HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA



12th ANNUAL GENERAL MEETING





LCCI Conference & Exhibition Centre,
10 Dr. Nurudeen olowopopo Way, Alausa, Lagos.

Thursday, 12th October, 2023

9:00am

Confidence in the value of our jobs and more confidence in our value as workers



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Arise, O compatriot, Nigeria's call obey
To serve our fatherland
With love and strength and faith
The labour of our heroes past
Shall never be in vain
To serve with heart and might
One nation bound in freedom, peace and unity

Oh God of creation, direct our noble cause
Guide our leader's right
Help our youth the truth to know
In love and honesty to grow
And living just and true
Great lift heights attain
To build a nation where peace, justice shall reign

About HuCaPAN

Human Capital Providers Association of Nigeria (HuCaPAN) is the umbrella organisation of registered/licenced recruiters in Nigeria. The aims and objectives of the Association, among others, are to develop and promote standards and ethical practices in recruitment, deployment and management of outsourced personnel of Private Employment Agencies in Nigeria.

HuCaPAN was established to provide an interface through which government agencies and relevant authorities can effectively deal with providers of outsourced personnel.
The Association is a dynamic and highly respected professional body of all human capital providers in Nigeria registered under the Company and Allied Matters Act 1990.
The Association is in process of being registered as a trade union of employers.

The association was midwifed by the Nigeria Employers' Consultative Association (NECA) and the Federal Ministry of Labour and Productivity.

The Executive members of the Association are:

1. Dr. Olufemi Ogunlowo	**- President**
2. Amb. Chief Nzeribe Okegbue, PhD	**- 1st Vice President**
3. Otunba Tunji Balogun	**- 2nd Vice President**
4. Mr. Tunde Johnson, Esq.	**- 3rd Vice President**
5. Mrs. Christianah Ubuane	**- Treasurer**
6. Mr. Aderemi Adegboyega	**- Ex-Officio**
7. Mr. Olajide Afolabi	**- Executive Secretary**

AIMS AND OBJECTIVES

- To develop and promote standards and ethical practices in recruitment, deployment and Management of Manpower in and outside Nigeria.
- To create linkages among members.
- To provide a forum through which members may exchange ideas and information.
- To assist one another in conducting professional activities where necessary.
- To propagate and canvass passage of legislations beneficial to members.
- To enhance the ethics and values of the profession.
- To sponsor and conduct meetings, seminars and conferences geared towards enlightening members on the objectives of the Association.

- To inform members of legislations, developments and practices relating to recruitment, deployment and management of manpower.
- The recruitment of all categories of Manpower.

FUNCTIONS

The function of the Association shall be:

To perform functions relating to the recruitment, deployment and management of all categories of Manpower.

- To liaising with all relevant governmental agencies having oversight functions over labour recruitment and all other related issues.
- To liaise with employers, workers organisations and any other organisation or individuals in Nigeria in furtherance of its objectives.
- To liaise with international bodies, governmental agencies in furtherance of its objectives.
- To act in an advisory capacity to national and international bodies on all matters relating to labour recruitment, and the Association's objectives.
- To perform all such other activities and functions as will further the course of the Association.

For further details, please contact:

The Executive Secretary
HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA (HuCaPAN)
338, Ikorodu Road, Idiroko Bus-Stop,
Maryland, Lagos, Nigeria.

Telephone: +234-703-977-1750,+234-803-252-0081
Email: info@hucapan.org or jafolabi@hucapan.org
Website: www.hucapan.org

PAST PRESIDENTS OF HuCaPAN

1. Late Mr. Alexander Richard Emedo - 2007 - 2012
2. Mr. Oritseneye Ochuko Enemigin - 2012 – 2016
3. Mr. Aderemi Adegboyega - 2017 – 2021

NOTICE OF MEETING

TO: ALL MEMBERS

Dear Sir/Madam,

NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the 12th Annual General Meeting of the Human Capital Providers Association of Nigeria (HuCaPAN) will hold **at LCCI Conference & Exhibition Centre, 10 Dr. Nurudeen Olowopopo Way, Alausa, Ikeja, Lagos on Thursday, October 12, 2023 at 9am to transact the following business:**

- To receive the Statement of Financial Position as at 31st December, 2022 together with the Income and Expenditure Account, Source and Application of Funds for the year ended 31st December, 2022 as well as the Report of the Auditors thereon.
- To appoint the Auditors
- To elect new officials
- Any Other Business *(*which must be forwarded to the Executive Secretary **not later than Thursday October 5, 2023).**

Dated September 21, 2023

BY ORDER OF EXECUTIVE COMMITTEE



Mr. Olajide Afolabi
Executive Secretary

MEMBERS OF THE EXECUTIVE COMMITTEE



Dr. Olufemi Ogunlowo
President



Chief Amb. Nzeribe Okegbue, PhD
Ist Vice President



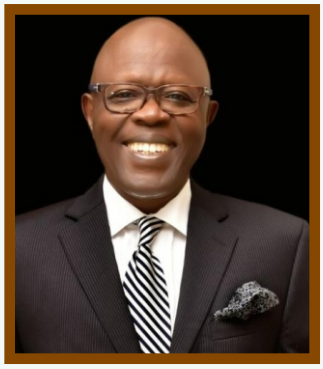
Otunba Tunji Balogun
2nd Vice President



Mr. Tunde Johnson
3rd Vice President



Mrs. Christianah Ubuane
Treasurer



Mr. Aderemi Adegboyega
Ex-Officio/IPP



Mr. Olajide Afolabi
Executive Secretary

PROGRAMME OF EVENTS

OPENING SESSION

09:00a.m. - 09:05a.m.

1. **OPENING**
   The Chairman to:
   - Call the meeting to order
   - Invite one of the Vice-Presidents for the Opening Prayer

2. **NOTICE OF MEETING**
   - The Chairman to invite the Executive Secretary to read the Notice of Meeting
   - The Executive Secretary to read the Notice of Meeting of the 12th Annual General Meeting

09:05a.m. - 09:20a.m.

3. **PRESIDENT'S ADDRESS**
   The Chairman to:
   - Read his address to the AGM
   - Invite comments or questions on the address and thereafter request that the address be adopted by the AGM

09:20a.m. -09:25a.m.

4. **INTRODUCTION AND PRESENTATION OF CERTIFICATES TO NEW MEMBERS**
   The Chairman to invite the Executive Secretary to:
   - Present the new members of the Association

09:25a.m. - 09:40a.m.

5. **GOODWILL MESSAGES**
   The Chairman to invite Goodwill Messages from:
   - Federal Ministry of Labour and Employment
   - International Labour Organisation (ILO)
   - Nigeria Employers Consultative Association (NECA)

BUSINESS SESSION

09:40a.m. - 09:50a.m.

6. **PRESENTATION OF ANNUAL ACCOUNTS**
   The Chairman to:
   - Invite the Auditors, Bolu Adesina & Co. (Chartered Accountants), to read their report and take the members through the Accounts.
   - Invite comments, questions and discussion on the Annual Accounts presented
   - Invite members to adopt the Accounts

09:50a.m. – 09:55a.m.

1. **APPOINTMENT OF AUDITORS**
   The Chairman to inform the meeting that the Auditors, Bolu Adesina & Co. (Chartered Accountants), being eligible for re-appointment have offered themselves for re-appointment. He invites members to approve the re-appointment of the Auditors and determine the Auditors' fee.

09:55a.m. - 10:15a.m.

2. **ELECTION OF OFFICERS**
   - The Chairman to announce the dissolution of the Association's Office Bearers
   - The Chairman to Invite the Returning Officer (and other members of Electoral Committee) who will read the valid nomination filed for each office.
   - The Returning Officer to conduct the elections and announce the results
   - The Returning Officer to invite the new Officers to the high table

10:15p.m. – 10:25a.m.

3. **HANDING OVER**
   - The Chairman to invite the President to give acceptance speech

10:25a.m. – 10:30a.m.

4. **CLOSING REMARKS/VOTE OF THANKS**
   The President to:
   - Invite one of the Vice Presidents to give the Vote of Thanks.
   - Invite the Executive Secretary for the Closing Prayer.

10:30a.m.

DEPARTURE OF DELEGATES

ADDRESS DELIVERED BY THE PRESIDENT OF THE HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA (HuCaPAN), DR. OLUFEMI OGUNLOWO (FAOPN), AT THE 12TH ANNUAL GENERAL MEETING (AGM) OF THE ASSOCIATION HELD AT LAGOS CHAMBER OF COMMERCE AND EXHIBITION CENTRE, NO 10 NURUDEEN OLOWOPOPO DRIVE, ALAUSA, IKEJA, LAGOS ON THURSDAY, OCTOBER 12, 2023.



Dr. Olufemi Ogunlowo - **President**

The Permanent Secretary, Ministry of Labour and Employment
The Director-General of NECA
The Director, ILO Country Office for Nigeria, Ghana, Liberia, and Sierra Leone
Social Partners and Friends of the Association
Chief Executives and Distinguished Members of the Association
Members of the Press
Distinguished Ladies and Gentlemen

1.0 Introduction

I am delighted to extend a warm welcome to all of you for the 12th Annual General Meeting of our esteemed Association, the umbrella association of private employment agencies in Nigeria, the Human Capital Providers Association of Nigeria (HuCaPAN). It was two years ago that you bestowed upon me and other esteemed members of the Executive Committee the responsibility of leading this association. These past two years have been filled with challenges. Despite the global business slowdown caused by the COVID-19 pandemic and unfavorable government policies, your unwavering support for the association has been remarkable and unparalleled.

I congratulate the newly appointed ministers, His Excellency, Rt. Hon. Simon Bako Lalong, Minister of Labour and Employment and Hon. Barr. Nkiruka Onyejeocha, the Minister of State for Labour and Employment. We look forward to harmonious working relationship as we wish them a productive tenure of office.

I kindly request permission to express my gratitude and appreciation to the Acting Permanent Secretary of the Federal Ministry of Labour and Employment, Mrs. Juliana Anti Adebambo, for gracing us with her presence, as well as her predecessors with whom we have collaborated closely in recent times, Dr. Yerima Peter Tarfa and Ms. Kachollom Daju S., mni. I would also like to extend my appreciation to the Director-General of the Nigeria Employers' Consultative Association (NECA), Mr. Adewale-Smatt Oyerinde, for his unwavering support for our association. Thank you for accepting our invitation.

We are honored to have in attendance Ms. Vanessa Lerato PHALA, the Director of the International Labour Organisation for Nigeria, Ghana, Liberia, and Sierra Leone, and the Liaison Office ECOWAS. Our engagement with the ILO has significantly improved, and I would like to express my sincere gratitude for the support we have received. The ILO's FAIRWAY Project has truly been a blessing for our association. I must also acknowledge the invaluable support of the officials from the Federal Ministry of Labour and Employment, particularly the Department of Employment and Wages led by Mr. John Nyamali, and the Trade Union Services and Industrial Relations, particularly the Registrar of Trade Unions, Mr. Amos Falonipe.

