find their feet after graduation." My experience with volunteering at FATE Foundation has been very fulfilling. It is fulfilling to see the translation of business ideas to reality in the Scale-Up Health and Agriculture Programs. The ability of the students as business owners to successfully implement feedback from growth advisory sessions and take steps to enhance the products and services in terms of the Nutrition, Food Safety and Packaging components of their businesses gives tremendous hope for the future of Nigerian SMEs. FATE Foundation as an Entrepreneurial Support Organization, has no doubt been reinvigorated into a positive, caring, friendly, helpful and focused outfit. It provides a warm, friendly environment and staff take their jobs very seriously and also take great pains to deliver and personal responsibility for their roles under a very enthusiastic and inspiring leadership. FATE Foundation has indeed done well in supporting business growth.



FATE Volunteer,
Prof. Olugbenga Ben Ogunmoyela,
Glytabs Consulting Ltd
CAFSANI (Consumer Advocacy for
Food Safety and Nutrition Initiative)



STORIES OF ALUMNI

At FATE Foundation, we go above and beyond to harness the strong entrepreneurial culture of Nigerians by providing the business incubation, growth and accelerator support required to fully explore their innovative potential.

While it's easy for us to just say we do a great job, it's another thing to hear it from our alumni themselves:

Because I needed to grow my skill in management, I was interested in business school where practical examples would be given, on how to develop structure and grow the business knowledge. Meeting other budding business owners and also the practical skills to work with has helped over time to move the business forward. The monthly training after graduation also really helped as they addressed specific areas of the business which could not be covered in details during the AEP programme. No business can grow without management skills and structure; implementing these in the business helped us to grow to where we are today. It brought growth, I sold it and created others to meet my vision. The business is growing, I sold the first business and created two new ones. One in IT and engineering (Fastpace) and the other is into export and import (Basa Global). We are expanding our frontiers to outside Nigeria. I am also involved in other businesses with interest in Agriculture and food processing. The vision is to be a global business.

Ademola Agboola

Managing Director,
Fastpace Limited. AEP 3, 2001



I enjoyed every bit of the Foundation and have been involved in many other areas. I was my class representative, Foundation president of the Alumni at the formation stage(pioneer Alumni President), twice entrepreneur of the year nominee, volunteer, facilitator and mentor. I am happy to give back to others.



STORIES OF ALUMNI

When we started Uvisuals Limited, we didn't have any business knowledge whatsoever, we were bunch of Film rookies, so passionate about making films and telling brand stories that we didn't really pay too much attention to the business side of the business. There was no structure at all, we were not even registered as a business entity. So, at some point we felt some things were missing, we felt this vacuum in the business itself. We knew that there were some things we weren't doing right, the worst of it is that we didn't know what we were not doing right. This is why we felt it was necessary to acquire business education so we can be more structured and we can achieve our BIG Goal.

After attending FATE programmes, the business changed drastically. We became conscious of our business health; we started

by allocating responsibilities to the two partners (I and my Co-founder), we got registered as a limited liability company and our financials were put in place. We now have a proper book keeping record. It was a very painful transition experience because we were not used to this kind of environment, regardless we had to force ourselves not only because we are so passionate about the result we wanted, but because FATE Foundation did a follow up through their Growth support unit, Mr Fatai and the team who would come to our office space to see how the business was doing and give lots of recommendations, so we were always on our toes.

Three years down the line after attending AEP, My co-founder Eric Ikenna applied for the OCN track 2, he qualified to be among the

top 20 Incubatees. This was another game changer for us, the OCN program helped Eric have a better understanding of business, and the opportunities in the industry. After the program, we had to make some major changes in the business for better positioning in the Nigeria entertainment industry. The OCN also provided us with some funds which enabled us to acquire more equipment for the studio.

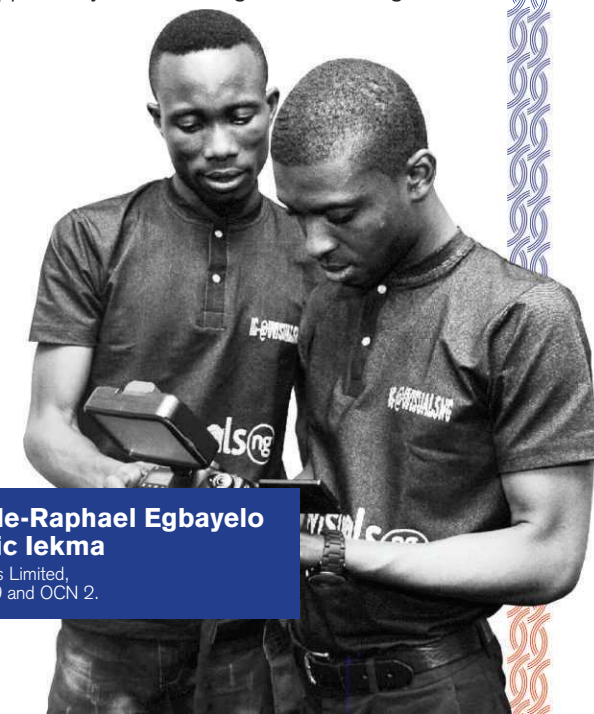
Moreso, through FATE Foundation, we were able to access the CBN Loan of 5 Million Naira, through this loan we were able to purchase our dream Camera (The Black Magic Cinema Camera Ursa Mini Pro 4.6k) and other equipment for our film production arm which will help us achieve our dream of producing our own films. The OCN fund was also a major one for us as it was very instrumental to our business during this Covid-19 crisis.

We have been able to increase our annual revenue from 4 Million Naira to 10 Million Naira currently. We got featured on the YBI platform which was a great visibility for our brand. Applying the marketing strategies learnt during the programme to our business has aided

the increase in staff strength (from 2 to 7 full time, and over 10 contract staff). We recently moved to a bigger office structure that will give us the liberty to explore our creativity and serve our clients better. In my opinion, FATE Foundation has done well in effectively providing adequate support to growth of businesses in Nigeria and it is totally free. It beats my imagination that we can get a quality free service like this in NIGERIA! I want to appreciate FATE foundation for the opportunity to learn and grow to this stage.



The Mentoring Programme was one of the amazing support FATE Foundation offered us. My mentor, DR. PETER OBADARE opened our eyes to the possibilities of achieving success, he would give us advice and follow up with calls to know what the result has been. Despite his busy schedules, he still gave us access to him. He has been so supportive in all areas, including patronizing the brand.



