



ENVIRONMENTAL SOCIAL & GOVERNANCE REPORT

DigiStream® is committed to ethics, our employees, the communities we serve and the impact we have on our environment.



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WHAT IS DIGISTREAM?

- Founded in 2001
- 28 total Affiliate Offices in 2023
- 421 total employees in 2023

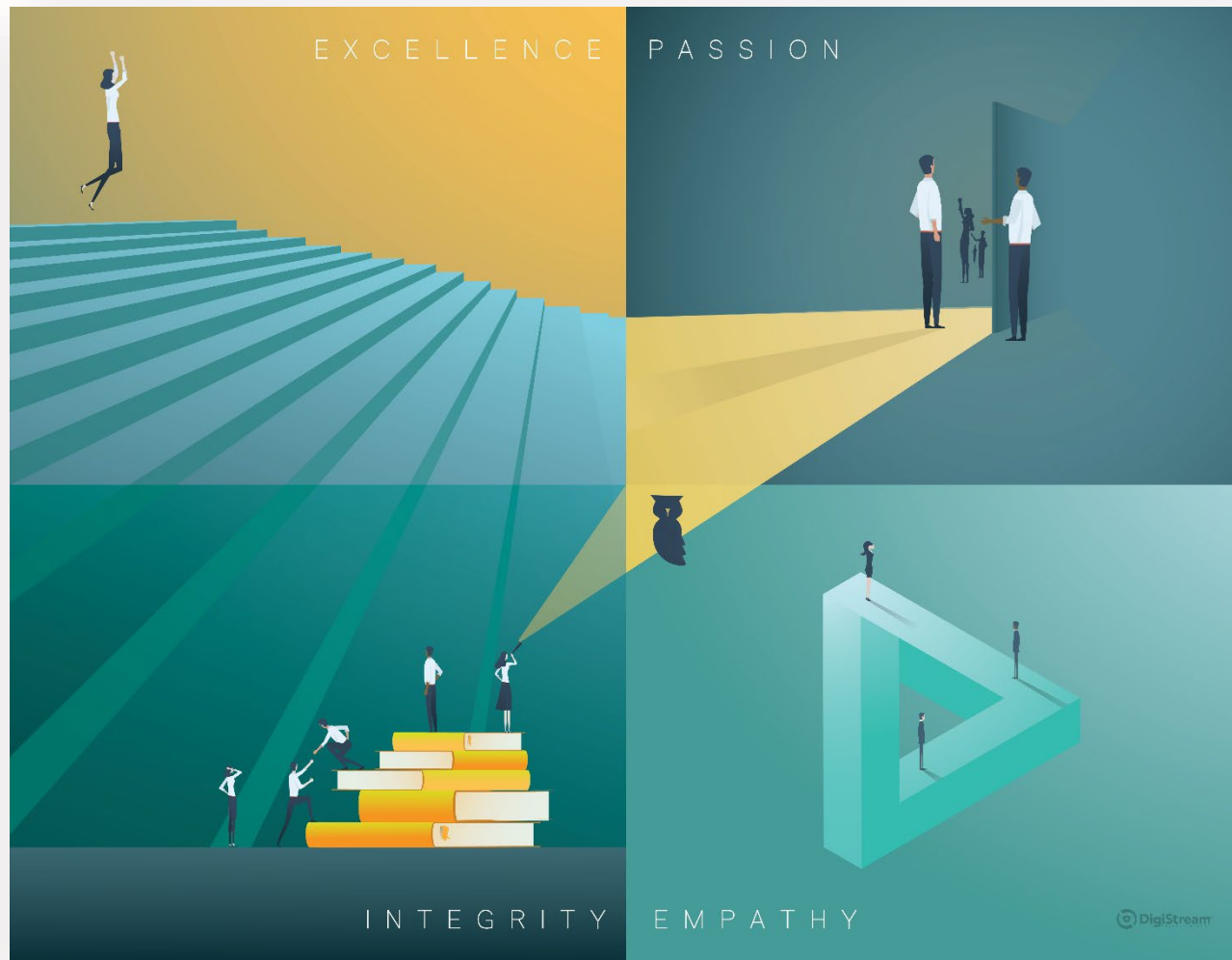
DigiStream® was established in 2001 by William Aaronson as a firm focused solely on surveillance. Inspired to create a new standard of private investigations, DigiStream® made its mark on the industry by delivering high quality video evidence to insurance and risk professionals and being the first firm to offer Next Day Video©.



