

OUR NETWORK IS WORKING

1	Welcome
3	The Network at Work
22	The Endeavor Model
34	Impact and Results
38	Network
58	Financials, Donors, and Board Members



At some point, all entrepreneurs face their “crazy moment”—the juncture at which they must choose between the safe and expected, and the unsafe and unknown.

In my new book *Crazy is a Compliment: The Power of Zigging When Everyone Else Zags*, I looked back at my own “crazy moment.”

It occurred in the spring of 1998. Months earlier, I had broken the news to my (loving but risk-averse) parents that I wasn’t going to use my law degree. Instead, my friend Peter Kellner and I had decided to pursue our dream of launching an organization that would find high-impact entrepreneurs and connect them with world-class mentors and support services. High-impact means those with the biggest ideas, the likeliest potential to build businesses that matter, and the ability to inspire others. We were convinced that our new organization, Endeavor, would enable the dreamers, the job creators, and the role models to reach their goals even faster.

But first we needed funding.

After a few months and many “no’s,” we secured a 10-minute meeting for me with Eduardo Elsztein, one of Argentina’s most celebrated entrepreneurs. I flew to Buenos Aires, walked into Eduardo’s office, and gave him my most succinct Endeavor pitch, which ended with a request for Eduardo’s time, passion, and \$200,000. He turned to his deputy and laughed, “Esta chica está loca!” (This girl is crazy!)

I teasingly let him know that he was lucky I’d only asked for \$200,000.

A few minutes later, I emerged from Eduardo’s office with his promise to serve as the Founding

Chairman of Endeavor Argentina and a check for \$200,000. La Chica Loca indeed! That’s why I say that if you’re *not* called crazy when you’re starting something new, you’re probably not thinking big enough!

Today Endeavor supports nearly 1,000 entrepreneurs leading more than 600 companies in 22 countries. Our mission is to ensure that our entrepreneurs’ crazy moments result in tremendous success both for them and for their broader communities. We take their dreams, push them to think a little bigger and a little crazier, and help them lay out a roadmap to reach their goals. In 2013, Endeavor Entrepreneurs collectively had created 400,000 jobs and were generating close to \$7 billion annually.

We believe that every dreamer with a great idea and the dedication to bring it to life should have access to mentors who can help them succeed—regardless of where the entrepreneur was born. If you share this belief, I encourage you to join us in our growing Endeavor.

Together we can transform economies, one crazy moment at a time.

Linda Rottenberg
Co-Founder & CEO
Endeavor

THE NETWORK AT WORK

To build a world-class business, entrepreneurs need more than an idea. They need people to look up to—role models who achieved incredible success despite the odds. They need access to capital and mentors to help them think big and pivot through challenges. Endeavor has set out to create support systems for entrepreneurs around the world.

KEY

Track the connections between members of Endeavor's network throughout this story.

— Mentorship

— Inspiration

— Investment

— Founder

On the morning of July 18, 2014, **Martín Migoya**, the co-founder & CEO of a Latin American software development firm, rang the opening bell of the New York Stock Exchange. In the 11 years since Martín and his three co-founders—all Endeavor Entrepreneurs—had pooled \$5,000 in savings to launch Globant, the company had grown into an employer of 3,300 people, with offices in seven countries and clients like Electronic Arts and Google.

The Initial Public Offering of any company is remarkable. But Martín will tell you that Globant is just the latest in a series of spectacular success stories to emerge from the tech network of Buenos Aires. When asked who inspired them to think *big*, Globant's founders name fellow Argentine and Endeavor Entrepreneur **Marcos Galperin**.

In the late 1990s—a few years before Globant came on the scene—Marcos Galperin wrote the business plan for his startup, MercadoLibre, while attending Stanford's Graduate School of Business. Having seen the meteoric rise of eBay, he believed that a similar but localized e-commerce site would do well in Argentina. After graduating, Marcos and his schoolmate **Hernán Kazah** returned to Buenos Aires with the business plan and a round of angel funding. Within

a month of launching, MercadoLibre had expanded to Mexico and Brazil.

The pair soon met **Linda Rottenberg**, a spirited American who was spending a lot of time in Buenos Aires, evangelizing her theory of high-impact entrepreneurship. Linda and her friend **Peter Kellner** had recently co-founded a non-profit named Endeavor. The organization's mission was to find challenged markets' most promising entrepreneurs and help them scale their companies to create new jobs and spur economic growth. When these entrepreneurs became successful, Endeavor would show them how to mentor and reinvest in the next generation of founders—kick-starting a cycle of new business creation.

Marcos and Hernán became Endeavor Entrepreneurs and joined the organization's new but flourishing network of entrepreneurs and volunteer mentors in Buenos Aires. In 2001, when eBay purchased a 19.5% stake in MercadoLibre, Endeavor mentors helped Marcos and Hernán negotiate fair and favorable terms. Throughout the early 2000s, the company continued to scale, and, in 2005, MercadoLibre cemented its status as the market leader when it acquired its long-time rival DeRemate. Two years later, MercadoLibre went public on the NASDAQ in a \$400M IPO. >

“Being chosen as Endeavor Entrepreneurs was a key milestone in our history, because it enabled us to learn from some of the most talented and experienced professionals in the world. These mentors helped us think big, challenge the status quo, and build a company that will continue to grow and create jobs for a very long time.”

MARTÍN MIGOYA

Co-Founder & CEO, Globant

Even before the IPO, Marcos and Hernán started reinvesting in the network by mentoring and investing in up-and-coming Buenos Aires entrepreneurs. Marcos eventually joined Endeavor Argentina’s Board of Directors and donated \$1M to

Endeavor Argentina. Hernán launched Kaszek Ventures, a venture capital fund, with MercadoLibre’s former CFO, Nicolas Szekasy, that has invested in over 20 regional companies. Nicolas Szekasy also joined Endeavor Global’s board.

In the years following the IPO, Endeavor often used MercadoLibre’s story to demonstrate the impact that the organization and its entrepreneurs could have. They knew, anecdotally, that Marcos and Hernán were giving back, but they hadn’t measured the entrepreneurs’ impact against the broader ecosystem. Endeavor’s Board of Directors challenged the organization’s research arm, Endeavor Insight, to analyze the tech ecosystem of Buenos Aires. The ultimate goal of the project was to find a way to better understand and measure the effects of high-impact entrepreneurs like Marcos and Hernán on the overall development of entrepreneurial ecosystems. >



Globant’s co-founders and senior management celebrating the company’s listing on the New York Stock Exchange.

GLOBANT

In 2003, Globant was just an idea. Today Globant employs 3,300 people and is listed on the New York Stock Exchange.

Since selection by Endeavor in 2005, the entrepreneurs have heard from global leaders like Michael Dell (Dell) and Marc Benioff (Salesforce.com) at Entrepreneur Summits. An EY Vantage Advisor helped Globant streamline processes. Endeavor Immersion Tours brought them to the

campuses of Google and Zynga (where Guibert met founder Mark Pincus). They have also devoted a tremendous amount of time to giving back, helping Endeavor launch in new cities and mentoring new entrepreneurs.

REVENUE 2004 (USD)

\$3.7m

REVENUE 2013 (USD)

\$158m

EMPLOYEES AT SELECTION

120

EMPLOYEES 2014

3,300

Early 2000s

The success of MercadoLibre inspires Martín Migoya, Guibert Englebienne, Nestor Nocetti and Martín Umanan to think about starting a business.

2003

The founders launch Globant, a software product development company.



2004

The entrepreneurs attend an Endeavor International Selection Panel and are advised to return if and when they improve their openness to feedback.

2005

Martín, Guibert, Nestor, and Martín return to an International Selection Panel and are selected as Endeavor Entrepreneurs.

endeavor

2006

Google becomes a client of Globant.



2007

Globant begins working with Electronic Arts.



2009

Martín Migoya joins Endeavor Argentina's Board of Directors.

2010

Martín Migoya serves as a panelist at an International Selection Panel for the first time.

Guibert joins Endeavor Argentina's Board of Directors.

2011

Harvard Business School publishes a case study on Globant.



2012

Endeavor Catalyst, a passive co-investment fund that invests in Endeavor Entrepreneurs raising professional rounds of capital of \$5m or more, makes its first investment—in Globant.

Reid Hoffman, an Endeavor Global Board Member and the Co-Founder and Executive Chairman of LinkedIn, joins Globant's Board of Advisors.

2013

WPP purchases 20% of Globant.



Martín Migoya receives EY's Entrepreneur of the Year award in Argentina.



2014

Globant goes public on the New York Stock Exchange.

Guibert Englebienne becomes Chairman of Endeavor Argentina.



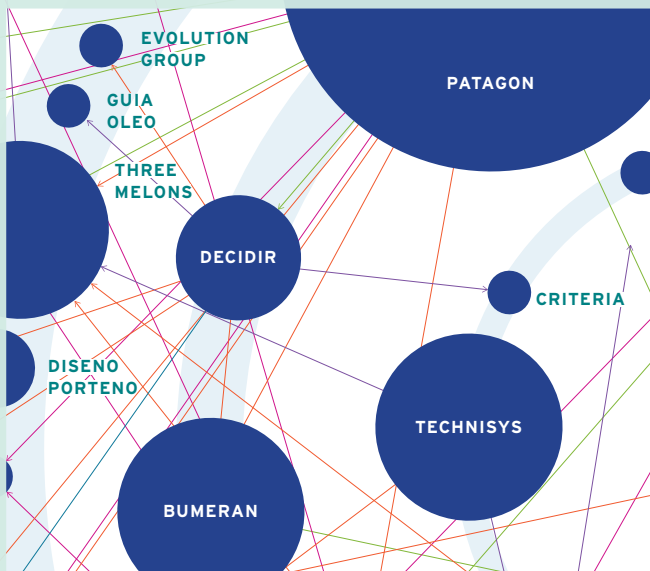
SPOTLIGHT ON BUENOS AIRES

Endeavor Insight's first ecosystem study examined the tech sector of Buenos Aires, the city in which Endeavor first launched in 1997.

Understanding this Map

- Mentorship
- Inspiration
- Investment
- Founder

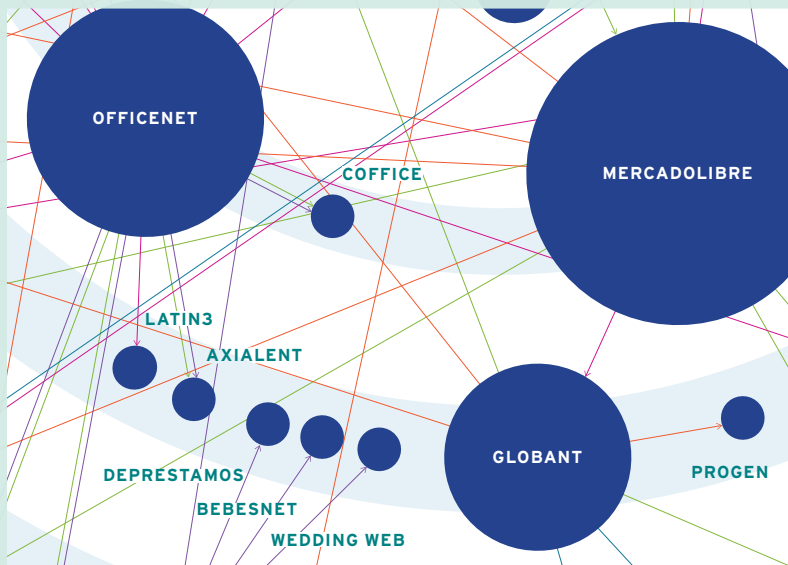
Circle size reflects the number of outgoing connections at each company.



Patagon was founded by Wences Casares, one of the very first entrepreneurs selected by Endeavor. Wences sold Patagon, the eTrade of Latin America, to Banco Santander for an estimated \$750m.

Today he is the Founder & CEO of Xapo, serves on Endeavor Global's Board of Directors, and mentors countless entrepreneurs.

The success of MercadoLibre, an Endeavor company, inspired Globant's four co-founders to think about starting a business.



Endeavor Insight contacted 200 of Buenos Aires' top tech entrepreneurs and asked them five questions aimed at uncovering their connections to other players in the ecosystem: *"Who inspired you to become an entrepreneur? Where were you employed before becoming an entrepreneur? Who invested in your company? Who was your mentor during the growth and development of your company? Have you founded other tech companies?"* The team then mapped these five different types of connections (inspiration, former employment, investment, mentorship, and serial entrepreneurship) between entrepreneurs and illustrated the relative influence of each founder by the size of his or her "bubble." The resulting map was anchored by three large firms with oversized "bubbles" (Digital Ventures, an interactive media agency; Patagon, an online brokerage founded by Endeavor Entrepreneur Wences Casares; and MercadoLibre), whose founders influenced more than 80% of the other entrepreneurs in the ecosystem, including, of course, the founders of Globant.

Eager to discover whether this phenomenon — in which just a few entrepreneurs spark and foster the development of an entire network — would emerge elsewhere, Endeavor Insight repeated the mapping exercise multiple times, studying cities like Amman, Istanbul, New York, Bogotá, and Mexico City. They found the same pattern around the world.

In Istanbul, for example, Yemeksepeti, an online food delivery company, influenced over 55 companies in the city's tech sector. Its CEO **Nevzat Aydın** and his co-founder **Melih Ödemi** were among the first Turkish entrepreneurs selected by Endeavor. In the years since selection, the influence of the entrepreneurs has multiplied. Both



Nevzat Aydın is the co-founder and CEO of Yemeksepeti.com, an online food delivery company headquartered in Istanbul.

entrepreneurs have invested in many Turkish startups. Nevzat, for example, invested in Lidyana, a fashion e-commerce website founded by Endeavor Entrepreneur **Hakan Ba**, Yemeksepeti's 2012 announcement that it had raised a \$44 million round of funding led by General Atlantic attracted coverage about both the company and Istanbul's burgeoning entrepreneurship scene.

To Endeavor Insight, the density of the ecosystems in cities like Buenos Aires and Istanbul signified that Linda and Peter's original hypothesis was correct. High-impact entrepreneurs have an outsized impact on the markets where they live and work. Because they create more jobs and generate more revenue than the average entrepreneur, they inspire up-and-coming founders to think *big*. They create a culture of innovation within their companies so that employees begin thinking about starting businesses of their own. They are eager to serve as role models. Despite limited time, they mentor the next cycle >

Alex Torrenegra and Tania Zapata—the Colombian founders of Bunny Inc., a company that provides services to connect voice actors with jobs—present their business to panelists at the Palo Alto International Selection Panel in October 2013.



Endeavor Entrepreneur Diego Saez-Gil (right) founded WeHostels, a budget travel platform that was supported by Torrenegra Labs. In 2014, WeHostels was acquired by StudentUniverse.

of entrepreneurs. And they invest their own profits in those entrepreneurs' ventures.

By reinvesting in the network, successful entrepreneurs multiply their impact, building entrepreneurial ecosystems that give new founders access to the mentorship, talent, and capital necessary to succeed. Just a few entrepreneurial pioneers drive the creation of huge ecosystems like Silicon Valley. It is Endeavor's mission to find those entrepreneurial pioneers and to help them through each stage of the cycle: from startup,

to success, to reinvestment, and beyond. In 2013, Endeavor Insight studied the tech ecosystem of Bogotá, Colombia. They found that the network has grown exponentially over the past two decades. From 1992–2002, just 37 tech companies were based in Bogotá, and interactions between founders were limited. By 2013, there were roughly 230 Bogotá-based tech companies, and their founders were connected via a dense and thriving network. *Who—or what—helped catalyze this growth?*

Throughout Endeavor Insight's interviews with Bogotá tech entrepreneurs, one familiar name was frequently cited: that of Endeavor Entrepreneur **Alex Torrenegra**. Alex founded or co-founded ten different tech firms, inspired the founders of eight companies, mentored five entrepreneurs, invested in 10 ventures, and employed 10 people who went on to start their own companies.

Alex's entrepreneurial ambitions started early: When he was 14, he launched a data entry business so that he could save up to buy a computer. Five years later, he dropped out of college in Bogotá and moved to Miami with dreams of starting his next company. He got a job at a McDonald's and worked on improving his English. In his free time he experimented with opportunities in online marketplaces.

In 2002, Alex met his future wife, **Tania Zapata**, a voice actor and radio host. In the early 2000s, recruiting for voice acting still depended wholly on talent agents who represented voice actors and helped them to land and negotiate jobs. The process was rife with inefficiencies, and Tania frequently struggled to find work. Her frustration inspired the couple to think about how the industry could be improved. They decided that an online marketplace for voice actors could help solve her challenge — one that was shared by thousands of other actors around the world.

Alex and Tania began building a team of highly-skilled web developers in Bogotá. Together with the team, they developed a tool called Voicer123 that eased the process for both voice actors and casting agents: Voice actors pay a subscription fee to record auditions, while casting agents sift through the auditions and select the best talent for the job. The technology reduced the time needed to cast a 60-second video from 4–5

weeks to as few as 10 minutes. Within six months the company was profitable and had 10,000 registered users.

In 2005, Alex and Tania decided to hire a CEO to lead Voicer123 so that they could focus on other projects. For the next few years, Tania concentrated on voice acting while Alex split his time amongst several other companies he had founded or co-founded, including Torrenegra Labs, an incubator for Bogotá tech startups. In 2011, the explosion of crowdsourcing convinced Alex to return to the company full-time.

That same year, Alex and **Diego Saez-Gil**, the founder of a Torrenegra Labs portfolio company, met Endeavor Global's President **Fernando Fabre**. Alex was impressed by Endeavor's range of support services, and suspected that access to a network of seasoned mentors could help him take Voicer123 to the next level. He soon connected with Endeavor's team in Bogotá and joined the multi-step screening process to become an Endeavor Entrepreneur.

"You cannot hope to lift economies without promoting entrepreneurship. Endeavor has proven itself the most effective organization at building entrepreneurial ecosystems where none had existed before."

JAMES WOLFENSOHN

Chairman, Wolfensohn & Company LLC
Former President, World Bank

Over the following months, 14 Endeavor mentors interviewed Alex, reviewing every aspect of Voice 123's business model as well as his presentation style. ➤

“Endeavor and Bain have partnered together to better understand how entrepreneurial ecosystems are built—resulting in key actionable lessons that we are both applying to our work as we scale and advise companies around the world.”

CHRIS BIERLY

Partner, Bain & Company

Endeavor mentors helped Alex develop a strategic plan for the launch of a new, commission-based product called VoiceBunny. VoiceBunny clients submit a project and the platform sets a rate and finds the best talent for the project at the lowest price. In as few as 10 minutes, clients receive the completed voiceover in the file format of their choice.

By May 2012, Endeavor Colombia board members and mentors approved Alex's request to present his business at an International Selection Panel—the final stage of Endeavor's selection process. He boarded a plane to Cartagena, where a panel of six global business leaders interviewed him about Voice123's accomplishments to date and his expansion plans for the business. Panelists look for several key factors: potential for the business to scale and create jobs, potential for the company to positively impact the economy, and potential for the entrepreneur to inspire future generations. Alex's interviewers believed Voice123's business model was disruptive and that Alex was a natural and inspirational entrepreneur, but they worried that his focus was still too divided amongst his various businesses. He did not receive the unanimous support

necessary to become an Endeavor Entrepreneur. The panelists recommended that Alex return to Endeavor if and when he had demonstrated complete commitment to Voice123 and proved its potential for growth.

Alex took the panelists' feedback to heart. He focused on refining the VoiceBunny product, expanded his headcount by 50%, rebranded the company “Bunny Inc.,” and persuaded Tania to return to the company in an operational capacity.

A year and a half later, Alex felt ready to re-present his business at an International Selection Panel. This time Tania joined him as a candidate. At an ISP in Palo Alto, California, they were interviewed by a new set of panelists, including Nevzat Aydın. Nevzat and his fellow panelists were impressed by Bunny Inc.'s traction since the previous ISP. They believed that the company had reached an inflection point, and that Endeavor could help its founders take advantage of the opportunities ahead. Alex and Tania were selected as Endeavor Entrepreneurs.

Soon thereafter, Alex and Tania received a “roadmap”—or an overview of the services Endeavor would provide them in their first two years as Endeavor Entrepreneurs. They have strategized with Endeavor mentors on how to best leverage their network and improve Bunny's customer service structure. In August 2014, Alex attended a Stanford Graduate School of Business Leadership Program that was designed specifically for Endeavor Entrepreneurs—an experience he said helped him “learn many things that are being strategically implemented in different areas within Bunny Inc.” Meanwhile, Bunny Inc. more than doubled its revenues from year-end 2012 to year-end 2013 and has built out their team by 25%. In the coming months, through the Endeavor-EY



Alex Torrenegra
and Tania Zapata
at Bunny Inc.'s head-
quarters in 2014.

Vantage program, an EY Advisor will spend six weeks in Bunny's Bogotá office, helping the entrepreneurs analyze inefficiencies and crafting a plan to close any gaps.

Alex and Tania aspire to build Bunny Inc. into the world's leading platform for crowdsourcing creative talent, and Endeavor will support them throughout their journey towards that goal, helping them think through a range of issues like refining their growth strategy, identifying potential new markets, and optimizing business processes.

