



COLLABORATIVE ACTION OF RESPONSIBLE
EMPLOYEES FOR SOCIETY

CARES



we **pledge** to drive **positive change** for our **employees** and our **communities** by investing **profits** into **people** to **build** a **better** tomorrow.





CARES represents our commitment to giving back and maintaining the connection to the communities that have given us so much.

a message from the CEO

MetroStar was born during a time of great change at the micro and macro levels economically, socially, and technologically. The ability to successfully navigate change and thrive in times of great adversity have shaped the company that MetroStar is today. However, that growth and understanding was also enabled by the communities, resources, and people who believed in us enough to work with us, mentor us, and support us.

Our CARES program represents our commitment to giving back and maintaining the connection to the communities that have given us so much. CARES is about making a positive impact and is organized around three primary groups:

- Health & Humanitarian
- Education & Communities
- Hometown Heroes

With your support, feedback, and commitment, we can bring MetroStar's vision of sustained giving to empower communities to life.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ali Reza Manouchehri'.

Ali Reza Manouchehri
Chief Executive Officer & Co-Founder

our approach

At MetroStar, we believe that giving back is both a moral and a business imperative. We believe businesses have an intrinsic responsibility to make a positive impact in their communities, which is why we established our CARES initiative.

CARES stands for Collaborative Action of Responsible Employees. CARES is more than a competitive differentiator or recruiting tactic, it's giving back to people and communities both locally and globally. It's also simply the right thing to do, and something our company is very passionate about.

Through CARES, MetroStar supports charities that represent our values, resonate with our employees, and align with our customers.





guiding principles

At the heart of MetroStar is our mission: A Passion for Our People. Value for Our Customers. This sense of purpose, and the desire to bridge people together with technology is at the heart of CARES.

To ensure CARES is sustainable and valuable we have developed three guiding principles:

1. **FOCUS**

Working with partners, organizations, and non-profits that share our core values and align with our culture.

2. **BALANCE**

Ensuring employees have the time and bandwidth to support CARES initiatives in a way that is meaningful and fruitful.

3. **COMMITMENT**

Understanding that our vision is only as strong as our execution and that our success enables the success of others.

HEALTH & HUMANITARIAN

BUILDING A BETTER TOMORROW
THROUGH STRATEGIC
INVESTMENTS AND PARTNERSHIPS



EDUCATION & EMPOWERMENT

INSPIRING THE NEXT GENERATION
OF TECHNOLOGISTS,
ENTREPRENEURS, AND LEADERS



HOMETOWN HEROES

THANKING THE EVERY DAY
HEROES AND VETERAN
COMMUNITIES FOR THEIR
SACRIFICE



CARES highlights



**140 Toys and
\$3,075** Donated to
Toys For Tots



\$44,725 Donated
in 2022 to Leukemia &
Lymphoma Society



**20 Thanksgiving
Meals & \$1,225** Raised
for Cornerstones



\$10,000 Donated to
Marine Corps Association
& Foundation



\$3,020 Donated to
Cornerstones' COVID
Relief Fund



\$25,275 Donated to
wear blue: run to
remember



\$5,150 Donated to
Rise Above The
Disorder



\$300 Donated to
Special Olympics



MetroStar