The following two decades were spent perfecting the trade of surveillance, becoming a leading provider of online investigations, and expanding our capabilities across the U.S. and now Ontario, Canada. Our mission is to continue setting the bar in the private intelligence industry through excellence in our craft and unwavering commitment to our clients.

DigiStream's® core values of Excellence, Passion, Integrity, and Empathy are central to our decision-making and day-to-day operations. While these values can be summed up in a few simple words, we recognize the immense impact they can have on our Brand.

DIGISTREAM CORE VALUES





DIGISTREAM CORE VALUES

EXCELLENCE

We strive for excellence in everything we do. We believe that having a grit & grind mentality is crucial for long-term growth, personal development, and exceptional service.

PASSION

We are driven by our passion for investigations and believe that sharing knowledge, encouraging career advancement, and having a growth mindset will foster opportunities for our staff.

INTEGRITY

We uphold the highest ethical standards and believe that trust and accountability are the foundations for great outcomes.

EMPATHY

We seek to understand by listening, collaborating, and considering different perspectives.

BRAND COMMITMENTS

>>Corporate Social Responsibility | DigiStream.com

COMMITMENT TO ETHICS

DigiStream® is first and foremost committed to legal and ethical investigations with a keen focus on privacy rights. Our fully licensed and trained investigators and analysts deliver clear and transparent reports.

COMMITMENT TO EMPLOYEES

Career advancement, opportunity, and engagement starts with the employee. DigiStream® supports employee growth within the company, assists with funding for advanced education, and has established employee resource groups to celebrate our diversity. We also are dedicated to the health and well-being of our employees, contributing to employee healthcare benefits and partnering with Help Hope Live to provide a catastrophe fund.

COMMITMENT TO COMMUNITY

DigiStream® engages local communities across the nation, supporting charitable organizations with our time and resources. Each of our offices is encouraged to support local nonprofits with whom they feel connection and the Brand is committed to a handful of national organizations.

COMMITMENT TO ENVIRONMENT

DigiStream® is committed to advancing environmental stewardship across the brand. From reducing electrical usage and waste produced to switching to clean products, recycled paper and other products, offices nationally are making changes for the environment. DigiStream® is also working to make our vehicle fleet more environmentally friendly.