**Tunde-Raphael Egbayelo
& Eric Ikenna**

Uvisuals Limited,
AEP 59 and OCN 2.

STORIES OF ALUMNI

Over the years, I had always heard glowing remarks about FATE Foundation and I knew that I would be in competent hands if I got into the programme. I had so many challenges and questions that I needed answers to. I was desperately trying to break into the Nigerian Agribusiness and Health ecosystem and having heard glowing remarks about the Foundation, I knew FATE foundation was my ticket. For Scale Agribusiness, I was seeking clarity on how to grow my business. For ScaleUp Health, I was looking for technical assistance and how to bridge the nutrition knowledge and impact gap. ScaleUp Agribusiness taught me the importance of investment readiness and



For ScaleUp Agribusiness, the class where we had the perceptual positions exercise, changed the entire course of my entrepreneurial life for good. I actually cried after that class as the exercise made me realize that I had all the answers to my endless questions within me and that I must totally be unbiased in taking business growth decisions. It was an unforgettable life experience. I am happy to give back to others.



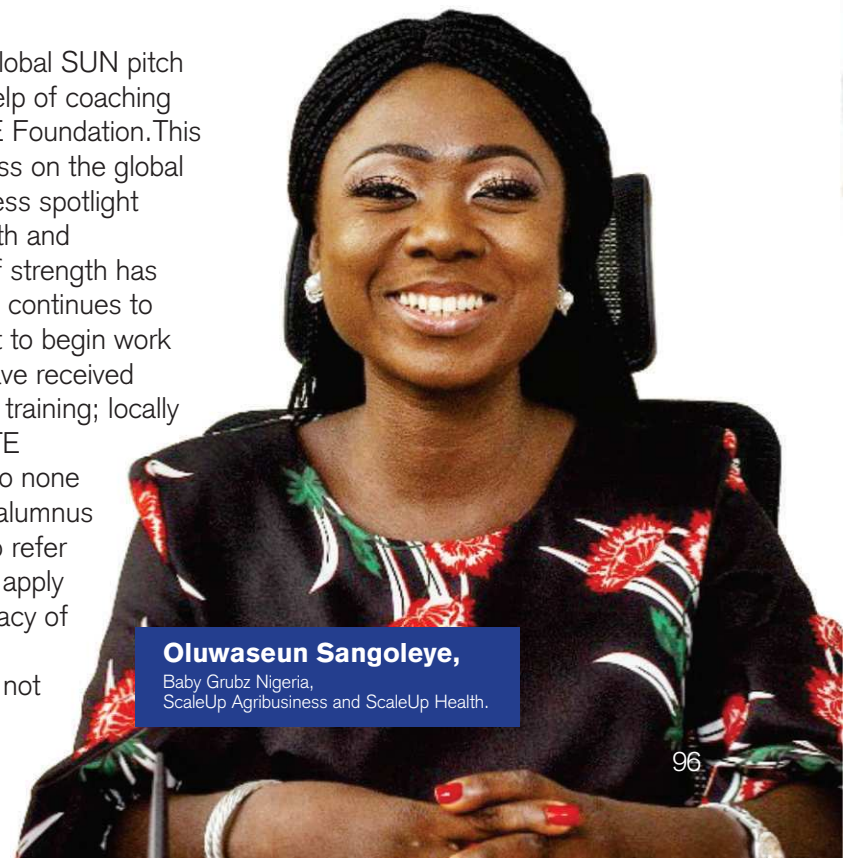
how to grow in almost step by step manner by managing my cash flow, increasing capacity and growing my customer base. ScaleUp Health taught me the importance of documenting our processes so that we can measure and track performances. Another key take away was in the form of technical assistance which helps us see our business through a nutrition lens as well as to continuously improve our nutrition impact. The tailored classes, the richness of the faculty and the biggest for me will be the continuous engagement and responsiveness of FATE Foundation after the program.

Our annual revenue after the training

almost doubled based on the execution of the various lessons we learned in class. After ScaleUP Health, we made nutrition promises and have begun to keep them with kind assistance from SBN Team. There is improved visibility and brand trust for us.

Baby Grubz won the Global SUN pitch competition with the help of coaching and support from FATE Foundation. This win has put our business on the global nutrition and agribusiness spotlight opening doors of growth and opportunities. Our staff strength has increased, our revenue continues to grow and we are about to begin work on our owned site. I have received several entrepreneurial training; locally and internationally, FATE Foundation is second to none of them. I am a proud alumnus and I do not hesitate to refer other entrepreneurs to apply to get trained. This legacy of Mr Fola Adeola is an invaluable one. If I had not

attended the training, my business would be nowhere near where it is now. I got the support I needed to grow and scale.



Oluwaseun Sangoleye,

Baby Grubz Nigeria,
ScaleUp Agribusiness and ScaleUp Health.

STORIES OF ALUMNI



I got connected to FATE Foundation through a referral by a friend who had attended the year before. He encouraged me and thought I would benefit. At the time, I wanted to implement systems in my business, I realised there were many other businesses like mine struggling to do things right as per best business practice. I learnt to network and generally went back to the ABC of running a business with a bit of everything. Tax, accounting, marketing, funding resources. just knowing that there was a place I felt welcome to discuss issues with my business and that if they did not have answers they will always connect to someone that can assist. What is notable is that most of us in my class of over 15 years ago are still in touch. It is remarkable that I also facilitate classes and that many from the Foundation look to me to mentor them as we all continue in the journey of our businesses over the years. We are very much still in business, facing new challenges all the time, we have grown our online sales significantly and we are able to engage in other diversification projects.

Yinka Osobu
CMC Interiors,
Furniture Manufacturers, CEO. EEP 2.

I was running my business from home and producing in my Kitchen and I felt I could do more but did not know what to do. I got to know about FATE Foundation from my husband. Everything about the AEP and Nutripitch was worth it. Especially about keeping records. I remember Dr Uyi, I loved his class and a couple of other facilitators then in 2013/14. From FATE Foundation, I heard about YOUWIN women and applied and I got a grant of 7 million. I owe this to the Foundation. Exponentially, I have grown a great deal.

Olubunmi Otufowora

Partisoft Ltd,
AEP 8-1-2013



STORIES OF ALUMNI



MONICA NWOSU

FreshFountain Consulting Ltd,
EEP 15



FATE Foundation annual events, especially the annual Alumni conference, are always impactful, insightful and full of creative and innovative ideas. Gets you thinking non-stop! Too many memorable moments, I liked my classmates and the bond we experienced. I liked the charity work we did as a project, particularly the visit that transformed a petty trader business and helped her scale on her own scale level.



