

Sidenote: All accounts in this document can be corroborated by former bond members that have left within the past 6 months or have screenshots attached to show proof of misbehavior.

Current Bond members will defend the company due to internal policy.

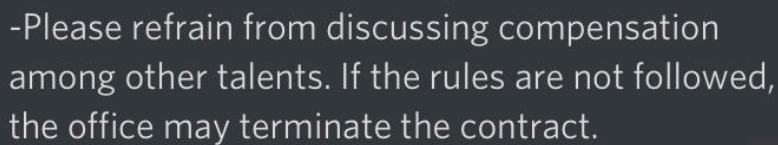
Bond EN is an established Japanese company that has started to enter the English vtuber market but is massively misinformed about streaming along with the malicious treatment of its talents.

TLDR

Bond is a vtuber “company” that is engaging in predatory hiring tactics, and illegal activities to trick vtubers into joining their company and trapping them into contracts that they don’t honor. The company does not provide promised infrastructure to talents and shows a blatant disregard for the health and mental well-being of their talents while also treating them as disposable.

On Bond's illegal activity.

Although Bond is a corporate entity based in Japan they failed to follow proper labor laws with their American talents such as disallowing talents from discussing pay which is illegal under the [National Labor Relations Act](#). See below for screenshots taken from the discord which show that they will terminate contracts if talents try to discuss compensation.



-Please refrain from discussing compensation among other talents. If the rules are not followed, the office may terminate the contract.

- There are also multiple instances of Bond changing contracts without talent signatures or approval. Bond also did not give updated copies of contracts to the contractee and in many instances did not even give a copy of original contracts to talents.

Alright so you know I don't wanna start trouble, But I would like to know why the date of my contract was changed. Even if it did take awhile the date I signed it should be the date on there. And if not why wouldn't it be the 28th of September when the original contract was signed? It just seems weird to change it and not notify me.

*sent not signed

Today at 8:56 PM

To be honest I don't remember because I edited it few times. I am so sorry about that. Do you really want to know the reason or you'd like to resign? Because one of our talents said the exact same thing before and she resigned.

Today at 8:56 PM

I never brought up resigning Runa. It just seemed odd to me

Do you want me to resign? Im sorry for assuming but I didn't bring that up at all

Today at 9:01 PM

Oh okay.

on the 10th it still wasnt signed (i was having issues with it)

10/10/2022 11:22 AM

Hello! I don't see it has signed...I sent you a reminder so you can check your email again.

October 9th, 2022
date

Bond has also refused to pay talents or even underpaid talents. Many talents report not even being paid under their revenue sharing agreement three months after debuting under Bond and signing their contract. The money has been taken from the accounts but many report the money never being redistributed back.

- A Bond talent was asked to make logo commissions for the company and only paid \$2 per logo. The company claimed this was industry standard pricing.

Said logos below



- Proof below of Bond's promised revenue share agreement.

[Redacted] 08/31/2022
okay. how much financial support a month do i get from bond?

[Blue Redacted] 08/31/2022
As I told you, we do revenue sharing. This is how it works and we can not have any other financial support beside that.
Do you think we still need to talk about it?

On Bond's predatory hiring practices.

Bond's contract and negotiations with many talents involved promises that are never delivered on to get them to sign contracts with their corporation.

For example

- In contract negotiations with several former talents, Bond promised them support for making covers and songs but never delivered and constantly delayed when asked about it.

Cover art promise.

I just sent you an email with the contract details. Please let me know if you have any questions!

04/07/2022

Thank you, I've received it! Just a few questions
do you help with artwork for song covers, and do you help with audio mixing for covers?
and do you help with making graphics for schedules or announcements, etc?
Just curious if that is included under SNS operations

02/08/2022

Regarding your cover, does the music video have to be something like the original one? Or is it okay to be more simple? Let me know if you have any preference.

02/08/2022

I was thinking the music video could just be art with some lyrics on the screen

02/08/2022

Okay! Is there any art that you'd like to use?

02/08/2022


I don't have any art to use for the cover, I can commission some though

02/08/2022

That'd be great if you can prepare some art then we can put the lyrics and everything together.

- Bond promised talents video editing and marketing support when many of them never received any such support.

Editing promises

 **Runa Kitamura** 08/31/2022
What bond does
-Collaboration with bond YouTube
-Help with SNS operations like editing and posting
(especially IG, TikTok)

- Bond also promised merchandise to talents who signed with them which was never delivered or worked on.
- Bond claimed to help with creating schedules under the guise of “professional artists”, but only used Kanva and stopped after a while.



