



**JUBILARE**<sup>TM</sup>  
GROUP

# EXECUTIVE MENTAL HEALTH PROPOSAL DOCUMENT



# JUBILARE GROUP

## Mental Health Campaign 2026 - STRATEGIC EXECUTION PLAN

“Breaking Stigma, Building Support”

Comprehensive Implementation Framework

UPDATED: April - December 2026

### EXECUTIVE SUMMARY

Following strategic review of funding realities and partnership opportunities, Jubilare Group presents this updated execution plan for the 2026 Mental Health Campaign. This document consolidates three focused interventions across maternal health, youth mental health, and corporate workplace wellness—each designed for maximum impact within realistic resource constraints.

### Campaign Update: Key Changes from Original Plan

#### Timeline Adjustment:

- **Original:** March - December 2026
- **Updated:** April - December 2026 (9 months)
- **Reason:** Due to delays in partnership confirmation and our strategy to focus on quality over quantity.
  
- **Scale Adjustment:**
- **Original Target:** 30,000+ direct reach
- **Realistic Target:** 1,350 direct reach + 1,500-2,000 indirect reach through peer support networks
- **Total Impact:** 2,850-3,350 individuals with quality intervention

#### Partnership Focus:

- **Hospitals:** Maximum 3 maternity hospitals (down from 5-7)
- **Youth :** 3 tertiary institutions (maintained)
- **Corporates (reserved for corporate partners):** Partner organizations through workplace wellness program
- **Priority:** Depth over breadth—sustainable partnerships with measurable outcomes

#### Funding Reality:

- **Secured:** 1 major media partnership (in-kind support)
- **In Progress:** Corporate sponsorships (slower than projected)
- **Strategy:** Scale to match available resources; prioritize programs with highest ROI

## Priority Targets:

- **Korle-Bu Teaching Hospital Maternity Unit** (Existing 4-year partnership)
- **Ridge Hospital Women's Health Center**
- **La General Hospital Maternity Ward**
- **37 Military Hospital**
- **UGMC**
- **Lister Hospital**
- **Marie Stopes Ghana**

## WHO WE ARE

### Mission:

"Preach the gospel through musical excellence and serve the vulnerable through compassionate action."

Jubilare Group is a Christian organization using music and relevant social interventions to bring about measurable social impact. We believe worship without works is incomplete. For four consecutive years (2022-2025), we have combined excellence in gospel music with consistent community service to Ghana's most vulnerable populations.

### Past Achievements:

- ✧ **Korle-Bu Teaching Hospital Child Cancer Unit:** Two consecutive years of oncology support (2024-2025)
- ✧ **Orphanage donation drive:** Supporting vulnerable children through material and financial contributions
- ✧ **Widows outreach:** Social support program for widows in the La community Album launch concert: Featured guest artists including Joe Mettle, Luigi Maclean, Kweku Teye
- ✧ **Debut album:** 'The Jubilare Project - Jehovah Nissi' (10 original songs)



# WHY PARTNER WITH JUBILARE GROUP?

## Proven Track Record

### Four Years of Community Impact Delivery (2022-2025):

- Sustained partnership with Korle-Bu Teaching Hospital Child Cancer Unit (2 consecutive years)
- Album launch concert featuring nationally recognized artists: Joe Mettle, Luigi Maclean and Kweku Teye,
- 750+ attendance at 2025 album launch with free admission model
- Consistent community outreach: orphanage donations, widows support programs

## Musical Excellence Meets Social Impact

Jubilare Group’s unique positioning as a multi-genre gospel ensemble (chorale, contemporary, gospel highlife) with a social impact mission creates compelling content that resonates across demographics. Our “worship without works is incomplete” philosophy ensures that every campaign activity delivers both inspiration and tangible community benefit.

## Strategic Partnerships & Credibility

- **Mental Health Authority of Ghana:** Regulatory oversight and technical guidance
- **Pantang Hospital:** Licensed mental health professionals for all screenings
- **Leading Universities:** Campus access and student mobilization

## Leadership



**Deborah Asmah (President & Founder)** brings dual expertise as Jubilare Group leader and Chief Marketing & Operations Officer at Npontu Technology, ensuring corporate-level professionalism, strategic planning, and accountability rare in nonprofit campaigns.

