Dear Partners and Friends,

As we enter our 6th year, we are excited to share this Annual Report which reflects on Bunker Labs impact in the past year, our evolving program model, and some exciting plans for 2019 and beyond. It has been a dynamic year, and we’re proud to share some of the impact of our programs, our continued nationwide expansion and most importantly, the stories of the military veterans and spouses who started and grew their businesses with the support of Bunker Labs.

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 steadfast and focused leadership of our National Board, talented staff, dedicated City Leaders, and the extraordinary network of sponsors and partners who share our sense of urgency and without whom none of this would be possible.

This coming year promises to be equally exciting. We will continue to execute on our 3-year strategic plan, scaling our impact across the U.S. and solidifying our role as the conveners and champions of nationally connected and locally thriving veteran entrepreneurship ecosystems. This strategy of ecosystem development, robust programming, and impact through partnerships is yielding results as you will see in the following report.

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.
WHO WE ARE

Bunker Labs is a national 501(c)(3) not-for-profit 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 and their families succeed and thrive as business owners and innovators.

OUR VISION

To empower the dreams of military veteran entrepreneurs.

OUR MISSION

Ensure that every veteran entrepreneur has the network, tools, and opportunities they need to start a successful business.

HOW WE ACCOMPLISH OUR MISSION

**Inspire** our community members about 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 community and large, diverse, relevant networks
PROGRAMS AT A GLANCE

Bunker Labs serves all entrepreneurs in the veteran community including military veterans, military spouses and family members. We support these entrepreneurs throughout the journey of starting a business: from the idea stage to the growth stage and beyond.

**Launch Lab Online**

Our online learning platform designed to introduce military veterans, transitioning service members and military spouses to entrepreneurship, and allow them to collaborate in dedicated forums and receive support along the way from dedicated facilitators.

**WeWork Veterans in Residence**
**Powered by Bunker Labs**

A national initiative providing space, services, business mentorship, and community to help veteran and military family member entrepreneurs find their tribe and create their life’s work.

**CEOcircle**

Monthly mastermind group for more advanced, revenue-positive veteran entrepreneurs to scale their business; entrepreneurs participate as part of an invite-only year-long cohort.

**Bunker Brews**

A monthly meetup where the Bunker Labs community including veterans, military spouses, and civilians, comes together to network with subject matter experts, investors, thought leaders, and more in an environment focused on growth and development.
An intrinsic part of Bunker Labs mission is being intentional in creating a community that reflects the diversity of the U.S. military, and we are proud that our programs have exceeded national averages in terms of diversity and demographics often underrepresented in entrepreneurship.
**Business Outcomes**

**Revenue Generated**

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue Generated</th>
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<tbody>
<tr>
<td>2015</td>
<td>$16,600,000</td>
</tr>
<tr>
<td>2016</td>
<td>$17,432,094*</td>
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<tr>
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<td>$50,065,037*</td>
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<tr>
<td>2018</td>
<td>$67,449,544*</td>
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**Capital Raised**

<table>
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<tbody>
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<tr>
<td>2017</td>
<td>$28,435,247</td>
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<tr>
<td>2018</td>
<td>$61,936,747</td>
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**Jobs Created**

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<thead>
<tr>
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<th>Jobs Created</th>
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</thead>
<tbody>
<tr>
<td>2015</td>
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</tr>
<tr>
<td>2016</td>
<td>290</td>
</tr>
<tr>
<td>2017</td>
<td>1,170</td>
</tr>
<tr>
<td>2018</td>
<td>1,581</td>
</tr>
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</table>

**SINCE WE STARTED IN 2014**

- **Revenue Generated by Participating Startups**: $117,436,328*
- **Capital Raised by Participating Startups**: $80,120,447
- **New Business Connections Made**: 3,648
- **Startups Who’ve Completed Programming**: 1,012
- **Total Jobs Created**: 1,954+
- **Jobs Created for Military Veterans**: 1,002+

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*Excludes companies which have individually generated more than 10 million in revenue.

