

RRIN TABLOID

LATEX

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Our one-on-one continues in this edition with our amiable Director/Chief Executive Officer, Dr. L.N. Dongo on her third anniversary of being at the helm of affairs in RRIN. The Editorial Board had a brief chat with her and below are excerpts of the interview.

Q. Today, 26th of September makes it three years with you as the Captain in the RRIN Vessel MV 001. How has it been so far and what will you say is your utmost achievement?

A. It has been a journey of learning, deep appreciation of the power of science in nation building. The experience has been quite challenging and rewarding, steering the Institute through changing tides. The one thing that has kept me moving is the fact that we do not work only in the office, laboratories or plantations, but we are cultivating futures, supporting livelihoods as well as trying to reinforce Nigeria's position in the global economy. It's a long journey, but together, we will accomplish it. Tangible strides have been made in revitalizing research infrastructure such as the establishment of greenhouses, screen houses, and refurbished laboratories to enhance research capacity and impact. There has also been an improvement in our farmer outreach programmes, whereby they have access to improved planting materials. Also, we have fostered stronger collaborations with other research institutes, Governments of rubber producing States and the International Rubber Research Development Board (IRRDB) – a collaboration that for the first time has given us the hosting rights for the International Rubber Conference (IRC, 2026). These collaborations ensures that any knowledge generated is transmitted to the smallholder farmers, thereby turning research findings into practical benefits for smallholder farmers and linking innovation directly to national development.

Q. We all know no ship sails without hitting a few waves, what are some of the waves you may have hit and how have you managed to keep RRIN Vessel 001 on course?

A. Absolutely, no ship sails without hitting some waves. Funding has been a major constraint. No meaningful and high quality research work can be done without adequate

resources. Even disseminating research findings to the small holder farmers involves funds. We have five institutional projects which are all capital intensive. Another wave is human capital retention as good hands are poached by the private sector or international bodies. Climate related disruptions are also an issue as it affects the trees. To mitigate this, we have resorted to drilling solar powered boreholes and also developing clones that will be resilient to climate stress. Insecurity is also another wave and in trying to protect our assets, we are collaborating with military and paramilitary agencies and also engaging the cooperation of the host Communities



Dr.L.N. Dongo during the interview

Q. How has the economic realities facing the Nigerian rubber industry affected research in the institute?

A. The rubber industry is expected to support research activities in RRIN, but this cannot be done as they are grappling with challenges such as fluctuating global prices, dwindling investments, high production costs and even inadequate infrastructure. This situation has really affected our research, but has also helped us to be more solution oriented in sourcing for external funds for research. To this end, a young scientist has just been appointed to head External Projects and Grants in the Knowledge Sharing and Management Department.

Q. The world is gravitating towards tissue culture and biotechnology in

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agriculture. Has RRIN tapped into this?

A. Yes, RRIN has tapped into tissue culture and biotechnology in the area of genetic improvement, clone development and molecular biology. Now, we are exploring newer gene editing tools like the CRISPR CAS 9 to reduce the gestation period of our mandate crops, thereby accelerating growth and sustainability. The tissue culture laboratory is in its final stage of upgrading and very soon, plantlets will be produced

Q. How has your tenure affected the relationship between RRIN and smallholder rubber farmers?

A. My core priority with the smallholders is that of Strengthening ties, rebuilding their trust and deepening collaboration with them, as well as improving the adoption and impact of RRIN's innovations.

The institute has decentralized distribution of planting materials by empowering substations and outreach centers, easing access for farmers in remote areas like Kaduna. Also we conduct regular Capacity building for farmers; this includes training on tapping techniques, ribbed smoked sheet production and Rubber-based agroforestry, with the aim of enhancing productivity and sustainability. In addition to participatory research involving farmers in decision-making, this has contributed in shaping the institutional projects, ensuring relevance and higher adoption rates.

Q. What progress has been made in staff training, capacity building, and welfare at RRIN over the past three years?

A. We have been able to improve Staff welfare, training and also capacity building by strengthening internal leadership through structured training initiatives such as the annual management retreat – a training that focused on organizational performance, team building and implementation planning. Also, scientists and support Staff have been empowered to attend conferences, seminars and workshop. A recent case in point is the training on 'Bioinformatics and Genomics' that had two of our Scientists in participation. We have also had various Institutional celebrations, such as our 50th anniversary, yearly end of year parties, quarterly Staff general meetings, all targeted at boosting Staff morale

Q. How has funding for research been in the past three years? In your opinion, do you think the government has to do more?

A. Funding generally has had some notable developments through TETFUND, but unfortunately, the research institutes are not captured on that platform. Not much can be done without proper funding, so in my opinion, I would like to use this medium to implore the government to fund research, especially for crops like rubber which is strategic as it has over 400 applications in the automobile industries, medical, manufacturing and others. More funding will bring more innovations

Q. Moving forward, in the short time you still have here, what are your plans for the Institute?

A. There is still much to be done. I will deepen our innovation footprints and invest in young scientists so they can remain here in RRIN. I will also like to implement some key initiatives, such as mentoring, training and driving a paradigm shift among all Staff.

The session was rounded up by Mr. E. Obasuyi who thanked Dr. L.N. Dongo for granting us the interview and congratulated her for third anniversary in office.



Dr. L.N. Dongo with members of the Editorial Board after the interview

Speaking on behalf of the members of the Internal Management Committee (IMC) present, Dr. F.A. Akpobome also congratulated Dr. L.N. Dongo on third anniversary in office and appreciated her for all her good works in the institute, wishing her more fruitful years ahead.



Dr. L.N. Dongo with members of the IMC after the Interview

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RRIN Holds Ninth Monthly Prayer Session for 2025

The Rubber Research Institute of Nigeria (RRIN) held its ninth monthly prayer session for the year on Monday, 1st September, 2025, at the Institute's Conference Hall. The session began with opening prayers by Mr. W. Imarhiagbe, who thanked God for His blessings and protection on all Staff. He also appreciated God for bringing us all into this new month, committing everyone present to God and asking that God accept our praises and thanks offering. This was closely followed by a vivacious praise/worship session by Mrs. P. Ifahi.

The prayer session led by Dr. F.A. Akpobome, commenced with appreciating God for His blessings on the Director/CEO, Dr. L.N. Dongo for initiating this monthly prayer meeting and also on each and every one of us present, for heeding her call. He titled his exhortation 'Call upon God in time of trouble' and took his first Bible text from Psalms 50:15, he said that God knew that there will be trouble in our daily lives; hence He said we should call on Him. Unfortunately, many of us will prefer to call on our fellow man that will always disappoint us. He said there is trouble everywhere, from Nigeria as a nation, to the State and even our Institute. He led the congregation present to call on God to help us in times of need, thanking God that in spite of these troubles, He is still there for us and we are alive. He also said that God is happy to listen to our supplications, as long as we come to Him with 'clean a heart' – Proverbs 15:29. He further led the Staff present to plead that God should intervene in the issues facing our nation and to protect the Institute from all her enemies – Psalm 17:10-11. Quoting Psalm 35:4, he enjoined the Staff to ask God to confuse and defeat all those who have any evil plans against RRIN Staff and their families, and to make RRIN and its surroundings uncomfortable for its enemies. He concluded the prayers by thanking God for answered prayers.



Cross section of Staff during the prayer session

After the prayer session, August celebrants were called to cut their birthday cake, graciously provided by the Director/CEO, Dr. L.N.

