

LDFA REPORT 2024 — 2025

ANN ARBOR/YPSILANTI SMARTZONE

ANNUAL REPORT

287 COMPANIES
SERVED

69 JOBS
CREATED

63 COMPANIES
CREATED

\$167 M FUNDS
RAISED
INVESTMENTS & GRANTS

\$2.21 M
DIRECT SUPPORT

Photo Credit: Oxford Companies



Ann Arbor SPARK will advance the economy of the Ann Arbor region by establishing it as a desired place for innovation, business location and growth, and for talented people to live and work. The Ann Arbor region will be recognized for its academic, business, and community resources, and its collaborative culture. For more information visit: www.annarborusa.org

Ann Arbor-Ypsilanti Smart Zone

Local Development Finance Authority (LDFA)

Ann Arbor SPARK Annual Report: July 1, 2024 – June 30, 2025

Contract Period July 1, 2024 through June 30, 2025

(3.3) The Contractor shall provide a written Final Program Progress Report to the LDFA no later than sixty (60) days after the end of the Project Service Term. The Final Program Progress Report shall disclose: 1) a census of the annual and cumulative number of jobs (both gross and net) created within the Service Area (as defined in Attachment A) as of June 30, 2025 (with 'jobs created' defined as the incremental increase in the number of Full Time Equivalent employees (FTEs) beginning with the date a Business Accelerator proposal is signed or when a SPARK Central and/or SPARK East Incubator agreement is first executed, or when participation in a Boot Camp session occurs); 2) a census of the annual and cumulative number of jobs the previous five years related to Business Accelerator, SPARK Central Incubator, and Boot Camp attendees that have left the Service Area because of relocation, merger, acquisition, or business failure as of June 30, 2025; 3) a census of the number and identity of current and past clients the Contractor deems no longer eligible for LDFA funded services as of June 30, 2025; and 4) a census of the number and identity of clients for which information regarding job creation is no longer being collected as of June 30, 2025. The Contractor shall track companies for a period of five years through an annual survey and make efforts to achieve as high a participation rate as possible. The survey will not only include questions that update standard economic development data but also ask companies who leave the area why.

The information below has been reviewed and SPARK certifies that to the best of our knowledge and ability the information below is accurate. However, given the dynamic nature of the metrics being collected this value should be considered a best effort approximation and not an absolute result.

Bill Mayer
Ann Arbor SPARK
SVP, Entrepreneurial Services

Annual Metrics

This year SPARK served 287 companies with a deliberate, customized combination of accelerator services, incubation, scholarship to the Boot Camp course, or involvement with the Digital Engagement Clinic (DEC). These companies reported the net addition of 69.7 (with a gross addition of 94.7) full-time equivalent employees (FTEs) from the onset of their engagements to the end of contract year. Currently, these companies employ 1,036.7 FTEs (see appendix E:1).

This year, SPARK supported the creation of 63 companies through assistance in business model development, management coaching, legal advice, and other critical startup services. SPARK has created strong companies that have the resources and viability to foster our future economy and sustain job growth.

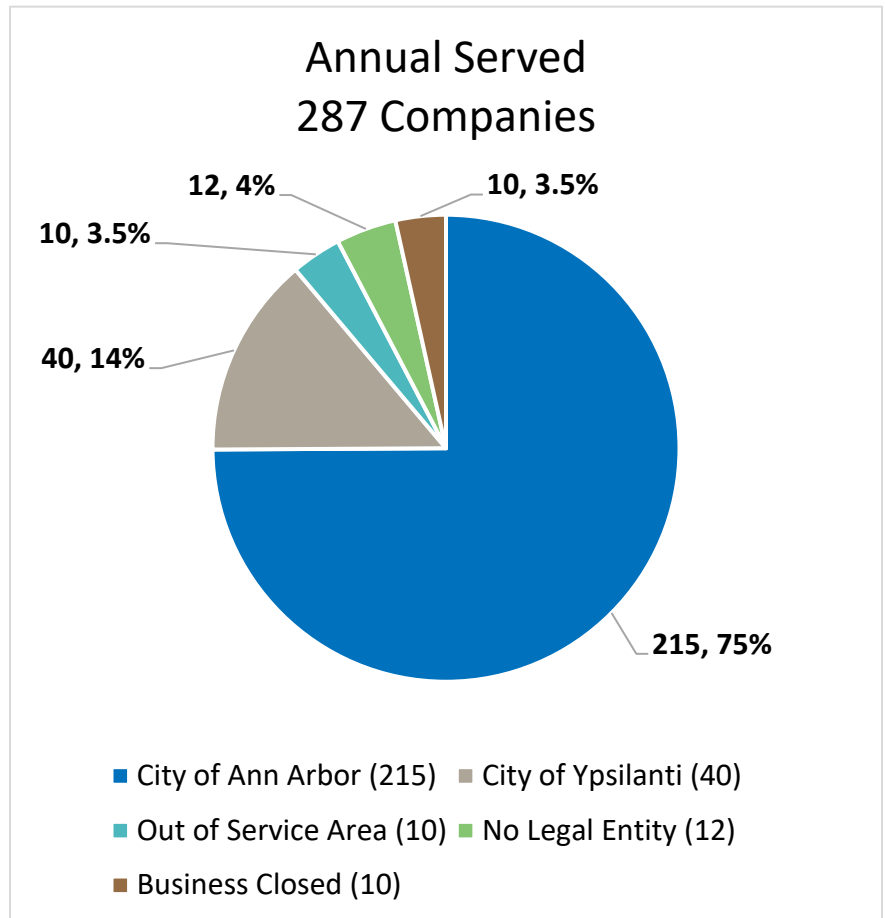
Companies Remaining in the Service Area

- 255 companies that worked with SPARK this year are still operating within the City of Ann Arbor or City of Ypsilanti.
- These companies reported an addition of 87.7 FTEs from the onset of their engagements to the end of the contract year.
- Ann Arbor and Ypsilanti companies SPARK has worked with over the fiscal year have gained, on average, 0.34 full-time equivalent employees.

Outside Service Area

Out of the 287 companies that have received LDFA-funded services this year, 10 companies representing 30 FTEs are currently located outside the service area.

- One company, with 1 FTE, is a Boot Camp team that is initially from outside the City of Ann Arbor or City of Ypsilanti.
- Two companies, with 2.5 FTEs, are moving to the service area.
- Four companies, with 18 FTEs, have moved from the service area.
- Two companies, with 7 FTEs, are companies that have stated intentions to move to the service area.
- The remaining company, with 1.5 FTEs, are incubator clients who are registered outside of the service area.



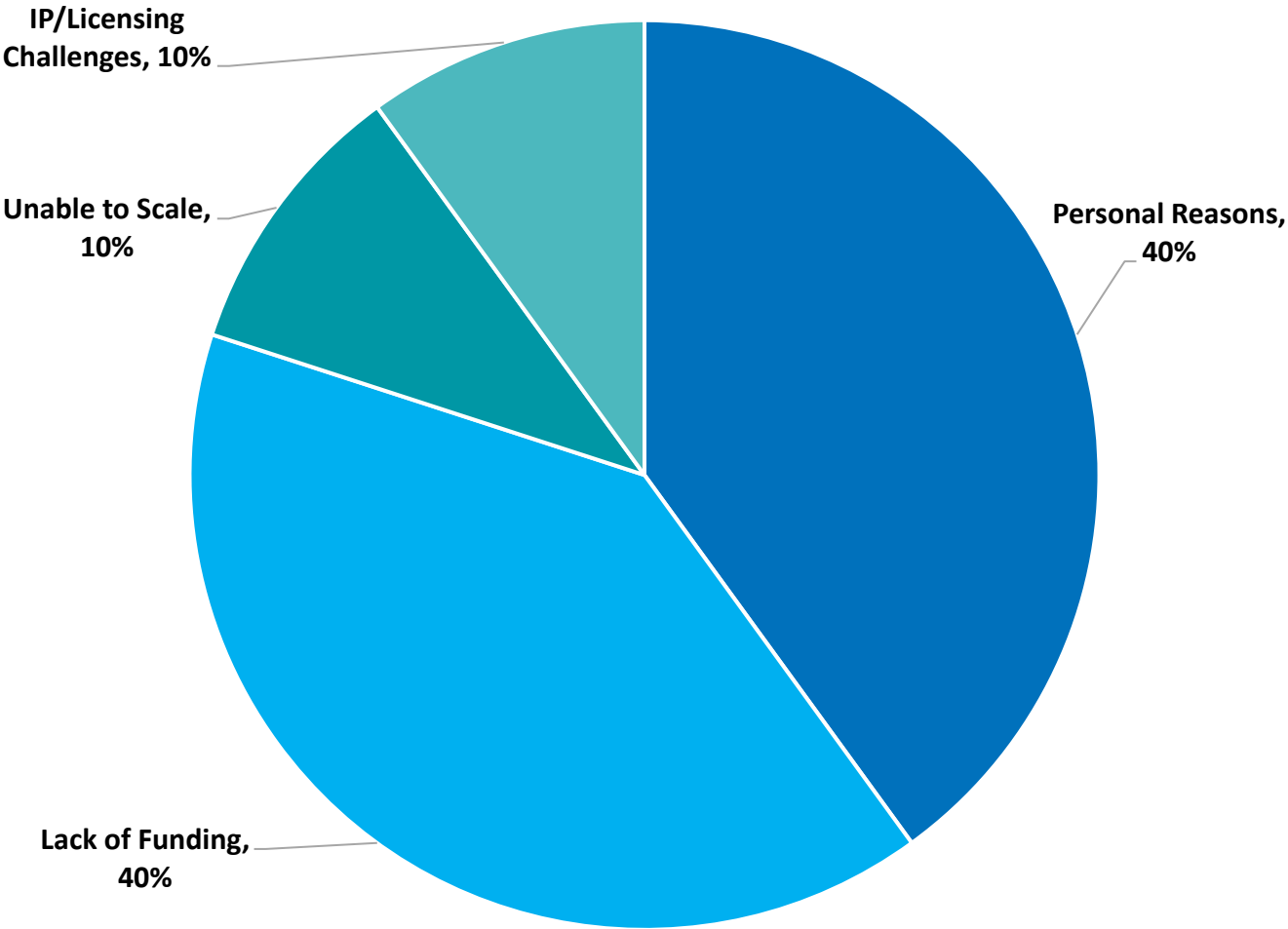
No Legal Entity

Twelve of the companies served this year have not attained legal formation or Michigan registration by the end of the contract year. Entrepreneurial teams at this stage are either focused on validating their business model, e.g. a Boot Camp team, or they are incubator clients that haven't registered their out-of-service area or out-of-state companies in Michigan.

Closed Businesses

Out of the 287 companies served this year, 10 have ceased operations, giving the 24-25 Fiscal Year a 97% survival rate. The termination of these companies represented a decrease of 25 FTEs, which has already been deducted from the previously stated annual net addition of 69.7 FTEs.

Reasons for Business Closed



Cumulative Metrics

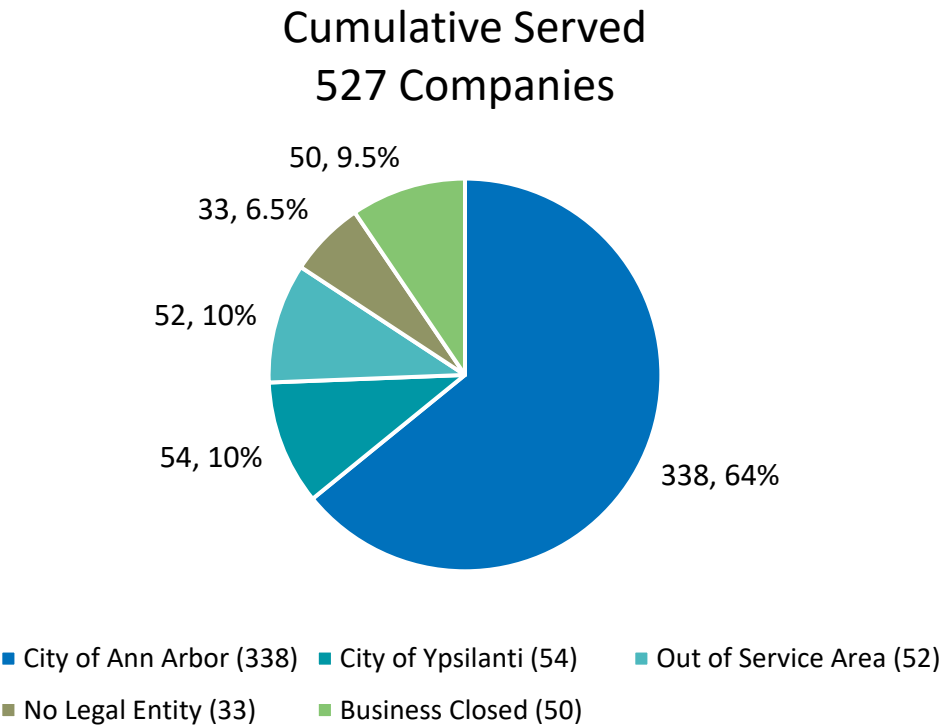
Cumulatively, in the last five years, SPARK provided services to 527 unique companies (see appendix E:2). The subset of these companies who either responded to our survey, or remained in contact with SPARK, reported a net increase of 415 (with a gross addition of 563.7) full-time equivalent employees from the onset of their engagements to the end of this contract year. Currently, these companies employ 1,895 FTEs.