I applied for a programme at FATE Foundation because I needed to bridge the gap between Professional/Academic qualifications and practical, real-world Entrepreneurial training. I was seeking practical Entrepreneurial training. There was no formal school or educational institution at that time that provided or created such training. Despite understanding what it was to build and have basic structure as an Entrepreneur (owing to my background and kind of industry). I knew, however, that there

was more to building a lasting business, there was a missing link, and FATE foundation cut it for me, the

curriculum for the EEP class, suited perfectly, for what I was searching for. Hands-on, real-world and practical ways to build a business, particularly a small and medium scale enterprise. I had a better understanding of Corporate Governance, Financial Management (more like accounting for non-accountants), especially regarding regulatory and statutory deductions and payments and most importantly how to network and close deals.

Establishment of processes and structure has helped us penetrate and reach more clients. We have experienced

gradual and sustained growth and better structure to serve more clients across diverse sectors. FATE foundation is one of the foremost, dynamic, efficient and result oriented Entrepreneurial organisations, that has helped many young Entrepreneurs give direction to their dreams and older Entrepreneurs scale their businesses.





PEOPLE

The Founder's commitment, along with the Board, and the team have consistently contributed to ensuring that the organization stands. These are things that I continue to be proud of.

– Bunmi Lawson

GOVERNANCE

BOARD OF DIRECTORS



Fola Adeola
Chairman & Founder,
FATE Foundation



Tokunbo Talabi
Secretary to the
State Government,
Ogun State



Bolaji Agbede
Group Head,
Human Resources,
Access Bank



Juliet Ehimuan
Country Manager,
Google Nigeria



Seni Sulyman
Venture Builder
& Operator



Ibrahim Salau
Managing Director,
Environmental
Accord Nigeria
Limited



Yinka Sanni
Regional Chief
Executive
(West Africa),
Standard Bank Group



Olusola Adeola
CEO,
Designing Futures



Seyi Bella
Partner,
Banwo & Ighodalo



Adenike Adeyemi
Executive Director,
FATE Foundation

ALUMNI ASSOCIATION EXECUTIVES



President
Max Menkiti,
Millennium Apartments
(EEP 15)



Vice President
**AbdoulBaq Ladi
Balogun,**
Qaliphate Resources
International Ltd.
(AEP 33)



General Secretary
Ngozi Okonkwo,
Keeping Marriage Alive
Initiative
(AEP 19)



Financial Secretary
Jimoh Ibrahim,
Midas Partners
(AEP 36)



Treasurer
**Adebukunola
Baruwa,**
Yembar Ventures
(AEP 15)



PRO
Clara Okoro,
Brandworld Media
(AEP 1)

TEAM

STRATEGY



Adenike Adeyemi
Executive Director



Feyisayo Sogbesan
Executive Assistant,
Strategy

STARTUPS & YOUTH ENTERPRISE



Oge Nnaife
Head, Startups
& Youth Enterprise



Olayemi Adesina
Program Officer,
Enterprise Learning



Great K. Ukazim
Program Officer,
Enterprise Learning



Jether Kakai
Program Officer,
Youth Enterprise



Chukwuezugbo Onuekwusi
Orange Corners
Innovation Funds
Manager



Amoo Seye
Volunteer Intern



Cindy Ikpe
Community Manager,
Orange Corners
Nigeria

**GROWTH
SUPPORT SERVICES**



Fatai Olayemi
Head, Growth
Support Services



**Ebikela
Osarenkhoe**
Program Officer,
Mentoring



Itoro Udo
Program Officer,
Growth Support

SCALEUP



**Akinwande
Akinsulire**
Lead, Scale Unit



Semilore Oludipe
Program Officer,
EEP



Olusesi Oliyide
Program Officer,
ScaleUp Lab

**RESEARCH
& POLICY**



Amaka Nwaokolo
Head, Research
& Policy



Oyebola Agunloye
Research Associate



**Oluchi
Johnson-Achibiri**
Community Manager,
MSME Hub

TEAM

LEARNING & INFLUENCE



**Akinwunmi
Akowonjo**
Manager, Learning
& Influence



**Funmibi
Ogunbowale**
Impact Officer



Folashade Moses
Content Intern

COMMS & DIGITAL PROJECTS



Eloho Iyamu
Program Officer,
Comms & Digital
Projects



Mariam Adeoti
Digital Projects
Officer



Kingsley Effiong
Design Officer

FINANCE & ADMIN



Mariam Decoco
Finance &
Admin Manager



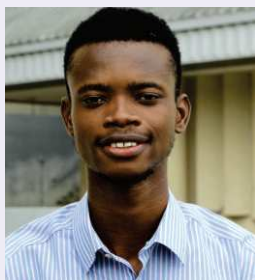
**Oyindamola
Adeosun**
Finance Officer



Olabode Peters
Admin Officer



**Mayowa
Oyelohunnu**
Admin Support



Samson Ojo
Finance Intern



Felix Oladimeji
Learning Support



Freeman Egboh
Logistics Officer

IT SERVICES



Segun Shomefun
ITS Manager



Ahmed Yakubu
ITS Officer

Our journey at FATE Foundation has been driven by the commitment and competence of our team. Since inception, we have had the privilege of quality leadership as well as the expertise of staff members steering our resolve towards achieving our vision and mission. We dare say that without the high standards established and maintained by our personnel, our lofty goals would remain unattained.



RECOGNITION & AWARDS

We recognize and celebrate inspiring entrepreneurs who have through hard work, ingenuity and tenacity transversed the difficult business terrain.

– Adenike Adeyemi



THE ROLE OF MODELLING

From inception, mentoring had been prioritized by FATE foundation as a catalyst to provide peculiar insight, personalized learning opportunities and intergenerational exchange. The FATE Model Entrepreneur of the year award (FME) was designed to celebrate the strides of entrepreneurs who have built thriving and successful enterprises but also to serve as strong, positive images of entrepreneurship.

This initiative was also to serve as a coveted opportunity to encourage aspiring and existing business owners along their respective journeys to success.

To harness the strong entrepreneurial culture of Nigerians, the stories of the model entrepreneur and other annual

awards help to strengthen the narrative of growth and success. They also provide relevant case studies that resonate with the experiences of their counterparts both those ahead and other behind in the respective entrepreneurship paths.