I would also like to acknowledge the presence of past Presidents and esteemed members of the Executive Committee. As you are aware, our founding President, Mr. Alexander Richard Emedo, passed away last year. We recognize his tireless efforts in advancing HuCaPAN, and may his soul rest in peace. I extend my gratitude to the members of the press for their ongoing support, as well as to the other distinguished guests and my immediate constituency, the indomitable and supportive members of HuCaPAN. I warmly welcome all of you.

2.0 The Economy

According to the African Development Bank (AFDB), Nigeria's economy experienced a decline in its Real GDP growth from 3.6% in 2021 to 3.3% in 2022, primarily due to a decrease in oil production. This led to a 5% contraction in the overall industry, which was counterbalanced by growth in the services sector (7%) and agriculture (2%). On the demand side, the decline in GDP growth was driven by a reduction in public consumption (2.5%) and net exports (80%). The growth in income per capita also declined from 1.2% in 2021 to 0.8% in 2022. In terms of fiscal deficit, it narrowed to 4.9% of GDP in 2022 from 5.2% in 2021, and it was financed through borrowing, resulting in public debt reaching $103.1 billion (approximately 22% of GDP) in 2022, up from $92.6 billion in 2021. Inflation reached its highest level in two decades at 18.8%, driven by increases in energy and food prices, as well as the depreciation of the exchange rate. To combat rising inflation, the Central Bank of Nigeria progressively raised the policy rate, which peaked at 16.5% in November 2022, up from 11.5% at the beginning of the year. Thanks to an improvement in oil exports, the current account shifted from deficit to a small surplus of 0.1% of GDP in 2022, reversing three years of negative balance. However, the gross international reserves declined by 7.5% to $37.1 billion (equivalent to 5.7 months of import cover). The non-performing loans ratio in 2022 stood at 4.2%, below the regulatory requirement of 5%, while the capital adequacy ratio exceeded the regulatory benchmark of 10% with a value of 13.8%. Despite these economic challenges, the multidimensional poverty rate was still high at 63%, and unemployment remained at 33.3%.

The report further predicts that Real GDP growth will remain subdued, averaging 3.3% in the period of 2023-2024, with inflation remaining elevated at 19.6% in 2023 before gradually declining to 13.6% in 2024. These projections reflect the efforts to strengthen domestic food supply and the impact of contractionary monetary policy. The planned removal of the subsidy on Premium Motor Spirit (PMS) and the increase in revenue could potentially reduce the fiscal deficit to below 5% of GDP in 2023-2024. The deficit will be financed by borrowing, with a focus on concessional debt and longer maturities. However, it is expected that higher oil exports may not fully offset the subdued capital inflows, resulting in a projected current account deficit averaging 0.2% of GDP in 2023-2024. The report on Nigeria's economy raises concerns for all stakeholders involved.

2.1 Our Business Environment

Our industry has been significantly impacted by the floatation of the Naira and the removal of fuel subsidies. These two policy changes have had far-reaching effects on the economy as a whole, and our industry in particular. One of the most immediate effects of the Naira floatation and fuel subsidy removal is the increase in the cost of operations for outsourcing companies in Nigeria. It has also impacted foreign investor confidence in Nigeria's outsourcing sector. The increased cost of operations and decreased foreign investor confidence has led to downsizing and layoffs in many outsourcing companies. It has equally affected the competitiveness and market share of Nigerian outsourcing companies. The floatation of the Naira and the removal of fuel subsidies have had significant effects on the outsourcing sector in Nigeria. The increased cost of operations decreased foreign investor confidence, job losses, and declining market share have all contributed to the challenges faced by outsourcing companies in the country. Moving forward, it is crucial for policymakers and industry stakeholders to address these issues and implement measures to support the growth and sustainability of the sector in Nigeria.

Despite encountering unfavorable contract reviews and attritions, member companies have managed to increase their workforce, thereby contributing to a reduction in the unemployment rate and providing support to the overall economy.

Our sector has emerged as a substantial contributor to Nigeria's economy in recent times. It has played a crucial role in the creation of employment opportunities, attraction of foreign investments, and facilitation of technological advancements. The outsourcing sector is projected to continue its growth trajectory in 2023, driven by multiple factors.

Nigeria's large and youthful population represents a vast pool of talent for the outsourcing industry. The country's educated workforce, combined with its proficiency in the English language, makes it an appealing destination for companies seeking to outsource their business processes. This advantage positions Nigeria as a competitive player in the global outsourcing market.

Furthermore, the advancements in technology and digitalization have opened up new avenues for the outsourcing sector in Nigeria. The country has witnessed substantial growth in the information technology and telecommunications sectors, providing a solid foundation for outsourcing services such as software development, data management, customer support, and digital marketing.

Despite the positive outlook, the outsourcing sector in Nigeria also faces certain challenges. Inadequate infrastructure, including unreliable power supply and inadequate transportation networks, can impede the sector's growth. Additionally, the shortage of skilled professionals in specialized areas such as artificial intelligence and cyber security poses a potential obstacle to the sector's expansion.

Currently, our industry employs over 4.5 million Nigerians in both management and non-management positions, both in Nigeria and abroad. The amount of funds allocated to salaries and other expenses in our industry amounts to a staggering 2 trillion Naira annually. Moreover, our members contribute various forms of taxes and charges, including Company Income Tax, Withholding Tax, Pay As You Earn (PAYE), Value Added Tax (VAT), ECA, etc., to the Federal and State Governments, as well as other government institutions and agencies.

As a responsible association, in conjunction with other stakeholders within the tripartite structure, we are strengthening the industry through various national and international legal instruments. The Federal Government of Nigeria has ratified the International Labour Organisation Conventions No 143 on Migrant Workers (Supplementary Provisions), 1973, and Convention No 181 on Private Employment Agencies, 1997. Our efforts which commenced a few years ago have become a success story with the receipt of the official documents by His Excellency, Gilbert F. Houngbo, the Director-General, International Labour Organisation (ILO) from the Nigerian Government through the immediate past Honourable Minister, Federal Ministry of Labour and Employment, Sen. Dr. Chris Nwabueze Ngige, at the ILO Headquarters in Geneva. These Conventions are central to our operations.

Furthermore, the International Labour Organisation provided support to the Federal Ministry of Labour and Employment, your association, the Human Capital Providers Association of Nigeria (HuCaPAN), and other social partners to review the Code of Conduct for Private Employment Agencies in Nigeria. The ILO also provided technical and financial support to enhancing fair recruitment in Nigeria, support for stakeholders meeting on the development of a framework facilitating international recruitment of Nigerian migrant workers and the ongoing development of a framework facilitating international recruitment of Nigerian migrant workers which we are partnering with the Centre for Migration Studies, Nnamdi Azikiwe University, Awka, Anambra State. These documents hopefully would help to check the activities of quacks in the industry and also help to galvanize a larger membership base for HuCaPAN so that all Private Employment Agencies can come together in upholding ethical employment standards and fair recruitment. As an association, we shall continue to be true to our mantra - "anywhere a Nigerian is found working; he/she must have decent work."

Our Official Report

3.1 Secretariat

a. Staff

HuCaPAN has welcomed two new members to its Secretariat team. One has taken on the role of Training Administrator, while the other has joined as the Subscription/Account Assistant. As part of our office restructuring, the Finance/Admin. Assistant has been renamed as the Subscription/Account Officer. The Executive Secretary's position remains unchanged, and we have retained the Advocacy/Compliant Advisor. With these additions, the number of secretariat staff has now reached five (5). The Secretariat has become more efficient, with timely responses to inquiries and membership registrations processed within 24 hours.

b. Association's Website

We are pleased to announce the redesign of HuCaPAN's official website. The new design offers improved information and interactivity. The web address remains unchanged - www.hucapan.org. To contact the Secretariat, please use the following means: Telephone - +234 (0) 8032520081 or +234 (0) 07039771750, and email - info@hucapan.org or jafolabi@hucapan.org. In order to enhance our visibility, the Secretariat has also created YouTube and Instagram accounts.

HuCaPAN's official social media handles remain as follows: LinkedIn - @HuCaPAN Nigeria, Facebook - @HuCaPAN, Twitter - @HuCaPAN1, WhatsApp - +234 (0) 07039771750, Instagram - hucapan1, and Zoom Personal Meeting ID - 619 857 5053. We are actively sharing important updates about the Association's activities on our website and social media platforms. Additionally, we are working on increasing our presence in the mainstream media.

3.2 Membership

HuCaPAN's membership has grown from One Hundred and Ninety-Three (193) at the 10th Annual General Meeting in 2021 to Two Hundred and Forty Six (246), with the addition of Fifty Three (53) new members. However, the number of financially updated members stands at One Hundred and Fifteen (115). While this is an improvement compared to previous years, it falls short of our expectations. We have been able to strengthen the Association's financial base through subscriptions and other sources, particularly training. Despite the challenges posed by increased staff at the Secretariat and rising inflation, we have recorded a surplus in our account. We continue to reduce expenses, with the exception of fixed administrative costs and salaries.

3.3 Relationship with Regulators

Our association has continued to enhance its relationship with the government and other social partners. Recently, the Nigerian government, through the Honourable Minister of the Federal Ministry of Labour and Employment, Dr. Chris Ngige, expressed appreciation to HuCaPAN for its cooperation in regulating outsourcing in the oil and gas sector. The government acknowledged HuCaPAN's efforts in addressing labor issues in the industry. This improved consultation and cooperation have resulted in a significant breakthrough - the approval of our application to be registered as an Employers' Association by the Federal Ministry of Labour and Employment under the Trade Unions Act.

We have enhanced the organization of the Annual Joint Workshop between the Human Capital Providers Association of Nigeria and the Federal Ministry of Labour and Employment. We have diversified the workshop curriculum, making it more engaging for Private Employment Agencies in Nigeria and providing stakeholders with practical insights. The program has not only strengthened stakeholders' capacity but has also generated additional income for the Association.

Due to the complexity of our industry and the proliferation of unlicensed companies, we are collaborating with the government, particularly the Federal Ministry of Labour and Employment, Federal Ministry of Justice, Federal Ministry of Foreign Affairs, Nigeria in Diaspora Commission (NIDCOM), National Agency for the Prohibition of Trafficking in Persons (NAPTIP), National Commission for Refugees, Migrants, and Internally Displaced Persons (NCFRMI), Nigeria Immigration Service (NIS), Department of State Services (DSS), and the Nigeria Police Force (NPF), among others, to combat the prevalence of unscrupulous practices in our industry. We strongly urge the Ministry to reinstate the joint monitoring exercise as requested by our members. To address quackery in the system, a multifaceted approach must be adopted, and joint monitoring is one of the strategies that can effectively reduce such incidents. Our request for joint monitoring aims to ensure better regulation of the industry and to deter unlicensed operators by making quackery unattractive and practically impossible.

