



TAMPA BAY WAVE IS HELPING
TRANSFORM TAMPA BAY INTO ONE
OF THE NATION'S MOST COMPETITIVE
INNOVATION ECOSYSTEMS—WHERE
FOUNDERS BUILD, CAPITAL FLOWS,
AND TALENT CHOOSES TO STAY.

2025

IMPACT REPORT

A LETTER FROM THE CEO



For decades, ambitious students and professionals often felt they had to leave Tampa Bay to pursue world-class careers in technology, finance, healthcare, or innovation. Opportunity existed elsewhere. Today, that story is changing.

At Tampa Bay Wave, our purpose is clear: **TO BUILD A CITY WHERE OUR CHILDREN CAN GROW UP, LEAVE IF THEY CHOOSE, AND CONFIDENTLY COME BACK KNOWING THEY CAN BUILD ANY CAREER THEY WANT RIGHT HERE AT HOME.**

We do this by accelerating high-growth startups, attracting national investment capital, and creating the kind of quality jobs that anchor families and strengthen communities. When founders succeed here, the entire region benefits—through new companies, new industries, and long-term economic resilience.

2025 marked a defining year for Tampa Bay Wave and for the region we serve. Our portfolio companies raised \$500 million and created 1,000 new jobs in a single year — the highest annual total in our history — bringing cumulative capital raised to \$1.6 billion+.

This is more than a record. It is validation that world-class companies are coming to Tampa Bay to build, that national investors are deploying capital here, and that Tampa Bay is competing — and winning — on a national stage.

This report reflects more than numbers. It represents momentum. It represents belief. Finally, it represents what's possible when a community comes together to build an innovation economy intentionally.

We are deeply grateful to our founders, sponsors, mentors, investors, and partners for making this progress possible.

Together, we are not simply supporting startups.
WE ARE SHAPING THE FUTURE OF TAMPA BAY.

A handwritten signature in black ink, appearing to read "Linda Olson". The signature is fluid and cursive.

Linda Olson, Founder and CEO

2025 AT A GLANCE

CUMULATIVE IMPACT SINCE INCEPTION



2025 MILESTONES



ANNUAL LOCAL ECONOMIC IMPACT



WAVE ACCELERATOR PROGRAMS



These results show what sustained investment in innovation delivers: more capital, more jobs, more exits, and a nationally competitive startup ecosystem anchored in Tampa Bay. Behind every one of these milestones are partners whose leadership accelerates outcomes and positions their organizations at the center of regional growth.

OUR ROLE IN TAMPA BAY

Great innovation cities do not happen by accident. They are built intentionally through infrastructure, relationships, and zero equity investment in founders. Tampa Bay Wave serves as that infrastructure. As a nonprofit, equity-free accelerator, we remove barriers for entrepreneurs. We connect founders with mentors, investors, customers, and strategic partners. We provide curated programming and hands-on guidance that helps startups scale faster and smarter.

OUR MODEL IS DIFFERENT BECAUSE IT IS:

- Founder-first
- Equity-free
- Community-powered
- Outcomes-driven

This approach allows founders to retain ownership, attract capital faster, and grow meaningful businesses right here in Tampa Bay.

For corporate and community partners, Wave provides a direct pathway to engage with high-growth startups, pilot new technologies, and help shape the future of key industries.

TALENT STAYS TALENT RETURNS

A thriving innovation ecosystem gives ambitious people a reason to stay—or relocate.

When Wave companies grow, they create high-skill, high-wage jobs in engineering, healthcare, cybersecurity, finance, and beyond. These opportunities keep graduates local, attract experienced professionals back home, and draw new talent from across the country and world.

This growing workforce represents a powerful talent pipeline for the companies and institutions investing in Tampa Bay's innovation economy.

In 2025 alone, Wave-supported companies created thousands of jobs and attracted founders from dozens of states and countries.

IMPACT: A STRONGER WORKFORCE. HIGHER WAGES. FAMILIES BUILDING THEIR FUTURES IN TAMPA BAY.