Dongo. The Director, Administration, Mr. V. Ilumah prayed for peace, prosperity, God's guidance and protection for all the celebrants.

Dr. A.M.D. Uwumarongie then led all present in the sharing of the grace.



August celebrants cutting their cake

The September prayer session was concluded with the sharing of the grace, led by Dr. A.M.D. Uwumarongie.



August celebrants with some of the Staff present

Director/CEO meets with the Honourable Minister of State for FMAFS.

The Director/CEO, Dr. L.N. Dongo on Monday 8th September, 2025 met with the Honourable Minister of State for Agriculture and Food Security (FMAFS), Dr. Aliyu Sabi Abdulahi. The aim of the meeting was to inform the Honourable Minister that the Rubber Research Institute of Nigeria will be hosting the world rubber family as the 2026 Fellowship Training and the International Rubber Conference (IRC) will take place in Edo State, Nigeria. She also used the

opportunity to invite him to grace the Rubber Roundtable Stakeholders meeting taking place on the 2nd and 3rd December, 2025. Present at the meeting was the former Chairperson of the Conference of Directors of Research Institutes (CODRI) and former Executive Director of the Veterinary Research Institute (VRI), Jos, Mrs. Lombin.



Dr. L.N. Dongo with the Honourable Minister FMAFS after the meeting

Dr. L.N. Dongo participates in a Stakeholders Forum on the Agricultural Research Capabilities in Nigeria.

The Director/CEO, Dr. L.N. Dongo, on the 10th of September, 2025 participated in a Stakeholders Forum on the Agricultural Research Capabilities in Nigeria. The event which was put together by the Agricultural Research Council of Nigeria (ARC�) took place at its Hall, Mabushi, Abuja and had the following as its objectives:

- Reflecting on the journey: Highlighting the history, evolution of ARC�, and an overview of National Agricultural Research Institutes (NARIs) and Federal Colleges of Agriculture (FCAs) in Nigeria.
- Recognising key achievements: Review of Consultative Group on International Agriculture (CGIAR) successes in research and showcase different initiatives and partnerships.
- Showcasing Partner contributions: A series of short presentations and discussions by key partners detailing their support in research and capacity building.
- Envisioning the future: Discuss ARC�'s long term strategy and what the next decade should look like for Nigeria's Agricultural Research.
- Celebrating Sector Leadership: Honour Prof. Garba Sharabutu's legacy and officially welcome the new Executive Secretary of ARC�, Dr. Abubakar Adamu Dabban.
- Fostering collaboration: Strengthen networks and collaboration through an interactive meet-and-greet session

with stakeholders.

The ARC� was set up to coordinate, supervise and regulate agricultural research, training and extension services, ensuring that research efforts are aligned with national development goals, promotes innovation and facilitate the adoption of new technologies in agriculture. The effort of ARC� and its partners have improved farmer confidence and livelihood, enabling innovation and supporting Nigeria's food security agenda.

Reflecting on the journey so far, the stakeholders' forum presented a unique opportunity to assess its progress, highlight its milestones and chart a bold course for the next decade. Iconic leaders in the Council such as the immediate past Executive Secretary (ES), Prof. Garba Sharabutu were recognized, during which glowing remarks and tributes celebrating his legacies and contribution to NARIs and FCAs were expounded by the Chairman, National Committee of Heads of Colleges of Agriculture and Related Disciplines (NACHCARD) and the presentation of a plaque by Dr. L.N. Dongo to him. The new Executive Secretary, Dr. Abubakar Adamu Dabban, was also formerly welcomed and inaugurated.



Dr. L.N. Dongo with the New ES, Dr. A.B. Dabban

Snap Seminar

RRIN, on the 15th of September, 2025 held a Snap Seminar which featured a presentation from Dr. (Mrs) J.N. Koriocha on the topic 'Phenotypic characterization and evaluation of *Hevea brasiliensis* for genetic diversity and improvement of latex quality attributes'. The objective of this study she said was to characterize the available natural rubber genotypes with a view to classifying them into distinct similarity groups using the

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Rubber Research Institute of India (RRII) and the International Plant Genetic Resource Institute (IPGRI) natural rubber descriptor manual at mature stage. The trunk, branches and Yield evaluation of the trees were used in the characterization. Results of the Principal Component Analysis (PCA) showed that most of the traits measured significantly contributed to the total observed variability among the genotypes while a combined Analysis of Variance (ANOVA) indicated highly significant genotypic differences among the genotypes for the agronomic character (latex yield) measured. She concluded that there is considerable genetic variability in agro-morphological attributes of natural rubber genotypes and those genotypes with highly similar traits and high-yielding potentials were identified and characterized.

The presentation sparked a bit of debate with the comments and questions from Scientists present.

Being the first virtual seminar organized by the Institute, Scientists from the Sub-station at Gashua, Yobe State, were part of the Seminar, while the presentation was hosted from our Sub-Station at Akwete, Abia State.

RRIN holds her ninth edition in the RRIN Monthly Seminar Series (MSS) for the year 2025

The ninth in the RRIN MSS for the year 2025 held on the 17th of September 2025, chaired by Dr. N.O. Ogbebor, and it featured two presentations.

The first presentation by Dr. E. A. Oghide was titled '*Prospects of Albino Rubber Seedlings in Nursery Production of Rubber Budded Stumps*'. In his presentation, he said quality seedling selection was essential for successful budded stump production and that Albino seedlings could be easily identified in the nursery by their pale yellow to whitish leaves. This study he said was conducted to monitor the development of the albino seedlings together with normal green seedlings with a view to determine the need of including albino planting materials in budded stump production.



Dr. A. E. Oghide during his presentation

Treatments consisting of albino and normal green seedlings were raised (with and without fertilizer application) for 8 months after transplanting; in a randomized complete block design. The results showed that the albino seedlings recorded a higher mortality rate than the normal green seedlings and lower growth performance. They also had poor budding response, as the bark failed to slip properly. The normal green seedlings on the other hand, responded well to fertilizer with superior growth outcomes and good budding response. He concluded that albino seedlings have very poor prospects for nursery/budding, advising that prompt replacement with green seedlings is recommended to avoid wasted effort and cost of replacement.

The second presentation was titled 'Antibacterial Properties of Gum Arabic Emulsified Fe-Ag-V Oxide Ternary NPs: A Green Approach for Effective Infection Control'. The presenter, Dr. H.I. Ifijen explained the green synthesis of ternary oxides of iron, vanadium, and silver nanoparticles using *gum arabic* and plantain peel extract as natural stabilizing and reducing agents. He said the unique biopolymer properties of gum arabic, rich in hydroxyl, carboxyl, and other functional groups, facilitated nanoparticle nucleation, growth, and stabilization, thus, minimizing the need for toxic chemical reagents. The nanoparticles he further expounded demonstrated strong antibacterial activity, with minimum inhibitory concentrations (MICs) as low as 0.3125 mg/ml against *Staphylococcus aureus*, alongside significant activity against *Escherichia coli*, *Klebsiella pneumoniae*, and *Bacillus cereus*. In his conclusion, the findings underscore the effectiveness of gum arabic as a sustainable bio-matrix for nanoparticle synthesis and highlight the potential of the resulting ternary oxides in biomedical, catalytic, and environmental applications.