3.4 Registration of Employers' Association for Private Employment Agencies of Nigeria

I am delighted to inform you that our application to be registered as an Employers' Association under the Trade Unions Act has been approved by the government. Consequently, our name has been changed from the Human Capital Providers Association of Nigeria (HuCaPAN) to the Employers' Association for Private Employment Agencies of Nigeria (EAPEAN). This new status brings with it numerous benefits and responsibilities. I kindly request your support to make our efforts worthwhile. I must acknowledge the past Presidents and Executive Committee members who initiated the process at different times before this significant breakthrough.

3.5 Development of a Framework for Enhancing International Recruitment of Nigerian Migrant Workers

The Human Capital Providers Association of Nigeria is presently engaged in the development of a Framework aimed at facilitating the international recruitment of Nigerian Migrant Workers. This Framework is being collaboratively developed in partnership with the Centre for Migration Studies at Nnamdi Azikiwe University in Awka, Anambra State, with the valuable support of the International Labour Organisation (ILO). The primary objective of this Framework is to safeguard the rights and welfare of migrant workers, as well as to foster effective collaboration and interaction between Private Employment Agencies and the government throughout the entire recruitment process. Additionally, it seeks to promote strict adherence to ethical principles governing fair recruitment practices in Nigeria. It is our fervent expectation that this document will play a pivotal role in strengthening Nigeria's labor migration system and in curbing the activities of unlicensed Private Employment Agencies (PEAs).

3.6 International Recruitment

It is with great pleasure that I announce to our esteemed members and the general public that the international recruitment of migrant workers from Nigeria has commenced. This includes the issuance and renewal of international recruiters' licenses, as well as the organization of pre-departure orientation seminars (PDOS) for individuals intending to migrate. The achievement of this milestone is the result of continuous consultations conducted by our association with relevant stakeholders in order to lift the suspension on international recruitment in Nigeria. HuCaPAN remains committed to advocating for the standardization of recruitment methods in Nigeria, particularly in relation to the international recruitment of migrant workers. This objective can only be accomplished through the effective implementation of applicable legislation, policies, and ethical guidelines for Private Employment Agencies (PEAs). We firmly believe that the ongoing development of a comprehensive framework will further strengthen existing policies and enhance labor migration and recruitment practices.

3.7 Information Session with Undocumented PEAs

In collaboration with the Federal Ministry of Labour and Employment, the Human Capital Providers Association of Nigeria (HuCaPAN) is organizing an Information Session with Undocumented Private Employment Agencies in Nigeria. The purpose of this session is to educate and encourage unlicensed private employment agencies to register and obtain their recruiter's license. By doing so, we aim to eradicate the activities of syndicates and unqualified individuals in the industry, and further strengthen HuCaPAN's membership.

3.8 PEACE Conference

HuCaPAN and the Federal Ministry of Labour and Employment have reached an agreement to annually organize the Private Employment Agencies Chief Executives Conference. Attendance to this conference is mandatory for Chief Executive Officers of Private Employment Agencies in Nigeria. The conference serves as a platform for us to discuss industry-related issues, as well as the government's role in terms of policies, regulations, and support for our sector.

3.9 Training

We have placed significant emphasis on the importance of training our members to enhance efficiency, effectiveness, and productivity. This focus has contributed to the growth of human capital development through capacity-building training on a wide range of topics. Some of these training opportunities are provided free of charge to our members, and for those that require payment, we have highly subsidized the costs. We strongly encourage our members to take advantage of these valuable training programs.

3.10 New Office

In accordance with our plans to bestow a suitable Secretariat to our association, it is my pleasure to inform members and the general public that the Human Capital Providers Association of Nigeria (HuCaPAN) has relocated to - 338, Ikorodu Road, Idiroko Bus Stop, Maryland, Lagos, Lagos State, Nigeria. This is in alignment with our determination to possess a fitting Secretariat as we continue to establish the Association as the authoritative voice of the industry. However, this endeavor presents its own set of challenges as we must adequately furnish the new office with contemporary facilities such as Office Tables, Conference Table and Chairs, Executive Office Chairs, Computers (Desktop and Laptop), Printers, Scanners, Projectors, Television Sets, Water Dispenser, Fridge, and Air Splinter Conditioners (ACs), among others. I implore members to kindly contact the Secretariat to donate any of these items.

3.11 Newsletter and Revised HuCaPAN Membership Services and Benefits

Since the inception of our administration, we have been publishing and disseminating the HuCaPAN Newsletter on a monthly basis. The objective is to keep members informed of the progress within the industry and the association. This undertaking has garnered praise from members. We appreciate your valuable feedback. Furthermore, we have developed and circulated the revised HuCaPAN Membership Services and Benefits.

3.12 WhatsApp Group for CEOs

The Association has established a WhatsApp Group exclusively for Chief Executive Officers (CEOs) of member companies. Its purpose is to facilitate meaningful engagement with the CEOs on matters affecting their respective companies, as well as to foster knowledge and experience-sharing. The group is currently active. If your company's CEO has not yet been added to the platform, kindly get in touch with the Secretariat.

3.13 Collaboration with the Lagos State Government

The Lagos State Government has acknowledged the association as a pivotal player in the Labour Market in Nigeria, and integral in ensuring the realization of the Labour Management Information System Initiative of Lagos State Government, which aims to address the issue of unemployment and provide accurate and reliable labor market data of Lagos residents. As a result, the association has been included as a member of the Labour Market Information System – Public Private Dialogue (LMIS-PPD). The Public-Private Dialogue serves as a crucial platform that brings together key stakeholders from both the public and private sectors to discuss and tackle pressing issues concerning labor in Lagos state. Our active participation and expertise will greatly contribute to its success, while also allowing us to leverage this opportunity to advocate for better treatment of our members by regulatory agencies in the state.

3.14 Membership Update

The Secretariat has created a Google form for membership updates. Some members have already completed the form, while others are encouraged to do so. The data collected from this exercise is being utilized to advocate for the interests of our members and engage with relevant stakeholders, as well as to keep our website up to date.

3.15 Member-Company Visits

The Secretariat staff conducted visits to several Member-Companies located in Lagos. The report on these visits revealed that certain members have relocated to new offices, while others have updated their contact information, including phone numbers and email addresses. We strongly encourage all members to complete the membership update form in order to implement these changes effectively.

3.16 Compliance and Advocacy

HuCaPAN has successfully secured the services of an experienced advisor specializing in industrial relations and law. This advisor will provide complimentary consultancy services to member-companies in various areas, such as contract review, drafting of memorandum of understanding/agreements, labor/industrial relations, and professional advice, among others. We urge all members to take advantage of this exceptional opportunity extended by the association.

3.17 Audited Financial Statements

The representatives of Bolu Adesina & Co., the Association's Auditors, who are currently present at this meeting, will present the audited financial statements for the year ended on December 31, 2022. They will be available to address any inquiries pertaining to the accounts. These financial statements demonstrate a significant improvement in income and surplus over expenditure compared to previous years.

4.0 Conclusion

The past two years have presented numerous challenges for businesses. However, with the unwavering support of esteemed members of the Executive Committee, dedicated Secretariat staff, and supportive member-companies, we were able to navigate these challenges successfully. Your invaluable advice, constructive criticisms, and understanding have played a pivotal role in our achievements, and for that, I express my heartfelt gratitude to each and every one of you.

I would like to reiterate the importance of settling any outstanding subscription payments. Financial support is mandatory and serves as a tangible way to demonstrate your support and fortify the Association in achieving its objectives. Active participation in the Association's programs is crucial as they provide an exceptional platform for sharing experiences and promoting best practices within our industry.

Our ongoing engagement and collaboration with the government and social partners have yielded positive results that are evident to all. Let us continue to deepen this collaboration to further strengthen our industry. This Annual General Meeting marks the final gathering under the auspices of the Human Capital Providers Association of Nigeria (HuCaPAN). Our next Annual General Meeting will be organized under the new status as the overarching body representing employers in the sector. As we embark on this new chapter, I earnestly appeal to you to provide the Executive Committee with even greater support.

I cannot conclude this address without acknowledging and expressing my appreciation for the tremendous work carried out by former leaders of this esteemed Association. I offer my heartfelt thanks to my immediate predecessor, Mr. Aderemi Adegboyega, Mr. Neye Enemigin, and the late Mr. Alexander Richard Emedo. I also extend my gratitude to all my colleagues in the Executive Committee, as well as our financial member-companies, who have bestowed upon us the privilege to serve you.

I want to thank you all for taking time out to be part of the proceedings of our 12th Annual General Meeting.

Dr. Olufemi Ogunlowo (FAOPN)
HuCaPAN President
October 12, 2023

Reference
https://www.afdb.org/en/countries-west-africa-nigeria/nigeria-economic-outlook accessed 08/10/20223

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felicitates with the Executive Committee and
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on the occasion of the

12th

Annual General Meeting

Thursday, October 12, 2023.

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The Association acknowledges and appreciates the following member-companies, who have supported the publication of the HuCaPAN 2022 Annual Report and Accounts, through donations and placement of advertisements.

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REPORT OF THE EXECUTIVES

The Executives of HuCaPAN are pleased to submit their report together with the audited financial statements of the Association for the year ended 31 December, 2022.

1. PRINCIPAL ACTIVITIES

HuCaPAN is an Association registered under the Company and Allied Matters Act 1990, and the umbrella organization of registered and Licensed Recruiters in Nigeria, which creates a forum for recruiters to have a common front.

2. COMMENCEMENT OF BUSINESS

The Association held its maiden Annual General Meeting in March, 2010.

3. RESULTS

	2022 N	2021 N
Annual Income	17,944,585	11,637,820
Retained Income	15,402,355	9,250,867

4. ASSOCIATION'S DEVELOPMENT AND TRAINING

Members are kept fully informed of the Association's performance. The Association continues with its open door policy, whereby views of members are sought and given due consideration on matters which particularly affects them. The Association attaches importance to the training of its members and their staff through learning and Development programmes, seminars, interactive sessions, etc. which enhance career development opportunities within the Association.

5. LEGAL FORM

HuCaPAN had its maiden Annual General Meeting in March, 2010 and there are no changes in the state of affairs of the Association since the Balance Sheet date.

