


2016

# Impact Report

**eNdeavor**  
JORDAN  
HIGH-IMPACT ENTREPRENEURSHIP

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# A Letter from Walid

It gives me great honour to be the one addressing you this year following my recent appointment as the Chairman of Endeavor Jordan. I have taken immense pleasure in being engaged with this organization since joining its esteemed board of directors in 2013.

I have participated in multiple Search and Selection meetings at the Second Opinion Review stage, and at Local Selection Panels and International Selection Panels. Furthermore, I have enjoyed mentoring our Endeavor Entrepreneurs during the one-on-one meetings and through the Advisory Boards, first with Kharabeesh and more recently with Crystel. And now, I am excited to lead the organization in this new phase of development.

**Supporting the younger generation of entrepreneurs is a personal passion** that I find rewarding and stimulating at the same time. Mentorship is an opportunity to give back to our community, but one that also acts as a learning experience for the mentor. I am proud of Endeavor's achievements since its launch and the strong relations the organization has in the community and in particular with its mentors and entrepreneurs.

I would like to extend my personal gratitude to all those who support Endeavor from entrepreneurs, mentors, impact partners and of course my fellow directors.

**Your commitment to Endeavor is a commitment to the development of Jordan.** That is why I do not doubt that you share my sentiment that we all need to be doing more. We all need to step up our efforts and bring our A game to ensure a brighter future for Jordan.

My enthusiasm in taking over the chairmanship, from my good friend Ali Al Husry, at this time is compounded by the fact that **Endeavor is at a new inflection point.**

We are in the process of gearing up to launch a new program, an "Endeavor lite" if you will, that will allow us to leverage our learnings, network and experience gained from supporting Jordan's high-impact entrepreneurs since 2009, to support a wider group of entrepreneurs in Jordan that we can help scale and make "Endeavor ready," and with that expand our collective impact. We are relying on your support to make this a success.

Only by working together can we revive economic growth rates back to their heydays and can we regain Jordan's rightful spot as the regional hub of entrepreneurship. What I ask of our Endeavor community is the following:

- ▶ Refer companies to become Endeavor Entrepreneurs, and
  - ▶ Commit to attending at least one International Selection Panel. There is no better way to really appreciate the global Endeavor network and feel the Endeavor magic.
- I look forward to working with all of you closely and to an exciting year ahead.
- ▶ Promote an entrepreneurial culture in your companies,
  - ▶ Support Endeavor Entrepreneurs by helping them think bigger, make better decisions and multiply their impact,
  - ▶ Promote entrepreneurship and Endeavor in media interviews and at conferences,
  - ▶ Participate in conferences, case studies, and other programs designed by Endeavor to reach the wider community,

**Walid Tahabsem**  
Chairman



**"It has been a pleasure serving as the Chairman of Endeavor Jordan over the past eight years, during which we have seen the organization take many strides forward in its efforts to **accelerate entrepreneurship** in Jordan. I am looking forward to continuing to offer my **full support to Endeavor** Jordan as a member of its board of directors, under the capable and trusted leadership of Mr. Tahabsem."**

Ali Al-Husry  
Endeavor Chairman  
2009 - 2016



# A Letter from Rasha



Reflecting back on 2016, we were in the same boat as our entrepreneurs, focused on overcoming growth challenges to really scale Endeavor's operations. The Endeavor board of directors has been keen to see us widen our reach and extend our impact to support a larger group of dynamic visionary entrepreneurs in Jordan. Many in our network are aware that we have been prepping for quite a while now to roll out a **new parallel program** that will have us doing just that. We are excited that 2017 will be the year we start implementation.

This parallel program will allow us to tackle our Endeavor pipeline challenge that impacted us more heavily in 2016. Up until today, when we meet companies that are not quite Endeavor ready, we simply encourage them to reach out to us when they hit new milestones. This program will enable us to proactively work with these companies to help them scale to the point where they can qualify for Endeavor.

The above aside, our Endeavor Entrepreneurs, and despite adverse conditions, continue to scale their businesses. Our portfolio of 16 companies achieved 25% CAGR to reach a combined revenue of US\$148 million, and the number of jobs created reached 2,896. On a global level, the 839 Endeavor companies generated revenues of US\$8.16 billion, creating over 600,000 jobs.