Dr. H.I. Ifijen during his presentation

Editors: Dr.(Mrs) O. A. Emuedo, Dr. N.M. Fakuta, Mr. T. Mkor, Dr. (Mrs) C. Okwu-Abolo, Mr. P. O. Igbako and Mr. E Obasuyi.

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The presentations sparked varying insights and contributions from attending scientists, which enriched discussions.

Thereafter, general announcement was made by the chairperson of the RPRC.



Cross section of Staff during the seminar presentation

Elders of Evbuekpen Community at RRIN

A representative of the Elders of Evbuekpen – one of RRIN host Communities on Tuesday 23rd September, 2025, paid a visit to the Management of the Institute. The elders led by Mr. Samson Amalawa, a retired Police Officer and the Secretaries to the Community, comprised of Mr. Friday Igbinosun, Pastor Frederick Izevbigie and Mr. Frederick Amalawa.

On hand to receive the visitors were the Director/CEO, Dr. L.N. Dongo, Dr. F.A. Akpobome – Director/Head Research Support Service Department, Dr. S.O. Idoko – Director/Head, Knowledge Sharing and Management Department, Dr. H.Y. Umar – Director/Head, Planning Monitoring and Evaluation Department, Dr. (Mrs) O.A. Emuedo – Director/Head, Research Operations Department, Dr. P. Ogwuche – Director/Head, Security and Servicom, Mr. A. Iyalekhuosa – Assistant Director/Head, Finance and Accounts Department and Mrs. A. Anusike – Assistant Director/Head, Internal Audit Unit.

Welcoming the visiting elders, the Director/CEO, Dr. L.N. Dongo thanked them for the visit as it shows that they have the interest of the Institute at heart.

In his response, Mr S. Amalawa said their decision to visit the Management of the Institute was an outcome of their meeting with the Odionwere which stemmed from the security situation in the Evbuekpen Community and its environs. . He said the rate of killings and abductions was on the rise, with over ten million naira paid as ransom. Recently, two of their youths were abducted and killed at the boundary between RRIN and Presco. The aim of the visit he said is to ask for assistance and collaboration from the Institute in the area of security.

Dr. L.N. Dongo in her response said we are residing in a natural

forest and that she will always want to maintain peace. She said the security in the Institute has been strengthened and their Staff given proper training. She further said that there are also regular patrols by the Military and the Civil Defence, during which, in conjunction with our Security Staff, they comb the plantations and surrounding forests to eliminate criminal hideouts. The Institute's Police Station she said is also being upgraded to a Divisional Police Station, which will also bring more policemen to the Institute.

Dr. F. Akpobome in his contribution, welcomed the elders to RRIN, and also remarked that the outcome of development, while making life easy and good, it also brings with it, things that will threaten our existence. This is part of what we are experiencing today. He recalled time past when hunters and farmers leave their homes for days, sleeping in their farm huts in the forest, while carrying out their daily livelihood, before returning to their homes. That cannot happen now because of the security threats. RRIN he said is not resting on its oars and is open to suggestions and collaborations with the Community. He also said that the host Communities have not been asking questions about who resides in their land, but now that they have realised their error, they should come together to fight the enemy.

Mr. S. Amalawa recalled some past kidnap cases and lamented that the aim of these evil people is not to kidnap for the ransom, but just to kill. He also said that they now come dressed as Army Personnel, noting that they do not harm the 'Aboki' boys working in the farms, but will rather warn them not to come to the farm again. He also said that the Presco Authority had driven away the Herdsmen from their environment and that RRIN can assist by their Security liaising with those of the Community to expel these terrorists from the forest.

Dr. L.N. Dongo in her reply reiterated that security has been strengthened in the Institute and its environs with a lot of patrols by the Military and Para Military agencies during which they comb the surrounding forests. The Director/CEO suggested that the community should liaise with the 'Okaighele' (Youth leader) of the Community for a better in depth combing.

Dr. S. Idoko, while thanking the elders for their initiative, said efforts have been on going and RRIN will continue to improve the security situation. He opined that the Fulanis cannot just come and settle in a Community without their support. He said we need to be vigilant and not encourage them, no matter how harmless they seem.

Pastor F. Izevbigie in his contribution thanked the Director/CEO for receiving them and that she is privileged to be able to take these insecurity issues to the government who is likely to listen to her. The insecurity in the Community and environs has become alarming as the people can no longer assess their farms. He appealed that she should do all she can to alleviate the present security situation as drastic situations require drastic measures.

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Dr. L.N. Dongo said the government is already aware of the security situation as several letters and reminder have been written to them.

Mr. F. Igbinoson suggested a meeting with their Alhaji (Head) to find out who collected money from them for grazing rights, but Dr. L.N. Dongo said there have been interactions with no outcome. On this issue, Dr. S. Idoko said in the past, there was a Council of Sarkin recognised by the Oba of Benin, who used to handle any issues with the Moslem Community in the State, but that the Herders these days do not listen to any authority. He prayed that God takes control.

Dr. L.N. Dongo while rounding up the meeting, reiterated Dr. F.Akpobome's suggestion that they should liaise with other host Communities to exit the cattle rearers and even the bandits from the environment. She also harped on the need to revive the Oghobaghase Dukedom Community Committee – a forum by the Institute of the host its Communities.



Dr. L.N. Dongo with some IMC members and the Evbuokpen elders after the meeting

Director/CEO clocks 3 years in office

The Director/CEO, Dr. L.N. Dongo clocked three years as the Captain of the 'Moving Vessel' MV RRIN 001 on the 26th September, 2025. In celebrating her third year at the helm of affairs of the Institute, we have below, a compilation of some of her achievements:

- Rehabilitation of Electrical facilities: General rehabilitation of electrical facilities at RRIN main station with the repair and commissioning of three distribution transformers and replacement of vandalized armored cables.
- Rehabilitation of electrical facilities at RRIN substation, Akwete thereby providing electricity at the substation for the first time after five years.
- Rehabilitation of the Institute's main water station
- Asphaltting of 1.3km of RRIN Main Access road
- Asphaltting of 2km RRIN Estate roads
- Re-roofing and ceiling of Block k (Laboratory Block)
- Provision of Work benches for Soil and Plant Nutrition laboratory in Block K
- Rehabilitation and occupation of the Executive Director's

residence which has been abandoned since 2010

- Construction of a new departmental block from foundation level to over 75% completion level
- Provision of solar powered borehole with installation of 45,000 Ltrs capacity overhead tank at RRIN gum Arabic substation, in Gashua
- Purchase of 22 desktop computers; 5 laptop computers; 14 printers; 2 modern projectors
- Purchase of 68 Office tables and chairs
- Establishment of 17 ha rootstock nurseries
- Establishment of 20 ha new rubber plantation
- Establishment of a 2.2 Ha gum Arabic genepool conservation garden at the Gashua SubStation
- Commencement of a genetic improvement programme deploying advanced techniques to shorten the gum arabic gestation period to about two years
- Provision and expansion of the Institute's Internet facilities
- Development of new and operational RRIN website
- Rehabilitation of the Institute's gate, gate house and installation of height limiting bars at the main station
- Digitalization of the Institute's Accounting subsystem
- Rehabilitation of the Institute's screen house and green house for research purposes
- Procurement of 1 No Utility vehicle
- Procurement of 5 No Tricycles
- Repair of 4 No utility vehicles and 4 tractors
- Construction of 5 No combined unit of septic tank/ soak away system
- Annual maintenance of rubber plantation
- Regular annual promotion of Staff
- Regular training for both Research and non-research Staff (MSc and PhD)
- Regular Workshops and Conference attendance for Research and non-research Staff
- Recruitment of Staff (127 nos Junior Staff and 15 nos Senior Staff)
- Provision of Stationeries for ease of work
- Regular Quarterly Staff meeting
- Introduction of *Tamarindus indica* as one of RRIN's mandate crop

With the above achievements, it is evident that the Director/CEO, Dr. L.N. Dongo has not only met but exceeded expectations within the first three years in office. Her performance reflects strong leadership, purposeful investment in infrastructure, and dedication to national development goals in the research sector.