6. DONATIONS

There was donation made to Federal Ministry of Labour during the year

7. EXECUTIVE COMMITTEE

The Executives are as stated below:

Name	Portfolio
1. Dr. Olufemi Ogunlowo	President
2. Amb. Chief Nzeribe Okegbue, PhD	1st Vice President
3. Otunba Tunji Balogun	2nd Vice President
4. Mr. Tunde Johnson	3rd Vice President
5. Mrs. Christianah Ubune	Treasurer
6. Mr. Aderemi Adegboyega	Ex-Officio (Immediate Past President)
7. Mr. Olajide Afolabi	Executive Secretary

REPORT OF THE EXECUTIVES

8. STATEMENT OF EXECUTIVES' RESPONSIBILITIES IN RELATION TO THESE FINANCIAL STATEMENTS

The Executives are required in Section 355 of the Companies Allied Matters Act, 1990 CAP C20 LFN 2004, to prepare annual financial statements which give a true and fair view of the financial position and results of the Association at the end of a fiscal year.

The Executives are responsible for the followings:

i. Keeping proper accounting records which disclose with reasonable accuracy, the financial position of the Association that complies with relevant legislations.
ii. Institute good internal control system that can safeguard the assets of the Association; prevent and detect fraud and other irregularities.
iii. To ensure that consistent accounting policies are applied in preparing the accounts and it is supported by reasonable and prudent judgment of estimates with appropriate accounting standards.

9. EXECUTIVES' INTEREST IN CONTRACTS

According to Section 277 of Companies and Allied Matters Act, 1990 CAP C20, LFN 2004, none of the Executives has notified the Association of any declarable interest in contracts which the Association was involved in during the year.

10. EVENTS AFTER REPORTING DATE

There were no post balance sheet events which could have had material effect on the state of affairs of the Association as at 31 December, 2022 nor on surplus or loss for the year which we have not been adequately provided for.

11. AUDITORS

In accordance with Section 357(2) of the Companies and Allied Matters Act.1990, the Auditors, Messrs, Bolu Adesina & Co. shall continue in office as Auditors of the Association, having indicated their willingness to do so.

BY ORDER OF THE EXECUTIVE COMMITTEE



Mr. Olajide Afolabi
Executive Secretary

Bolu Adesina & Co.
CHARTERED ACCOUNTANTS & TAX PRACTITIONERS
14/15 Baale Animashaun Street, Alakuko, Lagos State.
G.P.O. Box 55129K Ikeja, Lagos Nigeria. Email: bolu124@yahoo.com
Tel: 08033922435, 09053100747, 08035725765

- Registration of Business
- Collection of Tax Clearance Certificate (TCC)
- Business Plan
- General Accounting Services

Independent Auditors' Report

TO THE MEMBERS OF HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

We have audited the accompanying Financial Statements of Human Capital Providers Association of Nigeria, as set out on pages 2-25 which comprises of Statement of Financial position as at 31 December, 2022, Income and Expenditure, Statement of Cash Flow and Summary of other Significant Accounting Policies.

DIRECTORS' RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The Directors are responsible for the preparation and fair presentation of these financial statements in accordance with the Companies and Allied Matters Act, CAP C20, LFN 2004, Financial Reporting Council of Nigeria Act 2011, International Reporting Standards and for such internal control as the directors deem necessary to enable this financial statements free from material misstatement that may be caused by fraud or error.

AUDITORS' RESPONSIBILITY

Our responsibility is to state an opinion on these financial statements based on our audit. We conducted our audit in accordance with international standards on auditing. Those standards require that we comply with ethical requirements, plan and carry out the audit to obtain reasonable assurance that the financial statements are free from material misstatement. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements .It also includes an assessment of the significant estimates and judgments made by the Directors in the preparation of the financial statements, and of whether the accounting policies appropriate to the Association's circumstances, consistently applied and adequately disclosed. We planned and performed our audit so as to obtain all the information and explanations, which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements and assessed whether the Association's books of account had been properly kept. We have obtained all the information and explanations we required for the purpose of our audit.

Our Opinion.

In our opinion, the Association kept proper books of accounts and the financial statements are in agreement with the books. The financial statements drawn up in conformity with generally accepted accounting standards in Nigeria, give a true and fair view of the state of affairs of the Association as at 31 December, 2022 and of the Income and Expenditure for the year ended on that date and have been properly prepared in the manner required by the Companies and Allied Matters Acts, 1990 and in accordance with the Financial Reporting Council of Nigeria Act 2011.

Bolu Adesina & Co.

INSTITUTE OF CHARTERED ACCOUNTANTS OF NIGERIA 0028244 ICAN

Lagos, Nigeria
October 4, 2023

Chartered Accountants
FRC/2017/ICAN/00000016136

RESULTS AT A GLANCE

	2022	2021
	₦	₦
Revenue	17,944,585	11,637,820
Surplus/(Deficit)	6,151,488	2,695,995
Retained Earnings	**15,402,355**	**9,250,867**

HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

INCOME AND EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2022

		2022	2021
	Notes	**N**	**N**
Revenue	7	17,944,585	11,637,820
Gross Revenue from operating activities		**17,944,585**	**11,637,820**
Less: Workshop Training Expenses			
Net Operating Income			
Administrative expenses	8	(11,793,097)	(8,941,825)
(Surplus/Deficit)		**6,151,488**	**2,695,995**

The accompanying notes and significant accounting policies on pages 7 to 21 and other national disclosure on page 25 form an integral part of these financial statements.

Auditors' report, pages 3

HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

		2022	2021
Non-current assets	**Notes**	**N**	**N**
Plant, furniture and equipment	10	442,651	575,951
Current assets			
Trade and other receivables		6,830,000	8,380,000
Prepayment		550,000	550,000
Cash and cash equivalents	18	14,935,829	8,616,656
TOTAL CURRENT ASSETS		**22,315,829**	**17,546,656**
TOTAL CURRENT ASSETS		**22,758,480**	**18,122,607**
Current liabilities			
Trade and other payables	11	526,126	491,740
Net current liabilities		526,126	491,740
Total assets less current liabilities		**22,232,355**	**17,630,867**
Equity			
Unrealised Subscription		6,830,000	8,380,000
Retained earnings	13	15,402,355	9,250,867
Total equity		**22,232,355**	**17,630,867**

The financial statements and notes on pages 3 to 21 were approved by the Board of Directors on ……. and signed on its behalf by:

FRC/ /---------- FRC/……/ /…… FRC/……/ /……

Executive **Executive'** **Executive'**

Auditors' report, pages 3

HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2022

	notes	Share capital N	Retained earnings N	Total equity N
Balance at 1 January 2021		9,375,000	6,554,872	15,929,872
Comprehensive income:				
Loss for the year			2,695,995	2,695,995
Other comprehensive income		(995,000.00)	-	-
Total comprehensive loss		(995,000.00)	2,695,995	2,695,995
Transactions with owners recorded directly in equity		-	-	-
Balance at 31 December 2021		**8,380,000**	**9,250,867**	**17,630,867**
		N	**N**	**N**
Balance at 1 January 2022		8,380,000	9,250,867	17,630,867
Comprehensive income:				
Deficit/Surplus for the year		(1,550,000)	6,151,488	4,601,488
Other comprehensive income		-	-	-
Total comprehensive profit		(1,550,000)	6,151,488	4,601,488
Transactions with owners, recorded directly in equity		-	-	-
Balance at 31 December 2022		**6,830,000**	**15,402,355**	**22,232,355**

Auditors report, pages 3

HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

STATEMENT OF CASH FLOWS

`

		2022	2021
Cash flows from operating activities	**Notes**	**N**	**N**
Deficit/Surplus for the year		6,151,488	2,695,995
Adjustments for:			
Depreciation of property, plant and equipment	10	133,300	133,300
Finance adjustment		1,550,000	
Income tax expense		-	-
		4,734,788	2,829,295
Increase in trade and other receivables		1,550,000	1,095,678
(Decrease)/increase in trade and other payables		34,386	(603,260)
		6,319.174	3,321,713
Tax paid		-	-
Net cash outflow from operating activities		**6,319.174**	**3,321,713**
Cash flows for investing activities			
Purchase of plant, furniture and equipment		-	-
Proceeds from disposal of property, plant and equipment			
Interest expenses	11(a)		
Share Capital		-	
Net cash outflow from investing activities		-	-
Net Increase/Decresase in cash and cash equivalents		6,319.174	3,321,713
Cash and cash equivalents at the beginning of the year		8,616,656	5,294,943
Cash and cash equivalents at the end of the year		**14,935,829**	**8,616,656**

Auditors' report, pages 3

HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA
FINANCIAL STATEMENTS, 31 DECEMBER 2022
NOTES TO THE FINANCIAL STATEMENTS
STATEMENT OF VALUE ADDED

	2022		2021	
	N	%	N	%
Gross earnings	17,944,585		11,637,820	
Other operating income	-		-	
	17,944,585		**11,637,820**	
Bought-in materials and services:-				
Local	(7,062,251)		(4,246,806)	
Value added	**10,882,334**	100	**7,391,014**	100
% of Value added	61%		64%	
APPLIED AS FOLLOWS				
Payment to employees:				
Employee benefit expenses	4,529,932	41.63	4,776,723	62.55
Payment to providers of capital				
Bank Charges	62,414	0.57	25,802	0.34
Payment to government:				
Taxation	5,200	0.05	5,200	0.07
Depreciation of property, plant and equipment	133,300	1.22	133,300	1.75
Results for the year	6,151,488	56.53	2,695,995	35.30
	10,882,334	100	**7,637,020**	100

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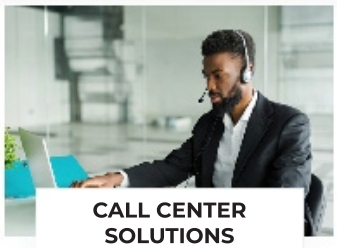
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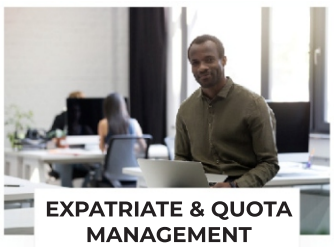
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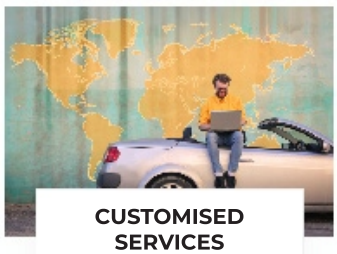
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HuCaPAN MEMBERSHIP LIST

