

**Addendum as of 16th January 2025:** Regarding the information that has come out about Juke and the 70% cut she privately took from the game's funds over the course of the game's lifespan, some of the information here may be slightly outdated. We will not be amending the document regarding this situation for now.

## **FOREWORD**

This document will be detailing certain members within the JToH staff team and their unfortunate mismanagement of both the game and the development process, split in different chapters for clarity.

The intended purpose of this document is to bring light on the events that have been leading up to this document's creation, alongside to prompt everyone involved to take accountability regarding the various shortcomings that have led up to this point. It is absolutely not meant to encourage the harassment or witch hunting of anyone mentioned.

The stigma of documents in this community has led to a precedent that seems like a joke, but it is important that this is taken seriously among the community, as it has real, truly dire concerns for the future of JToH.

**If you are reading this, then all of our discussion and compromises with Juke prior to this document being public have gone basically nowhere, ending in a stalemate each time where neither side has reached a proper conclusion.**

**This entire document is from the perspective of the former staff, developers & curators who have stepped down in recent times, detailing the reasons & background that lead up to us leaving the game. It's our side of the story and we are sure that there will be other people with their own responses in the future, so we ask readers to read & think critically and form their own judgements rather than blindly follow one side and**

totemize the other, especially in a situation as nuanced and convoluted such as this one.

**(also the screenshots are  
basically not visible on  
mobile, not sure how to fix  
this ;\_;  
ENABLE DESKTOP MODE IF  
UR ON  
PHONE!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!**

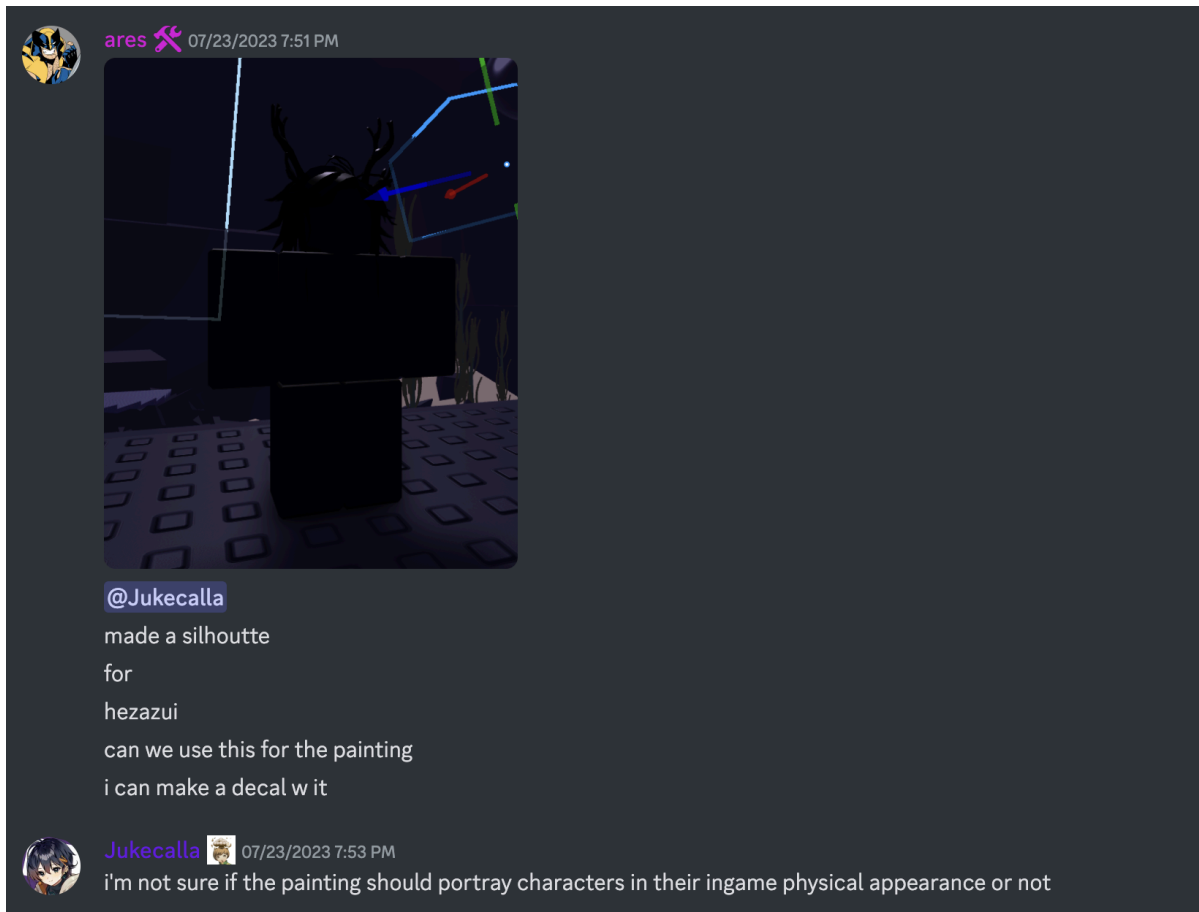
## **Mismanagement of the Game & Staff**

This chapter will act as an introduction to the general issues regarding development in JToH. Throughout the document, the issues mentioned will be getting progressively more important.

### **Silent Abyss & Ashen Towerworks Development**

#### **Silent Abyss**

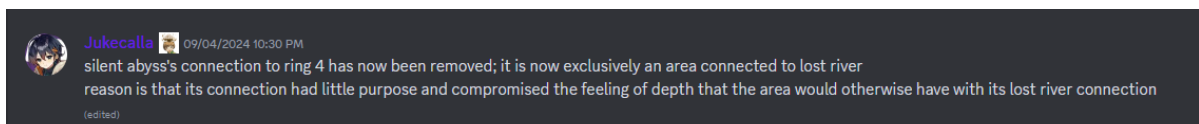
Silent Abyss' development was more smooth relative to the other areas that will be mentioned ahead, but it had its fair share of management issues.



One of the factors that was delaying Silent Abyss was the fact that the interior of the main lobby building was the last thing to be finished, as it was finished only a week or so before the release. Even then, the lobby was released in a rash manner due to missing its initial deadline.

A contributing factor to this was that it was hard to tell what Juke actually wanted for specific aspects of the lobby. This screenshot is about an exchange about adding portraits of Hezazui and Hezdon to the lobby, which are the 2 characters associated with this area. For the longest time, she was asked to provide designs of these characters from other developers in order for said portraits to be added and eventually just 2 black silhouettes were added instead due to the designs never being added.

**This particular issue by itself is minor, but things following this exact pattern of late responses and vagueness will show up constantly in the following chapters of the document.**








Another thing that interfered with the development and eventual release of this area was the fact that Juke wanted Silent Abyss to be a nested subrealm within Lost River. Most developers found this idea extremely impractical and opted for the subrealm to just be Ring 4's, as it was initially intended to. Eventually, to not delay the release over this, the developers compromised with Juke and added 2 entrances to the area.



But as shown above, the Ring 4 connection was removed, eventually overriding a decision that was agreed upon by the majority of the development team. Again, things like this will be a common pattern throughout the document.




**To summarize this section and to set the groundwork for the rest of them: Juke has a tendency to be vague about her demands and give delayed & late responses when asked for more details. She has also overridden majority decisions made with the rest of the team because of them conflicting with her personal wants. While Silent Abyss' release was not impacted too much due to these factors, it's a crucial point in time of how JToH's development has stagnated due to the lack of proper management.**



## Ashen Towerworks

 @ares also stands for IMP 

 grapefruit boy  08/06/2023 4:59 PM  
yess  
this would be cool  
 @Jukecalla it might be good if you want to decide what exactly the purpose of this factory is for in the JToH lore so that we can base the lobby around that what is it making? who runs it? it's in ring 6- so im going to guess its connected to loistava then?

 Jukecalla  08/06/2023 5:00 PM  
yeah i can get to that soon

 grapefruit boy  08/06/2023 5:00 PM  
  
once we get answers to that itll be easier to plan a lobby out

 ares  08/06/2023 5:00 PM  
it could be like an idea factory or smething  
like that  
and related to the process of creating towers

Ashen Towerworks was originally called “Infernal Manufacturing Plant”. This name was agreed upon by the majority of the developers and **had been greenlit by Juke herself** before it was suddenly changed to Ashen Towerworks, nearing the release of the area. **This decision was made by Juke herself, completely overriding the prior decision that was made by the majority of the developers.** Again, despite this particular example not being too significant, things like this where Juke uses her authority as an owner to just change things will come up often throughout this document.



Alongside this, Juke never got back to the team about the concepts she had for the lobby. Only after most of the lobby was made that she expressed that she wanted things to be different, such as the name change. Due to the lack of communication here, none of the developers had the knowledge of what she actually wanted for this area. Developers actively attempted to engage with Juke and her ideas, and wished to make areas in a way aligning with her vision. However, without any responses, this was impossible.