Alex and Tania already serve as advocates for Bogotá's entrepreneurial ecosystem. In 2014, *The Wall Street Journal* published an opinion-editorial that Alex authored about Bogotá's entrepreneurship scene, in which he argued that, instead of trying to emulate Silicon Valley, emerging markets should localize their policies. Endeavor believes that Alex and Tania have become key role models for the next generation of founders in Bogotá by generating high-quality jobs and helping the city's entrepreneurship ecosystem thrive. >

THE ENDEAVOR INVESTOR NETWORK

The Endeavor Investor Network extends the reach of leading venture capital and private equity firms by providing access to high-growth companies, local investment partners, and business leaders across all of Endeavor's growing markets.

Investor Network Events
2013-2014:



Launched in 2011, the Endeavor Investor Network is an invitation-only program designed specifically for leading global equity firms.

In 2013–2014, the Investor Network hosted nine events in eight different countries (above). Over the past 24 months, Endeavor has helped 75+ companies raise 350m+ in global equity capital.

In September 2014, Endeavor Colombia hosted an Investor Network event that was attended by Investor Network members and high-growth Endeavor companies from across the region.



A 2013 Investor Network event in San Francisco featured an interactive cooking session for entrepreneurs and investors.



The Investor Network has coordinated 50+ customized roadshows for Endeavor Entrepreneurs and Investor Network members. Hassan Hamdan, the founder of OTS, a Saudi company that sells digital communications solutions to businesses, met with Tim Draper, the founder of Silicon Valley-based venture capital firm, Draper Fisher Jurvetson.



Zafer Younis (left) and Ramzi Halaby are the founders of The Online Project, an agency that focuses on building social media strategies for companies in the Middle East with offices in Amman, Dubai, and Riyadh.

Beyond creating ecosystems at a city level, Endeavor is working to build regional and even global networks. This goal is particularly critical in the Middle East and Europe, where the small population size of some of the markets in which Endeavor operates, including Greece, Jordan and Lebanon, means that high-impact entrepreneurs must quickly expand internationally in order to achieve scale and sustainability.

Ramzi Halaby and Zafer Younis are the Jordanian co-founders of both Modern Media, an independent radio broadcasting company, and The Online Project, a social media agency. Endeavor Insight's analysis of Amman's tech sector showed that Ramzi and Zafer have mentored or inspired the founders of 16 different Amman tech companies. But Zafer and Ramzi don't just have clients and connections in Amman — they are connected to

entrepreneurs and influencers across the Middle East. For example, they landed The Online Project's first clients at ArabNet, a Beirut-based Middle East technology summit founded by an Endeavor Lebanon Entrepreneur, Omar Christidis.

Since selection by Endeavor in 2010, Zafer and Ramzi have received services locally, regionally, and globally, working with Endeavor teams from Amman to Dubai and from New York to San Francisco. Zafer has attended three Endeavor South by Southwest tours, one of which featured an intimate breakfast roundtable with Scott McNealy, the co-founder of Sun Microsystems. Endeavor's UAE affiliate is helping Zafer and Ramzi build out The Online Project's business in Dubai, an important regional hub. And Endeavor mentors—including Endeavor CEO Linda Rottenberg—counseled the entrepreneurs to let go of Modern Media in order to focus 100% on The Online Project.

The entrepreneurs have paid forward the support they've received from Endeavor. Zafer has twice served as a panelist at Endeavor International Selection Panels, interviewing candidates from EMEA, Latin America and Southeast Asia. When the entrepreneurs succeeding in selling Modern Media in 2014, they donated a portion of

their profit to Endeavor Jordan.

Many other Endeavor Entrepreneurs have benefited from the impressive range of cross-border services that the organization offers via its nine affiliates in the Middle East and Europe. **Nada Debs**, a leading designer and an Endeavor Entrepreneur from Lebanon, was recently mentored by an Endeavor UAE board member in the fashion and retail space. She also connected with **Loai Naseem**, the founder of Lomar, a Saudi apparel manufacturer. >



Lomar, a Saudi fashion company, is best known for its sleek and modern thobes, traditional robes worn by men. In 2014, Lomar launched a women's line.

Nada Debs designs and manufactures high-end furniture that is sold around the world. In 2013, *The Wall Street Journal* featured Nada Debs' company, personal history, and Beirut apartment.



HotelBrain manages Kirini Suites & Spa, a property on the Greek island of Santorini. The company also manages nearly 100 other properties in Greece, Cyprus, Lebanon, and Turkey.



Similarly, when HotelBrain, a Greek hotel management company founded by **Panos Paleologos**, decided to launch an office in Istanbul, the Endeavor Turkey team set up a three-day roadshow for the founder.

Increasingly, Endeavor Entrepreneurs are seeking out introductions to peers based in different geographic markets but operating in the same industry. **Abdulmohsin Al-Rabiah**, for example, is the founder of Shawarmer, a Saudi chain of 39 fast-casual restaurants that specializes in the popular Arabic sandwich shawarma. When Abdulmohsin asked Endeavor for help refining his growth and operations strategies, his account manager connected him to **Carlo Gonzaga**, an Endeavor Entrepreneur based in South

Africa. Carlo's company, Taste Holdings, began as a Scooter's Pizza. Today Taste Holdings is the holding company for nine brands in South Africa, including Domino's, and is one of the largest employers in the Endeavor network.

In March 2014, Abdulmohsin traveled to Johannesburg to meet with Carlo and other Taste Holding executives in person. He visited some of the company's restaurants and checked out its production and distribution centers. The experience helped Abdulmohsin enhance his understanding of how to balance corporate ownership with franchisees, maintain operations standards, improve employee culture, and make technical improvements to his supply chain. >



Carlo Gonzaga, the Founder & CEO of Taste Holdings, prepares a pizza at one of the company's 544 owned and franchised restaurants in South Africa.

Chefs prepare a meal at one of Shawarmer's 39 fast-casual restaurants in Saudi Arabia.



EDUCATION-YOUTH IMPACT ADVISORY SESSION

In 2014, Endeavor held a Youth Impact Advisory Session for Endeavor Entrepreneurs working in the education sector.



The event convened representatives from five Endeavor Entrepreneur companies, including ASK for Human Capacity Building (Jordan), Campoalto (Colombia), Enova (Mexico), IPETH (Mexico), and Lumni (Colombia). Together, these companies provide training and educational services to nearly 200,000 individuals, with a focus on youth and underprivileged communities.

Each Endeavor company was paired with a team of 4–6 senior executives from Barclays who provided strategic advice and guidance tailored to each company's specific challenges.

The Barclays session was followed by an afternoon of networking and discussions at Endeavor's headquarters. Guest speakers Jeremy Johnson, Co-Founder and Chief Strategy Officer at 2U, an educational technology company that works with universities to offer online degree programs, and Carlos Dominguez, SVP at Cisco Systems, offered insight into how

web-based technologies are changing the education space and methods for adapting to these rapid changes. A team from the Concordia Summit co-hosted a live Twitter conversation with Dominguez, engaging Endeavor Entrepreneurs and Twitter users to address key issues facing the education sector.



Felipe Vergara,
founder of Lumni.



Amin Amin, founder of
ASK for Human Capacity Building.

Endeavor Entrepreneurs
with Barclays Managing
Directors at the 2014
Education-Youth Impact
Advisory Tour.



Participants

ASK FOR HUMAN CAPACITY

Founded by Amin Amin, the Jordan-based ASK (Attitude, Skills and Knowledge) for Human Capacity Building develops innovative programming and offers consulting services with a special focus on education to bridge the education-employment gap.

CAMPOALTO

Colombia's Campoalto, founded by Hugo Fernando Novoa, Alvaro Hoffmann, and Andrés Angulo, provides vocational training to low-income students, particularly disadvantaged women, by offering flexible schedules and an affordable pay-as-you-go model.

ENOVA

Enova is a social enterprise in Mexico that designs innovative educational models and spaces, with the mission of bringing accessible technology to low-income communities in order to close the digital divide. Enova provides populations in marginalized neighborhoods with access to community spaces where they can take courses, use computers and more.

IPETH

IPETH, founded by Arturo Macip and Alejandro Cuervo Guevara, is a university based in Puebla, Mexico that offers bachelors degrees in physical therapy and primarily targets low-income students who would not normally be able to enroll in four-year degree programs.

LUMNI

A venture capital fund that invests directly in human capital, Lumni finances education for students in exchange for a small fixed percentage of their future income over a pre-set time period. Founded by Colombian entrepreneur Felipe Vergara, the firm currently operates in Colombia, Chile, Mexico, Peru and the U.S.



Endeavor Chairman Edgar Bronfman, Jr. and Virgin Group Founder Sir Richard Branson on stage at Endeavor's 2013 Gala in New York City.

Abdalmohsin wasn't the only entrepreneur hosted by Endeavor South Africa this year; when [Amr Shady](#), an entrepreneur from Egypt, traveled to Johannesburg to plan the expansion of T.A. Telecom to South Africa, the local Endeavor team arranged a series of meetings for him. Moving forward, these peer-to-peer connections will be a key component of the organization's service strategy. Endeavor has already hosted an Education-Youth Impact Advisory tour that convened entrepreneurs from three countries working in the education space for a day of individualized meetings with Barclays Managing Directors, as well as roundtables with NYC-based education entrepreneurs and executives.

Whether on a city or country level, across a region, or peer-to-peer, Endeavor's work is transforming ecosystems — and the economies in which these ecosystems operate. In 2013, Endeavor's nearly 1,000 entrepreneurs had created 400,000 jobs and generated \$6.8b in revenue. Roughly 90% of them act as angel investors, mentors, or actively promote entrepreneurship by giving speeches and appearing in media.

Endeavor's impressive track record has propelled it in new and unexpected directions — often at the urging of board members and entrepreneurs who are eager to devote significant time to helping Endeavor extend its global footprint. The expansion of Endeavor in Miami, for example, was spearheaded by an Endeavor board member who believed that the organization could be relevant to struggling American cities. Endeavor Entrepreneurs from Argentina, Colombia, and Turkey have traveled to Italy, Peru, and Bulgaria, respectively, to help Endeavor build networks in these target countries.

The last 17 years have seen Endeavor expand from a single office in Argentina to 22 countries around the world, and the network continues to grow. The years ahead will see Endeavor forging more cross-border connections between entrepreneurs, investors and business leaders, generating tens of thousands of much-needed jobs, and leading a truly global movement for sustainable, entrepreneur-driven economic growth.

“Endeavor’s global movement
is transforming economies,
one entrepreneur at a time.”

EDGAR BRONFMAN, JR.

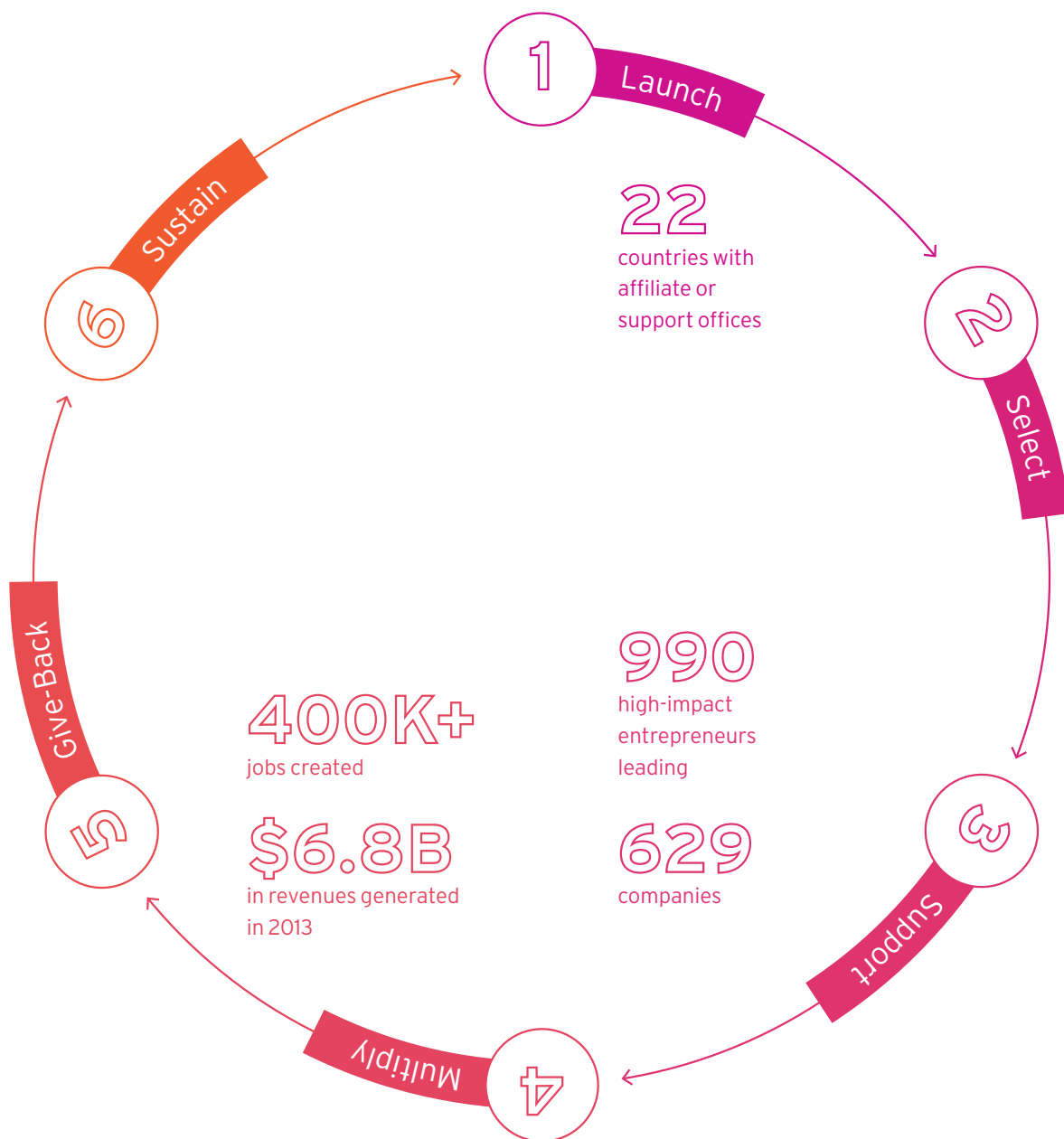
General Partner, Accretive LLC

Chairman, Endeavor

THE ENDEAVOR MODEL

OUR MISSION

Endeavor is leading the high-impact entrepreneurship movement around the world.

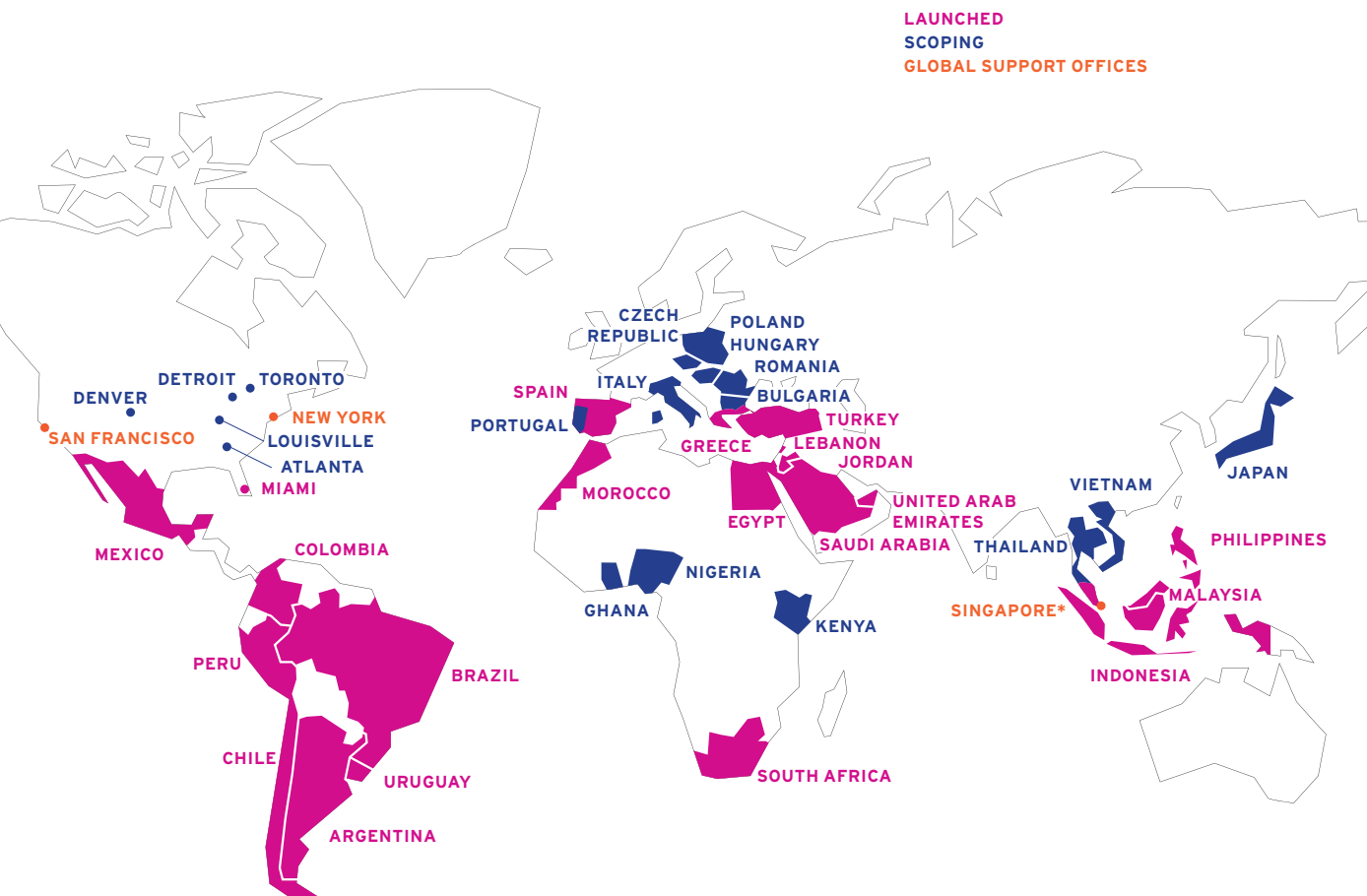


1 LAUNCH

As demand for the economic and social value generated by high-impact entrepreneurship increases, entrepreneurs and executives are urging Endeavor—the global leader in scaling businesses and developing entrepreneurial ecosystems—to launch in their communities. Once focused exclusively on emerging markets, today Endeavor believes that its model is relevant in a broader range of countries and cities around the world.

What We Look for in New Markets

- o Ambitious entrepreneurs running high-potential companies
- o Business leaders committed to unleashing Endeavor's model in their community
- o Growing enthusiasm for entrepreneurship, demonstrated by the presence of accelerators and incubators



* Singapore is also being scoped as a potential affiliate.

② SELECT

Six times a year, Endeavor selects the next class of entrepreneurs at International Selection Panels, where business leaders interview candidates before deciding whether these candidates become Endeavor Entrepreneurs.

January 2013–June 2014:



③ SUPPORT

Post-selection, Endeavor helps entrepreneurs grow their businesses by delivering services through four key channels: mentoring, smart capital, partnerships, and events.

Mentoring

Endeavor's network donates significant time to mentoring Endeavor Entrepreneurs. In 2013/2014:

30K

hours of counsel were provided by Endeavor mentors.

867

Global Mentoring sessions were coordinated between Endeavor Entrepreneurs and Endeavor mentors.

1,025

Endeavor Entrepreneur advisory board meetings occurred.



"An effective mentorship can save the entrepreneurs a few mistakes and help them take bold decisions they may not have taken on their own."

DIEGO PIACENTINI

Senior Vice President, International Consumer Business, Amazon.com
Senior Advisor, Endeavor

Partnerships

Through Endeavor's local and global partnerships, Endeavor Entrepreneurs have access to support services including market research, industry expertise, and pro-bono consulting/talent.

In 2013/2014, global partners and sponsors included:

THE ABRAAJ GROUP

BAIN & COMPANY ④

BARCLAYS

citi

DELL

THE DICK & BETSY DEVOS FAMILY FOUNDATION

EY

GE

Gerson Lehrman Group, Inc.

HARVARD BUSINESS SCHOOL

J.P.Morgan

KF Knight Foundation

NEI
NEW ECONOMY INITIATIVE

ON Omidyar Network™

SAP

STANFORD BUSINESS

zennström
PHILANTHROPIES

Events

Bringing together Endeavor Entrepreneurs, mentors, and global business leaders, events are a cornerstone of the Endeavor model and range from intimate networking lunches to 1,000+ person conferences. In 2013/2014:

132

Endeavor Entrepreneurs attended week-long executive education programs at Harvard Business School and the Stanford Graduate School of Business.

12,900

people attended “Experiencias”—educational outreach events—throughout Latin America.

An Endeavor mentoring session at a 2013 event.



Jack Dorsey and Biz Stone, the founders of Twitter, speak to attendees at Endeavor's 2013 Summit in San Francisco.

Smart Capital

Endeavor helps its entrepreneurs access smart capital and structure fair deals with investors through the Endeavor Investor Network, which connects leading venture capital and private equity firms with Endeavor Entrepreneurs.