GET TO KNOW THE TEAM



WILL AARONSON | Founder



PAUL SUPAL | President



BRENT SIMS
Partner | Los Angeles



BRIAN MESSNER
Senior Partner | Mid-Atlantic | VMS



JOHN BERGANTINOS
Senior Partner | Bay Area | VMS



CASEY GIBSON
Partner | VMS



JAMES GAMBLE
Partner | Mid-Atlantic



JUSTIN BURNS
Partner | New England



MARK COX
Partner | New England



LIAM MURRAY
Partner | VMS



STEVEN CLUNE
Partner | VMS



MIKE TETI
Partner | Chicago | VMS



MIKE DAMAST
Partner | Chicago



MIKE SHIELDS
Partner | Buffalo



PABLO AVILES
Partner | Los Angeles



RYAN JOHNSON
Partner | Denver | VMS



SEAN McCAFFERTY
Partner | San Diego



STEPHEN ROPER
Partner | Carolinas & Atlanta



KATELYN CODER
Partner | Central Valley

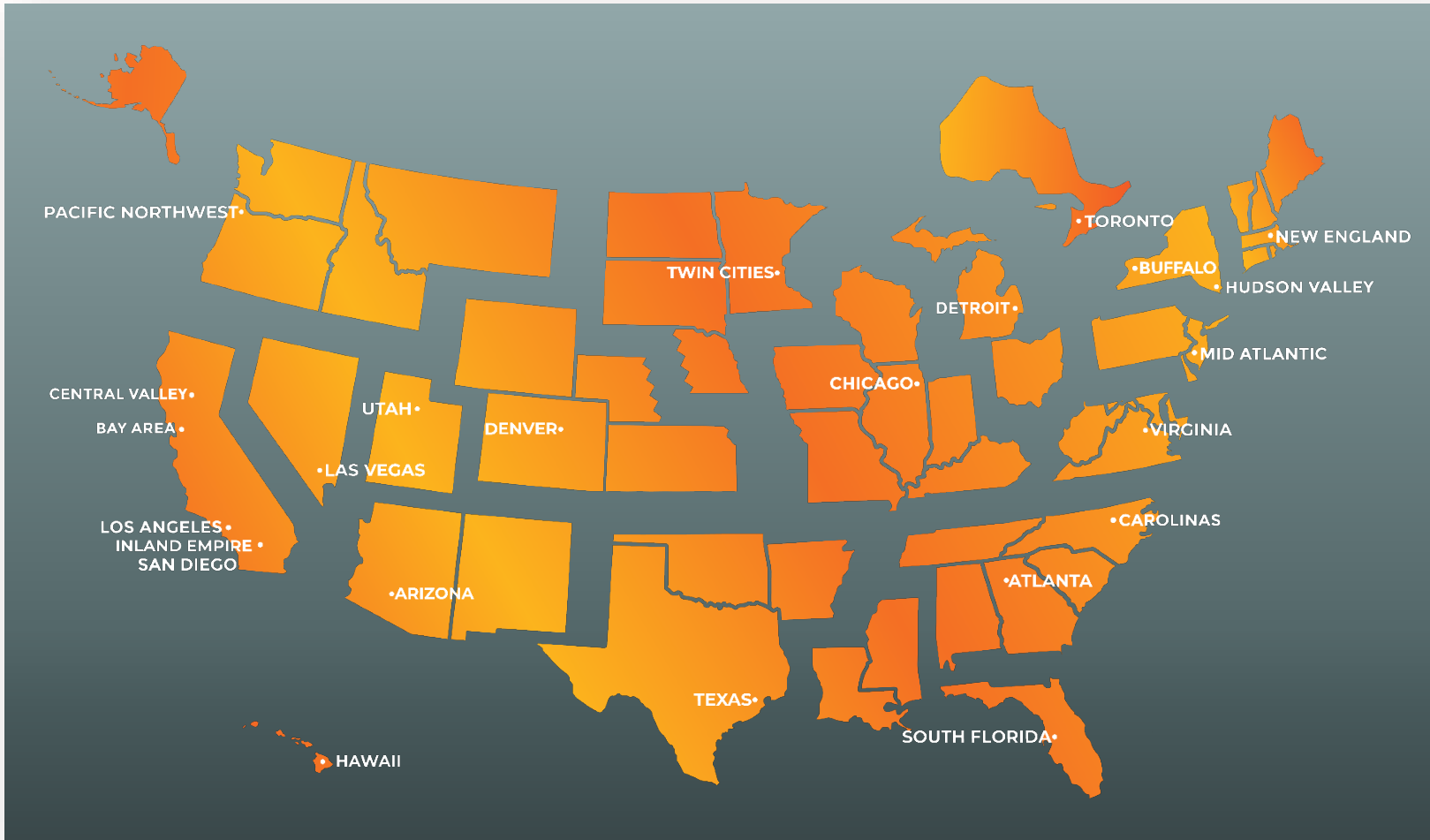


MEGAN KOHLS
Partner | Upstream



GARRETT MCGINN
Partner | Upstream

DIGISTREAM COVERAGE MAP



OUR WORKFORCE

Managers, Investigative Consultants & Advisors

- NICK CEREBY | IC | Arizona
- BOB GORDON | GM | South Florida
- FRANK DAVIS | GM | Hudson Valley
- OMAR AMINI | IC | Nevada
- WESTON ROSKE | IA | Washington
- GEORGE FLORES | IC | Texas
- THEO LOUKOS | IC | Twin Cities
- DAN CARTER | IC | Virginia
- JAQUELINE BATISTA | IC | Toronto

