Our programs ignite the spark in young people to experience the world of business and realize the opportunities and realities of work and life in the 21st century.

Junior Achievement Nigeria is dedicated to empowering young people to own their economic success, by emphasizing the importance of workforce readiness, entrepreneurship and financial literacy. Our programs ignite the spark in young people to experience the world of business and realize the opportunities and realities of work and life in the 21st century.

Sponsor-A-School

In the 2016/2017 academic year, we plan to implement our programs in 1,000 schools across Nigeria. Sponsor a school today to make this a reality!

Sponsor-A-Classroom

In each classroom, there are 22 – 30 students.

Operational Sponsorship/Partnership

- Office Space (Abuja Regional office, to accommodate 5 – 7 full time staff)
- Office Space (Port Harcourt Regional office, to accommodate 4 – 6 full time staff)

Become a Volunteer

All we need is your enthusiasm, life experience, and a willingness to teach children about how you took chances and shot for the stars. Junior Achievement Nigeria provides the training, curriculum, and a classroom ready to meet you. Help empower the future through Junior Achievement Nigeria today!

Partner with Us

Junior Achievement Nigeria welcomes strategic partnerships that align with our vision to empower the youth to own their economic success.
Chairman’s Welcome

Mr. Niyi Yusuf

We are excited to share with you another year of great achievements from Junior Achievement Nigeria (JAN). 2015 was a year filled with new strategic imperatives and we were able to impact more youth across Nigeria and increase our stakeholder base of teaching assistants and volunteers.

I would like to thank my JAN team, teachers, volunteers, sponsors and other stakeholders for their continued support of JAN, because without them we would not have been able to make the impact we have thus far. We currently are in over 750 schools across Nigeria and have reached over 650,000 students to date and our goal is to reach one million students by 2020. With your commitment to support our organization, we can meet and exceed our goals.

We are proud to announce the addition of Mr. John Momoh, CEO Channels Television to our Board of Directors. Through this partnership JAN will have the visibility support we need to showcase our impact across Nigeria and create added awareness nationally and globally. Through strategic partnerships, programs and events, JAN has been able to extend its reach and impact more youth in a more diverse manner and we look forward to building more prosperous relationships in the future. We are immensely grateful for the support and partnership of our Director Companies: Accenture, Agile Communications, Citibank, Deloitte, The Dangote Group, ExxonMobil, First Bank of Nigeria Ltd, HOD Consulting, Oracle, Schlumberger and Stanbic IBTC Plc.

We are also thankful for the unrelenting support of Program Sponsors: ABRAAJ, African Capital Alliance, Bankers Committee, Blackberry, Central Bank of Nigeria, Citi Foundation, Excel Charity, FBN Merchant Bank Ltd, General Electric, HSBC, JP Morgan Chase, Microsoft Corporation, MasterCard, The UPS Foundation and SAP South Africa.

As Chairman of JA Nigeria, I pledge the commitment of the JAN team and Directors to continue to work hard to positively impact the lives of our youths as we expand our reach to out-of-school youth and Internally Displaced Persons (IDP’s) to restore their confidence, make them productive members of the Nigerian economy and build our youth to reach beyond a vision their imaginations can hold. I invite you all to join us on this rewarding journey of equipping and teaching our youth Work Readiness, Entrepreneurship and Financial Literacy.

Sincerely,

Niyi Yusuf
Dear Friends,

We celebrated JAN’s 15th Anniversary in 2014 and at that event we unveiled our plans to grow JAN through more programs and more channels into more cities, schools and out-of-school vocational training centres in order to reach one million students by 2020. 2015 was a remarkable year of growth and investment – things were happening so fast sometimes that we had to buckle our seat belts.

There isn’t enough space for me to discuss all the exciting things that have happened and are still slated to happen, but the fact that I am back in the Executive Director’s seat at JAN is an indication of how seriously our Board is taking the transformation of JAN into an even more effective organization nationwide. Permit me to share a few highlights.

Our flagship Company Program continues to churn out innovative young entrepreneurs creating amazing products as exemplified by our National Company of the Year competition, during which judges had the difficult task of selecting a winner from multiple outstanding candidates. Our 2014-2015 academic year winner, The Dynamites from Government Girls College, Abaaji in Abuja, made us proud by also claiming the title of 2014/2015 JA Africa Company of the Year in Gabon.

Our four-way partnership with the Lagos Business School, Accenture and African Capital Alliance (ACA) Foundation led to another outstanding edition of the Venture in Management Programme (ViMP) during which 50 members of the National Youth Service Corps are immersed in intensive and world-class business management education sessions over the period of one week. We are proud of the graduates of the program because not only do they go on to shine in their respective workplaces, they also return to JAN to ‘pay it forward’ by volunteering to teach in JAN classrooms and sometimes even serving as interns within the JAN office.

Our Board Members have been truly phenomenal – from Channels TV and Agile’s Communications contribution of PR and graphic design expertise to First Bank of Nigeria Ltd’s entire Marketing Department overseeing our marketing and communications efforts; from Accenture and Dangote Foundation’s support of the expansion of our out-of-school programs to Citibank’s and ExxonMobil’s support of expansion of our core in-school programs; from Stanbic IBTC’s support of our internal HR processes to Deloitte’s support of upgrading our...
financial management processes; from Schlumberger's commitment to growing our STEM programs to Oracle's support of our internal IT processes – you can see that we have the best non-profit board in Nigeria, indeed the world! Our Partners in Development have also been awesome – from Central Bank’s commitment to teaching financial literacy to children to the Bankers Committee’s excellent management of Financial Literacy Day in partnership with Junior Achievement Nigeria. The beauty of such relationships is that they have led to other partnerships such as our partnering with Union Bank to reintroduce our Leadership Empowerment Achievement and Development (LEAD) Camp for senior secondary school girls coming up in 2016.