FINANCIAL MEMBERS 2022

S/N	COMPANY NAME	ADDRESS	MEMBERSHIP NO
1	ADEBOLA SOBANJO COY LTD	PLOT 11 BLOCK 53 ABEKE ANIMASHAUN STREET OFF DUROSINMI ETTI DRIVE, LEKKI PHASE 1,	00001
2	AC SPLENDOUR NIGERIA LIMITED	11, IJAYE STREET, MAFOLUKU OSHODI, LAGOS, LAGOS STATE	00117
3	ADROIT INVESTMENT LTD	93, OKUMAGBA AVENUE, OKUMAGBA LAY OUT, WARRI, DELTA STATE	00087
4	ANIYIKAYE GENERAL CONTRACTOR NIG LTD	64, KARIMU STREET, OJUELEGBA, SURULERE, LAGOS	00149
5	ASHAKA SECURITY COMPANY LTD	39A, FESTAC LINK ROAD, AMUWO ODOFIN, LAGOS	00002
6	ATUNWA VENTURES NIGERIA	21, ONILEOWO STREET, OFF ALAKIA ISEBO, AGODI, IBADAN, OYO STATE	00139
7	AQUARIAN CONSULT LIMITED	133, YAKUBU GOWON CRESCENT, ASOKORO, ABUJA	00202
8	BAAMOC INTEGRATED SERVICES LIMITED	No 3, Chima Amadi Drive By Grand Child Mtn Pipeline Rumuokwurusi, Port - Harcourt, Rivers	00221
9	BECKLEY CONSULTING LTD	19, IRE AKARI ESTATE ROAD, ISOLO, LAGOS	00198
10	BEZALEEL RW CONSULTING LIMITED	310, HERBERT MACAULAY WAY, SABO, YABA, LAGOS	00003
11	BEATMOL NIGERIA LTD	PLOT 18 BLK 34, OLUYOLE STREET, IBADAN, OYO STATE	00045
12	C&I LEASING	2, C & I LEASING DRIVE, OFF BISOLA DURONSINMI, ETTI DRIVE OFF ADMIRALTY WAY, LEKKI PHASE 1, LAGOS, NIGERIA	00005
13	CHERRY G. CONSULT LIMITED	NO 8, ADENIJI STREET, OFF LIBERTY ROAD, IBADAN, OYO STATE	00181
14	CONSUMER LINKS LIMITED	5A GODWIN OMONUA STREET, IRE AKARI ESTATE, ISOLO, LAGOS	00049
15	CONTACT MARKETING SERVICES LTD	11 WOLE OGUNJIMI STREET, OPEBI, IKEJA, LAGOS	00157
16	CREST TECHNICAL SERVICES LTD	E55/56 IKOTA SHOPPING COMPLEX, VGC, LAGOS	00172
17	DEEP BLUE ENERGY	PLOT 1, UNIT 14, BABAFEMI OSHOBA CRESCENT, OFF ADMIRALTY ROAD, LEKKI PHASE 1,	00088
18	DELOG NIGERIA LTD	369, BORNO WAY, ALAGOMEJI, YABA, LAGOS	00148
19	DEXNOVA CONSULTING LTD	33, KOFO ABAYOMI STREET, VICTORIA ISLAND, LAGOS	00214
20	ES & A HUMAN CAPITAL LIMITED	70, ADETOKUNBO ADEMOLA STREET, VICTORIA ISLAND, LAGOS	00193
21	ESTYMOL OIL SERVICES	4 REMI FANI KAYODE STREET, IKEJA GRA, LAGOS	00135
22	EUROFLOW DESIGN LIMITED	ADEGBGULE BOLARINWA STREET NO 17, EMMANUEL EMENIKE STR, OFF HAMMED KASUNMU STR, OHERY VIEW ESTATE, LEKKI, LAGOS	00204
23	FORT KNOX RESOURCING & OUTSOURCING LTD	3, MURPHY ATSEPOYI STREET, IKEJA GRA , LAGOS	00166
24	FOYAF INVESTMENT COMPANY LIMITED	NO 44, JIMOH ODUTOLA, ERIC MOORE, SURULERE, LAGOS	00209
25	GLADWYN INVESTMENT COMPANY LIMITED	28, WARRI/SAPELE ROAD, WARRI , DELTA STATE	00215
26	HALOGEN SECURITY LTD	19B MOBOLAJI BANK ANTHONY WAY, MARYLAND, LAGOS	00009
27	HELISERVE NIG LTD	1 EKWAJU STREET, LILLY PLACE BY BEAGLR R/ABOUT OGUNU ROAD, WARRI, DELTA STATE	00098
28	HENZOF NIGERIA LTD	5, CHARLES OKEKE STREET, MAZAMAZA, LAGOS	00060
29	HR INDEXX LTD	12, MACARTHY STREET, OFF KING GEORGE V ROAD, ONIKAN, LAGOS	00177
30	HR INTERGLOBAL RESOURCES LTD	NO 6 SAMROSE CLOSE, SAMROSE ESTATE, OFF AKIWOWO STREET, AKOWONJO, YABA, LAGOS	00145
31	HR LEVERAGE AFRICA CONSULTING LTD	NO 50/54 ALLEN AVENUE, FIRST BANK BUS-STOP, IKEJA, LAGOS	00167
32	HUPE NIGERIA LIMITED	50 QUEEN STREET, ALAGOMEJI, YABA, LAGOS	00010
33	HYT BROAD SPEC SERVICES LTD	13A, FAGBA, OFF LATEEF JAKANDE RD, AGINDIGBI, IKEJA, LAGOS	00134
34	IAC CONSULTING LTD	3 JOHN OLUGBO STREET, OFF EZEKIEL STREET, IKEJA, LAGOS	00063
35	ICL SUPPORT SERVICES LTD	5TH FLOOR, ST. PETERS HOUSE, 3 AJELE STREET, LAGOS ISLAND, LAGOS	00011
36	ICS OUTSOURCING LTD	6, OLUSOJI IDOWU STREET, OFF ASSOCIATION AVENUE, ILUPEJU, LAGOS	00012
37	INTEGRATED FIELD DEVELOPMENT CONSULTANTS (IFDC)	BLK NBS, UNIT 2, LEKKI HORIZON II ESTATE MEADOW HALLWAY, ELEGUSHI, LEKKI, LAGOS	00101
38	JIKET INTERNATIONAL SERVICES LTD	301, AGEGE MOTOR ROAD, OLORUNSOGO BUS STOP, MUSHIN, LAGOS	00102
39	KARIDAV INTEGRATED SERVICES LTD	11, OLD AIRPORT ESTATE ROAD, OFF LORD EMMANUEL DRIVE RUMUOMASI, PORT-HARCOURT, RIVER STATE	00222
40	KEDAFOC NIGERIA LIMITED	LA GRACIA INCREDIBLE BUILDING, TOP FLOOR 1B AKINYEMI AVENUE, BEHIND PETROCAM FILLING STATION, IKATE - LEKKI, LAGOS STATE	00205
41	KENNEDIA CONSULTING LTD	14B KINGSLEY EMU STREET, OFF CHRIS EFUNYEMI ONANUGA STREET, LEKKI PHASE 1, LAGOS	00110
42	KEREX NIGERIA LTD	NO 6, CHIEF ODOLU ISIAH CLOSE, OFF ELELENWO STREET, GRA PHASE 2, PORT- HARCOURT.	00217
43	KIMBERLY RYAN LTD	LANDMARK CENTRE [BEHIND HALL 2] PLOT 3/4 WATER CORPORATION ROAD OFF LIGALI AYORINDE ROAD, VICTORIA ISLAND, LAGOS	00016
44	LN OUTSOURCING LIMITED	5A ESUGBAYI STREET, GRA IKEJA, LAGOS	00069
45	MARK CALTHERS CONSULTING LIMITED	14, LANRE AWOLOKUN STREET, GBAGADA PHASE II, GBAGADA, LAGOS	00109
46	MARY BOLAJOKO CONSULTANCY LTD	43 IGBOBI NEPA TRANSMISSION, AJAKA, SAGAMU, OGUN STATE	00097
47	MICURA SERVICES LTD	25 WAREHOUSE ROAD APAPA, LAGOS	00119
48	MONIKOL NIGERIA LTD	298, OLD ABEOKUTA ROAD, AGEGE, LAGOS	00018
49	MULTINATIONAL TECHNOLOGIES LIMITED	6, SAM ADEGBITE CLOSE, OFF AMODU OJIKUTU STREET, VICTORIA ISLAND, LAGOS	00019
50	NAUTILUS NIG ENGINEERING & CONSTRUCTION	47A, ITAFAJI STREET, DOLPHIN ESTATE, LAGOS	00146
51	NIGSA ENERGY SERVICES LD	256A, IKORODU CRESCENT, DOLPHIN ESTATE, IKOYI, LAGOS STATE	00126
52	NZEALBERTECH NIGERIA LTD	DESTINY HOUSE, 1ST - 3RD FLOOR, 109 BAJULAIYE ROAD, SHOMOLU, LAGOS	00020
53	OASIS CORPORATE SYSTEM LIMITED	173 IGBOSERE ROAD, OPPOSITE HIGH COURT, OBALENDE, LAGOS	00022
54	OMO'VO NIGERIA ENTERPRISES	31, COUNTRY HOME MOTEL ROAD, OFF SAPELE ROAD, BENIN CITY, EDO STATE	00023
55	ORFI MANAGEMENT SERVICES LTD	PLOT 1 ILLURE AROWOSAFE CRESCENT, FIRST ESTATE, AMUWO ODOFIN GRA, OFF RAJI RASAKI ROAD, LAGOS	00024
56	PANEF INTEGRATED SERVICE LTD	14, FIFFIL AVENUE TRANS - AMADI INT LAYOUT, PORT-HARCOURT, RIVER STATE	00196
57	PHILLIPS OUTSOURCING SERVICES NIG LTD	9A SHAFI SULE STREET, OFF ADMIRALTY WAY, LEKKI PHASE 1, LAGOS, NIGERIA	00026
58	PICECO NIGERIA LTD	PLOT 14W, BLOCK 138, WHITESANDS STREET, MARWA LEKKI PHASE 1, LAGOS	00168
59	PURVIEW INVESTMENT LTD	28, WARRI/SAPELE ROAD, WARRI , DELTA STATE	00076
60	RASAYELA NIGERIA LIMITED	LAMINA STREET, IBEREKODO BUS STOP IBEJU LEKKI, LAGOS	00203
61	RENENT LIMITED	14, OLU AKERELE STREET OFF ALHAJA KOFOWOROLA STR, BALOGUN BUS STOP, IKEJA, LAGOS	00099
62	RESOURCE INTERMEDIARIES LIMITED	23A, BASHORUN ORUNSANYA, LEKKI 1, LAGOS	00100
63	ROZDON INTEGRATED SYSTEMS LTD	NO 1 ROAD 15, RUMUAGHOLU, PORT HARCOURT, RIVERS STATE	00125