In 2013/2014:

50

leading investment firms served as formal members of the Investor Network.

918

investors, Endeavor Entrepreneurs, and Endeavor candidates attended 9 Investor Network Treks in 8 countries.

2600+

connections between Endeavor Entrepreneurs and investors were coordinated.

4 MULTIPLY

When successful entrepreneurs reinvest in their local networks, their impact multiplies.

Endeavor prepares its entrepreneurs to take on a wider role within their ecosystems—in fact, 90% of Endeavor Entrepreneurs serve as angel investors, mentor other entrepreneurs, or actively promote high-impact entrepreneurship by giving speeches and appearing in media coverage.

In 2011, Endeavor Insight began measuring the strength of entrepreneurship communities around the world by analyzing the connections between local entrepreneurs.

When Endeavor Insight studied the technology sector in Bogotá, Colombia—interviewing more than 200 local tech entrepreneurs, they found a dense network of connections among companies. In total, 319 instances of mentorship, inspiration, and investment among entrepreneurs helped to drive the growth of approximately 150 new companies between 2007 and 2013. Companies in this sector generated 6,000 jobs for the city's economy.

Mapping Bogotá's Tech Sector

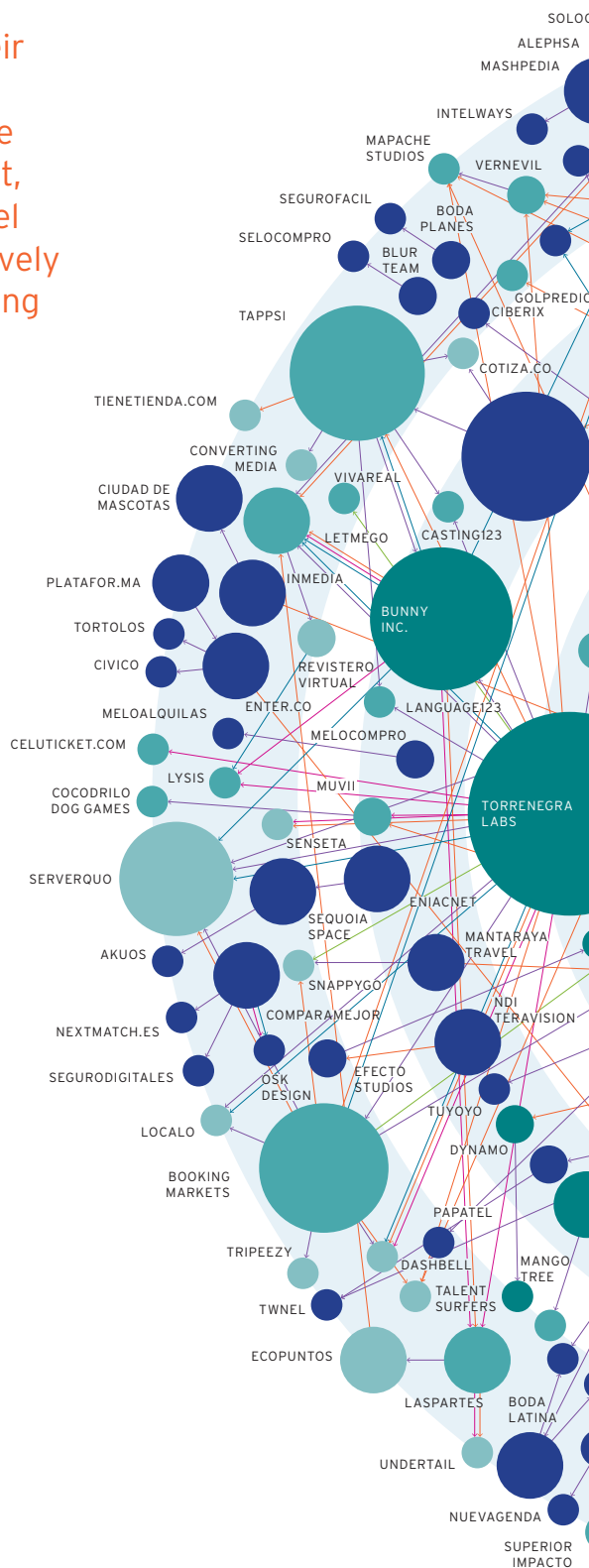
This network map of Bogotá's tech sector illustrates how the number of companies, their influence, and the ecosystem as a whole have grown. Circles represent companies and their founders. Connections can exist between founders (mentorship, inspiration), a founder and a company (investment), or can represent a founder moving to a new company (former employee, founder). As companies and their founders become more connected,

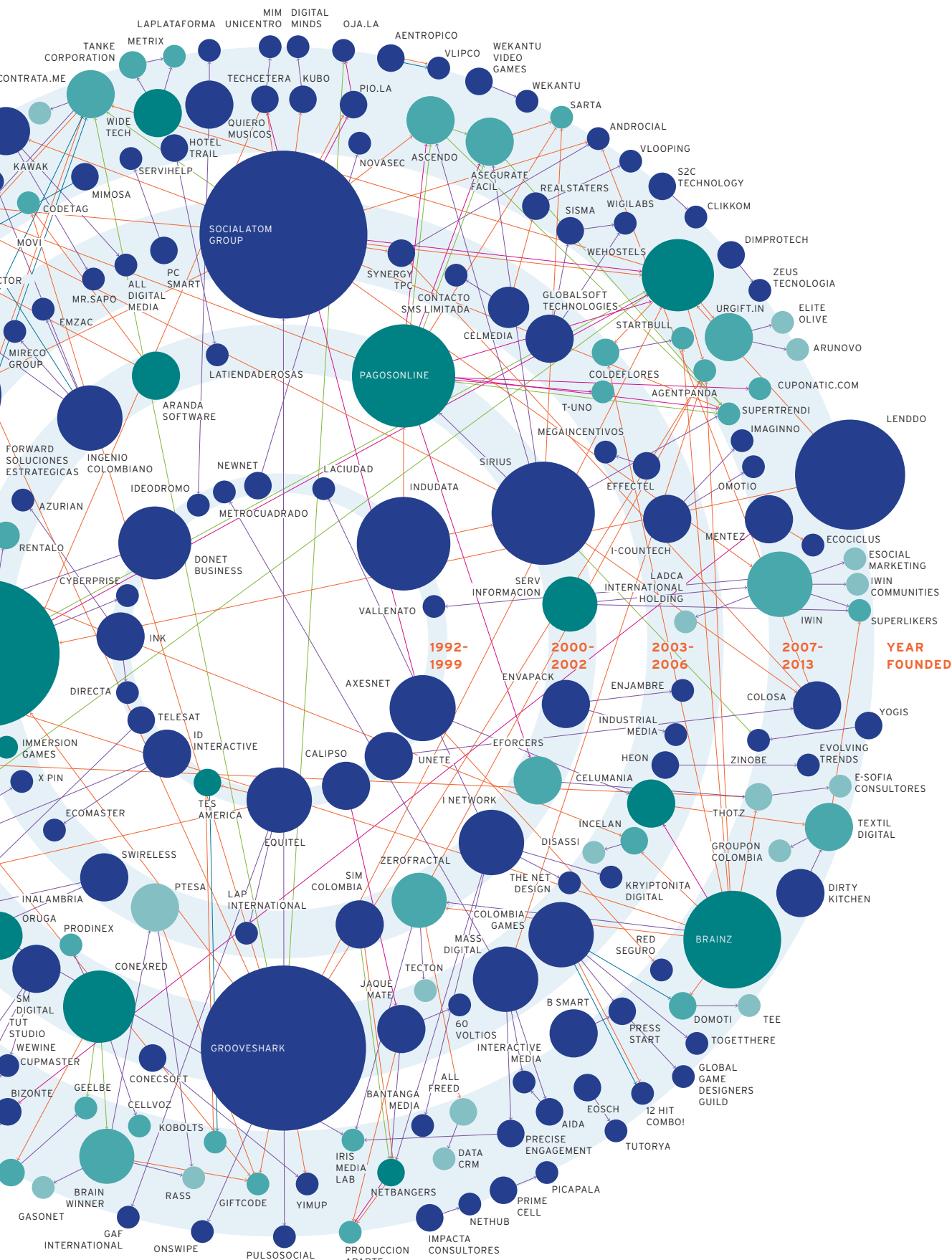
more arrows flow outwards and the circle grows.

● Endeavor company
● Endeavor-connected

— Mentorship
— Inspiration
— Investment
— Founder

Circle size reflects the number of outgoing connections at each company.

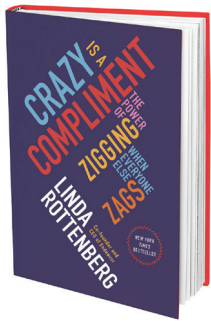




MULTIPLY:

Media Highlights, 2013–2014

Through participation in global media, events, and prestigious awards programs, Endeavor and its entrepreneurs help to spread the word about high-impact entrepreneurship and its power to transform economies.

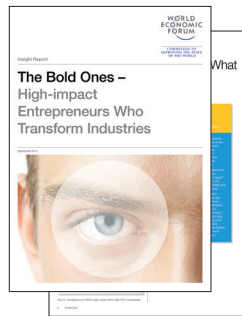


IN OCTOBER 2014, Endeavor Co-Founder & CEO Linda Rottenberg released *Crazy is a Compliment*, her first book. *The New York Times* bestseller was featured in *USA Today*, CNBC's SquawkBox, MSNBC's Your Business, and Bloomberg's TV Surveillance.



IN AN ECONOMIST report on the three largest internet companies in 50 countries, six Endeavor companies were included:

- Bunny Inc.
no. 2 in Colombia
- ClanDescuento
no. 3 in Chile
- MercadoLibre
no. 1 in Argentina
- Pagosonline
no. 3 in Colombia
- Yemeksepeti
no. 3 in Turkey
- Yola
no. 2 in South Africa



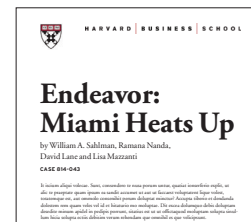
A WORLD ECONOMIC FORUM report on high-impact entrepreneurs highlights Endeavor's role in scaling companies as well as Endeavor research.



BOTH CNBC AND BBC profiled Marcos Galperin, the co-founder and CEO of MercadoLibre.



IN 2014, Endeavor Insight research was featured by major publications including *TechCrunch, Inc., Atlantic Cities* and *Harvard Business Review*. Research from Endeavor Greece on the country's entrepreneurship and investment opportunities was also mentioned in *The New York Times*.



HARVARD BUSINESS SCHOOL published its third case study on Endeavor. The case focused on the launch of Endeavor Miami, the organization's first affiliate in the United States.

5 GIVE BACK

Endeavor is an organization of, by, and for entrepreneurs. Endeavor Entrepreneurs pay the organization an annual service fee and, in the event of an acquisition, are asked to donate 2% of their personal equity back to the organization. In 2014, Endeavor Entrepreneurs donated \$4m to Endeavor.

Other Ways to Give

Seasoned Endeavor Entrepreneurs are also expected to give back by mentoring their fellow Endeavor Entrepreneurs, speaking at entrepreneurship events, or angel investing in new ventures.

**BUILDING
NETWORKS BY
GIVING BACK**

Guibert Englebienne, an Endeavor Entrepreneur and the Co-Founder & CTO of Globant, became Chairman of Endeavor Argentina. (See p. 5 to learn more.)

Two other Endeavor Entrepreneurs, Norberto Loizeau (Promored) and Rodolfo Montes de Oca (Zott Producciones), also joined Argentina's board.



When Amr Shady, the founder of Egypt's T.A. Telecom, traveled to Johannesburg to facilitate his company's expansion to South Africa, Endeavor ZA arranged a series of meetings for him with Endeavor Entrepreneurs and mentors. Following

this trip, Amr decided to formally participate in Endeavor South Africa's give-back program in addition to serving as a board member of the organization in Egypt. Endeavor South Africa is in the process of building a ZA-based advisory board for T.A. Telecom.



⑥ SUSTAIN

To reach Endeavor's goal of long-term sustainability, the organization created Endeavor Catalyst, Inc., a 501(c)(3) charitable organization ("Endeavor Catalyst"), an innovative co-investment vehicle that invests alongside qualified, lead investors in Endeavor Entrepreneurs through a rules-based process.

Investment Criteria

Endeavor Catalyst invests in Endeavor Entrepreneurs who have gone through the rigorous selection process (<3% pass rate) and follows rules-based investment criteria:

- Raising \$5m or more in a single round of equity financing
- Led by a "qualified equity investor"
- Endeavor Catalyst's participation is up to 10% of the financing round

Financing

\$5M+

round led by a "qualified equity investor" with participation from Endeavor Catalyst



ENDEAVOR
ENTREPRENEUR
COMPANY

Distributions

Over time, returns are achieved on invested capital in an individual Endeavor Entrepreneur Company, while simultaneously driving Endeavor Global's sustainability efforts.

Investments in Endeavor Entrepreneurs fuel the growth of high-impact companies, creating new jobs, revenues, and economic growth in the places that need them the most.

Investments to Date:



01. 2012
Software development (Argentina)
> Globant has since gone public. See p. 5.



03. 2012
The "WebMD" of Brazil



05. 2012
Home wireless solutions and networks (Turkey)



09. 2012
Online food delivery (Turkey)
> Read more about Yemeksepeti's outsized impact on p. 7.



12. 2012
Tuna processing company (Mexico)



01. 2013
Online gaming (Turkey)
> Peak Games is now among the top six gaming companies globally.



07. 2013
Online and mobile restaurant reservations (Argentina)

LIDYANA.COM

08. 2013
Online fashion and accessories e-commerce (Turkey)
> Learn more on p. 7.



08. 2013
Online insurance and financial products brokerage (Chile)



01. 2014
Advertising and marketing (Argentina)
> GOIntegro recently expanded. See p. 40.



01. 2014
Healthcare (Brazil)



06. 2014
IT and software (Argentina)



07. 2014
E-commerce (Brazil)
> Bebê Store recently acquired its rival. Read about it on p. 41.



08. 2014
Bitcoin company (United States)



09. 2014
Software company (Uruguay)



10. 2014
Software company (Argentina)

IMPACT AND RESULTS

WHY SUPPORT SCALE-UPS?

What are Scale-Ups?

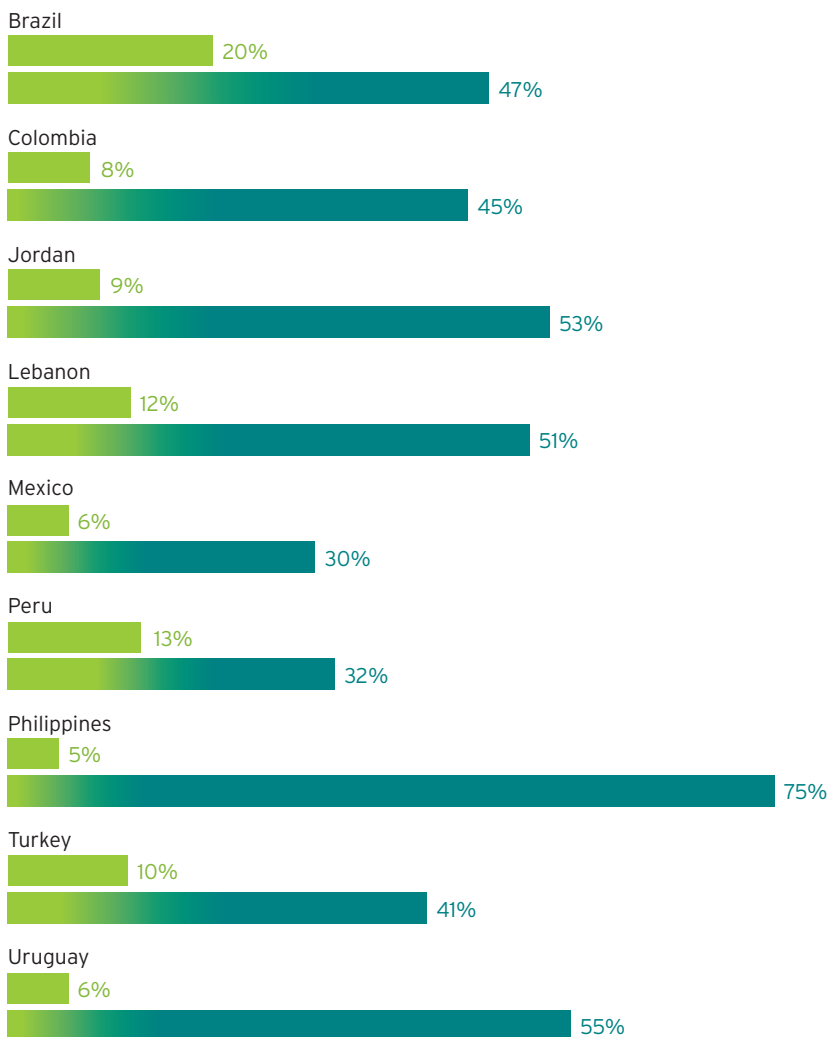
Scale-ups are companies that are more than three years old and have a minimum of 20% average annual employment growth.

Scale-ups address the challenge of unemployment by driving innovation, strengthening value chains, and paving the way for long-term expansion. Endeavor believes that by providing a blend of support services to Endeavor Entrepreneurs, it can help to further accelerate scale-ups and transform economies through high-impact entrepreneurship.

Endeavor Insight looked at nine countries in which Endeavor operates and found that scale-ups represent 5–20% of companies yet create 30–75% of new jobs.

% of companies that are scale-ups
% of new jobs that are created by scale-ups

Scale-Ups' Outsized Impact on Jobs:



GLOBAL IMPACT METRICS

Endeavor and its high-impact entrepreneurs enable significant and lasting impact by building five types of capital.

Financial Capital

\$6.8B

in revenues generated by Endeavor Entrepreneurs in 2013

65%

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

Human Capital

40K+

entrepreneurs have received professional feedback since 1997

990

high-impact entrepreneurs selected from 629 companies

Social Capital

30K

hours of counsel provided by Endeavor mentors in 2013–2014

867

Global Mentoring sessions between Endeavor Entrepreneurs and Endeavor mentors in 2013–2014

Intellectual Capital

261

Endeavor companies invested in R&D in 2013

90%

of Endeavor Entrepreneurs promote entrepreneurship as speakers, mentors, or investors

Cultural Capital

170K+

followers of Endeavor Twitter feeds

54K

attendees of Endeavor events in 2013–2014

\$532M

in debt & equity capital raised by
Endeavor Entrepreneurs in 2013

80+

Endeavor Entrepreneur compa-
nies would have qualified for
the Inc. 500 list of fastest-growing
US companies since 1997

49

Endeavor companies have been
acquired since 1997

400K+

jobs created by Endeavor
companies

150+

Endeavor Entrepreneurs have
started another company
post-selection

660

people employed, on average,
by Endeavor companies

1,025

Endeavor Entrepreneur advisory
board meetings in 2013–2014

2,600+

connections between entrepreneurs
and investors coordinated by the
Investor Network in 2013–2014

2,540

business leaders mentor Endeavor
Entrepreneurs

900+

entrepreneurs and experts
interviewed for Endeavor Insight
research in 2013

900+

patents or patents pending filed
by Endeavor companies since 1997

121

projects for Endeavor
Entrepreneur companies com-
pleted by MBA students and EY
Vantage Advisors in 2013–2014

695

entrepreneurship and business
awards received by Endeavor
Entrepreneurs since 1997

5,311

media mentions of Endeavor
in 2013–2014

94

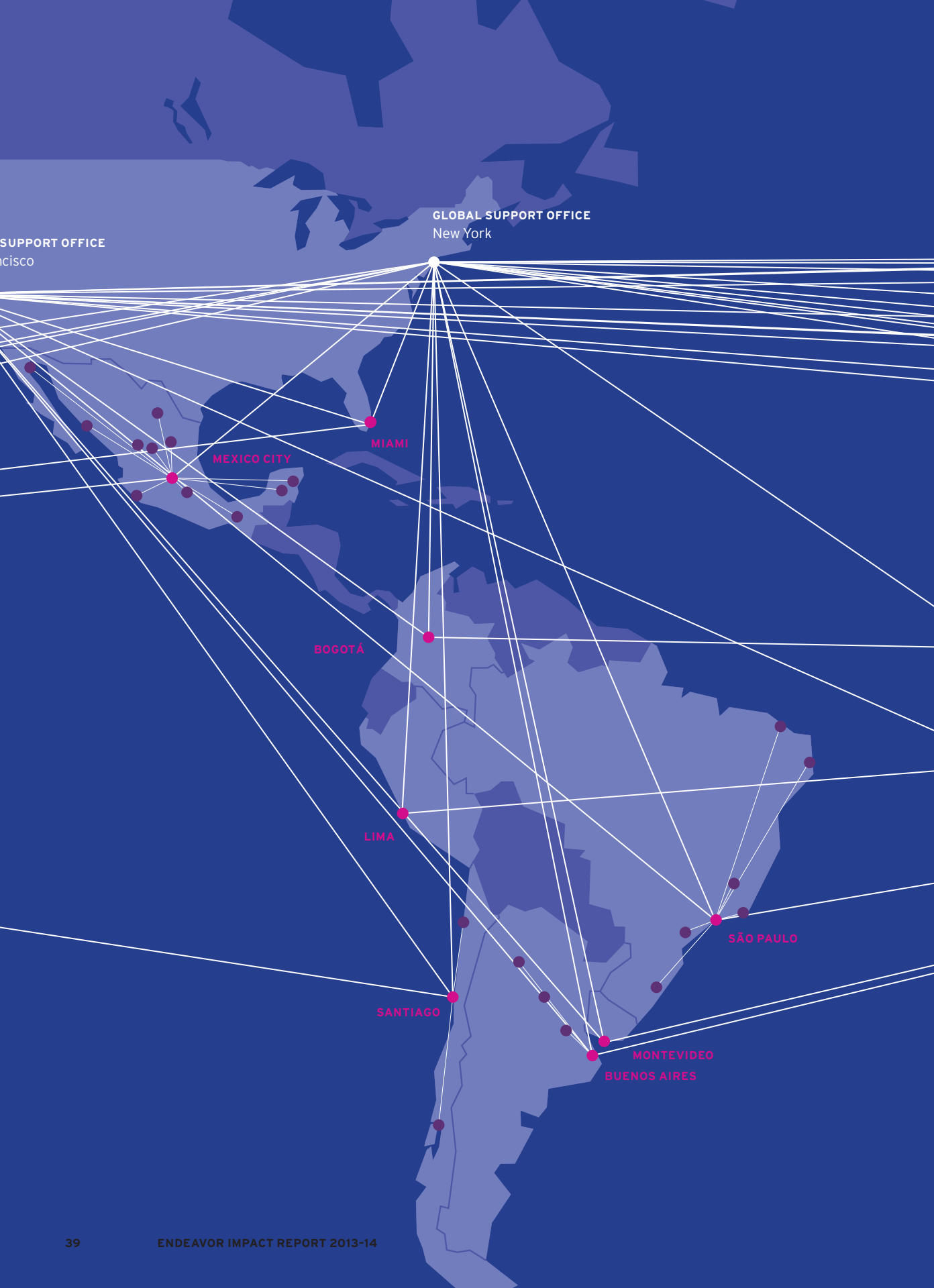
partnerships with universities
across Endeavor offices

NETWORK IMPACT

Endeavor brings together a network of entrepreneurs, mentors, and business leaders united in their commitment to entrepreneur-driven economic growth.

