“Young companies need encouragement at the earliest stages. They are emerging heroes who will eventually generate jobs and economic growth for their communities.” - Jonathan Ortmans, President, Global Entrepreneurship Network
OUR MISSION

IT IS OUR MISSION TO EMPOWER THE VETERAN COMMUNITY TO BECOME LEADERS IN ENTREPRENEURSHIP AND INNOVATION

WHO WE ARE

Bunker Labs is a national not-for-profit 501(c)(3) organization headquartered in Chicago and built by military veteran entrepreneurs to empower other military veterans to start and grow businesses. Through local chapters organized in cities across the U.S., Bunker Labs provides educational programming, mentors, events, and thriving local networks to help military veterans succeed and thrive as entrepreneurs and innovators.

OUR MISSION

Empower the veteran community to become leaders in entrepreneurship and innovation.

OUR VISION

That every member of the military veteran community has the network and resources to realize their entrepreneurial potential.

HOW WE ACCOMPLISH OUR MISSION

• **Inspire** our community members to realize their potential to start and grow their own businesses
• ** Equip** our participants with practical tools, insights, experts, and resources to accelerate their success
• ** Connect** our entrepreneurs with a broad community and thriving, diverse, relevant networks
Dear Partners and Friends,

As we enter our 5th year, we are excited to share this Annual Report which reflects on Bunker Lab’s impact in the past year, our evolving program model, and some exciting plans for the remainder of 2018 and beyond. It has been a dynamic year, and we’re proud to share some of the stories of new programs, our continued nationwide expansion and most importantly, the military veterans who started and grew their businesses with the support of Bunker Labs.

This coming year promises to be equally exciting. Through a new 3-year strategic plan approved by our Board of Directors in March 2018, Bunker Labs will continue to grow our impact across the U.S. and solidify our role as the conveners and champions of nationally and locally thriving veteran entrepreneurship ecosystems. This strategy will empower Bunker Labs to focus our work on building programs, content, and networks which inspire veteran entrepreneurs and empower them to navigate to whatever resources they need. With this focus on ecosystem-building at the core of everything that we do, we will also establish a regional management structure which will streamline chapter support and operations and create robust systems of support for Bunker Labs’ ecosystem builders on the ground. At the same time, the Bunker remains committed to growing our strategic partnerships to better connect with and support the diverse community of military veterans, active duty service members, and military spouses that we serve.

Our mission to Inspire, Equip, and Connect military veterans and their spouses with the opportunity to start and grow their own businesses has never felt more relevant or exciting. We know firsthand the need to support aspiring entrepreneurs and growing businesses from the military and veteran community, and feel energized and confident in our strategy and position to realize the opportunity. Of course, all of this only happens because of the extraordinary leadership of our National Board, our Chapter Leaders, the volunteers and mentors who pour countless hours into supporting early-stage companies, and the incredible cadre of sponsors and partners who share our sense of urgency and without whom none of this would be possible.

Finally, we thank the entrepreneurs who are the lifeblood not only of Bunker Labs, but of the U.S. economy. They dream about what could be, put themselves out there, work hard, and bring innovations to life amidst the inevitable adversity and challenges. Every day we are inspired by their work ethic and spirit of entrepreneurship and grateful for their friendship.

Todd Connor,  
CEO Bunker Labs

Doug McCormick  
President, Board of Directors
“Entrepreneurs are the beating heart of the American economy, yet too few policymakers understand entrepreneurship or how to best support it. That’s why Bunker Labs’ commitment to advocacy is so important. As part of the Kauffman Foundation’s Entrepreneurs’ Policy Network, Bunker Labs is making the voices of veteran entrepreneurs heard in state capitals across the country.”

Jason Wiens  
Policy Director  
Ewing Marion Kauffman Foundation

“The New Economy Initiative is dedicated to growing an inclusive culture of entrepreneurship in southeast Michigan. Supporting Bunker Labs to bring a business accelerator to Detroit has helped local military veterans find a place in our region’s entrepreneurial ecosystem, adding to its richness.”

