

Bite By Night's Management

I will cite stuff from this drive, [folders will be this](#), [specific files will be this](#).

Screenshots: https://drive.google.com/drive/folders/1ut1d2qO0DfPVfh0YrPPa7jrlGEebSI65?usp=drive_link

Please read this with as much of an unbiased view as possible, as I know people do not like Bite By Night, I do not want people to attack the developers from this.

I was offered to be a part of the Bite By Night management team on April 22nd 2026, and had my position terminated August 18th 2026 in a manner that I believe is unethical, with a resulting dispute. I am choosing to write this document as a showcase of what I have witnessed and experienced while being on the team that correlates to my removal and/or should be called out for. I will not go too in depth to protect the privacy of others, as this document is primarily focusing on the management of the game and to call them out for withholding the money I am owed.

During this time I was in charge of handling Public Relations with the responsibilities of handling the social media account, making public responses, handling backlash, gaining community trust, engaging with the community, and understanding the community's concerns with addressing them to my best ability. I also handled Human Resources/Internal Affairs in which I'd make sure any disputes between team members are handled, resolve conflicts between the teams, address management concerns, do background checks, and evaluate if someone should have their position terminated.

I listed my responsibilities to give an understanding of everything I have done for the Bite By Night team, the team is aware that I only have one other instance of doing PR/HR work and that I am self taught. We discussed expectations and responsibilities when I was first hired, since then the only thing that has been discussed involving my position has been pay related or adding responsibilities.

All of my sources and clarification on terms will be in **Definitions and Sources**.

DISCLAIMERS

Any information in this document will be my experiences while working on the team, no one else was involved in making this document, any information I release is information I know I can say with my and others' safety prioritized and absolving involvement from others besides the parties needing to be mentioned.

This document has no intent of defaming, slandering, or inciting harassment towards anyone. Any harassment towards the Bite By Night team I do not condone of and request this document to be taken as informative and wish no harassment to be sent their way.

Any information stated will be provided with as much evidence as I can provide, I am under no legal obligation to keep any information hidden, but I do refuse to leak anything that does not address these issues. Anything that lacks evidence would be due to me having no chance to save said evidence due to me being cut off from it the day I was removed from the team and only stated to help the other points brought up. Anything I state without evidence should be taken lightly, such as **My Experience on the Team** as I was cut off from any chance of having this evidence.

My intentions with this document is to raise awareness to how Ozel, Revv, and Swiv have treated me and/or the team of Bite By Night that should be brought to awareness for anyone who is being brought onto the team, and to show how their actions have affected others. This is to show how their negligence is an issue and should be situated. I am also looking to close this situation as soon as possible as this has taken a severe toll on my health due to how conflicting it has made me feel.

Any screenshots provided would be in Central Daylight Time. Along with the archived messages were logged early may when I had a feeling they would fire me due to these payment issues.

How I feel about my time there:

I was very upset and disappointed when I was removed from the team because I took a lot of time in trying to improve my attitude and overall boundaries with myself when it comes to a game I really wanted to work on or help, and I believe I did that just fine while working on Bite By Night. Some people know I have issues with regulating my emotions and I already said something in regards to why that is publicly, and I believe I am and was making progress. My removal caused an influx of unstable emotions where I felt like I was in the wrong for getting removed and they were in the wrong due to their lack of communication to me and not paying me. I now feel that my removal was unjust because of the lack of communication given and know that I did my best. Along with that numerous other people on the team that are closer to the higher-ups have been excused of their own actions and leaks, as I was removed from the team instantly with no previous discussions with Ozel, Revv, or Swiv involving my performance or character.

I recall telling them to communicate any issues involving me before taking action due to knowing how I would react under confusion and stress, yet that was not followed. Seeing this small request unfulfilled caused some conflict internally that I had to give myself time to sort out.

My dispute with the Directors and Manager of Bite By Night is that I still have not been compensated in full for my time working on the project, as they still owe me 890,000 Robux (\$3,377 USD).

I put this page here so people can understand some definitions going into the document, this does include my sources too, feel free to skip if you already know these terms.

Maintenance: The state that Bite By Night is in where the game is not accessible for people to play.

Robux: Digital currency provided by Roblox that consumers can use to buy digital goods. Creators can also request a payout from Roblox's DevEx System.

Group Payout: Roblox Communities allow the owner of the Community to send Robux to anyone else who is in the community.

DevEx System: The Roblox Developer Exchange Program that Roblox has for creators, so they can get their Robux earned to real currency, the US Exchange rate is 1 Robux for \$0.0038 USD. (Roblox, n.d.)

DevEx Request: A submission to the DevEx system to get an amount of Robux converted to your currency.

Gamepass: Items that Creators sell on their games using the Robux Currency.

Split: A defense that the mind has against emotional overload, typically present in people who have Borderline Personality Disorder. This is a form of "black-and-white thinking" where instead of seeing people as complex mixtures of strengths, flaws, and contradictions, they instead can believe 2 separate things about the same person within days or hours. This could last minutes during emotional arguments, or even repeat several times within a day. (Mhowwala, 2026)

Calculating Robux to USD:

$\text{Robux} * 0.0038 = \text{USD}$

Example:

$100,000 * 0.0038 = 380$

References

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- Roblox. (n.d.). *Roblox Developer Exchange Program*. Roblox Creator Hub. Retrieved August 31, 2026, from <https://create.roblox.com/docs/production/monetization/developer-exchange>

Leading Up to my Removal

Folder: **Payment Issues**

Ever since I joined the team I have had consistent problems with trying to get paid for my time and work spent on Bite By Night, even the first time I got paid I did not receive the amount I was owed until the week after. There are 3 incidents I have logged that do play a part in their termination of my position. These issues were consistent enough to make me lose my trust in them as my bosses.

Converting the amount of Robux to USD is multiplying it by 0.0038, this is the average rate for the US with DevEx.

Incident 1:

SubFolder: **1st Payment Issue**

When I was first brought onto the team, I was told the amount of money I would be paid would be 300,000 Robux (\$1,140 USD) a week, this discussion is in the folder **(Getting Hired)**. For a bit of context, before the first screenshot I talked about requesting my pay a week early and not getting paid for the week that would be early due to personal plans. That was denied which I wasn't fussed about as I saw it as a big ask. This entire situation of how much I was going to get paid is really hard to follow even for me as I kept having to bounce between Ozel, Revv, and Swiv about my pay. To start with some context, I was brought onto the team the day that there was an issue happening between the previous manager and a community member, this I was not aware of and was told by my friend who I was playing a game with when Revv messaged me.

Due to this spur of the moment situation I was expected to resolve, Revv offered to pay me an extra 100,000 Robux (\$380 USD) on top of my 300,000 Robux (\$1,140 USD) weekly for the upcoming pay period that would be on Monday. This would total up to 400,000 Robux (\$1,520 USD) for my first week.

April 22, 2026



Revv  4/22/2026 6:39 PM • VENI, VIDI, VICI

ill pay you an extra 100k for the inconvenience btw
thought it was gon be a chill week



bea  4/22/2026 6:39 PM • 20 years old | they/them

all good lol, would apprec it
you'd have to wait like 2 weeks before you can pay me anyways, in which we can do the math for allat



Revv  4/22/2026 6:39 PM • VENI, VIDI, VICI

not really
just 3 days
cus the groups verified

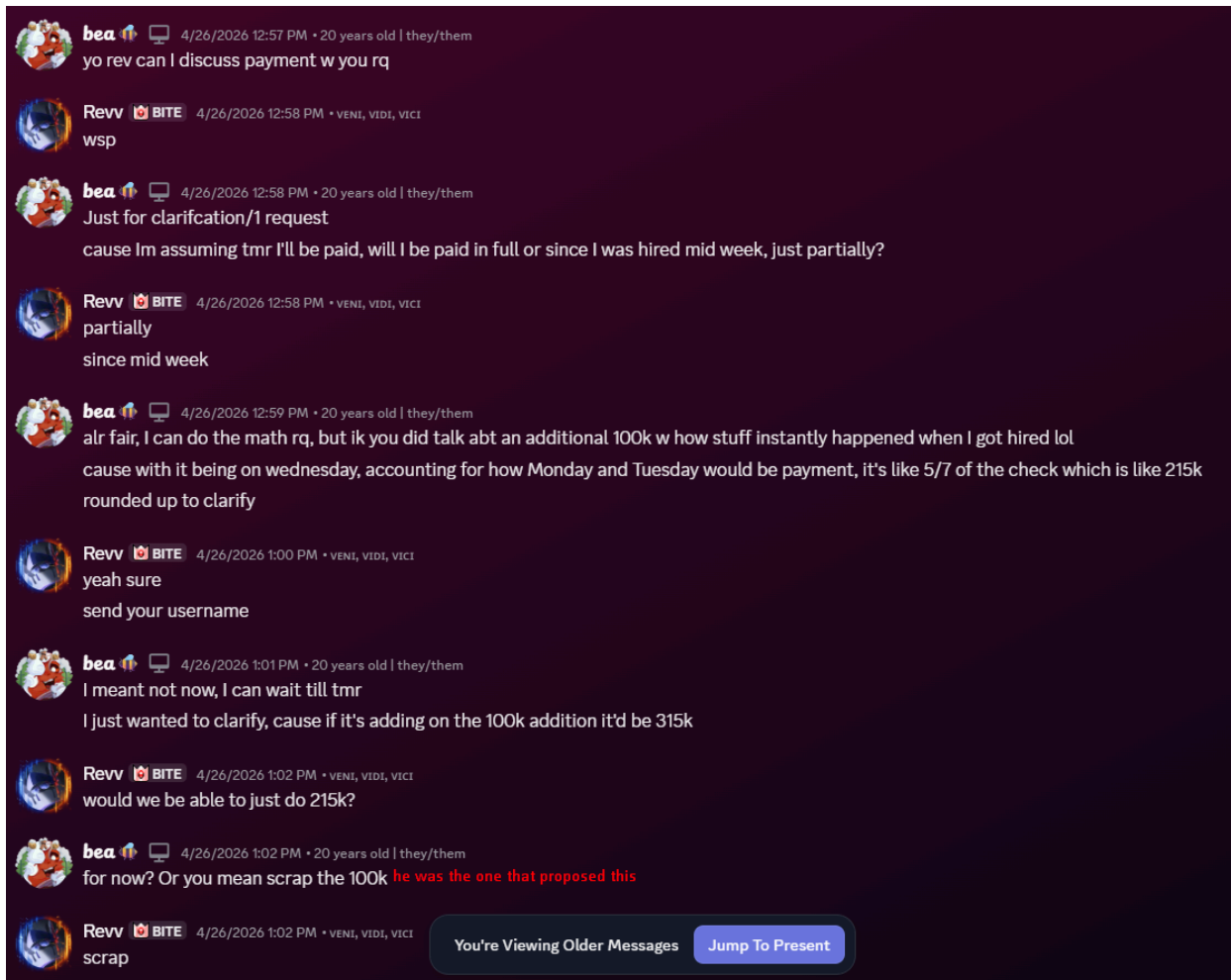
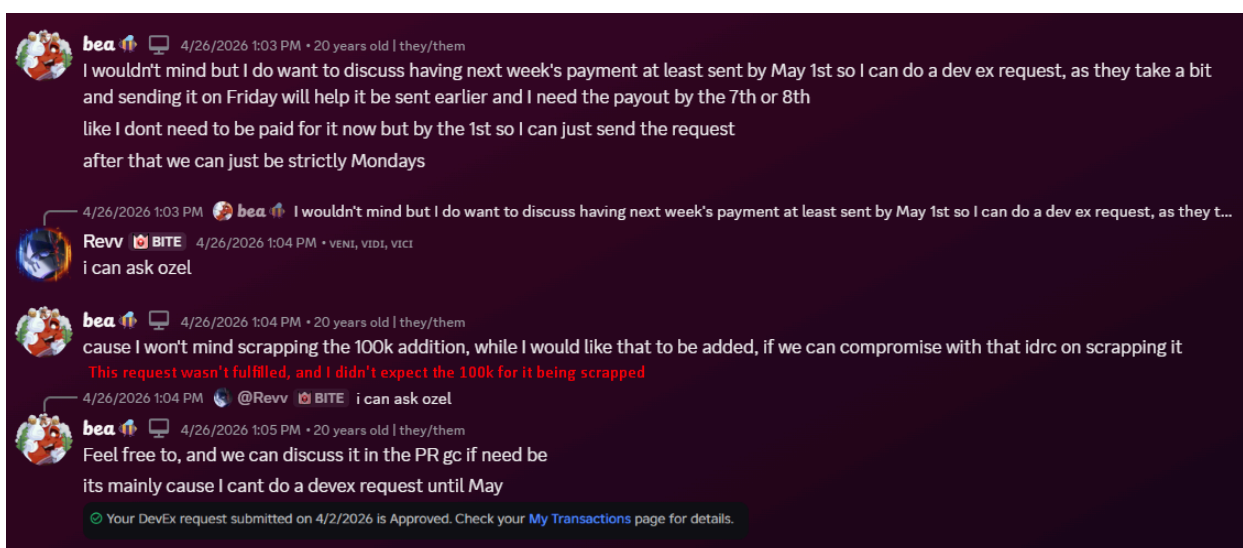


bea  4/22/2026 6:39 PM • 20 years old | they/them

oh fr?
bet

I approached Revv a day before payment was due to get some clarification, as I joined on a Wednesday, and Payment is weekly on every Monday, but there was no discussion on if I would get a full week worth of pay, or only for part of the first week. I do believe that paying me partial is fair, but I also believe that this information should have been disclosed to me earlier as we already agreed to a fixed rate of 300,000 Robux weekly, and I assumed it would apply for the first week too.

I approached Revv asking about this and he confirmed I would be getting partially paid, but then he wanted to scrap the additional 100,000 Robux he offered to me that I already accepted.



During this time I would talk to Revv as I knew he would respond, and I was told by others he'd respond the quickest, and with Swiv also just getting promoted I wasn't sure how adjusted everything would be. I knew Ozel handled the payouts but that was it.

After I talked with Ozel regarding the request I had, he denied it and that was fine, but I did want to talk to Revv as PR, to tell him to be careful on promising bonuses and clarifying that payment would be partial, as I did not know about this change until the day before a payout. I only said this as a part of my role, I was not upset with him or the others about it, and I made sure to clarify that, but he insisted on handling the rest of the pay.

