



Interoffice Memorandum

November 28, 2022

TO: Mayor Jerry L. Demings
-AND-
County Commissioners

FROM: Roseann Harrington, Mayor's Chief of Staff *RHA*

SUBJECT: **December 13, 2022** – Consent Agenda Item
Grant Agreements for FY 2022 between Orange County, Florida
and Veterans Entrepreneur Initiative, Inc.

The Board approved funding allocations for FY 22-23 for Veteran Entrepreneur Initiative, Inc. (VEI) to promote and support existing military veterans small businesses and veteran entrepreneurs desiring to start a business venture in Central Florida through education, mentorship, investment pursuits, and other activities conducive to Orange County's economy.

The purpose of this recommendation is for the continuation of work that VEI will provide to our local entrepreneurial and small business community during FY 2022-23.

ACTION REQUESTED:

Approval and execution of Orange County, Florida and Veteran Entrepreneurship Initiative, Inc. FY 2023 Grant Agreement and authorization to disburse \$162,253 as provided in the FY 2022-23 adopted budget.

RH/mf



Prepared for
**ORANGE COUNTY
GOVERNMENT**

THIRD QUARTERLY REPORT

April - June 2022

Veterans Entrepreneurship Initiative

www.vei.center

1.407.877.3488

OUR MISSION IS TO EMPOWER AND
SUPPORT VETERAN ENTREPRENEURS
THROUGH BUSINESS GUIDANCE,
EDUCATION AND MENTORSHIP

TABLE OF CONTENTS

PROGRAM OVERVIEW2

Who We Are
Our Mission
Our Vision
VEI Overview - Q3
VEI Participants - Q3
VEI Financials - Q3

PROGRAM HIGHLIGHTS.....3

Q3 - April-June 2022
Veteran Demographics

COACHING & MENTORING4

INVENTION TO VENTURE.....5

VEI ScaleUp Cohort 2
Battle of the Pitches
VEI Launch Cohort 2
VEI Launch Cohort 3
Business Model Canvases

SURVEY FEEDBACK10

MEET THE GRADUATES.....11



PROGRAM OVERVIEW

Who We Are

The Veterans Entrepreneurship Initiative (VEI) is a not-for-profit organization headquartered in Central Florida and led by military veterans to empower military veteran entrepreneurs to launch or grow business.

We recognize veterans are equipped with a powerful set of skills including leadership, striving for excellence and completing the mission. Since 2013, VEI has helped veterans realize and leverage those skills in an entrepreneurial setting.

Our Mission

To empower and support veteran entrepreneurs through business guidance, education and mentorship.

Our Vision

To become the center of excellence for veteran entrepreneurship in the region.

VEI Overview - Q3, April-June 2022

During Quarter 3 of the 2021-2022 fiscal year, our **Grid 407** coaching meetings were steady as we continued our **Invention to Venture** cohorts: VEI Launch and VEI ScaleUp. In April, we completed the second VEI ScaleUp graduating eight veterans in the growth stage. Then in May and June we completed the second and third VEI Launch cohorts graduating a total of 14 idea and launch stage veterans. Overall, we had a total of 25 veterans that participated in the classes. We had a few veterans from our Scaleup classes decide to join the Launch class in order to take a step back and revisit their BMC to see if their current business was still on track to meet their goals.

This quarter we brought back **Special Programming**. We held five events. These special program workshops included: Business Acquisition, Franchising, Legal, as well as two networking events.

Through our marketing of our programs and events, we continue to reach veterans from all industries and professions. Wrapping up Quarter 3 has pushed us forward in plans for the rest of the year, including Quarter 4 programming for this fiscal year.

VEI Participants - Q3, April-June 2022

For participant details for all of our programs, please reference the digital Appendix A-D

VEI Financials - Q3, April-June 2022

For our financials, please see the digital Appendix E



PROGRAM HIGHLIGHTS

Q3, April - June 2022



Total Entrepreneurs Served: 75

Invention to Venture
22 Graduates



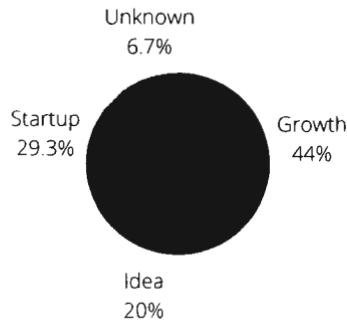
Total Unique
Participants: 25

Coaching & Mentoring
Grid 407

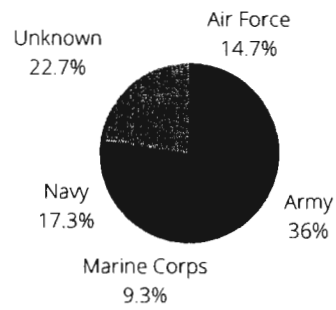


Total Sessions: 36
Total Coaching Hours: 35.25

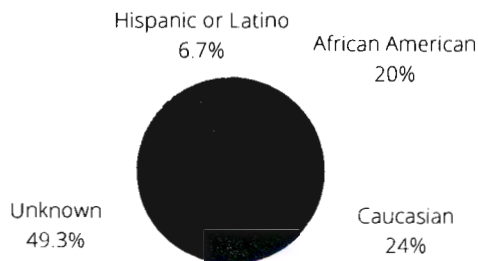
Full Program Demographics



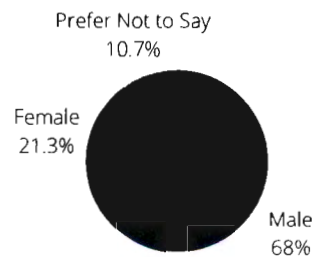
BUSINESS STAGE



BRANCH



ETHNICITY



GENDER



COACHING & MENTORING

Grid 407

Our goal for **Grid 407** is to meet with veterans individually to help reduce the risk of failing, by recognizing their business weaknesses and strengths while establishing a plan to strengthen their business status or move their idea or new concept forward.

During Quarter 3 we mentored and coached **24 veterans** over the course of **36 sessions**. Total hours spent individually with the participating veterans was **35.25 hours**.

For more Grid 407 participant details, please see Appendix B.