Pam Lewis  
Director  
New Economy Initiative

At the Blackstone Charitable Foundation, we believe in the out-sized impact entrepreneurs can have on their communities, and believe that the attributes that make entrepreneurs successful – determination, grit, and a self-starter attitude – run deep in veterans. As such, veterans are well poised to create and grow new businesses if given the right networks and resources to succeed. Through our Blackstone Inclusive Entrepreneurship Challenge, we are proud to partner with Bunkers Labs to support these veteran entrepreneurs through their Launch Lab Online and CEOcircle, two important programs that provide these mentors and resources on a national scale.

Tony Tolentino  
Vice President  
Blackstone Charitable Foundation
OUR PARTNERS ENSURE THE SUSTAINABILITY AND LONGEVITY OF OUR ORGANIZATION

Our sponsors and partners are the lifeblood of our organization. We simply cannot thank them enough for their incredible support. It is because of them that we are able to continue our mission to help military veterans start and grow businesses.
200,000 active-duty service men and women will transition out of the United States military this year.

- 25% of transitioning service members want to start their own business
- Only 4.5% of post-9/11 veterans have started their own business
- 62% of veterans believe that a lack of civilian networks is a significant challenge
- Only 11.5% of veteran entrepreneurs were under the age of 45 as of 2011. Compared to 33.3% of founders in the general population of entrepreneurs.
“The Bunker has been a force multiplier for OpenAirplane. The team here has been tireless in connecting us to opportunities... Being here has been an important signal to industry, the press, and potential investors. We’re proud to be part of it.” Rod Rakic, CEO and Founder, OpenAirplane
The Solution

Bunker Labs builds local, thriving, and connected networks that offer the required resources, education, introductions and support to successfully launch a business, regardless of geography.

- Be a storytelling engine and platform to showcase military veterans and their spouses who have successfully started and grown their own business.
- Access to early stage education tailored to the needs of the active duty and military veteran community which is accessible worldwide, embeds community, and understands the unique transition challenges.
- Connect military veterans and their spouses to the veteran entrepreneur community, local entrepreneurship resources, other resource partners, mentors, and subject matter experts that offer the range of insights and introductions an entrepreneur needs to succeed.

“I’d say that the most valuable thing about Bunker Labs is the network and the safe and positive environment that it provides the companies that are involved with The Bunker.”
Tommy Crane, Former Launch Lab participant
BUNKER LABS SUPPORTS MILITARY VETERANS THROUGHOUT THE JOURNEY OF STARTING A BUSINESS

From the idea stage—where active-duty service members are thinking about what to do post-service—to the growth stage of successful companies looking to hire, raise capital, and expand into new markets.

EDUCATION AND VALIDATION
Bunker Labs’ online gamified entrepreneurial learning experience where veterans learn the basics of entrepreneurship through a weekly, mission-based, facilitator supported, immersive cohort experience.

NETWORK AND EXPOSURE
A monthly meet-up where veterans and the broader community alike can network with mentors, subject matter experts, investors and thought leaders creating a robust community environment for networking, exposure, and “collision” opportunities.

GROWING YOUR BUSINESS
A monthly roundtable “mastermind” group for veterans growing a post-revenue business which is both a community as well as monthly meeting format to tackle growth challenges, personal development, and the professional development needs of founders.

ACCESS TO RESOURCES
We leverage the power of partnership by working strategically with key local and national partners to provide entrepreneurship support and education that is best in class; we advocate for access and inclusion in the existing entrepreneurship ecosystem.
OUR OWN EXPERIENCE WITH VETERAN ENTREPRENEURS HAS DEMONSTRATED THE IMPACT OF A RICHLY-CONNECTED ECOSYSTEM. WE COMMIT OURSELVES TO ENSURING VETERANS HAVE ACCESS TO LOCALLY THRIVING NETWORKS AS WELL AS NATIONAL NETWORKS AND OPPORTUNITIES.
“Bunker Labs in Philadelphia has been incredibly valuable in terms of resources (AWS, fundraising advice, etc) and connectivity to the broader business community – both with Veterans and non-Veterans. The networking factor has led to potential clients, investors and advisors.” Christopher Molaro, CEO and Co-Founder, Neuroflow
In 2014 Bunker Labs was an idea to help military veteran entrepreneurs start and grow their own business in Chicago. At the time there was no website, no programming model, no known demand, and no strategy on how to best address the yet unknown true needs of the veteran community.