I made a t-shirt on Roblox that he could buy for 185,000 Robux (\$703 USD). Revv suggested making a gamepass but at the time I did not know how exactly, so I made a t-shirt as it would be quick and easy. I was already content with the 215,000 Robux (\$817 USD) that I would be getting, but I did not mind the other 185,000 Robux I originally had hoped to also get. I let him have the option if he chose to, as he has no other way to pay me besides through Ozel.



bea 🏠 4/28/2026 12:43 PM • 20 years old | they/them

Did just talk to Ozel, and he wasn't comfortable with fulfilling the request which is fair but for the future please don't promise a bonus and iterate the partial payment first next time, just incase as while I did expect the partial payment, if I didn't and ik some people wouldn't, it did tech bring the payment down to half for what I would've gotten I ain't mad but just for the future make sure that doesn't happen 🙄 and ofc make the partial payment for the late hiring more clear



Revv 🍷 BITE 4/28/2026 12:47 PM • VENI, VIDI, VICI

half?



bea 🏠 4/28/2026 12:47 PM • 20 years old | they/them

So like

assuming I wouldn't be paid partially for the late hiring with the bonus you said, that'd bring my monday check to 400k but I'll be getting paid 215k rn



Revv 🍷 BITE 4/28/2026 12:48 PM • VENI, VIDI, VICI

that's fine please send me a gamepass for the 185k



bea 🏠 4/28/2026 12:48 PM • 20 years old | they/them

which I personally don't have a big issue withy while it is money handling I ain't gonna cause a massive fuss



Revv 🍷 BITE 4/28/2026 12:48 PM • VENI, VIDI, VICI

taxes covered



bea 🏠 4/28/2026 12:48 PM • 20 years old | they/them

Nana dw

I don't have an issue on it



Revv 🍷 BITE 4/28/2026 12:49 PM • VENI, VIDI, VICI

i'll send it when i'm back in a few minutes



bea 🏠 4/28/2026 12:49 PM • 20 years old | they/them

Revv I ain't asking for the money 🙄

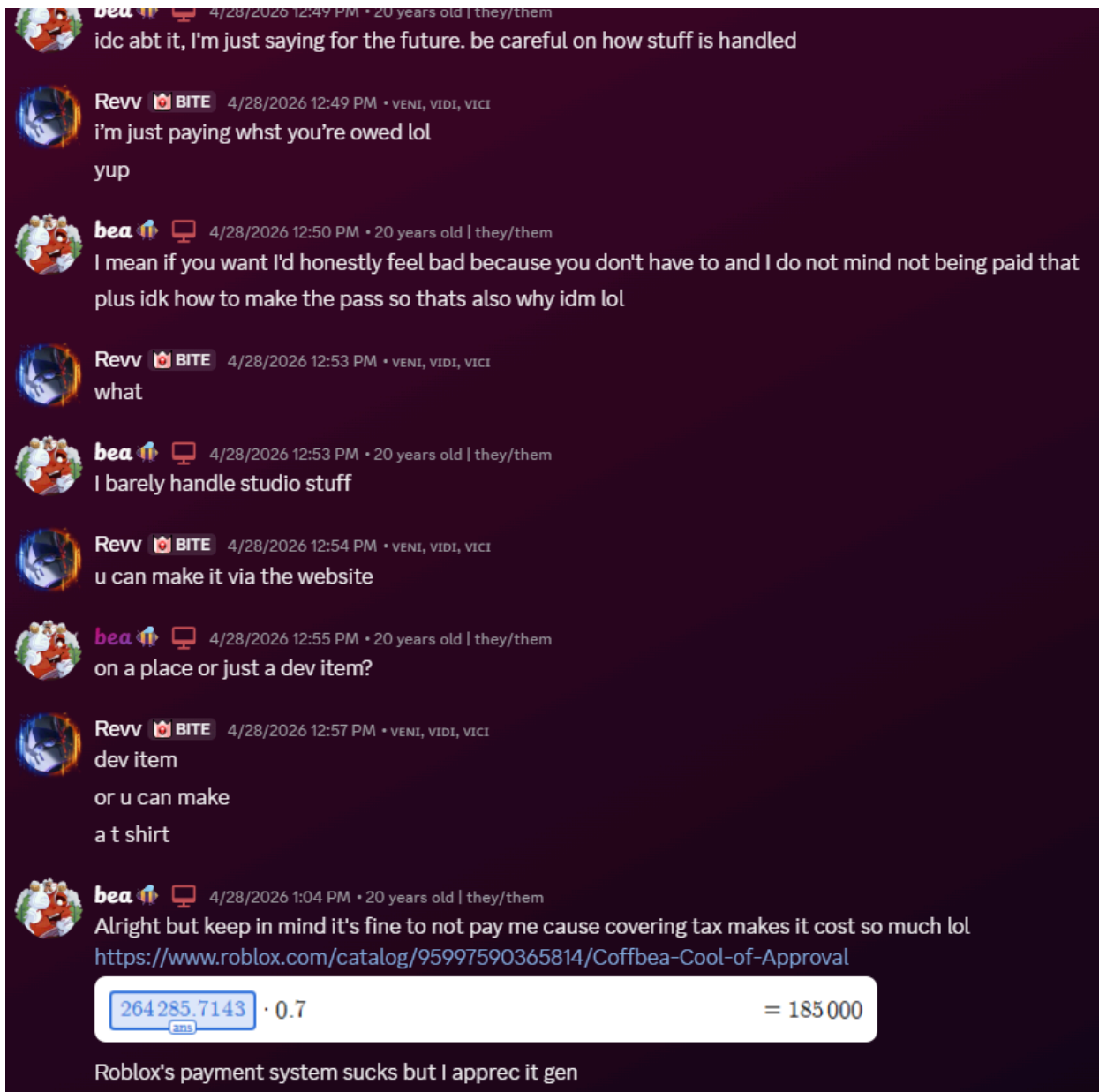


Revv 🍷 BITE 4/28/2026 12:49 PM • VENI, VIDI, VICI

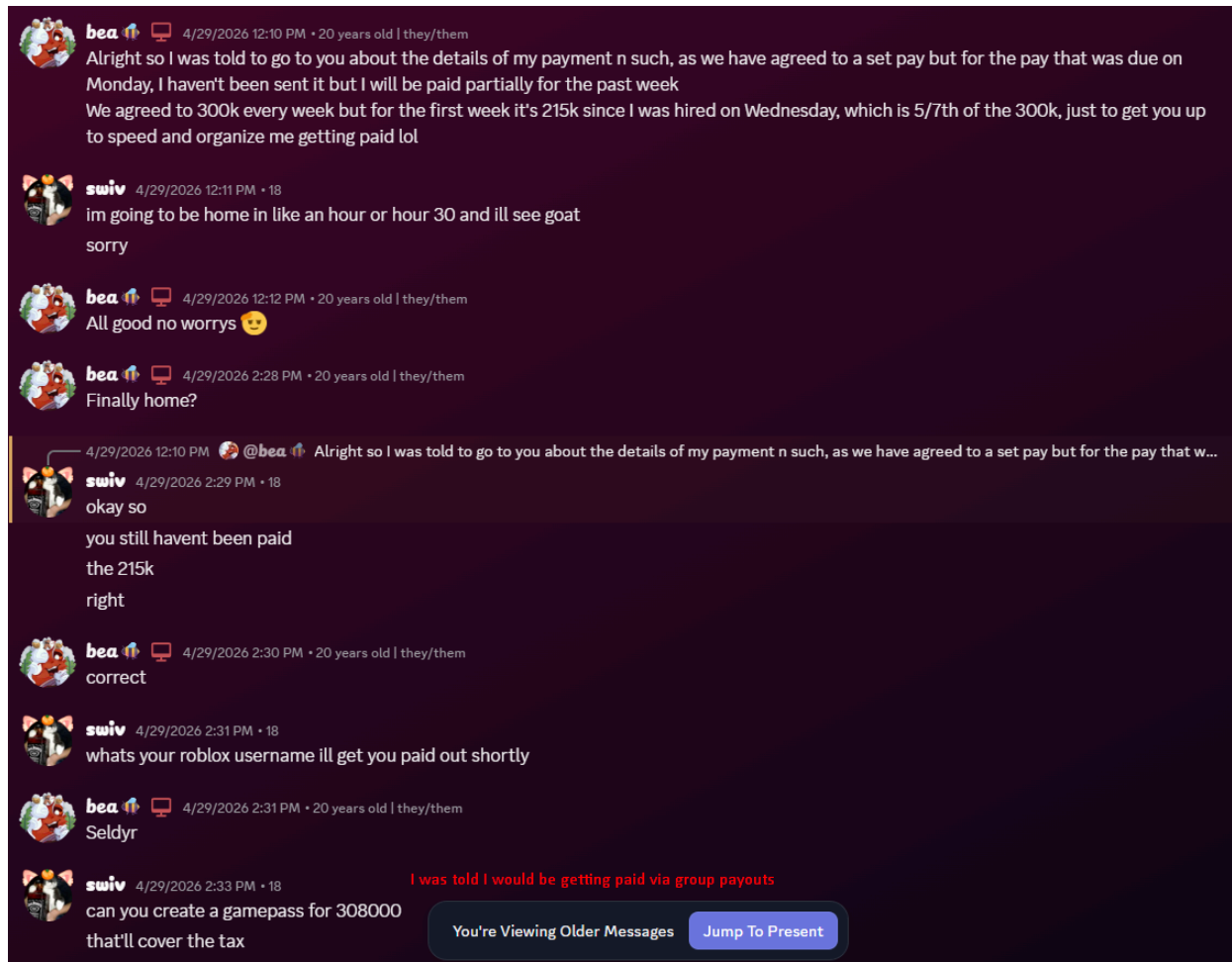
i know

You're Viewing Older Messages

[Jump To Present](#)



The day after I then messaged Swiv as I was told by Ozel I should consult him regarding my pay.



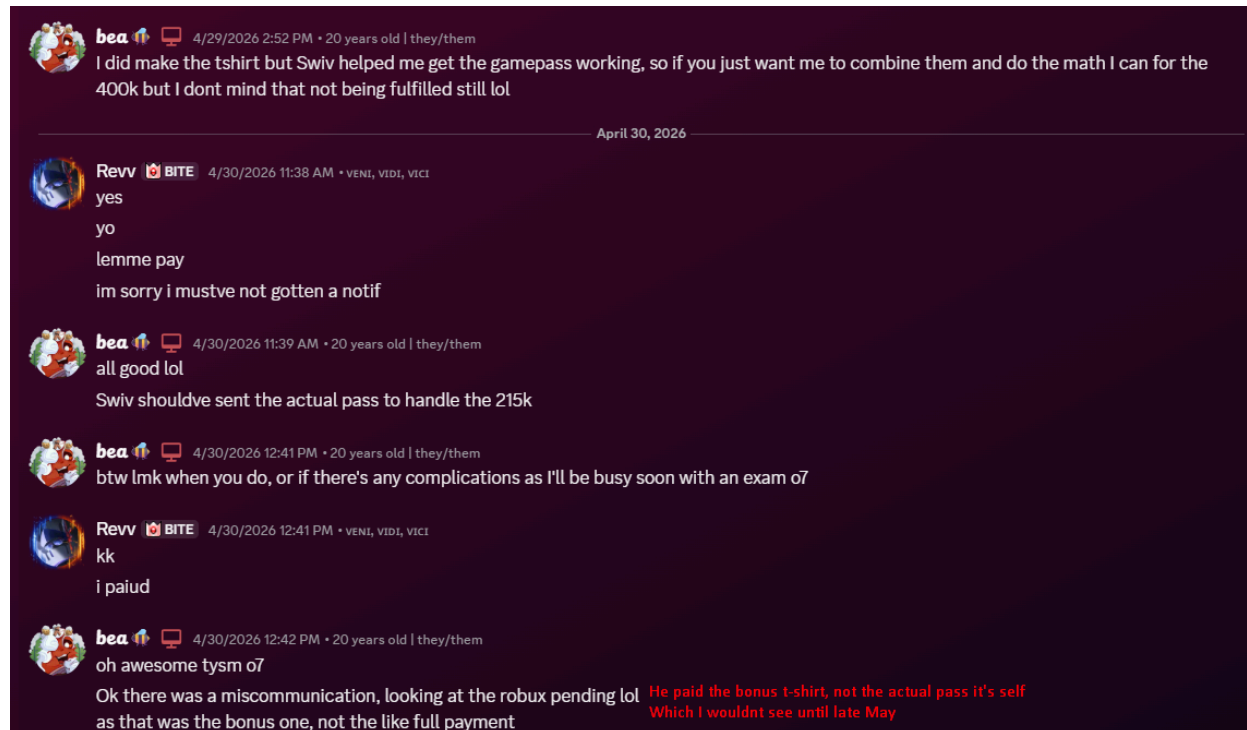
When I talked to Swiv regarding my pay, he told me to make a gamepass which I did, and it complicated stuff further, as there is a t-shirt that would give me 185,000 Robux for what Revv said he would pay me as a bonus, then a gamepass that would give me 215,000 Robux for the week I was hired. The gamepass I made was through a [tutorial Swiv gave me](#), which I would find out way later violates DevEx Terms of Use, in which I cited below. Which is why I didn't think of making another Roblox t-shirt.

Robux acquired in ways other than monetization of compliant Virtual Content you created (such as Robux obtained from a membership plan or referral bonus, a purchase of Robux or gift card, or trading/selling virtual goods that you did not create) are not considered Earned Robux. This includes, but is not limited to, Robux obtained from:

1. A gift card redemption or direct Robux purchase
2. A monthly Robux grant as part of Premium membership
3. Trading or resale of virtual products
4. Gamepasses sold for template games with no legitimate user visits
5. Violative content that was moderated

With finishing my conversation with Swiv, he told me he forwarded the 215,000 gamepass to Revv so he can pay for it, so I messaged Revv regarding it, offering to combine the passes, he didn't give a clear answer so I specified to him that Swiv forwarded the 215,000 so he knew to pay for that one. I wasn't clear enough though so the confusion there was understandable.