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TRIBUTE TO DR. LELIA N. DONGO, THE EXECUTIVE DIRECTOR, RRIN, AS SHE MARKS THREE YEARS IN OFFICE

A Legacy of Excellence

The 26th day of September, 2022, precisely three (3) years ago, the Rubber Research Institute of Nigeria (RRIN) witnessed a defining moment in its Institutional journey, with the appointment of the current Executive Director/CEO in the person of Dr. Lelia N. Dongo. For an organization tasked with the mandate to drive innovation, sustainability and growth within Nigeria's natural rubber industry, Dr. Dongo has demonstrated that leadership is not simply about managing systems but more of envisioning possibilities, setting standards and leaving footprints of excellence, to mention just a few in these three years.

She assumed office with clarity of purpose, guided by a vision that was both ambitious and practical: to reposition RRIN not only as a leading world-class research institution in Africa but a national asset to Nigeria. She inherited challenges, yet she has shown that challenges can be transformed into opportunities through creativity, focus and determination. Her legacy is already one of excellence that manifests not just in achievements and milestones but in the culture of professionalism, dedication and team spirit that she has nurtured among staff and stakeholders.

What sets her apart is her belief that research is not an end in itself but a tool for transformation. Her approach has been to harness science, innovation and collaboration to solve real-world problems, ensuring that the Institute's work resonates across smallholder's farms, estates, processing factories, export markets and policy makers. Under her leadership, RRIN is not just fulfilling its mandate; it is redefining her position in the rubber world map.

Contributions and Achievements

The last three years have been marked by groundbreaking contributions and concrete achievements that are reshaping the future of RRIN and Nigeria's rubber industry. At the heart of her leadership is a deep commitment to research-driven development. She has consistently emphasized that research must be relevant, applicable and capable of driving socio-economic growth. To this end, she has championed five Institutional research projects. As a result to her contribution to science, a new crop; *Tamarindus indica* was added to RRIN's mandate. These initiatives reflect her positive and forward-looking mindset.

Some of her notable contributions in positioning RRIN on the global stage, are; through her efforts, Nigeria secured the hosting rights for the International Rubber Conference, 2026, a historic first since the Board's inception in 1958; Organization of a Roundtable event with stakeholders to revolutionize the Nigeria Rubber sector for economic independence; Courtesy visit to State Governors of rubber growing zones with a focus on harnessing the opportunities available within the rubber value chain in their State. These achievements not only makes RRIN visible but also places Nigeria at the center of international rubber discourse,

attracting opportunities for collaboration, investment and knowledge exchange.

Her leadership has also been marked by a strong focus on Institutional growth. She has developed painstaking proposals for the modernization and equipping of RRIN research facilities, promoted strong partnerships with both public and private stakeholders and ensured that the Institute remains responsive to the changing dynamics of the global rubber value chain. By prioritizing training and capacity development amongst her Staff, she has built a motivated, dynamic and empowered workforce capable of driving innovation at every level. Beyond research and institutional development, her tenure has been characterized by infrastructural renewal. Strategic upgrades in laboratories, research fields and administrative facilities have not only improved work efficiency but have also signaled RRIN's readiness to meet modern research demands. These improvements underscore her practical understanding that a strong foundation is necessary for sustainable growth.

Equally remarkable is her commitment to inclusivity. Recognizing the critical role of gender balance in a system, she has championed a gender balance in her administration, gender-responsive programs, and mentorship opportunities within RRIN. Her leadership style reflects empathy and inclusiveness, ensuring that every Staff of RRIN feels seen, valued and capable of contributing to the Institute's vision.

Celebrating Three Years of Impact in RRIN

As we celebrate this third anniversary, we are not merely marking the passage of time; we are honoring a story of impact. In three years, the Executive Director has taken RRIN from strength to strength, aligning its research priorities with national goals of food security, industrial growth and environmental sustainability.

Her leadership has revitalized staff morale, bringing a renewed sense of pride and ownership across the Institute. Researchers now operate with greater purpose, knowing that their research studies contribute to solving real challenges in the sector. Administrative processes have become more transparent and efficient, reflecting her insistence on accountability and good governance.

On a broader scale, RRIN's relevance in the global discourse on climate-smart agriculture and sustainable management practices has grown significantly. Through research in accelerating genetic improvement and economic expansion in rubber tree cultivation through clustered regularly interspaced short palindromic repeats and CRISPR-associated protein 9 (CRISPR/cas9), tissue culture and marker-assisted selection; Enhancing rubber seedling production in Nigeria through tissue culture; Optimizing rubber-based agroforestry systems for youth empowerment and economic expansion, the Institute will contribute to environmental sustainability. These contributions are not only academic; they have practical implications for farmers, policymakers and industries looking

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to balance productivity with sustainability.

Her impact also extends to communities. By encouraging research and development efforts that link cluster rubber farmers to value-added industries, she has opened doors for rural development, job creation and economic empowerment. The ripple effect of her leadership is being felt far beyond the Institute's gates, touching the lives of farmers, entrepreneurs and farm communities who depend on the rubber value chain.

As she marks this three-year milestone, it is clear that her leadership has not just been about managing and overseeing an institution but about inspiring a movement toward excellence, purpose, innovation and relevance. **HER JOURNEY AT RRIN IS A REMINDER THAT WHEN VISION MEETS DEDICATION, TRANSFORMATION IS INEVITABLE.**

Looking Ahead

While this tribute celebrates three years of excellence, it also looks forward with optimism to the remaining two purposeful years. The foundations she has laid are strong, the vision she has articulated is clear and the momentum she has created is irrefutable. We are confident that the coming years promise even greater strides as RRIN continues to build on her achievements, explore new frontiers of research and expand its influence across the Nigerian rubber industry. Three years in office may seem like a short time in the life of an institution, but under the leadership of the Executive Director, RRIN has achieved milestones that will resonate for decades to come. Her legacy of excellence, her outstanding contributions and achievements, and her transformative impact on the Institute are worth every celebration.

I celebrate not just the Executive Director's tenure but also the spirit of leadership she represents. Her journey is proof that excellence is not accidental; it is the result of vision, unwavering commitment, hard work, accountability and reliability. As I honor Dr. Lelia N. Dongo, The Executive Director/CEO, RRIN today, I do so with gratitude for her service, admiration for her vision and hope for the brighter years that lie ahead for RRIN.