FINANCIAL MEMBERS 2022

64	RGS WORLDWIDE LTD	11A & B KENNETH ODIDIKA CLOSE, AGUNGI, LEKKI, LAGOS NIGERIA	00077
65	S .LLOYD NIGERIA LIMITED	33, OLORUNORUN SANYA, LEKKI PHASE 1, LAGOS	00029
66	SANDY MANAGEMENT CONSULTANTS LIMITED	SUITE 201A, PIN PLAZA 1ST AVENUE, FESTAC TOWN, LAGOS	00030
67	SEPTAGUS CONSULTING NIGERIA LTD	11, AFOLABI AINA STREET, GROUND FLOOR, OFF ALLEN AVENUE, BY OLD ALADE MARKET, LAGOS	00180
68	SHIBEN VENTURES NIGERIA LIMITED	NO 44, JIMOH ODUTOLA STREET, SURULERE, LAGOS	00207
69	SLOT ENGINEERING NIG LTD	205, ENEKA ROAD ELIMGBU, OPP PATALI MODEL PRIMARY SCHOOL, PORT-HARCOURT, RIVER	00031
70	STENDRA RESOURCES NIGERIA LTD	63 OLI PORO ROAD, RUMUOGBA-OBIO, PORT HARCOURT, RIVER STATE	00183
71	STONE HILL NIGERIA LTD	27, DECO ROAD, WARRI, DELTA STATE	00132
72	STRATEGIC OUTSOURCING LTD	THE GODWIN ADEBAYO CENTRUM, SOUTHERN VIEW ESTATE, OFF OLUSESI OLUGBOROGAN STREET, KM 19, LEKKI-EPE EXPRESSWAY, LAGOS	00032
73	STRESERT SERVICES LTD	2ND FLOOR, 11, MAYE STREET, OFF COMMERCIAL AVENUE, YABA, LAGOS	00033
74	SWIFT RENTAL CARS LIMITED	NO. 1, IBUKUNOLUWA AWOSIKA STREET, IDADO, LEKKI, LAGOS	00034
75	TALENT AND SKILLS AFRICA CONSULTING LTD	THE PROFESSIONAL PLACE, 12B, OLUMOROTI STREET, GBAGADA, PHASE ESTATE, GBAGADA	00089
76	TASY YACT LIMITED	26, BANK ROAD, SATELLITE TOWN, LAGOS	00186
77	THEODOM INTEGRATED INVESTMENT LTD	52/53, AKANBI ONITIRI STREET OFF ERIC MOORE ROAD SURULERE LAGOS	00192
78	TOGAY VENTURES LTD	WORLDWIDE PLAZA, SUITE WW56, 156 IBIWOYE BUS STOP, AGO PALACE WAY, LAGOS	00082
79	TOMBEYI SERVICES NIGERIA LTD	5, OLAKUNLE LATEEF CLOSE, ALAPERE, KETU, LAGOS	00091
80	TOP - MOT ASSETS INVESTMENT	4/8 BAPTIST STREET, OFF ADEMULEGUN ROAD, ONDO, ONDO STATE	00206
81	TRADE AND CONSUMER MARKETING SERVICES LTD	7, ADEDOTUN DINA CRESCENT, MENDE, MARYLAND, LAGOS	00216
82	TUSEN CONSULTING LIMITED	5, BALARABE MUSA CRESCENT, VICTORIA ISLAND, LAGOS	00091
83	U - CONNECT HUMAN RESOURCES LTD	5, OGBUNIKE STREET, OFF ADMIRALTY WAY, LEKKI 1, LAGOS	00104
84	UNAG SERVICES LIMITED	4, NZIMO STREET AMADI FLAT OLD GRA, PORT-HARCOURT, RIVERS STATE	00034
85	VERITY ASSOCIATES LIMITED	213, HERBERT MACAULAY STREET, YABA, LAGOS.	00036
86	VIC LAWRENCE AND ASSOCIATES LIMITED	PLOT 1690B BURAIMOH KENKU STREET, OFF OYIN JOLAYEMI STREET, EKO HOTEL BUS STOP,	00085
87	VISION JOB 24/7 NIG LTD	PLOT 101A, SUITE 29 JBF BUSINESS PLAZA OKOTA ROAD, ISOLO, LAGOS	00114
88	WATERSIDE INVESTMENT LTD	BG 5, RAHAMA CROSE, TUNDUN WADA, KADUNA	00187
89	WHYTECLEON LTD	8B BENDEL CLOSE OFF BISHOP ABOYADE COLE STREET, VICTORIA ISLAND LAGOS	00037
90	WORKMEN AND TALENTS AGENCY LTD	SUITE 005 AHCN TOWERS, CIPM ROAD, ALAUSA, CBD IKEJA, LAGOS	00038
91	XL OUTSOURCING LIMITED	138, OBAFEMI AWOLOWO WAY BY TOPRANO LOUNGE, BALOGUN BUS STOP (UNITY HOSPITAL BUILDING 1ST FLOOR), IKEJA, LAGOS	00039
92	ZIDMA NIGERIA LIMITED	4, ANIMASHAUN ST., OKE AGBE ESTATE, OJODU, LAGOS	00200

NEW MEMBERS

S/N	COMPANY NAME	ADDRESS	MEMBERSHIP NO
93	ALAN AND GRANT BUSINESS SOLUTION LTD	21, JAMES ROBERTSON STREET, OFF AKERELE SURULERE, LAGOS	00241
94	APTIS MANAGEMENT PARTNERS LTD	13, UMUAWULU STREET, INDEPENDENCE LAYOUT, ENUGU	00243
95	ASC NIGERIA LTD	SAPETRO TOWERS I, ADEOLA ODEKU STREET , VICTORIA ISLAND, LAGOS	00232
96	BUILDFI SERVICES LIMITED	29 VICTOR IHUNWO STREET, EAGLE ISLAND, PORT HARCOURT, RIVERS STATE	00235
97	CALJEZ LIMITED	05714, 7TH FLOOR, MANDILAS BUILDING, 96-102, BROAD STREET, LAGOS ISLAND, LAGOS	00240
98	CEN GLOBAL SERVICES LIMITED	N0.6 CHIBECO AVENUE, KM 16 PORT HARCOURT-ABA ROAD, PORT HARCOURT, RIVERS STATE	00234
99	DEEAJAO NIGERIA LTD	18, AWONIYI ELEMO STREET, OFF OSOLO WAY, AJAO ESTATE, LAGOS	00229
100	DISTINCT INDUSTRIAL CONCERNS INT'L LTD	1, ANNOQUICK CLOSE, OFF G U AKE (ELIOZU) ROAD, PORT HARCOURT, RIVER STATE	00234
101	ELOHIM REMAVIC RESOURCES LTD	SUITES 217 JENNIFER PLAZA, CENTRAL BUSINESS AREA, FCT ABUJA	00242
102	GRACE VISION GLOBAL SERVICES LTD	6B OGUNTOYINBO STREET KASAMAJA, LAGOS	00236
103	HABAKKUK MEGAPLUS LIMITED	BLK B SOUTE LSDPC MEDIUM ESTATE, OGBA, LAGOS.	00233
104	HENRIKEN CONSULTING LIMITED	66A KAFAYAT ABDUL RASAQ , OFF FOLA OSIBO RD LEKKI PHASE 1, LAGOS	00228
105	JOE HAN NETWORK MARKETING LTD	NO, 69 ADENIYI JONES AVENUE, IKEJA, LAGOS NIGERIA	00230
106	LEADMASTER VENTURES LTD	KM 3 EKET-IBENO RD, IBANA, EKET, AKWA IBOM STATE	00225
107	MICKELLY CONCEPT	No 46, SAHEED ALOBA STREET, IRENDLEDE, ILORIN, KWARA STATE	00223
108	PAULIZA LIMITED	110 ADEWOLE KOLAWOLE ST OFF TIFE, KUBUYO ROAD, LEKKI SCHEME 1, LAGOS	00231
109	PROTALENT SOLUTIONS LIMITED	12 OGUNLOWO STREET OFF AWOLOWO ROAD IKEKA	00239
110	DATIL CONCEPT LIMITED	39, CHINDA STREET, OFF STADIUM ROAD PORT HARCOURT, RIVERS STATE	00237
111	RED STAR SUPPORT SERVICES LTD	41/42 OLD EWU ROAD, AVIATION ESTATE MAFOLUKU, AIRPORT ROAD, LAGOS STATE	00227
112	SIMAIK AND COMPANY LIMITED	52/91 AIRPORT ROAD EFFURIN, DELTA STATE	00220
113	TEAMACE LIMITED	1625B, SAKA JOJO IDEJU ADEOLA ODEKU, VICTORIA ISLAND, LAGOS	00219
114	TUNTAB GLOBAL NETWORK SERVICES LIMITED	KM 40, LAGOS ABEOKUTA EXPRESSWAY, SANGO OTTA, OGUN STATE	00218
115	TYBITX SERVICES INTERNATIONAL LIMITED	BLOCK B, UNIT 3 , 334, IKORODU ROAD , MARYLAND LAGOS	00226
116	CARTER MULTI SERVICES LTD		00244
117	NONDERA ENERGY SERVICES LTD	NO 2A, ABIMBOLA OKULAJA CLOSE, LEKKI PHASE 1, LAGOS	00245
118	MCG GLOBAL LOGISTICS MANAGEMENT NIG LTD	39, ADEKUNLE FAJUYI WAY, IKEJA, LAGOS	00238
119	GEORGID CONSULTING LIMITED	POLARIS BANK BUILDING, ADMIRALTY WAY, LEKKI PHASE 1, LAGOS, NIGERIA	00246