GLOBAL
San Fran



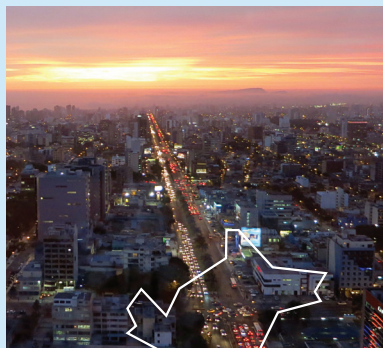






NETWORK

NEW AFFILIATE OFFICES



LIMA

PERU

ENDEAVOR ANNOUNCED the launch of an office in Lima, Peru—its seventh affiliate in Latin America—in April 2014. The organization's arrival comes at an opportune time for the country's economy: According to World Bank data, in the past decade, Peru has tripled its GDP, with 6% average annual growth, and has dramatically reduced the poverty rate (from 59% to 24%).

With the support of Endeavor, high-impact entrepreneurs can take advantage of these lucrative conditions—boosted by government-led reforms and a rise in market-friendly policies—to build companies and create jobs for a workforce that is expected to grow by 2.5 million by 2020. Endeavor's launch in Peru was led by some of the country's most prominent entrepreneurs and business executives.



MANILA

PHILIPPINES

THE LAUNCH of Endeavor Philippines marks the organization's third affiliate in Southeast Asia. The Filipino economy is booming—GDP growth has been 7% in each of the past two years, and the Philippine stock exchange was the world's third best performing stock exchange in 2012. The population's high rate of English literacy has also made the country a regional leader in business process outsourcing and call center operations. However, of the Philippines' 830,000 business enterprises, 99.6% are classified as micro-businesses or SMEs yet account for less than a third of the country's GDP. Endeavor will identify high-impact entrepreneurs among these SMEs and help them to grow their companies into large firms (each employing over 250 people). If successful, Endeavor believes the economic and employment impact of these scale-ups will be profound.



MADRID

SPAIN

IN 2014, Endeavor launched its second European affiliate in Madrid, Spain. Though recent reports suggest moderate improvement in the economy, Spain continues to suffer from the after-effects of the 2008 global financial crisis, which resulted in unemployment climbing from 8% (2007) to 25% (2012) and minimal to negative GDP growth year over year from 2008–2013. As an increasing number of young people enters the workforce with few traditional job prospects, the rate of entrepreneurship has slightly risen; an estimated half of Spain's entrepreneurs are between the ages of 18 and 34. Endeavor will provide the most promising of these Spanish entrepreneurs with the world-class support they need to scale their businesses within Spain, regionally, and globally.



SAVANT Pharm's cutting-edge lab in the remote town of El Tío, Córdoba.

FOCUS

Mauro Bono

COMPANY

SAVANT

INDUSTRY

Pharmaceuticals

YEAR SELECTED

2014

EMPLOYEES AT SELECTION

350+

REVENUE 2013

\$48.6m

GIVEN THE LIMITED innovation in Argentina's pharmaceutical industry, Mauro Bono has the perfect prescription for his country—SAVANT.

SAVANT manufactures and distributes a variety of pharmaceuticals, using innovative manufacturing processes that result in higher margins for pharmacists and more affordable drugs for end consumers. From its remote factory in the 2,500-person town of El Tío in central Argentina, SAVANT produces over 120 million drug tablets annually for 3,730 pharmacies in Argentina and exports to 16 countries, including Vietnam, Lebanon, and Mozambique.

Endeavor is working with Mauro to meet his aggressive expansion goals. Demonstrating his commitment to building the ecosystem, Mauro has founded three local charities that sponsor entrepreneurial, business skill-building and innovation-focused events in Córdoba.

ARGENTINA

Endeavor Argentina supports 57 entrepreneurs from 37 companies.

GOING GLOBAL

THANKS TO AN Endeavor Brazil contact, Aivo established a joint venture with a Brazilian company and is also expanding to the United States, Mexico, and Colombia.

GOINTEGRO, a corporate loyalty solutions company, expanded to Mexico and Uruguay (see more news on GOIntegro on p. 33)

OASIS COLLECTIONS, which manages short and long-term rentals for luxury properties, began listing homes in Miami.

IN ADDITION to raising \$10m in a new funding round, the cyber security solutions provider Onapsis launched in Germany.

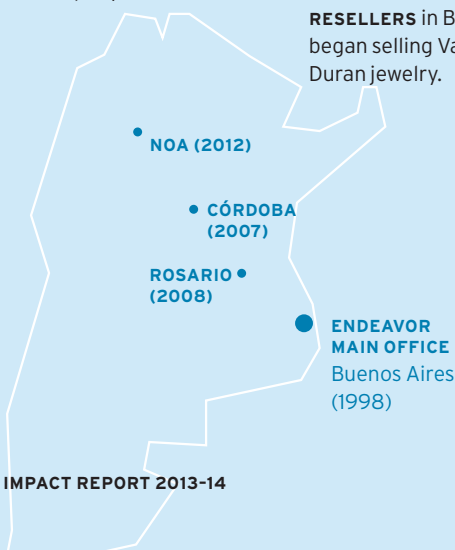
LENOR, a product testing, inspection, and certification business, not only launched in Ecuador and Peru, but also partnered with an Endeavor Chile mentor to open an office in Antofagasta.

BELATRIX SOFTWARE, a custom software developer, acquired a Peruvian company.

PAEZ INCREASED its global presence by opening new storefronts to sell its trendy, colorful rebranding of a classic Argentine sandal in Spain and Brazil.

VENTAS PRIVADAS, a leader in online "flash" sales, acquired a Brazilian firm.

RESELLERS in Brazil began selling Vanesa Duran jewelry.



BRAZIL

Endeavor Brazil currently supports 128 entrepreneurs leading 72 companies.

ENDEAVOR BRAZIL'S online presence hit high marks, with two million unique visitors to its website, 150,000+ downloads of its 10+ free e-books, and 300,000+ followers on social networks.

AFTER SELLING his business to Agrecco, Wilson Poit was nominated as the business secretary for São Paulo. His goal is to simplify the bureaucracy for doing business in the city.

ANDRÉ AND LUIS REZENDE of Prática, a leading domestic food-production equipment manufacturer, won EY's "Entrepreneurs of the Year" award in the "Emerging" category.

BEBESTORE, a leading online baby goods retailer in Brazil, acquired its rival, Baby, and successfully raised a \$12.3m round of financing led by venture capital firms Atomico and W7, with participation from Endeavor Catalyst. *The New York Times'* Dealbook profiled the fundraise.

ENDEAVOR BRAZIL mentors and entrepreneurs donated more than 2,000 hours, giving back to the ecosystem through mentoring, media interviews, and speaking engagements.



FOCUS

Bruno Balbinot

COMPANY

AMBAR

INDUSTRY

Industrials

YEAR SELECTED

2012

EMPLOYEES AT SELECTION

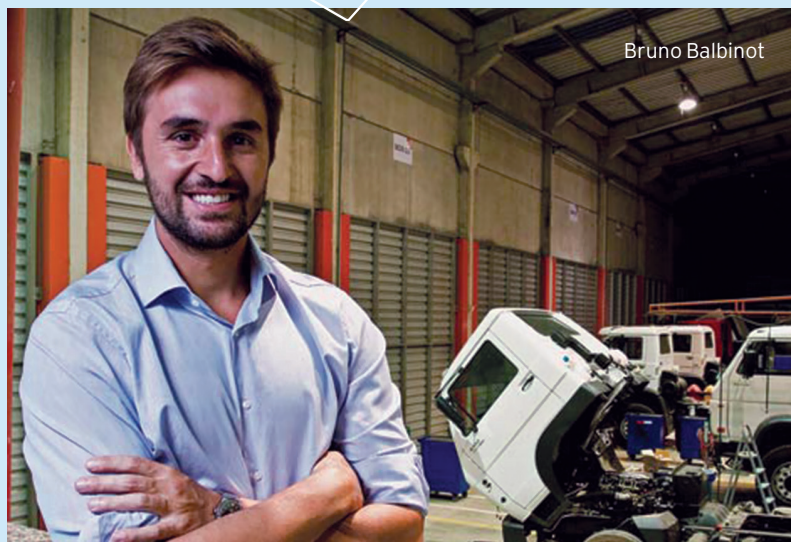
15

EMPLOYEES 2014

80

IN BRAZIL'S construction industry, the process of electrical installation is rife with waste and inefficiencies. While running an electrical wire and cable manufacturer, Bruno saw an opportunity to create a standardized electrical solution that could cut costs and save time during housing construction. Following the advice of an Endeavor mentor, he sold the manufacturing business to start AMBAR, drawing inspiration from the automobile industry to create reliable electrical systems designed, produced and installed by one company.

AMBAR can complete a 12-house project with two low-skilled workers in one week; a construction company would require five highly-skilled workers for the same project. These efficiency gains have led AMBAR to secure major construction contracts, servicing nearly 7,000 houses over two years with another 20,000 under development. With Brazil's national need for low-income housing estimated at 15 million over the next decade, AMBAR's innovative model offers a critical opportunity to the industry. The company is currently looking to apply its innovative model to the design of home water systems as well.



Bruno Balbinot

FOCUS

Karina von Baer

COMPANY

Agrotop

INDUSTRY

Industrials

YEAR SELECTED

2006

EMPLOYEES AT SELECTION

19

EMPLOYEES 2014

180

REVENUE AT SELECTION

\$3.7m

REVENUE 2013

\$99m

HAILING FROM a traditional farming family in southern Chile, Karina demonstrates a rare success story of high-impact entrepreneurship outside of the capital city of Santiago. Her company, Agrotop, processes and markets canola oil.

Karina has demonstrated her commitment to building the ecosystem in one of Chile's less developed regions by basing her operations there, stimulating a revival of the area's depressed agricultural sector.

Most recently, Agrotop was named a World Economic Forum Global Growth Company in Latin America and Karina joined Endeavor Chile's Board of Directors for a two-year term.



CHILE

Endeavor Chile supports 126 entrepreneurs from 77 companies.

IN 2014, Endeavor Chile held its first-ever Experiencia Endeavor at the Museum of Fine Arts in Santiago, Chile. Attended by over 1,000 people, the Experiencia consisted of a series of workshops, round-table conversations and keynote talks that highlighted the importance of high-impact entrepreneurship and promoted interest in investment and growth in Chile.

FOR THE FIRST TIME, the Endeavor Chile network elected two entrepreneurs, Karina von Baer and Jorge Nazer, to serve as Board Members of the organization.

TO SUPPORT ITS expansion throughout Latin America, ComparaOnline.com raised \$11m in a Series B investment round. Ribbit capital led the round. Endeavor Catalyst, Rise Capital, and Kaszek Ventures also participated.

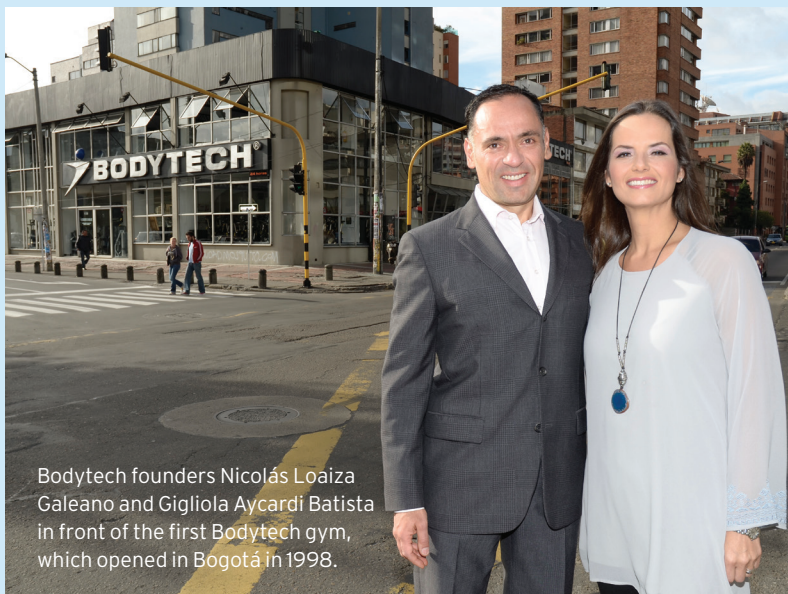
FROM JANUARY 2013–JUNE 2014, almost 275 articles about Endeavor Chile were published in high-profile publications such as *El Mercurio*.

THREE ENDEAVOR COMPANIES—ForexChile, Woodtech, and Atakama Labs—were included on Best Place to Work's 2013 ranking. Alto, founded by Endeavor Entrepreneur and new Endeavor Chile Board Member Jorge Nazer, was included in the 2014 list.

ENDEAVOR MAIN OFFICE
Santiago (1998)

ATACAMA:
ANTOFAGASTA (2011)

PATAGONIA:
PUERTO VARAS (2008)



Bodytech founders Nicolás Loaiza Galeano and Gigliola Aycardi Batista in front of the first Bodytech gym, which opened in Bogotá in 1998.

FOCUS

Nicolás Loaiza Galeano
& Gigliola Aycardi Batista

COMPANY

Bodytech

INDUSTRY

Consumer

YEAR SELECTED

2007

EMPLOYEES AT SELECTION

1,000

EMPLOYEES 2014

3,700

REVENUE GROWTH SINCE SELECTION

337%

WHAT BEGAN as a business plan written for an MBA thesis has become the largest fitness chain in Latin America with 70 locations in Colombia, 48 in Chile, and 15 in Peru, and plans to enter Ecuador, Costa Rica, and Panama. From the start, Gigliola and Nicolás positioned Bodytech as a Medical Sports Center rather than merely a gym. Bodytech's medical team offers personalized health services, educating members on and helping them develop and achieve personal health goals.

Bodytech is the second largest firm in Endeavor Colombia's portfolio. The company employs 3,700 people and boasts 216,000 members across its locations. Founders Nicolás and Gigliola are active members of the Endeavor community, serving as mentors and participating in initiatives including an Entrepreneur Summit, the eMBA program, and MIT Sloan G-Lab. Nicolás ran a workshop at last year's Endeavor Colombia conference. Gigliola served as a panelist at the Dell Women's Conference alongside Endeavor Co-Founder & CEO Linda Rottenberg in June 2014. Both entrepreneurs shared their success stories during Endeavor Peru's first-ever board meeting.

COLOMBIA

Endeavor Colombia supports 41 entrepreneurs leading 23 companies.

REFINANCIA, which purchase loans and offers customer service to consumers in Colombia and Peru, was acquired by Encore Capital Group (NASDAQ, ECPG).

IN 2014, Endeavor Colombia held its first fundraising Gala and honored legendary Argentine football player Jorge Valdano.

ANDRÉS ANGULO, Alvaro Hoffmann and Hugo Fernando Nova of CampoAlto, a leading provider of vocational programs for health care and technical professionals, opened an office in Miami that has already launched two programs.

ALEX TORRENEGRA of Bunny Inc. was featured in the *Financial Times* special report, "Understanding Entrepreneurs." Alex also wrote an op-ed on Endeavor and Bogotá's tech sector that was published in *The Wall Street Journal*.

IN 2013, Endeavor Insight released a report entitled "Building An Entrepreneurship Ecosystem in Bogotá's Tech Sector" which examined the evolution of the tech sector in Bogotá. The report was featured in one of Colombia's biggest newspapers, *El Espectador*, and was mentioned in *The Wall Street Journal's* Accelerators blog.

● **ENDEAVOR MAIN OFFICE**
Bogotá (2006)

ENDEAVOR
MAIN OFFICE
Cairo (2008)

FOCUS

Ahmed Farouk



COMPANY

Imtenan

INDUSTRY

Health & Nutrition

YEAR SELECTED

2012

EMPLOYEES AT SELECTION

120

EMPLOYEES 2014

500

REVENUE AT SELECTION

\$2.5m

REVENUE 2013

\$18m

IMTENAN MANUFACTURES over 100 natural health products—including nutritious foods, honey-based health products and all-natural dietary supplements, which it sells at its 25 retail outlets throughout Egypt.

Ahmed first attended an International Selection Panel in 2009 and was turned down; panelists advised the entrepreneur to reduce the business' dependence on honey products and revamp its branding. Ahmed implemented the feedback, helping him double average revenue per store from 2009–2011. When he returned to an "ISP" in 2012, Ahmed was selected as an Endeavor Entrepreneur.

Since that time, Ahmed has attended both the Stanford Graduate School of Business Leadership and Harvard Business School's Endeavor: Scaling Entrepreneurial Ventures courses. In 2014, Imtenan Health Shop and Imtenan Honey merged to create an international brand: Imtenan Group.

EGYPT

Endeavor Egypt currently supports 30 entrepreneurs leading 17 companies.

FROM JANUARY-JUNE 2014, Endeavor Egypt established 13 new EE to EE and EE to global mentor connections.

THE BAKERY SHOP, founded by Tarek El Nazer, Sameh El Sadat, and Basel Mashhour, in conjunction with HM Partners Ltd., successfully completed the management buyout of Delicious Bakery and Rihanna for Advanced Food Industries. The newly-merged company will be known as Native Markets Ltd. and is the leading retail bakery business in Egypt.

T.A. TELECOM received support from Endeavor South Africa in preparation for its launch there; as a result, founder Amr Shady pledged to participate in their give-back program.

GREECE

Endeavor Greece supports 14 entrepreneurs from 9 companies.

ENDEAVOR GREECE'S infographic, "The Greek Startup Scene at a Glance," was mentioned or featured in *The Wall Street Journal*, *The New York Times*, Bloomberg.com, and Al Jazeera News. It also generated 70+ mentions in Greek media.

KERSTIN TRIKALITIS, the Co-Founder of Out There Media, was selected to serve on the jury of the Mobile category of Cannes Lion Festival, a premiere awards event for the creative communications industry.

SEVEN ENDEAVOR GREECE ENTREPRENEURS were included in *Fortune Greece's* "40 under 40" list.

**ENDEAVOR
MAIN OFFICE**
Athens (2012)

FOCUS

Panos Paleologos

COMPANY

HotelBrain

INDUSTRY

Tourism

YEAR SELECTED

2013

REVENUE GROWTH SINCE SELECTION

20%

MOST OF GREECE'S hotels are still managed by family owners who lack professional industry experience. Panos Paleologos founded HotelBrain, a management firm that provides consulting services to luxury and boutique hotels, to help challenged owners close operational gaps, improve guests' experiences, and increase overall revenues.

In the first six months after selection by Endeavor, HotelBrain significantly increased the number of properties under management and now manages almost 100 hotels. Endeavor Greece is working with Panos to refine his ambitious strategy for expanding throughout Europe, the Middle East, and Latin America. In fact, to facilitate HotelBrain's entry into the Turkish market, Endeavor Turkey arranged meetings in Istanbul between Panos and key stakeholders in the local hospitality sector.