## Zone 9 Development

This area's development was during the peak of development stagnation. During the lobby's development, after the discussions regarding how the lobby should be made, Dark proposed an idea he had for the lobby letting others know and began getting to work on the lobby. After a while, the lobby looked like it was approaching a finished state despite Darkhalisc doing basically all of the work for it.



Psy 03/09/2024 1:14 PM

This is why I thought we were still in the discussion phase of planning

It's one thing to settle on an overall idea but we never really talked about how we were actually going to execute it



Psy 03/09/2024 1:16 PM

I'm a bit upset that all this got done without telling anyone while we were all focused on polls



@vendetta06 who are you referring to when you say "our feelings"



Psy 03/09/2024 4:42 PM

There was a lot of excitement to work on zone 9 beforehand that a lot of people had and dark went ahead and made all that without communicating anything and without letting anyone else contribute any ideas at all



Gamma 03/09/2024 4:42 PM

i really really like zone 9s lobby so far im just upset that it caused this much discourse because of how the communication was handled



Psy 03/09/2024 4:42 PM

I don't agree with that



In specific, Psy expressed serious concerns about the speed at which Zone 9's early development was taking place, especially when numerous developers were still busy with polls or had no communication of this development even starting past a planning phase. **In specific, Dark admits that they made a significant amount of progress (basically cementing the framework of what the zone would end up looking like) in a period of less than 24 hours, when many people were not even online.** Due to the nature of the lobby, it really felt like it had been made without considering the fact that lobbies are supposed to be a team effort, which made it very difficult for other developers to contribute to the lobby and implement their ideas. Motivation from other developers decreased because of these factors and they were not involved much in the development.



Gamma 02/14/2024 2:44 PM

i hope the devs that havent been doing much recently do a fair amount for zone 9



darkhalisc 02/14/2024 2:44 PM

who

i want to like

do most of zone 9 mtself

with 2 of the more active devs being stepped down and i tend to work better when alone im hoping that i can jsut do alot of z9



@Rafna i feel like dark shouldnt work alone plus ive been on sugar cubes wanting...

darkhalisc 03/03/2024 4:16 PM

im js sying i am completely capable of working alone or alongside another person like arx or something u dont gotta work about me

thats not gonna stress me

if you guys did something else while i did zone 9



Rafna 03/07/2024 3:38 PM

@darkhalisc right

what kind of tower island are you thinking for ToDTD

obv something to do with the sun and moon



darkhalisc 03/07/2024 3:39 PM

Idk

im building an example of what i had in mind to send to juke and see if she liked it for the lobby concept im building a small mock up



Rafna 03/07/2024 3:39 PM

bet



darkhalisc 03/07/2024 3:40 PM

and if she liked it then i was gonna send here

if not i was gonna keep editing

Dark said he was gonna build a mockup of the area and then ended up building most of the lobby that same night, in which they were entirely just sending the mockup to Juke for feedback and not the other developers. It's not a problem that Dark shared this with Juke initially, as he did not have an obligation to show it to the rest of the developers, but the main issue was the disconnect afterwards.



The first image of the lobby was posted on the 8th, a day after he said that he was working on the mockup. These circumstances make it more clear why other developers had minimal contributions to the area.



@TheBirbsWord <https://gyazo.com/a239385e8b8393716badcd455fbcfb9b.mp4>

ares 03/11/2024 6:49 AM  
the beam textureh ere

i am not too fond of

like on the sign

its just a bit too much

like the lobby is stylized but the sign is just a block with Beams on it

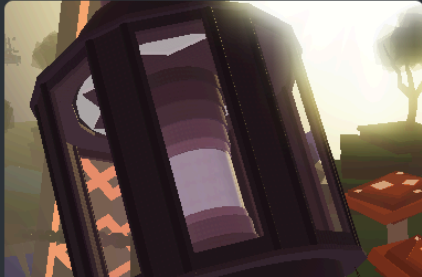
i think what should be done is like stuff like the staircases and signs and stuff the small stuff should be stylized a bit more to fit with the lobbys theme

and give the lobby structure more of an identity past This is REALLY cool

optimization tips: cut down on the detail on props like this



or like the neon stuff on this



im not changing anything btw

maybe connect this better to the land

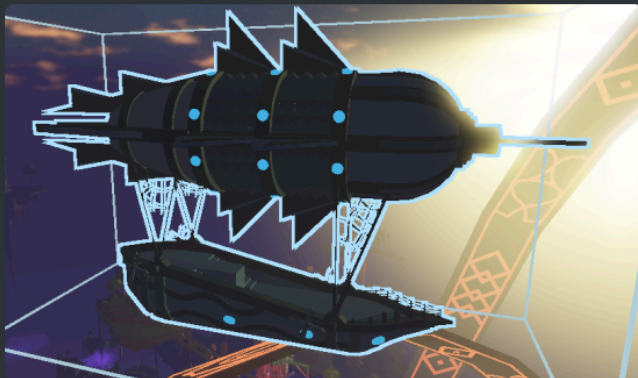


and make it all ruined

PLZ don't make the prop meshes render at precise

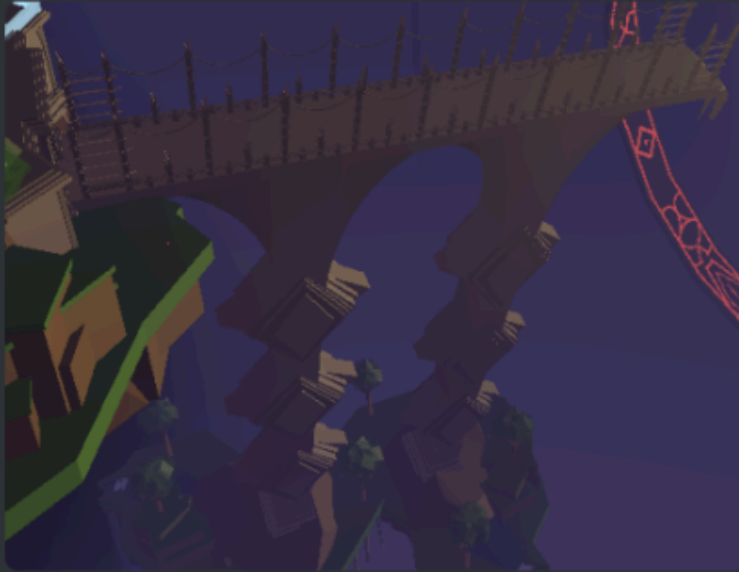
make the collisions box too

this airship RLY does not need all of the detail



other than that we can try seeing if turning our props to meshes will increase performance

we should NOT make towers close to the main lobby structure  
and make them very spread out  
this will just cause performance issues imo  
the detail on this structure can be cut down heavily









ares 03/11/2024 7:12 AM  
mmm yeah something



c:unionoperation  
957 matches



should be done about this



During this development phase of the lobby, there were criticisms from other developers that had gone ignored until the release. Some of these include high part assets, specific parts of the lobby looking off or feeling incomplete such as the floating buildings, Z-Fighting being visible on most of the terrain in the lobby, assets being reused from past areas in ways that were detrimental to how the lobby looked etc. **This was not because Dark had ignored criticism on purpose, it was because it's simply not feasible for 1 person to meet every need of the lobby.**





 @ares is this giant transparent glass intended t obe here   
 darkhalisc  03/11/2024 4:29 PM  
its a beam





 ares  03/11/2024 4:29 PM  
ohhh

 darkhalisc  03/11/2024 4:29 PM  
How does urchin sfill have tc LOL  
juckerise forgor  
also yea the unions r gonna be cut down