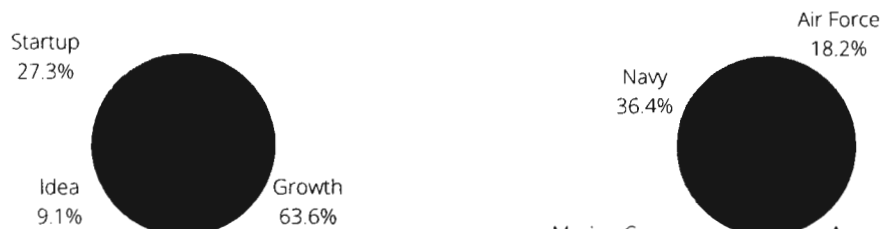
INVENTION TO VENTURE

April - June 2022

The following figures were reported by our Invention to Venture participants.

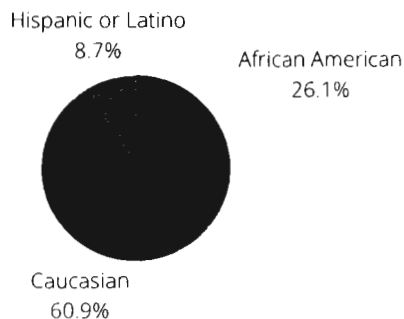


Invention to Venture Demographics

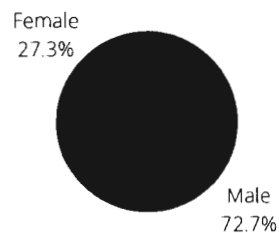


BUSINESS STAGE

BRANCH



ETHNICITY



GENDER



INVENTION TO VENTURE: SCALEUP

VEI ScaleUp Cohort 2

VEI's ScaleUp Cohort 2 has graduated eight veterans from the April cohort.

For VEI ScaleUp 2, we continued with the hybrid curriculum with the first and last classes in person. This allowed us to create a stronger relationship with the veterans and we immediately noticed an increase in interest during the following Zoom classes. Compared to our previous classes, we noticed networking occurred without prompting and it was very apparent these participants would benefit greatly from this classes' design. The camaraderie among them was clear.

In our ScaleUp program we utilized the Business Model Canvas to explore their current business practices and processes. During the sessions, we brought in Subject Matter Experts with different skillset to address all areas of business. These areas include Marketing, Sales Management, Legal, Financials, Raising Capital, etc.

To learn more about some our top veteran's companies in this program, please view a few of their presentations below.



Nikki Bateman
MatchMyPlace, LLC
US Army
[Click here to view the presentation](#)



Nikki ended up placing 3rd in the state at a business pitch competition. See more on the next page.



Halsey Filbin
USEFUZE
US Army
[Click here to view the presentation](#)



Kristy Matthews
K and B Concepts and Solutions
US Army
[Click here to view the presentation](#)

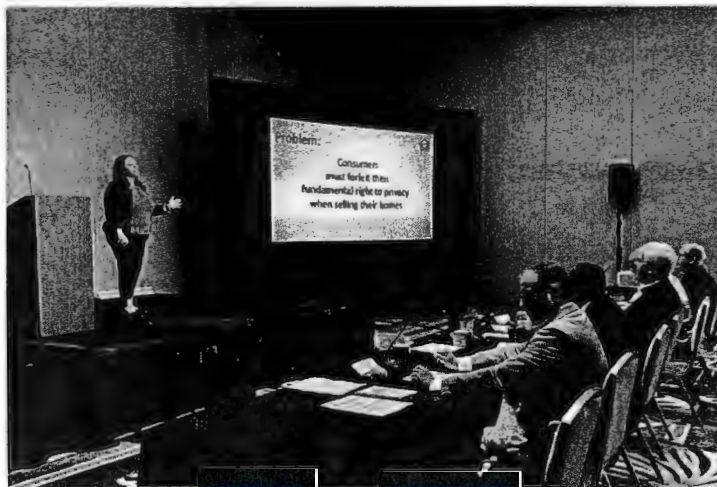


2022 BATTLE OF THE PITCHES

Nikki Bateman, MatchMyPlace



Congratulations to Nikki Bateman, CEO/Founder of MatchMyPlace for winning the bronze award at the 2022 Battle of the Pitches at the Veterans Florida Expo. The pitch competition brought forth 14 of the best veteran led startups from across Florida. Nikki participated in VEI Launch 2 and VEI ScaleUp 2 cohorts in 2022. We look forward to her continued growth and success.



Nikki Bateman
MatchMyPlace, LLC
US Army
VEI Alumni 2022



VEI QUARTER 3 2022
PAGE 7

INVENTION TO VENTURE LAUNCH

VEI Launch Cohort 2

VEI's **Launch Cohort 2** has graduated seven veterans from the May cohort. The class was comprised of a mix of startups and idea stage companies.

This cohort we went fully virtual again. In this Launch program we strived to help our veterans determine the validity or marketability of their business idea. We utilized the Business Model Canvas to explore their business ideas and startups. Splitting into smaller groups and facilitating discussions about each company really allowed for the participants BMCs to come together. We also helped our companies already generating revenue take their business back to the basics to help sure up their BMC.

See some of our the veterans' BMCs on the next page.

VEI Launch Cohort 3

VEI's **Launch Cohort 3** has graduated seven veterans from the educational class. The class was comprised of a mix of startups and idea stage companies.

After coming out of 2021, we decided to implement a hybrid curriculum with the first and last classes in person and the rest on Zoom. The in person classes allowed us to create a stronger relationship with the veterans and we immediately noticed an increase in interest during the following Zoom classes.

In our Launch program we strived to help our veterans determine the validity or marketability of their business idea. We utilized the Business Model Canvas to explore their business ideas and startups.

See some of our the veterans' BMCs on the next page.



VEI LAUNCH BUSINESS MODEL CANVAS'

At the end of the VEI Launch cohort, participants were given the opportunity to present their Business Model Canvas. Please click on the veteran's logo below to view their BMCs.



TALBOT CUSTOM HOMES

Adam Talbot
Talbot Custom Homes
U.S. Marine Corps



Click, clack, POW

Janice Stubbs
Smooth Sailing Sindy
US Navy



matchmyplace™

Nikki Bateman
MatchMyPlace, LLC
US Army



Noell Hickey
US Navy



Scott Claypoole
Palm Beach Pharmacy Group, LLC
US Navy



Scott Lewis
The U.S. Liberty Group, LLC
US Air Force



Steven Sanders
L.A.P.O Services LLC
US Air Force



FEEDBACK RECEIVED FROM OUR PARTICIPANTS

What did you like most about the class?