This report of jobs created is the net of reported gains and reductions in staffing for companies that received LDFA-funded services within the time period discussed below.

For the purposes of this report, ‘cumulative’ is defined as a five-year period including this fiscal year (2020-2025). The quality of our data diminishes sharply for companies served before this threshold due to the above-mentioned trend in survey responses; we lack sufficient data to accurately account for the success of our former clients as measured by employment.

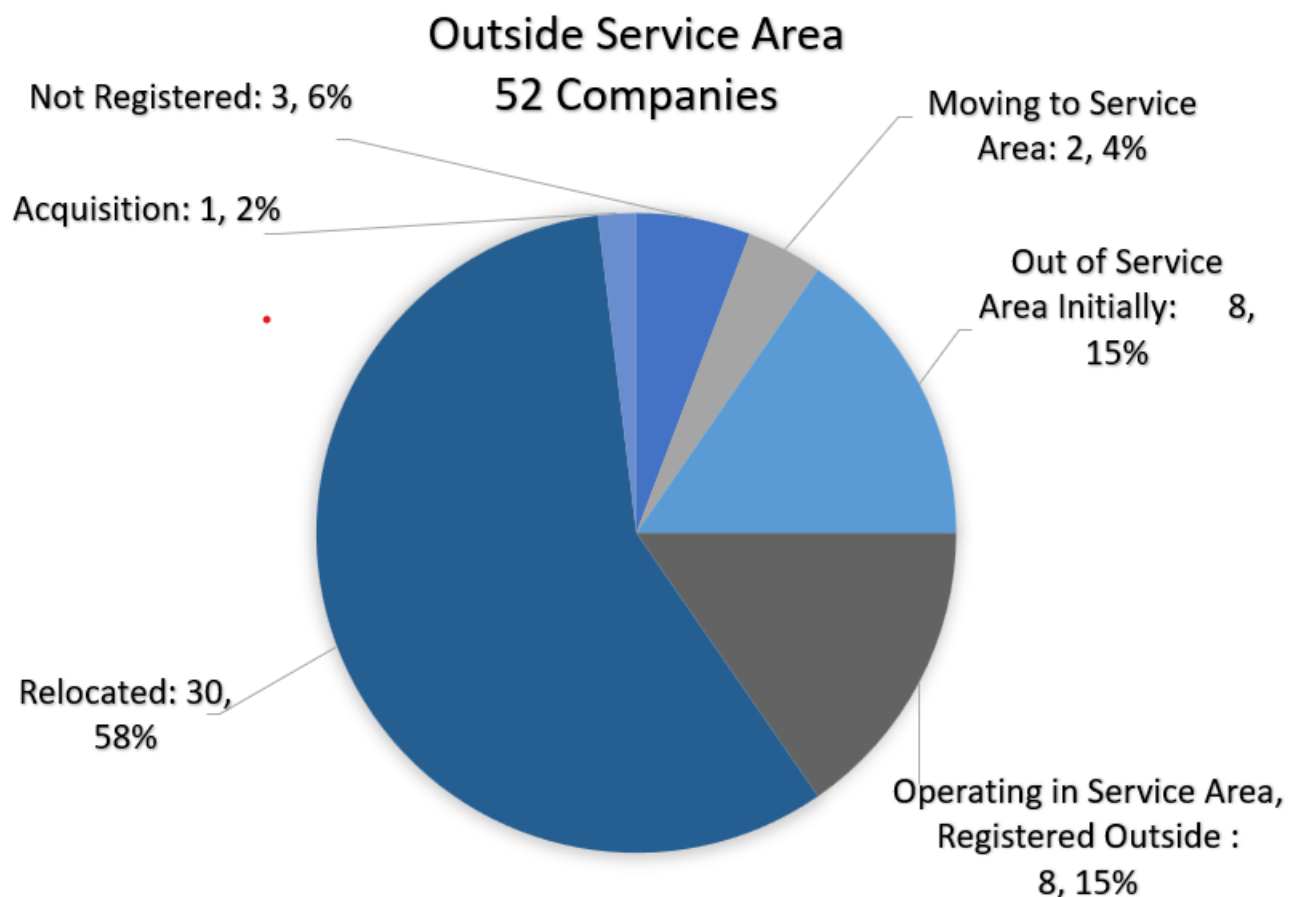
Companies Remaining in the Service Area

- 392 that worked with SPARK over the past five years are still operating within the City of Ann Arbor or City of Ypsilanti.
- Currently these companies employ 1,526 FTEs.
- These companies reported a net addition of 457 FTEs from the onset of their engagements to the end of contract year.
- Ann Arbor and Ypsilanti companies SPARK has worked with over the past five fiscal years have gained, on average, 0.86 full-time equivalent employees.

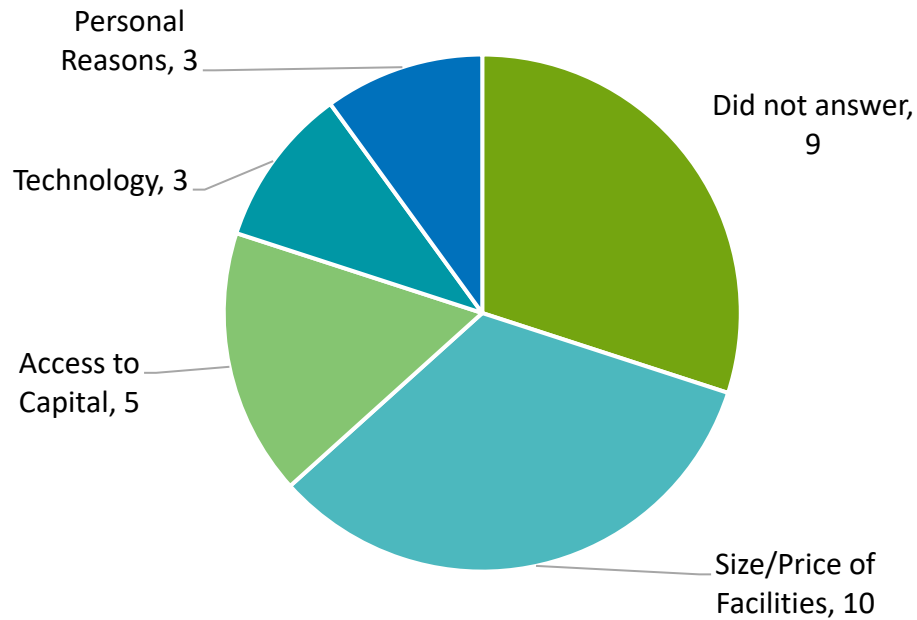


Outside Service Area

- 52 out of the 527 companies representing 298 FTEs that have received LDFA-funded services over the past five years are not currently registered within the service area.
 - Of the 52 companies, 83% of the companies (43 total) are still located within the state of Michigan, with 12% (6 total) still located within Washtenaw County.
- One of the 53 companies have been acquired by companies outside the service area.
- Two companies are in the process of moving to the service area.
- Eight are incubator clients or BootCamp teams that have stated intentions to move to the service area.
- Eight companies are operating inside the service area but have registered addresses outside the city limits.
- Three of the 53 companies are incubator clients that are registered outside the city limits.
- The remaining 30 companies have moved from the service area; 21 stated a reason on our annual survey.
 - Of the 30 companies, 90% of the companies (27 total) are still located within the state of Michigan, with 20% (6 total companies) still located within Washtenaw County.



Reason for Relocation



Note: Chart data set is composed of companies that answered a specific question on this year's survey.

No Legal Entity

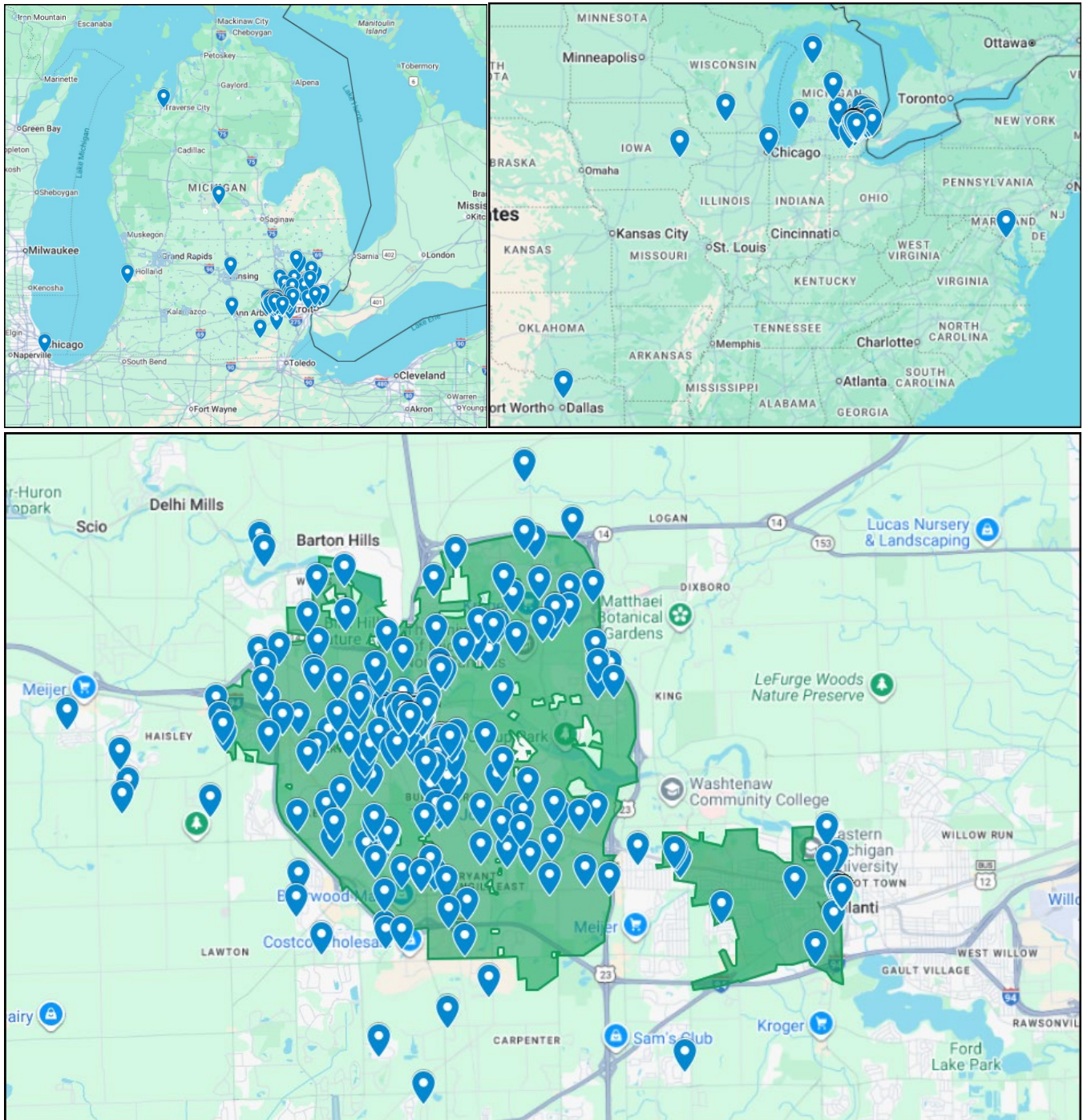
Thirty-three of the companies served have not attained legal formation or Michigan registration by the time the contract year ended. Entrepreneurial teams at this stage are either focused on validating their business model, e.g. a Boot Camp team, or they are incubator clients that haven't registered their out-of-service area or out-of-state companies in Michigan.

Business Closed

Fifty of the companies that received LDFA-funded services in the last five years have reported ceasing operations, for an 91% survival rate. It is challenging to accurately report the FTE count of these companies because they do not report their employment figures when they close. However, at the start of their last SPARK service, they accounted for 148.8 FTEs in total.

Geographical Distribution of Served Companies

These maps show the distribution of the 477 companies served in the last five years that are still in business.