- expects talents to create their own schedules, post and edit videos for IG, Tiktok, youtube shorts, create their own thumbnails, and schedule streams days in advance with no help. In one case, creating the schedule was a spoken condition for the contract being signed.

On Bond's talent support

Bond's talent support was nonexistent and talents were kept in the dark about key company details like upcoming debuts and members. They were also subject to constantly changing decisions that flip-flopped day to day. In addition, no consideration was given to talents' well-being and success.

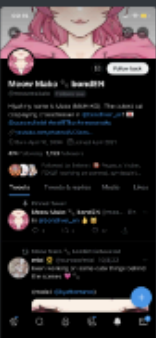
- Questioning and threatening talents who streamed during a hiatus. The talent's health problems had nothing to do with the conversation and she had already notified the company of her relocation hiatus.

Today at 11:33 AM
So the reason why you haven't stream is because of your health problem? I was not sure about it because you streamed few times recently. Since we made a contract, we need to make it clear.

Today at 1:04 PM
I am moving, as in I have packed most of my belongings including things I used for my set-up. Although I streamed, I was using a phone held up with books and a paperweight and holding my mic up with a drink bottle and using a sock for a pop filter.
It's not good to stream. I was asked to stream for a collab and it was a big deal so I took the time out to stream. I organised with the other girl to do karaoke the day after so she could advertise it on her discord to her viewers.
It hasn't been a few times, it was twice and it was for maintenance of new viewers, because bond doesn't care if we want to stream or enjoy it. I've never heard of a company being so negative for someone doing work, but I will not stream anymore so it won't happen again. My mistake.
Also I've spoken to a lawyer about my contract and will talk about it in the meeting on tuesday. (edited)

- Keeping talents in the dark about the debut and members while not answering their questions about new members.

18/10/2022
who is this??



are they new ??
[@Runa Kitamura](#)

[Runa Kitamura](#) 18/10/2022
Ah it has bees misunderstanding...haha

18/10/2022
Are they a member ?
im so confused
This is why i think you should tell us whos joining ahead of time so we don't get mixed up ... or imposters..

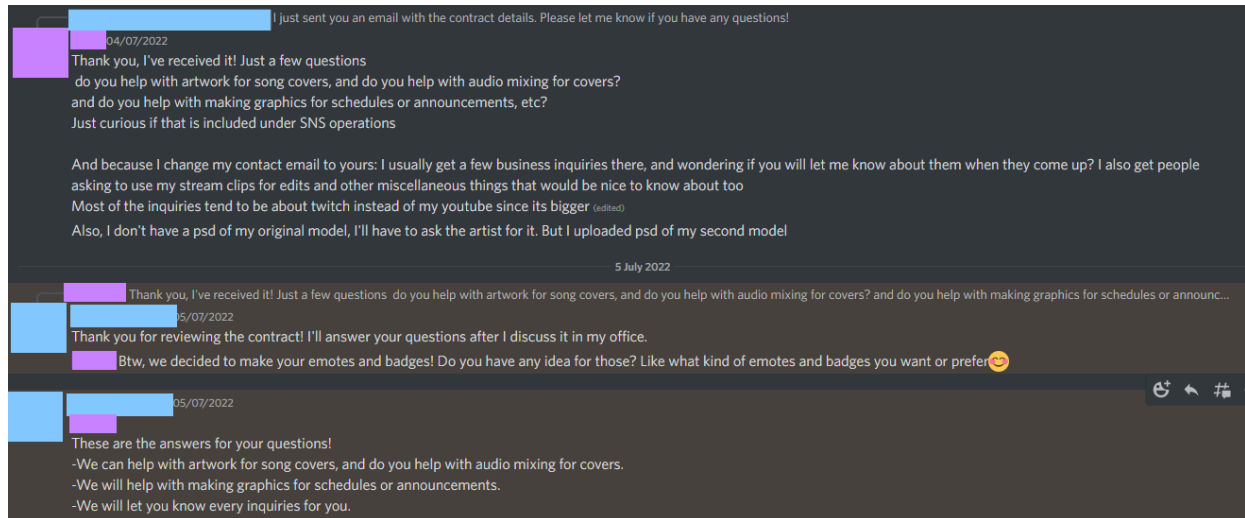
[Runa Kitamura](#) 18/10/2022
I do not understand why I need to tell you everything.
I am so sorry but we have our plans.