If you could, what would you change in order to improve the course?

- Would like a few more classes
- Nothing comes to mind
- Would not change anything
- Activities with more accountability
- Make it longer :-)

Please list the topics you found most valuable:

- Growth wheel
- Business Model Canvas
- Sales, BMC, Selling your business
- Networking and sales
- All of the instructors have been incredibly valuable
- The dialogue
- The canvas - unbelievable information and organization for my business. Perfect timing.
- How to grow my business
- Key partners

Throughout the course, what were you able to accomplish with your business venture?

- I was able to get two sponsors - Steven Sanders
- Fine tuned my business model, identified important aspects of my business and business partners. Modified and built a sales funnel and focus. - Adam Talbot
- Business Model - Janice Stubbs



VETERANS

MEET THE GRADUATES

VEI SCALEUP COHORT 2
April 2022

VEI LAUNCH COHORT 2
May 2022

VEI LAUNCH COHORT 3
May-June 2022

ENTREPRENEURSHIP INITIATIVE

VEI SCALEUP Cohort 2 Bios

April 2022

Corey Isaacs
Halsey Filbin
Kristy Mathews
Nikki Bateman
Scott Claypoole
Scott Lewis
T.K. Lamb
Tammy Foster Knight



VEI QUARTER 3 2022
GRADUATE BIOGRAPHIES



Corey Issacs
CEO Tactics and Gear LLC
US Army

Army Veteran, born in Puerto Rico. CEO Tactics and Gear LLC. Over 25 years knowledge and experience in firearms and defensive training, Military, 1st Responders and Civilians. Training available throughout the State of Florida

Tactical Axes. Is a division of Tactics and Gear LLC. We bring the fun to you!

With our instructors showing you how to safely throw axes and have a great time doing so in our latest enclosed 20 foot trailer. Perfect for Private and Corporate events





Halsey Filbin
USEFUZE
US Army

USEFUZE is a free mobile app designed for the modern service/trade worker who has multiple revenue streams that allows them to build their career/side hustle by compiling all of their work into one verified, transparent Living Resume. Our mission is to empower workers with the ability to grow and manage their career without the typical 9-5 job and give them the ability to maximize their time working so you can more easily enjoy your off-time.

USEFUZE allows its users to showcase their previous work, highlight customer ratings and reviews, track job statuses, send on-the-go personalized estimates and invoices, automatically update your work history and lets you show this to potential customers all in one place.

Halsey Filbin is from Nashville, TN, a 5 year Army veteran and a leader with a background in engineering, intelligence and project management. He is a husband and is dedicated to helping the community he lives in and volunteers much of his time coaching youth soccer. He is also a decorated Soldier, now seperated, who was recognized throughout his Army career for his professionalism, leadership, and expertise.

He has a Bachelor of Arts degree in History and has a Project Management Professional certificate earned during his time in the Army. He is a graduate of the Army's Officer Candidate School and reached the rank of Captain in the Army. He is also a graduate of the Sapper Leader Course and the Engineer Basic Officer Leader Course.





Kristy Matthews
K and B Concepts and Solutions
US Army

K&B Lawn and landscaping, is a Disabled-Veteran Woman Owned business that specializes in superior lawn care and customer service. We are dedicated to complete customer satisfaction. K&B lawn and Landscaping is committed to excellence in every aspect of our business. We uphold a standard of integrity bound by fairness, honesty, and personal responsibility. Our distinction is the quality of service we bring to our customers.

Accurate knowledge of our trade combined with ability is what makes us true professionals. Above all, we are watchful of our customers' interests and make their concerns the basis of our business. We value all of our customers no matter how big or small. We also carry a high general liability policy to safeguard our customers. Some of our services include: lawn maintenance, Garden maintenance, landscape design/installation and tree removal. At K&B Lawn and Landscaping, we take pride in our work and in providing the best service for your lawn and landscaping needs.

Kristy Mathews is an Waycross, Georgia native, 9 year Army veteran, and leader with a background in construction. She's the first veteran female recipient of the Shirley McVay Wiseman award. She also has experience in Tele-communication, Networking and Information Technology. She's a wife, mother, and public servant. She's also a decorated soldier, who was recognized throughout her military career. She's also been featured in GI Jobs magazine, Faces of the industry (NALP) magazine, and Home builders institute magazine.

She has an Associates in Networking and Tele-communication and is almost complete with her BAS. She's a top graduate of warrior leaders course (WLC) and Advanced Leaders Course (ALC).





Nikki Bateman
MatchMyPlace, LLC
US Army

MatchMyPlace is a consumer facing off market property portal for real estate agents and consumers. Or mission is to connect real estate professionals with consumers that value privacy and alternatives in assessing their real estate needs.

Consumer are able to access our portal free of charge. If they are curious about a specific property or want to market one of their real estate assets on our platform, they have the option to join our portal for free where they are connected to one of our Agent Partners. Privacy is at the core of our mission and only Members and their Agent Partners will have access to specific property data.

Nikki Bateman is a long time Central Florida resident and Army veteran. She is a licensed real estate agent in the State of Florida and has won numerous awards within both her brokerage and her Realtor Association for production. Pryor to real estate, Nikki manage numerous non-profit organizations throughout the country.

Her focus was primarily employing individuals with disabilities. She has a Bachelor of Arts in Political Science from the University of Central Florida. While in the military as and Intelligence Analyst she held a Top Secret Security Clearance with a SCI caveat.





Scott Claypoole
Palm Beach Pharmacy Group, LLC
US Navy

As the owner and CEO of Palm Beach Pharmacy Group since 2013, Dr. Scott Claypoole has been a practicing pharmacist for 18 years. He graduated from Nova Southeastern University College of Pharmacy in 2002 with honors.

For almost 2 decades, Scott has practiced in a variety of pharmacy environments to include retail, specialty retail, contemporary compounding, Long Term care, wholesale, Substance Abuse Rehab, HIV, Dermatology, etc. Scott is an active member in the Florida Pharmacy Association as well as the Palm Beach County Pharmacy Association where he is an active supporter of PBM reform.