## REVISED CAMPAIGN OBJECTIVES

### Primary Objectives:

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#### 1. AWARENESS & EDUCATION

- Reach 1,000+ individuals through structured education sessions
- Achieve  $\geq 80\%$  knowledge increase (pre/post assessments)
- Normalize mental health conversations across 3 target populations

#### 2. PEER SUPPORT SYSTEMS

- Train 110 peer supporters (50 youth champions + 60 maternal/workplace first aiders)
- Create sustainable support networks beyond campaign duration
- Indirect reach of 1,500-2,000 individuals through peer networks

#### 3. PROFESSIONAL REFERRALS

- Screen 400+ individuals using validated tools
- Refer 80-100 individuals to professional mental health services
- Achieve  $\geq 60\%$  referral completion rate (people attend first counseling session)

#### 4. STIGMA REDUCTION

- Shift campus/workplace/hospital culture around mental health
- Measure stigma reduction through pre/post surveys
- Create visible mental health champion/first aider presence

#### 5. SUSTAINABLE PARTNERSHIPS

- Establish formal partnerships with 3 hospitals, 3 universities, corporate sponsors
- Integrate mental health support into existing institutional infrastructure
- Create foundation for 2027 program continuation

## THREE-PILLAR PROGRAM STRUCTURE

### PILLAR 1: MATERNAL MENTAL HEALTH (3 Hospital Partnerships)

**Target Population:** Pregnant women and new mothers

**Direct Reach:** 400 mothers + 45-60 healthcare staff trained

**Timeline:** April - December 2026

#### Core Activities:

- **Antenatal Education Sessions (6 total, 2 per hospital)**
  - 60-minute sessions integrated into ANC clinic days
  - 200 pregnant women reached
  - Topics: Pregnancy mental health, postnatal depression warning signs, help-seeking
- **Postnatal Follow-Up Sessions (6 total, 2 per hospital)**
  - 60-minute sessions during 6-week postnatal checks
  - 200 new mothers reached
  - Voluntary EPDS screening
  - Immediate referral for at-risk mothers
- **Staff Training Workshops (3 total, 1 per hospital)**
  - Full-day training for 15-20 midwives/nurses per hospital
  - EPDS administration training
  - Referral pathway establishment
  - 45-60 healthcare providers equipped
- **ANC Mental Health Screening Integration**
  - 5-question screening tool integrated into routine ANC
  - Target: 300+ pregnant women screened
  - 30-50 at-risk mothers identified and referred

#### Success Metrics:

- 400 mothers reached through education
- 45-60 healthcare staff trained - 300+ mothers screened during ANC
- 40-60 referrals to mental health services
- 25-35 referrals completed (≥60% completion rate)

## **PILLAR 2: YOUTH MENTAL HEALTH (3 University Partnerships)**

**Target Population:** Tertiary institution students

**Direct Reach:** 600 students + 50 Mental Health Champions trained

**Indirect Reach:** 1,500-2,000 students (through champion peer support)

**Timeline:** April - December 2026



**Core Activities:** 1. **Campus Mental Health Awareness Sessions (3 total, 1 per campus)** - 90-minute interactive sessions with music performances

- 200 students per campus = 600 total

- Topics: Student mental health crisis, warning signs, resilience, peer support, resources

2. **Mental Health Champion Training (3 cohorts, 1 per campus)**

- Full-day training for 15-17 student volunteers per campus
- 50 champions trained total
- Skills: Active listening, crisis recognition, making referrals, self-care
- Champions become visible peer support resources on campus

3. **Mental Health Awareness Week (October, coordinated across 3 campuses)**

- Campus-wide campaigns led by trained champions
- Resource distribution, music performances, counseling visibility
- 300+ additional students reached

4. **Exam Period Stress Management Pop-Ups**

- Quick 30-minute sessions during high-stress periods
- 200+ students reached
- Practical stress management tools

**Success Metrics:**

- 600 students reached through awareness sessions

- 50 Mental Health Champions trained and active

- 60+ peer referrals made by champions

- 42+ referrals completed ( $\geq 70\%$  completion rate)