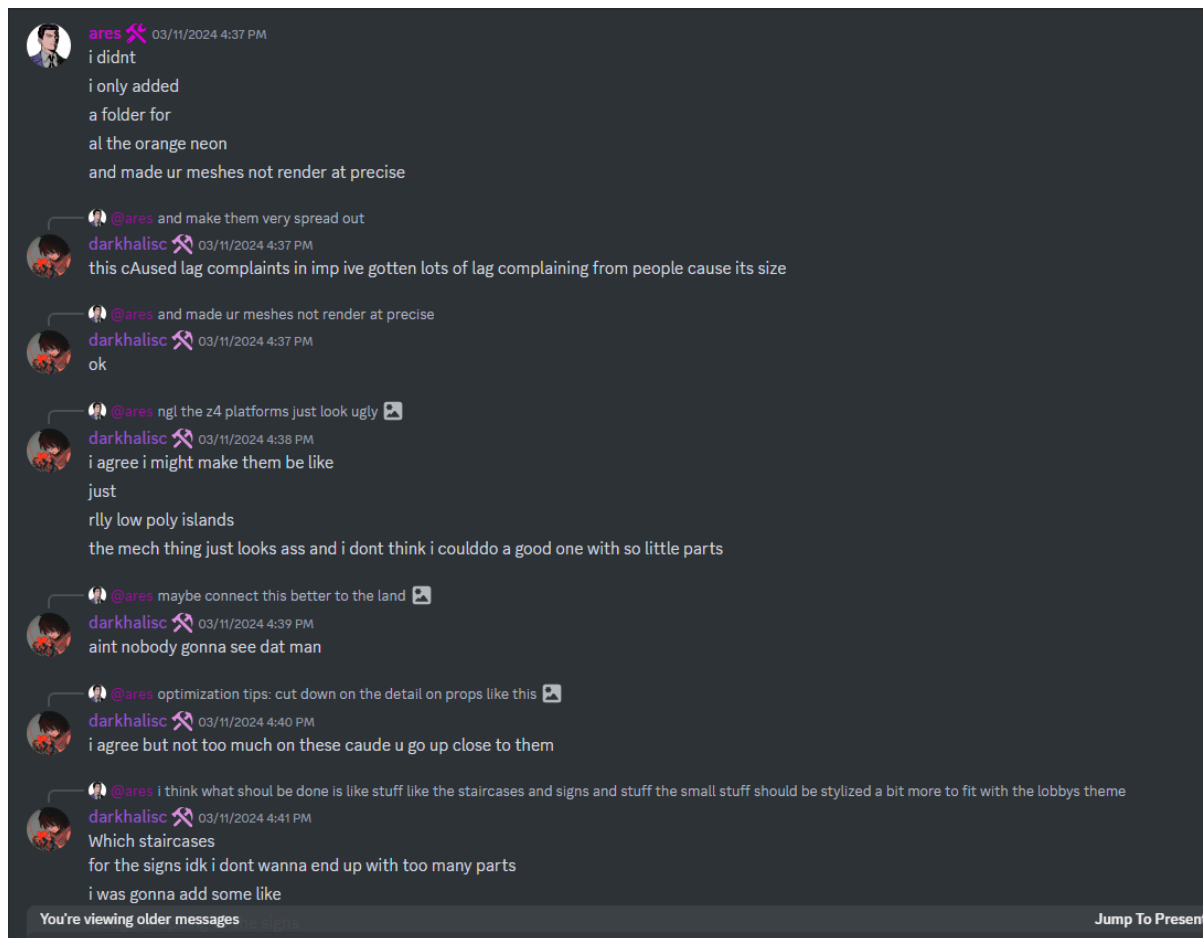
 ares  03/11/2024 4:29 PM  
giggle

 darkhalisc  03/11/2024 4:29 PM  
its all still super wip  
I was planning to go thri and optimize it all at once when its finished

 @ares can also   
 darkhalisc  03/11/2024 4:31 PM  
Dat also explains shit like dis and that big bridge i was gonna just delete all at once

 @ares why r these coins unioned like there is no point   
 darkhalisc  03/11/2024 4:36 PM  
dat was birb  
srry js reading chat lol  
btw  
did u  
do any of these edits  
or nah  
acause curator





Here is Dark replying to the criticism. Despite this, only partial changes were done and a bunch of these issues still persist in the lobby to this day. **Again, it should be emphasized that I believe that this was not because of Dark being lazy, but simply being burnt out from how much work he had put in during the entire development cycle. Especially considering the fact that the original hub area of Zone 9 was remade from scratch throughout all of this.**

All in all, despite the valid criticisms of the lobby not much was done about it, mostly because of the fact that Dark not being able to do all of this by himself and the other developers being hesitant to interfere with it.

It could be pointed out how the developers had very minimal contributions to the lobby, as Dark was the only one credited for it. This is due to the fact that so much of the lobby had been made with one singular style in mind. When concerns were raised about not all devs being able to properly adapt to this new, unfamiliar style, there was nothing done to try to accommodate, creating a barrier for many devs from touching the lobby to begin with. Meanwhile, developers were beginning to grow unsatisfied with the game's management, as seen in Temmeh, Urchin, and Ragna stepping down and Psy's growing inactivity and eventual step down post-release. This meant even less hands on deck. **All of these factors combined caused the rest of the developers to not interfere much with the lobby's direction while it was being made.**

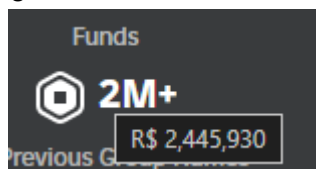


To reiterate, Darkhalisc is not to be fully blamed here, as he had his own vision for the lobby that he wanted to bring to reality, it's just primarily the lack of management that resulted in these shortcomings. **The focus here is not the fact that the lobby had issues, as every lobby made for JToH has had issues like this. It's the inability of actually working to resolve them.**

If this lobby was made with the involvement of the entire team, it would've made it possible for the issues with it to be resolved before the release, because that would mean there would be more than one person doing things for the lobby. **Even though it's very impressive that Dark made all of this by himself, he was unable to meet all of the demands required for a stable release. No developer would be able to single handedly.**

**This is not an attempt to villainize Dark and make him look responsible for Zone 9's shortcomings (as the lobby and release turned out largely unproblematic). It is just a brief overview of the circumstances behind Zone 9's development. In the end, despite everyone working on it having good intentions, there were many issues that arose due to the poor management and handling of the lobby causing demotivation among the team.** If this work ethic continues in future areas, it would mean that the same issues that happened here would pop up again in amplified ways and actually detriment the quality of the game.

Another concern that arose post-release was that the payout pool for Zone 9 had doubled from Zone 8's, around 2 million robux for Zone 9 as compared to 1 million for Zone 8. **There were concerns raised regarding group funds now being insufficient for payout of possible upcoming areas**, such as Purgatorio and event lobbies, that were actively ignored.



This is the current funds in the group. Zone 9's pool was 2 million alone. Considering these facts together, this is the amount of money that would cover the payments of all the unreleased areas. (Zone 1B, Halloween, Biotech Genesis etc.) It could be mentioned how JToH could generate extra revenue from things such as Black Friday, but even then this would not be enough to compensate for the fact.

**Addendum: The reason for this seems to be that JToH had made around 4-5 million robux after the ATW release. Juke had never communicated this to the developers during payment time, and this omitting of information was a primary reason why a confusion & disconnect happened between the developers and Juke.**

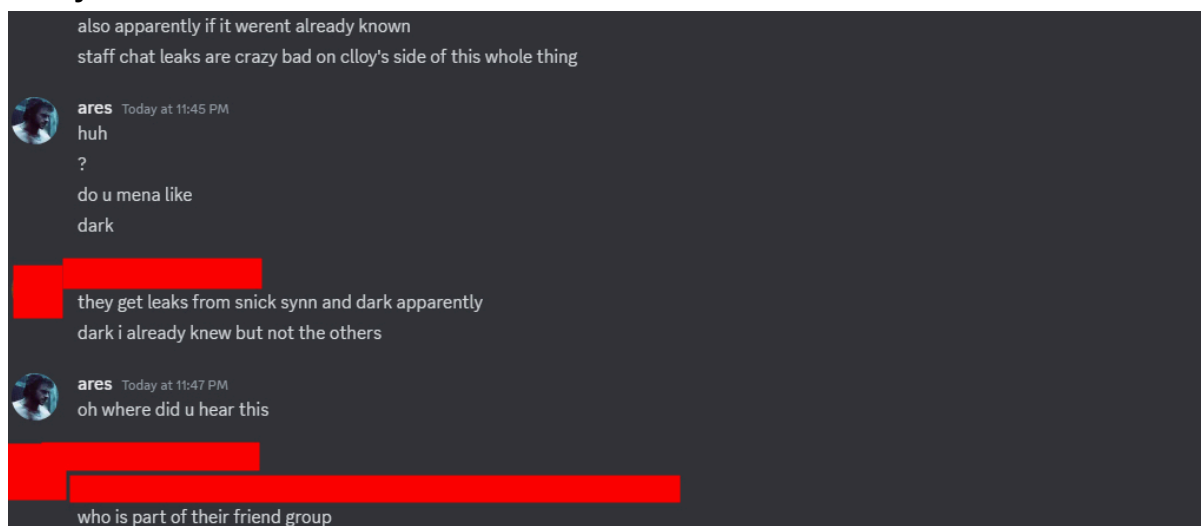
Additionally, the issue that other developers had was that they were not compensated for the assets reused all throughout the lobby when they're such a crucial part of the lobby's identity. A very large chunk of what constitutes Zone 9 is past assets; though this creates a very