Scott actively supports various community-based initiatives such as: KasperCares.Org (Operation Generate Hope, Operation Flood Them with Love) as well as Cancer Alliance ("Shoot To Kill Cancer"). Scott feels it is his civic duty to give back to students as well at the high school (Palm Beach County eBusiness Partner) and collegiate level as a preceptor (Nova Southeastern and PB Atlantic University).

Additionally, Scott has been an active seller on Amazon since 2013 with a focus on (but not limited to) Health and Beauty. He feels that it is important to be diversified in and outside of Amazon and has been active in various business models to include: Private Label, Retail Arbitrage, Wholesale and Brand Management.

Scott believes that just like custom cars and custom homes.....custom medication through pharmacy compounding allows pharmacists to offer patient specific options and optimum outcomes.





Scott Lewis
The U.S. Liberty Group, LLC
US Air Force

Scott graduated in 2013 and subsequently he was hired by Northrop Grumman Corporation, and worked in Palmdale, CA as a logistics analyst. After 3 years he took on an assignment as a project manager in Melbourne, FL. He worked there until May of 2019 and retired due to a service-connected disability suffered while being stationed in Iraq during his career in the U.S.A.F.

He is currently the CEO of The U.S. Liberty Corps, LLC dba The Freedom Spice Company. His solely owned business is a Service-Disabled Veteran Owned Small Business (SDVOSB) that provides gourmet spice blends to demographics of all ages nationally.

His mission is to offer world-class quality products to a global market, while maintaining a single Corps attitude. He values honor, dignity, and respect while fostering creative solutions from all team members by mentoring veterans in the pursuit of their own goals in establishing businesses.

Scott's Vision is to become recognized as a leader within the BBQ Sauces and Rubs Market Industry. One of his milestones include entering the market no later than 12/31/2023. The short-term goal (11/1/2023) is to solidify contracts with a blending company, packaging-labeling firm, and establish a relationship with a distribution broker.

Scott is a leader with a background in operations management within the construction, hospitality, aerospace maintenance, and retail industries.

He holds a Bachelor of Arts in Business Administration. He is a graduate of the University of Wisconsin-Eau Claire, and The Air University Community College of the Air Force.





T.K. Lamb
JDI, LLC
US Navy

JDI LLC (JDI) is a Florida-based company that uses evidence-based solutions to solve complex business problems. Our focus area is organizational performance and process management (PPM).

Founder and Principal T.K. Lamb is an experienced practitioner having delivered these services for over more than 20 years in various capacities as employee, contractor, and business owner. JDI and most of its team members share a common history as friends, business associates, and alumni to Accenture/ George Group and Deloitte Consulting. Our team comprises internationally experienced professionals, thought leaders in their fields, and existing professional relationships. JDI and its strategic partners possess the knowledge, skills, and abilities in building results-oriented project teams with demonstrated capability. In short, JDI delivers services in similar fashion as those top-tier large firms, that is, we team with a core group of similar high-performance companies with exceptionally demonstrated deep expertise across diverse business disciplines.

Mr. Lamb founded JDI because of his belief in providing senior leaders, managers, and employees with the right capabilities to achieve the business outcomes they seek. Mr. Lamb is Navy Veteran, gained corporate experience in insurance operations, served in the public sector as State of a Florida Government Operations Consultant, and served federal civil agencies and DOD clients as a consultant with two top consulting companies honing his problem-solving skills all along the way. His professional background includes an MBA from University of South Florida, Florida Sterling Senior Examiner (Malcom Baldrige State Affiliate), Project Management Institute PMP, ISO 9001:2015 TL/AU, and Lean Master Black Belt.





OPTIONAL SOLUTIONS, LLC
— WE ARE PEOPLE HELPING PEOPLE —

Tammy Foster Knight
Optional Solutions, LLC
US Air Force

Dr. Tammy Foster-Knight brings 34 years of comprehensive blue-chip experience in military leadership, human capital development, business, community service, and academia. She spent 23+ years on active Air Force duty, entering in August 1987 as an Airman Basic/E-1. Having served in 10 different locations, including a 7-month deployment to Iraq, Dr. Foster-Knight retired as a Manpower & Personnel officer - HR Director in June 2011 as a Major/O-4. As a business strategist, Dr. Foster-Knight is a certified Myers-Briggs Type Indicator® (MBTI®), Step 1 and Step II, Practitioner. While on active duty and as an extension of her businesses, she advises organizations on the dynamics of leadership development, complex communications, and performance management. She developed interactive training plans and administers various employee self-assessments to help them understand their personality types and those in the general population.

As the President and CEO of Optional Solutions, LLC, Dr. Foster-Knight is a Healthcare Provider of Durable Medical Equipment (DME) & Supplies and Safety-Personal Protective Equipment (PPE). Having been in business for 13 years, OS, LLC delivers exceptional products to patients, healthcare professionals, and construction companies; nationally and internationally. Her sister company, Safe-T-Gear, manufactures disposable nitrile gloves and nitrile-dipped work gloves.

Dr. Foster-Knight continues to serve her country as the Founder of She VET, Inc., a 501(c)3 organization. She Vet, Inc. is a platform designed to use Women Veterans' collective strength to help one another move upward, move forward, and move on. The organization advocates for positive change in the individual Service Woman and the condition of Women Veterans as a whole.

Dr. Foster-Knight is a leading authority in cutting-edge adult education. As an adjunct professor, she facilitates courses in Organizational Leadership: Managing & Leading in Business, Strategic Change Management, Human Relations in Administration, and Corporate Social Responsibility, to name a few. She is also a Course Author Consultant, a Subject Matter Expert in Leadership and Management, and an Editor for SAGE Publishing.

A native of Tampa, Florida, Dr. Foster-Knight has one daughter, Tai, and four grandchildren: Lyric (14), Jayden (10), Elijah (6), and little Nola Ray is due in April 2022.