As Endeavor continues to scale globally, it became pertinent to streamline operations to allow us to service the growing number of portfolio companies in the global network. To accomplish this,

Endeavor Global launched **"Endeavor Communities"** as structured cohorts of entrepreneur groups based on industry verticals. Endeavor Communities will better facilitate peer-to-peer learning in groups that provide support, knowledge-sharing, and networking while involving top mentors and industry experts in the network. You will read in this impact report about some of the community events that kicked off this year.

We are also leveraging technology to maximize the 'One Endeavor' experience. An online platform, **Endeavor Open**, was launched in 2016 to make it easy to explore the network and to connect directly, without any barriers. Endeavor Open allows all entrepreneurs, mentors and board members to connect with each other, across the global network, directly via the platform. We are excited to see Endeavor Jordan mentors, who have received requests via the platform from our entrepreneurs in different countries, have been very responsive. We truly believe this platform is the future of Endeavor.

2017 is set to be a transformational year for Endeavor Jordan and we cannot be more excited about this. Our commitment to support developing Jordan's entrepreneurial ecosystem and building a brighter future for our youth is unwavering. **Selecting, supporting and accelerating** the rate at which businesses scale and succeed is key to turn the tide, and this will always remain the core of [what we do](#).

**Rasha Manna**  
Managing Director



**ENDEAVOR** IS LEADING  
THE GLOBAL  
MOVEMENT TO  
CATALYZE LONG-TERM  
ECONOMIC GROWTH BY  
**SELECTING,**  
**MENTORING**  
**& ACCELERATING**  
THE BEST HIGH-IMPACT  
**ENTREPRENEURS**  
AROUND THE WORLD

Who We Work With



“At Endeavor we search for entrepreneurs with inspiring ideas and who have the **capacity to execute and scale**. With our support they can accelerate their growth and maximize their **positive impact on the economy**.”

Walid Tahabsem  
Endeavor, Chairman

# HIGH-IMPACT ENTREPRENEURS

ARE THOSE WHO...



## POSSESS

the biggest, most innovative ideas  
and the capacity to realize them,

## SCALE



their businesses, creating significantly  
more wealth and high-quality jobs,

## & REINVEST



their knowledge, credibility and financial  
gains in the next generation of entrepreneurs,  
thus multiplying their influence.

# What Makes An Endeavor Entrepreneur

## Attributes of an Endeavor Entrepreneur



Inspiring  
Leader



Passionate



Future Mentor  
and Investor



Shares his/her  
Story



Visionary



Good Ethical  
Standing



Open to  
Feedback



Advocates for  
Endeavor



Pays it  
Forward



Has Decision  
Making Control

## Attributes of an Endeavor Entrepreneur's Company



Scalable



at an Inflection  
Point



>2 Years in  
Operation



Innovative



>15%  
CAGR



Revenue  
Generating



Job  
Creating



Clear Business  
Goals

Why We Do It

Endeavor supports high-impact entrepreneurs so that they can build **thriving companies** that **employ thousands of people**, generate billions in wages, and **inspire countless others** as role models. Together, these entrepreneurs hold the key to sustained economic growth in every part of the world.

# Global Impact

## Financial Capital

**\$8.16B**

in revenues generated by  
Endeavor Entrepreneurs in 2015

**>50%**

compounded average growth  
rate in first two years post-  
engagement with Endeavor

**\$700M+**

in debt and equity capital raised by  
Endeavor Entrepreneurs in 2015

## Human Capital

**1,336**

high-impact entrepreneurs  
selected from 839 companies

**47K+**

entrepreneurs have  
received professional  
feedback since 1997

**600K**

jobs created by  
Endeavor companies

## Social Capital

**30K+**

hours of counsel provided by  
Endeavor mentors in 2015-2016

**7,032**

global mentoring sessions  
between Endeavor  
Entrepreneurs and Endeavor  
mentors in 2015-2016