Since inception, every year, FATE has identified with role modelling by carefully



seeking out thriving and exemplary entrepreneurs to be celebrated every year. After a few years, two more categories were added namely: the FATE Alumni Model Entrepreneur (FAME) of the Year and FATE Volunteer of the Year. To celebrate the strong spirit of volunteerism, the FATE Volunteer of the year was added and more recently, SME Journalist of the year to encourage



the dedicated coverage of entrepreneurship and reward excellence in journalistic strides whilst doing this.



FATE HALL OF FAME

FATE Model Entrepreneur (FME)

- 2001 - Mr. Frank Nneji, ABC transport
- 2002 - Mr. Abiola Ogunrinde, Cosmos Chemicals
- 2003 - Mr. Kayode Odukoya, Bellview Airlines
- 2004 - Mr. & Mrs. Folu Ayeni, Tantalizers
- 2005 - Mr. Nike Ogunlesi, Ruff & Tumble9
- 2006 - Mrs. Ibukun Awosika, Sokoa Chairs
- 2007 - Mr. John Momoh, Channels TV
- 2008 - Mr. Godwin Ehigiamusoe, LAPO
- 2009 - Mr. Tokunbo Talabi, Superflux Group
- 2010- Aliko Dangote
- 2011- Cosmas Maduka
- 2012- Udeme Ufot
- 2013- Stella Okoli
- 2017- Kofo Akinkugbe
- 2018- John Tani Obaro
- 2019- Obi Ezeude

Past Executive Directors

- Mrs. Ndidi Nwuneli
- Mrs. Bunmi Lawson
- Mrs. Osayi Alile
- Mrs. Elizabeth Olofin

FATE Alumni Model Entrepreneur (FAME)

- Ayo Olalokun (2002)
- Abolaji Osime (2003)
- Toyin Olaleye (2004)
- Gbonju Awojuyigbe (2005)
- Dipo Davies (2006)
- Matthew Bankong (2007)
- Yinka Osobu (2008)
- Ibrahim Salau (2009)
- Femi Odugbemi (2010)
- Uba Adamu (2011)
- Saheed Kekere Ekun (2012)
- Adewale Peter Obadare (2017)
- Roselyn Onalaja (2018)
- Max Menkiti (2019)



2020 GRADUATION LIST

ASPIRING ENTREPRENEURS; AGRIBUSINESS PROGRAMME GRADUANDS

AEP 82

First and Last Name	Business Name	First and Last Name	Business Name
1 Abibat Balogun	Aramona Edibles	25 Onyenwere Chika	Rachab Hills Poultry
2 Acha Elaigwu Emmanuel	Alfel Agro Allied Limited	26 Onwumah Bolaji	Geraj Foods
3 Adedokun Adeyinka	Farm Money	27 Oseni Adedoyin	Adedoyin Oseni Enterprise
4 Adeduro Adedeji	Durogreener Enterprises	28 Osuocha Ugochukwu	Proharv (Pro-harvest)
5 Aderonke Aderinoye	Agrinerve Ventures	29 Rita Ndidiamaka Okuweh	Okuweh Rita Ndidiamaka
6 Adetunji Yusuff	Locus Farms and Processing	30 Rukayat Olawale	Odnaworld
7 Ajia Zakariyau	Zakky Farms	31 Sadiku Kabiru	Sadiq Farm
8 Ante Joseph	Maatalous Nasah	32 Samuel Adepoju	Eyiade Farms
9 Babatunde Aderinto	Prozacts Enterprise/Deluxe Integrated Farms	33 Sobande Tobi	Peniel Agribusiness Company
10 Balogun Qudus	Farmignite Agric Innovate Limited	34 Sobanke Deborah	Zohee Foods
11 Bello Kike	K-Boa Foods	35 Shoremi Adeniyi	Dufma
12 BENSON Oluwatosin	Nikaben	36 Odubanko Opeyemi	Madek Ventures
13 Chijioke Chinwe	Kukuruku Farms	37 Okonedo Eyitemi Eunice	Okonedo Eunice
14 Egberinde Oluleye	His Compassion Agro Allied & Farms	38 Oluwagbemisola Bamiduro	Bambam Basket
15 Emmanuel Esan	Quicy-sos Agro Limited	39 Oluwaseun Oyeniyi	Forped Global Ventures
16 Eyinade Oluwarotimi	Philip Integrated Farm Ltd	40 Ozegho Etsegbe	Z'egho Agro Allied Industries Limited
17 Eze Ifenuche	Agrogroom Enterprise		
18 Famuyide Oluwafemi	Agresote Nig Ltd		
19 John Oluwatosin	Cestade Hub		
20 Kolade Blessing	Top Fisheries (Topblez Ventures)		
21 Lameed Olaoluwa	Aquarius Pisces Ltd		
22 Nwankwo Ezidinma	Food Market Logistics Services		
23 Olowo John	OhRich Nigeria		
24 Olubanzi Oyesanwen Tolulope	Tera consult and logistics company		

ASPIRING ENTREPRENEURS; DIGITAL PROGRAMME GRADUANDS

AEP 83 - Rivers

	First Name	Last Name	Business Name
1	Amadife	Cynthia	Double Blessing Agribusiness Company
2	Ani-Edeh	Chinenyenwa	Favvy Collection
3	Baadam	Tunebari	Mavigas Enterprise
4	Barbara	Apiafi	Barbeleuxepace
5	Blessing	Nwariaku	Beswith Creation
6	Burubo	Bereni	Kilari Designs Enterprise
7	Chris Odiks	Precious	Presh Cuisine
8	Ee-kabari	Confidence	C-kabar Globalconcept
9	Ekang	Ime	Forte Pierre Nigeria Limited
10	Ekiye	Priscilla	Cilla
11	Eneogwe	Chidera	Chichorous Ventures Chichorous Ventures
12	Gbenekanu,	Maria	Muels Kitchen
13	Grace	Emmanuel	Kaul Logistics & Services (KLS)
14	Guriase	Oghenebrorhien	Mirage Communications
15	Ihechukwu	Dominic	Nidom Global Services Nidom Global Services

	First Name	Last Name	Business Name
16	Imabibo	Minateme	Christopher Adolphus
17	Kalanne.O Ebiye	Koripamo	Kayge Cosmetics Buns and Batter Limited
18	Khalimat	Kadir	Askea Agro Trading Limited
19	Letom	Gilbert Baribuma	Longevity Concepts & Consults
20	Lopez	Idemudia Ukpebor	LogMat Logistics Limited
21	Nnamani,	Tochukwu	Industrial Toks Nigeria Ltd Industrial Toks Nig. Ltd
22	Numbere	Mpakaboari	Rivcycle Cinfores limited
23	Nwabuisi	Francis	Mighty Cut Integrated Company Limited
24	Nwokocha	Chinenye Smith	Port Harcourt Wakawaka
25	Ogbuji	Felix	Hitestroes Tech. Africa UpSkill Digital, London
26	Okekeze, Nebolisa	Roy	King's Portion Global Resources Rominos & Sons Ltd
27	Okoye	Golden	Dinspira Nigeria Ltd Dinspira Travels Nigeria Ltd
28	Oladosu,	Emmanuel	Alpha Nextphase Technologies Limited
29	Titilayo	Ologun	KleenestPLUS Laundry and Cleaning Services Hench Education & Consulting
30	Ukaga	Miracle	Mirato Crystal House Nig.