VEI QUARTER 3 2022
GRADUATE BIOGRAPHIES

VEI LAUNCH Cohort 2 Bios

May 2022

Adam Talbot
Janice D. Stubbs
Noell Hickey
Steven Sanders

Bio under VEI ScaleUp Cohort 2
Nikki Bateman
Scott Lewis
Scott Claypoole



VEI QUARTER 3 2022
GRADUATE BIOGRAPHIES



TALBOT CUSTOM HOMES

Adam Talbot
Talbot Custom Homes
U.S. Marine Corps

Adam loves construction and fulfilling dreams of his clients. After spending several years in production building, Adam wants to make a larger impact on the custom residential market. He believes there should be more personalization in home building and does not have a "get what you get" philosophy. His absolute dedication to doing things the right way is what drives him. He is passionate about working with great people and fulfilling their dream and vision in your living space.



VEI QUARTER 3 2022
GRADUATE BIOGRAPHIES



Click, clack, POW

**Janice Stubbs
Smooth Sailing Cindy
US Navy**

Smooth Sailing Cindy is a Multi-media Corporation. Our mission is to create spaces for introverted gamers while still engaging with social gamers cultivating a community of novice and professional gamers.

We engage with our customers directly in their preferred social platform. Our company focuses on educating, uniting, and showcasing a love for gaming. Ultimately, we provide social media marketing with our partners and a safe space to enjoy games.

Janice Stubbs born in Washington D.C and raised in Jacksonville, Florida, Navy veteran, background in audio and stage production. She has a passion for creating whether it be music, media, or digital artistry. She is a mentor to aspiring gamers and continuous student of the world.

She has a certification in audio production and human resources and is pursuing a Bachelors in Audio Production. She has been a part of the Berkley College Patriot program, Veteran Entrepreneurship Initiative program and Northeast Florida veterans HERBiz program enhancing her skills as an entrepreneur and dedicating herself to being a creator.



**VEI QUARTER 3 2022
GRADUATE BIOGRAPHIES**



Noell Hickey
US Navy

Noell has over 15 years as a healthcare professional. She has served in the US Navy with experience in a variety of healthcare provider roles including Sports Medicine and Rehabilitation. After the military, she received her Bachelors of Science in Nursing from Remington College School of Nursing. As a Registered Nurse, she has worked in acute outpatient Oncology clinic, Healthy Kids RN K-12, pediatric home health care, as well as pediatric unit and adolescent behavioral health in a local hospital. As Noell advanced in her nursing career, she soon realized her passion for Integrative and Holistic Medicine.

She received her Masters of Science in Oriental Medicine from East West College of Natural Medicine in December 2021. As a Board Certified Acupuncture Physician, she believes in treating the whole person, body and mind, but most importantly prevention and wellness. However, when faced with illness, she believes in having access to alternative, natural and holistic therapies to restore balance, therefore treating the root cause and not just the symptoms.

Noell has two adult children who she loves spending time with while enjoying paddle boarding, hiking and exploring the various beaches and local parks with their two dogs, Sarge and Zoe.

Her business is a state of the art, multi-disciplinary Integrative health and wellness team that provides Acupuncture, Chiropractic, Physical therapy, functional medicine, IV nutrition, as well as health and lifestyle coaching.

Mission statement: To restore balance, optimize wellness and provide high quality integrative and holistic natural therapies with compassion.





ALIGNMENT PLATFORM ORGANIZATION

Steven Sanders
L.A.P.O Services LLC
US Air Force

At L.A.P.O, our goal is to put you in control of your sponsor, advertising, and customer interaction. When you partner with us, we will teach you how to simplify and optimize your links into the ultimate user friendly Linktr.ee. We will tailor the only QR code you will ever need and tools to meet your business needs. These tools can include online applications, questionnaires, data collection, & lead building just to name a few.

Air Force Veteran Steven Sanders has never stopped dream for success. He is a master at social engineering, getting a solution for any social interaction problem. He is a thinker, consistently striving for development of communities, Programs, and his on personal growth. He currently lives between Tampa and Orlando and is always looking for new projects!



VEI QUARTER 3 2022
GRADUATE BIOGRAPHIES

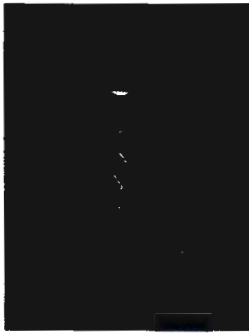
VEI LAUNCH Cohort 3 Bios

May-June 2022

Aldwyn Singleton
Brent Buss
Carl Jones
Dustin Barekman
Logan Montoya
Rafael Figueroa
Stephen Bohan



VEI QUARTER 3 2022
GRADUATE BIOGRAPHIES



Aldwyn Singleton
Veteran Plus Transportation
U.S. Navy

Ready 2 Go Medical Transportation, LLC is a Medical is a world class premier transportation service which allows patients to secure safe and efficient transportation to and from medical facilities as needed and on demand.

Our founder, Aldwyn Singleton was born and raised in Pine Grove, Louisiana and is a 2001 graduate of Saint Helena Central High School located in Greensburg, LA. He entered the Navy in August 2004 and is currently serving in the Navy Reserves for a total of 18 years. He also earned an AS and BS in Management from Park University in 2009 and 2010 respectively. Additionally, he earned an MBA from Salem University in 2011. He has 10+ years of federal experience in the Acquisition Workforce. He has completed the Department of Veterans Affairs Senior Acquisition Leadership Training in 2018.





Brent Buss
Vista International Consulting LLC
U.S. Navy

After serving in the U.S. Navy, as an Independent Contractor, and in the U.S. Government as a CIA Officer, and working on several government projects and programs Brent started his own company and have been running it ever since.

Vista International Consulting, LLC provides product information, equipment procurement and service and support to U. S. and foreign governments.

He is currently living in Lake County, Florida was is a Navy veteran.





Carl Jones
Patriot Sports Enhancement Center
U.S. Army

Carl Jones retired from the United States Army Special Operations Command (SOCOM) as a First Sergeant after 23 years of faithful service. While in the Army, he participated over 15 operational deployments worldwide to include two rotations to Afghanistan.

Carl served as a Military Police, U.S. Army Protective Service Agent, Physical Security Adviser, Equal Opportunity Advisor, U.S. Army Sexual Harassment Assault Response and Prevention Advisor, U.S. Army Basic Combat Training Drill Sergeant, SOCOM Civil Affairs Team Sergeant, SOCOM Civil Affairs Operation Sergeant, Interagency Operations Officer, and a Senior Enlisted Adviser.