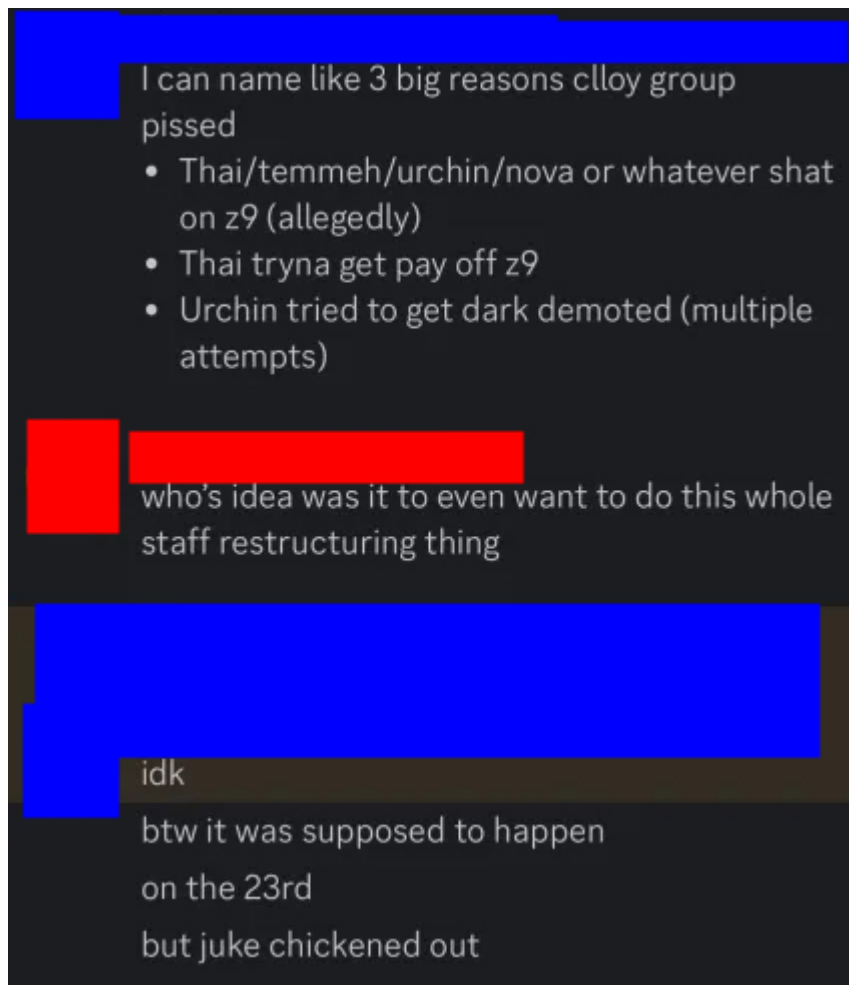
visually impressive area, the actual effort and time spent was therefore much less than certain prior areas. Alongside this, certain assets were non-lobby elements that individuals were never paid for to begin with, such as the train used in the Tower of White Space Floor 10 design.

**There is no fault to Dark in using these past assets**, especially as they are in character for the Zone's theme, but the lack of compensation for these past assets is a real problem. The money allocated for content within Zone 9 is money being paid to Darkhalisc for making a lobby out of largely assets he did not create: either money should be paid to those who originally did, or the overall payment pool should be reconsidered respectively. Additionally, the payment for this lobby creates a dangerous precedent that as long as Juke considers a lobby to be impressive, she will pay far higher regardless of other staff's concerns, and therefore the contrary is true; future areas that may take much more time to craft may get paid less purely due to solely Juke's opinion on them being lesser.

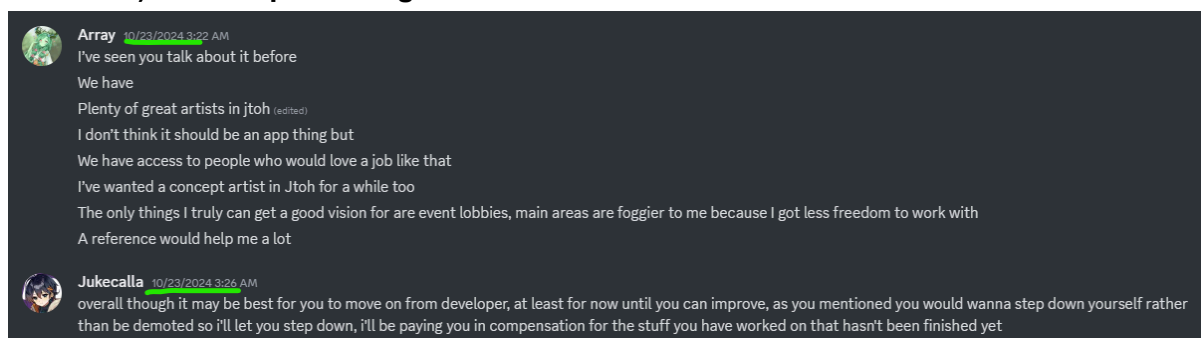
Something to mention regarding Darkhalisc here is that a person who wished to be anonymous claimed that Dark was facilitating leaks to other people from development chats.

**They (in red) wished to be anonymous and also wanted for their source (in blue) to be anonymous as well.**





One particular thing to note is that they got the date of the initial wave of demotions exactly right, as it was meant to happen on the 23rd. On that day, Array and Juke have an exchange regarding her demotion. Meaning, it's entirely plausible that these leaks did indeed happen towards 2 unrelated people who weren't even staff (Person Red & Blue here) to end up knowing about this.



Proof that Juke did indeed talk with Array about her demotion on the 23rd, but as we can see now Array was not actually demoted.

To sum everything up here:

- **The initial Zone 9 lobby was made in less than 24 hours and had significant progress, but due to this fact other developers found themselves unable to contribute to the lobby as they could not implement the ideas they had envisioned after the fact.** It did not feel like the current state of the lobby was made


















with the fact that other developers were also supposed to contribute to it. The lack of discussion and communication before this initial version was made is one of the biggest reasons for everything that followed after.

- **Zone 9's lobby had various issues that despite being acknowledged were mostly never resolved.** This is not because of laziness, but due to demotivation from both Dark and the other developers. It was unfeasible for Dark to do every change needed to the lobby by himself and the other developers did not interfere with development much because of the reasons mentioned above.
- **Developers from the team stepped down during and after the development cycle, decreasing the amount of people that could work in the lobby.** Considering the poor management issues in the past and other factors, a bunch of developers had already stepped down from their positions. This only left the team with a few people.
- **The payment pool from Zone 9 had doubled from Zone 8's without considering the group funds necessary for future payments for Purgatorio, the Halloween event, Biotech Genesis & Zone 1B.** Due to this, it did not look sustainable to pay people appropriately as when Zone 9 was released in future releases.
- **It is claimed that Darkhalisc (alongside Synnwave and Snickssnack) were leaking things regarding development & staff decisions to other people outside of the team.** The full extent of these claims are unknown and are to be taken with a grain of salt, but the fact that 2 people who were not part of the team knew about the staff restructuring is a big sign that such exchanges took place when they had claimed that Darkhalisc, Synnwave & Snickssnack were responsible for said leaks. **If Dark and the others wish to make a statement about this, this section of the document will be updated promptly.**

## Unreleased Content (Events, Ring 0, BG, Zone 1B, Zone 9B, Story Contest etc.) & Neglected Past Content

This section will go over the mismanagement of the unreleased content in JToH, the most notable of them being Purgatorio/Ring 0.





## Purgatorio/Ring 0

-  @those who nova theyre looking for a tutorial not a story
-  **Jukecalla**  09/21/2024 7:43 PM  
the story in purgatorio outside of the starter palace would be purely environmental
-  **thai**  09/21/2024 7:43 PM  
it hasnt changed much since youve last seen it  
the last thing i want to do is change the terrain all over again 😞
-  @thai the last thing i want to do is change the terrain all over again 😞
-  **Jukecalla**  09/21/2024 7:44 PM  
from what i recall the terrain's currently good
-  **@Jukecalla** the story in purgatorio outside of the starter palace would be purely envi...  
**those who nova**  09/21/2024 7:44 PM  
right so you can tell thai and he can implement it ?  
it seems easier that way
-  @those who nova right so you can tell thai and he can implement it ?
-  **Jukecalla**  09/21/2024 7:45 PM  
yeah
-  **those who nova**  09/21/2024 7:45 PM  
rather than going in after its done
-  **thai**  09/21/2024 7:45 PM  
Just lmk

There were disagreements between the developers and Juke regarding what purpose Purgatorio would serve in the game. While it is not inherently a bad idea to start telling the story in the tutorial area, the lack of communication and how sporadic she is with her requests has made the area difficult to develop.

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September 19, 2024

-  **Jukecalla**  09/19/2024 7:27 PM  
ngl i think snick could help with this area as a story implementation kind of role since he's got a lot of investment in it and i think this area could use it
-  **DuskPyramid**  09/19/2024 7:34 PM  
trial devs are trial for a reason arent they  
have to prove themselves before being added to currently developed areas

Aside from that, the actual builders and developers of Purgatorio and Juke had blatantly different priorities on the area: **while Juke was more focused on story implementation and lore purposes, the rest of the team was more focused on how the area would actually play out and serve as a functional tutorial** - something much of the community and multiple developers desperately agree the game needs to retain early playerbases. It seems extremely backwards to advocate for more attention towards building a story in the first area a player will ever enter, and then disregard or even push back against management towards lobby building or actual game design purposes for introducing the area.