During this time Ozel would also message me saying "we will go with how much you agreed with blue." Blue being Revv, in which I still thought Revv would be covering this.



After this, he asked me to make another gamepass to bump the bonus he paid to cover my full pay, which I denied as this was getting too complicated and would just rather it be sent to me through the group payout system. I did find this weird and rude, as he accidentally paid for the bonus but wanted to cover the rest, meaning he would have no way to pay the bonus he said he would. So he would need Ozel to send the other 30,000 Robux (\$114 USD).

as I thought Ozel was gonna handle it but Swiv said you would be handling the 215k thats the base so tech Im just missing 30k so idk how that'll be handled



Revv 4/30/2026 12:47 PM • VENI, VIDI, VICI

oh
make a gamepass
for 30k
rq
no taxes covered doe



bea 4/30/2026 12:48 PM • 20 years old | they/them

Well thats the thing

Community Creator Revenue

Pending Robux (1)

\$185,000 (\$70,000)



Revv 4/30/2026 12:48 PM • VENI, VIDI, VICI

id have to pay tmrw tho



bea 4/30/2026 12:48 PM • 20 years old | they/them

if I dont then I'll not be getting all that I'm owed for the past week



Revv 4/30/2026 12:48 PM • VENI, VIDI, VICI

ok
taxes covered then



bea 4/30/2026 12:48 PM • 20 years old | they/them

shouldn't it just be handled by the group tho? it'd be cheaper as taxes wont be covered if it's from the group

Due to the confusion I wasn't comfortable working with gamepasses as I never used gamepasses for pay and also didnt want any more confusion



Revv 4/30/2026 12:49 PM • VENI, VIDI, VICI

its fine
cus ozel isnt on



bea 4/30/2026 12:49 PM • 20 years old | they/them

I thought he had his pc lol

At this time I pursued trying to get paid through the group payout as I was not comfortable with getting paid through gamepasses as it was supposed to be handled through the group payout system, and it has been 3 days late. For the following week I had to consistently bother them to get paid, I continued my responsibilities as expected during this time.

While I was trying to get paid from Ozel, I was told that “Revv already paid though?” when he only paid me for the bonus he promised, AFTER I already consulted Swiv about it.

 **bea** 🌐 4/28/2026 5:23 PM • 20 years old | they/them
btw I do wanna know on the ETA, no rush as I wont be able to do a payout until May, and if you need a re-iteration on how much to send for it not being a full week + my user I can, but yea 🙏

 **Ozel** 📺 BITE 4/28/2026 5:48 PM • he / him
I will handle the payment but please get in contact with swiv for the details
 1 

 **bea** 🌐 4/28/2026 5:49 PM • 20 years old | they/them
Details as in how much I'll be paid for this and moving forward?

April 30, 2026

 **Ozel** 📺 BITE 4/30/2026 10:18 PM • he / him
we will go with how much you agreed with blue
sry for late response

 **bea** 🌐 4/30/2026 10:20 PM • 20 years old | they/them
all g

May 3, 2026

 **bea** 🌐 5/3/2026 10:34 AM • 20 years old | they/them
Yo just wanted to check on it, as it's been almost a week and the next payday is tomorrow lol, when you cover it lmk please :]

April 30, 2026

 **bea** 🌐 4/30/2026 2:42 PM • 20 years old | they/them
ok js let Ozel know to handle it when he gets back lol, as there was some confusion and I thought it'd be from Ozel/the group, so 😊

4/30/2026 2:42 PM  **bea** 🌐 ok js let Ozel know to handle it when he gets back lol, as there was some confusion and I thought it'd be from Ozel/the group, so 😊

 **swiv** 4/30/2026 11:41 PM • 18
wait waht
wdym
revv is handling this via gamepass purchase

May 1, 2026

 **swiv** 5/1/2026 12:34 AM • 18
im confused, did you not get paid? is there no robux in your pending? (edited)

 **bea** 🌐 5/1/2026 5:22 AM • 20 years old | they/them
He paid part of it cause of another discussion we had when it came to payment, and it js got confusing

 **swiv** 5/1/2026 5:22 AM • 18
that gamepass i mean
wait im confused
your pay for that week is 215K correct
that gamepass covers it
was it not bought

 **bea** 🌐 5/1/2026 5:23 AM • 20 years old | they/them
He paid the wrong one lol, I contacted Ozel and talked to Revv abt it already
It was because we discussed smth with miscommunication, there was a T-shirt made cause he wanted to pay for something else that's more of a bonus due to some stuff that happened, it's hard to explain rn as I just woke up, but it ain't like smth im upset abt or fussed over I just wanted to update you

 **swiv** 5/1/2026 5:25 AM • 18
okay so your main pay
215k
hasnt been paid

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bea 🌈💻 5/1/2026 5:25 AM • 20 years old | they/them
yea, and again I already talked to Ozel abt it



swiv 5/1/2026 5:26 AM • 18
so ozels covering the 215k



bea 🌈💻 5/1/2026 5:26 AM • 20 years old | they/them
and Revv



swiv 5/1/2026 5:26 AM • 18
holy confusion



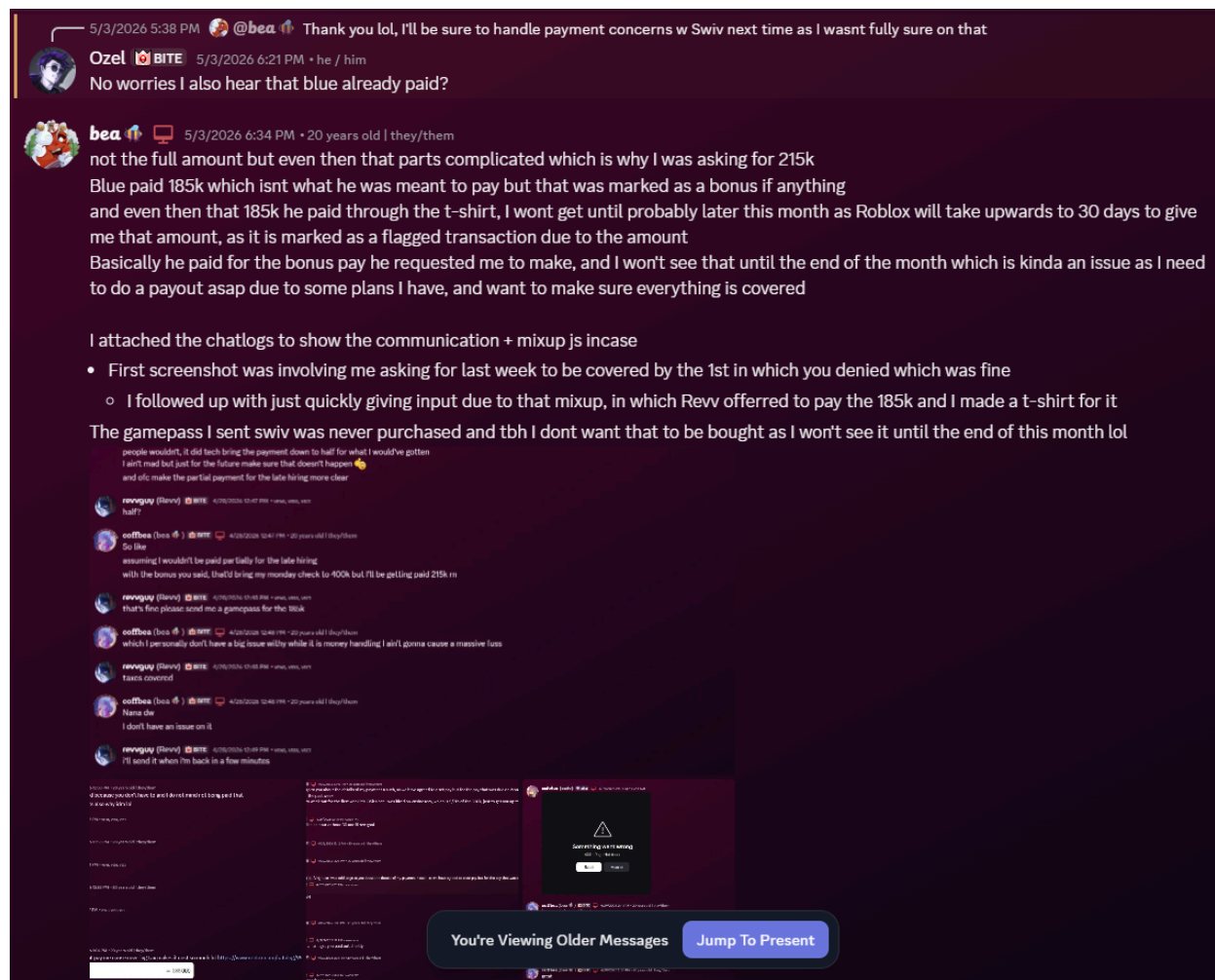
bea 🌈💻 5/1/2026 5:26 AM • 20 years old | they/them
I know lol
dw same here



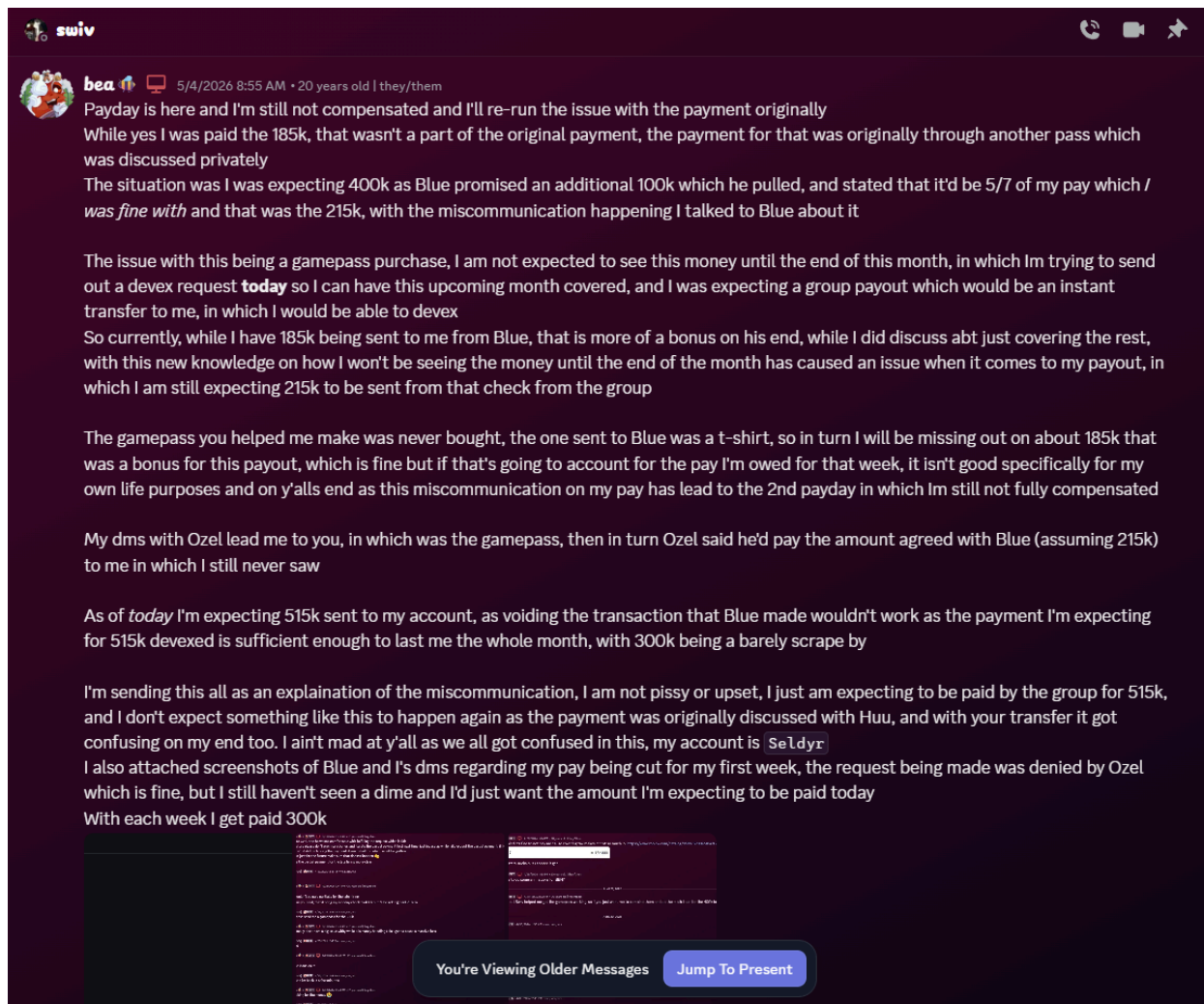
swiv 5/1/2026 5:26 AM • 18
alright so
you havent been paid the 215k
and ozels meant to handle it



bea 🌈💻 5/1/2026 5:30 AM • 20 years old | they/them
yeah
even I'm confused abt it cause idk if payments will be handled by the group funds or whatnot, as I've been waiting a bit which again it's fine as I ain't going to devex m, gonna wait for this upcoming Monday, but with how late it's been it's just been a growing concern on how these will be handled moving forward or if this is just a one time circumstance w Ozel not being home

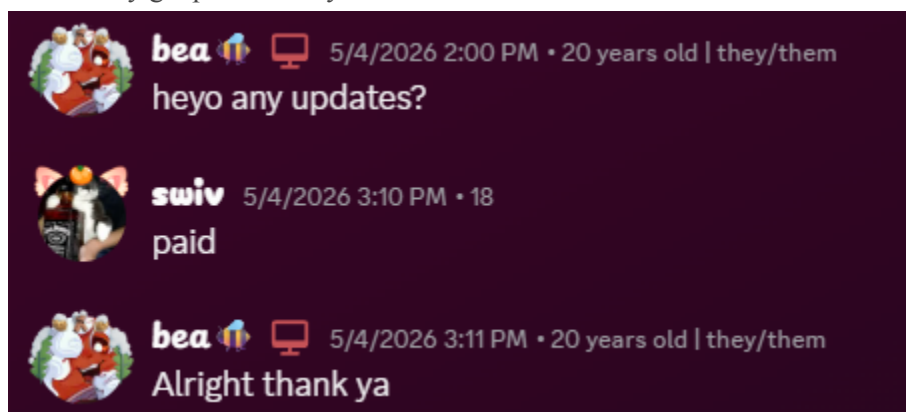


By the time the next payday was here (Monday, May 4th) I just sent a full rundown of the situation to Swiv as I kept getting confused due to this. I did wind up getting paid all of the 400,000 Robux (\$1,520 USD) that I expected, but I don't like how I got it and how complicated it was. This is also when I found out how long it takes t-shirts and gamepasses to process, this was an issue as I do have stuff to pay for.