- 1,500-2,000 students receive peer support from champions

- Campus counseling centers report sustained increase in appointments

### **PILLAR 3: CORPORATE WORKPLACE WELLNESS (Partner Organizations)**

**Target Population: Working professionals in partner organizations**

**Direct Reach: 100-200 employees per partner + 10-15 Mental Health First Aiders trained**

**Timeline: April - December 2026**

#### **Core Activities: 1. Executive Leadership Briefing**

- 60-minute presentation for C-suite and HR leadership
- Business case for workplace mental health investment
- Secure buy-in and resource allocation

#### **5. Employee Wellness Session: “From Burnout to Breakthrough”**

- 90-minute lunch-and-learn or after-hours session
- 100-200 employees per partner organization
- Topics: Professional burnout, stress management, peer support, resources
- Music performances by Jubilare Group

#### **6. Mental Health First Aid Training**

- 2-day certified training for 10-15 employees per organization
- ALGEE framework (Assess, Listen, Give reassurance, Encourage help, Encourage self-help)
- First Aiders become workplace peer support resources

#### **7. VIP Partnership Recognition - Music & Mental Health Concert (December)**

- Partners honored at flagship concert
- 50 VIP tickets per partner
- Brand visibility and impact celebration

#### **Success Metrics (Per Partner):**

- 100-200 employees reached through wellness session
- 10-15 Mental Health First Aiders trained
- 20-30 colleague consultations over 6 months
- 15-25 referrals to EAP or external services
- 10-15% reduction in absenteeism
- 30% increase in EAP utilization

## INTEGRATED CAMPAIGN TIMELINE

### APRIL 2026: PARTNERSHIP ESTABLISHMENT & LAUNCH PREPARATION

#### Week 1-2: Partnership Finalization

- Sign MOUs with 3 hospitals, 3 universities, corporate sponsors
- Designate liaison persons at each institution
- Finalize activity schedules

#### Week 3-4: Resource Preparation

- Print all materials (handouts, posters, training manuals, screening forms, toolkits)
- Confirm facilitators and speakers for all activities
- Set up data tracking systems

#### Week 4: Executive Briefings (Corporate Partners)

- Leadership briefings for all corporate partners
- Secure executive buy-in and employee participation

### MAY 2026: TRAINING & FIRST SESSIONS

#### Maternal Health:

- Week 1-2: Staff training workshop - Hospital 1
- Week 3: Antenatal education session - Hospital 1
- Week 4: Staff training workshop - Hospital 2

#### Youth Mental Health:

- Week 1: Mental Health Champion training - University 1
- Week 2: Campus awareness session - University 1
- Week 3: Mental Health Champion training - University 2
- Week 4: Campus awareness session - University 2

#### Corporate Wellness:

- Week 1-2: Employee wellness sessions rolled out across partners
- Week 3-4: Mental Health First Aider recruitment

## JUNE 2026: EXPANSION & INTEGRATION

### **Maternal Health: -**

- Week 1: Staff training workshop - Hospital 3
- Week 2: Antenatal education session - Hospital 2
- Week 3: Postnatal education session - Hospital 1
- Week 4: ANC screening protocol pilot evaluation

### **Youth Mental Health:**

- Week 1: Mental Health Champion training - University 3
- Week 2: Campus awareness session - University 3
- Week 3-4: First champion check-in meetings at all campuses

### **Corporate Wellness:**

- Week 1-2: Mental Health First Aid training begins (staggered across partners)
- Week 3-4: First Aider toolkit distribution and monthly meeting schedules

## JULY - SEPTEMBER 2026: FULL IMPLEMENTATION & MONITORING

### **Maternal Health:**

- ANC mental health screening becomes routine at all 3 hospitals
- Monthly data collection: screening numbers, referrals
- Ongoing referral pathway management
- Troubleshooting and protocol refinement

### **Youth Mental Health:**

- Champions actively supporting peers and making referrals
- Monthly champion check-in meetings continue
- Data tracking: Referrals made and completed
- Mid-program evaluation

### **Corporate Wellness:**

- Mental Health First Aiders active in supporting colleagues
- Monthly First Aider peer meetings



- EAP utilization and absenteeism tracking
- Quarterly impact reports to partners

### **AUGUST 2026: SECOND-ROUND SESSIONS**

#### **Maternal Health:**

- Antenatal education session - Hospital 3
- Postnatal education session - Hospital 2 (optional)

#### **Youth Mental Health:**

- Quarterly champion refresher sessions
- Planning for Mental Health Awareness Week (October)