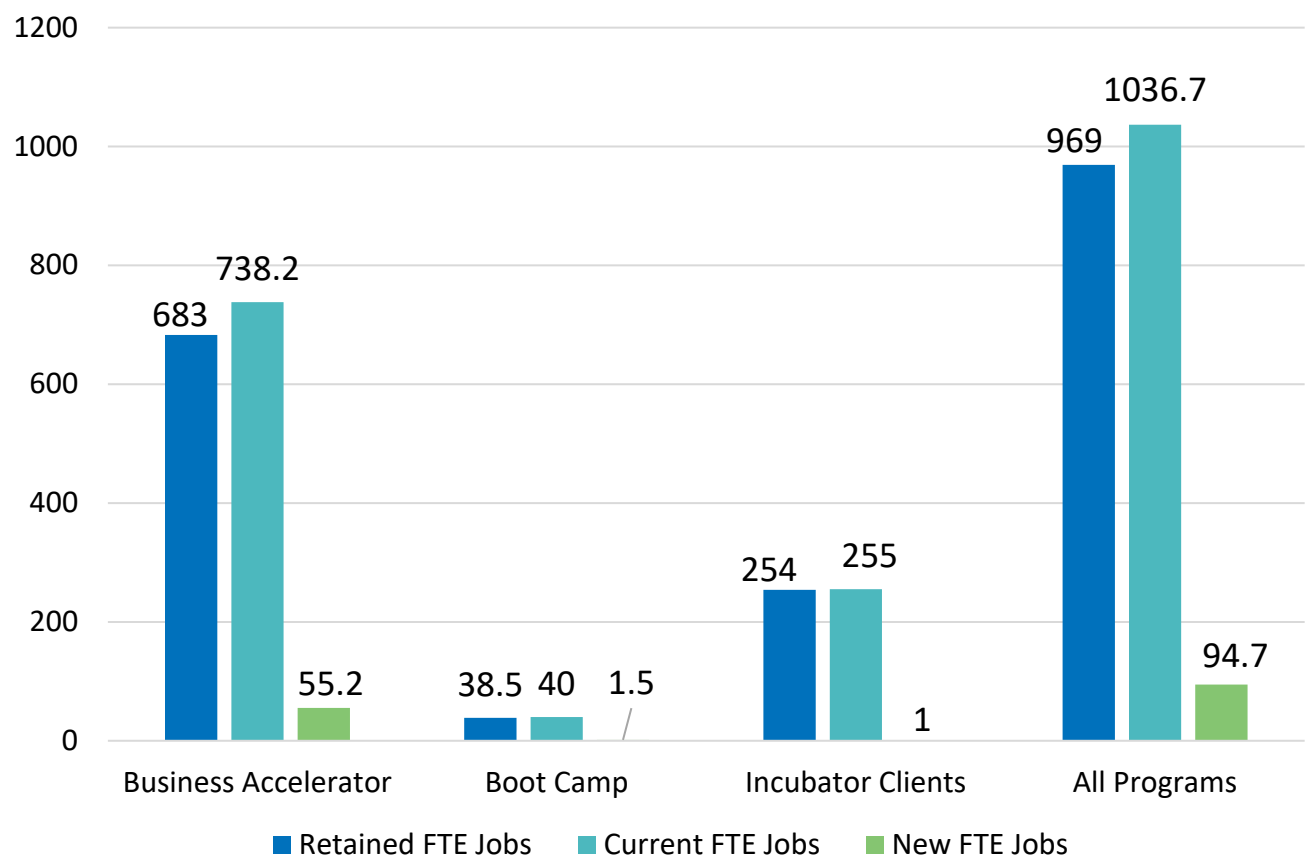
Jobs Created by LDFA Program

The tables in the appendices serve as a breakdown of services provided during the fiscal year, and the associated job creation reported by the individual clients of each program. Please note the following:

- 1. There is a substantial overlap of programs serving any given company. Many companies receive a variety of services from SPARK as they grow, and therefore they will appear on more than one appendix table. Likewise, their FTE figures will cause the total FTE counts on the below graph to be incommensurate with the sum of each program.
- 2. The ‘new FTEs’ listed in the below table do not represent the net total of jobs lost due to closed companies. As a result, the total below is 25 more than the 69.7 jobs created stated on page two.

We also asked companies about the number of independent contractors with whom they engage. Although this figure is not required to be reported by SPARK, we believe it reflects a more accurate economic impact by startup businesses. The 1099 contractors are not represented on the below graph, but they are listed on the tables in the appendices.

Jobs Created By Program



Business Accelerator

The table in Appendix A lists the 194 companies that received Business Accelerator services this year. The table comprises business accelerator grants along with the Executive-in-Residence and internship programs. Out of the companies that had Business Accelerator engagements this year, 54% responded to the annual survey.



In July 2025, Shoulder Innovations announced the pricing of its initial public offering of 5,000,000 shares of its common stock at a public offering price of \$15.00 per share.

Shoulder Innovations is a commercial-stage medical technology company exclusively focused on transforming the shoulder surgical care market, with a current offering of advanced implant systems for shoulder arthroplasty. These systems are a core element of Shoulder Innovations' ecosystem, which is designed to improve core components of shoulder surgical care – preoperative planning, implant design and procedural efficiency – to benefit each stakeholder in the care chain. Shoulder Innovations' ecosystem is also comprised of enabling technologies, efficient instrument systems, specialized support and surgeon-to-surgeon collaboration. Together, these elements seek to address the long-standing clinical and operational challenges in the shoulder surgical care market by delivering predictable outcomes, procedural simplicity, and efficiency across all sites of care.

Among its many contributions, the SPARK-partnered Michigan Angel Fund provided critical early funding to Shoulder Innovations, supplying the capital that helped launch their growth. Ann Arbor's entrepreneurial ecosystem, energized by SPARK, continues to fuel the success of emerging tech companies across Michigan through strategic capital investments, generating meaningful returns for our region. Beyond the investments made possible through LDFA resources, SPARK continues to provide additional capital that amplifies the impact of the region's entrepreneurial ecosystem. This demonstrates how SPARK's leadership not only maximizes the value of LDFA support but also mobilizes outside investment that generates meaningful returns for emerging tech companies and the broader regional economy.

Boot Camp

The table in Appendix B lists the 20 teams that attended Boot Camp this fiscal year. The 2024 Summer Boot Camp was held July 30th - September 10th and the winter Boot Camp session was held February 18th – April 1st. Ten Boot Camp teams received Business Accelerator services by June 30. Of all Boot Camp teams, six teams were affiliated with the University of Michigan. In all, 19 teams received an LDFA-funded scholarship to attend Boot Camp. This year’s annual survey had 16 teams respond amongst all Boot Camp teams.

ENTREPRENEUR BOOT CAMP

- “We truly appreciate all the insightful presentations, guidance, and connections provided by you and the team,” Derek Fraser of **IQ Labs**. “Your support has been incredibly valuable to us on this journey, and we’re grateful for the experience.”
- “The Boot Camp has brought much more than we expected,” said Bowei Yang, founder of **LabKeep**. “Thank you.”

Ann Arbor SPARK’s Winter 2025 Entrepreneur Boot Camp wrapped up with a high-energy celebration that captured what made this cohort one of the most memorable to date: engagement, connection, and a shared drive to build something meaningful from the ground up. This cohort’s Best of Boot Camp competition recognized two standout companies with cash awards to help propel their growth:

- The \$25,000 top prize went to **HeraWell Technologies** for its flagship product, **BedConnect**, a digital platform designed to streamline bed and referral management between hospitals and nursing homes. “Boot Camp allowed me to validate our model for **BedConnect** and deeply engage with the Ann Arbor entrepreneurial community,” said co-founder Lindsay Joseph.
- **SaliBiotics** earned the \$10,000 runner-up prize for its innovative probiotic solution designed to improve oral health and combat tooth decay. “I learned a lot about how to craft a clear and succinct story. Thank you for the wonderful opportunity,” said founder Siew-Ging Gong.

“This was definitely a strong cohort—super engaged; one of the most connected and active groups,” said Boot Camp managing director, Lee Gorman.

Incubator Clients

The table in Appendix C lists the 88 companies that are or were incubator clients this year in the SPARK Central Innovation Center or SPARK East Innovation Center. Of this year’s clients, 43% responded to the annual survey.



Cargility is transforming mobility with its innovative, portable, and secure assistive device designed to add stability and reduce the risk of falls for individuals recovering from injury, aging, or living with a disability—as well as for their caregivers.

As a participant in SPARK’s Entrepreneur Boot Camp program, Cargility refined their vision and business model. With support from SPARK, Cargility leveraged grant funding to formally establish business in Michigan and advance their product development. They refined their 3D CAD model and technical requirements to bring their vision closer to market.

Through SPARK’s internship program, Cargility also employed critical talent to accelerate their growth: interns built a professional website from the ground up, refined their go-to-market strategy, and created a brand identity with a new logo.

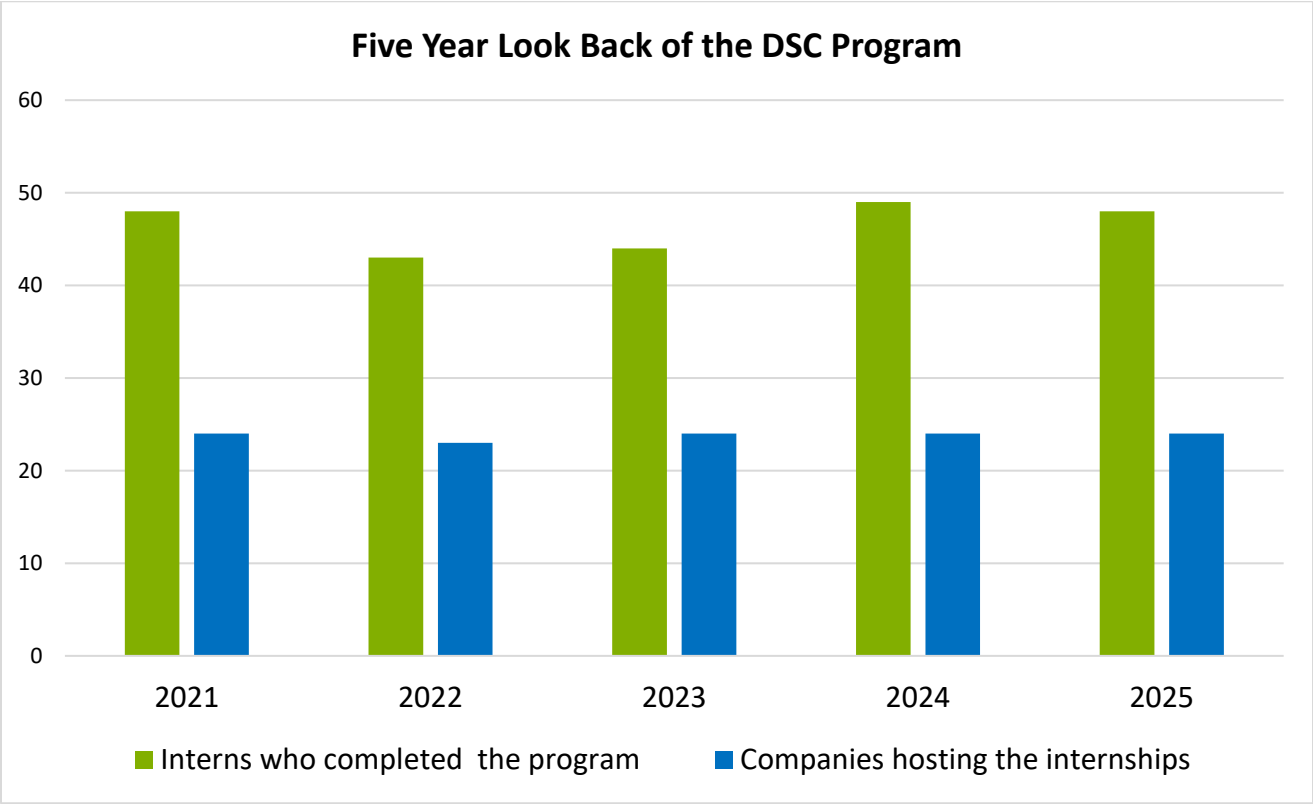
By combining innovative design with strategic support, Cargility is building a strong foundation for future growth—strengthening Michigan’s entrepreneurial ecosystem while helping more people move safely and confidently.

Digital Summer Clinic

Twenty-four local startups received a digital marketing boost through a collaborative program between Ann Arbor SPARK and Eastern Michigan University’s Center for Digital Engagement over the summer of 2025. The Digital Summer Clinic (DSC) matched 48 undergraduates and recent graduate interns with Ann Arbor SPARK clients to accelerate the startups’ digital marketing efforts. 48 students were accepted into the program with majors including UX, graphic design, digital media production, computer science, journalism, and data science. The startups received hands-on digital marketing, and clinic interns received valuable work experience that built their resumes.

Interns worked in teams of two for companies housed in Ann Arbor SPARK's high-tech incubators. Example projects include: social media content production, marketing, data analysis, SEO and project management. The internships were held for 10 hours per week and ran from mid-June through mid-August culminating in a graduation ceremony where students were awarded a Digital Media Certificate. For the students to gain their CDE/SPARK Digital Media Certificate, they must complete the 90-hour internship with their assigned local startup, attend weekly panel discussions, and get certified in Google Analytics.

One of the main reasons Ann Arbor SPARK and the Center for Digital Engagement continue to grow the summer clinic is to watch students gain insight and experience for jobs in the Ann Arbor area. Local employers find the interns’ newly acquired skills and demonstrated proficiency especially valuable as evidenced by the rate at which the interns are hired post-graduation.



Mobility

Mobility is a driving industry in the Ann Arbor region, with 263 mobility companies of varying sizes located in Washtenaw County. In this last fiscal year, Ann Arbor awarded Business Accelerator services totaling \$216,883.30 to 20 mobility companies that employ 67.5 FTEs in Michigan. SPARK mobility clients raised \$31M during this fiscal year.