Sales Managers & Associates

- PATRICIA PINCHOK | Brand Sales Coordinator | VMS
- LUIS MARQUEZ | Senior Account Manager | Los Angeles
- RUSSELL AARONSON | Senior Account Manager | VMS
- SCOTT SCHULTZ | National Account Manager | VMS
- CHRISTOPHER CANZIANI | Account Manager | South Florida
- CORWIN SHORTS | Account Manager | VMS
- COURTLAND SODA | Account Manager | Central Valley
- DARYL BALL | Account Manager | Los Angeles
- JOHN HILFERTY | Account Manager | Mid-Atlantic
- RAJAN RAI | Account Manager | Mid-Atlantic
- MATTHEW GATES | Account Manager | Chicago

Top Investigator & Rankings

- JACK MATERO | Hudson Valley | 10,958 min
- NATASHA KING | Los Angeles | 9,651 min
- LAUREN PEARCEY | San Diego | 8,777 min
- ROBERT REGAN | Hudson Valley | 8,019 min
- JOSEPH ONGAY | Hudson Valley | 7,153 min
- DAY DARY | Chicago | 6,419 min
- PARMINDER PAWAR | Mid-Atlantic | 5,828 min
- JOHN BATINICH | Bay Area | 3,962 min
- JOHN AHERN | New England | 3,950 min
- CHASE KONERT | Twin Cities | 3,298 min

LEADERSHIP ACADEMY GRADUATES

Local Leadership Development Program (LDP) Graduates

- JESSICA CALVO | New England
- SAYYED WAHID | VMS
- PARMINDER PAWAR | Mid-Atlantic
- RYAN MARCOTRIGIANO | Mid-Atlantic
- CIARA SCENO | Mid-Atlantic
- RACHEL FRIEDMAN | Mid-Atlantic
- JAY OCHAL | Florida
- BRANDON ALLEN | Florida
- AARON STUTZ | Virginia
- ALEX ALVARADO | Carolinas
- VERONICA LAPLACE | Carolinas

Emerging LDP Graduates

- DAN CARTER | Virginia
- FRANKLIN DAVIS | Hudson Valley
- GEORGE FLORES | Texas



Executive LDP Graduates

- KATHLEEN HAUGE | Chicago
- CHRISTOPHER PINTO | Mid-Atlantic
- NACER CARRILLO | Inland Empire
- ABIGAIL HARRIS | VMS
- FABIEL BARAHONA | Texas
- ELAINE KAVASCH | VMS
- DORIS VICTORIA | Bay Area
- JACQUELINE BATISTA | Toronto

HR101 Graduates

- ALEXANDRA BARNES | New England
- FILIBERTO FLORES | Mid-Atlantic
- PHILLIP RAMOS | Buffalo
- JAY OCHAL | Florida
- FABIEL BARAHONA | Texas
- GREG WEEMS | Arizona
- NATALIE LAFRANCHI | Inland Empire
- VICTOR SYDNOR | Los Angeles
- CARINA ARTEAGA | Central Valley
- TAYLOR MILTON | VMS
- JESSICA SZATWICZ | VMS

WHAT WE OFFER OUR DIGISTREAM TEAM

Supporting 'Streamers Company-Wide

- Employee Assistance Program (EAP) | LifeCare

LifeCare offers 24/7 resources and guidance for your personal needs including parenting, senior care, wellness, home services, and legal and financial services.

- Military Leave

An employee may take a leave of absence to accommodate service in the Armed Forces, Military Reserves or National Guard, including military spouses. The specific terms of the absence and of rights to reinstatement, seniority, benefits, and compensation after a military leave are governed by law.

- Paid Parental Leave

DigiStream recognizes that welcoming a new child is a very important time for employees and their families and offers leave that allows for eligible employees who are new parents to receive 100% of their regular salary and benefits for a designated period of time.

- Tuition Reimbursement

Reimbursement is available to eligible employees for classes taken that offer 3 or more units and awarded a C or better grade. All classes must be pre-approved in writing by Human Resources (HR) and must be determined by HR to be related to the employee's duties at the Company.

- Health Care Travel Resources

DigiStream's health care provider, Aetna, offers a travel and lodging rider for health care and abortion-related services that are provided in states where such services are permitted by state law to ensure fundamental care for all.