#### **Corporate Wellness:**

- Ongoing First Aider support
- Mid-program check-ins with HR leadership

### **OCTOBER 2026: MENTAL HEALTH AWARENESS WEEK (CAMPUSES)**

#### **Youth Mental Health:**

- Coordinated Mental Health Awareness Week across all 3 campuses
- Champions lead activities with Jubilare support
- Visibility campaigns, resource distribution, music performances
- 300+ additional students reached
- Media coverage highlighting campus mental health initiatives

**Maternal Health:** - Postnatal education sessions continue at hospitals

**Corporate Wellness:** - Ongoing support and monitoring

### **NOVEMBER 2026: EXAM PERIOD SUPPORT & PROGRAM EVALUATION**

#### **Youth Mental Health:**

- Exam stress management pop-ups on all campuses
- Increased champion visibility during high-stress period

- 200+ students reached

**Maternal Health:**

- Final postnatal education sessions
- Data analysis and outcome review
- Partnership evaluation meetings

**Corporate Wellness:**

- Year-end First Aider recognition
- Program evaluation with HR leadership

**DECEMBER 2026: MUSIC & MENTAL HEALTH CONCERT + IMPACT REPORTING****December 1-13: Music + Mental Health Concert (Flagship Event)**

- Evening concert celebrating partners and campaign impact –  
Musical performances by Jubilare Group + guest artists –  
Mental health testimonies from campaign participants
- Partner recognition ceremony (hospitals, universities, corporates)
- VIP experience for all partner organizations
- Media coverage highlighting year's achievements

**December 16-31: Final Impact Reporting**

- Comprehensive final reports to all partners (hospitals, universities, corporates)
- Data analysis: Reach, referrals, outcomes, culture shift
- Recognition events for trained peer supporters (champions, first aiders, healthcare staff)
- Planning discussions for 2027 continuation

## **PARTNERSHIP STRUCTURE**

### **Hospital Partners (Target: 3)**

#### **Priority Targets:**

1. Korle-Bu Teaching Hospital Maternity Unit 2.
2. Ridge Hospital Women's Health Center
3. 3. La General Hospital
4. Marie Stopes Ghana
5. Lister Hospital

#### **What Hospitals Provide:**

- Venue for education sessions and training
- Staff participation in training
- Integration of mental health screening into ANC

#### **What Jubilare Provides:**

- Licensed facilitators, all materials, refreshments
- Training for staff, screening tools, referral pathways
- Documentation and impact reporting

## University Partners (Target: 3)

### Priority Targets:

1. University of Ghana (Legon)
2. University of Professional Studies Accra (UPSA)
3. Ashesi University OR GIMPA

### What Universities Provide:

- Venues for awareness session and training
- Campus counselor participation as co-facilitator
- Integration of champions into campus infrastructure

### What Jubilare Provides:

- Licensed trainers, all materials, refreshments
- Champion toolkit, recognition, ongoing support
- Awareness Week activity funding (GHS 2,000 per campus)

## Corporate Partners (Current & Prospective)

### Engagement Model:

- Partners receive workplace wellness program for employees
- Partners contribute financial sponsorship to overall campaign
- Partners recognized at December concert and across media platforms

### What Corporates Provide:

- Financial sponsorship (scaled investment levels)
- Venue for wellness sessions and training
- Employee participation time

### What Jubilare Provides:

- Executive briefing, employee wellness session, Mental Health First Aid training
- VIP concert experience (50 tickets per partner)
- Brand visibility and impact reporting

**Media Partners (Secured: 1 Major Media House)**

**Partnership Type:** In-kind support

**What Media Partner Provides:**

- Radio airtime for mental health content
- Coverage of campaign activities
- Platform for mental health education

**What Jubilare Provides:**

- Content for programming
- Access to stories and testimonies
- Brand association with impactful initiative

**MEASURING SUCCESS - REVISED TARGETS**

**REACH METRICS**

Population	Original Target	Revised Target	Rationale
<b>Maternal Health</b>	2,500	400 + 45-60 staff	Focused partnerships, quality over quantity
<b>Youth Mental Health</b>	16,000	600 direct + 1,500-2,000 indirect (peer support)	Champion model creates multiplier effect
<b>Corporate Wellness</b>	6,000	300-600 (3-5 partners x 100-200 each)	Dependent on corporate partnerships secured
<b>Total Direct Reach</b>	24,500	1,345-1,045	
<b>Total Impact (Direct + Indirect)</b>	24,500	2,845-3,045	Indirect reach through peer support networks