Of course, being a successful 16-year-old organization means that we also witness the departure of people who have moved up within the organization and set their sights on other adventures where they can use skills gained at JAN to further improve society. In the past 18-24 months, we have bade farewell to Kunbi Wuraola, Efe Adefulu, Franca Thomas and Efua Edeh. We thank them for their hard work and years of dedication to the JAN vision and wish them the best in future endeavors. Consequently, we have the pleasure of welcoming two new senior members of our team: Ms. Adaeze J. Oputa, Associate Director of In-School Programs and Mr. Harrison Ozuruonye, Associate Director of Out-of-School Programs. Their addition to the JAN family has added much needed reinforcement to our Programs Department as we expand our reach across Nigeria. In 2016, we will pilot our out-of-school programs in Lagos and in 2017 we will expand those programs to IDP camps in the Northeast.

Finally, I turn to you, our valued volunteers and donors who make all our efforts and achievements possible. Without donor funds to print program materials and volunteers to teach our programs, we would not be able to provide our programs to schools completely free of charge. As the saying goes, it takes a village to raise a child, and we are excited to have you as part of the JAN Village raising One Million children by the year 2020!

On behalf of the JAN team and board of directors, I would like to thank all of you who have answered our call-to-action and we look forward to working with you to improve the lives of Nigeria's youth!

Sincerely,

Simi Sanni Nwogugu
Executive Director, JAN
Junior Achievement was founded in 1919 in the United States by Theodore Vail, President of American Telephone & Telegraph (AT&T); Horace Moses, President of Strathmore Paper Co.; and Senator Murray Crane of Massachusetts. Its first program, JA Company Program, was offered to high school students on an after-school basis. In 1955, Junior Achievement expanded beyond the United States and today its programs are delivered to young people in 121 countries.

Junior Achievement Worldwide is the largest global, nonprofit organization dedicated to teaching and empowering young people to own their economic success. JA reaches more than 10 million young people in 121 countries around the world. 435,544 volunteers taught over 393,158 classes in 2014, bringing “real world” experiential learning to young people across the globe.

**Organizational Structure**: JA Worldwide headquarters is in Boston, Massachusetts, United States, and is responsible for six regional operating centres (ROCs): JA Africa, JA Americas, JA Asia Pacific, JA-YE Europe, INJAZ Al-Arab in the Middle East and North Africa region and Junior Achievement USA. The ROCs foster the global 121 country network, facilitate the sharing of best practices among the country operations and ensure greater impact for the more than 10 million youth served.

**Collaboration**: JA Worldwide partnerships and volunteers serve as the lifeblood of the organization. JA serves as a lens that can focus on relevant issues that enable our various partners, from global or regional political institutions to private sector corporate champions, to collaborate in addressing societal socioeconomic priorities. Whether through financial contribution, Board participation, classroom or virtual volunteering, JA offers a collective ability to execute youth empowerment programs and create a lasting, positive impact on the lives of young people.

**Transparency & Impact**: JA Worldwide is committed to systematic impact measurement and recognizes the exercise as a pivotal way to monitor and demonstrate the value JA is delivering to young people and to society as a whole.

Over the past several years, JA operations in different parts of the world have been commissioning independent studies to examine outcomes produced by JA programs in those countries. These studies tell a compelling story of JA’s impact in quantified terms. Furthermore, JA has developed a methodology and framework for measuring outcomes across operations in the years ahead. As important as these quantitative outcome measures are, the full impact of any organization is multi-dimensional. It is about lives changed, businesses created, problems solved and many other facets of success.
In March 1999, backed by a Procter & Gamble grant, JA Worldwide invited several business leaders to a luncheon hosted by US Ambassador William H. Tweddell. Several managing directors of leading companies attended and signed up to be the organization’s founding board members. In July 1999, JAN became the first registered non-profit organization in Nigeria with a private sector board of directors. In November 1999, JA Board Members were the first volunteers to teach JAN programmes at the SOS Children’s Village School for orphaned & disadvantaged children, Isolo, Lagos.

Since then, JAN has reached over 650,000 students in 750 schools in 29 locations across the country with the support of over 2000 volunteers to date. As a global organization, JAN is able to leverage and deliver free unique, experiential programs—built on JAWW’s 3 pillars for success: Work Readiness, Entrepreneurship and Financial Literacy to in and out-of-school youth ages 5-27.

JAN has won several awards from our Junior Achievement family: Outstanding New Member Nation, Most Innovative Member Nation and Outstanding Use of Media Awards. In addition, Junior Achievement Nigeria has also won the following awards:

- 2014 JA Africa Regional Company of the Year Award
- 2014 FedEx Access Award
- 2014 Citi Client Satisfaction Award
- 2013 FedEx Access Award in Africa
- 2012 Best Practices Award in Africa
- 2010 Most Profitable Student Company (Africa)
- 2009 Finalist for Fuqua Global Award
- 2009 Winner of HP Responsible Business

**JA Nigeria 2015 statistics at a glance**

- Beneficiaries: 68,992
- Active Volunteers: 1,773
- Teaching Assistants: 473
- Active Schools: 215

**Nigeria at a glance:**

- GDP: $481.07 Billion
- GNI: $5,800
- Youth unemployment rate: 24%
- Percentage of youth ages 10-24: 31%

**Our Vision:** Young conscientious business leaders leading a vibrant economy

**Our Mission:** To inspire and educate young people to become conscientious business leaders. We achieve this by implementing economic education programs that develop attitudes and skills necessary for personal success and social responsibility.
Board of Directors

Mr. Niyi Yusuf, Chairman, JAN Board of Directors
MD, Accenture Nigeria

Mrs. Folake Ani-Mumuney, Vice Chair, JAN Board of Directors
Head, Marketing & Corporate Communications, FirstBank Nigeria PLC