CAPITAL FLOWS TO TAMPA

Access to capital fuels innovation. Without it, ideas stall. Wave helps founders connect directly with investors who believe in their vision and the region's potential.

In 2025 alone, Wave portfolio companies raised \$500 million — our strongest year on record. This single-year performance ranks among the top outcomes for accelerator-driven ecosystems nationally and signals a clear shift: Tampa Bay is no longer an emerging market for venture investment — it is a destination.

Every dollar invested here strengthens Tampa Bay's economy—supporting hiring, product development, and long-term growth.

For our partners, this momentum represents more than economic growth. It creates direct access to high-growth companies, innovation pipelines, and the investors shaping the future of multiple industries.

IMPACT: NATIONAL INVESTMENT CHOOSING TAMPA BAY COMPANIES.

BUILDING THE ECOSYSTEM

Wave is more than an accelerator—we are a convener. We bring together government, universities, investors, and corporations to build an environment where startups can thrive.

Through strategic partnerships, mentorship networks, and community events, we create the connective tissue that makes opportunity compound year after year. Wave convenes the relationships that turn into long-term partnerships, customer connections, and industry leadership for the organizations at the table.

This ecosystem effect is what allows Tampa Bay to compete with legacy hubs like Boston, New York, and Silicon Valley. Wave is the accelerator platform where these relationships turn into deals, jobs, customers, and long-term regional growth.

IMPACT: A SUSTAINABLE, SELF-REINFORCING INNOVATION ECONOMY.



BLUETECH|X

OCEAN & MARITIME INNOVATION



In 2025, Wave launched its inaugural BlueTech|X Accelerator, in partnership with the Continuum, focused on strengthening the ocean economy and maritime technologies.

6 STARTUPS SELECTED

NEARLY \$10M RAISED

\$4M+ REVENUE GENERATED

BACKED BY A \$14M NOAA FEDERAL GRANT

100+ HOURS OF MENTORING

BlueTech|X positions Tampa Bay as a national leader in climate resilience, maritime logistics, and ocean technology.

COMPANY HIGHLIGHT

 SeagateSpace

Seagate Space, co-founded by CEO Michael Anderson and COO/President Sean Fortener, joined the 2025 BlueTech|X Accelerator to scale its revolutionary offshore launch infrastructure addressing the critical bottleneck in U.S. orbital access.

During the program, Seagate Space achieved a historic milestone by securing Approval in Principle (AIP) from American Bureau of Shipping for its Gateway-S platform—the first offshore asset in the world to receive AIP under ABS’s newly published Requirements for Offshore Spaceports—and established strategic partnerships with multiple launch providers and defense contractors.



FINTECH|X



Kathy Kraninger, President & CEO of the Florida Bankers Association

Alejandro "Alex" Sanchez, Banking Executive Advisor at Nasdaq, former President & CEO of the Florida Bankers Association

FinTech|X continues to strengthen Tampa Bay's financial innovation ecosystem.

12 STARTUPS SELECTED

500+ HOURS OF MENTORING

600+ INVESTOR CONNECTIONS

SPEAKERS FROM NASDAQ, FLORIDA BANKERS ASSOCIATION, AND USF LEADERSHIP

This program connects startups directly to financial institutions and enterprise partners, accelerating growth and credibility.

COMPANY HIGHLIGHT



Nuuvia, led by President and COO Marcell King, joined the 2025 FinTech|X Accelerator to scale its youth banking platform designed to help community banks and credit unions engage Gen Z and build lifelong customer relationships.

During the program, Nuuvia achieved 17% growth in new customers and tripled its workforce to meet surging demand for its white-labeled, digital-first solution now live with dozens of financial institutions nationwide.

By delivering personalized banking experiences that help young people develop financial literacy from first savings to financial independence, Nuuvia is transforming how community financial institutions compete with neobanks and retain deposits, card revenue, and customer loyalty.



HEALTHTECH|X



HealthTech|X supports founders solving real healthcare challenges.