That is why when it was suggested to give Snick snack exclusive access for this area's development, it was met with protest **due to the possibility of him being given access just to help with Juke's vision of the story on the area, ignoring the procedure that trial developers have to go through before getting the actual developer role.**



**darkhalisc** 09/21/2024 7:28 PM

itd be weird to have only one person assigned a different project if you wanted certain story implementations you could add some of those yourself could you not  
or have descriptions to thai



**@thai** I would prefer if snick didnt work on this lobby since its already in my style



**Jukecalla** 09/21/2024 7:28 PM

the role would be more so with seeing places to apply like environmental story stuff and would be nothing else



**@grapefruit boy** how is he most knowledgable



**1st** 09/19/2024 9:25 PM

he has access to the story development channel and none of the other trial devs do



**@grapefruit boy** Why play favorites w the new trial devs





**Jukecalla** 09/19/2024 10:06 PM

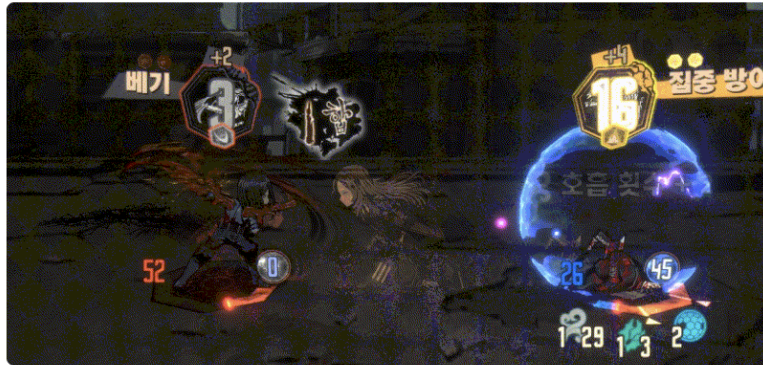
i gave it to just snick as he had a significant role in the development of the story while the others aren't really involved and access to it is a bit sensitive

**Obviously**, the fault here does not lie with Snick himself here, rather it was Juke's executive decision to do this without talking to the rest of the team because she believed that Snick would contribute to the story more than the other developers. When there was protest/suggestions regarding this idea, it was deflected or ignored because they conflicted with what Juke had in mind herself.

In an ideal environment, she'd be able to communicate her story ideas to every other developer efficiently rather than pick only a few to work with because of her inability to communicate ideas properly.

However, despite this contention (as shown in the above screenshots from multiple developers/staff members) **Juke nonetheless decides to virtually ignore everyone's disagreements and goes ahead with the idea anyways** - even going as far as ignoring any previous points by responding to her original message and claiming there aren't "any immediate objections" - despite the fact many fair issues were just brought up.



 **Jukecalla** ngl i think snick could help with this area as a story implementation kind of ...  
**Jukecalla**  09/21/2024 7:21 PM



probably gonna go forward with the idea if there aren't like any immediate objections

Ideally there would have been a meeting where every developer and staff were informed of what would happen, but most of the time, **the rest of the team is not informed about these decisions because they're implemented right after they're spoken.** This results in most people in the team not even knowing that these big decisions even took place in the team, and they end up having to tag along to whatever it is that was decided upon.

The circumstances regarding Snick's promotion are talked about more in the Biotech Genesis section of the document.

 **@TheBirbsWord** **@Jukecalla** can you also provide some reference images for what y...  
**Jukecalla**  09/15/2024 6:50 AM  
i think of either the background to the farmwatch fight in limbus company or the places in the town of inaba in persona 4 but rather with a more american rural town structure, i can send some images later





Vincentl9 09/15/2024 1:17 PM  
?



thai 09/15/2024 6:45 PM  
loving the new channel names

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September 16, 2024

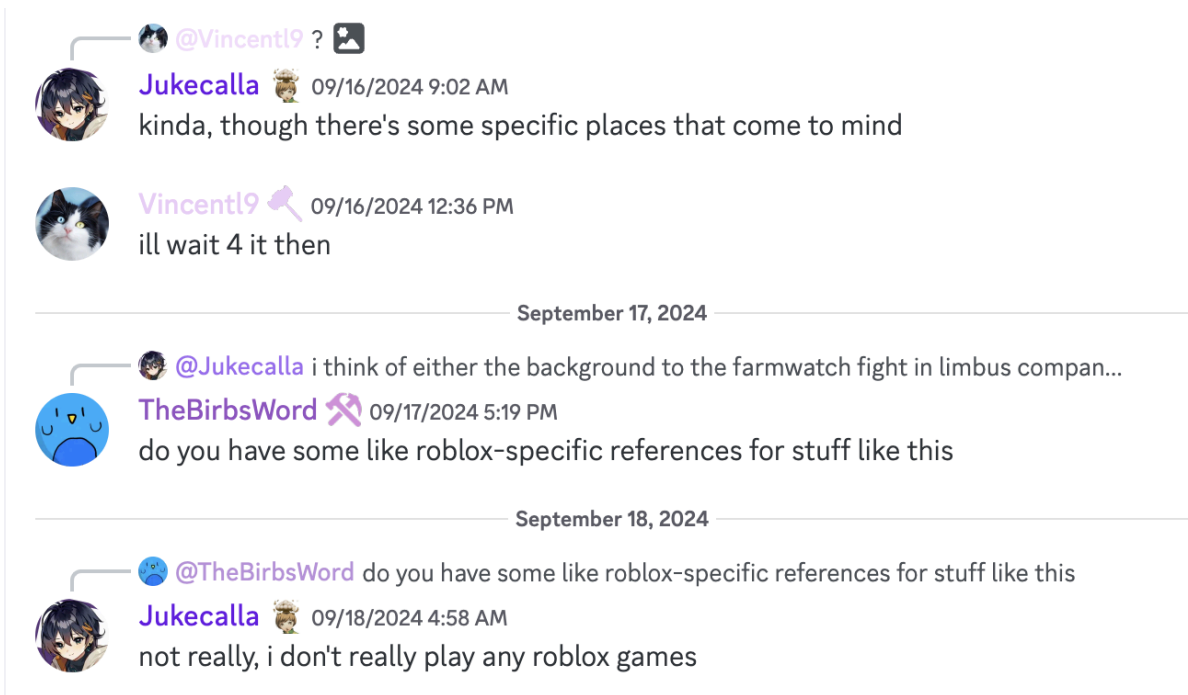


Vincentl9 ?

Vincentl9 09/16/2024 3:56 AM







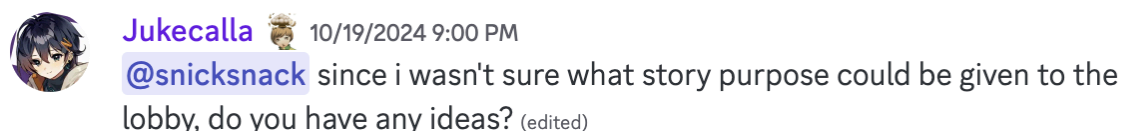
A prominent issue with Juke during area development has been that most of her ideas make it very difficult to coordinate just exactly what she wants. Because of how vague her demands are (especially regarding providing actual references, structured ideas, or constructive feedback) and how long (often days for singular, one-sentence answers) it takes her to respond, it thus becomes incredibly hard to match the development of areas to her “visions”. This is because they are seemingly never expanded upon over a span of time that is frankly unproductive and ridiculous for an owner who wishes to have an overseeing role in the area.

**Juke fails to communicate her ideas properly because they end up being too vague and unclear. The rest of the developers do not really understand what she has in mind, and when they want to know more information, they have to wait days for her word, stopping any work from being done. In return, to keep up with community pressure, when they actually do make progress, oftentimes it ends up being unlike what Juke had originally wanted, despite not communicating this in the first place. Aside from this, as mentioned in the ATW section, she has tendencies to just override prior decisions and demand things be changed at the last moment when it is not realistically possible to do so.**



purgatorio

<https://www.roblox.com/games/14461135446/Purgatorio>



This is what was meant by her visions being so indeterminate and uncertain: she wants the area to have a story implemented and orders developers to work on implementing said story, but **even she herself isn't sure about the details of it**. Things like this slow down the development just to wait for her to decide on more details about the story, and when builders

in turn make progress to keep the game's development actually going, they run the chance of ending up conflicting with whatever new idea or vision she had come up with in the meantime.



**Jukecalla** 🏆 09/18/2024 2:18 PM

the specific areas in inaba in persona 4 are areas that don't seem to show up often but there's mainly like 3 that i think of:

1. the places visible in the distance from the leftmost side of the flood plain
2. the intersection in that one scene at the beginning where you run into the crime scene of one of the murders
3. don't know which one this one was from but i THINK it could be the area in the scene where yosuke bumps into a streetlight

Again with the references of other media. **Most of the developers have not played these games and even if they had, how could they remember these extremely specific details from the games she's using as source material?** It's just a bizarre approach and it makes it so difficult for developers to actually work on whatever idea she has. Images and other inspiration are rarely provided from her, so in order to actually understand her demands the developers would have to go out of their way to research the things she is referencing.