AEP 84 - Lagos 1

	First Name	Last Name	Business Name
1	Adedayo	Ogunbowale	Dahyor
2	Adedeko	Opeyemi	PadimiYemi Paddle Creative Academy
3	Adediran	Tosin	Security and Policy Innovation Ltd
4	Ademola	Ajao	Zadok Foods
5	Adenaike	Toba	MadeCore Solar
6	Adeola	Olajumoke	The unPolished Initiative
7	Iwejuo	Ijeoma Vivian	House of Vivisollections Ventures Centerpoint Forex Bureau De change
8	Akakabota,	Amaka	Amakabotaz

	First Name	Last Name	Business Name
9	Alalade	Morenike	Mo Kiddies World
10	Chukwudozie	Sandra	Salpha Energy Salpha Energy
11	Deborah	Nwosu	Kharyry Outfitters
12	Dele-Agbana	Elizabeth	Landel Stitches
13	Igbo	Francis	The Tbenhz Brand
14	Imole	Ezekiel	DriversNG DriversNG
15	Irechukwu	Augustus Nwangwu	Store Media Multi-Links Ltd
16	Oni	Segun	House of Bezalel Company Ltd.

ASPIRING ENTREPRENEURS; DIGITAL PROGRAMME GRADUANDS

AEP 84

	First Name	Last Name	Business Name
17	Kayode	Opeoluwa	Zuriel Realtor Adron Homes and Properties Ltd
18	Lawson	Tosin	African Things African Things
19	Obadiaru	Ebenezer	Benesdesign Benesdesign
20	Ogunbekun	Oyindamola	Honey Ricci Ltd
21	Olatunde	Beckley	Beckfix Appliance & Repair Limited
22	Olatunji	Agboola	House of Balxjnr
23	Akosil,	Kofoworola	Nutri-Chops Stallion Motors Nigeria Limited

	First Name	Last Name	Business Name
24	Olumide-Okeowo	Mofoluwasho	Shope4me Services
25	Orina	Mayowa	Effects and Orientals
26	Otono	Chinelo	De-healthystart Foods Enterprise
27	Suleiman	Amina	Minaladifoods
27	Tanitoluwa	Oludipe	Tani Oludipe Photography
28	Udochukwu	Ogaranya	Utilized Network
30	Umebeh	Ijeoma	Lagos Thrift Store

AEP 85 - Cross River

	First Name	Last Name	Business Name
1	Alexander	Echeng	Maaben Integrated Services
2	Amba	Tandu	Lookoos International
3	Ayi	Ahunna	Aburu Awhen & Sons Ltd
4	Benjamin	Ekpe	MindPrime Tenderhearts Schools
5	Blessing	Akpan	Edig-ken Ventures
6	Chinenye	Ozoduru	Cazon Foods Enterprise
7	Cletus	Igbe	Netcle Technologies
8	Cletus	Umoh	Favicletz Agro Enterprise
9	Emmanuel	Tishion	Zoberry Food & beverage
10	Eric	Osaji	Capital One Konzeptz Digital Printing
11	Etop	Inyang	Miriell Farms
12	Francis	Agaba	JEPSL Nig. Ltd
13	Helen	Udoh	Lendavi Global Resources
14	Janet	Basil	Amvanni Hair
15	Johnpaul	Bassey	K & R Infinity Ltd
16	Juliet	Edem	La Charmante Beauty

	First Name	Last Name	Business Name
17	Mary	Otu	Maryland Fisheries
18	Nissi	Ibiang	Lorenissi Creche and School
19	Nkoro	Nkoro	Profbonny International Fadama III Project
20	Obo	Effiong	Janobson Nig. Ltd
21	Obo	Osim	EDDYLIZ Print Express Ltd
22	Ogechi	Chukwu	St Cecilia Eye Clinic
23	Emem	Ndatah	Doveland
24	Paul Ingiona	Adie	De Craftmasters Lyceum
25	Sophia	Patrick-Atrogo	PS Optimal Nigeria
26	Timothy	Undiandeye	Spectabilis Creations
27	Ukpeme	Ubom	Choney Events
28	Uta	Bassey	Cocobong Foods and Nutrition
29	Victor	Ekpo	Overjoy Integrated Services
30	Wisdom	Jacob	Discovery Tones

ASPIRING ENTREPRENEURS; DIGITAL PROGRAMME GRADUANDS

AEP 86 - Kwara

	First Name	Last Name	Business Name
1	Abdulazeez	Bolanle	Albahrkah Education Consult
2	Abdulhameed	Aishat	Aishacakes
3	Abdulfatai	Abdulkareem	Rabbit Farming & Processing (Rabbitry) Ayofe Mutilinks Farm
4	Abdulrasheed	Abdulazeez Abiola	Bulkirt Farm
5	Adedoyin	Oluwatosin	Emmnoch Farms
6	Adegboye	Israel	Issy Concept
7	Adeniyi	Oluwaseun	Splashlite Enterprise
8	Adewara	Oyetola	Adorables By Miyilah
9	Agala	Michael	Agamel Technologies
10	Akinsola	Samuel	White Unicorn Consult
11	Alabi	Tawakalitu Omolara	Beembz Creationz and Events
12	Aleshinloye	Halimat	Dainty _Cakez
13	Aromasodun	Ololade	Lademis Integrated Services
14	Assayouti	Balkis	Asterkeez Enterprise
15	Ayanwale	Emmanuel	Ten6 Studio

AEP 87 - Edo

	First Name	Last Name	Business Name
1	Aize	Evbuomwan	Sapphire Bristles Enterprise Benin Electricity Distribution Company (BEDC)
2	Annie	Aneke	Priceless Look
3	Augustine	Abada	Uniquesoundrecords
4	Bartholomew	Iyare	Fourteen Network International Resources
5	Chijioke Ogbonna	Henry	New Star Global Ventures
6	David Olalekan	Agboola	Citilite Media Solutions
7	Edwin	Akhuemokhan	Hawfinch Solutions (Hawfinch Solutions Ltd) Lapo Microfinance Bank Ltd.