16 STARTUPS SELECTED

139 APPLICANTS

500+ HOURS OF MENTORING

\$30M+ RAISED BY COHORT

180 JOBS CREATED

From diagnostics to care delivery, these startups are improving lives while building scalable businesses.

COMPANY HIGHLIGHT

 **Endless Health**

Endless Health, co-founded by CEO Cooper Galvin, joined the 2025 Tampa Bay Wave HealthTech|X Accelerator to scale its preventive cardiovascular medicine platform combining at-home blood testing with AI-powered coaching.

Endless Health successfully raised \$4.5M in Series Seed funding led by Next Coast Ventures and Asset Management Ventures, while expanding strategic partnerships with major healthcare organizations including the Family Heart Foundation and American Academy of Family Physicians. The company also developed the healthcare industry's first fully at-home clinical trial platform, completing early trials for medical devices in summer 2024.





Tech|X is a purpose-driven accelerator supporting diverse and underrepresented founders building tech startups that address social challenges.

15 STARTUPS

500+ MENTORING HOURS

**8-YEAR PARTNERSHIP WITH
NIELSEN FOUNDATION**

**LONG-TERM PORTFOLIO IMPACT:
\$375M+ RAISED, 1,600 JOBS CREATED**

Tech|X expands access to opportunity while strengthening the broader innovation pipeline.

COMPANY HIGHLIGHT

 **Mappa**

Mappa.ai, co-founded by CEO Sarah Lucena, joined the 2025 Tech|X Accelerator to scale its AI-powered hiring platform designed to help startups and enterprises quickly identify top remote talent. During the program, Mappa expanded its customer base to include global brands like Deel and Renault, while reducing average time-to-hire to under seven days.

The team also landed new customers through strategic partnerships with fellow cohort companies. By leveraging voice analysis and machine learning, Mappa is redefining recruiting with a focus on speed, precision, and affordability.



CYBERTECH|X



CyberTech|X reinforces Tampa Bay's national cybersecurity leadership.

14 STARTUPS SELECTED

500+ MENTORING HOURS

STRONG CORPORATE AND GOVERNMENT PARTNERSHIPS

ALUMNI ACQUISITIONS AND NATIONAL GROWTH

These founders protect critical infrastructure and enterprises worldwide.

COMPANY HIGHLIGHT

 **verisoul**

Verisoul.com, a cybersecurity startup co-founded by CEO Henry LeGard, participated in the 2025 CyberTech|X Accelerator to advance its AI-driven platform for detecting and preventing fake accounts. During the program, Verisoul secured a \$3.25 million seed round led by BITKRAFT Ventures and expanded partnerships with over 15 enterprises across fintech, gaming, and e-commerce.

The company's all-in-one solution automates fraud detection, integrating seamlessly with businesses to verify real users in minutes. As Verisoul scales, it aims to set a new standard in digital identity verification, creating safer online ecosystems.



COMMUNITY & NETWORK STRENGTH

Behind every successful startup is a strong support network.

-  1000+ investors engaged
-  250+ volunteer mentors
-  Dozens of pitch nights and events
-  Partnerships with USF, NOAA, CAMLS, and industry leaders

This expansive network gives our partners direct, year-round access to the founders, technologies, and investors shaping Tampa Bay's future.





HALL of FAME CELEBRATION 2025



TAMPA BAY TECH LEGEND

At the 2025 Hall of Fame Celebration, we honored numerous startups that have achieved significant financial milestones – recognizing the founders and teams who are scaling breakthrough companies and strengthening Tampa Bay’s innovation economy.

We also honored Arnie Bellini as the Tampa Bay Tech Legend, recognizing his leadership in building Tampa’s cybersecurity economy and inspiring the next generation of founders.

Together, these honorees represent the full lifecycle of an innovation ecosystem – from emerging startup to scaled success to industry-defining leader. This is the model Tampa Bay Wave is working to accelerate and repeat at scale.