This payment issue is brought up to show the lack of communication given involving stuff like this, multiple times I was told I would be paid and I was patient, yet they failed to pay me for a full week.

I did finally get paid on May 5th.



This situation made me feel really dirty as it felt like I was finessing them out of my pay, as they failed to communicate stuff between each other and me, this led to my pay being a whole week late, along with the 185,000 Robux bonus Revv accidentally paid for being a whole month late due to Roblox's systems. This did process through.

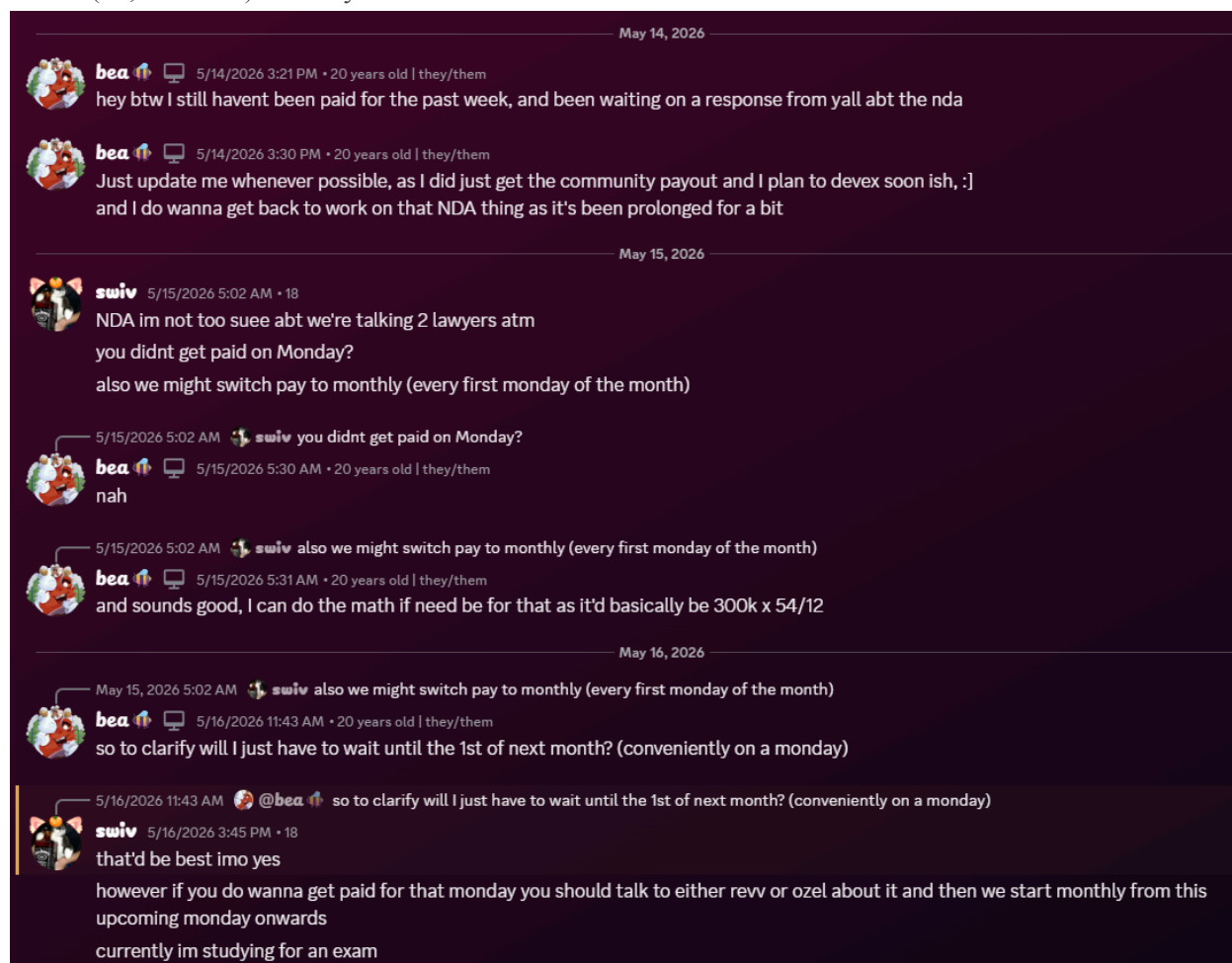
Incident 2:

SubFolder: **2nd Payment Issue**

On May 14th I went to ask about my pay to Swiv as I was expecting them to automatically sort that out, I also was in no rush as my plans were re-arranged to take place in June, so it being delayed wasn't an issue to me, but when asking about it I was only told then that they would be swapping to monthly pay, which means I would not get paid on the 11th, instead the first Monday of June, which I was fine with and would be easier for me.

This marks my last payday being Monday, May 4th.

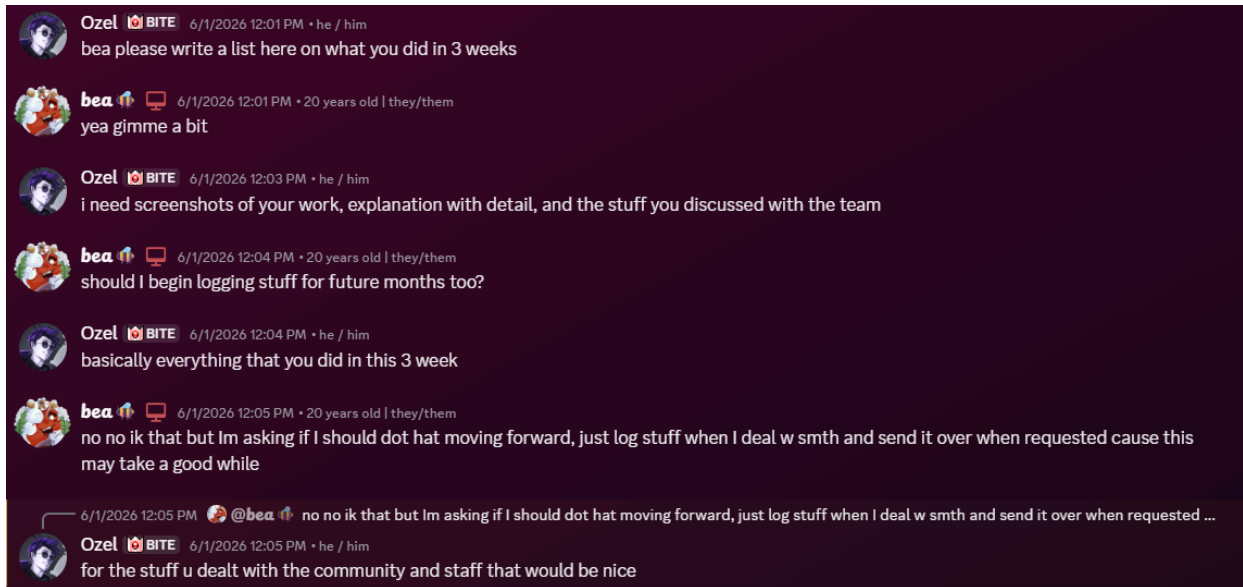
I also do realize I accidentally added 2 additional weeks for the conversion, I do not know how that happened exactly but I am aware of that mistake as of writing this. But the agreement was 1,350,000 Robux (\$5,130 USD) monthly.



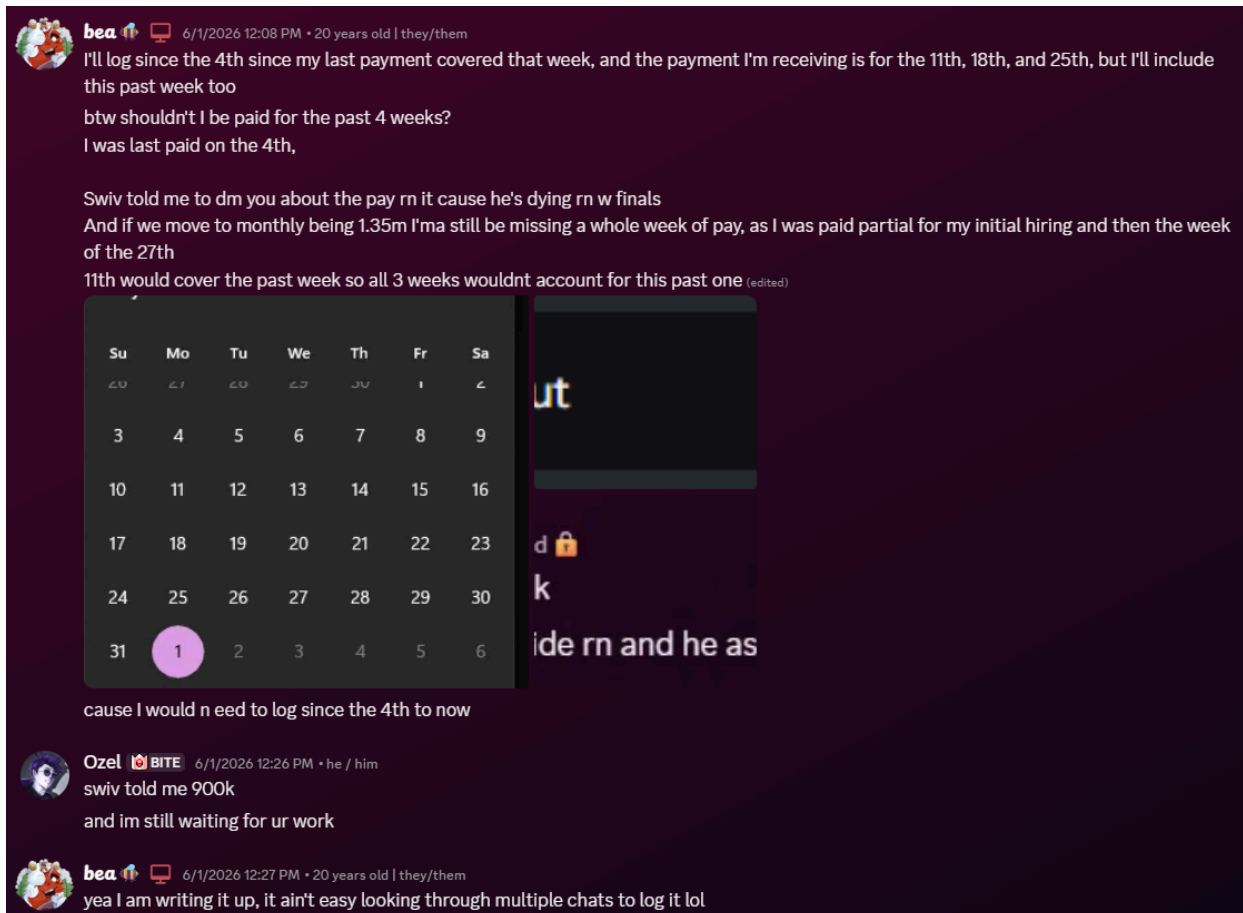
Once I was notified of how they'd be handling pay moving forward, I let it be and continued doing stuff for the game, so by Monday June 1st, I contacted Swiv again on that day to get paid. Swiv mistakenly says I'm missing 3 weeks which I did not notice until I had to log what I did for all of May.

I mentioned the upcoming month being 1,500,000 Robux as I was still calculating based off of the amount of weeks I'd be working, the first Monday of June to the first Monday of July was 5 weeks, that is where that number came from. Then we mutually agreed to a fixed rate of 1,350,000 Robux monthly.

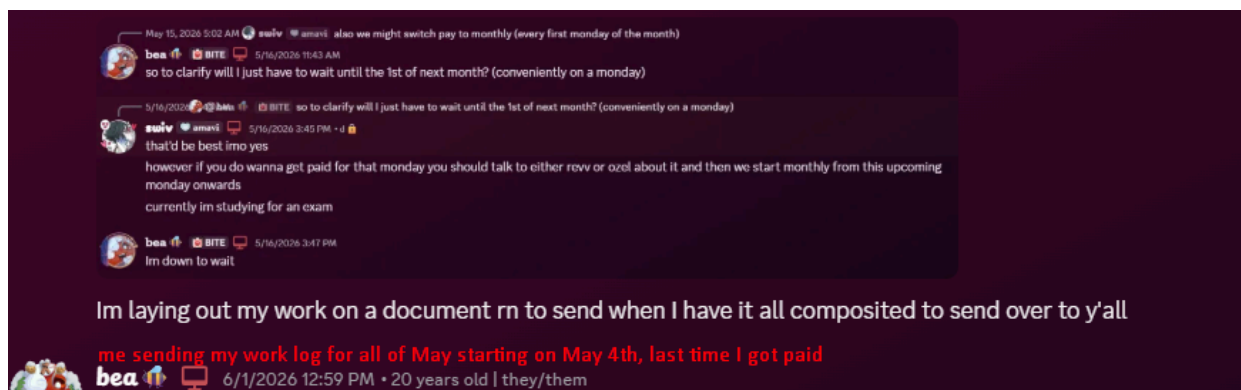




Whenever I was looking at the calendar for searching my messages of “when” they were, I realized that a whole week of my pay would be missing, as I was not paid on May 11th, making the 3 weeks I would be paid for, to a whole month, following the new format. As I was already paid on the first Monday of May. So I pointed this out to Ozel as I would be needing to discuss with him involving my pay.



Him refuting the amount I was paid did not sit well with me and this was beginning to become a growing concern I have on how credible and reliable they are in my perspective, as he was persistent when I was last paid less than a month ago. So I had to affirm my point with evidence showing what he was telling me was wrong, and I still sent the log of every case I dealt with.



When I asked for the purpose of the log, I wanted to clarify this won't change how much I'm paid as we never discussed my pay changing based on how much I did. If this was acknowledged beforehand and before today, I would've been fine to have a discussion, but I did not like the idea of suddenly my pay changing based on what I've done, as we already agreed to a fixed amount each pay period.

can I also know what did you need the log of everything I have done for?