This is a problem in the actual story (which will be detailed ahead) itself as well, because it's very hard to understand it without having seen the reference material that contributed to it.



**Array** 🏆 08/21/2024 7:42 AM

Oh I know

All jukes big revamps and changes she's imposing on the lobby is why I stopped working on ring 0 for the Halloween event  
So I could have freedom from that  
(I don't want to build something only for juke to say it doesn't align with lore and have to rebuild it again)

After building had started on Purgatorio, **another issue that came up was that things had to constantly be changed and remade to fit in with Juke's own vision (which had not been communicated properly at all, as mentioned above).** The developers working on the lobby were obviously frustrated because of the slow responses and the constant cycle of having to remake things.



@Jukecalla should probably send an image too 🖼️



Array 🛠️ 08/17/2024 7:14 AM

Juke I'm sorry but PLEASE next time want high input in a lobby give the FULL picture. I feel awful for the fact now you're gonna make Thai redo a huge chunk of terrain again

And this is like

The third or fourth time something had to be completely redone to fulfill your vision



Array 🛠️ Juke I'm sorry but PLEASE next time want high input in a lobby give the FULL picture. I feel awful for the ...



Array 🛠️ 08/17/2024 7:15 AM

Or at least be a bit more open to how your own builders are visualizing things and be ok with that.





Jukecalla 🐼 08/17/2024 7:20 AM

yeah, i don't know why i didn't think anything when the terrain was being built away from the way i wanted it, i'll try my best to make the models better descriptive for future areas and stuff

the waterfall down the mountain wasn't a part of my original vision but i do like the idea so that part's fine (edited)

**More details on how Juke fails to communicate what she actually wants to the developers, then demanding that it be changed once it is made. Here, she even acknowledges this but even then she has still exhibited this behavior.**

 **Jukecalla**  10/18/2024 3:37 PM  
oh, if so then that's fine  
while purgatorio doesn't really need to be another zone 9 in terms of ambitiousness i'm still concerned about its current state and level of detail since if it doesn't stick out much from other roblox games the first impression of the game is gonna leave people thinking the game is just like another simulator or mega fun obby game

 @thai ive never seen another game like this that arent like jtoh fangames

 **Jukecalla**  10/18/2024 3:45 PM  
the rest of the game is unique but the first thing people will see is this

 **thai**  10/18/2024 3:45 PM  
I know

 **those who nova**  10/18/2024 3:45 PM  
and it looks good

 **thai**  10/18/2024 3:45 PM  
my point still stands

 **Array**  10/18/2024 3:45 PM  
I'm sorry but in style there is  
No way it's like a simulator  
It's not mesh spam

 **those who nova**  10/18/2024 3:45 PM  
like it feels a little insulting when u compare this to average front page obby games

 **thai**  10/18/2024 3:46 PM  
yeah  
if i have to fucking redo this lobby again im gonna just give up  
im rightfully angry too since you havent conveyed what you want from the start

These 2 exchanges above overview how Juke compares the lobby to something that would be a part of a mega fun obby game or another simulator game after having asked the developers to remake so many things.

## Zone 9B



**Jukecalla**

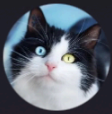


08/21/2024 2:27 PM

ngl i am probably fine with just keeping the 10 zones though

i think zone 9b would still fit well as a final break zone and a calm before the storm

and with the theme it would probably be better off as a smaller-scale zone anyways (edited)



**Vincentl9**



08/21/2024 2:28 PM

zone 10: inaba



**Jukecalla**



08/21/2024 2:28 PM

adachi boss fight



**Array**



08/21/2024 2:29 PM

Why are you making irrational decisions so quickly lately juke? Like genuinely?

You really should've waited till after zone 9 releases if not immediately after

All you posting this immediately did was upset people who want zone 10.

(Much like the announcement yesterday too)

This is yet another irrational decision you did not let devs get a say on



**@Array**

All you posting this immediately did was upset people who want zone 10.



**Jukecalla**



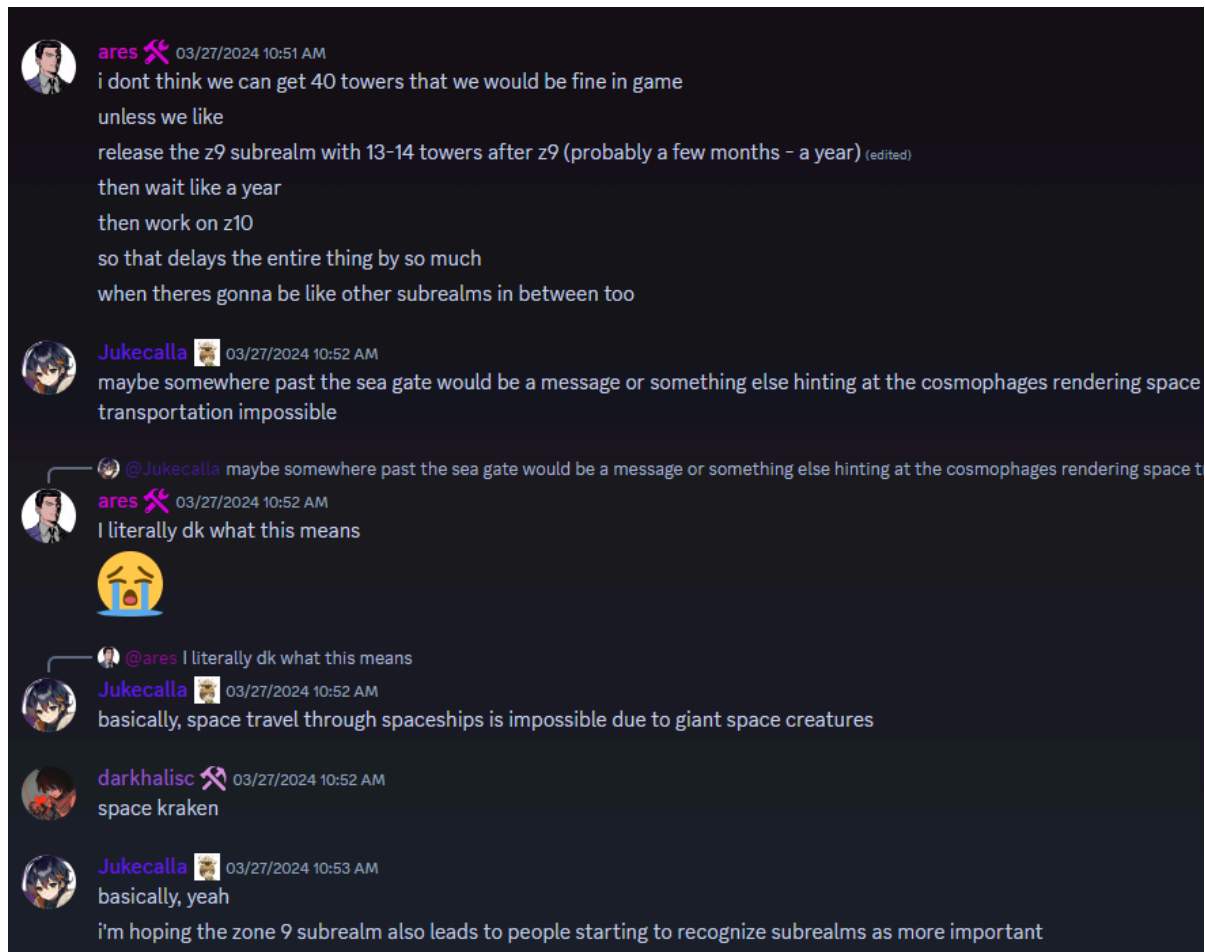
08/21/2024 2:35 PM

i don't think many people were upset although it would be inevitable since zone 10 wouldn't be done directly after zone 9 anyways, considering zone 9b