INDONESIA

Endeavor Indonesia supports 10 entrepreneurs from 10 companies.

IN FEBRUARY 2014, Endeavor Indonesia held four events in three days: the Scale-Up 101 Conference, the 52nd Jakarta International Selection Panel, an Endeavor Investor Network Tour, and the Endeavor Indonesia Gala.

100% OF ENDEAVOR INDONESIA Entrepreneurs participate in the Give-Back program.

BUILDING ON Kebab Turki Baba Rafi's international presence in Malaysia and the Philippines, Hendy Setiono opened storefronts in China and Sri Lanka, followed by Brunei, Singapore and the Netherlands towards the end of 2014. With approximately 1,300 outlets, Kebab Turki Baba Rafi is now the world's largest kebab chain.

ELANG GUMILANG launched seven additional affordable housing estates this year and has 16 more projects in the pipeline for 2014. The company acquired one of the land ownings in Bogor from Sedco Holding Capital, a leading private wealth management organization based in Jeddah.

FOCUS

Aldi Haryoprato

COMPANY

RUMA

INDUSTRY

Consumer

YEAR SELECTED

2012

EMPLOYMENT GROWTH SINCE SELECTION

11,461%

REVENUE GROWTH SINCE SELECTION

919%

THOUGH INDONESIA boasts mobile penetration of roughly 75%, the country's rural communities face higher per minute costs for mobile usage due to unreliable distribution infrastructure. Setting out to address this problem, Aldi Haryoprato founded Ruma in 2009. The company's 20,000 agents buy and sell prepaid minutes for mobile phones, deliver and collect bills and loans, and distribute useful information such as job vacancies in the country's underserved communities.

Aldi founded his first venture as a child, when he refurbished and resold rejected sneakers from his hometown's Nike factory. He used the profits to apply to American universities, ultimately attending Purdue and Harvard Business School and working for EY, Kiva, and Boston Consulting Group before founding Ruma.

Since selection by Endeavor, Aldi has served as an enthusiastic spokesperson for the organization. He has leveraged Endeavor Indonesia's network and research capabilities to sell information services to consumer goods companies like Danone and Nestlé.





Omar Tabbaa

FOCUS

Omar Tabbaa

COMPANY

EAT Restaurant Group

INDUSTRY

Consumer

YEAR SELECTED

2013

EMPLOYEES 2014

370

REVENUE 2103

\$8.5m

EAT RESTAURANT GROUP runs four distinctly-themed restaurant brands in 12 locations across Jordan, Bahrain and Palestine. The family-focused EAT restaurants serve Italian and modern Arab cuisine in thoughtfully decorated environments.

EAT was founded by Omar Tabbaa's two brothers and their partners while Omar was pursuing a degree at the University of Arizona, and, later, the French Culinary Institute of New York. When Omar returned to Jordan in 2004, he became CEO and has driven the company's aggressive expansion ever since.

In the context of MENA's lucrative restaurant market, which is expected to grow 500% by 2020, Omar plans to open 26 new restaurants in eight countries over the next three years.

Omar was named a finalist for the EY Entrepreneur of the Year Award in 2013.

JORDAN

Endeavor Jordan supports 20 entrepreneurs leading 14 companies.

FORBES NAMED

Ala' Alsallal, founder of the online bookstore Jamalon, one of the "Three Entrepreneurs Capitalizing on the World's Fastest-Growing e-Commerce Market."

ENDEAVOR JORDAN

hosted a Mentor Exchange event for its network in summer 2014. The event's primary objective was to explain Endeavor's "high-impact" model to its mentor network, and to demonstrate the multiple ways mentors can further Endeavor Jordan's mission.

ENDEAVOR JORDAN

hosted the second annual 'DealMakers' Weekend,' previously known as 'Invest in ICT.' Over 100 entrepreneurs and investors from Jordan and around the world participated in the two-day event, which brought together investors and companies operating in the ICT & ICT-enabled services sectors to explore MENA investment opportunities in a networking, capacity building, and collaborative setting.

● **ENDEAVOR MAIN OFFICE**
Amman (2008)

LEBANON

Endeavor Lebanon currently supports 19 high-impact entrepreneurs from 15 companies.

IN THE LARGEST digital media exit in the region to date, French publishing company Webedia acquired a majority share in Diwane, a web platform that publishes women's lifestyle content.

ENDEAVOR LEBANON held its first Gala in Beirut. Showcasing the success of Endeavor's network, the event gathered over 450 business leaders, entrepreneurs, and decision makers.

NADA DEBS' Beirut apartment—decorated with furniture from her award-winning line—was profiled in *The Wall Street Journal*.

IN PREPARATION for her expansion to the United States, Taline Assi (Mosaic Marble) spoke with Endeavor Mexico Entrepreneur Ezequiel Farca about penetrating the US market. Mosaic Marble was also recently honored by the Preservation League of New York for the company's work in restoring the landmark Williamsburg Savings Bank in Brooklyn, NY.

GREEN STUDIOS, a company that designs and builds green walls and roofs, recently opened a sister company in Egypt, won a large-scale project in Kuwait, and is planning to soon launch in the United Arab Emirates.

ENDEAVOR MAIN OFFICE
Beirut (2011)

FOCUS

Elie Habib & Eddy Maroun

COMPANY

Anghami

INDUSTRY

Technology

YEAR SELECTED

2013

EMPLOYMENT GROWTH, 2013-2014

172%

REVENUE GROWTH SINCE ENGAGEMENT

340%

ENTREPRENEURS ELIE HABIB AND

EDDY MAROUN were inspired by the buzz around Spotify at the 2011 Mobile World Congress. Soon thereafter they began developing a prototype that would become Anghami, a music streaming mobile application that offers consumers the opportunity to listen to a wide variety of Arabic and English tracks from the convenience of a mobile phone. Anghami's music library features licensed content from leading Arabic labels, as well as from major international labels including Sony, Warner, and Universal.

Since being selected by Endeavor at a 2013 International Selection Panel in Palo Alto, the entrepreneurs have made significant strides: The company raised almost \$2m from a regional strategic investor, signed an agreement with a music aggregator that will increase the number of tracks available from 4m to 10m, and launched an industry-disrupting "bundle" combining music and 3G data at a minimal monthly fee of \$1. Elie and Eddy were selected among Lebanon's Top 20 Entrepreneurs by *Executive* magazine for the second consecutive year.



FOCUS**Hakim Karim****COMPANY**

GridMarkets

INDUSTRY

Technology

YEAR SELECTED

2014

LAUNCHED

2013

**EMPLOYMENT GROWTH,
JULY 2013-JULY 2014**

100%

ENDEAVOR MAIN OFFICE
Kuala Lumpur (2013)**GRIDMARKETS' GROUNDBREAKING**

business model matches enterprises that maintain in-house data centers—most of which use less than 5% of their server capacity—with firms that have variable or project-based processing needs; the former is able to recoup costs associated with operating idle servers, while the latter can purchase server capacity on a pay-per-use base.

Though new to the Malaysian tech scene, GridMarkets is quickly accruing clients and earning praise for its founder, Hakim Karim, a former banker and consultant who left the corporate world in 2011 after 20 years at Accenture, Goldman Sachs, and Thomson Reuters. In 2013, GridMarkets was listed as one of the top 10 most promising start-ups at Echelon, Asia Pacific's leading start-up conference, and, in 2014, Digital News Asia named Hakim one of the top 50 people helping to shape Malaysia's digital economy.

Hakim's selection by Endeavor was covered by *The Edge*, a major Malaysian business publication. Endeavor has helped Hakim navigate fundraising challenges, as well as refine his sales strategy for enterprises.

**FIRST
ENDEAVOR
COMPANY IN
MALAYSIA**

MALAYSIA

Endeavor Malaysia currently supports four entrepreneurs leading two companies.

ENDEAVOR MALAYSIA co-hosted a networking event with MaGIC, an innovation lab recently launched by the Malaysian government. E-commerce entrepreneurs and venture

capitalists discussed the role networks have played in advancing their businesses.

JURIS TECHNOLOGIES, the second company selected by Endeavor Malaysia, produces Origination, Collection and Scoring software that is used by 55% of commercial banks in Malaysia.



Hakim Karim



FOCUS

Andrés Rodríguez, Silvana Valencia & Juan Vera

COMPANY

BlueMessaging

INDUSTRY

Technology

YEAR SELECTED

2012

EMPLOYEES AT SELECTION

20

EMPLOYEES 2014

49

REVENUE AT SELECTION

\$760k

REVENUE 2013

\$3.2m

CHILDHOOD FRIENDS Andrés and Juan's first venture was a Customer Relationship Management company that ultimately failed. Andrés and Juan applied the lessons they learned from failure and launched a second company, BlueMessaging. They brought on Silvana, an operations expert with finance experience, to round out the management team.

BlueMessaging's mission is to connect brands with consumers in a friendly, easy way through its intelligent engagement platform based on artificial intelligence technologies. Its patented product, AdChat, takes advantage of web, social media, and mobile platforms as chat channels, allowing one-on-one dialogues with consumers.

Endeavor has connected Andrés, Juan & Silvana to Y&R's Spark Plug Program, which helped facilitate their expansion to the US and open a new distribution channel. In addition, the entrepreneurs have attended several C-level and tech retreats and have completed over 20 mentorship meetings arranged by Endeavor.

MEXICO

Endeavor Mexico supports 103 entrepreneurs leading 62 companies.

TATIANA BILBAO, founder of her eponymous design firm, was profiled in *T Magazine*, *The New York Times*' style publication.

THE WORLD ECONOMIC FORUM named Intellego a 2014 Latin American Global Growth Company. This list highlights the region's most innovative and high-impact companies, with growth rates above industry averages.

JAVIER LOZANO, co-founder of Clinicas del Azucar, and Patrick Struebi, founder of Fairtrasa, were named Social Entrepreneurs of the Year by the Schwab Foundation.

ENDEAVOR MEXICO and six Endeavor Entrepreneur companies were listed on Best Place to Work's ranking of the best companies in Mexico, from 50–500 employees.

MEXICO'S NARANYA LABS partnered with NXTP Labs to form a new Latin America-focused seed fund.

ENDEAVOR MEXICO kicked off its Endeavor Tech Track program, which searches for and detects early-stage tech companies and encourages their founders to prepare for the Endeavor selection process.



MIAMI

Endeavor Miami supports seven entrepreneurs from four companies.

IN ITS FIRST YEAR of operation, Endeavor Miami screened over 120 companies and sent four to International Selection Panels, where all four were selected as Endeavor Entrepreneurs.

THE WALL STREET JOURNAL profiled Endeavor Miami's work with local entrepreneurs in an article exploring the city's rapidly growing entrepreneurship ecosystem, paying particular attention to the work of Endeavor Miami Board Member and mentor, Andres Moreno, and Endeavor Entrepreneur Jesus Rodriguez, founder of KidoZen.

JESUS RODRIGUEZ, co-founder and CEO of KidoZen, an enterprise mobile-first platform as a service redefining the future of enterprise mobile solutions, has been recognized as an innovator in the areas of enterprise software and solutions, achieving important awards like the Inc 500 and the Stevie Awards for American and International Business.

THE MIAMI HERALD featured a profile of Leapfactor in which L'Oreal, one of the company's clients, highlighted the benefits of using its business applications.

IN 2014, Endeavor Miami formed an Advisory Board for one portfolio company and initiated fundraising preparations for another. The team also facilitated one-on-one mentor sessions and coordinated entrepreneur-to-entrepreneur connections for Endeavor network members from other markets. Additionally, an Endeavor Global mentor joined the Advisory Board of an Endeavor Miami company. Overall, mentors donated more than 350 hours in the first year of operations.

ENDEAVOR
MAIN OFFICE
Miami (2013)

FOCUS

Roger Duarte
& Sam Gorenstein

COMPANY

My Ceviche

INDUSTRY

Consumer

YEAR SELECTED

2013

EMPLOYEES AT SELECTION

42

EMPLOYEES 2014

80

SAM AND ROGER, natives of Colombia and Mexico respectively, saw the potential for a high-quality seafood restaurant that embraces the affordability of a fast-casual concept. Sam's culinary background found its complement in business-savvy Roger and—after “dating” each other to assess their compatibility as business partners—the duo opened their first South Beach location in 2012.

The company has been profitable since day one and the first location repaid the entrepreneurs' initial investment within nine weeks. Three months later, demand began outpacing the restaurant's capacity and Sam and Roger opened a third location. The entrepreneurs plan to open two more locations including a coveted spot at Miami International Airport. Endeavor is helping the restaurateurs pursue their aggressive growth ambitions. Both entrepreneurs were recognized on *Forbes'* “30 Under 30” list, proving they have become role models for Miami's burgeoning entrepreneurship ecosystem.



Roger Duarte and Sam Gorenstein



Youssef Chaqor

FOCUS

Youssef Chaqor

COMPANY

Kilimanjaro Environnement

INDUSTRY

Renewable Energy

YEAR SELECTED

2013

EMPLOYEES AT SELECTION

48

EMPLOYEES 2014

67

REVENUE 2013

\$5.3m

WHEN YOUSSEF CHAQOR reached the summit of Kilimanjaro with his wife, he realized that he wanted to have a lasting and positive impact on the environment and society.

Yousef developed a process for collecting used cooking oils (UCOs) and fatty acids from restaurants and hotels, and reselling them to bio-diesel manufacturers. He quickly turned the process into a lucrative and sustainable business that promotes waste disposal, reduces pressure on food production, and abates CO2 emissions by up to 78%.

Nominated to All World Arabia's "500 fastest-growing companies in the MENA region" in both 2012 and 2013, Kilimanjaro has expanded its collection network to 2,000+ establishments, including Burger King, Accor Hotels, KFC, and McDonald's. In 2014, the company started producing biodiesel in-house.

Since his selection by Endeavor, Youssef has received an EY Advisor through the EY Vantage program and worked with a Bain & Company extern for three months. Youssef also attended the Endeavor-Harvard Business School Scaling Entrepreneurial Ventures program. He is currently working with Endeavor on building both a capital-raising strategy and an advisory board.

MOROCCO

Endeavor Morocco currently supports two entrepreneurs leading two companies.

YOUSSEF CHAQOR

was nominated as one of the most promising leaders of Morocco by the awards program "Espoir Tizi 2014."

IN ITS FIRST YEAR

in operation, Endeavor Morocco built strong partnerships with key actors in the country's entrepreneurial ecosystem, raised awareness around high-impact entrepreneurship and built an extensive pipeline of high-potential companies.

SERVING AROUND

two million consumers per month, M2T enables people without bank accounts to transfer money, pay bills, and purchase mobile minutes and transportation tickets all from one convenient location. The platform is accessible from POS, phone, or computer through 2,600 points of service. M2T leads Morocco's bill payment market and has already expanded operations to Senegal and France.

THE LAUNCH OF Endeavor Morocco and the selection of its first two high-impact entrepreneurs received wide coverage in the press, with 24 articles published in 17 different publications.

IN THE PAST YEAR, Mr. Mohamed Elmandjra, Vice-Chairman of Endeavor Morocco, has donated over 70 hours to Endeavor Morocco to meet, select and mentor candidates, offer guidance to the team and advocate for the organization in Morocco.

**ENDEAVOR
MAIN OFFICE**
Casablanca
(2013)



● **ENDEAVOR
MAIN OFFICE**
Riyadh (2012)

FOCUS

Amr Al-Madani &
Saeed Saeed

COMPANY

TalentS

INDUSTRY

Professional Services /
Education & Management

YEAR SELECTED

2013

EMPLOYEES AT SELECTION

100

EMPLOYEES 2014

142

REVENUE GROWTH SINCE SELECTION

48%

AFTER AMR AL-MADANI and Saeed Saeed grew frustrated with hands-on education in Saudi Arabia, where only 3% of students perform to international math standards, they founded TalentS to improve the quality of STEM (science, engineering, and math education) throughout the country. In conjunction with premier global educational institutions, TalentS develops and provides hands-on, creative and engaging methods for teaching science, engineering, and math. These methods include robotics competitions, traveling exhibits, and science fairs. Building on their success, the entrepreneurs have begun applying their expertise to managing STEM museums, designing exhibits, organizing corporate social responsibility programs for large multinational companies.

TalentS has received the backing of large corporations, public foundations, and private schools. Co-Founder Amr Al-Madani was a panelist at the 2014 Global Competitive Forum, where he discussed Endeavor's role in supporting his company's growth.

SAUDI ARABIA

Endeavor KSA currently supports
11 entrepreneurs from 8 companies.

THE FOUNDERS

of four Endeavor KSA companies—Lomar, TalentS, Shawarmer, and LSS—were included in *Forbes Middle East* ranking, "Leaders Inspiring a Kingdom in the Middle East."

DAVE MCCLURE, the founder of 500 Startups, joined the board of OTS. Dave met Ahmed and Hassan Hamdan, the company's founders, at an Endeavor International Selection Panel in Johannesburg.

ENDEAVOR KSA

selected 11 high-impact entrepreneurs out of 28 screened and provided 140+ mentoring hours to candidates and selected entrepreneurs.

NAIF ALQAHTANI

of LSS signed a US\$20 million contract with Schlumberger, the world's largest oilfield services company.

LOAI NASEEM, the founder of Lomar, launched a new line for women with support from Endeavor and an EY Vantage Advisor. He also published his first book.





FOCUS

Wilter du Toit



COMPANY

Virtual Mobile Technologies

INDUSTRY

IT

YEAR SELECTED

2007

REVENUE GROWTH, 2013-2014

300%

SOUTH AFRICA

Endeavor South Africa supports 23 entrepreneurs leading 16 companies.

CARLO GONZAGA, the founder of the restaurant conglomerate Taste Holdings, hosted Abdulmohsin Al-Rabiah, the founder of Shawarmer, a Saudi restaurant chain.

PAYMENT GIANT First Data, acquired Gyft, the virtual gift card provider launched by serial entrepreneur Vinny Lingham. The news was covered by *The New York Times'* DealBook. Vinny was also selected to be a "Dragon" on South Africa's installment of "Dragon's Den."

ENDEAVOR ARRANGED for five MBA students from Georgetown University's McDonough School of Business to work with Rob Dennison and members of his team at Trainiac. The students analyzed the merits of extending Trainiac's offering from bespoke to "off the shelf" solutions.

AS PART OF a competition celebrating youth entrepreneurial excellence and innovation, Bevan Ducasse, the founder of WiGroup Proprietary, received the Maverick of the Year award.

WILTER JOINED Endeavor with his first venture, Yeigo Communications, an innovative mobile Voice over Internet Protocol (VoIP) provider. In 2008, after a majority stake of Yeigo was acquired, he left the company to launch his second venture.

Virtual Mobile Technologies (VMT) is a platform technology company that allows large enterprises to rapidly create and deliver any mobile application to both internal staff as well as external customers across all the various mobile technologies, specifically native applications (e.g. iOS, Android, BlackBerry, Windows Phone 7, Java etc.)

In August 2013, Wilter participated in an Endeavor Global Acceleration Panel. Six panelists reviewed his business's performance since selection by Endeavor and offered suggestions on how to structure BlastCast, VMT's latest product.

BlastCast is a simple-to-use business communications tool that allows companies to send thousands of instant messages to their customers and employees and immediately get insight into delivery, views and responses.

FOCUS

Ömer Paksoy &
Onur Tekinturhan

COMPANY

Hesapkurdu

INDUSTRY

Business/Professional Services

YEAR SELECTED

2013

REVENUE GROWTH, 2012-2013

220%

FOUNDED IN 2010 by Onur Tekinturhan and Ömer Paksoy, Hesapkurdu (previously Konutkredisi.com.tr) is a Turkish personal finance advisory platform that provides information on unsecured personal loans, mortgages, and auto loans. Hesapkurdu works with 19 banks and covers approximately 70% of the Turkish retail lending market, generating approximately 200,000 loan applications per month. By comparing rates and helping customers throughout the process both online and offline, Hesapkurdu seeks to fill the gap between banks and Turkish consumers. To date, Hesapkurdu.com has helped over one million customers and plans to increase this number as the nascent Turkish loan market matures. Ömer and Onur have become strong role models and mentors for entrepreneurs in Turkey's financial services and tech sectors.

**ENDEAVOR
MAIN OFFICE**
Istanbul(2007)

TURKEY

Endeavor Turkey currently supports 47 entrepreneurs from 28 companies.

POZITRON, a mobile software developer focused on business solutions, was acquired by Monitise, one of the world's leading Mobile Money specialists.

FERIDUN TUNÇER and Levent Yılmaz of Baydöner, a chain of high-quality Iskender döner restaurants, were named EY Entrepreneurs of the Year in Turkey.

FIVE ENDEAVOR ENTREPRENEURS— Emre Aydın (Çiçeksepeti), Fatih Becer (Pozitron), Hakan Baş (Lidyana), Sidar Şahin (Peak Games), and Nevzat Aydın (Yemeksepeti.com)—were listed in Fortune Turkey's "40 under 40" list.





