



Dear Metris Family,

Today, as we celebrate the 12th anniversary of Metris Global LLC, I am filled with an overwhelming sense of gratitude and pride. Our journey from an ambitious startup to an influential medium-sized business with a focus on awakening the extraordinary in human performance is nothing short of remarkable.

It seems like just yesterday that we started with a clear vision on how to address the gap between technology deployments and training from my special operations roots, working tirelessly to make a mark in this industry. Our commitment to excellence was quickly recognized, leading to our first significant contracts teaching intelligence operations, free fall techniques, and delivering full scale exercises. Those pivotal moments were a testament to the trust our clients placed in us and the caliber of our expertise.

As our reputation grew, our services became sought after not just domestically but now internationally as well. Our team, which began as a handful of passionate professionals, has now blossomed into a robust family of nearly 150 members. Each individual has brought unique talents, skills, and an unwavering dedication to our shared mission.

It's not just the numbers that matter; it's the difference we make, the lives we impact, and the standards we set in the industry that truly define us. Our journey thus far has been fueled by your hard work, commitment, and relentless passion. Each of you plays an integral role in our shared story, and I extend my deepest gratitude for your invaluable contributions.

While we revel in the accomplishments of our past and cherish our present, I am immensely excited for our future. The horizon is vast, filled with opportunities and challenges that I am confident we will embrace and overcome as a united Metris family.

On this momentous occasion, let us reflect on our achievements, celebrate our collective spirit, and gear up for the adventures that lie ahead. Here's to pushing boundaries, challenging the status quo, and reaching even greater heights together.

With heartfelt appreciation,

A handwritten signature in blue ink that reads "Thomas Heckens".

Thomas Heckens
CEO/Founder
Metris Global