**259**

Endeavor Entrepreneur  
advisory board meetings  
in 2015-2016

## Cultural Capital

**250K+**

followers of Endeavor  
Twitter feeds

**5,000+**

media mentions of  
Endeavor in 2015-2016

**51K+**

attendees of Endeavor events  
in 2015-2016

# 70+

Endeavor Entrepreneurs' companies would have qualified for the Inc. 500 list of fastest-growing U.S. companies since 1997

# 80

Endeavor companies have been acquired since 1997

# 150+

Endeavor Entrepreneurs have started another company post-selection

# 671

people employed, on average, by Endeavor companies

# 2,600+

connections between entrepreneurs and investors coordinated by the Investor Network in 2015-2016

# 2,998

business leaders mentor Endeavor Entrepreneurs

# 919

entrepreneurship and business awards received by Endeavor Entrepreneurs since 1997

# 112

partnerships with universities across Endeavor offices

# Local Impact |

Endeavor makes its impact by providing and fostering financial, human, social, and cultural capital

## Financial Capital

**\$148M**

in revenues generated by Endeavor Entrepreneurs in 2016

**25%**

revenue CAGR

**\$17M**

in equity and debt raised by Endeavor Entrepreneurs in 2016

## Human Capital

**21**

high-impact entrepreneurs leading 16 companies from 7 industries

**2896**

people employed by Endeavor companies

**7%**

jobs CAGR

## Social Capital

**1230+**

hours of mentoring since launch

**245+**

global connections and investor introductions since launch

**36+**

local business leaders mentor Endeavor Entrepreneurs

## Cultural Capital

**470+**

attendees of Endeavor Jordan events in 2016

**80+**

media mentions of Endeavor Jordan and its Entrepreneurs in 2016

**9930+**

followers of social media feeds





**CATALYZING**  
CONVERSATIONS  
MAY 2016



**T**hrough a **rigorous, multi-step selection process**, Endeavor annually screens over a hundred entrepreneurs to identify those with the **best talent** and **potential for impact**.

# Selection Process

The road to becoming an  
Endeavor Entrepreneur

START  
HERE



## FIRST OPINION REVIEW (FOR)

Getting to know each other!  
An initial meeting for Endeavor to learn more about the entrepreneurs' business, and for them to learn more about Endeavor.

## SECOND OPINION REVIEW (SOR)

4-6 in depth 1:1 meetings with Endeavor board members and mentors to assess the business.

## LOCAL SELECTION PANEL (LSP)

1 day event at which candidates pitch their business to a panel of local Endeavor mentors and board members. Panelists then deliberate and select candidates ready for an international panel.

## INTERNATIONAL SELECTION PANEL (ISP)

2.5 day-event, held 5-6 times a year in different locations internationally, during which global business leaders interview candidates, deliberate, and select the latest class of Endeavor Entrepreneurs.

Candidates must receive a unanimous  
vote to be selected into the  
Endeavor network.





Risk more than others  
think is safe; Dream  
more than others think  
is practical.

Howard Schultz:  
STARBUCKS

DealMakers



**DEAL  
MAKERS**  
NOV 2016

## How We Support Endeavor Entrepreneurs

**E**ndeavor has set out to create support systems for high-impact entrepreneurs with an unparalleled global network of mentors and business leaders.

Through a series of programs and services designed to increase **access to talent**, **mentors**, **capital**, and **markets**, Endeavor equips entrepreneurs with the resources needed to succeed.

# Access to Talent

Through its partnership with leading consultancy firms and academic institutions, Endeavor provides its entrepreneurs with a wide array of talent services; ranging from having stay-in strategic consultants on operational and financial levels, to having top post graduates as interns, and exclusive training programs specifically tailored for Endeavor Entrepreneurs.

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**EY Vantage Advisors**

**Bain & Company Externship**

**eMBA Fellows**

**Executive Education Programs**



## EY Vantage Advisors

EY Vantage Advisors spend 6 weeks on the ground with Endeavor Entrepreneurs, leveraging their professional expertise as high-performing employees at EY to support consulting projects.

The Advisors help the entrepreneurs with obstacles ranging from improving financial management and operational efficiency, to formulating a new growth strategy, to understanding the cross-border tax implications of expanding into new markets and much more.