Note: These numbers represent cumulative metrics as of that year, and not company performance within a stated calendar year. The 2019 metrics represent the totals of revenue, capital, etc. for Bunker Labs companies since 2014.
**PROGRAM HIGHLIGHTS**

**Launch Lab Online Relaunch**  
January 1st through May 31st 2019

- Total Sign Ups: 1,563
- Hours Spent in Platform: 858
- Missions Completed: 40.6
- Average Participant Age: 2,021

**WeWork Veterans in Residence Powered by Bunker Labs**

- Veteran-owned businesses grew their full-time headcount within six months: 30%
- Veteran-owned businesses reported growing their company’s run rate revenue within six months: 44%
- Veteran-owned businesses reported accelerating their company’s growth within six months: 92%

**Bunker Brews**  
January through December 2018

- Attendees: 11,210
- Events Held: 142
- Chapters: 26
EXPANDING OUR REACH

Through our 3-year strategic plan, Bunker Labs has committed to scale our impact for veteran entrepreneurs by expanding to chapters in all 50 states by the end of 2021 and leveraging a sustainably scalable impact model where veterans can self-navigate to whatever support they need through the Bunker’s programs, platforms, and community.

2018/19 saw the launch of chapters in Denver, Colorado and Wilmington, North Carolina as well as a new WeWork Veterans in Residence Powered by Bunker Labs location in Boston, Massachusetts.

With more than 30,000 veterans, Denver was a significant addition to the Bunker Labs roster. The chapter opening has been a long time coming. “I’ve had people asking me for a year when we would be able to open a chapter in Colorado and it’s finally happening.” - Joseph “Hark” Herold, Regional Executive Director.
The Muster Across America Tour is made up of a series of annual Muster conferences featuring pitches and presentations by military veteran entrepreneurs; panels with business leaders, elected officials and innovators; and opportunities for veteran entrepreneurs to meet with investors and build their networks.

Since 2016, more than 7,800 people have attended our Musters, and the tour has showcased more than 500 veteran-owned businesses and reached over 10.1 million people on social media. The Muster Across America tour provides an important platform not only to grow and engage our community but also to raise awareness of our programs and the need to support veteran entrepreneurs.

2018 TOUR STATS

<table>
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<tr>
<th>metric</th>
<th>value</th>
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</thead>
<tbody>
<tr>
<td>Average Event Rating</td>
<td>4.5</td>
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<tr>
<td>(out of 5)</td>
<td></td>
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<tr>
<td>Total Attendance</td>
<td>1,079</td>
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<tr>
<td>Businesses Showcased</td>
<td>117</td>
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<tr>
<td>Social Media Reach</td>
<td>230,490</td>
</tr>
<tr>
<td>Number of Events</td>
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</table>
Kathy (CEO) and James (COO) met while in the US Coast Guard. After more than a decade of marriage, 3 kids, a couple businesses, and a life changing bankruptcy they found themselves in their “forever home”: Bozeman, Montana.

Cowboy Cricket Farms came to be after Kathy went to the annual Bug Buffet while attending Montana State University - Bozeman. There she met Dr. Florence Dunkel and fell in love with the concept of bugs as food. James thought that it was a crazy idea at first (who the heck eats bugs?), but after several months of research it became clear that edible insects were soon going to be a real industry in the USA.

There were really just two problems: public acceptance (disgust factor) and supply chain (not enough crickets). Cowboy Cricket Farms was founded to solve both. Though the company started as a simple cricket farm, through grants, awards, and plain bootstrap ingenuity, Kathy and James have grown the company to support several independently owned farms across the nation and help supply the growing demand for Cowboy Cricket Farms products such as Chocolate Chirp Cookies, Smokey Jumpers, and 100% Cowboy Cricket Powder.

Bunker Labs has been an amazing opportunity to network with other veteran entrepreneurs and to have a business family culture to grow with.

coboycrickets.com
facebook.com/cowboycrickets
Melissa Petak, founder and owner of the woman-owned veteran small business Banded Recovery, is making a lasting impact on how we help those suffering from addiction. Banded Recovery provides recovery support services for individuals who have been diagnosed with chronic opioid use and desire a confidential, trusted, safe alternative detox program that respects each individual’s unique circumstances. Their trained coaches and therapists are passionate about treating the whole-person during the recovery process.

“We have a heart for our fellow brothers and sisters-in-arms who are suffering from unwanted addiction, and would love to provide our solution to anyone looking for help!”

Melissa has more than 15 years of experience in the healthcare field, including experience in Air Force Reserve Hospital Administration, Healthcare Data Architecture, reporting with Hewlett Packard, and working in the Healthcare Application Program Management with Blue Cross Blue Shield of Tennessee. Melissa’s impressive background places her in the perfect position to start her own business in the healthcare industry.

