

Proof Document

Some form of statement, documentation, or acknowledgment from Quinn Emanuel about going through the communications of employees, including Jimmy's, to show that this did happen.

- Everything in this statement was written by Quinn Emanuel and covers what you asked for.

November 1, 2024

VIA E-MAIL

Board of Directors
MrBeast LLC

Re: Internal Investigation – Key Findings and Conclusions

Dear Board of Directors,

As you know, in July 2024, MrBeast LLC (“the Company”) engaged Quinn Emanuel Urquhart & Sullivan LLP to conduct an internal investigation into specific allegations made publicly, incidents reported internally, and issues raised by employees in interviews, including with respect to current and/or former Company personnel and the Company’s workplace environment and culture. At your direction, Quinn Emanuel immediately launched a comprehensive investigation, which has now concluded. The following sets forth certain key findings and conclusions from the investigation without waiving any applicable privileges, including, but not limited to, the attorney-client privilege and work product protection.

As an initial matter, to protect the investigation’s integrity, on July 31, 2024, Quinn Emanuel requested that a former employee, Dawson French, cease making public allegations against the Company, as those were the topic of an ongoing investigation. We also requested that current employees refrain from public comments to ensure the investigation yielded accurate information and that witnesses were not tainted. The intent was to foster candid interviews and complete cooperation with the investigatory process.

Quinn Emanuel conducted thirty-nine interviews of current and former employees. Over 4.5 million documents collected from mobile phones, emails, Telegrams, Discords, WhatsApps, and Slack were processed and reviewed. The collaboration and cooperation sought at the outset were achieved throughout this process. Quinn Emanuel thoroughly investigated all public allegations and any others that arose during the investigation.

quinn emanuel urquhart & sullivan, llp

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The investigation produced the following significant findings:

- Allegations of sexual misconduct (e.g., pedophilia, grooming, child pornography, etc.) between Company employees and minors are without basis. The allegations were soundly rejected, including by alleged victims.
- Allegations of the Company knowingly employing individuals with proclivities or histories towards illegal or questionable legal conduct are similarly without basis. Here, too, the allegations were uniformly rejected.
- Several isolated instances of workplace harassment and misconduct were identified during the investigation. The Company was informed of such conduct and took swift and appropriate actions to address the incidents, including, where necessary, disciplining or letting go of implicated individuals.

As you are well aware, the Company has grown exceedingly quickly from a YouTube start-up comprised of a group of talented young individuals to a much larger entity. It is not uncommon that policies and practices essential in a mature company would lag behind commercial success. This appears to have been the case here and has, in certain instances, allowed for inappropriate conduct. It is clear that the Company is committed to remedying historical issues and creating a mature culture where problematic behaviors are not tolerated as it enters this new phase. The Company has already implemented or is in the process of implementing changes to ensure a safe and professional corporate culture today and moving forward. These include:

- Sending a clear message regarding tone at the top.
- Hiring a new Chief Executive Officer, Chief People Officer, and General Counsel and soon to be hired a Chief Financial Officer.
- Implementing mandatory corporate training for all employees.
- Developing new policies codified in an employee handbook.
- Establishing an anonymous reporting mechanism/hotline for employees.
- Swiftly terminating individuals who violated company policy regardless of their position or level within the Company. Identifying additional employees for targeted training and executive coaching to address professionalism and compliance with company policy.

This officially concludes our investigation. We remain available if you need any follow-ups or have further questions.

Very truly yours,

Alex Spiro

Is there any documentation showing a standard operating procedure, or HR materials regarding an anonymous tipline to show this is active?