Since its launch in 2005, the program has supported over 215 Endeavor Entrepreneurs in countries across Africa, Asia, Eastern Europe, Middle East and Latin America with over 60,000 hours of service.

In the first two years after engaging with EY Vantage Advisors, Endeavor businesses have experienced an average annual growth rate of almost 70%.



Closing dinner with Kharabeesh & EY Vantage Advisor

*"Kitty was an amazing gift sent to Kharabeesh at the right time. She made sure to understand our needs prior to the visit with the help of the Endeavor team. She planned the work to be done and coordinated with experts from the London office and Amman office to fill the gaps. She helped set the foundation across all departments for key executives to take the company to the next level. The value she added to the Kharabeesh culture was beyond expectations."*

Mohammed Asfour  
Co-Founder & CEO, Kharabeesh  
Kharabeesh hosted their 2nd EY Advisor,  
Kitty Bourlet from the London office,  
September-October, 2016

# 13

Endeavor Jordan companies have hosted EY Advisors since the launch of the program.

## eMBA Fellows

Each summer, Endeavor Entrepreneurs are able to recruit MBA students from top U.S. and international business schools, to work on-site. Participants often come from world-class institutions including Harvard, Stanford, MIT-Sloan, Wharton, Columbia, Kellogg, Yale, INSEAD, LBS, and IESE.

This program allows Endeavor companies to bring in top-tier talent, working for a fraction of the market rate, who can be recruited to work on projects revolving around strategy, operations, financing, marketing, and expansion.

## Bain & Company Externship

The externship allows high-performing Bain & Company consultants from offices worldwide to work closely with Endeavor Entrepreneurs on a variety of business development and operational projects. Externs represent top business talent trained in strategic, operational, and financial frameworks who can focus on high-priority initiatives without redirecting existing staff.

## Executive Education Programs

Every year, Endeavor works closely with faculty at Harvard and Stanford Universities to craft a tailored curriculum for week-long educational sessions offered to Endeavor Entrepreneurs. During the two programs, the entrepreneurs stay on campus to engage in a week of guest lectures and discussion groups custom-designed by university faculty.

Participants are given access to the world-class resources and expertise of each leading institution while also networking and sharing insights with peers.

The Harvard **SCALING ENTREPRENEURIAL VENTURES** program is designed to help Endeavor Entrepreneurs successfully build larger and more successful businesses. While the Stanford **INNOVATION AND GROWTH** program draws from the best of Stanford GSB's world-class faculty and network to help Endeavor Entrepreneurs drive innovation and build leading companies in a competitive global marketplace.



Stanford Innovation and Growth Program  
attended by Charif Mzayek - Alissar Flowers

4

Endeavor Jordan Entrepreneurs  
have participated in the  
Harvard program

8

Endeavor Jordan Entrepreneurs  
have participated in the  
Stanford program

Harvard Scaling Entrepreneurial Ventures Program  
attended by Ghassan Mzayek - Alissar Flowers



# Access to Mentors

Endeavor offers its entrepreneurs access to a world-class network of talented individuals and organizations that help them think bigger, make better decisions and multiply their impact.

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**Custom Advisory Boards**

**World-Class Mentors**

## Custom Advisory Boards

Endeavor works with entrepreneurs to build a team of advisors pulled from our mentor network. The Advisory Board provides sessions of in-depth counseling and guidance on strategy, industry, and specific topics of interest to help entrepreneurs grow their business efficiently.

### THESE STRATEGIC SESSIONS HELP ENTREPRENEURS:

- validate their ambitions,
- prioritize their problems, and
- build an action plan to address their strategic and operational priorities.

Mentors collaboratively advise the entrepreneur on specific challenges and general strategies. They develop, refine, and review the growth strategy to link the entrepreneur needs to the menu of Endeavor services.

5

Advisory Boards are in place for Endeavor Jordan Entrepreneurs

## Mentorship

Endeavor connects entrepreneurs with personal mentors who provide ongoing one-on-one support.

Mentors are selected from Endeavor's active global network and are matched based on the entrepreneur's goals, needs, and interests. Mentor relationships are continuous and provide entrepreneurs with inspiration and support.