Michael Lahyani

FOCUS

Michael Lahyani

COMPANY

PropertyFinder.ae

INDUSTRY

Consumer

YEAR SELECTED

2014

EMPLOYEES 2014

110

REVENUE GROWTH, 2013-2014

100%

PROPERTYFINDER is the UAE's first digitized real estate catalog. Its free interface allows visitors to browse over 110,000 residential and commercial properties, posted by over 500 real estate agents in UAE, Morocco, Bahrain, Qatar and Egypt. The website boasts a 95% client membership renewal rate, bringing one million monthly visitors and generating over 120,000 leads for real estate agencies and developers.

PF won the Arabia Fast Growth 500 award in 2012 and took the Online Business of the Year title in the 2013 Gulf Capital SMEinfo Awards. To expand into Lebanon, PF acquired its competitor, realestate.com.lb.

Endeavor assembled Michael's advisory board, put together a two-year roadmap for services, and connected him with an EY Vantage Advisor. Michael was a featured speaker at Impact Hub's "Disruptive CEOs" event.

UNITED ARAB EMIRATES

Endeavor UAE supports seven entrepreneurs from four companies.

SINCE ITS LAUNCH

in December 2013, the Endeavor UAE office has successfully brought four companies to International Selection Panels. Post-selection, all four companies received advisory boards.

RAVI BHUSARI,

co-founder of Duplays, shared his thoughts on failure at an entrepreneurship event jointly held by Endeavor UAE, Young Arab Leaders, and The Impact Hub Dubai.

PROPERTYFINDER was named Arabian Business Start-Up's "SME of the Year."

ENDEAVOR
MAIN OFFICE
Dubai (2013)

URUGUAY

Endeavor Uruguay supports 39 entrepreneurs leading 23 companies.

CAROLINA BAÑALES AND AGUSTINA SARTORI were selected as Endeavor Entrepreneurs after participating in "Más Emprendedoras," a three-year Endeavor and MIF/IADB project that aims to increase the competitiveness of women-owned businesses in Uruguay. Carolina and Agustina founded GlamST, an online community that allows women to try on makeup virtually and share their "looks" with friends and bloggers.

MARÍA NOEL ACHE (AIVA) and Silvina Leibenberg (Lolita) were featured on CNN en Español for their work as successful female entrepreneurs.

PEDIDOSYA, an online food delivery platform, was acquired by DeliveryHero, a Germany-based company with a similar business model.

**ENDEAVOR
MAIN OFFICE**
Montevideo (2000)

FOCUS

Michel Cohen
& Silvina Leibenberg

COMPANY

Lolita — Lu by Lolita

INDUSTRY

Retail

YEAR SELECTED

2002

EMPLOYEES AT SELECTION

170

EMPLOYEES 2014

570

LOLITA DESIGNS AND SELLS ladies' fashion collections. Michel and Silvina have transformed this small family business into a global company. In 2001, Lolita started its original expansion under a franchise system. Today, Lolita has 85 stores in 16 countries. Michel and Silvina recently signed a Master Franchise Agreement with one of the leading retailers in the GCC, launching the company's Middle East expansion with a storefront in Dubai. Lolita will also open stores in Costa Rica and the Dominican Republic this year, and has signed agreements to run franchises of four European fashion retailers in Uruguay.

Endeavor has accompanied Lolita throughout its international expansion process. Endeavor connected Michel and Silvina with MBA students from MIT who helped the company define and implement a professional franchise system. They also attended ECLA—a program created by Columbia Business School for entrepreneurs from Latin America. In 2014, Michel and Silvina were selected to participate in EY's program "Ready, Set, Grow," which provides entrepreneurs with strategic guidance from top EY advisors.



FINANCIALS, DONORS, AND BOARD MEMBERS

ENDEAVOR GLOBAL EXECUTIVE STAFF

Linda Rottenberg
Co Founder & CEO

Fernando Fabre
President

Lawrence Brooks
SVP, Finance & Administration

Walt Mayo
SVP, Expansion

David Wachtel
SVP, Marketing, Communications
& Partnerships

Joanna Harries
VP, U.S. & Canada

Cindy Ko
VP, Asia

Bianca Martinelli
VP, Latin America & Southern Europe

Allen Taylor
VP, Investor Network & Endeavor Catalyst

Daniela Termini
VP, EMEA

MANAGING DIRECTORS OF AFFILIATE OFFICES

Argentina: Gabriela Macagni

Brazil: Juliano Seabra

Chile: María de los Angeles Romo

Colombia: Adriana Suárez

Egypt: Heba Gamal

Greece: Haris Makryniotis

Indonesia: Sati Rasuanto

Jordan: Rasha Manna

Lebanon: Tarek Sadi

Malaysia: Zaman Ahmad

Mexico: Pilar María Aguilar

Miami: Laura Maydón

Morocco: Amine Hazzaz

Peru: Ana Sofia Valdivia

Philippines: Manuel Ayala

Saudi Arabia: Rakan Al Eidi

South Africa: Catherine Townshend

Spain: Adrian Garcia Aranyos

Turkey: Didem Altop

United Arab Emirates: Noor Shawwa

Uruguay: Joaquin Morixe

STATEMENT OF FINANCIAL POSITION

December 31, 2013 in U.S. \$

ASSETS

Cash and cash equivalents	10,207,024
Contributions receivable	5,193,318
Grants receivable	1,051,020
Investments	7,464,452
Prepaid expenses and other assets	278,015
Due from affiliated entities	276,336
Property and equipment (net)	1,139,428

Total Assets **25,609,593**

LIABILITIES AND NET ASSETS

Accounts payable and other accrued liabilities	425,330
Due to affiliated entities	526,938
Deferred rent and capital lease obligations	282,531

Total Liabilities **1,238,799**

NET ASSETS

Unrestricted	19,411,072
Temporarily restricted	4,685,351
Permanently restricted	25,000
Noncontrolling interest in Catalyst ILP	253,371

Total Liabilities **24,374,794**

Total Liabilities and Net Assets **25,609,593**

CONSOLIDATED STATEMENT OF ACTIVITIES

December 31, 2013 in U.S. \$

	unrestricted	temporarily restricted	permanently restricted	Total
SUPPORT AND REVENUE				
Contributions	1,190,065	3,280,000		4,470,065
Grants	3,650,900	348,763		3,999,663
Gala & other fund-raising events	2,400,644			2,400,644
Program service fees	1,000,000			1,000,000
Net realized & unrealized gains (losses) on investments	(152,093)			(152,093)
Interest & other income	263,831			263,831
In-kind services & goods	4,177,633			4,177,633
Net assets released from restriction	2,475,315	(2,475,315)		
Total Revenues	15,006,295	1,153,448		16,159,743
EXPENSES				
Entrepreneur selection & growth	4,213,786			4,213,786
eMBA	336,548			336,548
Endeavor Net	363,071			363,071
Organizational development	1,553,835			1,553,835
Insight	1,127,883			1,127,883
New country expansion	2,401,217			2,401,217
Partnerships & networks	1,426,716			1,426,716
Philanthropic networks	563,419			563,419
Total Program Expenses	11,986,475			11,986,475
Cost of direct benefits to donor	305,709			305,709
Fundraising and development	1,840,253			1,840,253
Management and General	674,210			674,210
Total Expenses	14,806,647			14,806,647
Change in net assets	199,648	1,153,448		1,353,096
Partners' capital contributions	940,000			940,000
Net assets, beginning of year	18,524,795	3,531,903	25,000	22,081,698
Net Assets, end of year	19,664,443	4,685,351	25,000	24,374,794

A complete set of the audited financial statements by McGladrey & Pullen for the fiscal year ending December 31, 2013 can be obtained by sending a written request to Endeavor Global, Inc. at 900 Broadway suite 301, New York, New York 10003, USA.

These financials are for Endeavor Global and its wholly-owned subsidiaries and do not include information about Endeavor's affiliate offices.

HIGH-IMPACT DONORS 1997-2013

\$10,000,000+

Omidyar Network

\$5,000,000+

The Abraaj Group

Bain & Company
(combination of cash
and in-kind donation)

EY

\$1,000,000+

Gayle & Michael Ahearn

AVINA

Banco de Chile

Banco Santander

Barclays

Clarissa & Edgar
Bronfman, Jr.

Citi Foundation

Pamela & J. Michael Cline

CORFO

Eduardo Elsztain

Fundação Brava Inc

Marcos Galperín

Adrian Gore

Reid Hoffman & Michelle Yee

Inter American
Development Bank (IDB)

International Finance
Corporation (IFC)

John & James Knight
Foundation

George & Bicky Kellner

Peter B. Kellner

Michael & Susan Dell
Foundation

Multilateral Investment
Fund (MIF/FOMIN)
of the Inter American
Development Bank (IADB)

Fayeeza & Arif Naqvi

Pam & Pierre Omidyar

Wilson Poit

SAP

SEBRAE

\$500,000+

AFP HABITAT

Emilio Azcárraga Jean

Nicholas Beim

BID

Wences Casares

José Luis del Río

Dell Computer

Barry Diller, IAC/
InterActive Corp.

EY Brasil

Paul Fribourg

Goldman, Sachs & Co.

Itaú BBA

JPMorgan Chase Co.

Beth & Michael Klein

Anne & Vincent Mai

Emilio Odebrecht

Jennifer & Jonathan
Oppenheimer

Proteus

Salvador Said

Alejandro Santo Domingo

Sebrae São Paulo

Secretaría de Economía
(Mexico)

Chip Seelig

Tony & Carlos Slim

Woods Staton

Lorenzo Zambrano

\$250,000+

3M

William A. Ackman,
Pershing Square Foundation

Husodo Angkosubroto,
Gunung Sewu Kencana

Ann L. Bronfman Foundation

Arab African
International Bank

Pedro Aspe

Banco ABN AMRO
Real S.A.

Banco Santander Rio

BHP

Len Blavatnik

Bloomberg Philanthropies

Bradesco

Matthew Brown

BTG Pactual

Elías Cababie

Cetus Investimentos

Citi

Corporación Andina
de Fomento (CAF)

Beatriz Cueto

Enrique Cueto

Dick & Betsy DeVos
Family Foundation

Vuslat Doğan Sabancı,
Hürriyet

Albert Douer

DRA – Tshikululu

Melissa & Timothy Draper

Andrés Echavarría

Moulay Hafid Elalamy,
SAHAM Group

Jorge Errázuriz

First National Bank

Fleury S.A.

David Frankel

Fadi Ghandour

Peter Graber

Emin Hitay,
Hitay Yatırım Holding

HSBC México

Ali Y. Koç, Koç Holding

Thomas H. Lee
& Ann Tenebaum

Lehman Brothers

Jorge Paulo Lemann

Locaweb

Jean-Paul Luksic

Microsoft Corporation

Morgan Stanley

Fadi Nahas

Francisco De Narvaez

Natura

News Corporation

Murat Özyeğin, Fina Holding

Eduardo Pacheco

Pedro Passos

Diego Piacentini

PwC México

Rainbow Foundation

Joanna Rees

Gabriel Rozman,
Tokai Consulting

SAB Foundation

Suzan Sabancı Dinçer,
Akbank

Soledad & Alvaro Saieh

Naguib Sawiris

Christoph Schiess

Simpson Thacher & Bartlett

Brian Swette

Özcan Tahincioğlu,
Tahincioğlu Holding

Marcel Telles

Visa do Brasil

Sven von Appen

Zennström
Philanthropies Ltd

DONORS 2013

\$1,000,000+

Barclays
EY
Omidyar Network
SAP

\$500,000+

EY Brasil
John & James Knight
Foundation

\$250,000+

Banco Santander
HSBC México
Inter American
Development Bank/BID
JPMorgan Chase Co.
Emilio Odebrecht
PwC México
SEBRAE
USAID – Morocco Economic
Competitiveness (MEC)

\$100,000+

Yousef Al Majdouie,
Al Majdouie Group
Musaab S Al Muhaidib,
Al Muhaidib Group
Abdulaziz A. Al Omran,
Khalid & Abdulaziz
Al Omran Company
Rami K Alturki,
Alturki Group
Abdulla M. Al Zamil,
Zamil Industrial
Investment Company
Ernest Bachrach
Banco de Chile
BHP
BID / FOMIN
Bradesco
Clarissa & Edgar
Bronfman, Jr.

Matthew Brown
Casa de Gestão
Citi Foundation
CORFO
Dell México
Diagnostika
Adrian Gore, Discovery
Moulay Hafid Elalamy,
SAHAM Group
Mohammed Hafiz,
Al Sawani Group
Reid Hoffman & Michelle Yee
INADEM
Instituto Rede
Itaú BBA
Itaú Unibanco
Proteus
Hossam Y. Radwan,
Abraaj Group
Faisal Tamer, Tamer Group
Mostafa Terrab, OCP Group
Elliot Weissbluth
Zennström
Philanthropies Ltd

\$75,000+

3M
Husodo Angkosubroto,
Gunung Sewu Kencana
Banco Hipotecario
Alberto & Olga Maria Beeck
Family Foundation
Nicholas Beim
Beirut Digital District
Beleza Natural
Patrick Chalhouh
Alberto Chang Rajii
Dr. (h.c) Ir. Ciputra
& Harun Hajadi, Ciputra
Adriana Cisneros
DMGT

Daniel Echavarría
Paul Fribourg
GBM
Peter B. Kellner
Hendrick Kolonas,
Celebes Artha Ventura
Jimmy Masrin,
Caturkarsa Megatunggall
Manuel D. Medina
Andrés Moreno
Arif Naqvi
George Tahija,
Austindo Nusantara Jaya
Sean Wolfington

\$50,000+

Michel Abouchalache
William A. Ackman,
Pershing Square Foundation
Gayle & Michael Ahearn
Muna Al Gurg, Easa Saleh
Al Gurg Group
Mohamed Alami Lazraq,
Alliances
Svida Alisjahbana,
Femina Group
Arab African
International Bank
Banco Galicia
Banco Modal
Hicham Berrada,
Palmeraie Holding
Avi Bhojani, International
Management Ventures
Len Blavatnik
Wences Casares
Michael D. Chandris
Mark Chang, JobStreet
Pamela & J. Michael Cline
Coatue Managment
John Coustas
Deloitte & Co.
Barry Diller,
IAC/ InterActive Corp.
Vuslat Do an Sabanci,
Hürriyet
Albert Douer
Andrés Echavarría
Fares Fares
Karim Farra
Anthony Fernandes, AirAsia
First National Bank
Marily Frangista
David Frankel
General Electric Company
Fadi Ghandour
Selim Ghorayeb
Joseph Ghoussoub,
Menacom
Goldman Sachs
Mareva Grabowski
Majid Iraqi,
TAQA North Africa
HSBC Bank Argentina
Ahmed Galal Ismail & Souheil
Hajjar, Majid Al Futtaim
Badr Jafar,
Crescent Enterprises
Habib Kairouz
I ık Keçeci A ur,
Aragon Capital
Marwan Kheireddine
Sami Khouri
Ali Y. Koç, Koç Holding
Theodore M. Kyriakou
Locaweb
Anne & Vincent Mai
William E. McGlashan Jr.
Azmi Mikati
Ruben Minski
MXT
National Bank of Greece
Ebru Özdemir,
Limak Holding

Murat Özye in, FIBA Holding	\$10,000+	Edson Bueno	Maldonado, Asuan
Eduardo Pacheco	Accretive Health, Inc.	Jonathan Bush	Dell
Johanna Papadopoulou	Sina Afra, Markafoni/ Entrepreneurship Foundation	Elías Cababié Daniel	Delta Air Lines Inc.
Dimitri Papalexopoulos	Agencia Nacional de Investigación e Innovación	Cablevision Systems Corporation	Antonio Dias Leite
Raúl Polakof	Ahmed Badreldin	Juan Pablo Cappello	José Luis del Río
Theodore P. Rachmat, PT Triputra Investido Arya & Arif Rachmat, PT Triputra Agro Persada	Marcelo Alecrim	Juan Ignacio Casanueva Pérez	Dirección General de Comercio Exterior de la Ciudad de Buenos Aires
Afzal Abdul Rahim, Time dotCom	Ali Al Husry	Daniel Carriquiry & Juan Carlos Rodríguez, Costa Oriental	e.Ventures
Nazir Razak, CIMB Group	Allen & Company	Catho	Eastern Advisors Capital Group, LLC
Joanna Rees	Amadeus Capital Partners LTD	Sergio Cavalieri	eBay
Suzan Sabancı Dinçer, Akbank	Amana Capital	Bülent Çelebi, AirTies	Eduardo Elsztain
Alejandro Santo Domingo	American Express Philanthropic Program	Antonio Celia	Jorge Errázuriz
Mu'taz Sawwaf	American Express Ventures	Andrés Cerisola, Ferrere	European Bank For Reconstruction & Development
Mustafa Say, Access Turkey lab Holding	Amit & Vicky Patel Foundation	Chedid Capital	Even
Costantza Sbokou Constantakopoulou	ANTEL	Rogério Chor	EY Chile
Shahril Shamsuddin, SapuraKencana	Amjad Aryan	Gabriel Colla, Infocorp	Alejandro Farach
Walter Siouffi, Citibank Maghreb	Tarik Awad, Capital Investments	Juan Collado	David Feffer
Thean Soon Wong, MyEG	Bain & Company, Inc.	Consejo de desarrollo Economico de Tijuana	Carlos Fernández González
Yiannis N. Stassinopoulos	Banco de la Provincia de Buenos Aires	Consejo para el desarrollo ecnomico de Sinaloa	Finmex
Strategy & (formerly Booz & Co.)	Banco Industrial	Agustin Coppel	Fly Across
Noor Sweid, ZenYoga	BankMed	Corporación Andina de Fomento (CAF)	Andrés Freire
Nicolas Szekasy	Fabio Barbosa	Peter Corsell	Fundación Alsea A.C.
Özcan Tahincio lu, Tahincio lu Holding	Waddah Barkawi, EY Jordan	Laércio Cosentino	Fundación Bepensa AC
Spyros Theodoropoulos	Baydöner	Glenn & Mary Jane Creamer	Fundación Bolívar Davivienda
Melina Travlou	BDMG	Credit Suisse	José Galló
Mahmut Ünlü, Ünlü & Co.	Khaled Bichara	George D. Crowley, Jr.	Marcos Galperín
Carlos Andrés Uribe	Leon D. Black, Apollo Global Management	Enrique Cueto	Pablo Garfinkel, Life Cinemas
Brahmal Vasudevan, Creador	Blackberry	Said Darwazah	Herme Gazzola
Nilesh Ved, Apparel Group	Leslie Blodgett	Daversa Partners	Gilt Groupe
Mustafa Abdel Wadood, The Abraaj Group	BNDES	Miguel Ángel Dávila	Globant
	Ümit Boyner, Boyner Holding	Sergio de la Vega, Glencore	Gobierno de Puerto Madryn– Provincia de Chubut
	BTG Pactual	Juan Pablo del Valle Perochena	Valério Gomes
		Wilson Delara	Andrés Gómez Martínez
		Álvaro Delbono & Eduardo	Carlos Gómez Andonaegui

Goodwin Procter LLP	Leonard & Evelyn Lauder Foundation	Procter & Gamble	Transvaal Electric Motors
Google Argentina	LEXMARK	PWC – Price Waterhouse & Co.	Uruguay XXI
Alejandro Gorodisch	Loews Corporation	Benjamin Quadros	Valiant Captial Partners
GP Investments	Haakon Lorentzen	Deusmar Queirós	Valor Capital Group
Peter Graber	Jean Paul Luksic	Red Innova	Visa
Jason Green	Lumia Capital	Responsibility Social Investments	Visa Colombia
Grupo Mega	Raúl Mandía & Ricardo Méndez, McDonald's – Arcos Dorados	Richmond Global	Sven von Appen
Grupo Proyecta	Marie Josée & Henry R. Kravis Foundation	Romero Rodrigues	Ricardo Vontobel
Grupo Ultra	Diego Masola, Banco Comercial – Group Scotiabank	Julia Rodríguez Larreta, El País	Wayra Argentina
Artur Grynbaum & Miguel Krigsner	McKinsey & Company, Inc.	Gabriel Rozman, Tokai Consulting	Guilherme Weege
Nizan Guanaes	Rubens Menin	Ferit F. ahenk, Do u Holding	Selçuk Yorgancio lu, The Abraaj Group
Martin Guerra, in Capital	Mercedes Benz Argentina	Salvador Said	Fawaz Zu'bi
Gustavo Grobocopatel	Microsoft	Paulo Sales	
Sônia Hess	Mimar Invest	Carlos Sales Sarrapy	
Ihab Hinnawi, Umniah	Bernardo Minkow	Alp Saul, Pronet	
Marianne Hosni	Alan Mnuchin	Christoph Schiess	
Richard Hunt	Monex	Robert Schumer	
IEL	Michael Moretti	Chip Seelig	
iNNpuls Colombia	Motorola	José Carlos Semenzato	
Integration Counsulting	Movistar	José Seripieri, Jr.	
Janus Friis	Multilateral Investment Fund (MIF/FOMIN) of the Inter American Bank (IDB)	Amr Shady	
Fady Jameel, ALJ	Natura	Stanley Shuman	
Isabella & Patricio Jaras, Nutra Bien	Natura Cosméticos	Carlos Alberto Sicupira	
Tasso Jereissati	Jorge Nazer, Alto	Simpson Thacher & Bartlett LLP	
JHSF	Joseph Meyer Nigri	Nelson Sirotsky	
Jive Software	Organizações Globo	Skoll Foundation	
Jonathan M. Nelson Family Foundation	Pedro Passos	Scott Sobel	
Maher Kaddoura	Carlos Pastor, Jr.	Marco Stefanini	
KaszeK Ventures	Ariel Pfeffer, Trillionario.com	David Stemerman	
George & Bicky Kellner	Diego Piacentini	Walid Tahabsem	
Kind Healthy Snacks	Aurelio Pique, Komatsu	Technisys	
KPMG	Polo Ralph Lauren	Telefonica Silicon Valley	
Emre Kurttepel, Mynet	Pozitron	Marcel Telles	
Thomas H. Lee & Ann Tenebaum		TOTVS	
Jorge Paulo Lemann			