	First Name	Last Name	Business Name
16	Bartelomew	Okpe	Kiddis Droid
17	Ibiyeye	Airat	Lilygates
18	IGE	Funmilola	Modish World
19	IGE	Oloruntobi	D'Total Farms & Global Services
20	Kolawole	Mudashir Olasunkanmi	Greenest Horizon Integrated Farms Limited
21	Laguda	Sukurat	Niksena Foods Nigeria
22	Lawal	Abdullateef	Dixcoat Paints & Agrochemicals Global Youth Network
23	Lawal	Olabanji	ALTV Engineering
24	Nuhu	Sikiru	Aniq Apparels
25	Odetokun	Motunrayo	M. A HAIRS
26	Odeyiola	Oluwajuwon	O'Regium Nigeria Limited
27	Ogungbe	Adedamola	The Skilldeck
28	Ojingiri	Emmanuel	SND Classic Fashion Academy
29	Shuaib	Toyeab	AOIslamic Venture
30	Yemiola	Toluwani	Philologus Baby Place

	First Name	Last Name	Business Name
8	Emeka	Ezenwelu	Snobake Specialties Nigeria
9	Felix	Nwose	Fonwose Global Services Ltd; Crown Flour Mills Ltd
10	Gerald	Igwe	Gerryblingz Consultancy
11	Gregory	Amayo	Sdtf Enterprise
12	Ikponmwosa	Edosa	Briflos Services Enterprise
13	Judith	Eneogwe	Ceejust Events
14	Marian	Adeolu	Mpearlstore
15	Mary Jane	Ogigbo	House of M & G
16	Michael	Okoloise	Maik Preiz Integrated Services Ltd

ASPIRING ENTREPRENEURS; DIGITAL PROGRAMME GRADUANDS

AEP 87

	First Name	Last Name	Business Name
17	Nelson	Osamudiamen	Godswill Education Centre
18	Noghama	Imuetinyan	Nomatex Concept
19	Olamide	Agunkejoye	Ctox Dotworks Federal Neuro-Psychiatric Hospital, Benin City
20	Orevaoghene	Obotha-Adigo	Gloph Concept
21	Osagie	Ehizojie	Qordinates Mobile Car Wash Services
22	Osagie	Osagbakhoe	Phostar Consult
23	Osaretin Aibuede	Uhumwangho	Retina Foundation for the Empowerment of Women

	First Name	Last Name	Business Name
24	Peter	Obue	Peter Dynamic Photography
25	Prosper	Obasuyi	Dower Construction & Consultants
26	Samson	Asekomhe	Soarplus limited Soarplus
27	Theophilus	Venn	Sisi-B Catering
27	Timothy	Aikoriogie	Click Green Nigeria Limited
28	Ugwu Henry	Chukwunwike	Bethlin Transport Enterprise
30	Winnie	Aisabor	Ehiwiny Ventures Ehiwiny ventures

AEP 88 - Ogun

	First Name	Last Name	Business Name
1	Abayomi-Alli	Ayomide	Premee Plus
2	Abdulmajeed	Junaid	Smart City Resources Smart City Resources
3	Adeosun	Oluwatosin	Toslac Production
4	Adesanmi	Oluwafemi	Ola-Oluwa Smooth Solutions (OOSS) Limited
5	Adewale	Oludele	Oludele Adewale Photography
6	Akala	Ahmad	Lahm Store
7	Akindele	Akindayo	Smithvavs Concept
8	Akintayo	Olumide	Allanys Agriq
9	Alawode	Anuoluwapo	Phunmite Creations
10	Balogun	Oluwatosin	M-chizz Integrated Services
11	Egbayelo	Mike	Excellerate Graduate Finishing & Entrepreneurship Academy
12	Chibueze	Samuel	Lightworth Creations and Computing
13	Ezechukwu	Ogechukwu	Chastity Signatures
14	Ishola	Adebayo	Online Hub Educational Services
15	Kemasuodei	Bright	Edusort Consults

	First Name	Last Name	Business Name
16	Lamid	Yejide	Sisi Ni Mi
17	Moruf	Oluwaseun Amida	Zeemakgod'sown Nigeria enterprise
18	Mustapha	Abiodun	Visionhouse Consulting Firm
19	Odumusi	Emmanuel	Meatwallet Agroallied
20	Ogunkola	Oluwatosin	Torien Farm and Foods
21	Okeneye	Emmanuel	Dectacle Company
22	Okorie	Benedict	Okadibia Ventures
23	Oletubo	Oluwadamilare	ChatFood Nigeria
24	Oludare	Glory	Traw Consult & Services
25	Omikunle	Kehinde	Topnotch Organic Integrated Farms
26	Oshin	Ayokunle	Natureffects
27	Osiyemi	Emmanuel	Yemdex-Prime Enterprise
28	Rabiu	Mariam	Space Dibs Nig.
29	Sanni	Sekinat	Fibreates
30	Taiwo	Martha	Meddie's Plaize

ASPIRING ENTREPRENEURS; DIGITAL PROGRAMME GRADUANDS

AEP 89 - Abia

	First Name	Last Name	Business Name
1	Alfred	Anyim	Fredinma Global
2	Bright	Kalu	Terminal Plus Prints
3	Chiamaka Queen	Amazundiro	AgroFlavor Farms Agroflavor Farms
4	Chibuikwe	Umeodunukwe	Chybyke Computers & Internet Services
5	Chidiebere	Madu	Perfectconnect Clothing
6	Chidinma Erem	Njoku	Proach Shoes Company
7	Chimezie	Prosper	El Mezie Global Agro Farms Enterprise
8	Emeka	Igweonu	Enyirich Farms
9	Fehintola	Okala	Zeeky Stitches
10	Florence Ahum	Idris	Glamourhouseoffoxy
11	Francis	Udensi	Parabox Global Services
12	Glory Nkechi	Anyanwu	Ultrabeautymakeovers
13	Ikenna	Josiah	Vision Incubation Hub Vision Alive Foundation
14	Innocent	Ogbudimkpa	J.O Asiegbu Oil Mill Enterprises
15	Izuchi Stanley	Asiegbu	Pis Business Resources Nigeria
16	Juliet Anulika	Paul	JN Signatures