Mr. Akinsowon Dawodu, MD/CEO, Citibank Nigeria

Mr. Adebayo Sanni, MD, Oracle Nigeria

Mrs. Olufunke Amobi, Head, Human Capital, Stanbic IBTC Nigeria PLC

Alhaji Aliko Dangote, President/Chief Executive, Dangote Group

Mr. Rufai Ladipo, CEO, Agile Communications

Mrs. Simi Nwogu, Executive Director, JAN

Mr. Ifeanyi Nwagbogu, Group MD Schlumberger

Mr. John Momoh, CEO, Channels TV

Partnerships

JANigeria’s impact is the result of supportive partnerships with businesses and individuals around the world. These collaborations encourage innovation and long-term commitment. Our partners provide program funding, in-kind support and volunteer directly with students. All our diverse partnerships and sponsorships enhance and grow existing programs, enable the development and launch of new JANigeria locations, and provide backing for innovation. The impact of each contribution enables us to further our vision of reaching 1 million youth by 2020.
JAN Ambassadors

The “I Am JAN” Campaign launched during our 15th Anniversary in 2014 introduced carefully selected Ambassadors of JAN who are considered to be vital to the Nigerian economy due to the role they play as conscientious business leaders in their respective industries. These inspiring individuals were chosen to share their success stories and act as inspirations to the JAN students as they represent the future of JAN students.
The Heads of State and Government and High Representatives, met at the United Nations Headquarters in New York from the 25th-27th September 2015 as the organization celebrated its seventieth anniversary and decided on new global SDG's. JAN provides viable solutions to six of these seventeen goals.

**Goal 1 Eradication of Poverty**

**Goal 4 Quality Education**

**Goal 5 Gender Equity**

**Goal 8 Decent Work and Economic Growth**

**Goal 9 Industry, Innovation and Infrastructure**

**Goal 10 Reduced Inequalities**
JA Company Program (SDG's 1, 4, 8, 9 & 10)

Program Overview

JA Company Program teaches senior secondary level students how to start and run their own business, develop a product or service, and market their brand with the support of a volunteer. Students come together to form a company, choose a business name and elect a board to oversee the company for the program duration. The offices include: The Chief Executive Officer (CEO), Director of Production; Marketing; Finance and Human resources. They create strategy, raise capital, sell shares, decide on what to produce, the market to sell their products, pay dividends to investors and use 10 percent (10%) of their profit for Corporate Social Responsibility (CSR).

Through a variety of hands-on activities, these young entrepreneurs develop a better understanding of their role in a global economy through volunteer-led activities.

JA Company of the Year Competition (#COY)
How has the community been impacted by the company?

During this event, JA Company Program students proudly present the results of their enterprise and learning experience before a panel of independent judges who determine company performance against the competition criteria as compared with other JA companies at each stage of the competition process. Participants must present the business achievements of each team as a whole, and each team member’s contribution. For a team to win this award, it is not sufficient just to run a financially successful JA company or create an exciting product/service. They must also demonstrate an understanding of how and why the company performed as it did. Judges also look for evidence of innovation and application of new ideas in all aspects of a company’s operations. Through qualification rounds at the regional level, finalists are ultimately selected to compete at the national level. The national winner will then proceed to compete with their fellow JA Africa counterparts for the title of JA Africa Company of the Year.

The four stages of the competition are:

- Annual Report presentation.
- Oral presentation before an audience.
- Trade booth display and booth interviews.
- Interview with the judging panel.

JA Career Success (SDG’s 1, 8 & 10)

Career Success is a Secondary school program, where students learn fundamental business and economic concepts, explore career interests and opportunities, and develop work-readiness skills. JA Career Success equips students with the tools and skills required to earn and keep a job in high-growth career industries. During visits to classrooms, volunteers serve as role models. Through a variety of experiential activities, students better understand their role in a global economy. Materials for each program
are packaged in a localized kit containing detailed session plans, informative take-home materials for
students, and additional learning materials to ensure a successful learning experience for students,
teachers, and volunteers.

**JA It’s My Business (SDG’s 1, 4 & 8)**
Through hands-on classroom activities, **JA It’s My Business** emphasizes entrepreneurship while providing a
strong focus on social studies, reading, and writing skills for Senior Secondary School students.
Participants use critical thinking exercises to learn entrepreneurial skills that support positive attitudes as
they explore and enhance their career aspirations. Following participation in the
program, beneficiaries will be able to apply their entrepreneurial skills to their education,
career, and community service pursuits.

**JA Our Nation (SDG’s 1, 4 & 8)**
**JA Our Nation** Primary school beneficiaries learn key skills businesses are actively seeking in areas of science, technology,
ingoogleering, and math (STEM). They gain an understanding that people who have these STEM skills benefit from a growing
number of opportunities in high-growth, high-demand careers. **JA Our Nation** also
introduces students to the concept of
globalization and how that may affect their career choices. The program also stresses the need for students
to be entrepreneurial in their thinking. **JA Our Nation** is a series of five 45 minute sessions and one optional
supplemental session and the program kit includes detailed plans for the volunteer and program material
for students.

**JA Be Entrepreneurial (SDG’s 1, 4 & 8)**
**JA Be Entrepreneurial** The **JA Be Entrepreneurial** program exposes Secondary School students to the
essential components of a business plan and enable them to recognize characteristics and practice of
successful entrepreneurs. At the end of the program, the students will be able to define an entrepreneur and
display a solid understanding of the basic elements of a successful start-up in business and write a simple
business plan.

**JA More Than Money (SDG’s 1, 4 & 8)**
**JA’s More Than Money** teaches students primary school students about earning, spending, sharing, and
saving money, and businesses they can start or jobs they can perform to earn money.