Congratulations, Dr. Lelia N. Dongo, the Executive Director/CEO, on three years of exceptional service to RRIN and to Nigeria's rubber industry

Signed

Dr. Chioma Okwu

TA - ED



Dr. L.N. Dongo, Director/CEO

Staff, Pupils and Students of the RRIN Primary School visit Director/CEO

Some members of Staff, Pupils and Students of the RRIN primary and secondary school on Monday 29th, September, 2025 paid a congratulatory visit to the Director/CEO, Dr. L.N. Dongo. The group was led by Mr. David Alexander – Junior Secondary School Principal. Mr. D. Alexander in his address said he resumed as the JSS Principal in March, 2025 and was in the office to introduce himself and some of the Staff of the school to the Director/CEO and also to express their appreciation for all her good works. He also used the opportunity to congratulate her on her third anniversary as the head of the Institute and said he was pleased with the maturity with which she handled issues with the host Community in the recent past.

Dr. L.N. Dongo in her response welcomed the group and appreciated them for the visit. She observed that many of her Staff passed through the school and urged them to keep the flag flying.

The group presented a gift to Dr. L.N. Dongo as well as some requests, which include assistance in whatever form (cash

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Dr. L.N. Dongo with some Staff of the RRIN Primary and Secondary school

Dr. L.N. Dongo once again expressed her appreciation and promised to help where she can. She also advised Mr. D. Alexander to put his complaints in writing to the State Government as they can also assist.

In her interaction with the pupils and students, the children all prayed for her and thanked her for her assistance to the school, while she in turn advised them to take their studies serious and not allow negative peer pressure to change them, but rather they try to be a positive influence on their mates

In company of the Principal were Ms Mohammed Agata – the Assistant Headmistress, Mrs Faith Mordi – Vice Principal, JSS, Mr. Charles Akpore – Math Teacher, Senior Secondary School Representative, Mrs. Omono Ogie – Primary School Teacher, the Head boy and girl of the primary, Junior and Senior Secondary School.



Dr. L.N. Dongo with the Staff and Students of the RRIN Primary and Secondary School

Audit Guide

Cash Advance

Introduction

The Imprest system is a recognized financial management practice adopted to ensure that small, routine, and urgent expenses can be settled promptly without unnecessary delays in processing full payment vouchers.

It is particularly useful for the day-to-day operations of Ministries, Departments, Divisions, Sections, and Units, enabling smooth service delivery and accountability in line with the Financial Regulations (FR) of the Federal Government.

Definition of Imprest

An Imprest is a fixed sum of money advanced to a staff member, referred to as the Imprest Holder, to meet authorized expenditure for which vouchers cannot immediately be presented.

This system ensures:

Quick access to funds for minor expenses.

Reduction in administrative delays.

Proper accountability and documentation of petty expenses.

A reliable mechanism for tracking the use of government funds.

Examples of Expenditure Payable through Imprest

Purchase of stationery (biros, notepads, reams of paper biros

Minor office consumables (printer ink, envelopes, files).

Communication expenses (telephone calls, internet recharge, posting of official mails).

Local transportation costs (short trips within official duty schedules).

Minor repairs and servicing within approved limits.

Float

The float is the maximum amount approved and maintained in the imprest account at any point in time. It represents the ceiling available to the imprest holder.

Example: If a department is approved a float of ₦50,000, the imprest holder must always operate within this ceiling.

Once funds are expended and properly retired, the float is replenished up to the approved amount through reimbursement.

This system provides internal control, ensuring that cash usage is monitored, minimizing risks of misuse or diversion.

Types of Imprest

Standing Imprest

Granted for recurrent, routine, and small expenses.

May be replenished multiple times during the financial year.

Replenishment is done by submitting retired vouchers (with receipts) to the Sub-Accounting Officer.

The imprest holder is expected to maintain the approved float balance consistently.

Example:

A Department approved for ₦100,000 standing imprest may retire ₦40,000 spent in January. After retirement, another

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₦40,000 is reimbursed, restoring the float back to ₦100,000.

Special Imprest

Granted for a specific assignment or purpose.

Must be fully retired once the purpose is achieved.

Cannot be replenished since it is tied to a one-off activity.

Example:

A Special Imprest of ₦200,000 is granted for organizing a two-day official workshop. Once the workshop is concluded, all receipts and supporting documents must be submitted to retire the imprest in full.

Important Note (FR 1004):

Personal advances must not be disguised as special imprests for procurement of stores. Procurement matters are strictly governed by Chapter 23 of the Financial Regulations.

Application for Imprest (FR 1005)

Application must be submitted in writing to the Accounting Officer.

The request should clearly state:

The amount required.

The purpose or nature of expenses for which the imprest is needed.

Approval is subject to budgetary provision under the current financial estimates.

Procedure for the Operation of Imprest (FR 1007)

To ensure accountability and transparency, the following procedures apply:

Cash Book Maintenance

Every imprest holder must maintain a cash book exclusively for imprest transactions.

All receipts and payments must be recorded promptly and accurately.

Supporting Documentation

All imprest payments must be supported by sub-receipts or invoices

Expenditure without adequate evidence will not be accepted during retirement.

Voucher Classification

Each voucher must be correctly classified under the relevant heads and sub-heads of the approved government estimates.

The imprest holder retains a copy of each voucher.

Daily Recording

Transactions must be recorded on the day they occur.

Each entry must reflect particulars such as date, description, amount, and balance remaining.

Balancing and Supervision

The imprest cash book should be balanced regularly (preferably daily or weekly).

A senior officer not below the rank of Higher Executive Officer (HEO) must verify the balances.

Separation of Funds

Imprest cash must be kept separately from other funds at all times to avoid confusion or misappropriation..

Custody and Responsibility

The imprest holder must personally maintain custody of the imprest cash.

It must not be delegated to any officer below Executive Officer (Accounts) level.

Retirement of Imprest

Retirement is the process of accounting for or offsetting the imprest funds advanced for a specific purpose. This ensures that all public funds are fully justified and reconciled.

Standing Imprest Retirement

Retired periodically as expenses are made.

Reimbursement is processed to restore the float to its approved level.

Special Imprest Retirement

Must be retired immediately after the purpose for which it was granted has been achieved.

No part of the imprest should remain outstanding beyond the completion of the assignment.

Guidelines for Retirement Submission

Payment Voucher Numbers for the month of retirement must be quoted in the retirement letter.

Clearly state the month of retirement (e.g., "March 2025 Retirement").

Attach all supporting documents (receipts, invoices, approvals, attendance lists, etc.).

State the total amount being retired in the retirement letter.

Submit the retirement package through the Head of Department/Unit to the Internal Audit Unit for verification and clearance.

Sample Imprest Retirement Letter

[Your Department Letterhead]

Date:

To:

The Head of Accounts,

[Ministry/Department/Unit]

Through:

Head of Department

Subject: Retirement of Imprest for the Month of [Insert Month/Year]

I hereby submit the retirement of the imprest granted to me for the month of [Month/Year]. The total imprest received was ₦....., out of which ₦..... has been expended.

Attached are the payment vouchers (Nos:) and supporting documents for verification. The amount being retired is ₦.....

Kindly process the retirement accordingly.

Name & Signature of Imprest Holder

Designation:

Date:

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Key Points to Note

Imprest funds are for official use only.

Personal use of imprest is strictly prohibited.

All imprest must be properly retired before the close of the financial year.

Internal Audit must review and confirm all retirements before replenishment or closure.

Health Corner

Ebola Virus Disease (EVD)

The Ebola virus was first discovered in 1976 near the Ebola River in the Democratic Republic of Congo. It is of genus of viruses in the Filoviridae family and the causal organism of the Ebola Virus Disease (EVD). There are five known species of the virus, however the most lethal and easily fingered for most outbreaks is the Zaire ebola virus.