He has deployed with the U.S. SOCOM Special Forces, 95th SOCOM Civil Affairs BDE, Combined Joint Special Operations Task Force-Afghanistan. Special Operations Command Europe, and Naval Special Warfare Unit 2. He is a Level 2 Army Combative Instructor, Special Operations Combative Instructor, Krav Maga Level 2 Instructor, Basic Life Saver Instructor, NRA Law Enforcement Certified Pistol instructor, Licensed Armed Security Officer, Licensed Security Officer Instructor, and a Licensed Florida States Firearms Instructor. He holds a degree in Business and Leadership Management.

Patriot Sports Enhancement Center's(PSEC) Onpoint Security and Firearms training offers a variety of courses for Security Guard Training with Class D and Class G Security Guard License classes; Firearms Training; Concealed Weapons Classes and Gun Classes in the Greater Orlando Area to include Dr. Phillips, Apopka, Winter Garden and Clermont.

Carl currently lives in Lake County, Florida and is an Army veteran.





Dustin Barekman
Kraken Analytics LLC
US Army

After working in the Army as an intelligence analyst, Dustin transitioned his talents from combat to business. Now, he assists musicians by registering their music and managing their businesses so they can work on what they do best!

Kraken Analytics LLC uses data to ensure musical artists are protected and paid for the work they create. In addition, I assist in processing revenue from various channels and help create and manage businesses.

Dustin lives in Seminole County, Florida and is an Army veteran.



Logan Montoya
Tactical Dispatching
US Army

Logan spent eight years in the Army after high school. Left wondering what was next, he learned quickly, it wasn't to work for someone else for the rest of his life.

He recently left a trucking company as a CDL driver and took a major risk, with a family at home as their sole supporter, and applied for an LLC in logistics to begin his own dispatch business.

Tactical Dispatching is Logan's first company. He currently lives in Volusia County, Florida and is an Army veteran.

*Cakes
Pastries
& More*



Rafael Figueroa
Cakes pastries and more
US Army

After being medically discharged from the Army in 2010, Rafael has been in search of a new field. He and his wife decided to pursue entrepreneurship and are opening their own company called Cakes pastries and more. They are a family-owned business that creates custom cakes and other bakery items.

Rafael lives with his family in Osceola County, Florida and is an Army veteran.





Stephen Bohan
Dirty Dog Divers LLC
U.S. Marine Corps.

Dirty Dog Divers is the high-end dive experience that Florida and dive travel has been waiting for. Our mission is to provide dive training, travel, and scuba gear reviews. All while using 20 plus years of PADI certified professional diving experience to create a safe and memorable experience for the scuba diving community. PADI Dive Instructors are the most sought-after scuba professionals in the world. Teaching scuba diving allows Stephen to share his love of the aquatic world with others while doing what he enjoys – being in, around and under water.

Stephen Bohan was born and raised in Houston, Texas. He is 6-year Marine Corps, Army, and Iraq Veteran. He is a Navy Civilian Project Management Professional and Operations Leader Focused on Strategic Planning, Solution Development, and Compliance Execution for Multi-Million-Dollar Projects. With 15+ years of experience as an influential leader focused on project management and government focused operations, He has been integral to leading high-level contract negotiations while collaborating globally and cross-functionally to ensure goal attainment. While focusing on leadership and mentorship, He has also developed professionals to utilize their strengths and build key partnerships within various roles, accelerating organizational growth.

He has years of nonprofit community service as a volunteer with the Boy Scouts of America. He is Father and a Public Servant. He has a Bachelor of Science in Aeronautics and a Master of Science in Project Management with a Certified Project Manager Certification (PMP).



**ORANGE COUNTY, FLORIDA
AND
VETERAN ENTREPRENEURSHIP INITIATIVE, INC.**

FY 2023 GRANT AGREEMENT

THIS AGREEMENT, made and entered into this 1st day of October 2022, by and between ORANGE COUNTY, a charter county and political subdivision of the State of Florida, hereinafter referred to as the "County" and Veteran Entrepreneurship Initiative, Inc. hereinafter referred to as the "VEI".

WITNESSETH:

WHEREAS, the VEI has applied to the County for a donation of funds for the operations of VEI; and

WHEREAS, the County has determined that there is a public interest for such activities/programs in order to develop, promote and support existing military veterans small businesses, and veterans entrepreneurs desiring to start a business venture in Central Florida through education, mentorship, investment pursuits and other activities conducive to Orange County's economy and, to that end, the County has appropriated funds to be donated to VEI for such purposes; and

WHEREAS, the County desires to enter into an agreement with the VEI whereby the VEI will receive said funds of the County in accordance with the terms and conditions herein set forth; and

WHEREAS, VEI has available the necessary qualified and trained personnel, facilities, materials and supplies to perform its obligations as set forth in this Agreement;

THEREFORE, in consideration of the premises and mutual covenants herein contained, the parties agree as follows:

Section 1. County's Obligation.

1.1 The County has appropriated for the period commencing October 1, 2022 and ending September 30, 2023, the total sum of one hundred and sixty two thousand and two hundred fifty three dollars (\$162,253) to be administered and disbursed by the VEI solely for the purposes set forth in Exhibit "A". Any funds not spent or encumbered by September 30, 2023 for the designated purpose set forth in Exhibit "A", shall be returned to the County. At VEI's request and for good cause shown, the Economic Development Administrator may, at his or her sole discretion, grant VEI up to six (6) additional months to expend the funds. Any such request shall be submitted in writing to the Office of Economic Development. The Economic Development Administrator shall

issue a written decision in response to such request within 10 County business days. The County's contributions of \$162,253 to VEI shall be made in four (4) installments of \$40,563.25 based on the following dates and contingent upon the satisfactory receipt of three (3) quarterly performance and financial reports of the agency's activities/programs/services as described in Exhibit "A." Each quarterly report is due to Orange County Office of Economic, Trade & Tourism Development within 30 days after the end of each quarter ending December 31; March 31; and June 30 as described in Exhibit "B." The first quarter's installment payment will be paid by the end of November or within 30 days after the execution date of this Agreement and receipt of invoice. The three remaining installment payments shall be paid within 30 days of receipt of each prior quarter report. The first quarterly report is due no later than January 31; the second quarterly report is due by no later than April 30; and, the final quarterly report is due by no later than July 31. A final report, to include progress on remaining months not covered by quarterly reports, is due September 1 with required outline explained in Appendix "B". This final report will determine compliance for future funding. Failure to comply with the County's request for submission of such reports shall constitute grounds for termination of this Agreement and may result in the ineligibility of the VEI to receive future contributions from the County.