	First Name	Last Name	Business Name
17	Kanayochukwu	Enukeme	Kanymike Concept
18	Mayowa	Nwafor	Extrapoint Model Schools Extrapoint Model Schools
19	Michael	Fabunmi,	MykeHeavens Dynamix Enterprise
20	Nkechi C.	Olatomide	Nkechi C. Charles & Co
21	Odinakachi	Igwe-kalu	O & O Integrated Farm Paradigm Initiative
22	Ogbonnaya	Charles	Dicotex Clothing
23	Ogonna	Nwafor	Bezaleel Model Science Academy Secondary
	Olaleye, Princess		
24	Ebubechi	Dickson	PP'S Foods
25	Peter	Obi	Ajah Integrated Agro
26	Samuel	Sola	Sammykings Concept
27	SOLACE	Ajah Igwe	Solio Footwears & General Leather Works Enterprises
28	Stanley	Onyema	Pan African Spark Hub
29	Tochukwu	AguUwakeme	Credoville Limited Credoville Limited
30	Ugochi	Chikwendu	Guchy Confectionery and Events Guchy Confectionery & Events

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	First Name	Last Name	Business Name
1	Agbo	Amarachi	Amarise Multi Ventures Ltd.
2	Aghaji	Ujunwa	Igwe Kasie Global Enterprise Nig.
3	Aniebonam	Chijioke	Primetrest Worldwide Services
4	Aneke	Ikenna	iDigitali Business Solutions
5	Edet	Samuel	Sennovarch + Developers MINARC Ltd
6	Ejiofor	Victor	Eji-Tech Life Services
7	Enemoh	Chigozie	Swift Tranzact Manamuz Electric Ltd
8	Ezea	Darlington	Kevans Global Press And Publishers
9	Ezema	Innocent	'St innocent International

	First Name	Last Name	Business Name
10	Giginna	Onyinyechukwu	The Diet Lab Consultancy; Smart Flower West Africa Ltd
11	Icha	Peter	Kamarossy Natural Beauty Empire
12	Kama	Adaora	Chijioke Smifog Agro
13	Ngene	Chijioke	Stezon Globals
14	Ngene	Stephen Chukwuebuka	Witch Concepts
15	Ngwu	Ifeanyi Kingsley	Spencer Craft
16	Nwankwo	Sylvia	Noracherrychef Catering Service and Natural Products
17	Maduka	Smij	E-Torque Auto Engineering and Services Ltd
18	Michael	Ayobami	Wonda Park

ASPIRING ENTREPRENEURS; DIGITAL PROGRAMME GRADUANDS

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	First Name	Last Name	Business Name
19	Ogbu	Odinaka	M-t Optimal Touches
20	Oguguo	Charles	Orange Moon
21	Ogechukwu	Uchechukwu	Greenage Technologies
22	Okeke	Chidiebele	MHFI Integrity Success Educational Services
23			(Mount Horeb Foundation International Inc)
	Okongwu	Chukwuebuka	Farm Yunsun
24	Okoro	Chisom Nnenna	Bsexpress
25	Okwuosa	Chinenye	Grin N Graiz Global

	First Name	Last Name	Business Name
26	Onyia	Daniel	Dandeco Farm
27	Ude	Ezekiel	Meremunasomobi Farm Enterprise
28	Udemezue	Yvonne	YvonneSyl Cakes/Pastries and Cuisine
29	Ugwu	Chika	Neatra Media
30	Urama	Jude	Cemartel Technology SmartPrint Technology

ORANGE CORNERS NIGERIA

OCN2 PROGRAMME

	First Name	Last Name	Business Name
1	Maryam	Adebola-Salami	Mobaby Care Nigeria
2	Oluwatobi	Adegbami	Lubams Global Solutions
3	Rotimi	Ajasa	Troan Digital Ltd
4	Oluebube	Akah	Aga's Wholesome Foods
5	Omoh	Alokwe	Street Waste Company Limited
6	Abdulmuhmin	Aminu	Farmworkerz App
7	Babatunde	Awolola	Purplehouse Farms
8	Jide	Ayegbusi	Edusko Africa
9	Folashade	Babatunde	Poisera Nutrition
10	Emmanuel	Benson	Manna

	First Name	Last Name	Business Name
11	Ifeanyi	Chukwurah	Ifymoto Processing Industries
12	Victor	Emaye	Medipal Care Limited
13	Elizabeth	Falodun	Tai OmoAkin Afrikana
14	Eric	Mba	U-Visuals Ltd
15	Titilayo	Medunoye	Milky Express Limited
16	Kenneth	Okonkwo	Irritech Services
17	Isaac	Oladipupo	Afrilearn
18	Adeyemi	Olutoye	Drugstore Nigeria
19	Edidiong	Udofia	Plastic Solutions.NG
20	Fatimah	Ogunbunmi	Fettle Hospitality Services

ORANGE CORNERS NIGERIA

OCN 3 PROGRAMME

	First Name	Last Name	Business Name
1	Toheeb	Abdulsalam	Farmignite Agric Innovate Ltd
2	Kafilat	Adedeji	Prudent Associates Agro-Industry
3	Damilare	Adenekan	Ofada Hub Exclusive
4	Joshua	Bamidele	Mainlotz Edge
5	Babajide	Oluwase	Ecotutu Limited
6	Oluwafolakanmi	Oyeleke	Feed Afrique
7	Favour	Ojike	Primaxx Feeds
8	Nkechi	Idinmachi	Machi Earth Foods
9	Rasheed	Aliu	ArleeGreen Renewables
10	Oluwatosin	Adelowo	Chekkit Technologies
11	Ayobami	Diyaolu	Microbic Pro
12	Ngunan	Aloho	Ka-Awamba Nigeria Ltd

ORANGE CORNERS NIGERIA STUDENT AMBASSADORS PROGRAMME

	First Name	Last Name
1	Comfort	Oladeji
2	Adeola	Adesunloye
3	Praise	Babalola
4	Idris	Agbe
5	Opeyemi	Eyitayo

	First Name	Last Name	Business Name
13	Kemi	Obalisa	VoicelT
14	Stephen	Obe	eVet Africa
15	Fela	Akinse	SALUBATA
16	Ahmed	Ayinla	Ayprince Integrated Services (AIS)
17	Ayobami	Adedokun	Sinnot Technologies Sinnot Technologies
18	Esther	Edward	Bluvard Ink Ltd
19	Lilian	Uka	EduPoint Limited
20	Arewa	Adesanya	Adireworld