“Bunker Labs provided mentorship, fellowship, and education at a critical time for my company and me personally as a founder. It was such a rewarding experience and I highly recommend it to anyone interested in starting or growing their own company!” Vince Crisler, CEO and CoFounder, Dark Cubed
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<td>Revenue generated by participating startups</td>
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<td>Capital raised by participating startups</td>
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<tr>
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<tr>
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<tr>
<td>New business connections made through Bunker Labs</td>
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</table>
NEW PROGRAMS
"I have watched videos, read the materials, and gone through several of the posts to, as we say in Texas, "Ponder" them... The conclusion I have come up with in this short time here, is THESE PEOPLE SPEAK MY LOVE LANGUAGE!!!!" – Angie Davis Monroe, Launch Lab Online participant
Launch Lab Online is the first step for veterans who want to start their own businesses and jumpstart the next chapter in their life.

Launch Lab Online has been developed from the lessons learned from two years beta testing our first online learning platform, Bunker in a Box. Based on the feedback of nearly 300 users, we’ve revamped the platform’s look and usability and added over 20 hours of new, custom content including weekly check-ins with entrepreneurs as they go through our Launch Lab program.

Launch Lab Online consists of 10 missions completed during a 20 week guided cohort experience. Every entrepreneurial journey starts with an idea — Launch Lab Online gives military veterans, active duty personnel, and military spouses the tools they need to make their idea a reality.

Participants:
- Learn the fundamentals of entrepreneurship with original Bunker content as well as open-sourced content
- Determine their strengths, skills, and knowledge gaps as founders
- Recruit their support squad
- Work in small peer groups for support
- Test their ideas with real-world potential customers
- Complete self-assessments
- Determine a go-forward strategy
- Explore #hacks – tools, resources, and technology assets to help them build their Minimum Viable Product (MVP)

MADE POSSIBLE BY:
THE BREAKDOWN

CONNECTING VETERANS AND ACTIVE DUTY MILITARY TO THE ENTREPRENEURSHIP COMMUNITY THROUGH ENTERTAINMENT AND EDUCATION

A weekly 20-30 minute LIVE show—by veterans for veterans—centered around authentic conversations about starting a business and more generally the ups and downs of life as an entrepreneur. We want to allow aspiring veterans and active duty personnel to “eavesdrop” on a conversation about entrepreneurship, tech trends, life hacks, and more.

Since summer 2017, we have highlighted successful veteran entrepreneurs during our weekly Facebook Live show, “The Breakdown.” We know that the veteran community is often confronted by negative storytelling, be it about “broken” traumatized veterans or the difficulty of transition, and so we know that our work in elevating the success stories of veteran entrepreneurs and the Bunker Labs community is even more important in this context.

You can watch every edition of “The Breakdown” on our Facebook profile:
www.facebook.com/pg/thebunkerlabs/videos/

MADE POSSIBLE IN PART BY:

GOT YOUR SIX

MACY’S
“Bunker Labs is doing an incredible job at highlighting the positive aspects of military service and the positive attributes of our veteran community. One of the greatest strengths of this incubator is that it disassociates from negative stereotypes.” Matt McGregor, Launch Lab Online participant
“We want to see veterans thrive, vets have grit, discipline, and experience performing under pressure—all important aspects of the entrepreneurial mindset.” Gina Phillips, General Manager of WeWork for the Pacific Northwest
220 VETERANS, 2 COHORTS, 11 CITIES, 1 TRIBE. BUNKER LABS HAS PARTNERED WITH WEWORK TO BRING OFFICE SPACE TO VETERANS ACROSS THE NATION

In collaboration with WeWork, Bunker Labs provides critical resources, professional development opportunities, programming and network support to help military veterans pursue their life’s work—whether they are starting a new business, looking to build their network, or seeking their next career.