1.2 No funds paid under this Agreement shall be expended for any lobbyist, as such term is defined in section 2-351 of the Orange County Code, to engage in any lobbying activities designed to influence decisions or other foreseeable actions of the Board of County Commissioners or the governing body of any other municipality located within Orange County. Furthermore, VEI agrees that it shall not undertake, or cause to be undertaken, or participate in, any lobbying before the state legislature in order to advocate for or influence legislative decision making inconsistent with legislative priorities adopted by the Board of County Commissioners, without the prior written consent of the Board or the County Administrator.

1.3 No funds paid under this Agreement shall be expended for payment of any liability, claims, demands, damages, expenses, fees, fines, penalties, proceedings, actions and cost of actions, including attorney's fees or attorneys on appeal of proceedings or judgments of any kind and nature.

Section 2. VEI's Obligation.

2.1 Representation of VEI. VEI represents that it will use its best efforts to develop and promote develop, and support existing military veterans small businesses, and veterans entrepreneurs desiring to start a business venture in Central Florida through education, mentorship, investment pursuits and other activities in Central Florida, which should include partnering with Orange County Economic Development and Business Development.

2.2 VEI as Independent Contractor. The parties expressly acknowledge that the VEI is acting as an Independent Contractor, and nothing in this Agreement is intended or shall be construed to establish an agency, partnership or joint venture relationship between the parties.

2.3 Unlawful Discrimination. VEI, in performing its obligations under this Agreement shall not unlawfully discriminate against any worker, employee, applicant or member of the public

because of race, religion, sex, sexual orientation and gender expression/identity, color, age, disability or national origin.

2.4 Accounting. VEI will utilize such accounting procedures and practices in maintenance of the records of receipts and disbursements of the funds contributed by the County as will be in accordance with generally accepted accounting principles. VEI agrees to submit reports to the County's Office of Management and Budget according to the terms described in Exhibit "B". Failure to comply with the County's request for submission of such reports shall constitute grounds for termination of this Agreement and may result in the ineligibility of the VEI to receive future contributions from the County.

2.5 Non-Profit Status. VEI agrees to maintain its corporate, non-profit status in the State of Florida throughout the term of this Agreement. If VEI should, during the term of this Agreement, lose its corporate status, it shall immediately notify the County in writing, and the County reserves the right to terminate this Agreement immediately.

2.6 Right to Inspect and Audit Accounts. During the term of this Agreement, VEI, with respect to the receipt and expenditure of funds provided under this Agreement, shall permit County staff and the Orange County Comptroller and his staff to inspect and audit VEI's books and accounts at any time during normal working hours, provided that reasonable notice is given to VEI prior to any such inspection. Any costs incurred by the VEI as a result of a County audit shall be the sole responsibility of and shall be borne by VEI. In addition, should VEI provide any or all of the County's funds to sub-recipients, then, and in that event, VEI shall include in written agreements with such sub-recipients a requirement that records of the sub-recipient be open to inspection and audit by the County or the County's designee.

2.7 Maintenance of Records; Audit. For a period ending five (5) years after the expiration or termination of this Agreement, VEI shall make all records and documents relating to this Agreement available for inspection and copying by the County or any agent designated by the County.

2.8 Assignment. VEI may not assign its rights hereunder, without the prior written consent of the County. Failure to comply with this section may result in immediate termination of this Agreement.

2.9 Indemnification. VEI agrees to indemnify and save harmless the County from and against any and all liability, claims, demands, damages, expenses, fees, fines, penalties, suits, proceedings, actions and cost of actions, including reasonable attorney's fees, attorneys on appeal of any kind and nature arising or growing out or in any way connected with the performance of this Agreement itself.

Section 3. Term and Termination.

3.1 Term and Termination. The term of this Agreement shall begin on January 1, 2022 and shall continue until September 30, 2023. However, this Agreement can be terminated by either party at any time, with or without cause, upon no less than fifteen (15) days notice in writing to the other party. Said notice shall be delivered by certified mail or in person to the business address of the party upon whom such notice is served.

Section 4. Miscellaneous.

4.1 Entire Agreement. This Agreement constitutes the entire agreement between the parties. Any representations or statements heretofore made with respect to such subject matter, whether verbal or written, are merged herein. No other agreement, whether verbal or written, with regard to the subject matter hereof, shall be deemed to exist.

4.2 Waivers. Performance of this Agreement by either party, after notice of default of any of the terms, covenants or conditions, shall not be deemed a waiver of any right to terminate this Agreement for any subsequent default, and no waiver of such default shall be construed or act as a waiver of any subsequent default.

4.3 No Third Party Beneficiaries. This Agreement does not create, and shall not be construed as creating, any rights enforceable by any person or entity other than the parties to the Agreement.

4.4 Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Florida. Venue for any litigation occurring as a result of this Agreement shall be held in the Ninth Circuit Courts in and for Orange County, Florida, and shall be governed by the laws of the State of Florida.

4.5 Severability. It is agreed by and between the parties that if any covenant, condition or provision contained in this agreement is held to be invalid by any court of competent jurisdiction, such invalidity shall not affect the validity of any other covenants, conditions or provisions herein contained.

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates set below.

ORANGE COUNTY, FLORIDA

By: Board of County Commissioners

By: _____

Jerry L. Demings
Orange County Mayor

Date: _____

ATTEST: Phil Diamond, CPA, County Comptroller
As Clerk of the Board of County Commissioners

By: _____
Deputy Clerk

Date: _____

VETERAN ENTREPRENEURSHIP INITIATIVE, INC.

By:  _____
Rafael Caamano, President- Co Founder


Date: 11/28/22 

EXHIBIT A

ACTIVITY FOR WHICH FUNDING IS REQUESTED

Funding in the amount of \$162,253 for FY22-23 will be used to support VEI's operations, which consist of highly skilled staff in technical assistance provision, especially to military veteran entrepreneurs.