**Venture in Management Programme (ViMP) (SDG’s 1, 4, 8, 9 & 10)**
ViMP is designed as a one-week intensive session to introduce select members of the National Youth
Service Corps (NYSC) to different facets of managing a business, making crucial business decisions and
developing skills for Management. This opportunity is designed to expose future business leaders to the responsibilities, opportunities, and demands of a career in management. The week-long program led by facilitators from The Lagos Business School (LBS), includes stimulating classroom sessions, case studies, panel discussions, networking, study groups, guest speakers and recreation, culminating in a strategy workshop, during which the participants will present solutions to real-world case studies. ViMP rivals mini-MBA’s of the world’s top business schools with case studies focusing on Business Ethics, Accounting & Finance, Marketing, Strategy, Social Enterprise, General Management, Leadership and Entrepreneurship. Participants also engage in a community service project at local primary schools. Accommodation, housing and transportation are provided by JAN.

**GIRLS ENTERPRISE PROGRAM (GEP) (SDG’s 1, 5 & 10)**

Girls Enterprise Program (GEP) is an adaptation of JA program company program. The 2015 edition sponsored by the MasterCard Foundation trained 455 Nigerian girls aged 14 - 18. It was carried out in three locations: Lagos, Abuja and Port Harcourt to empower girls through entrepreneurial and technical skills such as baking, beadmaking and videography. JAN partnered with Chanelle Microfinance, Federal Government Agencies Abuja, Community Based Organizations and partner schools. During the course of the program, the participants were also trained on Work Readiness; Entrepreneurship; Leadership Development and invaluable Life Skills.

**Leadership Empowerment Achievement and Development (LEAD) Camp (SDG 5)**

At JAN, our paradigm about women, especially young girls led us to the development and implementation of the Leadership Empowerment Achievement and Development (LEAD) Camp. The mission of LEAD Camp is to inspire and empower young girls to become high-achieving women leaders. In order to achieve this mission, the participants are taken through series of activities, which include leadership workshops administered by HOD Consulting, a global leadership development company that serves Fortune 500 companies in the United States and Nigeria. These sessions will have empowering discussions with leading women from the private and public sectors in Nigeria; conceptualization, development and implementation of group projects serving the needs of girls in Nigeria. In addition, Achievement and self-development sessions will address critical areas such as career, financial literacy and health, including sexual reproductive health. Since 2002, JAN has organized six (6) LEAD camps. Fueled by the success stories of our beneficiaries, we have remained inspired to continue with offering the camp to more young girls.
JA in a Day
JA in a Day enables volunteers from one or more companies to teach select Junior Achievement program lessons during one visit. Volunteers present the interactive curriculum and join their students at a school, while teachers enjoy the benefits of having a business professional teach their class for an extended time period. This turn-key project also serves as a team building exercise as on-site volunteer training & program materials are provided by JANigeria.

Financial Literacy Day
JAN in partnership with the Central Bank of Nigeria (CBN), Child & Youth Finance International Organization (CYFO) and financial institutions across Nigeria come together to celebrate Global Money Week with an annual Financial Literacy Day event. Global Money Week is a global celebration held in the month of March to empower the next generation to be confident, financially savvy global citizens. Financial institutions come together and mentor JAN participants on Financial Literacy Modules created by JAN engaging all levels of the community.

Art Competition
This annual competition was created for upper primary school pupils to showcase their talents in drawing and painting. The students are given topics ahead of the event, and illustrate their ideas within a specified time frame during this one-day event which lasts about five hours.

E-Learning Delivery Platform
Select JAN program modules were adapted to an E-Learning platform to prepare our young people for tech-based communication in the school and workplace. JAN hosts the E-Learning workspace on www.elearning.ja-nigeria.org for ease of access, in hopes of bridging the gap in education disparities for students across Nigeria and enable them with the same computer skills as their global counterparts.
Program impact