LOOKING AHEAD

MOMENTUM IS BUILDING

IN 2026, WAVE WILL:



Expand industry specific accelerators



Deepen investor relationships



Increase national visibility



Continue measuring what matters most:
Jobs, capital, and opportunity

The next phase of Wave's growth will be powered by partners who share our vision for a nationally competitive, innovation-driven Tampa Bay.

OUR GOAL REMAINS SIMPLE:
BUILD A TAMPA BAY WHERE OPPORTUNITY IS
ABUNDANT AND WHERE TALENT THRIVES.



OUR SPONSORS

Your partnership fuels this progress and ensures that Tampa Bay remains a place where companies scale, talent thrives, and innovation leads.

ECONOMIC DEVELOPMENT PARTNERS



Hillsborough
County Florida



U.S. Small Business
Administration

PILLARS OF INNOVATION

A-LIGN
AppSpace (Tony DiBenedetto)
Bank of America
Celestar (Greg Celestan)
Clifton Larson Allen
Florida High Tech Corridor

Foley & Lardner
Kuducom
NextPath Career Partners (Dan Rodriguez)
Nielsen Foundation
Regions Foundation
Thoropass

USF Health CAMLS
USF Muma College of Business
TECO, an Emera Company

TIDAL WAVE

Clark Nuber PS
Delta Air Lines/Virgin Atlantic Airlines
Florida Funders
Gunderson, Dettmer

Hill Ward Henderson
Insight Assurance
Justworks
Levo Health

Tampa Bay Rays/Rowdies Foundation
Tampa Bay Ventures
Trenam Law
Vinik Family Foundation

COMMUNITY

AdventHealth
Baycare Health Systems
Canada-Florida Chamber of Commerce
ConnectSecure
Cyber Florida becoming CyberBay
DCE Productions
Deepwork Capital
DEFENSEWERX / SOFWERX
Enterprise Florida
EY
Florida-Israel Business Accelerator
Frank E. Duckwall Foundation
GVN - Global Venture Network
Harness
Hyatt House/Hyatt Place
InBia
Kahwa Coffee Roasters
Latin Chamber of Commerce
MacDill Air Force Base
Moffitt Cancer Center
MOSI - Museum of Science & Industry
Nix
Pinellas County Economic Development

Potomac Law Group
Prida Guida & Perez, CPAs (Lou Prida)
ProChile
Prospera
Raymond James
Rebeledge Consulting
Regions Bank
RevStar Consulting
Seacoast Bank
Shumaker, Loop & Kendrick
Silicon Valley Bank
Sourcetoad
Southwest Airlines
St. Pete Innovation District
St. Petersburg Area Development Corp.
St. Petersburg Chamber of Commerce
St. Petersburg College
Tampa Bay Chamber of Commerce
Tampa Bay Economic Development Council
Tampa Bay Partnership
Tampa Bay Regional Planning Council
Tampa Bay Tech
Tampa General Hospital

Tampa City Council
TBBW - Tampa Bay Business & Wealth Magazine
TGH Innoventures
TiE Tampa Bay
Topmark Partners
USF CONNECT
USF Health
USF Institute of Applied Research
USF Marine Sciences
USF Research & Innovation
USF World
Veterans Florida
Visit Tampa Bay
Workscapes

FRIENDS OF WAVE

Andrea Graham & Geoff Simon
Brian Deming
Charlotte Baker (Digital Hands)
Chuck Papageorgiou
Gerwai Todd
Honorable Alex Sink
Lance Raab

Lauren Weiner
Mike Herdegen
Penny Parks
Robert Brown
Russell Tiejema
Santo Cannone

LONG TIME SPONSORS (6+ YEARS)

A-LIGN
AppSpace
Bank of America
Florida Funders
Florida High Tech
Corridor
Foley & Lardner
Nielsen Foundation
Tampa Bay Rays

TO OUR FOUNDERS, MENTORS, SPONSORS,
PARTNERS, AND SUPPORTERS

THANK YOU.

TOGETHER, WE ARE BUILDING A STRONGER,
MORE INNOVATIVE TAMPA BAY.

A CITY FOR THE FUTURE.