VEI is expected to deliver the following major initiatives by September 30:

- Recruit and host at a minimum of 125 participants through the various entrepreneurial services, training and advising programs such as the VEI Launch Start Up Program, VEI Scale Up Growth Program, Business Coaching, Business Workshop Series, and special events.
- Participation in monthly group grantee calls with County staff, as well as in utilizing the SourceLink web resource provided by the National Entrepreneur Center and the County (training will be provided in monthly group grantee calls for how to access and use the SourceLink website)
- Work with Orange County staff within the Family and Community Services Department to ensure Veterans with entrepreneur interests align with County Veterans programs
- Explore partnership opportunities with Veterans Affairs and other private sector Veteran-supporting programs especially focused on entrepreneurship (i.e. Bunker Labs)

Particular tasks agreed to be completed during the FY22-23 budget year include:

- During the FY 2022-2023, VEI plans to continue to monitor CDC-COVID-19 guidelines and adjust programming and in person meetings accordingly. VEI provides veterans with options of meeting with a team member on a one-on-one, over the phone, or virtual setting. Our programs are designed based on input from veterans and years of experience developing and delivering entrepreneurial training and courses to veterans and non-veteran populations. In addition, all our programs and activities are carefully designed uniquely for veterans and can be deployed virtually or in person in a way that stimulates networking activities while building comradery among participants. Below is a list of programs and activities VEI is proposing at a minimum for the upcoming fiscal year:
 - Business Coaching
 - Mentoring
 - Educational Programming
 - Facilitated Startup Program (VEI Launch)
 - Facilitated Growth Program (VEI ScaleUp)
 - Community Building Plan
 - Workshops
 - Government Contracting
 - Small Business Acquisition (M&A)
 - Local Resources (SBA)(PTAC)
 - Franchising
 - Teaming & Other Essential Legal Agreements

- Networking Events
 - VEI Innovation Showcase
 - VEI Camaraderie Day
 - VEI After Hours Networking
- Continue to grow VEI’s brand within the Central Florida Region through brand management and integrated marketing communications strategies.
- Display veteran companies via website and other channels while promoting programs and additional resources throughout Florida.
- Position VEI for greater visibility through interactive/digital marketing and social media channels along with collateral.
- Identify and pursue key public and community relations opportunities that complement the VEI brand vision.
- Continue to strength relationships with local media.
- Foster collaborative and productive relationships within the community.
- Position VEI as a valuable and trusted resource.Overseeing the selection process of program applications across programs
- Provide staffing and space for the programs
- Provide impact reports to County as outlined in Appendix B

VEI’s Proposed Budget – Total: \$162,253

FY 22 -23 Budget Categories	Amount	Notes on Types of Expenses for the Category
Labor (staffing)	\$97,866.48	Program manager, Facilitator, Coordinator and FICA 7%
Facility	\$8,240	Location and participation of NEC programming
Marketing	\$21,725.87	Collateral, Website improvements, Digital Media, Promotions, Marketing Events
Subject Matter Experts	\$10,340	Professional experts for various programming
Materials & Equipment	\$9,760	Licenses, supplies and supporting items for three programing
Indirect Costs	\$14,320.65	Indirect Rate: 10%

NO FUNDS PAID UNDER THIS AGREEMENT SHALL BE EXPENDED FOR PAYMENT OF ANY LIABILITY, CLAIMS, DEMANDS, DAMAGES, EXPENSES, FEES, FINES, PENALTIES, PROCEEDINGS, ACTIONS OR COST OF ACTIONS. INCLUDING ATTORNEY’S FEES OR ATTORNEYS ON APPEAL OF ANY PROCEEDINGS OR JUDGMENTS OF ANY KIND AND NATURE.

EXHIBIT B

The following reports are to be submitted to the Office Economic, Trade & Tourism Development as indicated:

1) Within 30 days of the end of the quarter, VEI shall provide the County with a copy of its quarterly performance and financial reports of the agency's activities/programs/services. Quarterly reporting periods shall end on December 31, March 31, and June 30.

Quarter	Reports Due (no later than)	Payment Due to VEI
First (1 st)	January 31	Within 30 days of receipt of first quarter report
Second (2 nd)	April 30	Within 30 days of receipt of second quarter report
Third (3 rd)	July 31	Within 30 days of receipt of third quarter report

Within each quarterly report, the following information needs to be included as it pertains to the deliverables outlined above:

- Brief summary of the progress of the two new educational programs - Market to Government Integration Academy and Invention to Venture, especially topics shared in each offering and number of unique attendees as well as total attendee numbers for each offering
- Updated listing of new clients across all three programs - information provided can be in a table format and must be at least: name of company, address of company, type of corporation (i.e. Sole Proprietorship vs. LLC, etc.), major industry company sells to (recommend also providing NAICs and NIGP codes), demographic information including gender and race/ethnicity, and potential opportunities/synergies for the company to work with the County (can be short summaries); if the participant is an individual and not incorporated, please briefly explain why they are not incorporated by creating an additional column named "Notes"

For the final report, the following is also needed:

- Number of unique, as well as total participants in each program
- Cumulative listing of every participant across the three programs up until September 1 ... adding a progress column to the quarterly provided progress report table which provides any of the following for that organization: 1) total dollar amount of revenues/contracts obtained during the work period; 2) total dollar amount of grants obtained during the work period as well as total dollar amount of grants/contracts pursued; 3) total number of customer and/or partner connections made by VEI for client as well as who clients were introduced to; 4) whether Small Business Administration certifications or other Veteran designations were obtained as a result of the programs and which ones were obtained; and

5) any other notable progress metrics and/or anecdotes indicating participant's growth as a result of the program.

A presentation to County staff will also be required to discuss through the final report.

2) Within 30 days of its release, if requested by the County, CFAE shall provide the County with a copy of its annual financial report, external audit reports, if any, and any performance or statistical data requested by Orange County.

Reports and Communications to the COUNTY:

Orange County. Office of Economic, Trade & Tourism Development
ATTN: Eric Ushkowitz, Economic Development Administrator
201 S. Rosalind Avenue, 5th Floor
Orlando, Florida 32802
Phone: (407) 836-7370
Fax: (407) 836-7399

Reports and Communications to VEI:

VEI
ATTN: Rafael Caamano, President
16877 E. Colonial Dr. #130
Orlando, FL 32820
Phone: (407) 408-4297