Company Successes

- Torc Robotics, a global autonomous trucking company
 - Moved engineering and product development to Ann Arbor with an aggressive staffing plan.
 - Engaging with American Center for Mobility and Mcity for testing.
 - Participating in a2Tech360, SPARK Mobility video series .
- Mobility tech company capital raises:
 - Skyspecs: \$20M
 - Volt Harbor: \$1.55M
 - Electric Outdoors: \$1.35M
 - Kidou Systems: \$1.275M

Additional Projects and Collaborations

The Mobility Team's continuous efforts to strengthen cooperation and coordination with partner organizations for projects and help startups better leverage existing opportunities.

- Collaborating with MICHauto to strengthen and promote mobility innovation
- Participating in the Michigan Cities Working Group organized by the Office of Future Mobility and Electrification (OFME) brings together leaders from Ann Arbor, Detroit, Lansing, Grand Rapids and Traverse City.
- Partnering with the City of Ann Arbor's Office of Sustainability and Innovations to promote the Green Business Challenge.

Growing Engagement & Outreach

SPARK Mobility continues to amplify startup success, make connections to regional resources, government services, and community activation.

- SPARK Mobility Meetups continue to grow in engagement. Highlights:
 - Previous year's micromobility meetup resulted in a pilot with the City of Ann Arbor to understand where additional safety measures are needed
 - Partnered with MichAuto for a meetup at Bamboo to promote a2TECH360
 - Other meetup themes include Chinese EVs and Cybersecurity
- Produced three-part video series on SPARK Mobility featuring 3 scaling startups (Heat2Power, Live Road Analytics, and Torc Robotics) and the regional testing/lab resources at American Center for Mobility and Mcity.
- SPARK Mobility monthly newsletter continues to grow subscribers while maintaining consistent engagement.

Growing and Sharing Talent

Ann Arbor SPARK has been pleased to offer a regional, mobility-specific Entrepreneur-in-Residence (EIR) program for companies and experienced talent in southeast Michigan. The program aims to retain executive-level talent within the ecosystem by embedding them with early-stage mobility companies to help achieve specific milestones. The program is funded through a partnership with the Global Epicenter for Mobility initiative.

- To date, SPARK has had 35 client companies approved for over \$528,000 in funding through this program and looks forward to continuing this impactful work.
- Of the EIRs who have completed their placements, all of them reported that they continue to reside in the state. Over half report that they are continuing to work with their host company. They reported back a range of current job titles such as Vice President of Customer Success, Business Development Lead, and Product Designer. Others reported back that they have continued with the company in a fractional support or consultant role.
- With the assistance of the new resume database tool to SPARK's existing job board, 22 interns were placed with 12 mobility companies. These placements reflect \$37,000 awarded through the Digital Summer Clinic and SPARK's internship program. Both are LDFA-funded.

A2Tech360

- **Mobility Summit**, with 150 attendees and 24 speakers with a 2-track agenda, provided insight into hot mobility topics and effective networking opportunities.
- **Tech Trek**: Over 60 companies and 1,300 total registrants to SPARK's annual Tech Trek street fair, celebrating innovation in Ann Arbor. Out of the 60+ companies that participated, 23 were mobility companies.
- **Invest360**: Five Michigan mobility startup companies went head-to-head under the Invest360 Mobility category, 3 of the companies were SPARK clients from Ann Arbor.

National Annual Events

- **South by Southwest (SXSW)**: Ann Arbor SPARK co-sponsored Michigan Day at Midwest House to showcase the innovation and R&D ecosystem of the Ann Arbor region to a national and international audience, highlighting our region's strengths in areas such as mobility, life sciences, and technology. SPARK was able to pitch Ann Arbor as a place to locate a business and take advantage of a deep well of talent in front of a globally diverse audience.
- **The Battery Show**: Hosted 5 startups to exhibit where they met with Lieutenant Governor Gilchrist and were empowered to tell him what startups need from the state to succeed. This engagement attracted a video crew from MichAuto's You Drive the Future, where Janis Seabolt's impromptu video about economic development went viral with over 325,000 views on Instagram.
- **Consumer Electronics Show (CES)**: Janis Seabolt attended the show this year, scouting emerging technologies, meeting with policy makers, connecting with Ann Arbor mobility companies, and promoting the region's resources for mobility tech innovation. Three SPARK clients exhibited at the COVESA reception, leading to engagement with investors and pilot projects.

Strategic Marketing and Communication Services

The newest addition to the SPARK services, which started in August 2019, is SPARK’s strategic marketing and communication services. This is an in-house marketing strategy and service for our clients through the LDFA, dedicated to helping clients effectively reach their target audience. The services offered through this expansion are marketing needs assessment, marketing referral, marketing resources and educational materials, strategic marketing session, internal account collaboration, content review and edits, and content development. This year there was a total of 143 sessions amongst 53 companies expressed through the data in Appendix D.

SXSW

Ann Arbor SPARK returned to SXSW this year to spotlight Michigan’s leadership in mobility, manufacturing, and entrepreneurial innovation. As co-sponsors of Michigan Day at Midwest House on Tuesday, March 11, SPARK helped showcase the state’s growing influence in hardtech, advanced air mobility, and startup funding strategies.

Midwest House served as a central hub for showcasing the Midwest’s innovation and creativity during SXSW. Over four days, it hosted 55 events, featured 151 speakers, and welcomed nearly 9,000 attendees—a record-setting year. Backed by 79 partner organizations, the space offered a mix of panels, pitch competitions, and performances. With over 240 applicants for two startup competitions, Midwest House highlighted the region’s growing entrepreneurial momentum in a national spotlight.

During this fiscal year, SPARK attended SXSW London as part of its ongoing efforts to evaluate opportunities for engagement and visibility. With the Austin Convention Center undergoing major renovations and not expected to reopen until 2029, SPARK used this international event as a way to explore new avenues for connection, networking, and promotion that align with our organization’s strategic priorities.

A2Tech360

Ann Arbor SPARK's popular annual a2Tech360 programming will return this year, September 24 – October 3, 2025. An Ann Arbor SPARK initiative, supported by LDFA, a2Tech360 promotes the Ann Arbor region as an area of innovation. Offering a week of tech-related events, a2Tech360 creates connections between entrepreneurs, researchers, investors, businesses, educational institutions, nonprofits, job seekers, and the general public to generate discussion, ideas, and new opportunities.

a2Tech360 originated in 2018 as an extension of its Ann Arbor SPARK's Tech Trek event, as a way to deliver broader programming to spotlight the region's innovative people and businesses. This year's a2Tech360 is comprised of 24 events throughout the Ann Arbor area. Below is a list of the most popular events.

Invest360 Investor Showcase – Friday, September 26th

Watch innovation in action as high-growth startups pitch for a chance at \$50,000 investments in mobility, IT, and healthcare. Finalists compete for a bonus People's Choice award—bringing the total prize pool to \$200,000. Whether you're an investor, founder, or tech enthusiast, this is your front-row seat to Michigan's next big thing.

FastTrack Awards - Friday, September 26th

Join us as we recognize the fastest-growing companies in the region—those achieving 20%+ revenue growth over three years. From scrappy startups to scaling powerhouses, these "gazelle" companies are shaping the future of our economy. Celebrate their success, network with the business community, and get inspired.

Sustainable Future Forum – Monday, September 29

Dive into the future of sustainability with experts leading the charge in climate tech, green infrastructure, and circular economies. In partnership with the City of Ann Arbor, we'll also honor Green Business Challenge participants who are walking the walk when it comes to eco-conscious operations. If you care about business and the environment, this is your space.

Michigan Startup Capital Summit- Tuesday, September 30

Curious about how startups raise money—and where the capital is flowing? This summit brings together venture capitalists, angel investors, and founders to explore investment trends and growth strategies. Whether you're fundraising, investing, or just startup-curious, this event is packed with insights and connections.

Women in Tech - Wednesday, October 1

This powerhouse event brings together inspiring women leaders, rising stars, and allies to share honest conversations about career growth, equity, and innovation. With panels, workshops, and a vibrant networking reception, Women in Tech is where connection meets empowerment.

The Business of Life Sciences - Thursday, October 2

From lab bench to market launch, this event explores the full spectrum of life sciences entrepreneurship. Connect with researchers, execs, and investors shaping health tech and bioinnovation in Washtenaw County. Panels and speakers will tackle funding gaps, regulatory challenges, and emerging opportunities. A must-attend for life sciences professionals and innovators.

Tech Homecoming - Thursday, October 2

Looking to land your next tech gig—or bring your talent back home? Tech Homecoming is the ultimate networking event for job seekers, featuring top local companies, free headshots, door prizes, and a relaxed, fun atmosphere with food and drink. Whether you're a recent grad or a seasoned pro, come see why Ann Arbor is the place to grow your career.

Tech Talk - Friday, October 3

Tech Talk hits the stage during Tech Trek with rapid-fire tech demos from some of the region's most exciting innovators. Liberty Plaza transforms into an open-air theater of invention where the public can see, hear, and touch what's next. It's free, it's fun, and it's your chance to experience tech in action.

Tech Trek - Friday, October 3

Tech Trek is your all-access pass to Ann Arbor's tech scene. Stroll down Liberty Street, where 60+ companies will showcase their latest innovations—everything from AI to aerospace—right in the heart of downtown. Enjoy hands-on demos, interactive games, and plenty of swag. Hungry? Local food vendors will be serving up crowd favorites throughout the afternoon. Want to explore more? Hop on a free pedicab to visit featured off-site locations. It's free, it's fun, and it's the perfect way to experience the energy of our tech community.

Marketing



Marketing Performance Metrics | 24 - 25

Using an integrated marketing strategy to increase LDFA brand awareness

Marketing Communications Tool	Description	LDFA FY 24 – 25	Compared to Last Year
Website Visits 	Visits to our website will raise awareness and provide valuable tools and resources.	697,314	+28%
Video Views 	Video views on multiple platforms to reach wider audiences.	872,029	+119%
Social Media Impressions 	General visibility on a variety of popular social media platforms.	17,336,856	+128%
Social Media Interactions 	Direct, positive interactions with people from all over the world.	663,070	+33%

Software

9.1 Licensed Software. Contractor may obtain licensed software products or services that allow for improved data collection or metric reporting, and/or offer clients improved productivity tools. Contractor shall submit invoices for actual cost to the LDFA on a monthly basis with the annual expense not to exceed a gross amount of \$75,000. Contractor shall report the program or service acquired in the next following quarterly report including the type and purpose. A summary of usage shall be included in the Final Program Progress Report consistent with Article 3.3 of the Agreement.

Usage

The software line in our budget was used to support ongoing operations with improvements to data collection and storage infrastructure as detailed below.

1. **Gongwer News:** Legislative tracking software subscription. **(\$1,500.00)**
2. **AI Notetaker:** AI Meeting notetaker. **(\$180.00)**
3. **GlobalSearch:** Software tool for invoice processing and internal controls. **(\$12,309.70)**
4. **Asana:** Project management software. **(\$3,516.80)**
5. **Calendly:** Zoom meeting reservation software. **(\$288.00)**
6. **TrueJob:** The backend to our job portal. **(\$5,550.00)**
7. **SizeUp:** Market research and business intelligence software used by SPARK clients **(\$7,168.20)**
8. **Applied Innovations:** Technician Labor to authorize use of SizeUp app **(\$37.95)**
9. **SurveyMonkey:** Online survey creation and distribution apparatus that automatically inputs responses into our CRM. We use this instrument to conduct the annual survey. **(\$7,490.00)**
10. **Salesforce:** Customer relationship management system used to record and track client relationships. **(\$4,576.92)**
11. **Rev:** Podcast transcription and SEO tool used for SPARK's CEO Podcast. **(\$5.75)**

Total: (\$42,623.32)