The natural hosts of this virus is the fruit bats but it can spread to other animals like monkeys, gorillas, and antelopes. It can also spread to humans through direct contact with blood, secretions, organs, or other bodily fluids of infected people. Another prominent way of transmitting can be through contact with surfaces and materials (e.g. bedding, clothing) contaminated with these fluids and contact with an infected deceased's body. Therefore, Healthcare workers are at high risk without proper protective equipment.

It should be noted that the virus is not airborne.

Signs and Symptoms

Incubation period: 2 to 21 days (usually 8–10 days).

Early symptoms has a resemblance with other illnesses (e.g., malaria, typhoid): fever, severe headache, muscle pain, weakness, fatigue, sore throat. As the disease progresses: vomiting, diarrhea, rash, impaired kidney and liver function, internal and external bleeding (e.g., bleeding from gums, blood in stool).

Diagnosis

Laboratory testing is required (e.g., RT-PCR, ELISA) and the samples must be handled in high-containment labs due to the high biohazard risk.

Treatment

There is no specific cure, but supportive care improves survival, such as: Rehydration with oral or IV fluids, maintaining oxygen status and blood pressure, treating any complicating infections. Experimental treatments such as Monoclonal antibodies (e.g., Inmazeb, Ebanga), Antiviral drugs (under investigation), Vaccines: rVSV are available.

A researched contribution by Dr. (Mrs) O.A. Emuedo

Know your PSR

CHAPTER 7 Contd.

SECTION 3:

ABSENCE FROM DUTY ON ACCOUNT OF ILLNESS MEDICAL CERTIFICATE

070301 - If an officer is ill and unable to report for duty, he/she shall notify his/her Ministry/Agency in writing or by any other means of communication. Any prolonged absence from duty on ground of illness should be supported with any of the following documents:

(a) Excuse Duty Certificate;

(b) Light Duty Certificate;

(c) Medical Certificate of treatment duly authorized by the Health Care Provider

An officer who is receiving medical treatment within his/her duty post shall report to his/her employer, his/her absence within 24 hours. An officer who is receiving medical treatment outside his/her duty post shall report to his/her employer, his/her absence within 48 hours.

070302 - When an officer presents himself/herself to duly authorized Healthcare Provider for medical examination, the latter shall examine and treat him/her and if necessary, give him/her either of the certificates listed in Rule 070301 and if he/she is admitted as an in-patient, the Healthcare Provider shall inform his/her Ministry/Extra-Ministerial Office.

070303 - When a Ministry/Extra-Ministerial Office reports to a Healthcare Provider that an officer of the Ministry/Extra-Ministerial Office is so ill that he/she is physically unable to present himself/herself for medical examination, the Healthcare Provider shall, as appropriate, either arrange for the officer to be brought to hospital for examination and treatment or visit the officer to examine and treat him/her. If the examination results in the officer being admitted to a Hospital as an inpatient, the Healthcare Provider will so inform the officer's Ministry/ExtraMinisterial Office, otherwise he/she shall give the officer whichever of the Certificates listed in Rule 070301 as appropriate.

070304 - When an officer forwards to a Healthcare Provider a report on his/her sickness by the private practitioner attending to him/her, the Healthcare Provider will, after due consultation with the private practitioner, issue whichever of the certificates listed in Rule as appropriate. The period of excuse or light duty entered on the first certificate issued shall not exceed three days unless the Healthcare Provider has examined the patient, in which case the period may be for up to seven days. Each period of extension, thereto, shall not exceed seven days and not more than a total of forty-two calendar days sick leave may be allowed on such extension. If the officer is still not fit for duty after forty-three calendar days sick leave, he/she shall be examined by a Medical Board. This shall also apply to an officer admitted to a Specialist Hospital on the recommendation of a Healthcare Provider.

070305 - On any of the occasions listed in this Rule, the Healthcare Provider shall report the circumstances to the officer's Ministry/ExtraMinisterial Office:

(a) When an officer is admitted to and when he is discharged from a Hospital.

(b) When an officer refuses to carry out or in the opinion of the

HealthCare Provider is neglecting to carry out, the medical advice he has been given.

(c) When in the opinion of the Healthcare Provider an officer is feigning ill health.

070306 - If for any valid reason it is decided that an officer should be examined by a Medical Board, he must present himself for examination; the place and time instructed, and must afterwards comply with recommendation of the Board which will supercede any medical advice already given to him/her by a Healthcare Provider. An officer who fails comply with this rule shall render himself/herself liable to be treated as having been absent without leave.

RESPONSIBILITIES OF MINISTRIES /EXTRAMINISTERIAL OFFICES

070307 - The Permanent Secretary/Head of Extra- Ministerial Office will arrange for the responsibilities described in the four Rules to be allocated to appropriate officers.

070308 - In each Ministry/Extra-Ministerial Office the Administration / Personnel Management Offices must maintain an up-to-date record of the residential addresses of the officers and staff employed there, (see Rule 070303).

070309 - If an officer's absence from duty is not explained by him/her within 24hours, enquiry shall be made at his recorded address to ascertain the cause of absence.

070310 Whenever an officer becomes so ill that he/she is physically unable to present himself/herself for medical examination, the circumstances and his/her where about should be reported by his Ministry/Extra-Ministerial Office to nearest Healthcare Provider.

070311 - When an officer reports that he is prevented from performing his/her duties, he/she should (unless Rule 070310 applies) be instructed or authorized as explained in Rule 070304 and be provided with a note requesting the Healthcare Provider to examine and treat him/her.

070312 - When it is desirable to appoint a Medical Board, it is the responsibility of the Permanent Secretary/Head of Extra-Ministerial Office to initiate action in that regard.

RESPONSIBILITY OF HEALTHCARE PROVIDER

070313 - When an officer presents himself/herself to a Healthcare Provider for examination, the later shall examine and treat him/her and give him/her either of the certificates listed in Rule 070301 as the Healthcare Provider considers appropriate or, if he/she admits him/her to hospital as an in-patient, inform his/her Ministry/Extra- Ministerial Office.

SICK LEAVE RULES

070314 - An officer not being on leave of absence who is absent from duty on the grounds of ill-health will, provided such absence is covered by proper authority, be regarded as being absent on sick leave.

070315 - An officer on vacation leave who is prevented from resuming duty at the expiration of his/her authorized leave by reason of ill-health duly certified by an approved Healthcare

Provider may be granted an extension of leave. An Officer shall be granted sick leave at the expiration of his/her annual leave.

070316 - (i) The maximum aggregate sick leave which can be allowed an officer, who is not hospitalized, during any period of twelve months shall be forty-two (42) calendar days. Where such an officer has been absent from duty on the ground of ill-health for an aggregate period in excess of forty-two (42) calendar days within twelve calendar months, the officer should be made to appear before a Medical Board with a view to ascertain whether he/she should be invalidated from service. Any period of absence on ground of ill-health in excess of the prescribed aggregate will be without pay and will not be reckoned for purpose of increment for pension.

(ii) An officer who is incapacitated as a result of injury sustained in the course of his official duties shall be entitled to draw full emolument until he/she is discharged from sick leave or permanently invalidated.

070317 (a) An officer who is recommended by a Medical Board or a Healthcare Provider to be permanently invalidated will forthwith commence vacation leave prior to retirement in accordance with Rule 100239 (b).