The network of resources is the number one takeaway, so far, from the cohort, we have engaged many interested parties through the connections afforded by Bunker Labs. We are thrilled to see the excitement and possibility of growth after a very short amount of time.

bandedrecovery.com
linkedin.com/company/relentlessvets/
As a refugee from Vietnam, John Doan was raised by a single mom and his older brother Roy (pictured with John in the refugee camp). They joked that they had so little, they had to share one outfit, John got the top and Roy the bottoms. Growing up, Roy was John’s guardian and role model. Roy was the first to go to college, so John followed in his footsteps and got an engineering degree from Carnegie Mellon and a masters from Harvard.

10-years ago, Roy was diagnosed with dementia and MS, taking away his ability to drive. Overtime, John became Roy’s big brother, caregiver, and chauffeur and discovered that for Roy and many like him transportation is a daily struggle. Out of all this emerged Mobility 4 All, a B Corp designed to be the kinder, gentler ride service for seniors and people with disabilities.

Mobility 4 All brings special transportation into the 21st century by harnessing a fragmented pool of drivers to serve riders needing a higher level of care. Their brokerage platform matches riders who need reliable, on-demand, door thru door service with fully vetted and trained drivers. The platform offers enhanced caregiver involvement, the option to choose your favorite driver, streamlined cashless payments and multiple booking channels, including mobile, web and voice.

Bunker Labs has provided us with the foundational tools to get our start up off the ground and access to networks and resources that have proven to be invaluable in our early stage development through Minimally Viable Product (MVP) and towards market launch.

mobility4all.com
linkedin.com/company/mobility-4-all/
Founder and CEO Reda Hicks is a community and civic leader on a mission. With over a decade of experience working across communities at the local, state, and national level, Reda has become an expert in facilitating connections and aggregating resources that help everyone succeed. She built GotSpot on the belief that with the right alignment of resources, a community can grow its local economy from the ground up, and make the community better in the process. Reda is a proud Houstonian, attorney, veteran spouse, military families advocate, and mom of three.

One of the single biggest challenges for any business owner is space: if you’ve got it, you’ve got to fill it. If you don’t have it, at some point, you’ll have to find it, even if only for the short term. Your business literally depends on it. Enter: GotSpot.

GotSpot is short-term space for your business. Think AirBnB, but for commercial spaces. GotSpot is a digital marketplace connecting small enterprises in need of short-term space to existing brick-and-mortar businesses who have available, non-traditional space that could be better maximized.

Bunker Labs has provided invaluable peer support and access to mentors that would not otherwise have been available to us. This has accelerated our growth tremendously!
Mike Steadman is the founder of IRONBOUND Boxing, which helps corporations foster employees’ fitness and support a great cause. They provide on-site boxing classes to corporations of all sizes in order to improve participants’ self-confidence, morale, and health. IRONBOUND Boxing is also a fundraising tool for the IRONBOUND Boxing Academy, a nonprofit boxing gym which provides free recreation to Newark youth & young adults. He started boxing during his time at the Naval Academy, after which he served as a Marine Corps Officer for five years. He is in the process of earning his MA from Rutgers University, and graduated from the Stanford Ignite entrepreneurship program.

The IRONBOUND Boxing Academy was founded in February of 2017 in partnership with the City of Newark. The Academy represents a larger strategy by IRONBOUND USA to provide access to quality recreation for Newark youth. The intent is to help Newark’s young men and women improve their economic and social outcomes through boxing and personal branding.

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Through the veteran community, I’ve been able to connect with WeWork and Bunker Labs. Connecting us to people that can help us do what we’re doing is extremely appreciated. You don’t have to go to a high speed MBA program to connect with the entrepreneurship community.

ironboundboxing.org

instagram.com/ironboundboxingacademy/
While serving in the Air National Guard as a civil engineer, Renette Dallas found herself blindsided by a tuberculosis diagnosis following an overseas assignment. She walked in with a broken finger and walked out with a life-changing diagnosis that sent her on a whirlwind of self-discovery and treatment.

Dallas developed a clear plan of attack to give herself the cure no doctor could prescribe. Not only did she revamp her own nutrition through raw diets and exercise - she switched careers from civil engineer work ultimately receiving her doctorate in naturopathy. Dallas found a passion not just for her own health and well-being, but for training others too — she became a personal trainer, she opened a holistic wellness center and started helping fight the battle against bad nutrition.

True Pop Popcorn was a natural next step, realizing Dr. Dallas’ vision for a good-for-you snack using sunflower oil and nutritional yeast for flavor.