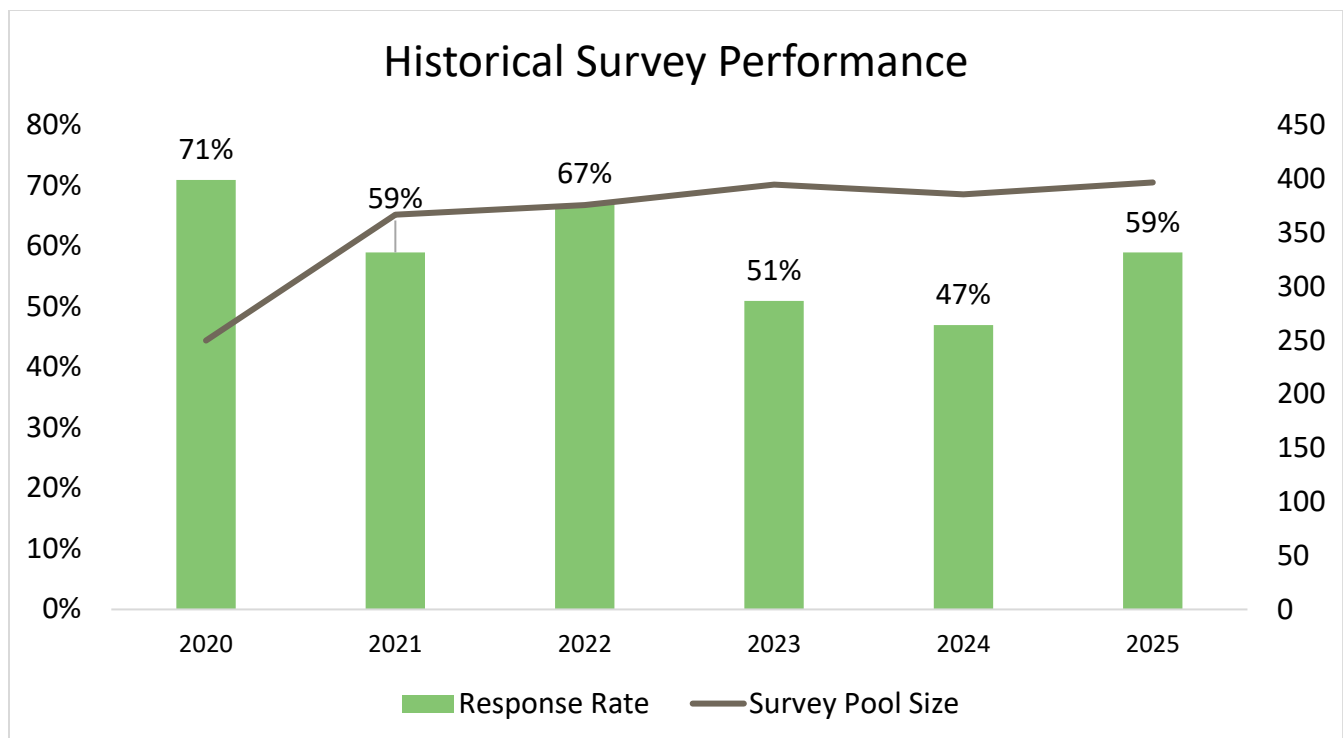
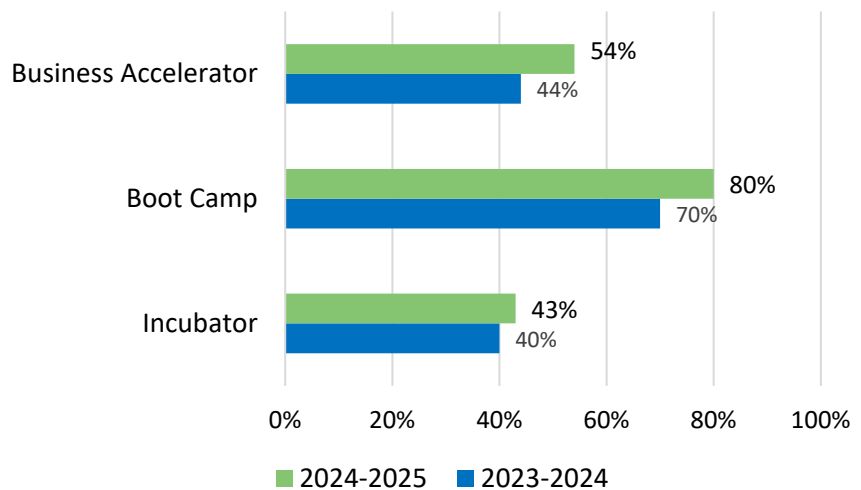
Annual Census

The online survey functions as a way of demonstrating programmatic efficacy. The survey produces evidence of job creation and retention, business activity status, as well as company location by capturing employment data through FTE counts, and updates on basic profile information. In addition, the survey retrieves insightful explanations and comments regarding these topics.

This year, we achieved an overall response rate of 59%. In 2025, the survey pool increased by 11 companies and the number of responses increased by 52.

Companies served this year responded at a rate between 43% and 80%. The companies served over the past five years who accessed LDFA funds or services were targeted for the survey pool. The survey pool has decreased over time due to inactive records being cleaned up and companies that do not fall within the five-year criteria anymore being excluded. A full description of the methodology utilized in conducting the census is included in the next section of this report.

Annual Survey Response Rate by Program



Census Methodology

Ann Arbor SPARK collects and reports data from its clients over and above what is required by the contract. Salesforce.com is employed as our customer relationship management system to record company data. Information about all companies is gathered through several methods as described below. Ann Arbor SPARK continues to refine procedures to capture, store, and report data more efficiently, accurately, and timely.

Initial Data Entry

A procedure was implemented in late 2008 requiring all entrepreneurs requesting assistance of Ann Arbor SPARK for Business Acceleration services, incubator space, or Boot Camp to fill out an online form that could be accessed through the SPARK website. Basic information including name, address, phone, email, and brief description of company are required. This information is automatically fed into Salesforce. An effort is made to connect with all inquiries within 48 hours. In an initial communication, additional data gathered by SPARK personnel determines if the entrepreneur meets minimum criteria to warrant further discussion and assistance. At that time, a better description of the applicant's needs is captured and input.

Retained FTEs

We capture the number of FTEs that a company had at the start of an engagement of any kind. This number becomes our retained jobs number and is not altered. However, for reporting purposes it is possible the retained jobs number can change for a company if that company takes advantage of multiple services, and their FTE count changes between those services. For example, when a team attends Boot Camp there may be only one FTE — the entrepreneur. When that team returns for Business Accelerator services there may be additional FTEs — co-founders or initial hires. When reports are generated on Boot Camp attendees, the team's retained FTE number would be one. When reporting on Business Accelerator clients, the retained FTEs would be more than one.

Current FTEs

Throughout the year 'current jobs' is collected from entrepreneurs through three methods. When SPARK staff meets with entrepreneurs, FTE updates are gathered and recorded in the CRM system. Additionally, written documentation is obtained from every company at the start of each engagement. This document is attached to their file to corroborate the FTE count listed as start of engagement. These values are accurate to the best of Sparks knowledge. However, given the dynamic nature of the metrics being collected this value should be considered a best effort approximation and not an absolute result.

Annual Survey

All current and former clients are surveyed annually using SurveyMonkey, an online survey tool that synchronizes with Salesforce. Our survey asks for data including current employment and other vital company information. The response rates for each of the four programs are listed in each section. If an entrepreneur sends SPARK data via the survey that does not pass a visual inspection, they are contacted and asked to verify the data. If an adjustment is made to the CRM data, written documentation from the entrepreneur is attached to the file.

Appendix A: Business Accelerator Companies Served

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17511	Developing an integrated grid software focused on promoting the needs of large residential buildings to optimize energy assets, and their usage and equipment runtime to mitigate emissions.	3	3	0	2
17683MU	Developing a novel diagnostic system that enables real-time process monitoring of ships.	3	3	0	0
4519	Platform giving independent app publishers technology for customized native ads and access to advertisers.	60	60	0	0
6828	Software for the analysis of genetic data.	5	9	4	1
16154U	A urinary catheter extension for early UTI detection.	2	2	0	0
8255Y	Communications software for business-to-business or business-to-consumer.	8	8	0	5
16846	Small molecule drugs to treat a wide range of diseases leveraging a diverse portfolio of RXR agonists with license options.	5	1	-4	0
17788	Developing a device that allows customers to pull their sacrum back into its healthy position via a 3D print piece. This solves a common ergonomic issue.	1	1	0	0
17954	Provides an affordable, innovative solution to address the global pressure ulcer crisis.	2	2	0	1
17922U	A cannabis technology platform to simplify purchasing and inventory management for dispensaries and consumers.	1	1	0	2
17383	Enhancing the performance of AI algorithms.	1	2	1	0
17608	AI-driven solution transforming nurse workflows.	4	5	1	3
12031MU	Multi-dimensional electromagnetic energy convertor (EMEC) that increases the power density of conventional solar modules.	0	0	0	0
14782U	Wastewater treatment process that is more energy efficient and a smaller footprint.	4	3	-1	0
15340M	A type of Li-ion battery capable of high energy density and extreme fast charging.	3	7	4	4
17533U	Solves the inconvenience, cost, and uncertainty associated with acquiring or making high quality molten salts for experimental and commercial uses by applying our decades of process expertise to produce and test salt of consistently high quality and provide it for the energy research community.	1.5	1	-0.5	0
18037	Recruits patients for clinical trials by providing targeted patient engagement and navigation services that activate patients and remove access barriers.	1	4	3	0
16989U	A web-based, interactive platform to deliver implicit bias training.	0	1	1	0
16562U	Parent Company.	3	3	0	0
16563U	Aims to develop novel and more effective therapeutics in the areas of cardiovascular, metabolic and infectious diseases.	3	3	0	1
18051	Providing the world's first inline authentication system for silicon chips using patented, unclonable optical signatures embedded directly at design.	1.5	1.5	0	0
17408	Helps customers secure their cloud applications and services by discovering their attack surface, visualizing relationships between critical resources and the attack pathways (attack path modeling), and helping prioritize and automate their defense to the growing surface of cloud threats.	2	2	0	0
18036	AI-driven open-source intelligence and narrative correlation across multi-format media.	1	1	0	4

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
2752	Entry-level neurophysiology (brain signal recording) kits for students to learn about the brain.	7	7	0	2
17522	A software solution to deploy development and test virtual infrastructure.	2	2	0	2
17457U	Improves election security by offering a major innovation in the way test decks are chosen.	3	3	0	0
11350M	Autonomous last mile delivery trailer.	3	3	0	9
16833	Making real, fun, engaging games that also end up having therapeutic qualities and educate our players about their mental health.	2	2	0	1
17306	Provides eDNA-based biodiversity assessments and monitoring, along with a suite of novel analytical tools to help nonprofits and industry to accurately report on their biodiversity-related impacts	0	1	1	1
585	Software development with biostatistics and spatial epidemiology.	4	3	-1	2
17787	Lets sales people define arbitrary signals & triggers and then scans their prospect list to surface actionable intelligence related to those triggers.	2	2	0	0
8832	Security breach detection tool with actionable information for IT teams to detect and respond to cyber security events.	69	69	0	7
16786	A developer of smartwatch-based software solutions designed to elevate engagement and outcomes in health and wellness.	2.5	2	-0.5	3
12840MU	An online peer-to-peer marketplace for parking aimed at solving parking availability and affordability problem on college campuses by using empty driveway space.	1	1	0	0
17036	A device to capture CO2 emissions from train exhaust.	1	2	1	0
17174Y	Remote job board	2	1	-1	0
17871	An innovative solution for individuals facing stability and mobility challenges when getting in and out of vehicles	2	2	0	0
17598	An online prealgebra skill building program developed in Flint Michigan for students K through adult-ed.	2	2	0	1
17359	SaaS product that uses AI to generate interactive video.	15	14	-1	3
17526	Helps sales teams find who need their solution now, by tracking public signals with AI.	2	2	0	0
16982Y	An adaptive, digital learning platform that engages students through culturally relevant content that caters to their interests.	1	1	0	0
17033U	An online platform that helps teachers find and connect with change-makers in their community	1	0	-1	0
16625	A digital platform enabling communication and clinical collaboration across the care continuum with patients/families, providers, and network affiliates.	1	1	0	0
15388Y	Mobile application designed for 1099 contract delivery personnel, giving them the ability to safely and responsibly share information about work performed.	1	1	0	0
16528	A community-based platform that enables instant communication between experienced handymen and self-reliant homeowners to resolve house repair/improvement problems.	1	1	0	2
12043	Education platform that allows teachers to upload lessons and projects, monitor progress, and guide students.	2	1	-1	5
15159	Helps healthcare companies know what germs are growing in their clinical environments.	4.5	8	3.5	3
16745U	An automated CPT coding algorithm that can accurately predict prior authorization and charge reconciliation in the perioperative space.	3	3	0	4

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
16538	A virtual wellness coaching and support group platform guiding members toward optimal health to support pregnancy.	1	2	1	9
15351	An innovative Operating Room Efficiency Platform that enables the healthcare system to reduce stress in the OR, total cost of treatment, and increase patient wellbeing while achieving optimal quality of care.	2	2	0	4
17232	Developing a novel smart needle which reduces infiltrations and needle placement injury in kidney care patients	0	1	1	0
17655Y	A portfolio platform for the professional and technical workforce striving to bring more transparency and authenticity into the talent ecosystem.	1	1	0	0
17830U	A gamified sleep and screen time management device designed to improve bedtime routines for smartphone users of all ages.	1	1.2	0.2	0
16266	An end-to-end project management tool that consolidates all trip planning processes into one place.	2	2	0	0
13680	A centralized portal for individuals to action their rights and view the locations in which personal data has been provided to companies.	3	2	-1	4
13686U	Medical artificial intelligence to predict the need to go to ER and conditions like COVID-19 with accuracy that is precise to the individual.	2	2	0	0
17389M	Creating industry solutions for safely transporting and storing lithium-ion batteries.	1	1	0	5
17865Y	A comprehensive solution for property management and tenant engagement, tailored for landlords, property managers, and syndicators	1	1	0	0
17833	Offers a cutting-edge genetic testing service combined with an AI-powered symptom checker to help individuals identify the potential genetic causes behind unexplained symptoms.	1	1	0	1
17490Y	Offers a platform tailored for solar development firms to comply with the Climate and Equitable Jobs Act (CEJA), focusing on regulatory compliance, workforce development, and community engagement.	1.5	1.5	0	1
17468	Developing a targeted anti-cancer drug designed to prevent, or significantly delay, metastasis in patients diagnosed with triple-negative breast cancer.	2	2	0	0
17659	Developing an optical structure integrated into a fiber, which itself can be interlaced directly into fabrics and apparel using standard textile manufacturing processes.	1.5	1.5	0	0
12886M	A platform for independent mechanics to schedule appointments and payments for at-home car services.	2	2	0	2
15410M	An "optimized fleet-as-a-service" to commercial fleet managers for multiple, specific purposes/uses.	2	2	0	1
14747	A video game advertising agency that helps businesses and brands promote their products.	3	2	-1	7
17873	Empowers marketers to configure and implement their own 1st-party JavaScript cookies, which can pass key marketing attribution details through hidden fields for all major CRMs and website form providers.	3	4	1	0
16672U	A plasma-based water treatment system that can decompose a range of contaminants.	2.5	2.5	0	0
17834U	Building the world's first fully-throwable smart baseball capable of measuring real-time finger placement and pressure.	2	2	0	0
16542	Works with organizations to implement innovative, equitable, and sustainable climate solutions that make an impact.	9	10	1	2