Ozel  BITE 6/1/2026 1:10 PM • he / him

for the payment ofc



bea  6/1/2026 1:10 PM • 20 years old | they/them

does it adjust how much Im paid?



Ozel  BITE 6/1/2026 1:10 PM • he / him

no

it won't change anything

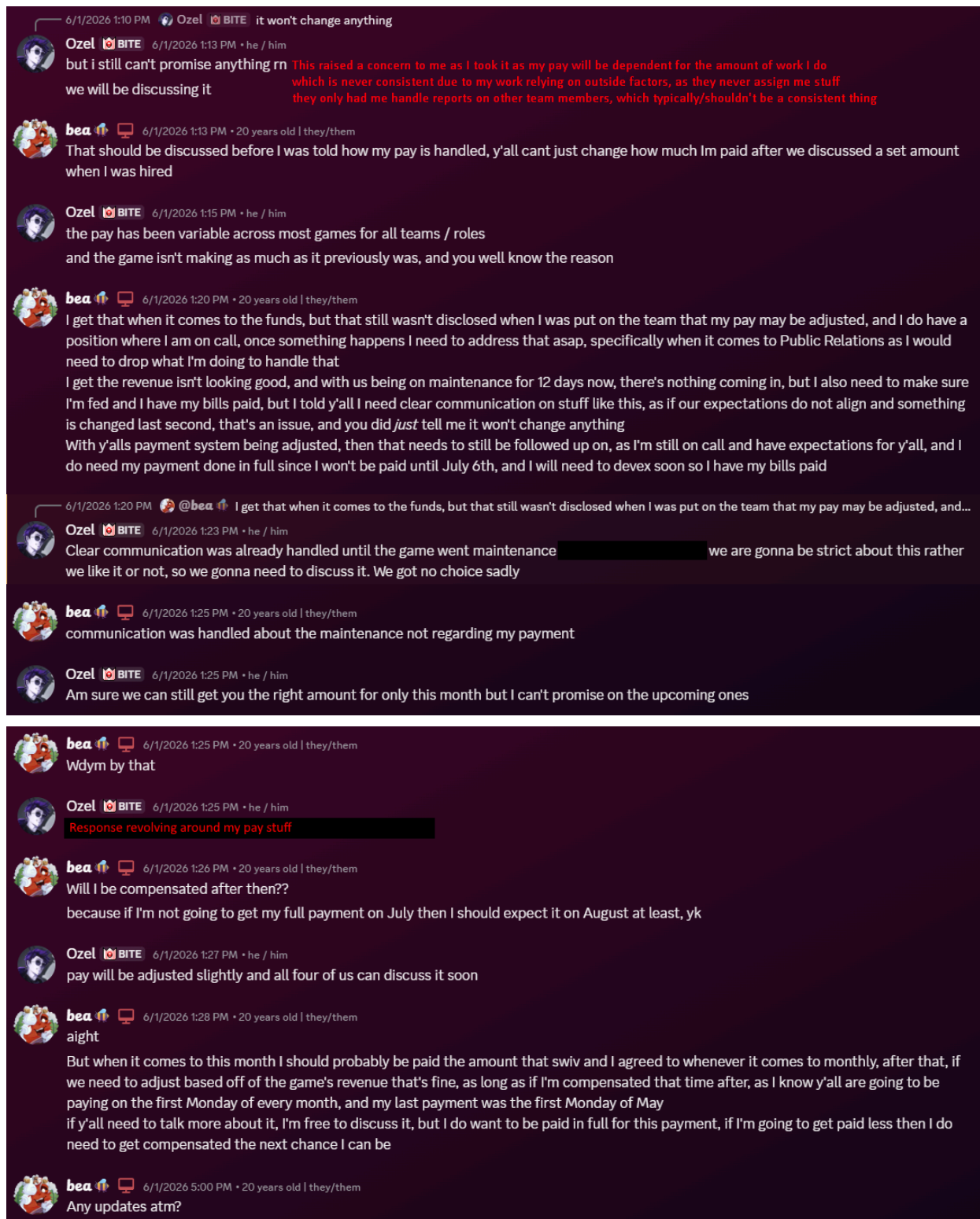


bea  6/1/2026 1:11 PM • 20 years old | they/them

Aight, that was my main concern lol

ima still log stuff when it happens for the future tho

Ozel then went back on his word regarding this, which did upset me as this is something that should not be suddenly discussed when I am meant to be paid, that day I was expecting 1,350,000 Robux.



I sent the following question regarding this as they tend to not respond sometimes, and I did not want a repeat of the last time I tried to get paid.



I did get paid, but they also removed 50,000 Robux (\$190 USD) from it, which I did not bring up as I was tired of fussing about these payment issues I have been having with them.



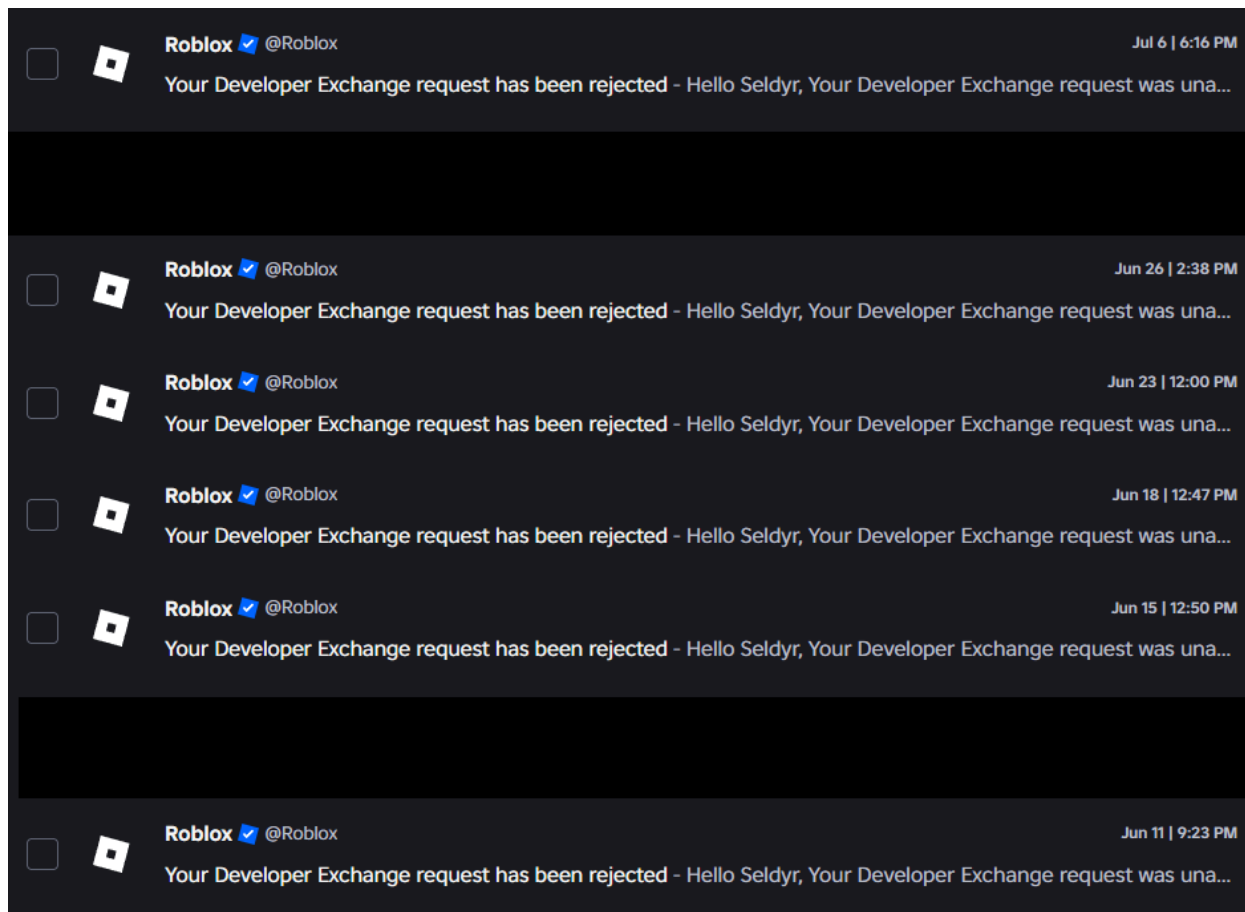
PLEASE READ THE CONVERSATION IN THE FOLDER as I did not cover it all here to avoid bloating this document.

Incident 3:

SubFolder: 3rd Payment Issue

I want to clarify, there are little to no logs of this as I was cut off from any chats that could have evidence involving this, all of the evidence provided is to my best effort in finding what I could, everything else will be a recollection to my best ability.

During all of June I tried to send a DevEx request for the amount I was paid for May, I would also be resolving conflicts within our team and try to submit a DevEx request to get paid. Though each DevEx request was denied because my funds “violated DevEx TOS.” Through a Developer Relations ticket that Revv opened, the real reason was due to Maintenance which even Ozel, Revv, and Swiv can confirm, where Roblox was falsely flagging Bite By Night’s funds sent to specifically me as “Gamepasses sold for template games with no legitimate user visits.” While this was trying to get resolved, I had to stay at my parents house until I had money to live comfortably.



I would keep trying to discuss other ways to pay me, through Wise or pay what I am owed to Swiv so he can pay me through PayPal, which was discussed before Swiv DevExed in the HR group chat, which meant I couldn't even get paid out due to DevEx requests being restricted to one request a month. Once I was told this I just remained and tried to sort this out with the Roblox Support Ticket that I had opened since June, as Revv would only try to talk to Developer Relations as a means to solve the payment issue.

This situation put a lot of stress on me, not only financially but emotionally, as it would frequently make me split, and have a "I'm paid or not paid" attitude, even though it was not a simple situation. This led to me saying stuff I do not agree with and I am at fault for, as tensions would grow while at home as I didn't know when I could get back with an amount of money to let me survive. I would rarely get updates and had to even point out to Roblox Support how their judgement is false, in turn I could finally DevEx.

I would also claim that I could not count the amount they paid me in Robux as my pay for May be due to me not being able to DevEx, as I would see what they paid me as useless since I could not utilize this money outside of Roblox, they *did* pay me but I could not utilize these funds due to maintenance. It did get to a point where I would just want to be paid in some way that wasn't Roblox which is where I began to try to find alternatives to get paid, even if it was partial. Though I do not recall how clear this intention was as parts of these conversations about the DevEx situation are foggy due to the stress I was under.

Bea [REDACTED]

Fri, Jul 10, 1:19 PM ☆ 😊 ↩ ⋮

to Roblox ↗

Nothing in the DevEx Terms of Service says that nullifies any earnings from the game, as the experience itself had legitimate visits and was around 40k concurrent players before the game was taken down. The experience was called "Bite by Night" owned by the group "totally not secret games" with the group ID 635601940

They sent me 1,300,000 Robux along with 300,000 previously. Only 185,000 Robux should be not eligible from looking at how I got my funds. **This was mistaking the 185k as a gamepass and not a t-shirt sale, which I didn't refute to BBN**
I am specifically citing "Passes sold for template experiences with no legitimate user visits" as Bite By Night had legitimate user visits, the one for 185,000 Robux wasn't, yet even leaving out that amount I have been denied my request.

Where specifically are you seeing that, with the game being taken down, any earnings are not eligible for DevEx payouts? As the links you gave me I cannot find where that is stated.

July 2, 2026



Revv 7/2/2026 7:13 AM • VENI, VIDI, VICI

Forwarded

@disabledacc @swiv how much is in the funds cause im fine with taking a cut of my pay for this month but I need enough to last me the month, as I was expecting the previous pay to help push through but whatever yall plan to pay me need to help me for this month alone

are u doing bad financially?



bea 7/2/2026 7:27 AM • 20 years old | they/them

I've been doing bad financially and was hoping this job would help, which is why i took it



Revv 7/2/2026 7:33 AM • VENI, VIDI, VICI

i might be able to try to talk to ozel about it

7/2/2026 7:27 AM bea I've been doing bad financially and was hoping this job would help, which is why i took it



Revv 7/2/2026 7:33 AM • VENI, VIDI, VICI

i mean realistically

i wouldn't consider bbn pr as a full time job



bea 7/2/2026 7:34 AM • 20 years old | they/them

I don't either but it's my only source of income We discussed this before July hit in a previous group chat, in said group chat they also knew I was having issues devexing at this time, this chat I do not have access to literally all that needs to be done is swiv gets paid what I'm owed then he PayPal's me



Revv 7/2/2026 7:38 AM • VENI, VIDI, VICI

you'd have to wait until next month

for swivs devex



bea 7/2/2026 7:38 AM • 20 years old | they/them

You mean this month?



Revv 7/2/2026 7:38 AM • VENI, VIDI, VICI

next month

august



bea 7/2/2026 7:39 AM • 20 years old | they/them

Dude I can't stay here for another month

At the time I was staying at my parent's house due to me having no money, and my PC where I could do commissions was 3 hours away, I don't have a car either so I couldn't pick it up.