**INTERVENTION METRICS**

Metric	Original Target	Revised Target
<b>Screenings Conducted</b>	2,000-3,000	400-500
<b>Professional Referrals Made</b>	1,000+	120-150
<b>Referrals Completed</b>	60-70%	≥60% (72-90 individuals)
<b>Peer Supporters Trained</b>	Not specified	110 (50 champions + 60 first aiders)
<b>Peer Support Consultations</b>	N/A	100-120

## PARTNERSHIP METRICS

Metric	Target
<b>Hospital Partnerships</b>	3 formal MOUs
<b>University Partnerships</b>	3 formal MOUs
<b>Corporate Sponsors</b>	3-5 partners
<b>Media Partners</b>	1 major (secured)
<b>Partner Satisfaction</b>	≥85% would continue in 2027

## IMPACT METRICS

Metric	Target
<b>Mental Health Knowledge Increase</b>	≥80% (pre/post assessments)
<b>Stigma Reduction</b>	Measurable culture shift in partner institutions
<b>Help-Seeking Behavior</b>	30% increase in counseling center appointments
<b>Media Coverage</b>	15+ media mentions
<b>Social Media Reach</b>	50,000+ impressions

## RISK MANAGEMENT & MITIGATION

### Funding Risks

#### Risk 1: Insufficient Corporate Sponsorship

- **Impact:** Cannot fund all planned activities
- **Mitigation:** Prioritize Pillars 1 & 2 (hospitals and universities) as core programs; Pillar 3 (corporate) scales with sponsorship secured
- **Contingency:** Seek grants from international mental health NGOs, foundations

#### Risk 2: Partner Organization Budget Constraints

- **Impact:** Partners can't commit staff time or venue access
- **Mitigation:** Emphasize minimal partner contribution required; Jubilare covers all costs; flexible scheduling

### Implementation Risks

#### Risk 3: Low Participation at Sessions

- **Impact:** Reach targets not met
- **Mitigation:** Coordinate with existing institutional activities (ANC days, campus events, lunch hours); provide refreshments; secure institutional endorsement

#### **Risk 4: Peer Supporter Burnout/Dropout**

- **Impact:** Trained champions/first aiders become inactive
- **Mitigation:** Robust training on boundaries and self-care; monthly check-in meetings for ongoing support; recognition and appreciation

#### **Risk 5: Inadequate Referral Capacity**

- **Impact:** Individuals screened but nowhere to refer them
- **Mitigation:** Establish partnerships with external mental health services BEFORE launch; tiered referral system (internal → external → crisis)

### **External Risks**

#### **Risk 6: Political or Economic Instability**

- **Impact:** Campus closures, hospital strikes, corporate budget cuts
- **Mitigation:** Flexible timeline; activities can be rescheduled; maintain communication with partners; force majeure clauses in MOUs

#### **Risk 7: Stigma and Cultural Resistance**

- **Impact:** Target populations refuse to engage with mental health programming
- **Mitigation:** Culturally sensitive messaging; faith integration where appropriate; emphasize confidentiality; use peer supporters from same communities

## **QUALITY ASSURANCE**

### **Clinical Standards:**

- All mental health professionals licensed by Ghana Psychology Council or relevant body
- Screening tools validated (EPDS, GAD-7, PHQ-9)
- Referral pathways vetted for quality and accessibility
- Regular supervision for peer supporters
- Crisis protocols in place for all activities

### **Ethical Standards:**

- Informed consent for all screenings
- Confidentiality and data protection compliance (Ghana Data Protection Act)
- No discrimination based on ability to pay
- Safeguarding protocols for vulnerable individuals
- Transparent reporting to partners and sponsors

**Program Quality:**

- Pre/post assessments for all education sessions
- Post-training assessments for peer supporters
- Regular participant feedback collection
- Quarterly program reviews with partners
- External evaluation (if budget allows)