The screenshot shows the NAVEX Compliance Hub interface. On the left is a sidebar with the 'Compliance Hub' title and navigation links: 'Home', 'File a Report' (highlighted in pink), 'Follow Up', and 'Ask a Question'. The main content area is titled 'Your information' and features a progress bar at the top with four steps: 1. Select, 2. Review, 3. Confirm (active), and 4. Submit. Below the progress bar, there is a checkbox labeled 'Remain Anonymous' which is checked. A text input field for 'Anonymous Email Address' is present but empty. A paragraph of text explains the choice: 'You have chosen to remain anonymous. If you would like to receive an email when your organization posts follow-up responses to you, you may provide a personal email address. Your email won't be included with your report to your organization, but will be held by NAVEX, subject to NAVEX's Terms and Conditions. Providing an email address isn't required to make a report, but enables NAVEX to notify you by email of updates or follow-ups to your report.' At the bottom of the form are 'Back' and 'Next' buttons. The footer includes the NAVEX logo, links to 'Privacy Statement' and 'Terms of Use', and a copyright notice: 'Copyright © 2000-2024 NAVEX Global, Inc. All Rights Reserved'. Additional links for 'Privacy Statement', 'Acceptable Use Policy', 'Cookie Statement', and 'Contact NAVEX' are also visible.

How many of your videos do you use CGI in

- It's hard to say an exact percentage, for example here's a claim that Dogpack made of an explosion claiming it wasn't real. It was real, we just touched it up in post. Even you mention in our podcast that text in video is technically CGI. It's hard to give you a specific percentage, but as far as large video altering examples it's so incredibly minimal and expensive. We rarely use it.



What is the link to the people that was a refund for the livestream?

We created this custom portal where all you have to do is enter your order code for a refund.

- <http://mr-beast-refunds.com>

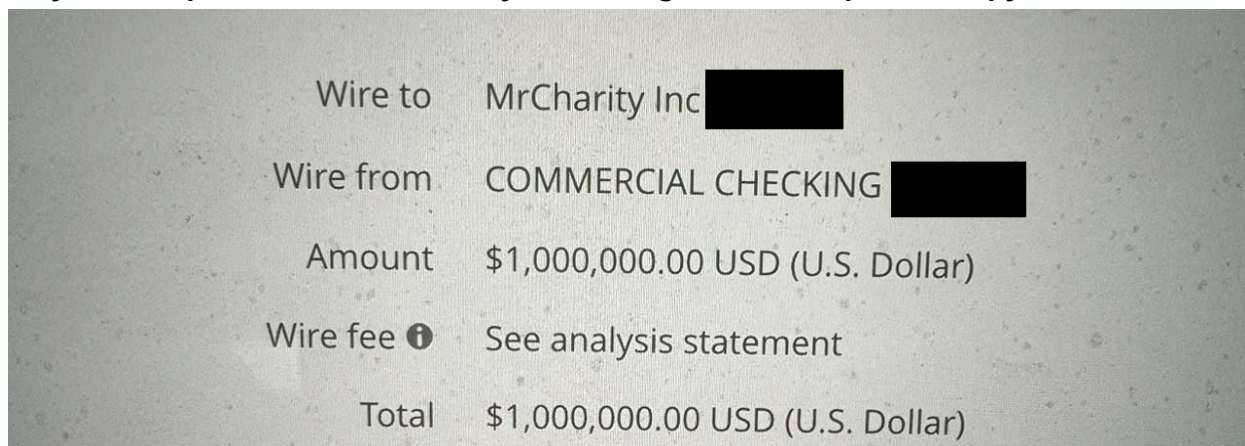
Are there records we can show of the incidents of harassment that were found to have transpired rather than just a “yes, they happened?”

- Unfortunately I can't because it's confidential and protected by attorney client privilege

Can he provide the audits of Beast Philanthropy?

- Here's a link to the transparency report on the beast philanthropy website! Coffee if you want to do a deep dive I'd still love to have one.
- https://backend.beastphilanthropy.org/wp-content/uploads/2024/02/Beast_Philanthropy_annual_report_2022_V3_d7bb9b52f3.pdf

Do you have proof of the \$1 million you had to give to beast philanthropy



You claim to use a union for beast games, what union did you use

- We actually used 2 unions for Beast Games, NABET and DGC
- https://en.wikipedia.org/wiki/National_Association_of_Broadcast_Employees_and_Technicians
- https://en.wikipedia.org/wiki/Directors_Guild_of_Canada

Is there proof of people leaving immediately after arriving at challenges when learning they get paid regardless of participation?

- Yeah this happens all the time, here's my girlfriend Thea talking it on a podcast years ago
- <https://youtu.be/tYk2sNFhito?si=etS2IU7w6NjdBYKW&t=2914>

Jimmy states that if people would like a refund from the livestream where he was accused of running an illegal lottery, they can fill in a form provided and that will be put

somewhere like the description of our video. We need a form link for something like that if possible to provide.

