



19 Jan 2022

Peiter "Mudge" Zaitko

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Dear Mudge,

Per our discussion earlier today, this confirms that your employment with Twitter has ended and your access to our systems has been terminated. Your last day on our payroll will be January 24, 2022.

To recap our call this morning, we're parting ways because Parag has lost confidence in your leadership. For example, the issues that have surfaced ██████████ ██████████ ██████████ ██████████ ██████████ have made clear that you are not creating a healthy working environment for your team, and that your conduct falls short of what we expect from our leaders.

During our discussion, you raised the ongoing investigation being conducted by our Compliance team with respect to your concerns regarding materials provided to the Risk Committee ██████████ ██████████ ██████████ ██████████ in December 2021. As you know, we have taken your concerns very seriously and our Chief Compliance Officer is conducting a thorough investigation under the supervision of the Audit Committee Chair. As you also know, Twitter has many mechanisms to flag concerns, including our ethics helpline ([ethicshelpline.twitter.com](https://ethicshelpline.twitter.com)), and you remain welcome to use those mechanisms at any time even after you are no longer an employee.

It's our hope that you will leave here amicably, based on your previous commitment to do so should Parag ask you to leave. Going forward, I will remain your contact for anything related to your employment and termination. My email address is ██████████@[twitter.com](mailto:████████@twitter.com).

Sincerely,

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Senior Director, People