2998

Global mentors

36

Local mentors

1232

Mentorship hours

300

Touch-points with mentors

Service Panel for  
EAT Restaurant Group



# Access to Markets

Endeavor helps its entrepreneurs connect with mentors in the global network through a targeted and needs-based approach. Connections include mentoring, strategic advice, and introductions with a variety of organizations and individuals in a number of fields.

In addition to linking entrepreneurs with one another, Endeavor also facilitates introductions and meetings with consultants in fields ranging from accounting to public relations.

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**Industry Tours**

**Networking Events**

## Industry Tours

In 2016, Endeavor Global adopted a new approach for effective communication with its entrepreneurs.

A sector-based communication strategy was put in place to provide entrepreneurs with customized services that best correspond with their needs. As part of the change, Endeavor started planning focused industry tours.



## Fintech Tour November, 2016

The first Fintech Tour was hosted in New York City to introduce and connect 10 Endeavor Entrepreneurs from 8 countries with leading fintech innovators in the city. The tour was an opportunity for Nasser Saleh, Founder and CEO of MadfoatCom, and the other entrepreneurs to meet with key fintech founders and investors to discuss new platforms, industry trends, opportunities, and exits.

The event consisted of touring fintech businesses including Bloomberg, the original fintech innovator, and OnDeck, the largest online small business lender in the U.S. Entrepreneurs were also able to obtain help strategizing on their growth challenges from Barclays senior executives, and also listen to a number of experienced professionals share their perspective.



Attended by Nasser Saleh  
Founder & CEO - MadfoatCom



Omar Tabaa  
CEO, Eat Restaurant Group

The tour comprised site visits to major F&B players in Louisville, including Papa John's headquarters; the kitchen at Chef Space, Louisville's first kitchen incubator; the Texas Roadhouse headquarters; a Thornton's Gas & Food Mart; and the kitchen of Bubba's 33.







## SouthEast Asia Tour

July, 2016

Led by Endeavor Indonesia, Endeavor SouthEast Asia offices organized a regional tour that catered to entrepreneurs looking to scale and explore business opportunities in that region. The tour included a series of insightful workshops that covered many topics including sustainability, leadership, and business expansion.

Charif Mzayek, CEO of Alissar Flowers International along with 20 Endeavor Entrepreneurs, explored the trends to expand their business in SouthEast Asia by engaging with influential business leaders in the region.

Attended by Charif Mzayek  
CEO - Alissar Flowers



# Access to Capital

Endeavor provides its entrepreneurs with a comprehensive approach to acquiring funds to scale up their business.

The access to capital pillar covers different perspectives; mentorship on the perfect fundraising pitch, 1:1 meetings with investors from around the globe, workshops on obtaining smart capital, as well as the opportunity for an investment from the Endeavor Catalyst Fund.

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**Mentor Capital Program**

**Investor Network**

**Endeavor Catalyst Fund**

## Mentor Capital Program

The Mentor Capital Program allows for mentors to provide feedback to Endeavor Entrepreneurs on their fundraising strategy, pitching materials, and term-sheets through ongoing one-on-one support.

7

Endeavor Jordan companies have completed the Mentor Capital Program

## Investor Network

The Endeavor Investor Network is a global community that extends the reach of leading investment firms by providing access to high-growth companies and local investment partners in all of Endeavor's markets. The Investor Network organizes annual regional treks and events that convene top entrepreneurs and investors.

Investor Treks are one-day events that gather Endeavor's network of leading investors and entrepreneurs from across Europe, MENA, and Southeast Asia for a day of networking and stimulating conversation.

The most recent event took place in London in November 2016 with the participation of 4 Endeavor Jordan companies.

8

Endeavor Jordan companies have participated in InvestorTreks



Attended by ArabiaWeather, Jamalon, MadfootCom, and Altibbi  
London Investor Trek

## DealMakers

An exclusive annual two-day event, organized and hosted by Endeavor Jordan.

The goal of the event is to engage top local, regional, and international investors with the most promising entrepreneurs through a richly-curated agenda of networking activities, entrepreneur workshops, investors round-table discussions, and 1:1 speed networking sessions.