- <http://mr-beast-refunds.com>

Could Jimmy show us any receipts he might have for the recent payment for the 1000 eye surgeries?

- This is the person who made a video saying he wasn't paid for the eye surgeries he did and after we paid him he made an update video and states he was paid.
- <https://youtu.be/2J4b0022VSU?si=2BlaQ7bRvvITHNbE&t=33>

Can Jimmy supply any recipients to show that the 100 wells were built? Or any other information that could help quantify how many wells he actually built in Africa.

- Wells of Life was one of the partners who helped us with the video, you can read more about it on their website
- https://secured.wellsoflife.org/mr_beast_page

Can Jimmy provide any purchase receipts, pictures, or videos proving he worked with Peruvian Cocoa Farms before switching to Tonys?

- Here is a video of my old manager Reed on our old farms in Peru.
- <https://www.youtube.com/watch?v=xp3KnfuQgsU>

Can Jimmy show any photos or videos of Jimmy working in Ghana on cocoa farms?

Here are some tweets people made when they saw me in Ghana to prove I was there.

- <https://x.com/officialbigkay/status/1783846760328093869?s=46>
- <https://x.com/cedirates/status/1783820851252494418?s=46>
- <https://x.com/blacvolta/status/1783984674173243891?s=46>

Below are photos of me working on farms in Ghana.



Do you have any examples of /r/youtubedrama censoring and deleting positive posts about MrBeast and negative posts about his detractors

- Here are tweets from people who are not me making these claims.
- <https://x.com/DramaAlert/status/1851038607248658848>

- <https://x.com/nicholasdeorio/status/1858293582978789609?s=46>

- Here are some random examples my team found. I wouldn't focus on any particular ones but more the volume.

**Past-Exchange-141** · 39m ago ·

First it was falsely accusing James Warren of domestic violence and animal abuse. Then it was falsely reporting on a fake Lunchly recall. Now the "alleged" CP shared in a group chat wasn't, in fact, CP.

dogpack404 and Roseanna have shown, time and time again, to prioritize immediate attention and clout over any serious fact-checking or journalistic integrity. I'm amazed anybody takes them seriously.

 58  Reply  Share ...

**youtubedrama-ModTeam** MOD · 6m ago · 

Comment/post removed for misinformation.

the video was to prove that mrbeast did know, not to prove ava posted cp. this was just stuff shared in the work telegram server.

 1   Award  Share ...

 **r/youtubedrama** · 18 min. ago
your_local_manager

Breaking: DogPack Can't Take Personal Responsibility Because Other People Were Talking About a Different Person in a Chat a Year Ago

Callout

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 0   1  Share

Single comment thread [See full discussion](#)

**youtubedrama-ModTeam** MOD · 14m ago ·  

the mods will handle this post

if you have any questions Please contact moderators about this removal.

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r/youtubedrama • 23 min. ago
bluedragjet

SPOILER

This part of the video made me lose faith in Dogpack

Discussion



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1



3



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youtubedrama-ModTeam MOD • 19m ago •

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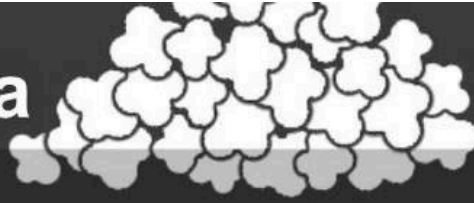


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youtubedrama



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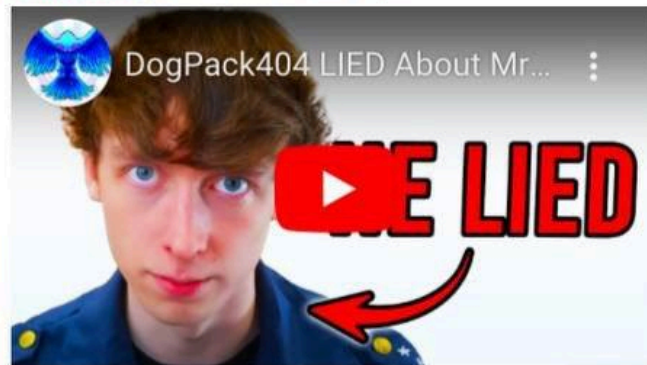


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[\[-\] youtubedrama-ModTeam](#) [M](#) [score hidden] 4 hours ago - [stickied comment](#)

This post was removed due to a lack of context. Please provide a description of the drama and people involved before reposting. Please contact mods with any questions.