**SUSTAINABILITY & 2027 PLANNING****Building for Continuity:****Institutional Integration:**

- Mental health screening embedded in hospital ANC routine
- Campus Mental Health Champions become annual student group
- Corporate First Aiders continue supporting colleagues
- Partners own the infrastructure, Jubilare supports facilitation

**Data-Driven Case for Scaling:**

- Document outcomes rigorously
- Calculate ROI for corporate partners (absenteeism reduction)
- Share success stories and testimonies
- Publish case studies and academic papers

**2027 Partnership Renewal:**

- December 2026: Partnership evaluation meetings
- January 2027: Impact reports to all partners
- February 2027: Invitation to renew/expand for 2027
- Goal: All 2026 partners continue + add 2-3 new partners

**Potential 2027 Expansion:**

- Add 2 additional hospitals (total 5)
- Add 2 additional universities (total 5)
- Expand corporate partner base (10 organizations)
- Regional expansion beyond Greater Accra (Kumasi, Takoradi)

## COMMUNICATION & VISIBILITY STRATEGY

### Media Partnership Activation:

- Monthly mental health education segments on partner radio station
- Coverage of major campaign activities
- Mental health expert interviews
- Student/employee/mother testimonies (anonymized)

### Social Media Campaign:

- Weekly content: Tips, testimonies, resources (Instagram, Facebook, LinkedIn)
- Campaign hashtag: #BreakingStigmaGH
- Partner institution features
- Live coverage of major events

### Traditional Media:

- Press releases for campaign launch, major milestones, December concert
- Media invitations to Mental Health Awareness Week, December concert
- Op-eds in newspapers on mental health crisis
- Radio interviews with campaign leadership

### Partner Communications:

- Branded materials for all partner institutions
- Quarterly newsletters to partners
- Impact stories shared with partners for their communications
- Co-branded social media content

## GOVERNANCE & ACCOUNTABILITY

### Campaign Leadership:

- **Overall Lead:** Deborah Asmah (President, Jubilare Group)
- **Maternal Health Lead:** [To be designated]
- **Youth Mental Health Lead:** [To be designated]
- **Corporate Wellness Lead:** [To be designated]
- **Media & Communications Lead:** [To be designated]

### Advisory Committee (Recommended):

- Mental Health Authority representative
- Hospital maternal health expert
- University counseling center director
- Corporate HR/wellness professional
- Mental Health NGO Representative

### Quarterly Reviews:

- Q2 (June): Mid-program check-in with all partners
- Q3 (September): Course corrections based on data
- Q4 (December): Final evaluation and 2027 planning

### Reporting Structure:

- Monthly: Internal team progress updates
- Quarterly: Partner impact reports (hospitals, universities, corporates)
- Annually: Comprehensive public impact report (January 2027)

## CONCLUSION

This revised Mental Health Campaign 2026 execution plan reflects realistic assessment of funding landscape, partnership timelines, and organizational capacity. By focusing on **three high-quality interventions** across maternal health, youth mental health, and corporate wellness, Jubilare Group will deliver **measurable, sustainable impact** in Ghana's mental health ecosystem.

### Core Principles Guiding Execution:

- ✓ **Quality over Quantity:** Reach fewer people with deeper, lasting intervention rather than superficial awareness
- ✓ **Sustainability First:** Build infrastructure that continues beyond Jubilare's direct involvement
- ✓ **Partnership-Driven:** Work WITH existing institutions, not in parallel
- ✓ **Evidence-Based:** Use validated tools, track outcomes, report honestly
- ✓ **Culturally Sensitive:** Respect Ghanaian context while challenging harmful stigma
- ✓ **Faith-Integrated:** Affirm spiritual resources while promoting professional help-seeking

### Success Defined:

- **110 peer supporters trained** (champions, first aiders, healthcare staff) who continue supporting communities
- **120-150 individuals referred** to professional mental health services
- **≥60% referral completion rate** (people actually attend counseling)
- **Culture shift** in 6 institutions (3 hospitals, 3 universities) where mental health is normalized
- **Sustainable Partnerships** positioned for 2027 expansion

**This campaign is not about solving Ghana's mental health crisis in 9 months. This campaign is about building the foundation—training the people, establishing the pathways, shifting the culture—so that in 2027, 2028, and beyond, Ghanaians have stronger support systems for mental wellness.**

We are building for the long term.

## 12. CONTACT INFORMATION

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