Revv 7/2/2026 7:39 AM • VENI, VIDI, VICI

okay

how much r u needing

in robux



bea 7/2/2026 7:40 AM • 20 years old | they/them

Robux isn't gonna help, my shit has been getting denied all month, I can't guarantee that anymore



Revv 7/2/2026 7:40 AM • VENI, VIDI, VICI

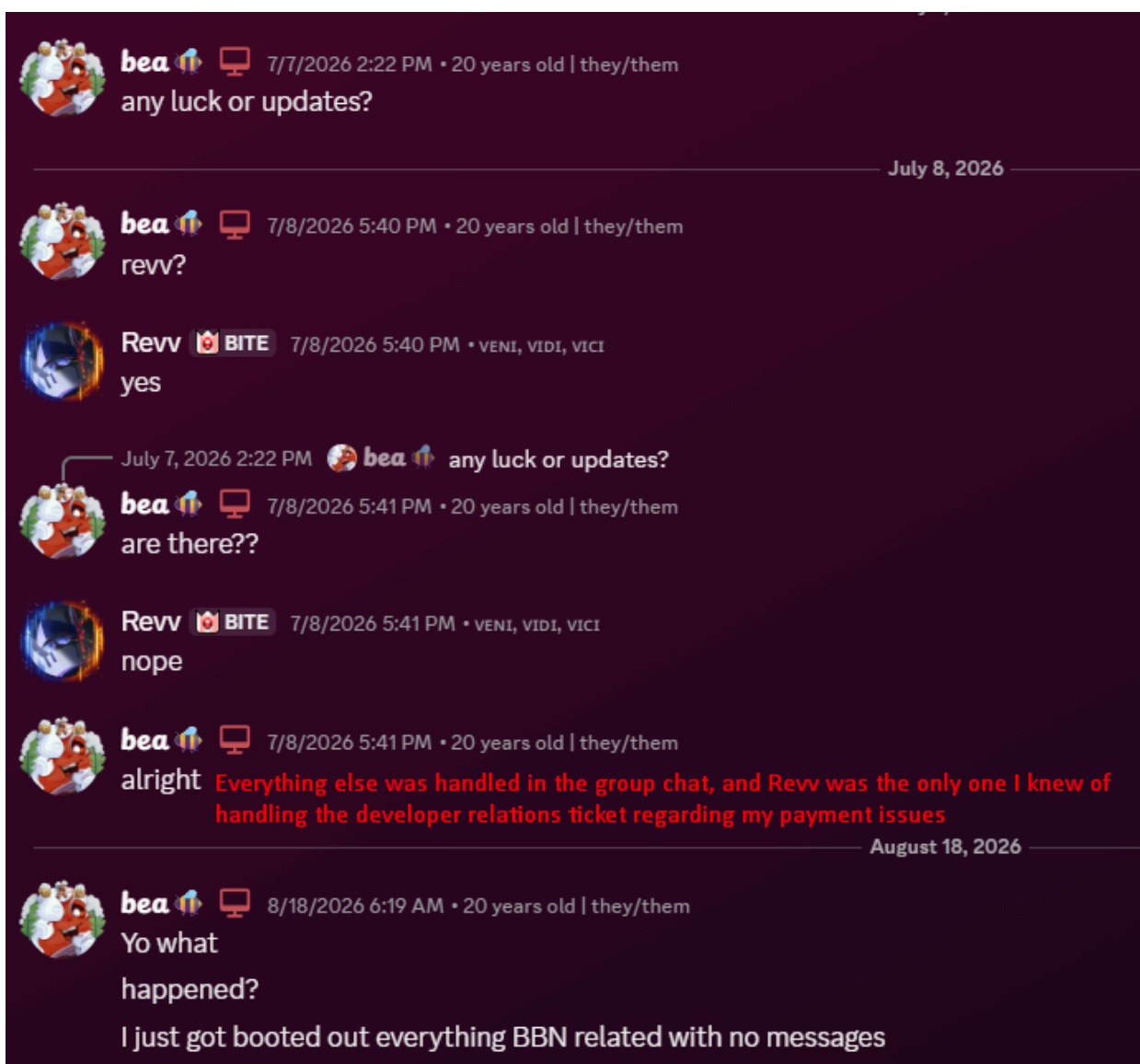
i can send it to somebody that'll devex it

via gamepass



bea 7/2/2026 7:41 AM • 20 years old | they/them

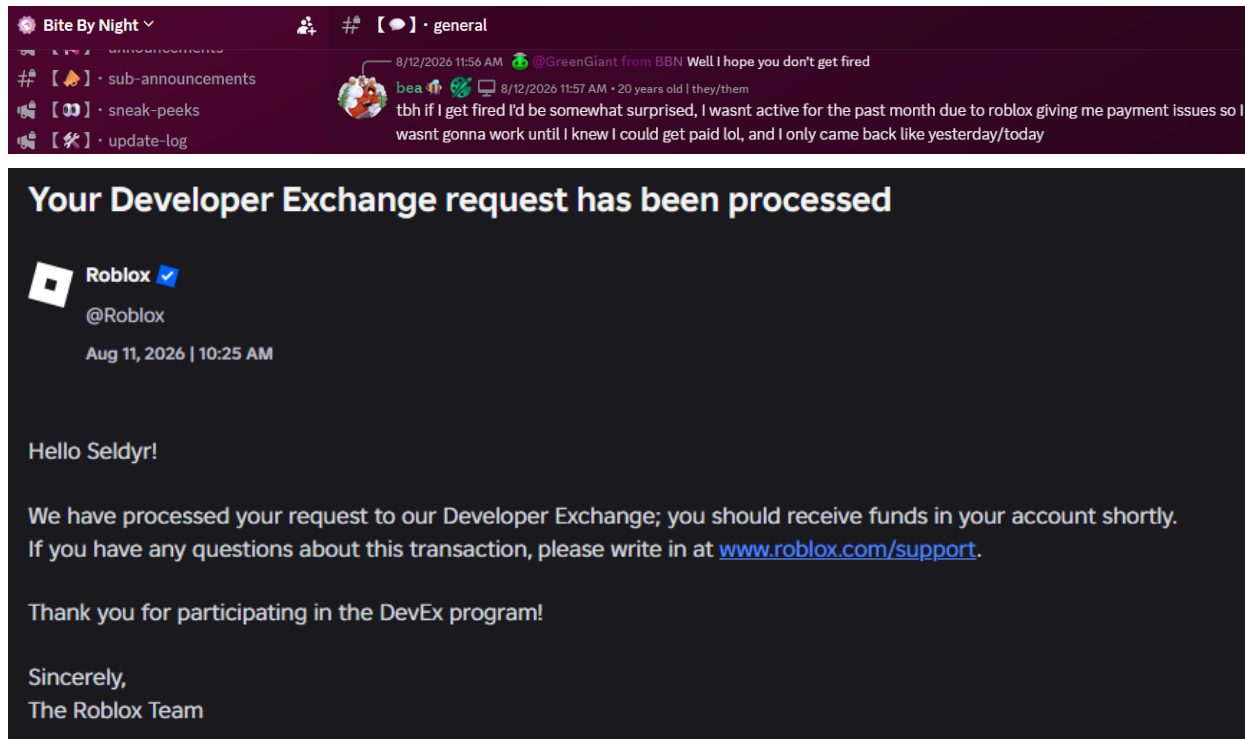
I can see but I need enough to last me the whole month, which the 5k was going to do



While I was trying to get this sorted, I would be ghosted from Ozel and Swiv. Revv tried to help a bit but only through contacting Developer Relations, they would also not talk to me much when I tried to open up discussion involving my pay.

To clarify, moving forward with this claim, I do not have the resources to verify my memory regarding my communication to Ozel, Revv, or Swiv as I do not fully remember that night. I was ranting about the DevEx situation in the Bite By Night Staff Chat as I was overall frustrated that there isn't much that is being done about it. Ozel was there in which he'd refute some things I'd say as I was expressing frustration in their involvement too, this led to me telling him I will not work due to the uncertainty of whether I'd be able to receive the pay that I was owed, and that I couldn't count what they paid me as pay due to the lack of usage of what they sent me. Someone asked Ozel how much I was getting paid and he told the staff what I was being paid without consulting me. Following that I notified the HR group chat regarding my refusal of work due to this payment complication until it has been resolved, as no alternatives were being sought out by them as of my understanding.

Once I received my pay, knowing that what they sent me can be utilized, I got all of my affairs set irl, and got back to work along with notifying them of this. During my time back I would start dealing with reports regarding people's departments, as they felt very disregarded and ignored, which some of them were not dealt with while I was gone.



When I did come back, I made it clear to Ozel, Revv, and Swiv in the group chat that I was back, I even asked for an update on Maintenance and its ending, and all I was told was "just wait" as in there is no date where Maintenance may be over. This left me back at where I was in June where I had to handle reports involving the departments. This was confirmed by other team members shortly after.

I would like to clarify, I do NOT recall having any discussion with Ozel, Revv, or Swiv involving my pay for June being halved overall, I would expect compensation if I had a pay cut, I did not expect to be paid for July as I was not working and could not guarantee I would be paid for my time there, they know this as I told them I do not expect to be paid for July and part of August. As I was brought on under the assumption this is a paid position. I also do NOT have much evidence involving this, but everything I could find is in the SubFolder I cited.

The reason why I did not quit during this time was because they not only still owed me for the month of June, also I did not have another job besides commissions and I did enjoy parts of the position, like going back to my Five Nights at Freddy's roots, interacting with the community, and speaking up for those who have trouble speaking out for themselves.

Bea's Removal

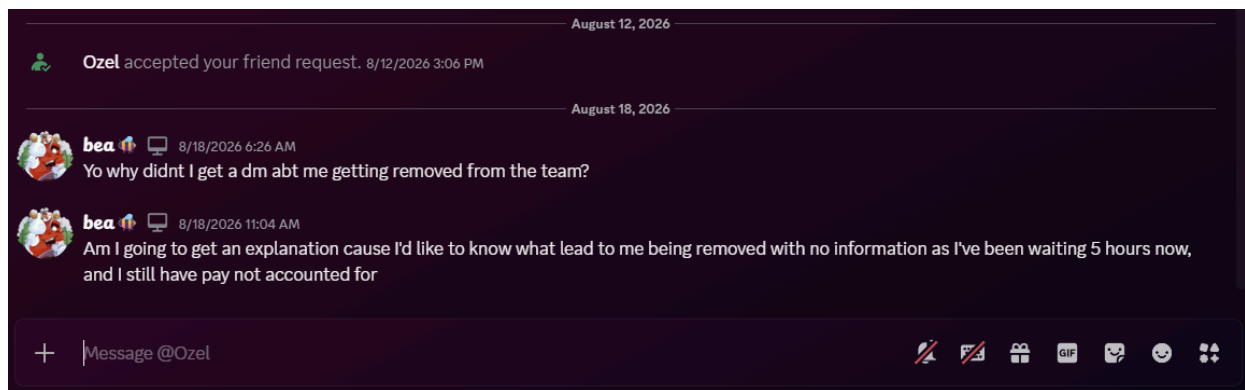
Folder: **Getting Removed**

I woke up at 6:30 am on August 18th because of college, and I always check if I got any reports or anything was happening with Bite By Night, I only had one message from someone who isn't on the team, and then I notice I was removed from the following Bite By Night servers:

- Developer Server
- QA Server
- Trello Server
- Support Server

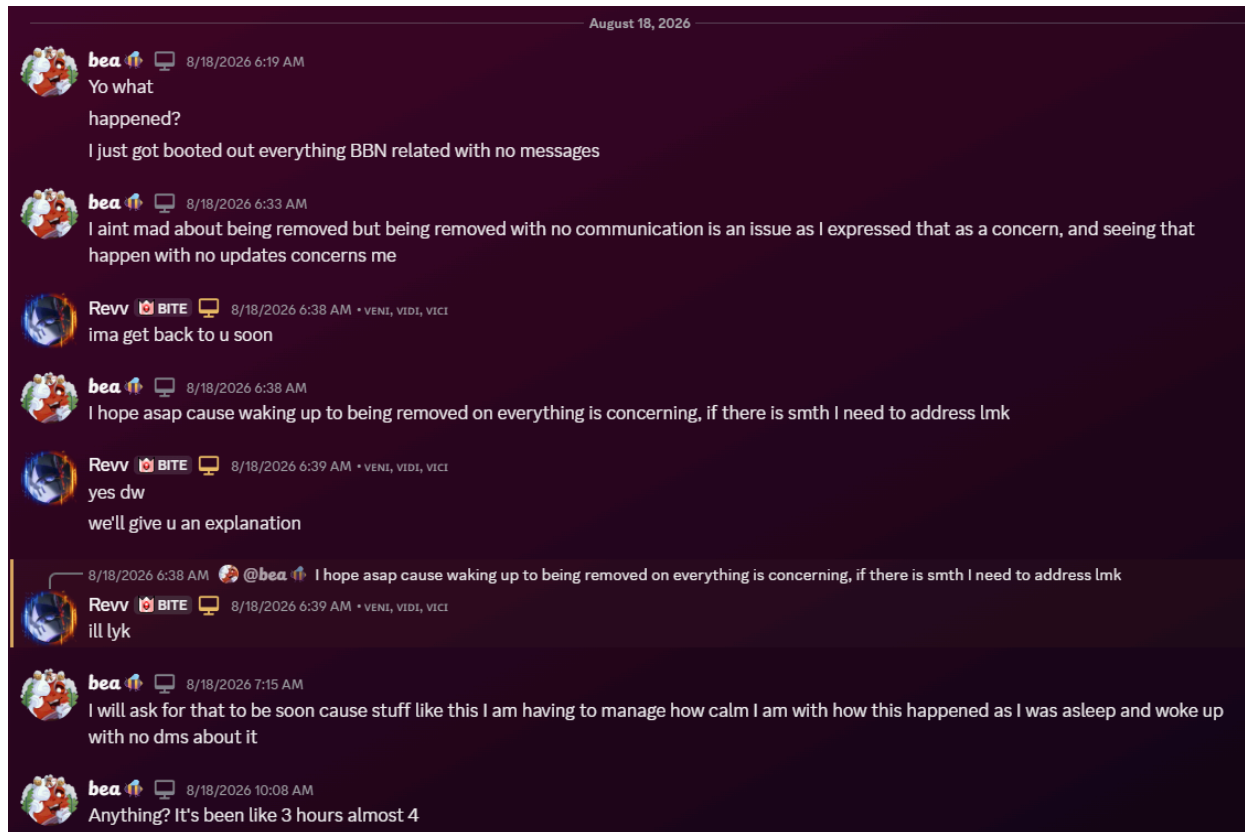
Along with being deroled in the public server, removed from the HR and PR group chats, and even group chats where reports were happening that I was handling. I received no messages from them, and had to go ask Ozel and Revv.

Ozel:



This is his new account, still do not have any messages with him to this day

Revv:



Whenever I approached them, I wasn't really upset about getting removed as I already made a statement I figured I would be removed for, which was involving the group's funds in public. To my judgement at the time I figured it'd happen. Though receiving no news about this has caused issues as it put me into a mental spiral later in the day as I was figuring it'd be something that is a misunderstanding or something else. I made a boundary with them when I got onto the team, to communicate issues involving me or my role so it can be resolved, as I know they have a habit to take action and ask questions later. Due to me having to deal with the aftermath of them removing people from the team without consulting me and spontaneously, leaving me confused on what was happening and failing to communicate.