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r/youtubedrama • 3 days ago
[deleted]



YouTuber Rosanna Pansio smokes marijuana grown from father's ashes as she fulfills his dying wish

News



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3



7



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youtubedrama-ModTeam MOD • 3d ago •

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r/youtubedrama • 3 days ago
OxijenThief



Genuine question to the people who hate Mr Beast with such a passion: Why?

Allegations



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youtubedrama-ModTeam MOD • 3d ago •

This is not drama, redundant post



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r/youtubedrama • 4 days ago
researcherYT



Soggy Cereal and Dogpack

Discussion



Locked post. New comments cannot be posted.



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youtubedrama-ModTeam MOD • 4d ago •

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r/youtubedrama • 4 days ago
TheMarxman_-2020 Top 5% Poster



MrBeast responded on a Time works video calling Dogpack a liar

Update



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5

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youtubedrama-ModTeam MOD • 4d ago •

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it's funny cuz it has been mentioned in the megathread by now actually



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r/youtubedrama • 4 days ago
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Should we still trust Rosanna Pansino?

Discussion



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youtubedrama-ModTeam MOD • 4d ago •

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Comment removed by moderator



1



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youtubedrama-ModTeam MOD • 5d ago •

This comment has been removed due to trolling.

even then, soggy calls out stuff mrbeast is doing, one of which is the crypto scam



1



Award



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r/youtubedrama · 15 days ago

MobileImagination203

THESE MR BEAST ALLIGATIONS ARE BLOWING UP MY HOUSEEEEEEEEEEEEEEEEE



Mr beast alligations that seemingly have no evidence?

Question



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MOD

15d ago



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r/youtubedrama · 21 days ago

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Dog pack vs. accountability

Beef



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youtubedrama-ModTeam

MOD

21d ago



This is not enough drama to warrant a new post on this situation



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r/youtubedrama • 24 days ago
bluedragjet



SPOILER

This part of the video made me lose faith in Dogpack

Discussion



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youtubedrama-ModTeam MOD • 24d ago • 🔒 🚩 •

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r/youtubedrama • 24 days ago
NotUntilTheFishJumps



When did Rosanna Pansino become a drama channel?

Discussion



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r/youtubedrama • 24 days ago
FutureDr_ Top 1% Poster



