

Follow-Up

Peiter Zatzko <[REDACTED]@gmail.com>
 To: Marianne Fogarty <[REDACTED]@twitter.com>
 Cc: Rebecca Falk <[REDACTED]@twitter.com>

Fri, Jan 28, 2022 at 3:16 PM

Marianne,

It has been only 2 weeks since you and I agreed that corrective documents should be created.

One week ago, as I was preparing the materials, the system and materials were abruptly taken away from me when I was terminated.

6 weeks ago Parag told me not to create and send corrective materials.

I will have materials ready as soon as possible.

kindest,

Mudge Zatzko

On Thu, Jan 27, 2022 at 5:37 PM Marianne Fogarty <[REDACTED]@twitter.com> wrote:

Mudge,

I'm writing to let you know that we are convening a meeting of the Risk Committee. At the meeting we will brief the Risk Committee on the concerns you raised in your January 4, 2022 email to Parag and Dalana, including the context you provided in the meeting with Omid and subsequent emails to Sean Edgett and me. If you have additional concerns that you have not yet raised, please do so as soon as possible, but no later than February 1, so that they can be brought to the attention of the Risk Committee in this meeting. It has been six weeks since the presentation about which you raised concerns, and just over three weeks since our investigation began. We do not feel it is appropriate to wait any longer given that we have provided you with repeated opportunities to share further information.

Thank you.

Marianne

On Mon, Jan 24, 2022 at 10:07 AM Marianne Fogarty <[REDACTED]@twitter.com> wrote:

Mudge,

Please let me know if you have time today or tomorrow or any time in the near future to talk about your additional items. I would like to speak with you to understand the concerns so that I can look into them. Please forward copies of any documentation relating to those items to me in anticipation of that conversation and to enable me to begin to investigate.

Thank you.

Regards,
 Marianne

On Sun, Jan 23, 2022 at 5:31 PM Peiter Zatzko <[REDACTED]@gmail.com> wrote:
 Yes. There are additional significant items (with documentation).

Appreciate the Sunday email and request for my time. I am unavailable to speak right now.

On Sun, Jan 23, 2022 at 12:42 PM Marianne Fogarty <[REDACTED]@twitter.com> wrote:
 Hello Mudge.

I'm writing to follow up on my email of Friday afternoon asking to speak with you to be sure I understand and can look into any additional concerns you may have. You indicated in email that you have additional concerns, and I understand from Patrick Pichette that you indicated the same to him.

My job is to conduct a thorough, objective investigation and report on it to the Audit Committee, of which Patrick is chair. Given the nature of the issues, here I will also report to the full Risk Committee of which Omid, with whom you spoke last week, is chair. But I can only investigate what has been reported to me, and I cannot complete my investigation knowing there are matters that have not been investigated.

I'm available to speak with you at your earliest convenience. Can we set up time to talk today?

Regards,

Marianne

On Fri, Jan 21, 2022 at 1:21 PM Marianne Fogarty <[REDACTED]@twitter.com> wrote:

Hi Mudge.

Can we set up a time to talk to identify and understand the full breadth of additional concerns/issues and can look into them?

The sooner the better. Are you free this afternoon? I'll make myself available at whatever time works for you.

Thank you.

Marianne

On Fri, Jan 21, 2022 at 10:07 AM Peiter Zatzko <[REDACTED]@gmail.com> wrote:

Yes. These are now additional concerns/issues introduced by Parag.

On Wed, Jan 19, 2022 at 11:59 PM Marianne Fogarty <[REDACTED]@twitter.com> wrote:

Mudge,

[REDACTED] advised me that during your conversation this morning you mentioned the concerns you raised about information shared with the Risk Committee in December. If you were referring to matters that are not already under investigation, please let me know so we can schedule time to talk right away.

We appreciate that you raised your concerns and want to be sure they are fully and appropriately addressed. While my investigation is not complete, we intend to bring all of the concerns you raised with me and Omid, as well as the document you have been preparing in response to my email of January 11, to the Audit Committee and the full Risk Committee in the coming days. If there is anything else you want to include or recommend we do with respect to this issue so it concludes to your satisfaction, please let me know.

I'm available to hear any further concerns you may have as well as any additional thoughts you may have to resolve this matter.

Regards,

Marianne

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 Follow me [REDACTED]

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