ENDEAVOR ENTREPRENEUR GIVE-BACK

Argentina

AIVO

Martin Frascaroli

Asignet

Claudio Lopez Silva

Axeso 5

Christian Schweizer

Belatrix Software Factory

Alejandro Robbio
Federico Robbio
Luis Robbio

Conexia

Sebastián Letemendia
Luis Navas

Congelados del Sur

Adolfo Rouillón

Domínio del Plata

Susana Balbo

FyO

Alejandro Larosa

Globant

Guibert Englebienne
Martín Migoya
Néstor Nocetti
Martín Umanan

GOIntegro

Germán Dyzenchauz
Gaston Lejtman

GoodPeople

Daniel Jecic
Pablo Orlando

Guia Oleo

Esteban Brenman

Intellignoss

Juan Manuel Damia

InvGate

Ariel Martin Gesto

Keepcon

Matias Rozenfarb

Lenor

Julio Made

MaqTec

Martin Bonadeo
José Mourelle

MercadoLibre

Marcos Galperín
Hernán Kazah

Mural.ly

Mariano Suárez Battán
Patricio Jutard

Oasis Collections

Parker Stanberry

Onapsis

Victor Montero
Mariano Nuñez Di Croce

Ozono Producciones

Fernando Moya

PAEZ

Francisco Murray
Tomas Pando
Francisco Piasentini

Promored

Norberto Loizeau Compte

Restorando.com

Frank Martin Bujaldon
Franco Silveti

SAVANT

Mauro Bono

Segundo Hogar

Diego Noriega

Smowtion

Andres Alterini
Mariano Elizari
Santiago Pinto

Social Metrix

Gustavo Arjones
Martín Enriquez

Technisys

German Pugliese
Miguel Santos

Tensocable

Jorge Finkielsztajn

Ultracongelados

Miquel Angel Lagrutta

Vanessa Durán Joyas

Vanessa Durán

Ventas-Privadas

Felipe Herrera

VN Global BPO

Luciano Nicora

Wormhole IT

Sally Buberman
Ignacio Lopez
Maximiliano Menasches

Zott Producciones

Patricio Miranda
Rodolfo Montes de Oca

Brazil

ABC

Tiago Moura Mendonça

Acesso Digital

Paulo Alencastro
Diego Torres Martins

Akiyama

Ismael Akiyama

AMBAR

Bruno Balbinot

Angelus

Roberto Alcântara
Sônia Madi Alcântara

APPI Tecnologia

Alexandre Pi

Arizona

Alexandre Hadade
Tomas Hadade
Marcus Hadade

Atmo Digital (Subway Link)

Arnold Eugenio Correia

B2 Agencia

Carlos Balma
Ricardo Librach Buckup
Felipe Ribeiro

Bebê Store

Leonardo Gomilde Simão

Beleza Natural

Rogério Assis
Heloísa Helena Assis
Jair Conde
Leila Velez

Bencorp

Luis Alexandre Chicani

Britec (Aglilis)

Marco Antonio Ferraz
Luis Noronha

Casa do Construtor

Expedito Arena
Altino Cristofolletti, Jr.

Cash Monitor

Marcio Furtado
Wagner Furtado

Clearsale

Pedro Paulo Chiamulera
Bernardo Lustosa

Confiance Medical

Bruno Braga
Cristiano Brega
Guarany Guimarães
Fernando Magero

Dermage

Ilana Braun
Lisabeth Braun
Walter Braun

Doce d'ocê

Carlos Bazanella
Noeli Bazanella

Ebanx

João Guilherme Del Valle
Wagner Alexis Ruiz
Alphonse Guilherme Voigt

Enox On>life Media

Ernesto Villela
Rafael Cordeiro

Escol@24Horas

Severino da Silva

Gera

Alencar Carvalho
Fabio Piastrelli Mengozi

Gigalink

Carla Adriana Lucho
Osvaldo A. Lucho Jr.

Grupo OilCheck

Carlos Henrique Alves
Luis Gustavo Milani

Grupo RPH

Rafael Madre

Grupo Trigo (Spoleto)

Mario Chady
Eduardo Ourivio

Impacto Protensão

Joaquim Caracas

Integra Medical

Luciana Guimarães
Vanessa Vazquez

Lojas KD

Nelson Fiorin
Thiago Fiorin

Magnamed Tecnológica

Toru Miyaji Kinjo
Tatsuo Suzuki
Wataru Ueda

Máquina PR

Maristela Mafei

Mastermaq

Breno Nely Leite Praca
Carlos Alberto Tamm

Mextra

Ivan Barchese

Minha Vida

Roberto Lifschitz
Fernando Ortenblad
Daniel Wjuniski

Movile

Eduardo Bernardes de
Carvalho

MXT

Gustavo H. Travassos

Nefrocare

Tohoru Watari

Neoway

Jaime Leonel de Paula Jr.

Portal Educação

Ricardo Ferreira Nantes

Prática

André Rezende
Luiz Eduardo Rezende

Prepara Cursos

Rogério Gabriel

ProPay

Mark Barcinski

Proteus

João Mendes de Carvalho
Marcelo Romcy

SEDI

Edivan Costa

Sieve

André Massa
Felipe Salvini
Luis Vabo, Jr.

SIRTEC

Darci Schneid

Star Think Uniforms

Sergio Bertucci
Milena Bertucci

SuperBAC

Luiz Chacon

Tecnoblu

Cristiano Buerger
Edmur Polli

Tecno Logys

Valério Paz Dornelles

TecSaúde

Iliane Alencar
Zeev Katz
Sérgio Lomanchinsky

Tecsis

Bento Koike

TecVerde

Caio Bonatto
Beto Justus
Lucas Maceno

ToLife

Leonardo Lima de Carvalho

ToysTalk

Marco Carvalho
Ivan Zorn

Uatt?

Rafael Biasotto
Ivan Oliveira

Welle Laser

Gabriel Bottós
Rafael Bottós

Chile

ActivaQ

Ana María Sandino

Agrotop

Karina von Baer

Alto

Jorge Nazer

Andrés Turski

Andrés Turski

Ascon

Manuel Aravena
Juan Pablo Salas

Bercia

Abishai Rovner

Bio Insumos Nativa

Eduardo Donoso
Paulo Escobar

Buín Zoo

Ignacio Idalosoaga

Business News Américas

Greg Barton

Colegium

José Manuel Barros
Ariel Gringaus

ComparaOnline
Sebastián Valín Acuña

Corbac
Christian Cortés

Costa Brothers & Cia
Sergio López

Drillco
Rolando Carmona

ForexChile
Erwin Andia
Cristóbal Forno
Nicolás Gallardo
Andrés Rojas

Genesys
Alvaro Ananías

Geomar
Javier Donoso

Great Process
Roberto Cifuentes

Innovex
Patricio Catalán
Gonzalo Santamarina

Kibernum
Mario Araya

Latitud 90
Alberto Gana
Felipe Howard

Limonada
Paula Valverde
Valentina Valverde

Nutra Bien
Isabella Jaras
Patricio Jaras

Oxxean
Jorge Pacheco

Plataforma Networks
David Assael
David Basulto

Prey
Tomás Pollak
Carlos Yaconi

SKM Seaprende
Max Grekin

Scrum
Alfredo Gómez
Patricio Rojas

Colombia

Aranda Software
Alberto Lederman
Jorge Osorio

Bodytech
Gigliola Aycardi
Nicolás Loaiza

Bunny Inc.
Alex Torrenegra
Tania Zapata

Campoalto
Andrés Angulo
Alvaro Hoffmann
Hugo Fernando Novoa

Cebarr
Fabio Velasquez

Conexred
Andrés Alban
Mauricio Hoyos

Dynamo
Andrés Calderón
Cristian Conti
Rodrigo Guerrero
Diego Ramírez

EcoFlora
Nicolás Cock

Glúky
Juan José Mesa
Andrés Ángel

Ideagro
Mauricio Angel

LiSim
Lilian Simbaqueba

Lumni
Felipe Vergara

Marroquinera
María Fernanda Hernandez
Perez
Mario Hernandez Perez
Mario Hernandez Zambrano

Oruga
Diego Díaz del Castillo
Pedro Tosin

PagosOnline
Martin Schrimppf
José Fernando Vélez

Refinancia
Kenneth Mendiawson

Siigo
David Ortiz
Ricardo Ortiz

Sistole
Ricardo Leyva

TES América
Daniel Rosas

TVG
Carlos Londoño

WeHostels
Diego Saez Gil

Wideteck
Jaime Arbelaez

Egypt

Azza Fahmy
Fatma Ghaly

Baraka Optics
Ahmed Ragab

BeyZollak
Mohamed Rafea
Gamal Sadek

Crave (Tico's)
Fahed El Dalati
Hazem El Dalati

Diwan Bookstore
Hind Wassef
Nadia Wassef

El Matbakh
Hiba Jammal
Tarek Khaddaj

E-Masary
Omar El Sanhoury
Moatasem Osam

Hassab Labs
Mohamed Azab
Amina Hassab

Hindawi
Ahmed Hindawi

Imtenan
Ahmed Farouk

Mashaweer
Ahmed El Kordy
Mohamed Wahid

SASCO Group
Alaa Srya
Tarek Srya

Smart Care Medical Services
Amr El Tayeb

Tabibi 24/7
Walid Abdel Hadi
Khalil Abdel Khalek
Karim Ragab

TBS
Tarek El Nazer
Sameh El Sadat
Basel Mashhour

Greece

Daily Secret
Phaedra Chrousos
Nikolaos Kakavoulis

Ergon
Thomas Douzis

Fereikos-Helix
Maria Vlachou
Penny Vlachou

Hellas Direct
Emilios Markou
Alexis Pantazis

HotelBrain
Panos Paleologos

Money Market
Sotiris Papantonopoulos
Mantopoulos
Manolis Marsellos

Obrela Security Industries
George Patsis

Out There Media
Daphne Loukas
Kerstin Trikalitis

Papadimitriou
Christos Papadimitriou

Indonesia

Agate
Arief Widhiyasa

Elang Property
Elang Gumilang

GiftCard Indonesia
Antonius Taufan

The Goods Group
Anton Wirjono

Indomog
Vincent Iswaratioso

Kartuku
Niki Luhur

Kebab Turki Baba Rafi
Hendy Setiono

lightHOUSE Indonesia
Grace Judio Kahl

RUMA
Aldi Haryoprato

Tirta Marta
Sugianto Tandio

Jordan

Akhtaboot
Mohamad Haj Hasan
Yousef Shamoun

Altibbi
Jalil Allabadi

API
Fadi Al Atrash

ASK
Amin Amin

Curl Stone
Majdy Abo Mathkooor
Fadi Bargouti

EAT Restaurant Group
Omar Tabaa

Jamalon
Ala' Al Sallal

Javna
Mansour Mansour

Jeeran
Omar Koudsi

Kharabeesh
Firas Al Otaibi
Mohammed Asfour
Wael Attili

The Online Project
Ramzi Halaby
Zafer Younis

Lebanon

Anghami
Elie Habib
Eddy Maroun

ArabNet
Omar Christidis

At7addak
Brahms Chouity

Beesline
Maha Arayssi Rifai
Mohamad Arayssi

Diwane
Herve Cuvilliez
Delphine Eddé

Eastline Marketing
Nemr Nicolas Badine
Marc Dfouni

Elcir
Jean Marc Ingea

Element^n
Rabih Nassar

Green Studios
Jamil Corbani

Instabeat
Hind Hobeika

Mobinets
Labib Shalak

Mosaic Marble
Taline Assi

Nada Debs
Nada Debs

Nymgo
Omar Onsi

Printworks
Jad Khoury

Malaysia

GridMarkets
Hakim Karim

Juris Technologies
Wai Hun See
Naaman Lee
John Lim

Mexico

4E
Juan Carlos Gonzalez
Jorge Gonzalez Olvera

Advenio
Luis Garza Sada
René Lankenau

Alibio
Alfredo Suárez

Agua Inmaculada
Eymard Arguello

ArCcano
Victor Calderón
Arturo Merino

Barared
José Gonzalez

BlueMessaging
Andrés Rodríguez
Silvanna Valencia
Juan Vera

Campo Vivo
Mateo Dornier

Capital Gain
Alejandro Villalón

Carrot
Jimena Pardo
Diego Solórzano

ChilimBalam
Enrique Osoviecki
Dan Schwarzblat

Cinemagic
José Ignacio Irigoyen
Roberto Quintero

Clínicas del Azucar
Javier Lozano
Fernanda Zorrilla

Daniel Espinosa Studio
Daniel Espinosa
Max Sánchez

Docsolutions
Gabriel Oropeza
Guillermo Oropeza

Editorial Mapas
Javier Arredondo

Enova
Jorge Camil
Moís Cherem
Raúl Maldonado

Fagro
Jesús Saro Boardman

Fullsand
Joaquín Matienzo

G2 Consultores
Jorge Gonzalez Gasque

Gresmex
Gabriela León

Gruindag
Armando Tortoledo
Pedro Zarur

Grupo AMV
Juan Manuel Alvarado

Grupo Archipiélago
José Luis Bezaury
José Islas
Antonio Vilches

Grupo Delicias
Antonio Feregrino Quezada
Juan Carlos Feregrino
Quezada

Grupo MYT
Carlos Mier y Teran

HDS
Jaime Cater

Imagen Dental
Patricio Villarreal
Ricardo Villarreal
Zambrano

Ingenia Muebles
Christian Vidal Flores
Ernesto Vidal Flores
Patrick Vidal Flores

Instafit
Oswaldo Trava Albarrán

Intellego
Eduardo Graniello
Felipe Labbé

Interlub
René Freudenberg
Roberto Iberri

InventMX
Heberto Taracena Blé

IPETH
Alejandro Cuervo Guevara
Arturo Macip

Kichink
Claudia de Heredia
Claudio del Conde
Paul Marquard

Kubo Financiero
Vicente Fenoll Algorta

L'Atelier du Chocolat
Marisol Alfaro Hernández

La Zarza
José Luis Cisneros Madrid

Leonali
José Luis Correa
Artasanchez

Lindes
Hugo Hernández Basulto

Linko
Gonzalo Abascal
Armando Rasgado
Javier Solano

Lo Mío es tuyo
Diego Creel Moreno

Maskota
Isaac Tawil
Murry Tawil Abadi
Vivian Tawil

Mexis
Guillermo Casares González

MexQ
Oscar Carrillo

MIA
Guillermo Jaime Calderón

MiMoni
Gabriel Manjarrez
Pedro Zayas

Mister Tennis
Manuel Jimenez Garcia

Montelobos
Moises Guindi
Daniel Schneeweiss

Naranya
Arturo Galvan

Optima Energía
Enrique Gomez Junco

Orcius
Javier Cardenas Ibarra

Pabisan
Enrique Ramon

Parkimóvil
Carlos Anaya Rodriguez

PeriscopioMedia
José Antonio Chaurand
Flores

Petsy
Toby Clarence Smith
Pablo Pedrejón García

Pounce Consulting
Roger Viera

Previta
Christian Guerra
Morgan Guerra

PROA
Luis Martínez
Luis Pernia

Procesa Chiapas
Alejandro Chaljub
Mauricio Pariente

Quarksoft
César Montes de Oca

SalaUno
Javier Okhuysen
Carlos Orellana

Sin Secretos
Jorge Bouffier
Manuel Villarreal

Tecnología en Helados
Xavier Briseño

Veramiko
Vidal Cantú
Guillermo Farias

Ver de Verdad
Hugo Moreno González

Vialux
Fernando Martinez
Francisco Moncayo

VickyForm
José Zaga Saba

Yogome
Manolo Diaz

Miami

KidoZen
Jesus Rodriguez

Leapfactor
Lionel Carrasco
Marcela Henao

LearnerNation
Michael Laas
Michael McCord

My Cevice
Roger Duarte
Sam Gorenstein

Morocco

Kilimanjaro Environment
Youssef Chaqor

M2T
Mourad Mekouar

South Africa

Call Force Direct
Candice Roberts

Cibecs
Richard Dewing

Cognician
Barry Kayton
Patrick Kayton

Everlytic/Prefix
Josh Adler
Sam Hutchinson

Innovent
Zakhe Khuzwayo
DJ Kumbula

Integr8
Lance Fanaroff
Robert Sussman

Masana Hygiene Services
Cynthia Mkhombo

Metrix Software Solutions
Dennis Marketos
Paul Marketos

RubyBox
Sylvia Gruber

Silulo Technology
Lonwabo Rani
Luvuyo Rani

Stitch Wise
Natalie Killassy

Taste Holdings
Carlo Gonzaga

Trainiac
Robert Dennison

VMT
Wilter du Toit

WiGroup
Bevan Ducasse

Saudi Arabia

Lomar
Loai Naseem

LSS
Naif Alqahtani

OTS
Ahmed Hamdan
Hassan Hamdan

Shawarmer
Abdulmohsin Al Rabiah

Talents
Amr Al Madani
Saeed Saeed

Spain

Worldsensing
Ignasi Vilajosana

Turkey

Airties
Bülent Çelebi

Baydöner
Feridun Tunçer
Levent Yilmaz

Digitouch
Yunus Güvenen

KobiMaster
Murat Özler

Kokteyl
Erdem Yurdanur

Lidiana.com
Hakan Ba

Monopoli Sigorta
Erol Esentürk

Peak Games
Sidar ahin

Petfor
Semih Yüzen

P.I.Works
Bahadır Kuru

Pozitron
Fatih becer
Firat becer

Rafinera
Didem Altınba ak Tulgan

Yemeksepeti.com
Nevzat Aydın
Melih Ödemi

United Arab Emirates

**Dubai Desert
Extreme (DDE)**
Shahin Khodjasteh
Shahriar Khodjasteh

SENIOR ADVISORS

Duplays

Ravi Bhusari
Derv Rao
Brian Sigafoos

Mumzworld

Mona Ataya

PropertyFinder.ae

Michael Lahyani

Uruguay

AIVA

María Noel Ache

Assist

Julio Cantera

Astropay

Andrés Bzurovski
Sergio Fogel

Asuan

Eduardo Delbono
Álvaro Maldonado

CEPA

Fernando Cammarota

ConectaGames

Daniel Armand Ugon
Nicolás Batlle

GlamST

Carolina Bañales
Agustina Sartori

Infocorp

Gabriel Colla

Lolita

Michel Cohen

Lynkos

Federico Cella

Medea

Gabriel Schimmel

Memory

Roni Lieberman

PedidosYa

Ariel Burschtin
Álvaro García
Ruben Sosenke

Rinque Pharma

Gabriel Fernández

RobTec

Pablo Elenter
Ariel Lijtenstein
Sergio Oberlander

Salado Media

Andrés Ameglio
Carlos Ameglio

Scanntech

Raúl Polakof

SEG Ingeniería

Ernesto Elenter
Diego Garfinkel
Fernando Schaich

Seinco

Francisco Gross

STATUM

Álvaro Lozano
Sebastián Schickendantz

Todotvmedia

Sebastián Lateulade

Top Systems

Álvaro Domínguez

URUNET

Pablo Milburn

“Capital without mentorship is lost capital. Creating an entrepreneurial ecosystem that provides mentorship, capital, networks, and support to help entrepreneurs scale has a positive impact on job creation, the community, and economies.”

MARIA PINELLI

Global Vice Chair,
Strategic Growth Markets, EY

Ariel Aisiks

Founder & CEO,
The Geo Global Foundation

Sunny Bates

President & CEO,
Sunny Bates Associates

Gina Bianchini

Founder & CEO, Mightybell

Chris Bierly

Partner, Bain & Company

Peter Brooke

Advent International
Senior Advisor
Co Founder Emeritus

Juan Pablo Cappello

Co Founder,
Private Advising Group

Erik Dithmer

Global Vice President,
End User Computing Sales,
Dell

Taddy Hall

SVP, Global Practices and
Consulting Services,
The Nielsen Company

Richard Hamermesh

Professor of Management
Practice, Harvard
Business School

Matt Harris

Managing Director,
Bain Capital Ventures

Aly Jedly

Partner, The Abraaj Group

John McIntire

Director/Advisor,
Open English

Paul Parker

Former Head, Global
Corporate Finance and M&A
Group, Barclays

Diego Piacentini

Senior Vice President,
International Consumer
Business, Amazon.com

Maria Pinelli

Global Vice Chair, Strategic
Growth Markets, EY

William Sahlman

Dimitri V. D'Arbeloff –
Class of 1955 Professor
of Business Administration,
Harvard Business School
Senior Advisor
Co Founder Emeritus

Veronica Serra

Founding Partner,
Pacific Investments

Tom Speechley

Partner, The Abraaj Group

AFFILIATE BOARD OF DIRECTORS

“Serving on the diverse boards of Endeavor Global, Chile, Jordan, and, most recently, Miami, I have seen first-hand how Endeavor’s transformative support of entrepreneurs builds cultures of give-back around the world.”