Update from Dogpack about the alleged CP on the Mr.Beast Telegram chat logs

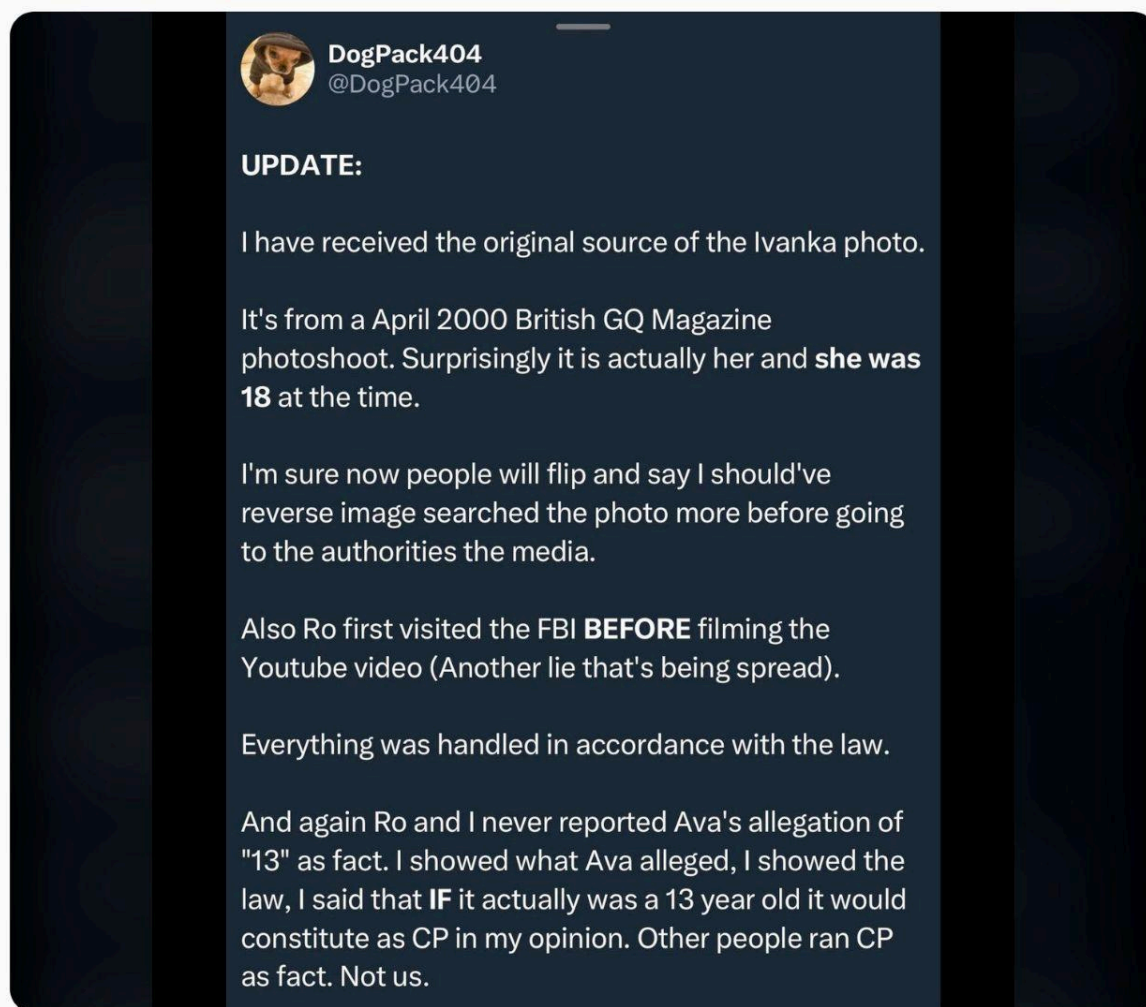
Update

Link to the tweet

https://x.com/DogPack404/status/1850998694080065640?t=IKHzljeR8k_qxZiuZ55Aow&s=19 (He posts a censored version of the photo)

Context

In the last Rossana Pansino video , she worked with Dogpack to talk about the chat logs from the Mr.Beast Telegram chat. One of the points of contention was an image Ava send she described as CP.



3.5K



452



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youtubedrama-ModTeam MOD • 24d ago • 🔒

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the video was to prove that mrbeast did know, not to prove ava posted cp. this was just stuff shared in the work telegram server.



Award



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[deleted] • 24d ago •

Comment removed by moderator



1



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youtubedrama-ModTeam MOD • 24d ago • •

there's more evidence that Ava is a pedophile than just that screenshot



1



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r/youtubedrama • 25 days ago
[deleted]



Rosanna Pansino live reacting to what she considers "child p*rn" seems tone deaf?

Callout



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youtubedrama-ModTeam MOD • 25d ago • •

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r/youtubedrama • 26 days ago
Ok-Incident3902



Dogpack deleted his latest community post roughly 2 hours after posting it

DogPack response in comments

Probably cause he was copping flak for the image used on it I think. What do people think of this

153

48



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DependentLaw7 MOD • 25d ago • Stickied comment • Edited 25d ago •

filled with dread

Top 1% Commenter

Reinstated this post after realizing dogpack responds here

Sorry about that, to y'all and to dogpack lol



Reply



Award



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r/youtubedrama • 27 days ago
ToxicBabe69



Mr Beast made a cameo in Carryminatis video

News



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youtubedrama-ModTeam MOD • 27d ago •

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The lunchly situation ain't that deep.

Callout

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 **youtubedrama-ModTeam** MOD · 28d ago ·  

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