MEMBERS WITH OUTSTANDING SUBSCRIPTION

S/N	COMPANY NAME	ADDRESS	MEMBERSHIP NO	YEARS (S) OUTSTANDING
1	AG DOT K. LIMITED	69, IMGBI ROAD, YENAGOA, BAYELSA STATE	00185	2023
2	AREA HAZARD CONTROL NIG LTD	63, OGUNU RD, BT SHELL GATE, WARRI, DELTA STATE	00169	2023
3	ASUKPE VENTURES LTD	13, ESSIENE TIM STREET, AKAI- EFA, CALABAR, CROSS RIVER	00108	2023
4	ATF MANAGEMENT SERVICES LTD	299, IKORODU ROAD, OLATUNJI HOUSE, IDI-IROKO BUS STOP, MARYLAND, LAGOS	00201	2023
5	BIOSIS NIGERIA LTD	GOODWILL/ ADEKEMI CHAMBERS, 51, OYO ROAD, OREMEJI, MOKOLA, IBADAN	00138	2023
6	BRASS BUSINESS RESOURCES ASSOCIATES	2B, MOBOLAJI JOHNSON PLACE, LEKKI PHASE 1, LAGOS	00004	2023
7	BOWALSON MIDERS INTERNATIONAL LTD	118, LISTER OFFICE COMPLEX, IDI - APE, IWO ROAD, IBADAN, OYO STATE	00150	2023
8	CENTER FOR RESEARCH IN ENTERPRISE AND ACTION IN MANAGEMENT LTD	1, ADEBAYO OYELANA STREET, BESIDE EJIGBO MINI STADIUM, EJIGBO, LAGOS	00214	2023
9	CHITEL VENTURES LTD	SUITE 8B MAYA MALL, OSAPA LONDON, LEKKI, LAGOS	00190	2023
10	DRAGNET SOLUTION LTD	NIGERIAN SHIPPERS TOWERS, 4TH FLOOR "B" WING, 4 OTUNBA AYODELE SOYODE LANE,APAPA	00006	2023
11	JANCHINE NIGERIA LTD	OLABODE HOUSE 217/219 IKORODU ROAD, ILUPEJU, LAGOS	00013	2023
12	LINGTON AND BERNIE CONSULTING	9B, OMO OSAGIE STREET, IKOYI, LAGOS	00017	2023
13	MAC TAY NIG LTD	5, PRINCE ADEDEJI ADELOWO STREET, LEKKI PHASE 1, LAGOS	00093	2023
14	NIGERIA CLEANING SERVICES LTD	9, LADIPO STREET, MATORI MUSHIN, LAGOS	00074	2023
15	NUECBROM NIGERIA LTD	10, AJAKAIYE STREET, MANGORO, LAGOS	00090	2023
16	OARS AND D WINDS NIG LTD	4, SHOBAYO STREET, ILUPEJU, PALMGROVE, LAGOS	00021	2023
17	PPI AND KOG NIG LTD	85, KEKEREOWO STREET, OF KANRO STREET, ILASAMAJA, OFF APAPA OSHODI EXPRESS, MUSHIN	00027	2023
18	PRIME SERVICE FZE	SNAKE ISLAND INTEGRATED FREE ZONE, APAPA, LAGOS	00112	2023
19	THEO TECH GLOBAL SERVICES LTD	52/53, AKANBI ONITIRI STREET OFF ERIC MOORE ROAD. SURULERE. LAGOS	00192	2023
20	WALBUSA INVESTMENT LTD	301, AGEGE MOTOR ROAD, OLORUNSOGO BUS STOP, MUSHIN	00103	2023
21	WORKFORCE MANAGEMENT CENTER LTD	SWISS HOUSE, PLOT 9, BLOCK A GBAGADA INDUSTRIAL SCHEME BESIDE UPS, GBAGADA EXPRESSWAY, LAGOS	00086	2022-2023
22	EOON GLOBAL RESOURCE LIMITED	97, RASHEED BARUWA STREET, NO 17, EMMANUEL EMENIKE STR, OFF HAMMED KASUNMU STR	00212	2023
23	I-CHASE OUTSOURCING LTD	UNIT A, 2ND FLOOR, PENTAGON PLAZA, 23, OPEBI ROAD, IKEJA, LAGOS	00210	2023
24	JEMASH RESOURCES LIMITED	KM 99, IDI- IROKO ROAD, OPPOSITE STERLING BANK, BABY "OTA", OGUN STATE	00208	2023
25	PALM & PALM COMPANY LTD	LEADWAY ASSURANCE CO. LTD [121/123, FUNSHO WILLIAMS AVENUE, IPONRI, LAGOS	00213	2023
26	WHITE BRIDGE GLOBAL LTD	31, ERNEST BASSEY STR, OFF ORON RD, UYO, AKWA IBOM STATE	00199	2023
27	ADGAN ROBBY INTER BEEZ LTD	4TH FLOOR, LISTER HOUSE, RING ROAD, IBADAN, OYO STATE	00191	2022- 2023
28	BUNMI TEE OUTSOURCING NIG LTD	KM 3 SAGAMU-ABEOKUTA EXPRESSWAY, OGUN STATE	00165	2022- 2023
29	CARROT AND PROMOTERS LIMITED	PLOT 207, CHUMON PLAZA, ENUGU-ONITSHA EXPRESS WAY, ALUKA, ANAMBRA STATE	00188	2022- 2023
30	EL-SHADDAI TECHNICAL COMPANY LTD	NO 3 OBASA STREET, SANGO, IBADAN, OYO STATE	00160	2022- 2023
31	HERALD HUMAN RESOURCES CONSULTING LTD	223/225 LAGOS ROAD, OGOLONTO, IKORODU, LAGOS	00105	2022- 2023
32	LORACHE LIMITED	7/9 KUDIRAT ABIOLA WAY, OREGUN, IKEJA, LAGOS	00195	2022- 2023
33	QUALISERVE TECHNOLOGIES LTD	KM 11, LEKKI-EPE EXPRESSWAY, IKOTA, LAGOS	00028	2022- 2023
34	REKRUT HR CONSULTING LIMITED	26, MICHEAL ADEKOYA STREET, ILUPEJU, LAGOS	00194	2022- 2023
35	WINSTON WORLDWIDE HERITAGE LTD	K CLOSE, BERGER, QUARRY ROAD, MPAPE, ABUJA	00121	2022- 2023
36	XRISIYKE GLOBAL RECRUITMENT & TOUR LTD	86, GRACE PLAZA, AGO PALACE WAY, LAGOS	00189	2022- 2023
37	APICAL INTERNATIONAL ENERGY & RESOURCES LTD	25, OLADIMEJI ALO STREET, OFF FREEDOM WAY, IKATE, LEKKI, LAGOS	00170	2021-2023
38	BRAND REGIMEN SFS LTD	14A TINUBU ROAD ILUPEJU LAGOS	00155	2021-2023
39	CENTRAL SKILLS CST CONSULT LIMITED	1 WATER RESOURCES RD, OPP ACCESS BANK PLC, EFFURUN - WARRI, DELTA STATE	00133	2021-2023
40	CLOUT BROAD NIGERIA LTD	ODANI GREEN CITY ESTATE, BY 2ND RAILWAY LINE, ODANI ELELENWO, PORT HARCOURT,	00173	2021-2023
41	CRAFTHOUSECREW GLOBAL LTD	SUITE 12A, THIRD FLOOR CITY PLAZA,RUKUBA CLOSE, OFF MUHAMMADU BUHARI WAY, GARKI	00131	2021-2023
42	DIVINE CAGA COMPETENCE NIGERIA LTD	48 ACHINA STREET, ANGWAN YELWA, KADUNA STATE	00144	2021-2023
43	HODSKEY CONSULTANTS LTD	NEW LAGOS ROAD, BENIN CITY, EDO STATE	00175	2021-2023
44	INCAFAITH NIGERIA LTD	MAUREEN CLOSE, IGWE COMPOUND, IDANYIN ALADURA VIA GZI OPIC ESTATE, AREA 5, AGBARA, OGUN STATE	00116	2021-2023
45	JJ CENTRAL CAPITAL LTD	4TH FLOOR, RIGHT WINGS, BANK OF INDUSTRY BUILDING, OPPOSITE FIRST BANK, ALAGBAKA, AKURE, ONDO STATE	00179	2021-2023
46	JOMOY DEPOT SERVICES LTD	5, IJERO ROAD, APAPA BUS STOP, EBUTEMETA WEST, LAGOS	00015	2021-2023
47	KENWALTZ RESOURCES NIGERIA LTD	34 BARIKISU IYEDE STREET, OFF UNILAG ROAD, YABA, LAGOS	00141	2021-2023
48	KETBIM MANPOWER SERVICES LIMITED	2, SEGILOLO STREET, AGEGE, OGBA, LAGOS STATE	00178	2021-2023
49	MACFINH NIGERIA LTD	25, GBOYEGA KILO STREET, OFF GRAMMAR SCHOOL, OJODU BERGER, LAGOS	00070	2021-2023
50	MARK AND CHRIS NIGERIA LTD	12 HOSPITAL ROAD EKPAN, UVWIE LGA, DELTA STATE	00161	2021-2023
51	MINI - MAX INVESTMENT & CONSULTANTS LTD	33B, OLORUNIMBE ST, WEMABOD ESTATE, IKEJA, LAGOS	00184	2021-2023
52	PROMOTERS ENTERPRISES LTD	OFFICE 2, 1ST FLOOR, CHUMON PLAZA, UNIZIK SITE, AWKA, ANAMBRA STATE	00162	2021-2023
53	VEE MOST NIGERIA LTD	10 B PIPELINE ROAD, RUMUOGBA PORTHARCOURT	00053	2021-2023
54	2J AND G VENTURES LIMITED	NO 3, KACHIA ROAD, KADUNA	00164	2021-2023
55	BOWALSON MIDERS INTERNATIONAL LTD	118, LISTER OFFICE COMPLEX, IDI - APE, IWO ROAD, IBADAN, OYO STATE	00150	2021-2023
56	ALQMAR NIGERIA LIMITED	BLK 457 FLAT 2, LASPDCA AMUWO-ODOFIN, MILE 2, LAGOS	00123	2020-2023
57	AMAMEKS INVESTMENT LIMITED	3, EGERTON ROAD, ONITSHA, ANAMBRA STATE	00142	2020-2023
58	ASPIN INTERNATIONAL LIMITED	THE CHAIR CENTER BUILDING, 2ND FLOOR, RIGHT WING, 94 LEKKI-EPE EXPRESSWAY, LAGOS	00118	2020-2023
59	BRAND PROMOTIONAL+EXPERIENTIAL SOLUTIONS LTD	6B, FAGBA CRESCENT, OFF AGIDINGBI ROAD, IKEJA, LAGOS	00143	2020-2023
60	CHRIS TETE NIGERIA LTD	68, MAJEMIYA STREET, U/YELWA, KADUNA STATE	00151	2020-2023
61	CHRISEM NIGERIA LTD	41, MBAISE ROAD, OWERRI, IMO STATE	00154	2020-2023
62	DEJLAIT COMPANY LTD	17, TITILOYE STREET, ISOLO, LAGOS	00129	2020-2023
63	EAGLE KING GLOBAL SERVICE LTD	1, ZION HERITAGE AVENUE, UMUAHIA, ABIA STATE	00152	2020-2023
64	FELIX OKAKA NIGERIA LTD	BLOCK 6, FLAT 5, PROGRESSIVE ESTATE, APAPA ROAD, EBUTE - METTA WEST, LAGOS	00057	2020-2023
65	FOSAD CONSULTING LTD	NO 8, OFFICE APARTMENT 2ND FLOOR, UNIT 8.9.10, RASHEED ALABA WILLIAMS STREET, OFF ADMIRALTY WAY, LEKKI PHASE 1, LAGOS	00008	2020-2023
66	GREEN FIELD MARKETING SOLUTION LIMITED	23, ONUMONU STREET, OWERRI, IMO STATE	00153	2020-2023
67	HUSFAN INTEGRATED SERVICE LTD	1ST FLOOR INVESTMENT HOUSE, KADUNA. NO 27, ALI AKILU ROAD, KADUNA	00062	2020-2023
68	INTEGRATED OBIANO LTD	NO 4, GUNNING ROAD, ABAKALIKI, EBONYI STATE	00163	2020-2023
69	JADGOLD ASSET MANAGEMENT	NO 102, AHMADU AHIDIO ROAD, NARAYI HIGH COST, KADUNA	00156	2020-2023
70	JERRY BUCKLE COMPANY LTD	31, AILEGUN ROAD, EJIGBO, LAGOS	00014	2020-2023
71	JIMCOL RESOURCES LTD	KM 3, OLU - OBANJO, DRIVE ELIOZU, PORTHARCOURT, RIVER STATE	00176	2020-2023
72	JODADOYE NIGERIA LTD	14, OLUBI STREET, OPP AYANGBUREN RD, IKORODU, LAGOS	00171	2020-2023
73	KATLEGO MULTI NIGERIA LIMITED	SUITE 54, CECILIA PLAZA, EKOCHIN B/STOP, 9TH MILE, CORNER, ENUGU	00158	2020-2023
74	MSI DESTINY NIGERIA LIMITED	2/4 GARKI AVENUE GONIN GORA, KADUNA STATE	00159	2020-2023