Academic Year 2015/2016
Reach Across Nigeria

LAGOS
- STUDENT IMPACT | 34,369
- ACTIVE VOLUNTEERS | 67
- ACTIVE SCHOOLS | 62

ABUJA
- STUDENT IMPACT | 15,945
- ACTIVE VOLUNTEERS | 1,546
- ACTIVE SCHOOLS | 50

JOS
- STUDENT IMPACT | 2,811
- ACTIVE VOLUNTEERS | 36
- ACTIVE SCHOOLS | 21

IMO
- STUDENT IMPACT | 490
- ACTIVE VOLUNTEERS | 3
- ACTIVE SCHOOLS | 3

RIVERS
- STUDENT IMPACT | 10,464
- ACTIVE VOLUNTEERS | 89
- ACTIVE SCHOOLS | 32

ENUGU
- STUDENT IMPACT | 2,921
- ACTIVE VOLUNTEERS | 12
- ACTIVE SCHOOLS | 35

AKWA IBOM
- STUDENT IMPACT | 450
- ACTIVE VOLUNTEERS | 7
- ACTIVE SCHOOLS | 4

ABIA
- STUDENT IMPACT | 937
- ACTIVE VOLUNTEERS | 7
- ACTIVE SCHOOLS | 4

ANAMBRA
- STUDENT IMPACT | 570
- ACTIVE VOLUNTEERS | 3
- ACTIVE SCHOOLS | 3

DELTA
- STUDENT IMPACT | 35
- ACTIVE VOLUNTEERS | 3
- ACTIVE SCHOOLS | 1

NORTH
SOUTH SOUTH/SOUTH EAST
SOUTH WEST
Projection for JA Nigeria

Current Reach

Projected Reach
## 2015 Financial Statement

**Junior Achievement Nigeria**

Financial Statements for the Year Ended 31st December, 2015

### Statement of Activities

For the year ended 31st December 2015

<table>
<thead>
<tr>
<th></th>
<th>Notes</th>
<th>12 Months 2015</th>
<th>12 months 2014</th>
<th>18 months 2014</th>
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</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Members Dues</td>
<td>9</td>
<td>21,719,000</td>
<td>21,116,667</td>
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<td>Grants</td>
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<td>67,414,718</td>
<td>85,039,593</td>
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<td>Donations Received</td>
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<td>1,100,000</td>
<td>14,934,399</td>
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<tr>
<td>Other Income</td>
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<td>6,797,742</td>
<td>3,834,365</td>
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<tr>
<td><strong>Total Revenue</strong></td>
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<td>124,925,024</td>
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<tr>
<td><strong>Expenditure</strong></td>
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<td></td>
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<tr>
<td>Programme Materials and Services</td>
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<td>61,761,541</td>
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<td>112,460,974</td>
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<tr>
<td>General and Administrative Expenses</td>
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<td>40,282,482</td>
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<td>Consumables Items</td>
<td>15</td>
<td>4,773,072</td>
<td>11,152,276</td>
<td>16,728,414</td>
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<tr>
<td><strong>Total Expenditure</strong></td>
<td></td>
<td>103,315,677</td>
<td>126,408,740</td>
<td>189,613,111</td>
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<tr>
<td><strong>Deficit for the Year</strong></td>
<td></td>
<td>(6,284,217)</td>
<td>(1,483,716)</td>
<td>(2,225,577)</td>
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</tbody>
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# 2015 Financial Statement

## Balance Sheet

### As at December 31, 2015

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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<tbody>
<tr>
<td></td>
<td>Property, Plant and Equipment</td>
<td>6,174,129</td>
<td>6,874,179</td>
<td>6,874,179</td>
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<tr>
<td></td>
<td>Intangible Assets</td>
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### Current Assets

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<tr>
<th>Notes</th>
<th>Inventory</th>
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<tr>
<td></td>
<td>Receivables and Other Assets</td>
<td>21,435,608</td>
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<tr>
<td></td>
<td>Cash and Bank Balances</td>
<td>43,256,947</td>
<td>50,452,590</td>
<td>50,452,590</td>
</tr>
</tbody>
</table>

### Current Liabilities

| Notes | Creditors and Other Liabilities | (24,591,221) | (20,075,017) | (20,075,017) |

### Net Current Assets

|       | 50,089,531 | 50,595,430 | 50,595,430 |

### Net Assets

|       | 61,724,281 | 68,008,497 | 68,008,497 |

### Financed by:

| Notes | Accumulated Fund  | 61,724,281 | 68,008,497 | 68,008,497 |

Signed on behalf of the Board members on 1/8/2016

Chairman, Board Members

Executive Director

Finance Manager

The significant accounting policies on pages 9 to 11 and accompanying explanatory notes on pages 16 to 23 form integral parts of these Financial Statements.
READY, SET, GO (RSG)
The year started off with a bang as we reached a total of three thousand (3,000) youth, ages 14-25 in Lagos, Abuja and Port Harcourt respectively. RSG beneficiaries were mentored on financial literacy, critical thinking, leadership, entrepreneurship and work readiness skills for a period of one year from April 2014 to April 2015. The 2015 Edition of RSG was made possible by the generous support of JP Morgan.

Venture in Management Programme (ViMP) 2015
In February 2015, 53 NYSC members shortlisted by Accenture Nigeria participated in the Venture in Management Program (ViMP) held at the Lagos Business School sponsored by ACA Foundation. Four exceptional participants interned with JAN upon completion of ViMP while the other forty-nine (49) went on to secure positions at various organizations across Nigeria.
Junior Achievement Nigeria Alumni Association Launch

The JAN Alumni Association aims to promote and support the mutual interests of JAN and its stakeholders. The Alumni Association also exists to strengthen the bond between JAN Alumni, program beneficiaries and our 121 JA Worldwide community. The JAN Alumni network aims to foster loyalty and celebrate the innovative accomplishments of JAN and its Alumni. The Alumni launch was held at Terra Kulture with JAN Board Members, ViMP Alumni and representatives from African Capital Alliance in attendance.

Art Competition

This 2015 Art Competition was a success and the students performed well beyond our expectations considering the time restraints. Theme for the event was, “Democracy in Nigeria” a hot-topic at the time as we in the midst of the presidential elections. A total of fifty-one (51) students participated in the event, with twenty-three (23) teachers present to support their students. Participating schools were elated at the opportunity for their students to engage in such a competitive, creative outlet and pledged their continued support towards JAN initiatives such as this.

1st Place: Miss Chisom Dike, Pampers Private School
2nd Place: Master Dahiru Momoh, Mbari Mbayo School
3rd Place: Miss Aisha Williams, Chrisland School
JAN in partnership with the Bankers Committee celebrated GMW with a nationwide Financial Literacy Day (FLD) in twenty four (24) schools across the country reaching four thousand (4000) students with the JAN module “Growing Your Money” in line with the 2015 GMW Theme: “Save Today, Safe Tomorrow.” The 2015 Edition of FLD/GMW was widely publicised in a number of television, radio and print news outlets.

Mr. Bonaenture Okhaimo GM Operations and IT Zonal Director South, South East and a Redeemers International Secondary school student

Left to right: Mr. Ayoyemi Dairo, Area manager at Skye Bank Plc; Mr. Tola Adegoke (Business Development Manager) Oba Aderemi road Skye Bank Ile Ife Branch; Center: Mrs. Bola Adesanoye Head of Sustainability and Development Skye Bank; Mr. Lanre Mogbin Business Development Manager Skye Bank, Fagbwesa Branch Osogbo with students and faculty of Phobestar Royalty School Ile-Ife.

Mr. Kehinde Aloo, Principal Tinuola College; Mr Gbenga Shobo; Mrs Abiola Lufadeju First Bank Development Manager, Ado-Ekiti; Mr Ishmail Omamegbe (Corporate Responsibility and Sustainability) and students of Tinuola International College, Ado Ekiti, Ekiti, Nigeria.