“Being part of the Veterans in Residence program is like having an awesome roommate for 6 months, you get really close to each other, you’re working side by side to create your life's work and it's a true bonding experience. There's something so unique about having this space, filled with fellow veterans who know what it's like and share the same values.

dallaspopcorn.com

Facebook.com//TrulyDrDallas/
“USAA was founded nearly 100 years ago, built on a legacy of superior service, with a spirit of innovation and a mission to facilitate the financial security of its members. We are humbled and proud to provide support to Bunker Labs to empower the next generation of military veteran and spouse entrepreneurs, and to continue our legacy of superior service, innovation and unwavering support for our military and local communities.”

Harriett Dominique
Senior Vice President, Corporate Responsibility and Community Affairs, USAA
“At JPMorgan Chase, we're committed to helping veteran entrepreneurs reach their potential as successful business owners who help drive our nation’s economy. Bunker Labs uniquely harnesses this potential with innovative resources tailored to the needs of veterans. We are honored to partner with Bunker Labs to scale their business acceleration model to veteran-owned businesses across the country.”

Ted Archer
Head of Small Business Forward, JPMorgan Chase & Co.

“At Macy's, we love giving back. Creating community is an important part of who we are. We are thrilled to support Bunker Labs and its innovative mission to help veterans grow, sustain and maintain their own businesses. We are proud of the way that our colleagues and customers rallied around the 2018 Macy's Salutes Those Who Serve campaign raising critical funds to help Bunker Labs continue to scale and expand its services across the country.”

Sam Harrison
Senior Director, Corporate Giving & Volunteerism

“We applaud Bunker Labs for going the extra mile to give veterans the tools to become successful business owners and live their dreams.”

David Hiller,
President and Chief Executive Officer, Robert R. McCormick Foundation

“We are pleased to support the important work of Bunker Labs in empowering veteran entrepreneurs. From aspiring entrepreneurs to maturing startups, Bunker Labs provides veterans across the country with access to essential tools and resources through networks, community and mentorship. Above all, we value that their programs recognize and encourage the capabilities, skills and leadership of our nation's transitioning veterans and invests in their future success.”

Sarah Tonucci
Executive Director, Rumsfeld Foundation
In December 2018, we held our National Summit with nearly one hundred volunteer city leaders gathered in Atlanta for two days. Attendees flew in from all across the country. The goal of the Summit was to inspire, equip and connect our national team around our mission to make entrepreneurship a more accessible, and ultimately successful, journey for military veterans in their local communities.

This year’s Summit featured a series of inspirational talks from leaders and entrepreneurs including Steve Cannon, CEO of the Atlanta Falcons, France Hoang of MAG Aerospace, Nick Taranto, the founder of Plated, and Brian Hamilton of Sageworks, among others.

We also made time to recognize the work of several city leaders with awards, work on organizational challenges during breakout sessions, and make lasting connections at our signature Bunker Brews meetup.
LEADERSHIP TEAM

National Leadership Team
Todd Connor, Chief Executive Officer
Tim O’Neil, Director of Chapter Operations
Kirby Atwell, Chief Operations Officer
Becca Keaty, Chief Development Officer
Nate Carden, Director of Programs & Partnerships

Regional Leadership Team
Katherine Kostreva, Executive Director, Northeast
Dean Bundschu, Executive Director, Atlantic
Blake Hogan, Executive Director, Central
Hark Herold, Executive Director, North
Sabrina Wojtewicz, Executive Director, Southwest
Hark Herold, Executive Director, West (Interim)

Board of Directors
Jeff Barden          Seth Jordan
Ben Cheatham        Kim Jung
Anne Meree Craig    Amy Lukken
Craig Cummings      Doug McCormick
Greg Harman         Padden Guy Murphy
Bobby Herrera       Todd Ohlms
France Hoang        Nick Taranto
Erica Jeffries     

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GET INVOLVED

Donate

Your tax-deductible donation to Bunker Labs will change the lives of veterans, their families, and the communities where they live.

• 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 online at BunkerLabs.org/donate

Become a sponsor or strategic partner

Corporations and individuals that support 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 our Chief Development Officer, Becca Keaty, at Becca.Keaty@BunkerLabs.org.

Join us at an event near you

Connect with the expanded Bunker Labs community to network with local business leaders, returning military veterans, subject matter experts, and more.

Find upcoming events at BunkerLabs.org
STAY CONNECTED ON SOCIAL MEDIA

Keep up-to-date with the national Bunker Labs community on your favorite social media channel.

@thebunkerlabs
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/company/bunkerlabs