THE NEXT ECONOMY PROGRAMME 2020 GRADUANDS

TNE INCUBATION PROGRAMME

	First Name	Last Name	Business Name
1	Adebola	Victoria Adeyemi	Dekrauny Production Enterprise
2	Ajibade	Misturah	Deeva Body Nigeria
3	Akinbode	Roberts	Dataleum
4	Alade	Bukola Opeyemi	Ladeclothier
5	Chioma	Enechionya	Yellow Pebble Events
6	Chukwuemeka	Daniel Onyeanauna	Dcon International Limited
7	Elizabeth	Orisajobi	Chrisbeth Global Services Ltd
8	Emmanuel	Benson	Limelite Managers
9	Iroakazi	Okechukwu Nelson	Online Personal Shopping Services
10	Jesse	Onomiwo	Riltouche and Sparkles Limited
11	Olabayo	Balogun	Bayo Walker
12	Olaniyan	Opeyemi Emmanuel	Pet Urban
13	Olubukola	Oyebode	Kiano Natural Oil
14	Oseni	Halimat	Ohms bakery

TNE ENTREPRENEURSHIP PROGRAMME

	First Name	Last Name
1	Adedayo	Afunku
2	Ademolu	Adenuga
3	Ahmed	Ajilaran
4	Amarachi	Ikeh
5	Bilqees	Adegbola-Breedlove
6	Bunmi	Adejumo
7	Faith	Idebe
8	Folorunshola	Olorunfemi
9	Ibukunoluwa	Emiola
10	Ifeloluwa	Bakare
11	Innocent Onwuka	Anikwe
12	Kolawole	Fagite
13	Mariam	Ogiamegah
14	Modupeola	Lemboye

	First Name	Last Name
15	Nana-hauwawu	Momoh
16	Olawale	Okunola
17	Oluchi	Chukwuma-Ojeh
18	Olusegun	Okewole
19	Omolabake	Olufidipe
20	Paulchris	Daniel
21	Pedro	Ayodeji
22	Rasheedat	Animashaun
23	Sandra	Anyiamuka-Ossai
24	Tolulope	Raheem
25	Toogun	Bukola
26	Victor	Umesiobi
27	Winnifred	Gotep

EMERGING ENTREPRENEURS PROGRAMME 2020 GRADUANDS

EEP 26

	First Name	Last Name	Business Name
1	Chinonye	Akinyemi	BusyBee Events and Consulting
2	Chioma	Chukwu	B & C Designs
3	Emmanuel	Olashore	Real Adventure Services Ltd
4	Folajimi	Olawoyin	The Hassel Apparel
5	Ifeanyi	Orajaka	GVE Projects Ltd.
6	Max	Menkiti	Millenium Apartments
7	Mojirade	Bepo	Jirade Diadem
8	Ngozi	Oyewole	Noxie Limited
9	Odunoluwa	Longe	LaViva Bridal Concepts

	First Name	Last Name	Business Name
10	Olabisi	Sotunde	The Longe Practice LP
11	Olubunmi	Oludipe	Shine Exquisite Textiles
12	Olumide	Obasemo	NFC Agro Processing Limited
13	Oluyemisi	Obe	Prothrive Astute Heights Ltd
14	Omololu	Durojaiye	AVEdge Ltd

SCALEUP AGRIBUSINESS 2020 GRADUANDS

	First Name	Last Name	Business Name
1	Bidemi	Olorukooba	Duketrah Fisheries
2	Catherine	Abbah	Octopus Chubete Ltd
3	Chibuzo	Ngwu	Afripact Industries Limited
4	Daniel	Inah	Dalix Integrated Farm
5	Ejoro	Jakpa	Nicnax Enterprises
6	Folorunsho	Femi	FoodWallet Services
7	Gideon	Effiong	JGE Foodcrest Support Services Limited
8	Linda	Ibrahim	Helin-1 Integrated Services Ltd
9	Muideen	Adegoke	Agrobiz Ideal Ventures
10	Nyifamu	Manzo	Farmatrix Agro Allied and Technology Company

	First Name	Last Name	Business Name
11	Olamide	Akintaro	Taro Agric Consulting
12	Olaoluwa	Bamigboye	Heirs and Heralds Agro-Allied Limited
13	Olumide	Ogunbanjo	Intace Technovations Ltd
14	Peter	Elias Umbuguna	Balthesa Enterprises
15	Saudat	Salami	Easysshop Easy Cook Services Ltd
16	Shakirat	Animashaun Oriyomi	Flyingdove Consult Nig Ltd
17	Udoka	Otubelu	Richmills Nigeria
18	Uduak	Odungide	Udyfoods 360 limited
19	Uju	Uzo-Ojinnaka	Traders of Africa
20	Victor Ugbedeajo	Ayegba	Unique Multiaxial Enterprise

2020 VOLUNTEER LIST

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6	Adaora Onoh	31	Bolaji Agbede	56	Efeoghene Yarhere	81	Jolaade Sulaiman
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18	Ambrose Okolo	43	Daniel Chinagozi	68	Funkola Odeleye	93	Marian Olaiya
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20	Ani Brenden	45	David Apaflo	70	Gabriel Okeowo	95	Moruf Popoola
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104 Olumide Lawson	129 Sheriff Ibrahim
105 Olumide Lawson	130 Skretting Nigeria
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109 Onyinye Dimike	134 Tenemba Anna Samake
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111 Pat Diaku	136 Tokunbo Talabi
112 Paul Foh	137 Tolu Adesalu
113 Peter Obadare	138 Tolu Akintan
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118 Rasheed Mohammed	143 Tunde Popoola
119 Razaq Ahmed	144 Tunde Rephael
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152 Wale Adisa	2 Alexander Asomba
153 Yemisi Obe	3 Ambrose Okolo
154 Yomi Jemibewon	4 Amobi Okeke
	5 Ayoadede Adeyemi Morgan
	6 Babatunde Jooda
	7 Bolaji Baiyewu
	8 Ebrahim Durosimi
	9 Efeoghene Yarhere
	10 Fayo Williams
	11 Ibrahim Buwanhot
	12 Ikenna Nwosu
	13 Kunle Awotiku
	14 Max Menkiti
	15 Modupe Mac-Dawodu
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	17 Olufemi Omotayo
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