Gift Bags for Tinuola International College donated by First Bank of Nigeria.
Global Money Week (GMW) 2015

Mrs. Nneka Enwereji, an Executive Director at Citibank with students of Aunty Ayo Comprehensive School

Aunty Ayo Comprehensive School Students with gift bags from Citibank

Mr. Chris Nnaakwe, Head of CSR, fidelity bank in a Group Photo with Waterman Day College Students and Faculty.

Mr. Emeka Emuwa, Group Managing Director Union Bank of Nigeria, and Chairman of the Financial Literacy and Public Enlightenment Sub-Committee taking questions from students at Uyo High School, Uyo State.

Mr. Adebayo Adekola Adelabu, (Deputy Governor of CBN), Queen Phillip and Naomi Amos, students of Junior Secondary School, Wuse Zone 3, Abuja.

Mr. Adebayo Adekola Adelabu, (Deputy Governor of CBN), Queen Phillip and Naomi Amos, students of Junior Secondary School, Wuse Zone 3, Abuja.

Mrs. Temitayo Olatoye, Senior Assistant to the Managing Director, Mrs. Antonia Adekemi, Principal, Junior High School Isolo, Lagos; Mr. Hafiz Bakare, Executive Director Corporate Banking; Ms. Emmanuel Ntomchukwu, Divisional Head Festac Region and Mrs Justina Ogun, IT Manager, Junior Achievement Nigeria with students after their FLD presentation.
During JAN's 15th Anniversary celebration in 2014 JAN's Technology Delivery Platform was unveiled. It constitutes of an E-learning platform and a mobile application (App) which was officially launched in May, 2015. The mobile app, called JAN Career Cluster, was created to compliment JA's Careers with a Purpose (CWAP) program, which was also launched to help students plan their careers. The App is available on Android and Windows Operating Systems and students receive an E-Certificate for each module they complete. Visit www.ja-nigeria.org for more details.
The Girls Enterprise Program is a part of JAN’s Company Program which recruits and trains Senior Secondary Level 2 (SS2) students on different aspects of setting up and running a business such as writing business plans, selling shares to raise capital, electing officers, managing a business and financial records as well as returning profits to shareholders as dividends. Participants learnt skills such as catering, hair dressing, bead making, photography & videography and were also trained on the Intel SheWillConnect Information Technology modules. The 2015 Edition of GEP was sponsored by MasterCard and reached a total of four hundred and fifty-five (455) girls ages 14-18 in Lagos, Abuja and Port Harcourt respectively.
General Electric (GE) in partnership with JAN brought together one hundred and twenty (120) students from Lagos State public and private schools at National College, Gbagada for a one day STEM innovation event. Participants, with the support of GE volunteers were challenged to identify problems within our society and apply STEM innovation while identifying entrepreneurial opportunities.

They had to create a unique name that communicated their solution and customize it for the general population or a specific segment of the youth population. It also had to be user friendly, accessible and embody GE's Ecomagination strategy and the idea of Thriving in Harmony with Nature, thereby encouraging sustainable practices that can be implementable and sustainable in the real world within the next decade.

After the illuminating series of presentations by the fifteen teams the Creative SACE's (Team 2) emerged the winners. Oyefeso Mayokun, International School UNILAG; Jessica Ayeni, Fountain Heights Secondary School and Uche Obioma, Caro Favoured College tackled the issue of Security and offered an innovative solution they called SAPP (Safety Application). A mobile App that provides awareness on ongoing mishaps like accidents, traffic, riots etc which would run on a variety operating systems.
COMPANY PROGRAM: Regional & National Company of the Year Competitions

The 2015 Edition of Company Program was sponsored by Citi Foundation, The Abraaj Group and FirstBank of Nigeria Limited. The First, Second and Third place winners from each Regional Competition proceeded on to the National Company of the Year Competition held in Lagos October 2015.

The winner of the National Company of the Year Competition moved on to represent JAN in Gabon, where they competed amongst eighteen (18) African Countries for the title of JA Africa Company of the Year 2015, December 2015.

REGIONAL COMPANY OF THE YEAR COMPETITION 2015
The 2015 Regional Company of the Year Competition took place in four (4) regions; Jos, Plateau State (Northern Region), Enugu State (South-East), Lagos State (South-West) and Port-Harcourt (South-South).

NORTHERN REGION
The Company of the Year Competition for the northern region held in Abuja where 25 schools were in attendance, One hundred and fifty-two (152) students, thirty-three (33) Teachers & fifteen (15) guests from public sector and private sector. The Best three (3) products were selected to represent the Northern Region.

1st place: Loyola Jesuit College, Gidan Mangoro:
They rendered a series of services such as a JACarnival, Valentine Bake Sales, hosting Annual Club Exhibition and made fashion accessories.

2nd Place: Community Secondary School, Asokoro:
They made stick mops and curtains made out of straws, pencil cases out of recycled plastic bottles.

3rd Place: Noble Heights College:
They made Fancy bags and sit-out mats made out of scrap fabric sourced from tailoring shops.

The winners of the 2015 Northern Regional Company of the Year Competition: Loyola Jesuit College, Gidan Mangoro ceremony.
The South-East Regional competition held in Enugu State and was convened by Junior Achievement Nigeria South East-South-South Program Coordinator, Mr. Emmanuel Oturu.

1st Place: Ultimate Production Ltd. Day School, Enugu.
The ladies of Ultimate Production Ltd brought a showcase; not just goods. They performed a specially choreographed dance for event; produced cupboards made from recycled newspapers; re-packaged Ogiri (a local thickener); purses made from beads; pens made from bamboo and recycled cartons and bags to make ladies handbags.