*"I enjoyed the format of the event; it was intimate and engaging with interesting sessions, panels, and discussions. I will walk away today with greater insights on what we can do as an investor community."*

Sorusch Amiri  
Associate, BECO Capital

### DEALMAKERS 2016 IN NUMBERS

62

Entrepreneurs from  
**44** Companies

167

Attendees from  
**9** Countries

32

Leading International &  
Regional VCs and Angel  
Investors

240

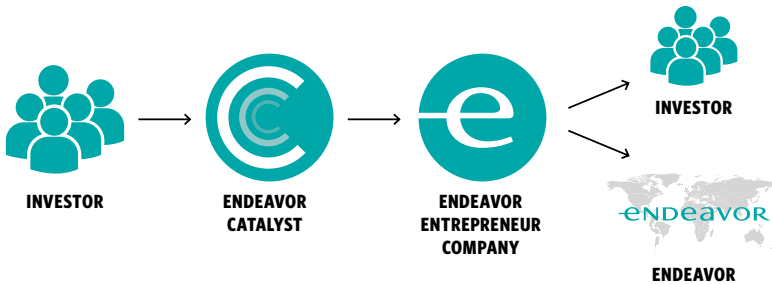
1:1 speed networking  
sessions between  
entrepreneurs & investors



## Catalyst Fund

Endeavor Catalyst is the rules-based, co-investment arm of Endeavor Global, set up to invest exclusively in Endeavor Entrepreneur-led companies and to sustain Endeavor's long-term operations in a mission-aligned way.

### HOW DOES ENDEAVOR CATALYST MAKE INVESTMENTS?



### THE FUND INVESTS IN:

- Endeavor Entrepreneurs in good standing with their local office
- Raising a minimum of US\$5million of equity capital in a single round of financing
- Led by a qualified institutional investor
- If all criteria are met, Endeavor Catalyst, will invest up to 10% of the round - capped at US\$1million
- Endeavor Catalyst has invested in 40 companies, across 15 countries, alongside top-tier venture capital funds

*"We are honored to be the recipients of Endeavor Catalyst's first investment in Jordan. This investment will help us achieve our goals in expanding geographically, taking on new team members and devoting increased resources towards marketing, and content creation."*

Mohammed Asfour  
Co-Founder & CEO, Kharabeesh

### ENDEAVOR CATALYST FUND MAKES ITS FIRST INVESTMENT IN JORDAN

Endeavor Catalyst Fund has made its first investment in Jordan, contributing to the equity financing of Kharabeesh, a multi-platform network with a mission to create quality Arabic content.

Led by Wamda Capital, Endeavor Catalyst, and Dash Ventures, have injected a total of US\$5 million into the company.

Founded by, Mohammed Asfour, Firas Al-Otaibi, Wael Attili, Wafa Nabulsi, and Shaher Al Otaibi, Kharabeesh combines media, entertainment, and technology to produce original videos, programs, and shows designed for online consumption.

Who We Are

**E**ndeavor is all about **its people**; it is about creating an **unparalleled culture of visionary supporters** that believe in **changing the world**.