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
8393	Business-to-business marketplace where businesses can easily find quality information technology professionals.	4.5	4.5	0	4
18022	Offering a localized, skill-based hiring platform that makes it easy for businesses to post gig opportunities and for workers to find and apply for relevant jobs in real-time.	1	1	0	3
12039YU	Analytics tool that generates synthetic big data sets for healthcare.	4	2	-2	0
15272	A prophylactic Pseudomonas aeruginosa (Pa) vaccine created from a proprietary vaccine development platform.	3	2.5	-0.5	1
17181	Providing real time values of CO2 build up within the patient and automated CO2 removal from patients as needed	5	5	0	0
12676Y	Developing flexible sensors.	3	3	0	3
17627U	Developing a high-efficiency thermo-photovoltaic (TPV) technology for on-demand generation of electricity from thermal sources.	2	5	3	0
17861Y	A digital ID solution for schools in the K-12 space.	1	1	0	3
11540MU	Manufacture and sell steel fiber for ultrahigh performance concrete (UHPC).	3	3	0	1
17280	Supervised Clinical Practice software	0	3	3	0
17933	An AI-powered lifelong health companion, seamlessly integrating medical information across providers and insurers to deliver personalized health guidance.	1	1	0	2
17649Y	A Wearable Heat Shield leg Wrap.	1	1	0	0
16196U	A room-sized augmented reality (AR) system for inclusive play and exercise.	1	1	0	0
11918	Health management platform connecting patients, providers, and caregivers to effectively manage patients with chronic conditions.	4	4	0	10
3368	SaaS model software to help companies find and access grants, and collaborate.	32	35	3	3
16985U	An online platform for conversation processing, to provide assistance with the growing number of virtual conversations.	2.5	3	0.5	0
2897	Synthesizes holistic business solutions through an extensive integration platform and streamlines client operations via effective Business Process Management.	1	1	0	2
17321Y	A mental health app that offers self-care tools and emotional data analysis, providing personalized mental health support and insights.	2	1	-1	0
17320Y	A mobile app that allows SMBs to manage recruitment on the go.	0.5	1	0.5	1
17609	An educational video game that teaches anatomy, physiology, and some biochemistry in an integrated and interactive way.	0	1	1	2
16251M	Modular hardware platforms robotics and autonomous vehicle companies to run delivery services.	4	4	0	2
17354U	A novel intestinal organoid model.	3	3	0	2
17053YU	An innovative platform for the large-scale screening of small molecule-target interactions that significantly accelerates drug-repurposing efforts.	2	2	0	1
14267U	A bio-computational tool for cell conversion and differentiation more multiple applications and markets.	2	2	0	1
7282	A Think-Work-Together platform.	2	3	1	4
17400	Online Courses in the Computational Sciences.	1	1	0	4
17874	A platform technology to measure disease-specific molecular signatures within individual patient samples.	1	1	0	0
16587	AI-Powered Video Analytics For Manufacturing Plants To improve operational efficiency	8	3	-5	0

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17403U	A health education program for patients who have chronic kidney disease and renal dietitians.	1	1	0	0
17434MU	An efficient autonomous mobility system.	2	4	2	0
17291	A marketplace for holistic solutions.	1	2	1	4
15288	An app aiming to create a life free from sexually transmitted infections.	1	1	0	4
17421MU	Developing a modular unmanned surface vessel robot, with state-of-the-art autonomous capabilities, that can be customized depending on the applications need.	2	2	0	2
17677	Developing a system to put fires out externally on a house to protect them from wildfires.	1	2	1	0
17332	Creates a stent-like portal inserted in the pylorus at the distal end of the stomach for weight-loss purposes.	0	0	0	2
15134U	Creates a database of indexed video content which allows creation of multiple applications to meet the needs of different content creators, including colleges, universities, government and industry.	3	5	2	1
12036U	An automated leasing and marketing for any property management firm to book more tours.	1	1	0	2
11900M	Meteorological technology intelligence that produces connected vehicle sensor data for improved road safety, improved weather forecasting, and for monetization of data for owners.	2	4	2	2
17826	Uses AI to help apartment owners connect with renters and offer best in class pricing, resulting in more leases.	1	3	2	3
16603MU	A novel direct injection, fuel injection system, that permits the operation of an internal combustion engine on a variety of low carbon intensity and "carbon free" fuels including: dimethyl ether (focus of initial efforts), ammonia, methanol and others.	2	2	0	1
17603	Creating preventative telecom solutions to bolster network reliability and reduce associated costs.	6	4	-2	1
17424	A sophisticated tool automating business plans, financial models, and forecasts.	1	1	0	0
17031U	Help more patients survive breast cancer and other types of cancers that are treated through surgical removal and radiation by helping their physicians provide the highest level of care and treatment.	4	5	1	6
12902Y	A drug formulation to help chronic kidney disease patients.	2	2	0	2
17629M	Develops new-age automotive technologies in the suspension & chassis segment tailored to the up and coming EV market.	3	3	0	3
11307	3D printing customized, low-risk medical devices and training simulators.	6	6	0	0
17278Y	B2B software solution with an easy to use ticketing system, database, and data analytics.	1	1	0	3
16236YM	A technology company that provides mobility-as-a-service to individual, retail, and commercial customers in need of last mile delivery.	2	4	2	5
16999U	A platform that leverages the most centralized network of incoming college students across North America to form connections and build community before anyone steps on campus.	8	6	-2	3
12030	English as a Second Language (ESL) educational technology platform that includes business culture training.	24	23	-1	1
17049	An educational neuroscience and behavioral design enterprise that creates AI-driven, tactile learning tools to enhance early literacy, social-emotional development, and executive functioning skills.	1	1	0	3
17486U	Commercializing medicines to treat pancreatic and other cancers.	1.5	2	0.5	1

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17831U	Developing an MR-based, interactive coding platform that transforms coding education into a hands-on, spatially engaging experience.	4.5	3	-1.5	3
17423U	Building a dual storage shaker bottle.	3	3	0	0
17376YU	Producing neural probes.	0	2	2	1
17105U	Utilizing intelligent document scanning and machine learning, to optimize translational animal model experiments.	2	2	0	0
17057Y	An AI-powered teaching assistant that helps students learn more effectively and efficiently.	0	0	0	1
18087MU	Developing a technology capable of mitigating car sickness by employing predictive algorithms that anticipate vehicle maneuvers and preemptively activating mechatronic systems to alert and/or modify the passenger posture before inertial events happen.	5	5	0	2
17157Y	Delivers unparalleled business insights to decision makers, enabling them to stay at the forefront of their industry.	1	3	2	0
11353	Low-cost full-page tactile display for blind people that would enable true digital access to tactile information.	6.5	6.5	0	2
13622	Creation of gaming software and merchandise for female audiences.	3	2	-1	1
17436	Community Management Infrastructure Tech.	0	2	2	2
11791U	Addresses disruptive CO2 emissions convert into hydrocarbon fuels.	3	4	1	3
17382U	Creating a vitreous biopsy device.	3	0	-3	0
17290	A certified organic, animal free, plant-based water soluble fertilizer designed for commercial and non-commercial use.	1	1	0	6
16613	Enables customers to plan amazing trips in a fraction of the time by providing them with hyper-personal recommendations in their upcoming destination.	2	2	0	0
17859U	Creating bio printed innovative bone grafts.	0.5	1	0.5	0
17644U	Creating a generative AI tool that helps streamline the production of 2D animation.	0	3	3	6
16656	Game development studio focused on creating a next generation, free-to-play, live service, social shooter.	2	2	0	0
17487	Improve the standard treatment for hydrocephalus, a neurological disorder.	1.5	1.5	0	0
15339	A disruptive process which will revolutionize and cause standardization of Traumatic Brain Injury (TBI) diagnosis and treatment.	1	1.5	0.5	1
11979	A personalized chat bot that helps moms cultivate resilience through pregnancy and postpartum depression.	3	3	0	1
17416U	Detects manipulated images, audio, and video, including deepfakes, propounding trust in the integrity of the markets where it is deployed.	0.5	2	1.5	0
17951	Creating a solution that will convert a static process flow diagram into a discrete event simulation model.	2	2	0	0
11838	Helps to protect the athlete through a neuromuscular training methodology that immediately provides a player and coach the ability to identify and correct incorrect form at the point of contact.	2	2	0	0
12190	Makes control data easy and accessible to build predictive economic models.	13	11	-2	2
11335M	Method to evaluate the safety of an autonomous vehicle.	0	2	2	2
17368M	Developing a patented driver alerting solution to reduce collisions between vehicles and nearby cyclists, motorcyclists, and scooters.	6	2	-4	0

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
12074	A martech platform built to elevate creators and showcase a brand's purpose authentically through content.	1	1	0	20
17302U	A K-8 digital platform that helps teachers deliver engaging curriculum with fidelity.	1	2	1	0
16733M	A Hub-to-Hub middle-mile highway driving - eliminates the need to hire more truck drivers while reducing operations' costs.	1.5	4	2.5	0
17653U	A social platform for college students to anonymously rank, review, and rate student organizations.	2	2	0	0
16813	An early-stage drug discovery SaaS that manages drug discovery project data for academic and corporate entities.	2	2	0	0
17342	Developing anti-caries probiotics.	2	1	-1	1
8377	Software to enable companies to detect and respond to ransomware.	3	2	-1	1
16171	Virtual cybersecurity officer services to small and medium-size organizations.	15	15	0	1
17827	A Decision Workspace that provides individuals and teams the ability to organize/track decisions, simulate those decisions/meetings with AI, and embed those decisions into their existing workflows.	2	2	0	3
17542U	Developing a unique adsorbent for both PFOS and PFOA.	1	1	0	0
17953U	AI-Powered Surgical Guidance Systems	0	0	0	0
17763Y	A life science tools company developing novel reagents for molecular biology and molecular diagnostics.	3	4	1	0
17980U	Bone targeting therapeutics.	0	2	2	0
8189M	Unmanned aerial vehicles (UAVs) to detect methane at solid waste landfills.	19	20	1	2
17712	A global, multi-lingual sales enablement platform that supports the healthcare continuum.	1	3	2	5
17172	Providing structured finance solutions for the space industry through closed-end funds and developing quantitative analysis tools to determine valuations for space-asset debt transactions	0	1	1	10
17817M	Design and development of optoelectronic devices. Addresses the need for low-cost, easily integrated vehicular wireless communications hardware for line-of-sight communications.	1	1	0	0
16459	Offers neuroscience equipment sales, consulting, and commercialization services to support the growth of the neuroscience research community.	7	7.5	0.5	1
16969	An integration platform as a service (iPaaS) where users can locate and start the process of leasing everything from residential real estate to furniture and vehicles.	7	2	-5	15
17008	Utilizing electronic leak detection devices and existing building materials to can give building owners the opportunity to extend the life cycle of their roof.	0	1	1	2
17864	A comprehensive platform that offers end-to-end solutions for businesses seeking custom-branded merchandise and apparel. The platform addresses the complexities and inefficiencies often associated with sourcing, designing, producing, and distributing branded products.	1	1	0	1
17412	A new type of social media platform that allows users to meet up with strangers, friends and events nearby using proximity and location based data.	3	4	1	0
17857M	Builds electric cars and trucks	3	5	2	12