Additionally, participating veterans will have access to a uniquely designed WeWork lounge and meeting space, use of WeWork’s resources and global network of entrepreneurs and creators, along with daily support from Bunker Labs team members.

Nationally, the WeWork Veterans in Residence program will provide fully sponsored workspaces to 11 groups of 10 veterans across 11 cities every six months, which equates to 1000 veterans over the next five years.

**2018 LOCATIONS**

Los Angeles (Constellation)  
San Francisco (Golden Gate)  
New York City (West 57th)  
Seattle (South Lake Union)  
Washington, DC (Dupont)  
Chicago (State Street)  
Philadelphia (1601 Market)  
Detroit (Campus Martius)  
Austin (Domain)  
Denver (Union Station)  
Nashville (Location TDB)

IN PARTNERSHIP WITH:

![wework Logo]
RECENT EVENTS
NEW CHAPTERS

BUNKER LABS’ IMPACT HAS CONTINUED TO GROW STEADILY AS WE EXPAND INTO NEW MARKETS ACROSS THE COUNTRY

DETROIT
The Detroit chapter launched on November 8, 2017 at WeWork Campus Martius in partnership with Comcast NBCUniversal, Ford Motor Company Fund, WeWork, and New Economy Initiative. This was also the official launch of the Detroit Veterans in Residence program.

SAN ANTONIO
Our San Antonio chapter held their official launch on December 8, 2018 at Geekdom in partnership with USAA. The ribbon cutting ceremony featured remarks from Todd Connor, CEO of Bunker Labs; Ron Nirenberg, Mayor of San Antonio; Nelson Wolf, Bexar County Judge; and Harriet Dominique, Senior Vice President, Corporate Responsibility and Community Affairs at USAA.

HOUSTON
The Houston chapter had their ribbon cutting on April 3, 2018 at the JW Marriott Galleria. Bunker Labs CEO, Todd Connor, spoke to members of the veteran entrepreneur community in Houston and expressed his excitement for the potential growth of veteran entrepreneurship both nationally and within the greater Houston area.

ATLANTA
Our Atlanta chapter officially launched on April 10, 2018 at the Commons at Terminus in partnership with Wells Fargo. The launch party featured remarks from Todd Connor.
"The military prepares service members to lead through uncertainty, make tough decisions, and persevere – all qualities that lead to success in small business. Bolstering that success is part of our mission at JPMorgan Chase,” - Jennifer Piepszak, CEO of Chase Business Banking
THE MUSTER ACROSS AMERICA TOUR 2017 TRAVELED TO CITIES ACROSS THE COUNTRY TO SHOWCASE VETERAN ENTREPRENEURS, EMPOWER LOCAL ENTREPRENEURIAL ECOSYSTEMS, AND SERVE AS THE LAUNCHING POINT FOR LOCAL BUNKER LABS CHAPTERS.

13,158 MILES TRAVELED ON TOUR IN 2017

250 VETERAN-OWNED BUSINESSES SHOWCASED

10,103,724 ACCOUNTS REACHED ACROSS SOCIAL MEDIA

16,772,181 IMPRESSIONS ACROSS SOCIAL MEDIA

MADE POSSIBLE BY OUR SPONSORS AND PARTNERS:

JPMorgan Chase & Co.
Comcast NBCUniversal
Tito's Handmade Vodka
USO
Wework
“HIRE FOR PASSION AND INTENSITY; THERE IS TRAINING FOR EVERYTHING ELSE.”
- NOLAN BUSHNELL, FOUNDER OF ATARI

REGIONAL RETREATS
In 2017 regional leadership retreats were held in Chicago and Nashville. The local teams came together to review their leadership strengths and participate in team building activities. In Chicago the senior leadership of the organization came together off-site to strategize for the future, plan for future expansion, and prepare professional development for our broader team leading up to our national summit in San Antonio.