# Endeavor Entrepreneurs



**AKHTABOOT**  
Yousef Shamoun



**ALISSAR FLOWERS**  
Charif Mzayek  
Alissar Mzayek  
Ghassan Mzayek



**ALTIBBI**  
Jalil Allabadi



**EAT RESTAURANT GROUP**  
Omar Tabbaa



**JAMALON**  
Ala' Alsallal



**JAVNA**  
Mansour Mansour



**MONOJO**  
Penelope Shihab



**RESERVEOUT**  
Khalil Shadid



**THE ONLINE PROJECT**  
Ramzi Halaby





**ARABIAWEATHER**  
Mohammed Al-Shaker



**ASK FOR HUMAN CAPACITY  
BUILDING**  
Dr. Amin Amin



**CRYSTEL**  
Zeena Majali  
Ramez Kalis



**KHARABEESH**  
Firas Al-Otaibi  
Mohammed Asfour  
Wael Attilli



**LUMINUS EDUCATION**  
Ibrahim Safadi



**MADFOOATCOM**  
Nasser Saleh

# Board of Directors



**Walid Tahabsem**  
President & CEO,  
Integrated Technology Group  
**Endeavor Jordan Chairman**



**Maher Kaddoura**  
Angel Investor &  
Management Consultant



**Nadia Al Saeed**  
CEO,  
Bank al Etihad  
**Endeavor Jordan Vice Chair**



**Peter B. Kellner**  
Founder & Managing Partner,  
Richmond Management  
**Endeavor Global Co-Founder**



**Ahmad Hanandeh**  
CEO,  
Zain Jordan



**Randa Sadik**  
Deputy CEO,  
Arab Bank



**Ali Al-Husry**  
Director,  
Hikma Pharmaceuticals



**Said Darwazah**  
Chairman & CEO,  
Hikma Pharmaceuticals



**Dr. Amjad Aryan**  
Founder & CEO,  
Pharmacy 1



**Dr. Safwan Masri**  
Director,  
Columbia Global Centers-  
Middle East



**Bassem Al-Salem**  
Chairman,  
Capital Bank



**Waddah Barkawi**  
Partner,  
Ernst & Young



**Dr. Fawaz Zu'bi**  
Founder & CEO,  
Accelerator Technology Holdings



**Zaid Shatara**  
CEO,  
Umniah

# Mentors

**Abeer Qumsieh**

**Akram Khreis**

**-e Amer Nasereddin\***

**Basem Malhas**

**Constandi Yaghnani**

**Emile Cubeisy**

**Feras Kilani**

**Hagop Taminian**

**Ihab Hinnawi**

**Haytham Kamhiyah**

**Hussam Khoury**

**Humam Mufti**

**Imad Ayoub**

**Imad Bukhari**

**Imad Malhas**

**Jumana Twal**

**Karim Kavar**

**Khaled Irani**

**Laith Al-Qasem**

**Luay Abu Ghazaleh**

**Majd Shweikeh**

**Majda Al Labadi**

**Majed Sifri**

**Majied Qasem**

**Nadim Kayyali**

**Nicola Billeh**

**Tarik Awad**

**Omar Hamarneh**

**-e Omar Sati\*\***

**Rami Adwan**

**Randa Ayoubi**

**Saad Mouasher**

**Salim Karadsheh**

**Samar Obeid**

**Samih Toukan**

**Taghreed Shunnar**

**Thank you to our top contributors in 2016**

\* Referred most entrepreneurs to join Endeavor in 2016

\*\* Donated most hours to Endeavor Entrepreneurs in 2016



# Impact Partners

Our partnerships enable Endeavor to multiply our **impact**.  
Thank you for your **support**.



مجمع طلال أبو غزالة  
Talal Abu-Ghazaleh Organization



# Team



**Rasha Manna**  
Managing Director



**Nadine Odat**  
Marketing &  
Communications  
Manager



**Mahmoud Alaeddin**  
Graphic Designer



**Ellen Hindeleh**  
Entrepreneur  
Selection & Growth



**Rewa Nesheiwat**  
Entrepreneur  
Selection & Growth



**Zara Najjar**  
Entrepreneur  
Selection & Growth



“

If people aren't  
**calling you crazy,**  
you aren't thinking

**BIG**

enough

”

Linda Rottenberg  
**Endeavor CEO & Co-Founder**

# About Endeavor

Endeavor is leading the global high-impact entrepreneurship movement to catalyze long-term economic growth. Since 1997, Endeavor has been selecting, mentoring, and accelerating the best high-impact entrepreneurs around the world. Through the guidance that Endeavor offers, entrepreneurs can tangibly impact their communities, generate new job opportunities, bolster their countries' national wealth, inspire others to innovate, and contribute to private sector development. Endeavor now supports 1,336 High-Impact entrepreneurs, leading 839 companies in 25 emerging and growth markets around the world.

Endeavor launched its operations in Jordan in 2009, and is leading the way in supporting high-impact entrepreneurship. Today, Endeavor Jordan supports 21 Endeavor Entrepreneurs, representing 16 companies, from varying industries that have generated over US \$148 million in revenues in 2016, and created over 2890 jobs. Endeavor continues to search for more high-impact Jordanian entrepreneurs to support through its local and international network.



info.jordan@endeavor.org  
endeavorjo  
endeavorjordan  
endeavorjo  
www.endeavorjordan.org