When I woke up the following day, Revv finally messaged me with a reasoning on why I was removed: This is August 19th to clarify:



What I told Revv directly will be in the drive folder under [Removal-Reason-2](#) & [Removal-Reason-3](#), it is not here as I know people focus on the screenshots, but what I said may be hard to understand due to the stress I was under and using voice to text. My following response to what he said and my thoughts are stated instead.

Whenever Revv responded, it rubbed me the wrong way as it seemed like the reasoning they tried to use was involving me leaking the funds issue, but not being the core issue, which I admit I was at fault for and I did so when I was confronted of it by Ozel and Swiv in the HR group chat, this firing also had undone the work I was doing to correct my mistake which did upset me as I also know multiple of their friends have leaked stuff involving content multiple times.

I do believe I was wrong for saying something regarding funds, specifically near when I came back which I felt embarrassed about, but what I did not understand was the rest of the issues he had explained, as when he mentioned my activity. I was only gone for a month and at the start of August, I communicated this to them as both my father and I agreed I shouldn't work when I am not sure if I can get paid, as when I was brought on, payment was discussed. Along with this they would rarely reach out to me about any issues they would have. I was given the bare minimum when it came to solving my pay, when I got my devex I agreed to work without pay, and just tally up how much they owe me so they can pay me back when they can. This was admitted in the group chat we had.

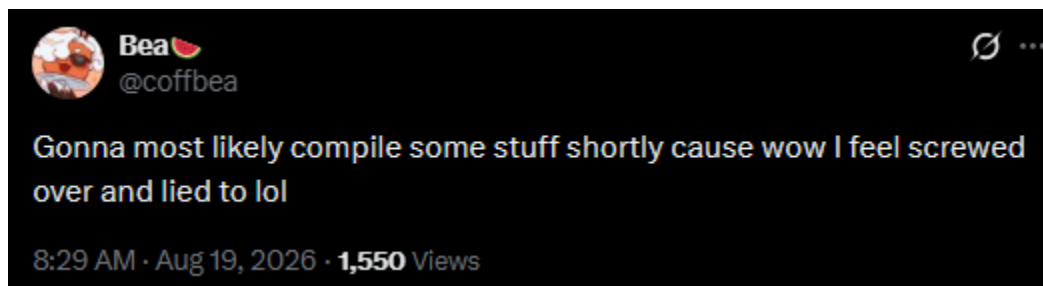
Revv also attempted to make me look like a hypocrite because I would see devs want to work and I would advocate for them to do so if they wish, but at the same time I would want them to consult Swiv and them about it. Yet my issue wasn't that I was not getting paid, the issue was I could not guarantee that any Robux they sent me can be paid out through DevEx. Revv also stated that there were times they needed my help but they couldn't reach me, when I would consistently respond as that was expected for my position. They also mentioned how there is little PR output when I was denied doing anything public because our team was told to be radio silent on anything official, so I was resorting to HR issues in the meantime. The pay that I was given was also by them, Revv was the one who pitched the weekly rate being 300,000 Robux (\$1,140 USD).

He also brought up how I was causing "confusion, rumours, and distrust, rather than prevent them" when the only instance I am aware of this happening was with the issue regarding funds, the same morning they terminated my position me I saw a tweet from someone about what I said, and they took it down with others backing me up with what I said. I was never notified of this happening nor given examples of times I have caused "confusion, rumours, and distrust", the only other instance I can see is when I was handling a report of one of the leads, where I asked a question the night before I got removed on one of their friends that is the lead, and that was it. I hardly interacted with them after I said I won't work without gaurenteeing pay, the only instances were when I was trying to get my pay, or when I was asking a question.

I do think I know what I am doing with PR and HR, I tend to make sure the right action is done for the betterment of the project, this would even include taking accountability when it is necessary which was one of the first things I had to do when I got on the team. This doesn't mean I am perfect as I am still learning and plan to learn more regarding these positions.

After I responded to Revv

I tried to calm down as much as I could as I had classes that same day, but impulsively I made a post saying this, as I believe this sparked them to message me back, after this I was able to regulate my emotions:



This is something I believe I should've not posted and forgot about, but this raised flags on their end, as shortly after Revv responded to me:

 @bea 🇹🇷 okay so I will break this down bit by bit, I agree with that part. I messed up but you cannot say that you haven't...

 Revv  BITE 10:22 AM

wise and paypal doesnt work in either countries

and we were respectfully not gonna have swiv spend money out of his pocket for a problem that he didnt cause

 bea 🇹🇷 10:25 AM

This wasn't even for swiv it was for you and Ozel, I checked if Wise worked and it supported Turkey which I knew was in issue but y'all didn't respond

 @bea 🇹🇷 This wasn't even for swiv it was for you and Ozel, I checked if Wise worked and it supported Turkey which I kne...

 Revv  BITE 10:26 AM

to my knowledge wise barely works in turkey

and if it is in turkey its probably extremely limited

and we would've been paying you twice

 bea 🇹🇷 10:27 AM

Y'all still should've responded and at least tried to talk about it with me, as I would go a good while lacking communication from y'all, as when I sent that I had to bother y'all about it as I would barely get a response from y'all

I disclosed that the moment that the devex went through and sent to my account it would be accounting for a whole month of work (edited)

as I had no source of income due to maintenance which you admitted was an issue, I was away from my home for longer than I had to *due* to Maintenance having my devex denied and I communicated that to y'all

 @bea 🇹🇷 as I had no source of income due to maintenance which you admitted was an issue, I was away from my home f...

 Revv  BITE 10:29 AM

listen

like

i completely understand that



bea 10:29 AM

if I cannot guarantee that my time working with y'all will be worth it, I shouldn't be expected to work, as I was brought on as a paid position not volunteer work

Revv

BITE i completely understand that



bea 10:30 AM

If you understand that then why did you use that as a reason? I even stated when I got my devex I was fine working without pay and would tally it up to have it paid back when y'all could pay me back



Revv **BITE** 10:31 AM

your ability to work is entirely dependant on a payment issue
that we quite literally cannot control
and you know we tried our best resolving it



bea 10:32 AM

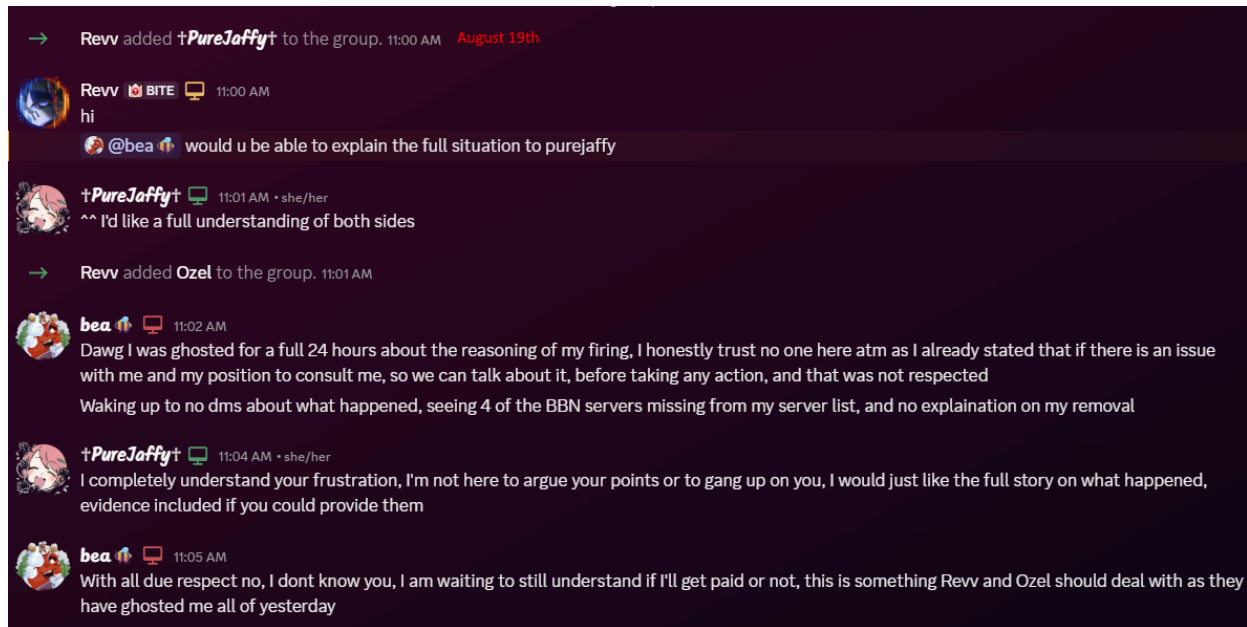
Y'all were just talking to devrel and not trying to work with me on any alternatives, the only other one was sending the money to Swiv which we couldn't do in time for some reason (edited)

My ability to work was entirely dependent on IF I could get paid from y'all ever, as I have had consistent issues since I began working with y'all involving my payment

The money I was sent I couldn't fully pay out due to the payment issues that y'all would be using, as directors it is your responsibility to make sure people are being compensated for their time and work, that negligence made it hard for me to work as I was stuck at my parents house until I could have some money to get by

Revv primarily focused on the payment part, which tells me that their issue with me is that I would not work without pay, as when I am expected pay, I expect pay, this was a position that had no signed contract but we verbally agreed to terms involving my position, I realized after I had my position terminated and consulted some people that I should've had a contract in place, as I am marked as an Independent Contractor rather than an Employee.

Shortly after, I was randomly added to a group chat with "Jaffy" who I was not aware of as being my replacement until AFTER I denied talking to them, as they were not ranked in the discord server.

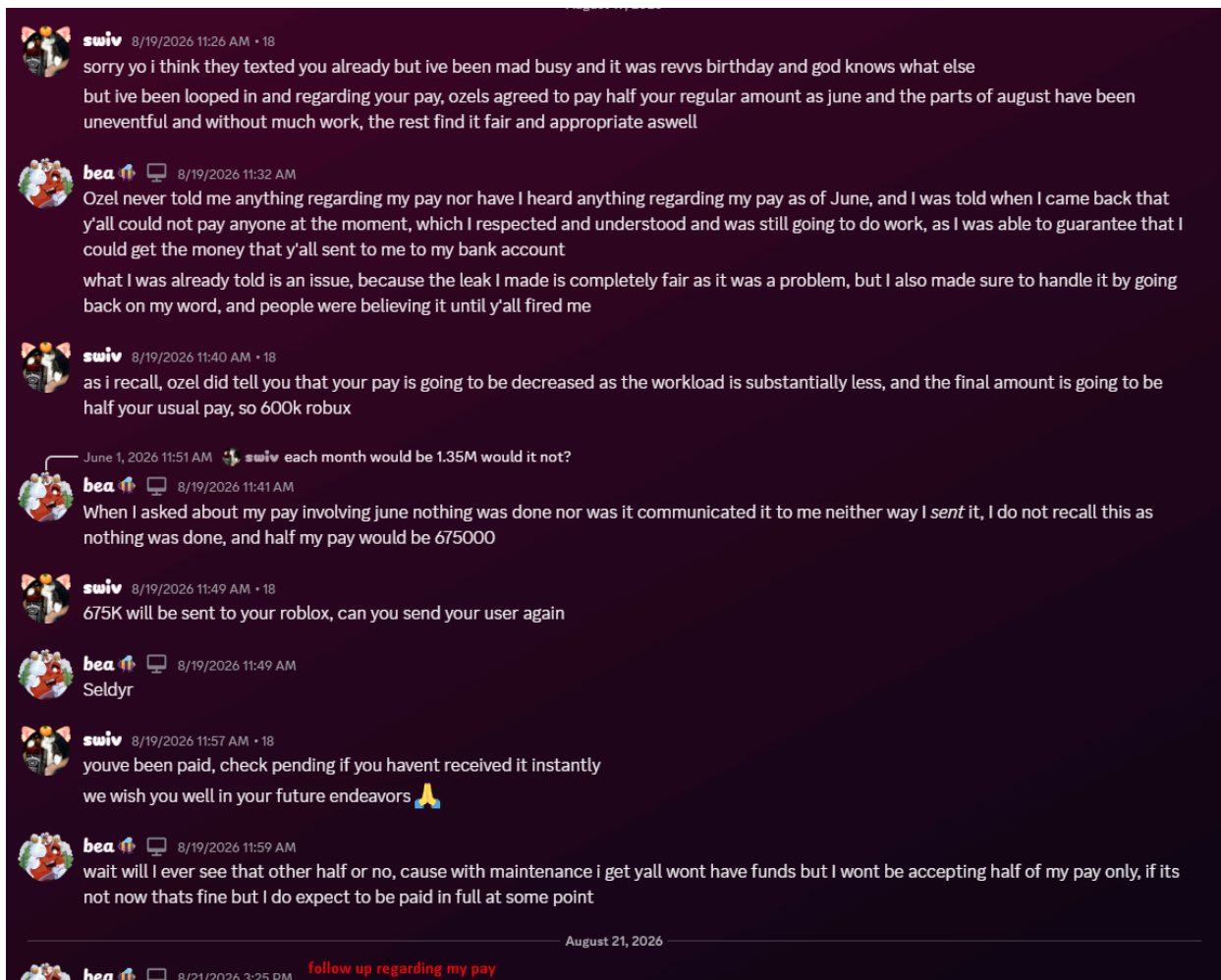


I denied talking to Jaffy as I found this behavior disrespectful, Revv and Ozel failed to communicate to me about what was happening and instead of talking to me they put me in a group chat with a random person to solve an issue between me and Revv/Ozel, which caused personal issues for me, and I still was not sure if I was going to get paid for my time there.

At the time of this happening, they owed me 1,565,000 Robux (\$5,945 USD), to break down why it's this much:

1,350,000 Robux (\$5,125 USD) for all of June that I worked as this was our discussed fixed rate.
215,000 Robux (\$820 USD) for the 5 days I worked before being removed.