ANNUAL LEADERSHIP SUMMIT
Our 2017 national leadership summit took place in San Antonio, Texas. This leadership summit coincided with one of our board meetings and the launch of our San Antonio chapter, which afforded us the opportunity to get the entire Bunker Labs leadership team together over three days in December.

USAA graciously hosted our board meeting and day one of our national leadership training. The summit brought both seasoned leaders and new volunteers together under one roof to review our organizational values, mission, and goals. We also had the opportunity to recognize our outstanding local leaders for their hard work and the value they bring to the organization as a whole.

MADE POSSIBLE IN PART BY:

USAA®

JPMorgan Chase & Co.
“Leadership is not about a title or a designation. It’s about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire teammates and customers.” – Robin S. Sharma
WE’VE CENTRALIZED BUNKER LABS’ OPERATIONS AND ESTABLISHED REGIONAL LEADERSHIP, TO BUILD AN INFRASTRUCTURE THAT ALLOWS LOCAL LEADERS TO FOCUS ON BUILDING ROBUST ECOSYSTEMS AND EXECUTING PROGRAMS

NATIONAL BOARD OF DIRECTORS
Doug McCormick  
*Board President*
Ben Cheatham
Anne Meree Craig
Craig Cummings
Greg Harman
Amy Lukken
Bernie Miller
Kaney O’Neill
Pete Pace Jr.
Nick Taranto

Kim Jung  
*Vice President*
Todd Ohlms  
*Treasurer*
Seth Jordan  
*Secretary*
Jeff Barden
Chuck Bokar

NATIONAL AND REGIONAL LEADERSHIP TEAM
Todd Connor  
*Chief Executive Officer*
Justine Evirs  
*Executive Director - West Coast*
Tim O’Neil  
*Executive Director - Midwest*
Sabrina Marshall-Wojtewicz  
*Executive Director - Southwest*
Blake Hogan  
*Executive Director - Southern*
Dean Bundschu  
*Executive Director - Atlantic*
Joe Witte  
*Executive Director - Eastern*

Kirby Atwell  
*Chief Operating Officer*
Becca Keaty  
*Chief Development Officer*
Tim O’Neil  
*Director of Chapter Operations*
Nate Carden  
*Director of Programs & Partnerships*
“Our biggest supporters and people who have given us mentorship and advice have been other veterans who’ve started their own businesses. So many veterans have spent the time to mentor us and that’s not the same level of commitment that I see from non-veteran communities.” – Kim Jung, Co-founder and CEO of Rumi Spice
HELP US AS WE MAKE OUR NEXT YEAR OUR MOST IMPACTFUL AS WE SUPPORT THE VETERAN COMMUNITY AS LEADERS IN INNOVATION. GET INVOLVED AND FOLLOW US @THEBUNKERLABS ACROSS SOCIAL MEDIA.

DONATE

Your tax-deductible donation to Bunker Labs, a registered 501(c)3 organization, will change the lives of veterans, their families and the communities they live in.

- One-time Donation
- Monthly Donation
- Honorary & Memorial Tribute
- Donate via Mail
- Wire Transfer
- Stock Transfer
- Employer Matching Gifts
- Donor Advised Fund
- Combined Federal Campaign
- Planned Giving
- Major Gifts
- Celebration Gifts

Donations can be made by going to BunkerLabs.org/donate

BECOME A SPONSOR OR STRATEGIC PARTNER

Corporations and individuals that supported us have made our mission possible since the beginning. By partnering with Bunker Labs, you are helping military veterans get the most out of their civilian life.

If you or your company would like to support us, or wish to speak with us about becoming a strategic partner, please contact Becca Keaty at Becca.Keaty@BunkerLabs.org

DOWNLOAD THE COMMUNITY APP

The potential for military veteran entrepreneurs to connect is significant but what they lack is the place to connect. The Bunker Labs Community App was designed to increase collaboration and productivity across our national network of military veteran entrepreneurs, industry experts, and business leaders.