(b) Where an officer who is incapacitated in the course of his official duties has not completed the minimum qualifying service and is not, on the termination of his service, eligible for pension under the Pensions Reform Act 2004, the appropriate authority responsible for pension matters, may in lieu of gratuity stipulated in the relevant pension Schedule, grant to such officer, in addition to injury pension stipulated in Table C of the Pensions Act and in the said Schedule, pension calculated at the rate of 2% of the officer's accrued pension from the date of the officer's retirement

070318 - Sick leave for a period up to three months in the first instance may be allowed on the certificate of an approved Healthcare

Provider to an officer who is hospitalized. If at the end of that period the officer is still hospitalized, his Permanent Secretary/Head of ExtraMinisterial Office must make an arrangement for him to be examined by a Medical Board with a view to ascertaining whether he should be invalidated from the service or allowed further paid sick leave.

To be continued

PENSION MATTERS

CONTINUATION OF RETIREMENT ON MEDICAL GROUNDS

The Process

1. Where an RSA holder is physically/mentally incapacitated and is unable to process and manage his/her retirement benefits, a Court shall appoint a Special Guardian to do so on his/her behalf. In the absence of a Court Order an Affidavit would suffice from a Court of Competent Jurisdiction.

2. The Special Guardian in (1) above shall provide valid means

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of Identification and the Certified True Copy of the appointment letter as a Guardian to administer the RSA balance of the affected retiree.

3. The Special Guardian shall provide details of his/her bank account for the purpose of the benefit payment.

4. Where an employee is physically incapacitated at retirement and unable to complete the documentation with the PFA, the employee's Thumbprint shall be affixed on the relevant document(s) with an appropriate Jurat executed in the presence of and authenticated by a Notary Public, any Court, Judge or Magistrate.

5. Where the intending retiree has no hands/limbs, the PFA shall take full length photograph of the retiree, clearly capturing the incapacitated hands/limbs and endorsed by the Heads of Benefita and Compliance.

6. Any employee below the age of 50 years who retires on medical ground may obtain a re-certification of his/her fitness by a qualified Medical Personnel and may re-join the Contributory Pension Scheme (CPS) upon securing another employment. For a retiree on Programme Withdrawal, such re-entry automatically suspends the periodic pension payments and restart contributions into the RSA. The PFA shall unitise the total RSA balance of the affected retiree and move it from the retiree's fund to the default fund appropriate to his/her age subject to the Commission's approval

7. Without prejudice to (6) above, contributions made by retirees on Retiree Life Annuity(RLA) shall be treated in line with the Revised Regulation on Retiree Life Annuity.

8. Any other relevant document may be specified from time to time by the Commission.

Emmanuel A. Aiwekhoe

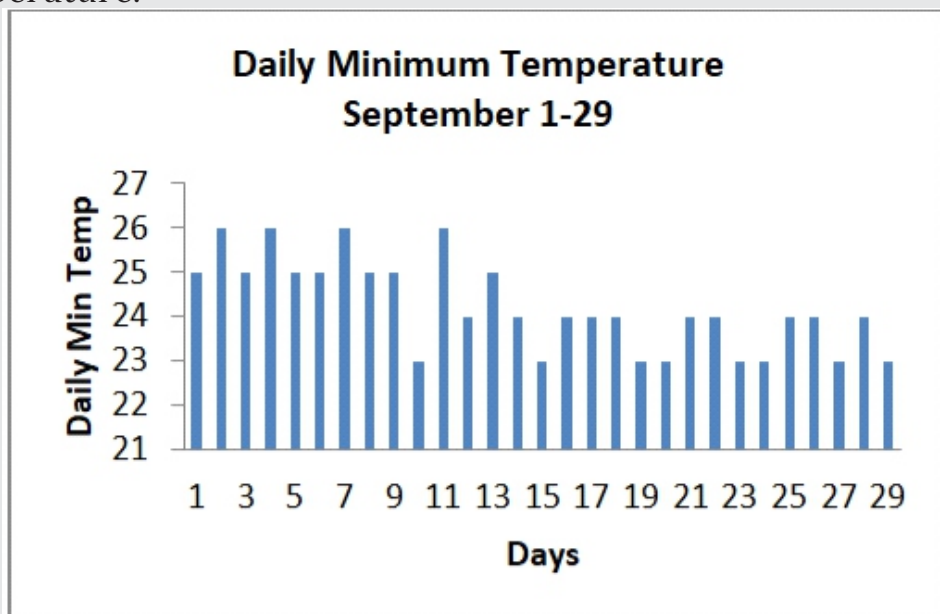
Principal Admin Officer (Pensions)

Agro climatology Bulletin (Sept 1 – 26, 2025)

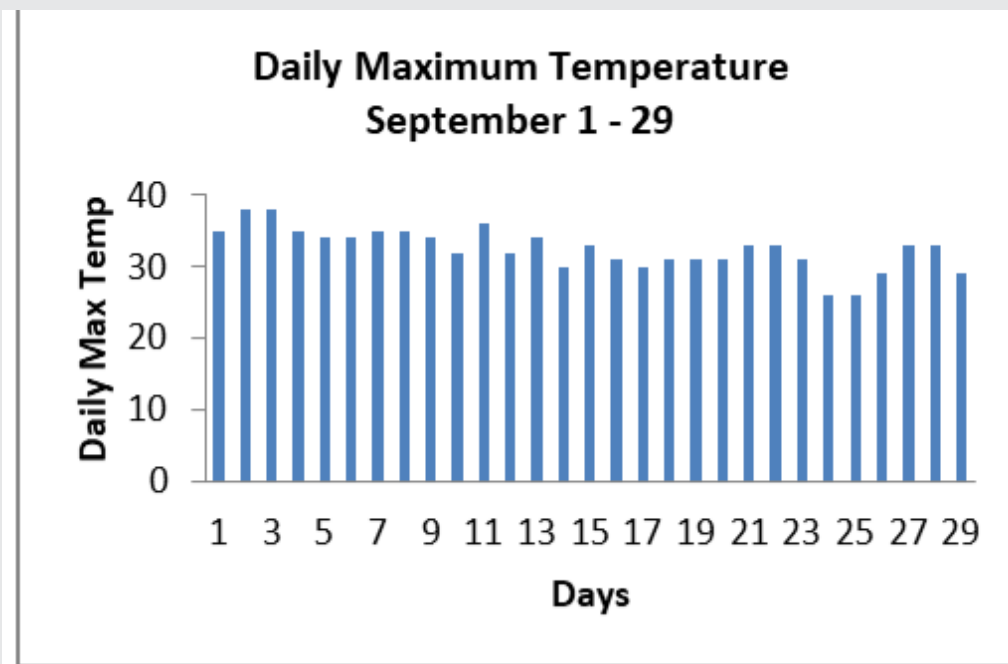
SUMMARY

1.0 Weather Trend

The trend of maximum temperature indicated a high temperature.



The minimum temperature ranged from 23°C to 26°C while the maximum temperature ranged from 26°C to 38°C during the period under review.



The actual mean maximum temperature distribution for the month is 32.4°C with a monthly total of 942.0°C. There was only (10) days of rain in the month of September, with a value of 314.20mm.

There was an average velocity wind speed of 2.7km/hr and an average Relative Humidity of 24.2% for the period under review.