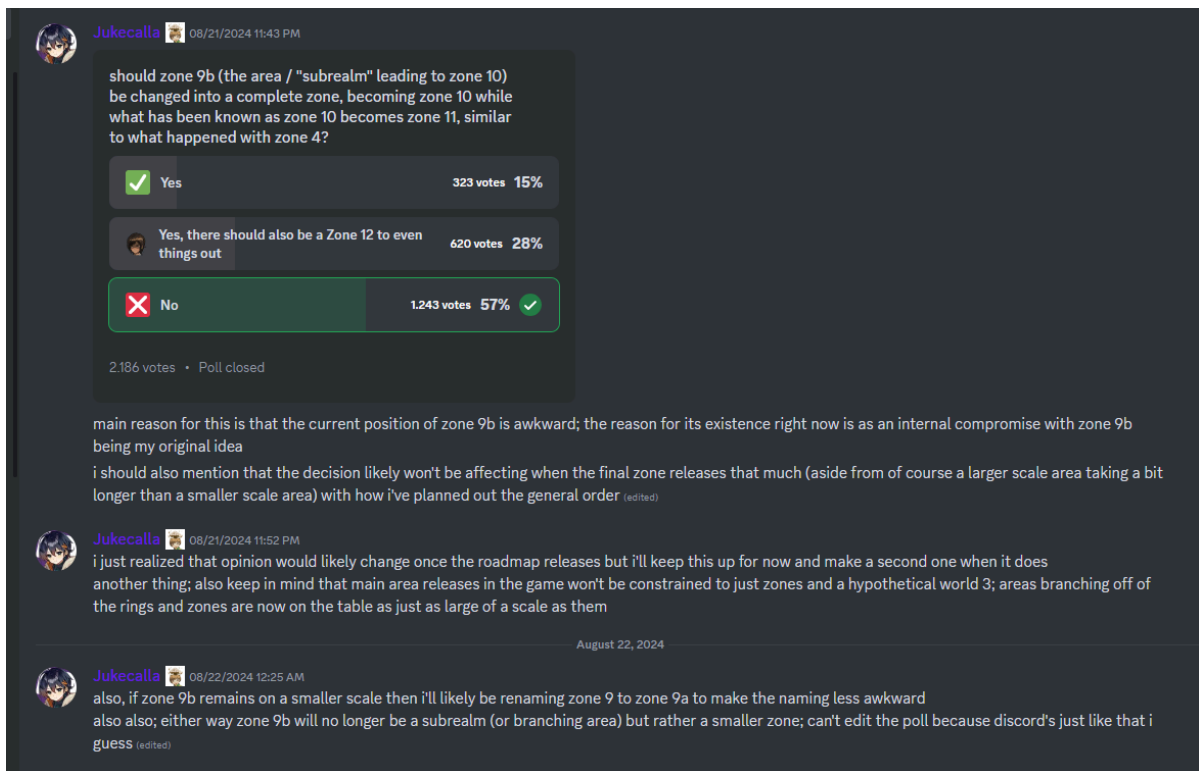




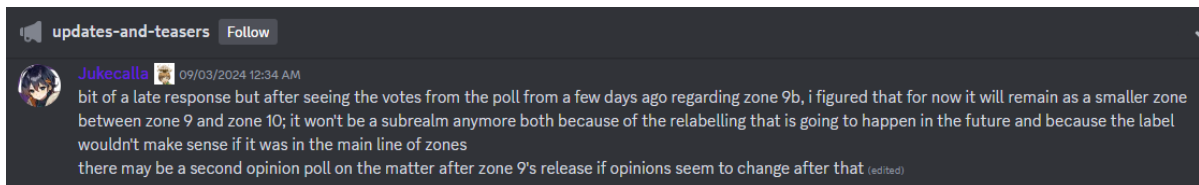
The initial reason why Zone 9B exists is because Juke was not a fan of Zone 9 conceptually and wanted to have an area that fit her vision of the story more. Despite the other developers not being a fan of this idea (due to the fact that it would delay things by a lot and generally felt unnecessary), she insisted on it.



This screenshot details one of the primary problems with Zone 9B, **that it would delay the completion of the Spatial System because of the fact that Juke wanted Zone 9B and Zone 10 to have more towers than normal**. When it's pointed out how this would delay development, the point is just completely ignored because her priorities regarding Zone 9B are more focused on the story she wants for it, which involves “giant space creatures” among other things.



A while later, Zone 9B was announced to the public through the poll above in the #polls channel. **It's worth noting that what "Zone 9B" actually meant was not clarified in this poll initially, so a lot of people voting did not know what was being talked about.** Only later was it clarified by Juke.



Despite the community not being a fan of this idea, Juke partially ignored the poll and tried to make a compromise and announced that in #updates-and-teasers a while later. **In conclusion, neither staff nor the community are a fan of this idea yet she persists on adding it because of reasons mostly tied to the game's story.**

## Biotech Genesis

Biotech Genesis is the unreleased Palace for Garden of Eeshöl, the Ring 2 subrealm. The palace was first conceptualized in 2021 and the actual progress began in 2022 with GoE's release. Punkynil was involved in development and when she was outed for the things she did, the development came to a halt for months before it was revived by developers again.

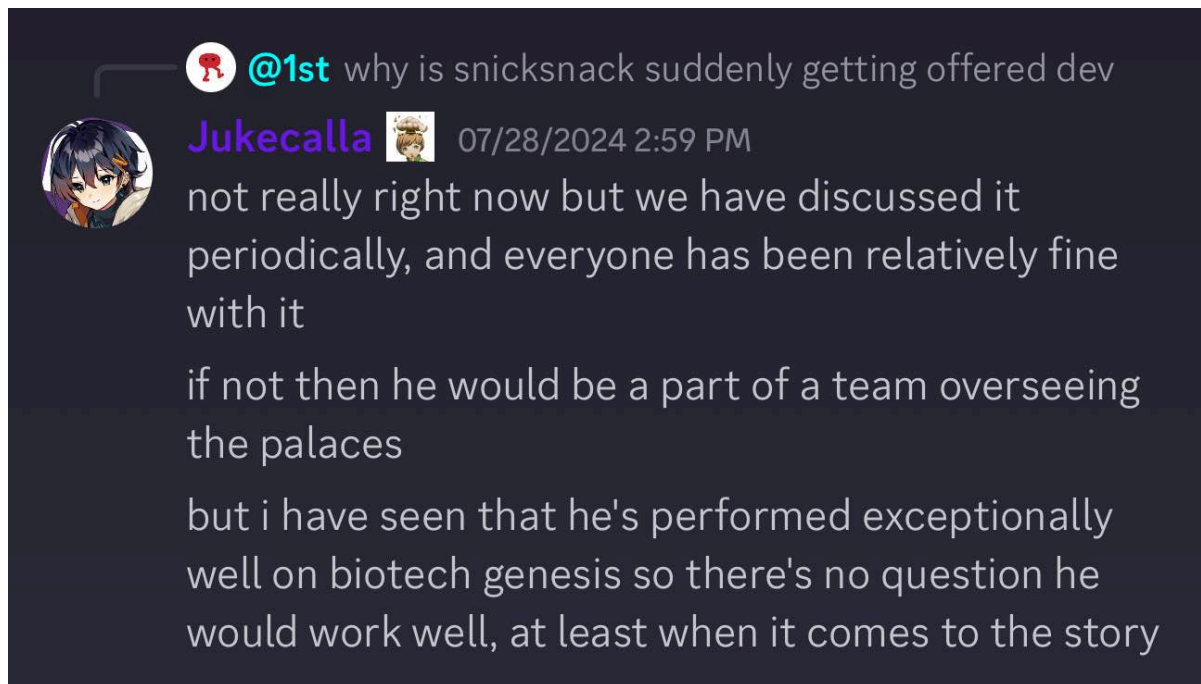
This time, it was Urchin, Gamma & Birbsword working on it alongside other people being introduced down the line like Qadrianqe, FreeThePolarBear & Snick snack. There was great momentum and the first half of the palace and a bit more was basically finished, but as more and more ambitious concepts started being implemented with the addition of new builders alongside the combat system that Juke wanted to implement, the development came to a halt. Alongside this, Urchin stepped down from their position despite being one of the main



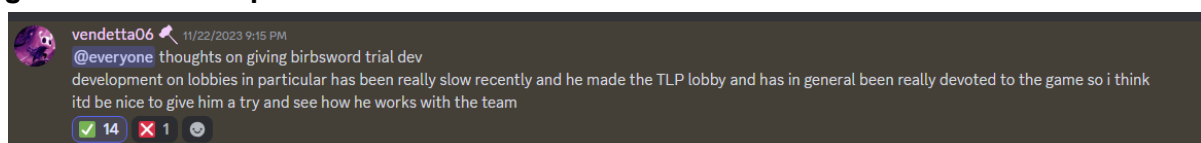
builders to work on the first half of the palace, which also slowed things down. All in all, the palace's development was not managed well.

**The palace still remains unfinished to this day due to the fact that the palace is missing many crucial aspects, and instead of those being worked on, more and more ambitious ideas get planned for it, such as the combat system or the second half of the palace in general.**

## Regarding Snicksnack



**This screenshot was before the developer applications, so Snicksnack was not even a trial developer at this point, yet Juke was considering promoting him to developer directly because of his contributions to Biotech Genesis (as a reminder, a project that has still remained unfinished for years). Here, Juke offers to just skip the process and give Snick developer herself.**



Another developer who was promoted without applications was TheBirbsWord, but the difference here was plain:

1. **Birb had already had the opportunity to work on the game numerous times,** AND he had gotten the chance to become acquainted with many developers within previous releases, such as Time-Lost Plain, elevator replayability functions, and Halloween Event 2023. As well, he was noted as having a devoted influence within the community (i.e. such things as custom tower portals and other QoL ideas) and additionally his scripting skills proved extremely useful for many development issues in the future. While Snicksnack had been invited to work on Biotech Genesis, this project was solely under Juke's direction, separate from the main development of the

game. As a result, most people were unsure of his work towards the game and were relatively unaffiliated with him, compared to Birb's situation.