After I denied to discuss with Jaffy, I didn't hear back until Swiv messaged me:



I didn't get the chance to have a discussion with Ozel, Revv, and Swiv involving my pay as after this point they ghosted me, during this time I was able to concentrate and fully calculate how much they owed me. Swiv claimed Ozel told me how much I'd get for June but I do not recall this happening, so they only gave me 675,000 Robux (\$2,562.50 USD) which would be half of what we discussed that I would receive for each month. Leaving them still owing me 890,000 Robux (\$3,377 USD).

During this discussion I was under the assumption I would be paid later for the rest of my time there, as I never agreed to only getting paid half for all of June, I agreed to be paid half until they had the funds to pay me for what I am owed. This was even discussed in the HR group chat as when I was told by Swiv that payments were paused, that I'd just keep track of how much they'd owe me by the time Maintenance was over. Swiv's mentioning of half of June I saw as it'd be what I would receive for now, as I understood that with no source of income they have to be sparse with their Robux.

I did notice that people were told that we agreed on the final amount being half, but I do not recall a "final amount" being discussed with me ever for June. What was discussed previously was the potential of me having partial pay for the month of June due to the lack of funds. After being told that, I looked at these messages again and only to noticed that Swiv added "final amount", I did not notice this as I was dealing with getting ready for my next class while under stress due to this situation, and I did not agree to this being the final amount, as I even told that to Swiv and did not show I agreed to it being final. I also

do not recall ever talking to Ozel about my pay being halved for June and always iterated that I would expect compensation for any partial pay to be later paid in full, even in the group chats, I do believe Swiv lied to me about this but they removed all access I could have to any information.

While I can understand me accepting the money can be seen as me agreeing, I was looking to at least get paid for now, and then to see about the rest that I am owed, when Swiv told me “we wish you well in your future endeavors” that told me that they do not plan to pay me the rest of the amount. This prompted the follow up question, in which I’d get ignored.

As Swiv made an announcement on August 25th/26th to the content creators saying:
“It’s come to my attention that there’s videos being made regarding the situation with our previous PR, bea. I want to clarify one thing: the amount we paid bea was, as I stated in my DMs with them, final. I never heard any complaints regarding the amount we were paying them before wishing them well in their future endeavours, but after the amounts were paid, bea went on to request double the amount. By that point, I had wished her well, the amount that I explicitly stated was final was paid, and nothing was left between us. Naturally, the whole team has been working tirelessly behind the scenes and no one has had time to respond to something we thought to be resolved.

There will be no additional comments from myself or the team, as our conversation was entirely final. Verify the facts and make sure you ascertain the full narrative before making any content.

Thank you!”

This is the statement he made to the content creators I found as disingenuous to make me look bad with how he phrased it. I feel like he took advantage of how scattered I was due to this sudden change in my life and slipped words into his statements to work as a technicality.

I still am not sure if I will be getting the rest of my pay, but I waited for Swiv and haven’t heard back within 2 days, so on August 21st I sent a follow up message to Swiv and then Revv, saying how much they owe me, and I expected to hear back within 2 days so I know they saw my message, they have not responded but they know of my message. They still owe me 890,000 Robux (\$3,377 USD). I did not send one to Ozel as he never responded to me.

While they are within their right to terminate my position under any circumstances, it is best to notify someone when there is an issue involving their role, with the reasons given they could have discussed this with me and we could have found a solution. “...you can terminate it (verbal agreement) in person or via email. Although you don’t have any contract clauses and notice provisions to honor, it all comes down to operating in good faith, with honest and fair intentions.” (Owen-Jones, 2026)

It is not necessary to operate in good faith, but it is generally best to find a solution to an issue first, rather than go straight to termination, setting a meeting to discuss an issue like this is important to keep transparency and have a good relationship between all parties. (Anderson, n.d.) This has put a hitch in my situation as I not only am still not sure of an in-depth reasoning on firing me, they stayed vague on why I was removed, and I was not the only person who has received this treatment from them.

Whenever terminating someone's position there are practices that should be kept in mind, these practices are to ensure that everyone has had a fair chance. These encouraged practices include keeping a clear record of performance issues and conversations, giving feedback early and giving chances to improve, and staying consistent with all employees. There are also practices that should be avoided, such as firing someone without proper review and documentation, ignoring human rights & employment standards, and using vague or emotional language in records. (Employer Advocates Group, 2026)

I would appreciate it, if a response is made, that if you will disclose more reasoning on why I was removed, I should be notified of it and have it discussed. I will personally find it disrespectful if this request is ignored and believe there is ill intent.

My Experience on the Team

Folder: **Overall Team Issues**

While I was on the team, I was never given or consulted about having a written contract involving my position, this oversight on both of our ends have left us vulnerable regarding our positions. This also lacked protection on my end for an outcome like this, as removing me without any communication may be within their right as my managers. I have been able to educate myself on my protections as a worker and consulted people, and have done research to see where I was wronged and where this situation has been an issue. "Independent contractors can't sue their clients for wrongful termination because they're not employees. However, contractors do have the right to sue for breach of contract." (Owen-Jones)

I was under the assumption that I had the same protection as any employee would have, but I was not aware that they hired me as an Independent Contractor, something they had not explicitly told me. This was more surprising to me as I had a fixed pay of \$5,125 USD (1,350,000 Robux) monthly, and I was expected to respond as soon as there was an issue. This would involve any crisis management, or internal affairs within our team.

This lack of protection did make me vulnerable to have my position terminated under any reasoning and lack of communication regarding my position, but this does not excuse them for holding pay that I am owed. I disagree with their decision to terminate my position. I believe I was wronged and that this was done without good faith.

The following section will be anything I can recall happening that I know can be backed up by others. I do not have the evidence on me as I was removed from any space that may have some. Any claims, and statements I make should not be taken as fact unless more evidence appears.

I will say, I loved talking to everyone on the team, I fully wish the best for everyone even including Ozel, Revv, and Swiv, even though I feel as if they wronged me. Yet there were a LOT of issues I could not help with that I feel disappointed for, as multiple departments felt undermined and I fell into that same feeling as I was never notified or consulted for anything, the reasoning for Maintenance I was told 3 weeks in because I wouldn't respond at 3 am to help with an announcement for that same day. I never knew about the Medal collab until the day before the announcement and only found out because of the Developer Server, then was told to make an announcement for the release right before the announcement was out. I would also be added to group chats randomly for a report but I never knew what it was about, so I would always be confused when handling reports given by Revv.

This piled up into a lot of issues I have had but let go because it was just a job to me, this is due to a boundary I set to keep myself from being too attached to the game but it is also important to make sure issues that are bothering you do not pile up, while I was upset about this as I do believe that being the person who handles Public Relations, anything that may affect the Public Image I would need to know of, along with being communicated on what is happening including our team members as I also handled Human Resources with them. As when a composer was removed from the team, I was not aware of it until they already took action, partially due to me being asleep, I was not able to either assess on what to think about the situation and this caused an issue as Ozel and Revv were adamant to keep him off of the team, only once he made a public statement due to it, their decision was reversed. I told them then and

beforehand to not do that as removing someone without reasoning or discussion may turn into an issue, and they still would not respect that.

There were a lot of times where I would get ignored and never hear back on a question I had, this would either involve Maintenance, my pay, or even a small request such as developer content. This made communication really frustrating for me as I was not able to know what was happening when I would need to, such as any collabs or important stuff happening. These communication issues began to bother me more as it made me feel disconnected from the management end.

There were a lot of department issues that never got solved or handled, some departments felt like they're there for purely cosmetic reasons, which has impacted the game's reputation and they know that. Yet none of them were able to do anything as they would also be ignored.

The day before I got removed, I received other reports regarding other teams and how they felt undermined, and how nothing had changed when we last spoke. This was an issue as I had talked to Ozel, Revv, and Swiv about these concerns a department was having. This would also circle back to one lead for 2 of these reports, where one of the concerns was how they were replacing people in the team who are active with people from Ink Game who haven't shown activity. With these changes, it was a bit weird as while we are in maintenance changing people on the team frequently was frustrating, and I would rarely see people testing or even working.

When I first got on the team, I wasn't sure how much I could trust them as when people would report others to me regarding their friends, they would tell me how they were more scared to consult Ozel, Revv, or Swiv as they would listen but not take any action, and fear that they would get removed for saying anything, as a good chunk of the people on the team do not trust them. These screenshots are quite big so check **[Pressuring-Into-Disclosing](#)**.

This also shows Revv trying to use me being paid to disrespect someone else's right to privacy and would pursue to have me release information like this, which I complied with for team members where I would still ask if they would like to be anonymous. I only complied as I felt more intimidated from their pressure, having a position of power over me and acting like this is not appropriate. I did not discuss this with them regarding this as it didn't become an issue but the mindset really worried me, as this came from a report that I received from a community member.

Specifically when it comes to HR confidentiality, it is important to have a healthy and productive work environment, as this also protects people from retaliation, allowing them to address workplace issues. There are exceptions though, such as allegations of harassment, discrimination, or other misconduct that is in ill-faith. Though this confidentiality of someone's identity is typically to protect them from retaliation from an employee. (*"Do I Have to Tell an Employee Who Complained About Them?"*) While none of us are employees, and retaliation is not something that can be applied to us, it is still something I try to avoid.

One of the other issues I have seen and I even had an argument with Swiv about was the importance of Balancers, as whenever he was trying to get balancing suggestions, he would ask testers overall and rarely consult the balancers, this lead to them coming to me about these issues as they did not like how they were overlooked multiple times. This would involve any DSD changes, or making any roles balanced.

There are no logs of this, not even in the folder so please take this as you will, but Ozel, Revv, and Swiv are aware of that team's concerns.

From someone on the team before my removal:

“Our lead doesn't really seem to be active much, communication is also not good with him, if you ping him he usually never responds or ghosts you. There was mistreatment, he completely demoted someone without any more explanation besides 'I will give you your position back when the time comes'? Then that someone got replaced by someone from Ink Game who has not been active. Someone else also kept having issues when trying to get the puppet for balancing purposes, but they kept getting egoed, they had to use someone else to get access to help balance it. The balancing team has also been treated like a side project, despite their involvement being important to the game's development, and there also have not been any checks on that team. Within the past 5 months nothing has really changed, one of the balancing leads left due to how horrible the situation is with the QA Team, and the balancing team overall has been lacking the tools/utils to properly balance, lack balancing sessions, developers and lead developers failing to cooperate and communicate with them, and zero to no communication the last 4-5 months. I am not even talking about the communication regarding “what's happening” I mean just the communication between departments to ensure what is added, and removed. There has been someone who has stepped up for the lead, and they have been concerned about getting removed as they want to be promoted so they can help the team. The team feels like it has been destroyed due to nepotism and mistreatment, which others have mentioned this to the higher ups but they keep saying these issues are ‘because of maintenance.’”

I did get consent on explaining what I was told, the BBN team should not hunt down who told me this. They are not at fault for allowing me to release information that has been ignored.

Conclusion

While working for Ozel, Revv, and Swiv, I felt very undermined, dismissed, and disrespected. They would not try to work with me to solve any issues that were present that should be addressed, this would include department issues being addressed, finding alternatives to ensure I'd get paid for my work, or communicating any information that would be critical for my role that I am not aware of. It didn't seem like they understood what my role should be or the hierarchy, as I would be expected to consult them about changes and not act upon them, but I was higher than the Head of Staff but my importance for the game's development was right below Developer. This was told to me while there was a discussion involving how I should be paid, with me proposing putting me on % as they have been struggling to pay me consistently and on time which was denied.

To reiterate, I do not have an ill intent towards the Bite By Night Team, this was made to show the issues that the management has along with showing how they have consistently wronged me while I have been working with them, along with putting into question their practices and pointing out that they have been withholding my money. I initially was not going to say anything on the matter as I felt very conflicted on my removal, but I do feel like I was wronged, and with me not being under NDA, some team members do feel like this should be public information, as they have consistently tried to communicate issues to the management and would get ignored. No one else worked on this besides me.

This did take awhile for me to feel comfortable and confident to push out, as I have severe issues with doubting myself and what I remember, so I wanted to take time to know and feel confident in my testimony, and make sure I can do any other options, this is practically my last ditch effort on some form of closing this chapter and getting what I am owed. I do not really think I'd be coming back to work on the game, as the management is not a healthy environment, but it also gives me time to compose myself and work towards being better at Public Relations and Human Resources by getting certifications.

Please once again do not send any harassment to anyone, this is meant to be informative and I am hoping I can get paid for my work soon, as I have not been paid everything I believe I am owed.

For people on the team:

If you want to speak out about these issues that have persisted and not been solved, feel free to do so, even if I am part of the problem. You do have my support!

If you are unsure on what to do, don't do so until contacting a lawyer or discussing with people for your own safety, as the NDA is quite vague on how it protects you and them, and I have seen them abuse this NDA to get what they want.

With the biases I have seen from the higher ups to their own friends in a professional environment and how they have abused their power to get what they want, I do believe this behavior is unhealthy and needs to be called out for.

I am only able to speak out on the matter due to them not approaching me regarding the NDA, in which I knew I would counter with wanting a contract regarding my position due to the payment issues I have had with them.

Moving Forward (for me personally)

I do think I should have protected myself more whenever getting onto the team, as I do not agree with my removal and I have no protection in place to ensure that my removal would have a stance that I believe would be ethical. I will be using this experience as what I should do moving forward when going into new positions. I do not believe that what Ozel, Revv, and Swiv have been doing is ethical whatsoever.

I do not want this to drag out for longer than it has, if you know me, I tend to avoid public situations as then it gets messy, but behavior like this should not be tolerated or excused. I fully expect them to try to ignore this, or discredit me, and do anything to avoid accountability, so my expectations for a good outcome are not high, but the world keeps on turning. I do just need to be paid for my time spent there and what was agreed upon, if they wanted to pay me less overall then they should've held a discussion with me and get a contract in place.

For everyone in the Bite By Night Community, y'all are a pleasure to be with, while people joke about how toxic it may be due to maintenance, it is also lovely talking to people who care about the same franchise I grew up with. I would talk there when there wasn't much for me to do with PR/HR stuff, and it was pleasing to see and talk with everyone. As much as I would love to continue interacting with the community, I do not really feel safe talking there, due to how Ozel, Revv, and Swiv have treated removing me, as it would've been a lot easier if they just talked to me involving my position, my pay, and overall communicate to me.

I do not support Bite By Night.