18/10/2022
are they a member? im confused..
being apart of bond but i don't really understand what's going on, even as a talent, just feels kind of weird i guess

[Runa Kitamura](#) 18/10/2022
Do you need to know every single person who will join bond? (edited)

As mentioned earlier they also promised graphics and announcement work which was poorly done and not to industry standard.

Promise:



Examples of graphics made by Bond:

https://twitter.com/bondliver_en/status/1557979445004324864

https://twitter.com/bondliver_en/status/1568076967756582913

https://twitter.com/bondliver_en/status/1572116170152771587

https://twitter.com/bondliver_en/status/1568115018687979522





The decision to graduate

The decision to graduate was hard but it was not until after talking to each of the genmates that we realized the depth of the problems at Bond. In one particular case, the managerial staff was extremely rude, callous and, passive aggressive over her duration of time at Bond EN. Members were being kept in the dark about details of the company and not even knowing about fellow genmates as well as management tried to keep every member isolated from each other. There was immense pressure to perform for the growth of the channel which unnecessarily stressed each member in producing content without help despite the contract stating that help would be provided. The members felt like they were giving their best to the company but the company was treating them as disposable.

Some of the shocking rules the talents were told to obey:

“If you only care about your old viewers and don’t stream for new ones, then we don’t need you” and “We only care about the success of your channels and not if you get along”

10. Others ⚠️

Our office will operate with the viewers first and foremost in mind, rather than everyone getting along.

It is very important for the talent to enjoy streaming, but we want the viewers to enjoy it first.

You are professionals, so please do not act like amateurs such as

---Disparaging others, whether inside or outside the office, in the streaming or on SNS.

---Non-strategic distribution, guerrilla distribution and collaboration

---No announcement

---Not clear what the purpose is.

---What is the goal and what do you want to achieve by collaborating

---Necessary steps for collaboration such as mutual linkage are not made.

---Talking about the office in a bad way behind the scenes. If you want to say something, you can say it directly.

---Leak confidential information such as economic conditions, both inside and outside the office.

Please take care of both old and new viewers. If you care too much about your old viewers and make no effort to get new viewers to watch, or if you do not stream for new viewers, we do not need you.

“collabing isn’t for your enjoyment, it’s for the audience’s enjoyment only.”

“Only one collab a month”

About collaboration in general

- Collaboration is for the benefit of the audience, not for your own enjoyment.
- Do not collaborate with the same people too many times, at least once a month.
- Make sure that you stream mainly for your own viewers.
- Do the collaborations with careful notice in advance.
- Clearly post the YouTube link and make the purpose of the collaboration clear as well.

“Can’t talk about other talents or Bond during collaborations.”

1. Collaboration rules

- When you collaborate with someone, talk to the manager at least one week in advance and ask for permission.
 - In general, it is recommended that collaborations be done on a one-on-one basis. If more than one person, talk to the manager about the content.
 - Once the date and content of the collaboration are decided, create a thumbnail, set up a reservation on YouTube at least three days in advance, and announce the collaboration on Twitter and in the YT community.
 - Make sure to include the collaborator’s name and the URL of the YouTube page in the Description of the stream.
 - Please do not talk about the other talents or bond during the collaboration.
 - When you collaborate, please decide on an ending time in advance.
 - The same rules apply to collaborations with talents outside of bond.
- (2022/10/20 added)

The atmosphere before the exodus of the talents was unbearable as each talent was left in the dark about the happenings of the company and when questions were asked, the staff would rudely shut them down with “I don’t know why you need to know that” and gaslit each member into feeling they were in the wrong for asking on the things they were promised. The management would try to be more controlling by controlling their streams, telling them to make more content, and telling them that they needed to stream only certain games with no logic behind their decisions at all. It was clear that they had no insight into the industry and refused to do any market research under the guise of being a Japanese company.

There was a female manager that acted as the front person for the company that the talents would trust only for her to betray them later on by being negligent and doing it under the guise of care and comfort.

Overall due to the horrible atmosphere and treatment of each talent, they decided to graduate

and leave the company after analysis by a lawyer that said that their contracts are not binding due to the company's incompetence.

Conclusion

For any new talents read this first before signing any documents with this "company"

We hope that this acts as a warning sign to avoid this company at all costs so that they would not experience the same hardship as we did.