Crown Success did a great job and produced a lovely variety of products. They produced a flower vase made from recycled tyres; phone and laptop packs; a suitcase equipped with a light and alarm; rugs made from wool and a disco ball made from paper and light bulbs.

3rd Place: D’Best Company Ltd, Queens School, Enugu. 
D’Best Company Ltd used paper mache to create lovely fruit sculptures. They also made Aso-oke wrapper and tie and dye fabrics. In addition, they also used recycled cartons and other local materials to produce decorative boxes.
One hundred and twenty-seven (127) students from ten (10) schools were in attendance. The judges at the event were Mr. Tunji Eleso, Director of Business Advisory and Strategy, CoCreation Hub; Mrs. Obianuju I. Akanbi, Corporate Responsibility & Sustainability, FirstBank of Nigeria Limited and Mr. Summy Francis, President, Africa’s Young Entrepreneurs.

1st Place: Ex-Nihilo Company, Day Waterman College, Ogun State.
“Ex nihilo” is a Latin phrase meaning “out of nothing”. Ex-Nihilo made a gaming PC called the Cortex. The system offered 1 Terabyte of space, with room for hard drive expansion. It also featured a powerful AMD R9 270 x Graphics card which supports full HD, 3D, 60 FPS gaming and high quality videos.

2nd Place: Black Diamond PLC, Fountain Heights Secondary School, Surulere, Lagos.
Black Diamond Plc, provided goods and services from locally sourced materials and recycled products. They made beads, knitted bracelets (shambala), purses from recycled jeans, hand sanitizers in customized pouches and loom bands.

3rd Place: Trill Recycling Plc, Fountain Heights Secondary School, Surulere, Lagos.
Trill Recycling Plc provided goods and services ranging from homemade Zobo drinks; slippers from recycled tyres; Ghana-must-go bags, and fast-food items. True to their brand, they cooked the food using biogas from animal dung, how resourceful!
The National Company of the Year Competition 2015 (NCOY)

The National Company of the Year Competition was held in Lagos on 14th October 2015. The Regional finalists presented their Annual Reports and each team member’s contribution and demonstrated a firm understanding of how and why their companies performed as it did. At NCOY Judges look for evidence of innovation and application of new ideas in all aspects of a company’s operations. The winner at the national level represented JA Nigeria in Gabon, where they will compete against eighteen (18) African Countries for the title of 2015 JA Africa Company of the Year, December 2015.

NCOY 2015 Winners: The Roaring Achievers- Loyola Jesuit College, Abuja
Left to right: Mr. O.F Obano; Miss. Orogun Erome; Mr.Obano Osaretin; Miss. Ezekwe Udoka; Mr. Oritse Gbubemi Yonwuren; Mrs. Joyce Adagbonyin Teacher and Mrs. E.C Obano

2nd Place Award presented to Gemini Company-Noble Heights College, Karu, Abuja by NCOY Judge Mrs. Zena Enaholo, MD

Most Innovative Company presented to Ultimate Day Production, Day Secondary School, Enugu by Engr. Charles A. Osezu

Best CSR Award presented to Resonance Company, Redeemers International Secondary School, Port Harcourt by Mr. Ademola Adedeji, Co-Founder/COO Structured Energy Systems Ltd.
Among the sixteen (16) JA member nations that participated in the JA Africa Company of the Year Competition Junior Achievement Nigeria was represented by the 2014 & 2015 qualifying teams. The Roaring Achievers; Loyola Jesuit College, Abuja were unable to attend due to exams and the 2nd Place NCOY Winner: Gemini Company-Noble Heights College, Karu, Abuja represented them instead, but sadly did not emerge winners of the 2015 JA Company of the Year. The 2014 JA Africa Company of the Year Competition was postponed to 2015 due to the Ebola outbreak and Miss. Idoko Mercy, Miss. Ogbobi, Miss. Monalisa, Miss. Ichado Faith and Miss. Gambo Mariam of The Dynamites; Government Girls College, Abaaji, Abuja maintained their momentum and emerged the winners of the 2014 JA Africa Company of the Year Award in addition to the 2014 FedEx Access Award & 2014 Citi Client Satisfaction Award.

The Dynamites developed products from twine, a strong, affordable raw material and made stylish school bags, purses and shopping bags called “Pink Lady.” They overcame the challenge of the increasing demand for their products by employing ten (10) at-risk citizens at N10,000 (Ten Thousand Naira) a month. They trained them in six out seven stages of production, but completed the last stage independently to prevent piracy. The Dynamites recorded a gross profit of N 662,000 (Six Hundred & Sixty Two Thousand Naira); a net profit of N165,000 (One Hundred & Sixty Five Thousand Naira) and sold two hundred and fifty (250) shares at N200 per unit (Two Hundred Naira). For CSR they provided scholarships to two (2) children in their immediate community and planted two hundred and fifty (250) plants in their school; environmental stewardship tagged, “going green beyond words.”
The 2015 JAN FUN RUN annual fundraiser and was sponsored by ExxonMobil, The Dangote Group, Road Warriors, Zircon Marine. It was also supported by ARG Studios, Valmont Water, The Mara Foundation and Yudala. The 5k walk/run event involved other sports and body fitness activities facilitated by Truppr fitness trainer and Mara Mentor: The Body Alchemist. Junior Achievement Nigeria schools, volunteers, corporate partners and Junior Achievement Nigeria board members were in attendance to support this family friendly event held at BICS Garden, Lekki Phase One.
As part of JAN’s strategy to impact more students through our entrepreneurship, work readiness and financial literacy programmes, the Students Entrepreneurship Summit was inaugurated to be celebrated annually as part of the Global Entrepreneurship Week events in Nigeria.