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17406	Redefine the assessment of student athletes' potential using a cutting-edge AI algorithmic and machine learning platform.	5	6	1	3
16577	An outpatient mental health center.	23	24	1	4
17508U	Provides professional services in the design optimization of shapes for minimum drag, such as aircraft, hydrofoils, and cars. Aims to sell a product in the form of software for the optimization of shapes in various transportation vehicles to automatically reduce aerodynamic drag.	2	3	1	3
16534	Software as a service to provide ongoing recommended supply chain "plays" that reduce costs and maximize impact.	1	1	0	4
16640M	Universal Seat-Mounted Airbag for passenger automobiles.	2	2	0	1
17327	An Artificial Intelligence SaaS platform that empowers organizations to transform their business by providing easy to use but deep AI capabilities and an ecosystem.	3.5	6	2.5	2
11399	Non-thermal plasma devices that prevent airborne transmission of infectious diseases to and from livestock.	2	2	0	1
16420	A multi-tiered building-integrated thermometric home energy management system (HEMS) applied at the interior, surface-level of the building envelope.	3	4	1	7
17323M	A solar-powered mobility platform designed to provide renewable energy and a 50-mile daily driving range.	1	1	0	0
17357	Offers a technology and service platform for independent insurance agencies that enables them to understand, value and expand their business.	3	22	19	7
14794U	A dynamic standing desk aimed at combating sedentariness and promoting physical activity in the office space.	2	2	0	2
11708U	Software innovations for advanced manufacturing automation with our current product being vibration compensation software.	6	1.5	-4.5	0
16658	An options dashboard that will provide useful insights to retail investors at a competitive price.	5	5	0	0
17494	Contractor portal for HVAC contractors.	0	0	0	0
17717M	Designs and builds reliable Battery Energy Storage Systems (BESS) using low-cost, used EV batteries.	2.5	3.5	1	0
17667	Developing a keychain which both allows the user to find their keys like a Tile or AirTag, and to communicate using instant messaging through a companion smartphone app with other users of the keychain.	4	2	-2	0
17860	Mobile app for children aged 2–5 uses AI-powered animated avatars and engaging videos. The app helps children develop communication skills and compassion through conversations.	1	1	0	3
16371	Create satellites that can process large SAR collections on orbit to reduce downlink data volume.	2	1	-1	0
4185U	Works with manufacturers to choose the right wireless power technology and integrate it with their product.	1	3	2	0
16928M	A cutting-edge all-in-one hydrogen station with AI/ML energy management system designed to make hydrogen refueling easy, smart, and convenient.	3	2	-1	0
11147	Autonomous drone designed to find a person overboard and to let them know that help is coming.	4.5	4	-0.5	0
11850	A cloud based robo-advisory platform for commodity hedging.	2	2	0	0
11606Y	An exploration application that allows users to collect locations and attractions visited and be presented in the style of a fun game that	0	2	2	2

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
	lets user earn points, level up in eight different categories, and achieve milestones.				
11986	A cloud-based video studio that allows users to stream live self-produced video content to all the major social media platforms.	0	0	0	1
194 Companies Total (22 Ypsilanti, 27 Mobility, 53 University)		683	738.2	55.2	349

Appendix B: Entrepreneur Boot Camp Companies Served

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17922U	A cannabis technology platform to simplify purchasing and inventory management for dispensaries and consumers.	0	1	1	2
17533U	Solves the inconvenience, cost, and uncertainty associated with acquiring or making high quality molten salts for experimental and commercial uses by applying our decades of process expertise to produce and test salt of consistently high quality and provide it for the energy research community.	1.5	1	-0.5	0
17930Y	Enhances the student experience in the USA by offering diverse options for both international and domestic students.	1	1	0	0
17440	Develops carbon-sequestering technical applications to alleviate environmental stressors from various industries.	8	5	-3	2
17871	An innovative solution for individuals facing stability and mobility challenges when getting in and out of vehicles	2	2	0	0
17833	Offers a cutting-edge genetic testing service combined with an AI-powered symptom checker to help individuals identify the potential genetic causes behind unexplained symptoms.	1	1	0	1
17932	An AI-powered virtual health assistant designed to simplify complex medical information for kidney patients.	1	1	0	0
17949	A comprehensive platform that will integrate and replace hospital and nursing home referral and bed management systems to optimize patient discharges from the hospital to secondary sites of care (post-acute).	4.5	4.5	0	0
17320Y	A mobile app that allows SMBs to manage recruitment on the go.	0.5	1	0.5	1
17609	An educational video game that teaches anatomy, physiology, and some biochemistry in an integrated and interactive way.	1	1	0	2
17934M	An AI-powered platform that automates compliance and usability evaluations for Human-Machine Interfaces (HMI) in industries with stringent regulatory requirements, starting with the automotive sector.	2	2	0	0
17874	A platform technology to measure disease-specific molecular signatures within individual patient samples.	1	1	0	0
17885U	A comprehensive app designed to streamline research management for scientists, academics, and industry researchers	6	6	0	0
17652	A time-audit and optimization platform to help organizations understand and improve employee time management and well-being.	1	1	0	0
17487	Improve the standard treatment for hydrocephalus, a neurological disorder.	1.5	1.5	0	0
17669MU	A state-of-the-art simulation toolchain designed to improve the safety performance of autonomous vehicles.	1	1	0	0

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17342	Developing anti-caries probiotics.	0.5	1	0.5	1
17412	A new type of social media platform that allows users to meet up with strangers, friends and events nearby using proximity and location based data.	2	4	2	0
17508U	Provides professional services in the design optimization of shapes for minimum drag, such as aircraft, hydrofoils, and cars. Aims to sell a product in the form of software for the optimization of shapes in various transportation vehicles to automatically reduce aerodynamic drag.	2	3	1	3
17902U	An AI-driven SaaS platform that revolutionizes how research institutions evaluate innovations for commercialization.	1	1	0	2
20 Companies Total (2 Ypsilanti, 2 Mobility, 6 University)		38.5	40	1.5	14

Appendix C: Incubator Companies Served

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
4803U	An intuitive integrated display that retrieves medical data.	6	6	0	1
12128YU	An artificial intelligence software platform that uses real-time in the catheterization lab to process conventional angiograms and automate a quantitative clinical assessment of coronary artery disease (CAD) patients.	4	5	1	7
16722	A search engine for "alternative TLDs" that use gTLDs or Web3 TLDs (such as Handshake).	2.5	2	-0.5	3
17533U	Solves the inconvenience, cost, and uncertainty associated with acquiring or making high quality molten salts for experimental and commercial uses by applying our decades of process expertise to produce and test salt of consistently high quality and provide it for the energy research community.	1.5	1	-0.5	0
17522	A software solution to deploy development and test virtual infrastructure.	0	2	2	2
17457U	Improves election security by offering a major innovation in the way test decks are chosen.	3	3	0	0
16407Y	An all-in-one marketplace and digital platform for end-of-life and after-loss planning.	1	1	0	0
16365YM	The next generation of eco-friendly, energy-saving ice management systems.	7	11	4	0
17306	Provides eDNA-based biodiversity assessments and monitoring, along with a suite of novel analytical tools to help nonprofits and industry to accurately report on their biodiversity-related impacts	1	1	0	1
585	Software development with biostatistics and spatial epidemiology.	4	3	-1	2
16271Y	Dedicated to translating the business potential of breakthrough bioscience technologies in targeted geographies.	1	2	1	0
17787	Lets sales people define arbitrary signals & triggers and then scans their prospect list to surface actionable intelligence related to those triggers.	2	2	0	0

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17858	Creating a new kind of game series and development platform that supports non-clinical therapy. Leveraging a unique fusion of engaging, narrative video games with mental health tools personally designed and vetted by our team's therapists' real-world practices.	1.5	1.5	0	0
8912Y	Digital offering that seamlessly transitions Instagram users (who express interest in an item), from a viewer position to a shopping position.	2	2	0	1
17930Y	Enhances the student experience in the USA by offering diverse options for both international and domestic students.	1	1	0	0
17440Y	Develops carbon-sequestering technical applications to alleviate environmental stressors from various industries.	8	5	-3	2
17359	SaaS product that uses AI to generate interactive video.	15	14	-1	3
7982	Drug discovery SaaS product.	5	4	-1	0
16982Y	An adaptive, digital learning platform that engages students through culturally relevant content that caters to their interests.	1	1	0	0
15159	Helps healthcare companies know what germs are growing in their clinical environments.	1	8	7	3
18024	Providing a network of mobile, portable charging stations.	1	1	0	0
15282Y	A digital identity and vital information storage and exchange platform.	3	2	-1	2
8774M	Vehicle-to-everything (V2X) software to make roads and vehicle-to-everything interactions safer.	3.5	6.5	3	1
7617	U-M Startup accelerator.	2	2	0	0
17655Y	A portfolio platform for the professional and technical workforce striving to bring more transparency and authenticity into the talent ecosystem.	1	1	0	0
7046	Electronics based metering and power line communication.	1	1	0	0
15386M	Safe battery collection, transport, and storage for highly combustible batteries.	2	1	-1	2
17865Y	A comprehensive solution for property management and tenant engagement, tailored for landlords, property managers, and syndicators	1	1	0	0
17468	Developing a targeted anti-cancer drug designed to prevent, or significantly delay, metastasis in patients diagnosed with triple-negative breast cancer.	0	2	2	0
16542	Works with organizations to implement innovative, equitable, and sustainable climate solutions that make an impact.	8	10	2	2
11252YM	Two wheeled 'series hybrid' for developing markets.	1	1	0	0
12039YU	Analytics tool that generates synthetic big data sets for healthcare.	4	2	-2	0
17181	Providing real time values of CO2 build up within the patient and automated CO2 removal from patients as needed	4	5	1	0
12120	A population health infrastructure and registry tool that aggregates data from external sources to calculate physician and network performance against sets of clinical guidelines and facilitates.	9	9	0	4

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17627YU	Developing a high-efficiency thermo-photovoltaic (TPV) technology for on-demand generation of electricity from thermal sources.	2	5	3	0
11540MU	Manufacture and sell steel fiber for ultrahigh performance concrete (UHPC).	3	3	0	1
17649Y	A Wearable Heat Shield leg Wrap.	1	1	0	0
15196	A children's app aimed at fostering social and emotional intelligence for three- to seven-year-olds in the U.S.	3	1	-2	0
17321Y	A mental health app that offers self-care tools and emotional data analysis, providing personalized mental health support and insights.	4	1	-3	0
17320	A mobile app that allows SMBs to manage recruitment on the go.	1	1	0	1
17934M	An AI-powered platform that automates compliance and usability evaluations for Human-Machine Interfaces (HMI) in industries with stringent regulatory requirements, starting with the automotive sector.	2	2	0	0
16587	AI-Powered Video Analytics For Manufacturing Plants To improve operational efficiency	10	3	-7	0
17403U	A health education program for patients who have chronic kidney disease and renal dietitians.	1	1	0	0
17434MU	An efficient autonomous mobility system.	2	4	2	0
17291	A marketplace for holistic solutions.	1	2	1	4
1782YM	Laser imaging systems integrator, for combustion diagnostics, materials, and spectroscopic analysis.	8	8	0	0
15134U	Creates a database of indexed video content which allows creation of multiple applications to meet the needs of different content creators, including colleges, universities, government and industry.	5	5	0	1
17242Y	Chronic Illness Counseling, mental health services, clinical social work	1	1	0	1
16642Y	An app and platform geared towards interactive solutions for GenZ relating to career, housing, fintech, etc.	1	1	0	0
17603	Creating preventative telecom solutions to bolster network reliability and reduce associated costs.	3	4	1	1
17424	A sophisticated tool automating business plans, financial models, and forecasts.	2	1	-1	0
17031U	Help more patients survive breast cancer and other types of cancers that are treated through surgical removal and radiation by helping their physicians provide the highest level of care and treatment.	2.5	5	2.5	6
12902Y	A drug formulation to help chronic kidney disease patients.	2.5	2	-0.5	2
17629M	Develops new-age automotive technologies in the suspension & chassis segment tailored to the up and coming EV market.	2	3	1	3
17278Y	B2B software solution with an easy to use ticketing system, database, and data analytics.	1	1	0	3
17829YM	A smart self-powered automated perimeter security vehicle security system.	1.5	1.5	0	0

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
17900	Empower users with a reliable, easy-to-use tool for reliable, robust deepfake detection and content authentication with insightful explanations.	2	2	0	0
17488Y	Empowers the paint and coatings industry with smart, sustainable transformation solutions.	1	1	0	-
17831U	Developing an MR-based, interactive coding platform that transforms coding education into a hands-on, spatially engaging experience.	3	3	0	3
289M	Creating an automotive and security technology portfolio.	3	2	-1	0
14712	Automatically adjusting the flow of oxygen to patients using a closed-loop system that delivers precisely the right amount of oxygen based on the patient's real-time bio-metric and activity data.	3.5	3	-0.5	3
12098M	Indoor positioning technology to provide traffic control and logistics support for hospitals and healthcare systems.	8	8	0	5
17157Y	Delivers unparalleled business insights to decision makers, enabling them to stay at the forefront of their industry.	2	3	1	0
13622	Creation of gaming software and merchandise for female audiences.	0	2	2	1
17382U	Creating a vitreous biopsy device.	4	0	-4	0
18095	A predictive subscription defense engine that empowers consumers to take control of recurring charges before they happen.	2	2	0	0
11953Y	Test technology for color measurement in paint for quality control.	1	1	0	2
16739	Use of artificial Intelligence in the processing of endoscopy videos.	3	3	0	0
8609Y	Quotation lifecycle management (QLM) applications focused on managing the interaction between our customer companies and their customers and suppliers.	4	5	1	5
17951	Creating a solution that will convert a static process flow diagram into a discrete event simulation model.	2	2	0	0
17368M	Developing a patented driver alerting solution to reduce collisions between vehicles and nearby cyclists, motorcyclists, and scooters.	7	2	-5	0
17669MU	A state-of-the-art simulation toolchain designed to improve the safety performance of autonomous vehicles.	2	1	-1	0
17173MU	A cloud-based software designed to mitigate cyber risks in the automotive industry's complex supply chains.	3	0	-3	0
17542U	Developing a unique adsorbent for both PFOS and PFOA.	1	1	0	0
16657Y	Automating the Pacemaker and Implantable Cardiac Defibrillator (ICD) remote monitoring workflow.	1	2	1	1
17712	A global, multi-lingual sales enablement platform that supports the healthcare continuum.	1	3	2	5
11541M	SaaS platform which allows authenticated revenue generating subscriptions to smart road services.	5	5	0	10
17817M	Design and development of optoelectronic devices. Addresses the need for low-cost, easily integrated vehicular wireless communications hardware for line-of-sight communications.	4	1	-3	0