MEMBERS WITH OUTSTANDING SUBSCRIPTION

77	VT LEASING LTD	13, BISHOP OLUWOLE STREET, VICTORIA ISLAND, LAGOS	00136	2020-2023
78	ABRAHAM PHILLIPS LTD	NO 6, HASSAN STREET, OFF IKOSI RD, IKOSI KETU, LAGOS	00096	2019-2023
79	BRIGHT GLOBAL SERVICES & RECRUITMENT COMPANY LTD	SUITE 19, A.U.A PLAZA, BESIDE GAMIJE RESTAURANT, WUSE 2, FCT ABUJA	00120	2019-2023
80	CONSOLIDATED SECURITIES & INVESTMENT LIMITED	18D, KALAGBOR STREET, OFF STADIUM, EKEKAHIA, RIVERS STATE	00130	2019-2023
81	CPA PARTNERS CONSULTING LTD	7A, LATEEF JAKANDE ROAD, AGIDINGBI, IKEJA	00050	2019-2023
82	DAR TOURISM AND LOGISTICS LIMITED	25B TENESSEE STREET, OFF PANAMA CRESCENT, MINISTRIES HILL MAITAMA, ABUJA	00122	2019-2023
83	ENOCH STONE NIGERIA LTD	66, HADEYA ROAD, KANO STATE	00055	2019-2023
84	FAVIC INTERGRATED SOLUTION COMPANY	25, ABA/PORT - HARCOURT EXPRESSWAY, OYINGBO, PORT - HARCOURT, RIVERS STATE	00056	2019-2023
85	IKIOSAM RESOURCES NIGERIA LTD	7, NNPC COMPLEX ROAD, EXP, EFFURUN, DELTA STATE	00064	2019-2023
86	PENTAGRAM CONSULT LTD	1ST FLOOR SW2, TAFAWA BALEWA SQUARE COMPLEX, ONIKAN, LAGOS	00127	2019-2023
87	PETMAM VENTURES LTD	KM 16, PORTH-HARCOURT/ABA EXPRESS ROAD (BY INTEL NIG AND OPPMACANS COMPANY) PORT-HARCOURT	00025	2019-2023
88	PRIMUS NIGERIA LTD	KM 16, PORT-HARCOURT/ABA EXPRESSWAY (668), PH	00128	2019-2023
89	TRIM INTEGRATED SERVICES LIMITED	28, COMMERCIAL AVENUE, YABA, LAGOS	00124	2019-2023
90	BASMATIC NIGERIA LIMITED	6, OGHE LANE, UWANI, ENUGU	00095	2018-2023
91	BMS WORLDWIDE SERVICES LTD	23, OPEBI ROAD, PENTANGON PLAZA (3RD FLOOR), IKEJA LAGOS	00182	2018-2023
92	DIAMOND CHANNELS SERVICES LTD	3, ETONKO STREET, CALABAR, CROSS RIVER	00065	2018-2023
93	DOWNSTREAM ENGINEERING LTD	SUITE Z20, UWAHUNIC PLAZA, OFF JAKPA ROAD, EFFURUN, DELTA STATE	00094	2018-2023
94	DRAIS ENERGY NIG LTD	144, EGBEDA-IDIMU ROAD, SELIAT BUS STOP, EGBEDA, LAGOS	00107	2018-2023
95	HORIZON SHORES NIGERIA LIMITED	20, OGUNTONA CRESCENT, GBAGADA PHASE 1, LAGOS	00061	2018-2023
96	ISRAEL OGONA & SONS LTD	15 OROEKPO ROAD BY ADA GEORGE PORT HARCOURT, RIVERS STATE	00106	2018-2023
97	J AND V SERVICES LTD	36, IBRAHIM TAIWO ROAD, KANO	00111	2018-2023
98	ORION ENGINEERING SERVICES NIG LTD	28, BODE THOMAS STREET, SURULERE, LAGOS	00140	2018-2023
99	TRAXHALL LTD	UNIT 1, PLOT 2 BLOCK 22, BABATUNDE ANJOUS STREET, LEKKI PHASE 1, LAGOS	00083	2018-2023
100	VESA ENERGY & ALLIED SERVICES	24A, KUDIRAT ABIOLA WAY, OREGUN ROAD, IKEJA, LAGOS	00084	2018-2023
101	NCA & SONS NIGERIA LTD	29, OGBU STREET, OMOKU, RIVERS STATE	00137	2017-2023
102	AA RESUCE LTD	2ND FLOOR RIGHT WING, AMV MULTI-COMPLEX, KM 14, LEKKI-EPE, LAGOS	00040	2016-2023
103	AMAIDEN ENERGY LTD	EXPRESSWAY AGUNGI, LEKKI LAGOS	00041	2016-2023
104	AMORIT INTERNATIONAL LTD	KLM 2 ABERE-EDE ROAD, ABERE, OSUN STATE	00042	2016-2023
105	ARCHWOOD NETWORKS	PLOT 5A, BLOCK K, OLUTOLE INDUSTRIAL ESTATE, IBADAN, OYO STATE	00043	2016-2023
106	ASZAMS INTEGRATED NETWORKS LTD	C/O NO 2, OLD AIRPORT ROAD, JOS	00044	2016-2023
107	CARANDA MANAGEMENT SERVICES LTD	9, ABEOKUTA STREET, AREA 8, GARKI, ABUJA	00046	2016-2023
108	DARLOL NIGERIA LTD	50/52 BROAD STREET, 7TH FLOOR, BOOKSHOP HOUSE, LAGOS	00051	2016-2023
109	DAVIDSON OIL & GAS LTD	DAVIDSON PLAZA KM 16, PH-ABA EXPRESSWAY, PORT-HARCOURT, RIVERS STATE	00052	2016-2023
110	CHRISCO MULTI - LINKS LTD	BLOCK 4, 1ST, EDEWOR SHOPPING COMPLEX, WARRI - SAPELE ROAD, EFFURUN, DELTA STATE	00047	2016-2023
111	CHRISDOLF ENTERPRISES LTD	BLOCK 3, ELEKAHIA HOUSING ESTATE PORT-HARCOURT, RIVERS STATE	00048	2016-2023
112	ELYWIN WEALTH NIG LTD	5, EDIANG AVENUE, MKPANAK, IBENO, LGA, AKWA IBOM STATE	00054	2016-2023
113	FAMADO & COMPANY INTEGRATED RESOURCES	BLOCK L, SUITE 8/30 ROBSON PLAZA, DECO ROAD, WARRI, EFFURUN, DELTA STATE	000115	2016-2023
114	GDRH LIMITED	3, IKEGWURU STREET, OFF EZIMGBU LINK ROAD, PORT - HARCOURT, RIVERS STATE	00058	2016-2023
115	GEOPLEX DRILL TEQ LIMITED	8A, GORIOLA STREET, OFF ADEOLA ODEKU STREET, VICTORIA ISLAND, LAGOS	00059	2016-2023
116	IOTA NIGERIA LIMITED	PLOT 634, ELEGANZA PLAZA, ADEYEMO ALAKIJA, VICTORIA ISLAND, LAGOS	00113	2016-2023
117	JAFI SECURITY GUARDS LTD	C/O NEVADIC LTD, PLOT 14A, BLOCK 53 ADEBAYO DOHERTY ROAD, LEKKI PHASE 1, LAGOS	00066	2016-2023
118	LAKDEL ENERGY LTD	88, GRA ROAD, SABO SAGAMU, OGUN STATE	00067	2016-2023
119	LEAD IFEKANS NIG LTD	5A ESUGBAYI STREET, GRA IKEJA, LAGOS	00068	2016-2023
120	MISSAK AGENCY INTERNATIONAL LTD	14, ALLI-ISHIBA STREET, IGBALA, SANGO OTA, OGUN STATE	00071	2016-2023
121	MS OUTSOURCING SERVICES LTD	22B RABIU SHITTU STREET, ALAKA, SURULERE LAGOS	00072	2016-2023
122	MUSFAT CLEANING SERVICES	3, TRIPLET H PLAZA, LAGOS STREET, MAIDUGURI, BORNO STATE	00073	2016-2023
123	OIL PRO OIL & GAS LTD	8B, TALABI STREET, ADENIYI JONES, IKEJA, LAGOS	00075	2016-2023
124	SALT LAKE ENERGY NIGERIA LTD	EGUNJENMI STREET, 3RD FLOOR, DUGBE ALAWO, IBADAN, OYO STATE	00078	2016-2023
125	STANGLOBAL NIGERIA ENTERPRISE LTD	ULTRA MODERN SHOP, OPP NNPC, AKPAJO, ELEME RIVERS STATE	00079	2016-2023
126	TANYA COPORATE SOLUTIONS	SUITE 54 PRIME COMPLEX, MURI OKUNOLA STREET, VICTORIA ISLAND, LAGOS	00080	2016-2023


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NZEALBERTECH
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CONGRATULATORY MESSAGE

The Board of Directors and Management staff of Nzealbertech Nigeria Limited congratulate our Chairman / CEO Amb. Chief Nzeribe Okegbue, PhD (1st Vice President, HuCaPAN) and other Executive Members of Human Capital Providers Association of Nigeria on the successful completion of their two years tenure.

We acknowledge the Excos landmark achievements within the period under review and wish the incoming Executives a successful tenure.

We also congratulate HuCaPAN on its 12th Annual General Meeting (AGM) holding, Thursday 12th October, 2023 and wish all participants a successful meeting and journey mercies.

Signed

Uzoechi Malachy Emeka
For: Nzealbertech Nigeria Limited


FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT







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