The aim of this event was to offer children and young adults the opportunity to learn basic entrepreneurship and financial skills related to management, leadership, exhibition, earning, budgeting, saving and team work. GEW held on November 17, 2015 at Holy Rosary College, Old GRA Port Harcourt with the generous support of Enterprise Development Center (EDC) alumni PH, BusinessDay Newspaper and FirstBank Nigeria Ltd.

**Attendance:**
Seven hundred and nine (709) Students representing various grades (JSS1-SS3) of Holy Rosary College, Redeemers International and Tantua International School participated in the event. The occasion commenced with an opening prayer by a student followed by a welcome remark and an introduction to the event by Mr. Emmanuel Oturu, Junior Achievement Nigeria Programs Manager, South/South-East. A panel discussion led by four (4) former executives of two (2) JA Company Program student companies where they discussed entrepreneurship and their experiences during Company Program.
Participant Testimonials

Name: Ogoh Onyowoicho Blessing
Current school: University of Ilorin, Kwara state
Course: Physiology
Level: 300

My JA story: Some years ago I got to know about Junior Achievement Nigeria from my Mathematics teacher; Mrs. Kingdule Delight. Little did I know it would end up being a life changing experience for me as I knew nothing about Entrepreneurship or job-hunting, but Junior Achievement Nigeria changed all that. By participating in programmes, attending JA Job Shadows and taking part in competitions I have learnt public speaking and now dream of being a creator of job opportunities rather than a “job seeker.” During a JA Job Shadow I also had the opportunity of learning about entrepreneurship from one of my favorite artists; Cohbams Asuquo. THANK YOU Junior Achievement Nigeria for these wonderful experiences.

Name: Miss. Abanwa Ruth
School: Govt. Girls Sec. sch. Rumueme (Now Model Girls School) Port Harcourt
Company: Airo Service Limited

I liked the fact that our school (a public School) was considered for JA Company Program and that the materials were free. Though at the beginning of the program it was very stressful because of our tight academic calendar and lack of commitment from team mates, we were still able to sell shares, come up with products and most importantly market the products. As the president of this club I learnt leadership and management of resources. I hope to expand our wheat wine idea and develop other products in the future. Our company produced a Periscope, a wheat wine and Purse/Wine and cleaned the school as part of our community service responsibility (CSR). I appreciate my executives and team members for making our dreams come true and special thanks to our volunteer Mrs. Ngozi Mbagwu (FBN Manager) for encouraging and supporting us. Thank you Junior Achievement Nigeria, Citi Foundation and The ABRAAJ Group for bringing Company Program to our school.

Name: Ohinya Sandra Ozioma
Current school: University of Port Harcourt
Level: 100
Course: Philosophy

JA Nigeria has impacted my life such that I can always bring joy and fulfillment to myself and everyone around me. I have always loved entrepreneurship and I dreamt of being an entrepreneur someday and those dreams; wishes and visions came to reality unexpectedly through Careers with a Purpose (CWAP) and 2014 Company Program. Despite being an undergraduate student I am now an employer. I am an entrepreneur with different skills and talents and add value to my community and Nigerian economy. JA Company Program has given me hope for the future. It has made me believe I can make it to the top and I believe in my dreams. Thank you Junior Achievement Nigeria for inspiring me.
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Name: Nweke Onyemaucheckwu,  
**Current School:** Richland College Dallas, Texas USA

When Junior Achievement Nigeria was first introduced to my school Govt. Sec. School Elekahia, Port Harcourt in 2012, I was in SS2. As President of our JA Company Program I was able to learn more about myself and the depth of my true potential. It was a great experience getting and as I move forward in life I am now realizing how Junior Achievement Nigeria shaped my life and future. Not only did I aim higher, but I also inspired others to do the same and see what they are made of during my time as a student and the president of JA in GSS Elekahia.
Corporate Volunteer Spotlight

We would like to take a moment to acknowledge the gracious contributions of the following volunteers. Thank you all for answering our call-to-action to support our efforts to reach one million students by 2020.

Mr. Stanley Fagbule  
MD, Sellyfak Engineering

Mr. Fagbule is a special kind of volunteer that supports Junior Achievement Nigeria in all activities in the region. He introduced JAN to all his staff and we train them annually to deliver JAN programs within their respective communities. Mr. Fagbule has also sponsored Junior Achievement Nigeria programs, participated in Regional Company Program competitions as judge and has been of immeasurable support to our team members and beneficiaries in the South-East Region.

Sir Alwyn Braid  
Business Manager, General Electric (GE) Nigeria.

Alywn is a passionate and supportive volunteer that has organized about four (4) sessions of JA in a Day where four hundred (400) students were reached. He helps coordinate his GE colleagues in their monthly visits to schools and is a model volunteer.

Mr. Adetoba Oyedele  
General Electric (GE), Port Harcourt.

In the last three years Adetoba has been a diligent volunteer and consistent in recruiting more GE staff to volunteer with Junior Achievement Nigeria. He introduced Junior Achievement Nigeria to parents within his community and has encouraged them to be more active in Junior Achievement Nigeria related activities.
MR. CHUCK NEWMAN
Architect/Rotary President.

Chuck helped foster our partnership with The University of Nigeria, Nsukka which has substantially increased our capacity to impact our post-secondary school demographic. Thus allowing us to build new relationships and introduce Junior Achievement Nigeria Programs such as Careers With a Purpose (CWAP) and Career Success to University beneficiaries.

Mrs. Obianuju Akanbi-Iruoma
Corporate Responsibility & Sustainability, FirstBank of Nigeria Ltd

Obianuju has been an incredible asset to our organization and has played a major role in recruiting volunteers from various regions across the country. In addition she represents FirstBank in numerous CSR activities related to Junior Achievement Nigeria and has volunteered as a judge in numerous Regional Company Program Competitions. Thank you for all that you do. She is Junior Achievement Nigeria.
Contact JA Nigeria

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