SUPPORTING EMPLOYEE WELLNESS

DigiStream Compassion Fund Help Hope Live

[>>Donate to the DigiStream Compassion Fund - Help Hope Live](#)

DigiStream Investigations is raising money for the nonprofit Help Hope Live to kick start fundraising campaigns for their employees when they face uninsured medical expenses and related costs due to a catastrophic injury or illness.

DigiStream has chosen to fundraise for Help Hope Live to provide support to their employees when it is needed most.

Through Help Hope Live, contributors can be sure donations will be used to pay or reimburse medical and related expenses. To make a tax-deductible donation to this fund, click on the Give button. For more information on the program, please contact Help Hope Live at 800.642.8399. Thank you for your support!

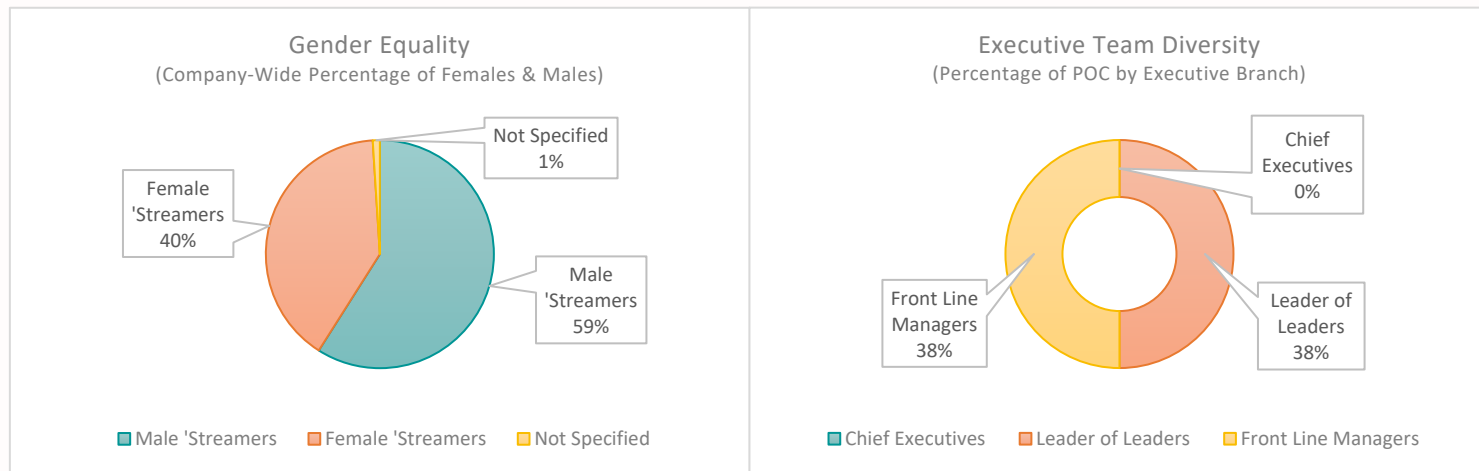
\$25,010 Total funds raised as of Dec 2023



THE SOCIAL ASPECT

DIVERSITY IN ACTION

- Ladies Leadership Network (LLN) group | 110 members
- Diversity, Equity, and Inclusion (DEI) group | 86 members
 - 40% of all employees are female
- 25% of the total executive team are People of Color (POC)



CHARITABLE DONATIONS

Total giving’s across all DigiStream Affiliates for 2023:

Total hours volunteered:	352	Total funds donated:	\$71,441
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Various charities and organizations supported by DigiStream affiliates

Building Futures	Internship: University of Nebraska Omaha	Toys for Tots
Asian Women’s Shelter	Forgotten Harvest Program Food Bank	Bread and Roses
Child & Family Services in Buffalo	Tampa Bay Humane Society	Mercy Housing and Shelter
The Innocence Project	Children’s Network of Hillsborough County	Families in Transition New Hampshire
Animal Rescue Organization	Holiday Toy Drives	Feed My Starving Children
Angel Tree with the Salvation Army	New Jersey Veterans Network	Guardian Group Project 1591
Poverello House	Camden County Women’s Shelter	Helping Downtown Greens Upper Garden
Loaves & Fishes	Cathedral of Our Lady of the Angels	Fredericksburg Food Bank
Sacramento Boys & Girls Club	Three Square Food Bank	C&S Wholesale Grocers
Kids’ Chance	Massachusetts Coalition for Homeless,	and Spencer Education.