Uniq ID	Description	Retained FTEs	Current FTEs	New FTEs	1099s
16459Y	Offers neuroscience equipment sales, consulting, and commercialization services to support the growth of the neuroscience research community.	5.5	7.5	2	1
17353M	A comprehensive suite of solutions in the electric vehicle (EV) charging industry, consisting of Surge Plug and Surge Trip.	2	2	0	1
17327	An Artificial Intelligence SaaS platform that empowers organizations to transform their business by providing easy to use but deep AI capabilities and an ecosystem.	3.5	6	2.5	2
17902U	An AI-driven SaaS platform that revolutionizes how research institutions evaluate innovations for commercialization.	1	1	0	2
17323M	A solar-powered mobility platform designed to provide renewable energy and a 50-mile daily driving range.	1	1	0	0
16658Y	An options dashboard that will provide useful insights to retail investors at a competitive price.	5	5	0	0
17494	Contractor portal for HVAC contractors.	0	0	0	0
17667Y	Developing a keychain which both allows the user to find their keys like a Tile or AirTag, and to communicate using instant messaging through a companion smartphone app with other users of the keychain.	3	2	-1	0
17860	Mobile app for children aged 2–5 uses AI-powered animated avatars and engaging videos. The app helps children develop communication skills and compassion through conversations.	1	1	0	3
16371Y	Create satellites that can process large SAR collections on orbit to reduce downlink data volume.	2	1	-1	0
88 Companies Total (31 Ypsilanti, 19 Mobility, 17 University)		254	255	1	103

Appendix D: Strategic Marketing and Communication Services

Uniq ID		Marketing Strategy Type	Sessions	New Company
17666	An AI-powered workspace for accounting firms that automates admin tasks and centralizes their practice.	Marketing needs assessment	1	1
18073	A Software-as-a-Service (SaaS) platform that connects advertisers with screen owners, enabling the seamless display of targeted digital advertisements on connected TVs and digital signage in public spaces.	Marketing needs assessment	1	1
17788	Developing a device that allows customers to pull their sacrum back into its healthy position via a 3D print piece. This solves a common ergonomic issue.	Marketing needs assessment, strategic marketing session	4	1
17922U	A cannabis technology platform to simplify purchasing and inventory management for dispensaries and consumers.	Marketing needs assessment, strategic marketing session, content development.	6	1

Uniq ID		Marketing Strategy Type	Sessions	New Company
17408	Helps customers secure their cloud applications and services by discovering their attack surface, visualizing relationships between critical resources and the attack pathways (attack path modeling), and helping prioritize and automate their defense to the growing surface of cloud threats.	Marketing needs assessment, marketing referral, strategic marketing session	2	1
16841M	AI tools to automate the creation of photorealistic, lightweight, intelligent and accurate 3D models for all residential areas of the world, for gaming, simulations, interactive media, digital twinning and metaverse.	Marketing needs assessment	1	1
17440	Develops carbon-sequestering technical applications to alleviate environmental stressors from various industries.	Content development, strategic marketing session, technical assistance	2	
17174Y	Remote job board	Strategic marketing session	2	
17871	An innovative solution for individuals facing stability and mobility challenges when getting in and out of vehicles	Marketing needs assessment, content development, marketing resources and educational materials	6	1
8769	Automated legal document generation software.	Content development, strategic marketing session	4	
8916	CRM for painting companies.	Marketing needs assessment	1	1
15388Y	Mobile application designed for 1099 contract delivery personnel, giving them the ability to safely and responsibly share information about work performed.	Strategic marketing session	4	
7046	Electronics based metering and power line communication.	Marketing needs assessment	1	1
17865Y	A comprehensive solution for property management and tenant engagement, tailored for landlords, property managers, and syndicators	Marketing needs assessment	1	1
17833	Offers a cutting-edge genetic testing service combined with an AI-powered symptom checker to help individuals identify the potential genetic causes behind unexplained symptoms.	Marketing needs assessment, marketing resources and educational materials, content development	2	1
17490Y	Offers a platform tailored for solar development firms to comply with the Climate and Equitable Jobs Act (CEJA), focusing on regulatory compliance, workforce development, and community engagement.	Strategic marketing session	1	

Uniq ID		Marketing Strategy Type	Sessions	New Company
15197M	Removing transportation barriers and promoting equitable mobility.	Marketing needs assessment	1	1
17873	Empowers marketers to configure and implement their own 1st-party JavaScript cookies, which can pass key marketing attribution details through hidden fields for all major CRMs and website form providers.	Marketing needs assessment	1	1
17834U	Building the world's first fully-throwable smart baseball capable of measuring real-time finger placement and pressure.	Content development, marketing resources and educational materials, strategic marketing session	3	
18022	Offering a localized, skill-based hiring platform that makes it easy for businesses to post gig opportunities and for workers to find and apply for relevant jobs in real-time.	Marketing needs assessment	1	1
12676Y	Developing flexible sensors.	Marketing needs assessment, strategic marketing session	3	1
17627U	Developing a high-efficiency thermo-photovoltaic (TPV) technology for on-demand generation of electricity from thermal sources.	Strategic marketing session	2	
17861Y	A digital ID solution for schools in the K-12 space.	Strategic marketing session, marketing needs assessment	2	1
17649Y	A Wearable Heat Shield leg Wrap.	Marketing needs assessment	1	
17321Y	A mental health app that offers self-care tools and emotional data analysis, providing personalized mental health support and insights.	Strategic marketing session	3	
17992U	Design, simulation, and fabrication of cutting-edge metasurface lenses and OPA technologies, which can be seamlessly produced in CMOS facilities.	Marketing needs assessment, content development, marketing resources and educational materials, strategic marketing session, technical assistance	2	1
17354U	A novel intestinal organoid model.	Marketing needs assessment	1	1
17053YU	An innovative platform for the large-scale screening of small molecule-target interactions that significantly accelerates drug-repurposing efforts.	Marketing needs assessment, marketing resources and educational materials, content development	2	1
17403U	A health education program for patients who have chronic kidney disease and renal dietitians.	Content review and edits, strategic marketing session, content development	9	
17291	A marketplace for holistic solutions.	Marketing needs assessment	1	1

Uniq ID		Marketing Strategy Type	Sessions	New Company
17217	A language learning VR/AR app aimed at making acquiring a language more engaging and efficient.	Marketing resources and educational materials, strategic marketing session	2	
17677	Developing a system to put fires out externally on a house to protect them from wildfires.	Marketing needs assessment, content development, strategic marketing session, other	2	1
17031U	Help more patients survive breast cancer and other types of cancers that are treated through surgical removal and radiation by helping their physicians provide the highest level of care and treatment.	Strategic marketing session, marketing needs assessment, content development	4	
17278Y	B2B software solution with an easy to use ticketing system, database, and data analytics.	Content review and edits, marketing needs assessment	3	1
17049	An educational neuroscience and behavioral design enterprise that creates AI-driven, tactile learning tools to enhance early literacy, social-emotional development, and executive functioning skills.	Marketing needs assessment	1	
17486U	Commercializing medicines to treat pancreatic and other cancers.	Marketing needs assessment	1	
6977YU	Human capital management software optimizing hiring, evaluations, and workflows for education and healthcare.	Content development, strategic marketing session	9	
16613	Enables customers to plan amazing trips in a fraction of the time by providing them with hyper-personal recommendations in their upcoming destination.	Strategic marketing session	1	
17416U	Detects manipulated images, audio, and video, including deepfakes, propounding trust in the integrity of the markets where it is deployed.	Content development, marketing needs assessment	4	1
8609	Quotation lifecycle management (QLM) applications focused on managing the interaction between our customer companies and their customers and suppliers.	Strategic marketing session	2	
11838	Helps to protect the athlete through a neuromuscular training methodology that immediately provides a player and coach the ability to identify and correct incorrect form at the point of contact.	Strategic marketing session	3	
12074	A martech platform built to elevate creators and showcase a brand's purpose authentically through content.	Marketing needs assessment	2	1
17342	Developing anti-caries probiotics.	Marketing needs assessment, strategic marketing session	3	1
18035MU	Developing a Battery Separator technology that addresses the Problem of Fires and safety.	Strategic marketing session	1	

Uniq ID		Marketing Strategy Type	Sessions	New Company
16969	An integration platform as a service (iPaaS) where users can locate and start the process of leasing everything from residential real estate to furniture and vehicles.	Strategic marketing session	3	
17864	A comprehensive platform that offers end-to-end solutions for businesses seeking custom-branded merchandise and apparel. The platform addresses the complexities and inefficiencies often associated with sourcing, designing, producing, and distributing branded products.	Marketing needs assessment, content development	2	1
16577	An outpatient mental health center.	Strategic marketing session, content development	4	
16534	Software as a service to provide ongoing recommended supply chain "plays" that reduce costs and maximize impact.	Content development, strategic marketing session, content review and edits	3	
17327	An Artificial Intelligence SaaS platform that empowers organizations to transform their business by providing easy to use but deep AI capabilities and an ecosystem.	Content development, strategic marketing session	6	
16658	An options dashboard that will provide useful insights to retail investors at a competitive price.	Strategic marketing session	1	
16561U	An educational technology (edtech) solution that powers engaged learning through multi-player educational role-playing simulations.	Marketing needs assessment, content development, strategic marketing session, marketing resources and educational materials	4	1
17494	Contractor portal for HVAC contractors.	Strategic marketing session, content development, content review and edits	10	
11606Y	An exploration application that allows users to collect locations and attractions visited and be presented in the style of a fun game that lets user earn points, level up in eight different categories, and achieve milestones.	Strategic marketing session	1	
53 Companies Total (12 Ypsilanti, 3 Mobility, 13 University)			143	27

Appendix E: Tables

E:1 Annual Served Metrics

FY 2024-2025 LDFA	Companies Served	Retained FTE	Current FTE	New FTE	Average
City of Ann Arbor	215	828.5	903.7	75.2	0.34
City of Ypsilanti	40	70	80.5	12.5	
Out of Service Area	10	30	30	0	
No Legal Entity	12	15.5	22.5	7	
Business Closed	10	25			In Business
Total	287	969.0	1036.7	94.7	277
			Net	69.7	97%

E:2 Cumulative Served Metrics

FY 2020-2025 LFDA	Companies Served	Retained FTE	Current FTE	New FTE	In Business
City of Ann Arbor	338	434.7	1420.7	434.7	477
City of Ypsilanti	54	22	106	22	91%
Out of Service Area	52	98	298	98	
No Legal Entity	33	9	70.5	9	
Business Closed	50	148.8			
Total	527	712.5	1895.2	563.7	
			Net	415	

Glossary

In an effort to reduce unnecessary complication, SPARK and the LDFA keep definitions of terms consistent with MEDC. Included for reference are applicable definitions provided by the MEDC:

Companies Served

The number of tech companies that contractor provided services to, including accelerator grants, incubator space, mentoring, consulting, training, etc.

Full-Time Equivalent

All W-2 employees and full-time workers compensated in equity. All part-time employees count as 0.5 FTE. Interns and independent contractors (1099) are not included in this definition.

Jobs Created

New FTEs or “Jobs Created” are calculated by subtracting the retained jobs for the particular service we provided from the current job count, which gives us the added jobs since that particular engagement started. Quarterly report values are representative of job growth for all time served companies, as pulled by data given within the quarter. Annual report values are representative of job growth for companies served with the fiscal year, as pulled by data given within the year and the annual survey.

Jobs Retained

Number of jobs retained by the companies that contractor served or are incubator clients. Does not include contract positions. Basically, includes the number of positions or employees at the companies that have been retained because of the funding from the incubator or because of the services that the incubator provided.

Minority Owned Business

A business owned by a person with one or more of the following minority identities: Disabled, veteran, woman, ethnic-minority, LGBTQIA+.

New Companies Created

Number of new companies created as a result of contractor's involvement. Companies can be defined as sole proprietorship, LLC, Corp, etc. Involvement can mean: 1) contractor provided services or funding to the company, 2) the company is located in contractor's incubator, 3) the company is a university spin-out, 4) contractor spoke with the newly formed company and provided them help with the next steps in building his/her company for example other resources, training classes, etc., or 5) contractor spoke with the CEO/CTO prior to the company formation. A company is only counted as 'new' if it is incorporated within the subsequent 12 months of the service provided.

Tech Company

A business in which research and development brings forth an innovative product or process. The innovation typically involves intellectual property that contributes to a strong competitive advantage in the marketplace and serves as a foundation for a high rate of growth.