PETER KELLNER

Founder & Managing Partner, Richmond Global
Co-Founder, Endeavor



ARGENTINA

© **Guibert Englebienne**
Co Founder & CTO, Globant
Incoming Board Chairman,
Endeavor Argentina

© **Andrés Freire**
Chairman & CEO,
Quasar Ventures
Outgoing Board Chairman,
Endeavor Argentina

Juan Collado
Treasurer, Grupo Tapebicua

© **Marcos Galperín**
Co Founder & President,
MercadoLibre

Alejandro Gorodisch
Founder & CEO,
Ombu Investments
Management

Gustavo Grobocopatel
President, Los Grobo Group

© **Norberto Loizeau Compte**
President, Promored

© **Martín Migoya**
Co Founder & CEO, Globant

© **Rodolfo Montes de Oca**
Co Founder, Zott
Producciones

© **Luciano Nicora**
Founder and CEO, VN Global
BPO SA.

© **Adolfo Rouillón**
Founder & CEO,
Congelados del Sur

© **Nicolás Szekasy**
Co Founder & Managing
Partner, KaszeK Ventures

Silvia Sioli deTorres Carbonell
Director, Entrepreneurship
Center, IAE Business School



BRAZIL

Laércio José de Lucena Cosentino
CEO, TOTVS
Chairman, Endeavor Brazil

Carlos Alberto da Veiga Sicupira
Board Member, AB Inbev
Founding Chairman,
Endeavor Brazil

Paulo Antunes Veras
Founder, Guidu
Former Managing Director,
Endeavor Brazil

Paulo Cezar Aragão
Partner, Barbosa Müssnich
& Aragão Advogados-BMA

Fabio Colletti Barbosa
President, Grupo Abril S/A

Antonio Dias Leite
Partner,
Cetus Investimentos

Jorge Paulo Lemann
Board Member, AB Inbev

Pedro Luiz Barreiros Passos
Presidente do Conselho
de Administração,
Natura – Brasil

© **André Rezende**
President and Commercial
Director, Prática

Romero Rodrigues
CEO & Co Founder,
BuscaPé



CHILE

Salvador Said
Executive President,
Grupo Said
Chairman, Endeavor Chile

Enrique Cueto
Executive Vice President,
LAN Airlines

José Luis del Río
President,
Inversiones INDER

Jorge Errázuriz Grez
President, Celfin Capital

Alan Farcas
Partner, Nazca Ventures

Jean-Paul Luksic
President, Antofagasta
Minerals

☎ **Jorge Nazer**
Founder & CIO, Grupo ALTO

Christoph Schiess
Executive President,
Transoceánica

Sven von Appen
President, Ultragas

☎ **Karina von Baer**
Director, Oleotop



COLOMBIA

Andrés Echavarría
Board Member, Corona
Chairman, Endeavor
Colombia

☎ **Kenneth Mendiwelson**
Founder & President,
Refinancia

Antonio Celía
CEO, Promigas

Albert Douer
Vice President, Ajover

Diana Gomez Kopp
Co Chair of the Board,
MEMO SAS

Guillermo Heins
Partner, Heins & Moller

Ruben Minski
President & CEO,
Grupo Procaps

Eduardo Pacheco
President & CEO,
Colpatria

Alejandro Santo Domingo
Managing Director,
Quadrant Capital
Advisors Inc.

**Carlos Andres
Uribe Arango**
Presidente, Ladrillera
Santa Fe



EGYPT

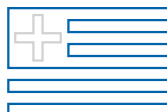
Khaled Bichara
Managing Partner
& Co Founder,
Accelero Capital
Interim Chairman,
Endeavor Egypt

Hassan Abdalla
Vice Chairman & Managing
Director, Arab African
International Bank

Ahmed Badreldin
Partner,
The Abraaj Group

Youssri Helmy
General Partner,
Newbury Ventures

☎ **Amr Shady**
CEO, T.A. Telecom



GREECE

Michael D. Chandris
Chairman, Chandris Group
Chairman, Endeavor Greece

Mareva Grabowski
Managing Partner,
Zeus + Dione
Founder & Vice Chairman,
Endeavor Greece

Dr. John Coustas
President & CEO,
Danaos Corporation

Marily Frangista
Managing Director, Franco
Compania Naviera S.A.

Theodore M. Kyriakou
Group CEO,
Antenna Group

Johanna Papadopoulos
President & Managing
Director,
E.J. Papadopoulos S.A.

Dimitri Papalexopoulos
Managing Director, Titan SA

**Costantza Sbokou
Constantakopoulou**
Architect, T.E.MES. S.A.

Yiannis N. Stassinopoulos
Viohalco S.A.

Spyros Theodoropoulos
Managing Director, Chipita
S.A.

Alexandros Tourkolias
CEO, National Bank of
Greece

Melina Traviou
Managing Director, Neptune
Lines Shipping and
Managing Enterprises S.A.



INDONESIA

Husodo Angkosubroto
Chairman, Gunung
Sewu Kencana
Chairman, Management,
Endeavor Indonesia

Svida Alisjahbana
CEO, Femina Group

Dr. (h.c.) Ir. Ciputra
Founder & Chairman,
Universitas Ciputra
Entrepreneurship Center

Harun Hajadi
Managing Director, Ciputra

Hendrick Kolonas
President Commissioner,
Celebes Artha Ventura

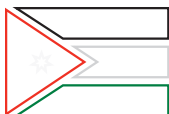
Jimmy Masrin
CEO, PT Caturkarsa
Megatunggal

Raoul Oberman
Director (Emeritus),
McKinsey & Company
Indonesia

Arif Rachmat
CEO, PT Triputra Agro
Persada

Theodore P. Rachmat
Founder, PT Triputra
Investindo Arya

George Tahija
President Director,
Austindo Nusantara Jaya



JORDAN

Ali Al-Husry
Director, Hikma
Pharmaceuticals
Chairman, Endeavor Jordan

Maher Kaddoura
Angel Investor &
Management Consultant,
nextmove
**Vice Chairman,
Endeavor Jordan**

Nadia Al Saeed
General Manager, Bank al
Etihad

☎ **Amjad Aryan**
President & Founder,
Pharmacy 1

Tarik Awad
CEO, Capital Investments

Randa Ayoubi
Founder & CEO, Rubicon
Group Holding

Waddah Barkawi
Partner, EY (Jordan)

Said Darwazah
CEO, Hikma
Pharmaceuticals

Ihab Hinnawi
CEO, Umniah

Peter Kellner
Founder & Managing
Partner, Richmond
Global LLC
Co Founder, Endeavor

Safwan Masri
Executive Vice President,
Global Centers and Global
Development at Columbia
University

Walid Tahabsem
President & CEO, Integrated
Technology Group (ITG)

Fawaz Zu'bi
Founder & CEO, Accelerator
Technology Holdings



LEBANON

Sami Khouri
CEO, Teeba Holding
**Chairman,
Endeavor Lebanon**

Michel Abochalache
CEO, Quilvest

Fadi Majdalani
Vice President,
Strategy & Lebanon

Fares Fares
Chairman, Wedge
Alternatives Limited

Karim Farra
Managing Director,
Manara Capital

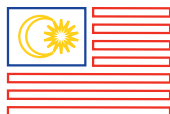
Selim Ghorayeb
Founder & CEO,
Algorithm

Habib Kairouz
Managing Partner,
Rho Capital Partners

Marwan Kheireddine
Managing Director,
Al Mawarid Bank s.a.l.

Azmi Mikati
CEO, M1 Group

Mu'taz Sawwaf
CEO, Mimar Invest



MALAYSIA

Afzal Abdul Rahim
CEO, Time dotCom
**Chairman, Endeavor
Malaysia**

Mark Chang
Founder & CEO, Jobstreet

Tony Fernandes
Co Founder & Group CEO,
AirAsia

Nazir Razak
Managing Director & CEO,
CIMB Bank

Shahril Shamsuddin
President & Group CEO,
Sapura Kencana Petroleum

Brahmal Vasudevan
Founder & CEO,
Creador

Thean Soon Wong
Managing Director,
MyEG



MEXICO

Carlos Emilio Gómez Andonaegui
Founder & President,
Cascada Ventures
Chairman, Endeavor Mexico

Pedro Aspe Armella
Chairman & CEO,
Evercore Partners

Emilio Fernando Azcarraga Jean
Chairman, President & CEO,
Televisa

Elías Cababié Daniel
Chairman & CEO, GICSA

Juan Ignacio Casanueva Pérez
Chairman & CEO
(Interproteccion), Grupo CP

Agustín Coppel
Chairman of the Board,
Coppel

Miguel Ángel Dávila Guzmán
Partner, Latin Idea Ventures

Juan Pablo del Valle Perochena
CEO, Mexichem

José Antonio Fernández Garza-Laguera
Managing Director,
Plásticos Técnicos
Mexicanos

Carlos Fernández González
Chairman of the Board,
Finaccess

Eduardo Garza T
Chairman & Founder, Frisa

Andrés Ignacio Gómez Martínez
Co Chairman, Grupo AXO

Guillermo Jesús González Guajardo
Director, M & A Fusiones
Y Adquisiciones

☎ **Eduardo Graniello Perez**
Founder & CEO, Intellego

Ricardo Maldonado Yáñez
Partner, Mijares Angoitia
Cortes y Fuentes

Bernardo Minkow Wengerman*
Independent Director
Bernardo Minkow

Rafael Posada Cueto
CEO, Grupo Proyecta

Guillermo Romo Romero
Chairman & CEO,
Grupo Mega

Carlos Sales Sarrapy
Managing Director,
Cuasar Capital

Alberto Torrado Martínez
Chairman & CEO,
Alsea

*** In Memoriam**
*Endeavor will remember
Bernardo Minkow with
esteem and recognition;
he was a devoted board
member for Endeavor
México and an enthusiastic
mentor to its entrepre-
neurs. We will miss his sage
advice and unforgettable
presence.*



MIAMI

Adriana Cisneros
CEO & Vice Chairman,
Cisneros
[Co Chairman,](#)
[Endeavor Miami](#)

Daniel Echavarría
Managing Partner,
Ganolian Investments Co.
[Co Chairman,](#)
[Endeavor Miami](#)

Ernest Bachrach
Special Partner,
Advent International

Alberto Beeck
Partner, VH Properties

Alberto Chang-Rajji
President & Founder,
Grupo Arcano

Maurice R. Ferré, M.D.
President, CAMI Foundation

Matt Haggman
Miami Program Director,
Knight Foundation

Peter Kellner
Managing Partner &
Founder, Richmond Global
[Co Founder,](#) [Endeavor](#)

Manny Medina
Chairman & CEO,
Medina Capital Partners

Andrés Moreno
Founder & CEO,
Open English

Sean Wolfington
Chairman & CEO,
The Wolfington Companies



MOROCCO

Moulay Hafid Elalamy
Founder, Chairman &
President, SAHAM Group
[Chairman,](#)
[Endeavor Morocco](#)

Mohamed Elmandjra
Founding Partner,
Blue Mango Capital
[Vice Chairman,](#)
[Endeavor Morocco](#)

Mohamed Alami Lazraq
Founder & Chairman,
Alliances

Hicham Berrada
Co President,
Palmeraie Holding

Said Ibrahim
CEO Moroccan Financial
Board, Casablanca
Finance City

Majid Iraqui
President & CEO,
Jorf Lasfar Energy
Company North Africa

Walter Siouffi
Managing Director,
Citibank Maghreb

Mostafa Terrab
Chairman & CEO,
OCP



PERU

Oswaldo Sandoval
Chairman,
Sandoval Group
[Founding Chairman,](#)
[Endeavor Peru](#)

Carlos Rodríguez-Pastor
Chairman, Intercorp
[Founding Vice Chairman,](#)
[Endeavor Peru](#)

Mario Alvarado Pflucker
CEO, Graña y Montero

Ernest Bachrach
Special Partner,
Advent International

Luis Felipe Castellanos
CEO, Interbank

Felipe Antonio Custer
Chairman & CEO,
Corporación Custer S.A.

Diego de la Torre
Chairman, La Viga S.A.

Oscar Espinosa Bedoya
Chairman,
Ferreycorp S.A.A.

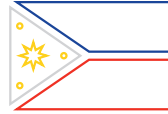
Alex Fort Brescia
Director, Breca Group

Eduardo Hochschild
Executive Chairman,
Hochschild Mining

Jorge Medina Méndez
Retired Chairman & CEO,
EY Peru

Lucía Montero
Director, Lumni and
Enseña Peru

Juan Carlos Verme
Chairman, Inversiones
Centenario S.A.A.



PHILIPPINES

Eugenio López III
Chairman, ABS CBN
Corporation
[Chairman,](#)
[Endeavor Philippines](#)

Jaime A. Zobel de Ayala
Chairman & CEO,
Ayala Corporation

Cezar Consing
President & CEO, Bank of
the Philippine Islands

Anthony T. Huang
President, SSI Group, Inc.

Sheila Lirio Marcelo
Founder, Chairwoman
& CEO, Care.com

Edgar Injap Sia II
Chairman, DoubleDragon
Properties Corp.

Julio Sy, Jr.
Founder & CEO,
TAO Corporation



SAUDI ARABIA

Rami Alturki
President, Alturki Group
[Chairman,](#) [Endeavor KSA](#)

Abdulaziz A. Al Omran
Vice President, Khalid
& Abdulaziz Al Omran Co.

Abdulla M. Al Zamil
CEO, Zamil Industrial

Yousef Al-Majdouie
CEO, Al Majdouie Motors

Musaab S Al-Muhaidib
General Manager,
Masdar Building Materials

Mohammed Hafiz
CEO, Al Sawani Group

Hossam Y. Radwan
Senior Partner,
The Abraaj Group

Faisal Tamer
Managing Partner,
Tamer Group



SOUTH AFRICA

Adrian Gore
Founder & CEO,
Discovery
[Chairman, Endeavor
South Africa](#)

Hlumelo Biko
Co Founder, Spinnaker
Growth Partners

Herman Bosman
CEO, RMB Investment
Holdings

Innocent Dutirol
Partner, Bain & Co. SA

David Frankel
Managing Partner,
Founder Collective

© **Carlo Gonzaga**
CEO & Director,
Taste Holdings

Paul Harris
Non Executive Director,
RMB Holdings

Nic Kohler
CEO, Hollard Insurance

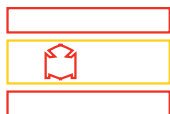
Willem Roos
Joint CEO, Outsurance

Isaac Shongwe
Non Executive Chairman,
Letsema Holdings

Ajen Sita
CEO, EY Africa

Barry Swartzberg
Executive Director,
Discovery

Michael Vacy-Lyle
CEO, First National Bank
Commercial Banking



SPAIN

Jaime Carvajal Urquijo
Special Partner & Former
Managing Director,
Advent International
[Founding Chairman,
Endeavor Spain](#)

Javier Perez Dolset
Chairman & CEO, Zed

Angel Cano Fernandez
President, BBVA

Sabina Fluxà
Executive Vice President
& CEO, Grupo Iberostar

Juan Juárez
CFO & Board Member,
Grupo Carbures

Alvaro Lopez-Jorin
Corporate Law Partner,
Garrigues
[Secretary of the Board,
Endeavor Spain](#)

**Francisco José
Riberas Mera**
Chairman & CEO,
Corporacion Gestamp

Javier Monzon
Chairman & CEO, Indra

**José María
Álvarez-Pallete**
CEO & COO, Telefonica S.A.

José Luis Perelli
President, EY Spain



TURKEY

Murat Özyeğin
Board Member,
FIBA Holding
[Chairman,
Endeavor Turkey](#)

Sina Afra
Co Founder & Chairman,
Markafoni / Turkish
Entrepreneurship
Foundation

Cansen Başaran-Symes
Chairwoman,
Allianz Turkey

Ümit Boyner
Board Member,
Boyner Holding

© **Bülent Çelebi**
Founder & Chairman,
AirTies

Hayri Çulhacı
Vice Chairman,
Akbank T.A.

Vuslat Doğan Sabancı
Chairwoman, Hürriyet

Işık Keçeci Aşur
Managing Partner,
Aragon Capital

Ali Koç
Board Member,
Koç Holding

Emre Kurttepe
Founder & Chairman,
Mynet

Ebru Özdemir
Board Member,
Limak Holding

Suzan Sabancı Dinçer
Chairwoman,
Akbank

Alp Saul
Founder & CEO,
Pronet

Mustafa Say
Founder & Managing
Partner, AccessTurkey
Capital Group

Ferit Şahenk
Chairman, Do u Group

Özcan Tahincioğlu
Chairman,
Tahincio lu Holding

Mahmut Ünlü
Chairman, Ünlü & Co.

Selçuk Yorgancıoğlu
Turkey Country President
& Group Executive Board
Member, The Abraaj Group



UNITED ARAB EMIRATES

Muna Al Gurg
Director of Retail, Easa
Saleh Al Gurg Group (ESAG)
[Co Chair, Endeavor UAE](#)

Patrick Chalhoub
Co CEO, Chalhoub Group
[Co Chair, Endeavor UAE](#)

Mustafa Abdel-Wadood
Partner and Chairman of
the Management Executive
Committee, The Abraaj
Group

Avishesha (Avi) Bhojani
Chairman, International
Management Ventures

Fadi Ghandour
Founder & Vice Chairman,
Aramex

Joseph Ghossoub
CEO, MENACOM

Souheil Hajjar
CEO, MAF Trust

Ahmed Galal Ismail
CEO, MAF Ventures

Badr Jafar
CEO, Crescent Enterprises

Abdullah Mazrui
Chairman, Mazrui Holdings

Noor Sweid
Founder, Zen Yoga

Nilesh Ved
Chairman, Apparel Group



URUGUAY

Andrés Cerisola
Managing Partner, Ferrere
[Chairman,
Endeavor Uruguay](#)

© **María Noel Ache**
Founder & CEO, AIVA
[Vice Chairman,
Endeavor Uruguay](#)

Juan Berchesi
Director, Isbel

© **Federico Cella**
President & CEO, Lynkos

Orlando Dovat
President, Zonamerica

Pablo Garfinkel
Director, Tokai Ventures

Martín Guerra
Senior Partner, Incapital

Ariel Pfeffer
Founder & CEO,
Trillionario.com

Julia Rodríguez Larreta
Director, El País

Gabriel Rozman
Chairman & Founder,
Tokai Consulting

GLOBAL BOARD OF DIRECTORS


Edgar Bronfman, Jr.
General Partner,
Accretive LLC
[Chairman, Endeavor](#)

Michael Ahearn
Chairman & Managing Partner,
True North Venture Partners, LP

Matt Bannick
Managing Partner,
Omidyar Network

Nicholas Beim
General Partner,
Venrock

Matthew Brown
Co-Founder & CEO,
CAIS

 **Wences Casares**
Founder & CEO,
Xapo

Paul Fribourg
Chairman & CEO,
Continental Grain Company

Fadi Ghandour
Founder & Vice Chairman,
Aramex

Jason Green
Founding General Partner,
Emergence Capital Partners

Reid Hoffman
Co-Founder & Executive Chairman,
LinkedIn

Peter Kellner
Founder & Managing Partner,
Richmond Global
[Co-Founder, Endeavor](#)

William McGlashan
Founder & Managing Partner,
TPG Growth

Arif Naqvi
Founder & Group Chief Executive Officer,
The Abraaj Group

Joanna Rees
Managing Director,
Soda Rock Partners

Linda Rottenberg
Co-Founder & CEO, Endeavor

 **Nicolas Szekasy**
Co-Founder & Managing Partner,
Kaszek Ventures
Former CFO, MercadoLibre.com

Elliot Weissbluth
CEO & Director,
HighTower Advisors

James Wolfensohn
Chairman,
Wolfensohn & Company LLC
[Emeritus](#)

“Sustainable economies are dependent on high-impact entrepreneurship. What Endeavor does better than any other organization is to create entire cultures of entrepreneurship that spread within and between countries.”

REID HOFFMAN

Co-Founder & Executive Chairman, LinkedIn

endeavor

900 BROADWAY, SUITE 300
NEW YORK, NY 10013
+1 212 352 3200
ENDEAVOR.ORG

“Endeavor was formed for the purpose of promoting entrepreneurs in emerging markets. Its basic model is to link up small and midsize businesses with seasoned entrepreneurs so that the little guys and gals can get the advice and contacts they need to grow their companies into bigger businesses that can employ more people—the best anti-poverty program of all.”

THOMAS L. FRIEDMAN

Best-selling author
& Pulitzer Prize-winning columnist
*The World is Flat: A Brief History
of the Twenty-First Century*
Version 3.0