



**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. Tampa Bay Wave’s economic impact exceeds \$400 million annually.

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, reading "Linda Olson". The signature is fluid and cursive.

Linda Olson, Founder and CEO

# 2025 AT A GLANCE

## CUMULATIVE IMPACT SINCE INCEPTION

**1.6 Billion+**

Capital raised by  
Wave companies

**7,000+**

Jobs Created

**630+**

Companies  
Supported

**26**

Successful Exits

## 2025 MILESTONES

**\$500 Million**

Raised in  
2025 alone

Launch of  
**BlueTech|X**

Tampa Bay's first  
ocean innovation  
accelerator

**National  
Visibility**

Across five  
sector-focused  
programs

**Arnie  
Bellini**

Honored as  
Tampa Bay  
Tech Legend

## ANNUAL LOCAL ECONOMIC IMPACT



**1,248**

COMMUNITY  
CONNECTIONS



**1,300**

HOTEL ROOMS



**450**

FLIGHTS  
THROUGH TPA



**2,500+**

TRAINING HOURS

**\$400 Million**  
Economic Impact

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.

## WAVE ACCELERATOR PROGRAMS



**9%**

APPLICANTS ACCEPTED  
(HIGHLY SELECTIVE)



**9.6**

NET PROMOTER  
SCORE



**250+**

MENTORS



**600+**

INVESTORS

# 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**<sup>TM</sup>

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.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.



# OUR SPONSORS

## 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

## 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+ YRS)

A-LIGN

AppSpace

Bank of America

Florida Funders

Florida High Tech Corridor

Foley & Lardner

Neilsen Foundation

Tampa Bay Rays

# OUR SPONSORS

## COMMUNITY

|                                     |                                        |                                             |
|-------------------------------------|----------------------------------------|---------------------------------------------|
| AdventHealth                        | Pinellas County Economic Development   | Tampa Bay Partnership                       |
| Baycare Health Systems              | Potomac Law Group                      | Tampa Bay Regional Planning Council         |
| Canada-Florida Chamber of Commerce  | Prida Guida & Perez, CPAs (Lou Prida)  | Tampa Bay Tech                              |
| ConnectSecure                       | ProChile                               | Tampa General Hospital                      |
| Cyber Florida becoming              | Prospera                               | Tampa City Council                          |
| CyberBay                            | Raymond James                          | TBBW - Tampa Bay Business & Wealth Magazine |
| DCE Productions                     | Rebeledge Consulting                   | TGH Innoventures                            |
| Deepwork Capital                    | Regions Bank                           | TiE Tampa Bay                               |
| DEFENSEWERX / SOFWERX               | RevStar Consulting                     | Topmark Partners                            |
| Enterprise Florida                  | Seacoast Bank                          | USF CONNECT                                 |
| EY                                  | Shumaker, Loop & Kendrick              | USF Health                                  |
| Florida-Israel Business Accelerator | Silicon Valley Bank                    | USF Institute of Applied Research           |
| Frank E. Duckwall Foundation        | Sourcetoad                             | USF Marine Sciences                         |
| GVN - Global Venture Network        | Southwest Airlines                     | USF Research & Innovation                   |
| Harness                             | St. Pete Innovation District           | USF World                                   |
| Hyatt House/Hyatt Place             | St. Petersburg Area Development Corp.  | Veterans Florida                            |
| InBia                               | St. Petersburg Chamber of Commerce     | Visit Tampa Bay                             |
| Kahwa Coffee Roasters               | St. Petersburg College                 | Workscapes                                  |
| Latin Chamber of Commerce           | Tampa Bay Chamber of Commerce          |                                             |
| MacDill Air Force Base              | Tampa Bay Economic Development Council |                                             |
| Moffitt Cancer Center               |                                        |                                             |
| MOSI - Museum of Science & Industry |                                        |                                             |
| Nix                                 |                                        |                                             |

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

# 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.**



# LET'S CONTINUE TO **MAKE WAVES!**

## **JOIN US**

Wave engages with its ecosystem partners to help deliver our programs while meeting their personal, strategic or philanthropic goals.

### **CORPORATE, PHILANTHROPIC & PUBLIC SECTOR PARTNERS**

Partners can sponsor programs focused on specific industries and/or meet social, business and economic goals by affiliating with emerging tech. Wave can also provide corporate innovation scouting and expose partner employees to startup culture, rekindling their entrepreneurial spirit.

### **MENTORS**

We welcome diverse individuals with functional and technical expertise, as well as those with entrepreneurial and business management experience, to join our mentor network.

### **INVESTORS**

Investors in our network have early access to high-potential startups who have completed our accelerator programs.

## **HOW CAN YOU SUPPORT TOMORROW'S BRIGHTEST COMPANIES?**



Here are a few ways to engage our Accelerator and CORE Programs to help innovators:

- Volunteer Mentor or Advisory Councils
- Accredited Investor
- Sponsor or Financial Supporter
- Community Partnerships

*Scan QR Code to Contact Us and Learn More*

**LEARN MORE** ABOUT TAMPA BAY WAVE



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.