SUPPORTING COMMUNITIES NATIONALLY

DigiStream's Partnership with Kids' Chance

[>>Kids' Chance of America | Give Kids a Chance at a Better Future](#)

DigiStream Investigations provides donations to Kids' Chance to support our communities nation-wide. Kids' Chance provides services to the children of workers that have been injured. Kids' Chance provides scholarships and support to kids in all 50 states for a chance at a better future. DigiStream's partnership with Kids' Chance aims is to not only support injured workers, but also support the kids affected by the losses an injured worker face.

"When a worker is seriously or fatally injured on the job, it doesn't just affect them. It impacts the entire family. We support the kids." - Kids' Chance



DigiStream's Partnership with The Innocence Project and Guardian Group Project 1591

DigiStream Investigations provides expertise to two major national projects: The Innocence Project, Guardian Group Project 1591.

INNOCENCE PROJECT

>>Innocence Network

The Innocence Project helps to free or exonerate hundreds of wrongfully convicted people, pass transformative state laws and federal reforms, and advance the innocence movement. DigiStream's partnership with The Innocence Project provides donations and services to cases of individuals wrongfully convicted.

PROJECT 1591

>>Project 1591® - Guardian Group

The Guardian Group Project 1591 is a 24/7 crowdsourcing process and platform that enables volunteers to become force multipliers to Guardian Group's mission of illuminating child victims of sex trafficking in the United States. The project utilizes Open-Source Intelligence (OSINT) volunteers by apply their skills for good in identifying and illuminating underage victims of sex trafficking to law enforcement in the USA. DigiStream provides donations as well as services through our own OSINT volunteers experienced and knowledgeable in techniques to identify cases and provide support to law enforcement through this project.

ENVIROMENTAL STEWARDSHIP

Under our commitment to the environment, we foster environmental stewardship through promoting the responsible use and protection of the natural environment through conservation and sustainable practices.

36% of DigiStream offices participated in making enviromental changes in 2023 as part of the September Enviromental Awareness Challenge

EMPLOYEE ACTIVITIES DURING SEPTEMBER 2023

10 hours devoted to cleaning up the environment

10.5 hours volunteered at local community gardens





OUR CORPORATE GOVERNANCE FRAMEWORK

DigiStream's (the company) risks and opportunities related to the company's environmental obligations is housed under the Strategy and Compliance department to ensure the company sets and meets environmental goals based on the International Standard Organization (ISO) 14001, and continuously be monitored for updates to make improvements.

The company reviews the accuracy of any sustainability goals and achievements to avoid presenting greenwashing or misleading information. We are actively work on updating and advancing our sustainability report, marketing materials, and company website to reflect our ESG efforts.

OUR ADVISORY BOARD



MICHAEL MURPHY

Legal and Privacy | University of Pennsylvania Carey Law School



KURT SCHRADER

Finance | Carbahal Olsen Financial Services



PATTY PINCHOCK

Claims Industry | Formerly of Sedgwick SIU



PETE JENKINS

OSINT | ISS Training Ltd.



CHRISTINA BUBEL

Intelligence Gathering | Biz in English



MANAGING OUR IMPACT

Planning Actions to Achieve Environmental Objectives

The company understands our biggest contribution to pollution is the emissions from our fleet of vehicles operating across the states and are working to address our carbon footprint and make advancements to lower our carbon output.

Promoting Diversity, Equity, and Inclusion

The company encourages employee career growth and through our Leadership Development Programs, we encourage employees of all backgrounds to advance in their careers. We are actively working to diversify our next generation of leaders.

Addressing Our Governance Framework

The company understands the importance of good corporate governance and establishing a system of rules, practices, and processes used throughout the company that are aligned with our core values and commitments. We are determined to uphold ethical, responsible, and transparent operations while maximizing shareholder value and interests.

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COMPANY INFORMATION

(800) 747-4329

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>>DigiStream | Stay Ahead of Your Claims

>>licensing@digistream.com