	MINIMUM TEMPERATURE (°C)	MAXIMUM TEMPERATURE (°C)	WIND SPEED (KM/HR)	RELATIVE HUMIDITY (%)
Mean	24.2	32.4	2.7	24.2
Maximum	26	38	3	99.2
Minimum	23	26	0.2	83.1
Sum	703.0	942.0	78	2721.90

The agricultural activities that was experienced within the institute and her environ is the harvesting of cassava planted in the previous year. Also, there are planting of rubber and cassava within the institute and her environ.

For comments and suggestions, send feedback to:

Head, Planning Monitoring and Evaluation Department,

Rubber Research Institute of Nigeria, P.M.B. 1049 Benin City.

Staff of the Month (September, 2025):

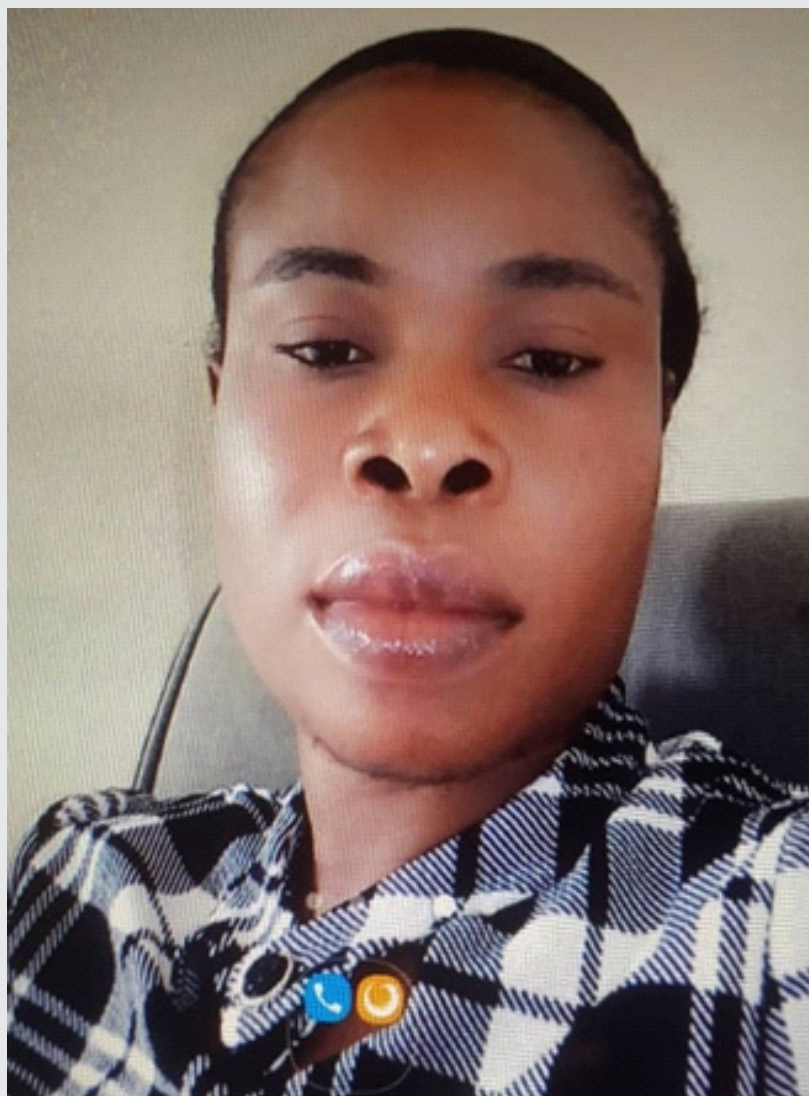
Mrs Beatrice Ohuimwen is our Staff for the month of September. She joined RRIN in 2008 with a National Diploma (ND) in Mass Communication from the then Auchi Polytechnic, Auchi, Edo State as a Temporary staff on CONTISS 5/1 and was designated an Assistant Technical Officer. In the same year, her appointment was ratified. She was deployed to Farming System Research & Extension Department. A quest for further knowledge saw her returning to school and bagging her Higher National diploma (HND) in Mass Communication (Broadcast Option) in 2013.

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Mrs Beatrice Ohuimwen

She is presently a Principal Technical Officer on CONTRAISS 11/1 with Information & Documentation Department. Mrs Beatrice Ohuimwen is a hardworking, dedicated and diligent Staff.

September Birthday celebrants

The Director/CEO, Dr. L.N. Dongo and her Management Staff wish all the celebrants a happy birthday.

September	Date
<u>Fakuta Markus N.</u>	6
<u>Ilumah Victor O.</u>	9
<u>Elvis-Osarodion Ekinadoese</u>	11
<u>Adeosun Salisu</u>	16
<u>Diorgu Henry I.</u>	16
<u>Oghuma Ighodalo S.</u>	1
<u>Aifuwa Collins</u>	5
<u>Ochorogor Richard</u>	24
<u>Omagbe Ernest</u>	26
<u>Edebiri Monday E.</u>	27
<u>Ifeobu Ernest E.</u>	28
<u>Akinyele Blessing I.</u>	13
<u>Imarhiagbe Mercy</u>	24
<u>Egbevurie Tracy O.</u>	17

<u>Idemudia Federal</u>	17
<u>Inomwan Oghemudia</u>	23
<u>Ozioko Blessing A.</u>	17
<u>Oghamomwan Orobosa</u>	24
<u>Awoke Chidi I.</u>	18
<u>Aigbokhai O. Victor</u>	9
<u>Aikhuomogbe Emmanuel O.</u>	27
<u>Okerenta Beauty C.</u>	15
<u>Emu Victor E.</u>	24
<u>Ayegba David U.</u>	13
<u>Akhidelo Ebuwa M.</u>	20
<u>Agbongiaruonyi Lucky</u>	20
<u>Omoaghe A. Nurudeen</u>	27
<u>Augustine Ozoemezi</u>	27
<u>Momoh Wahab</u>	11
<u>Momoh Alaba E.</u>	28
<u>Uwoghiren Kennedy N.</u>	30
<u>Dauda Umar</u>	23
<u>Urhoboghara Akoma P.</u>	14
<u>Nwabueze Onyeisi</u>	16
<u>Atamonokhai Kingsley A.</u>	1
<u>Wasat Mundi D.</u>	12
<u>Anetor Emmanuel</u>	22
<u>Okoyo Gideon</u>	27
<u>Owhere Happy</u>	20
<u>Anetor Joy O.</u>	25
<u>Idubor Joy</u>	18
<u>Iserhientien Robert O.</u>	1
<u>Uroko Eucharua I.</u>	19
<u>Igbamosin E. Solomon</u>	20
<u>Opia Margaret</u>	10
<u>Anyasi Ifeanyi S.</u>	25
<u>Ayeke Innocent</u>	19
<u>Eluromma Simon Louis.</u>	6

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<u>Inuyomi Kehinde</u>	5
<u>Eromosele C. Innocent</u>	14
<u>Ibiam Samuel Uguba</u>	15
<u>Odoh Scholastica A.</u>	27
<u>Obeta Celestina</u>	16
<u>Emayomi Samson O.</u>	26
<u>Enyinnaya Dike</u>	12
<u>Igiogbe Saturday</u>	29
<u>Odigie Joy A.</u>	4

Picture Gallery



Editors: Dr.(Mrs) O. A. Emuedo, Dr. N.M. Fakuta, Mr. T. Mkor, Dr. (Mrs) C. Okwu-Abolo, Mr. P. O. Igbako and Mr. E Obasuyi.

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