2. **Birb's decision was publicly communicated and ended up completely unanimous among people, especially with other developers' say in mind.** In Snick snack's case, Juke wanted to use her own authority to promote someone, disregarding the opinions of other developers/staff. She even went as far to dissuade applications in general, in order to only promote one person that she's personally acquainted with - especially someone she knows will not disagree with any of her future management decisions.



**Jukecalla**



07/28/2024 12:22 PM

HEAVILY starting to consider snick snack as a developer for the game with the primary role of building/writing assistance for the story



**Vincentl9**



07/28/2024 12:23 PM

if u think it'll help sure just make sure you kno wat u r doing



**Jukecalla**



07/28/2024 12:23 PM

yeah



**TheBirbsWord**



07/28/2024 12:24 PM

id do a **#dev-polls** about it  
personally im cool with it



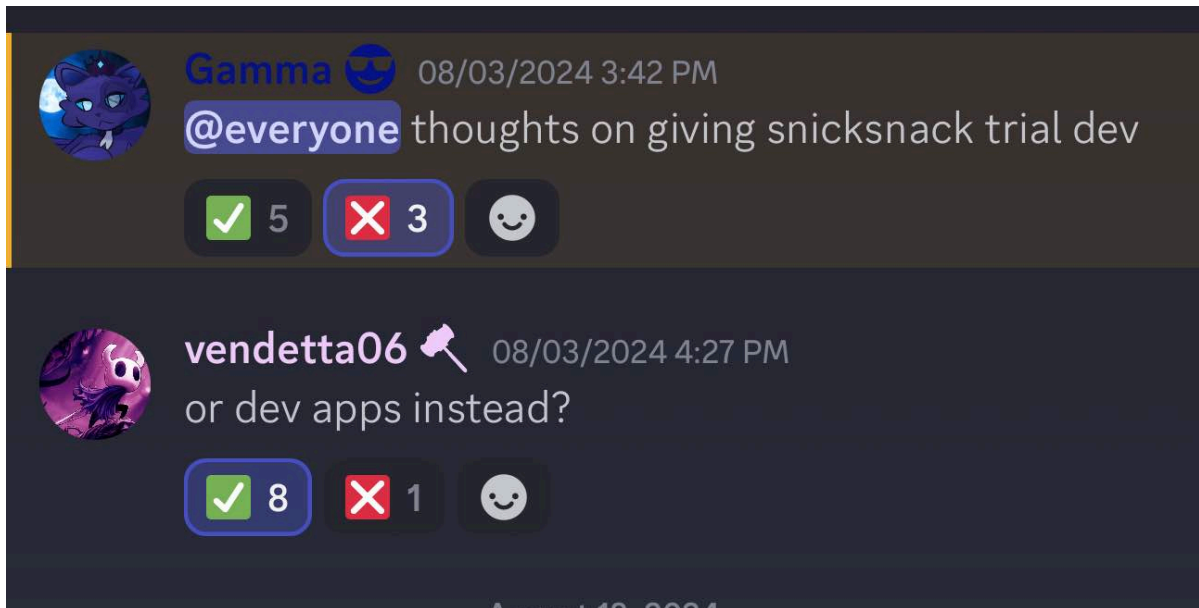
**Jukecalla**



07/28/2024 12:26 PM

i don't think we should do dev apps since it is likely gonna circle back to him anyways considering the help he's done in biotech genesis, and on top of that he's had some great story concepts along with having made some great environments for the palace

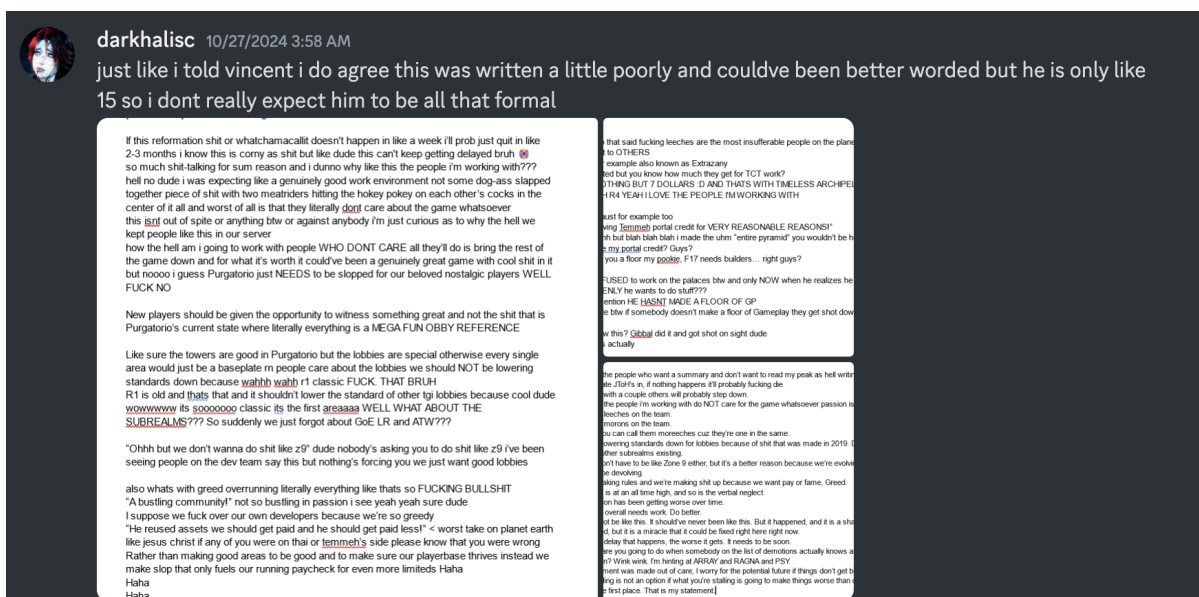
The poll in question here was done a few days later:



As shown, most participants were in favor of developer applications happening rather than Snick snack instantly getting the developer role, which is indeed what happened. **This is one of the few cases where a communal vote was not ignored throughout this entire ordeal, but do note the fact that Snick snack received trial developer through the applications regardless and was heavily advocated - if not autoconfirmed - from the very start from Juke.**

## Snick snack's Letter

In a private group chat with Juke, Vincent, Dark and Zquidy, Darkhalisc posted a rant written by Snick snack, which essentially read as an ultimatum to Juke about stepping down within the next couple months if the "toxic environment" did not change. Aside from this letter, the contents of the group chat will be discussed in more detail further on in the document.



(the images have been inverted for easier reading)

yo here is my awesome fucking letter

If this reformation shit or whatchamacallit doesn't happen in like a week i'll prob just quit in like 2-3 months i know this is corny as shit but like dude this can't keep getting delayed bruh 🤔 so much shit-talking for sum reason and i dunno why like this the people i'm working with??? hell no dude i was expecting like a genuinely good work environment not some dog-ass slapped together piece of shit with two meatriders hitting the hokey pokey on each other's cocks in the center of it all and worst of all is that they literally dont care about the game whatsoever this isnt out of spite or anything btw or against anybody i'm just curious as to why the hell we kept people like this in our server

how the hell am i going to work with people WHO DONT CARE all they'll do is bring the rest of the game down and for what it's worth it could've been a genuinely great game with cool shit in it but noooo i guess Purgatorio just NEEDS to be slopped for our beloved nostalgic players WELL FUCK NO

New players should be given the opportunity to witness something great and not the shit that is Purgatorio's current state where literally everything is a MEGA FUN OBBY REFERENCE

Like sure the towers are good in Purgatorio but the lobbies are special otherwise every single area would just be a baseplate rn people care about the lobbies we should NOT be lowering standards down because wahhh wahh r1 classic FUCK. THAT BRUH R1 is old and thats that and it shouldn't lower the standard of other tgi lobbies because cool dude wowwww its sooooooo classic its the first areaaaa WELL WHAT ABOUT THE SUBREALMS??? So suddenly we just forgot about GoE LR and ATW???

"Ohhh but we don't wanna do shit like z9" dude nobody's asking you to do shit like z9 i've been seeing people on the dev team say this but nothing's forcing you we just want good lobbies

also whats with greed overrunning literally everything like thats so FUCKING BULLSHIT

"A bustling community!" not so bustling in passion i see yeah yeah sure dude

I suppose we fuck over our own developers because we're so greedy

"He reused assets we should get paid and he should get paid less!" < worst take on planet earth like jesus christ if any of you were on thai or temmeh's side please know that you were wrong Rather than making good areas to be good and to make sure our playerbase thrives instead we make slop that only fuels our running paycheck for even more limiteds Haha

Haha

Haha

Haha



It doesnt help that said fucking leeches are the most insufferable people on the planet  
Not to me but to OTHERS  
Take zany for example also known as Extrazany  
They're talented but you know how much they get for TCT work?  
FUCKING NOTHING BUT 7 DOLLARS :D AND THATS WITH TIMELESS ARCHIPELAGO  
ALONG WITH R4 YEAH I LOVE THE PEOPLE I'M WORKING WITH

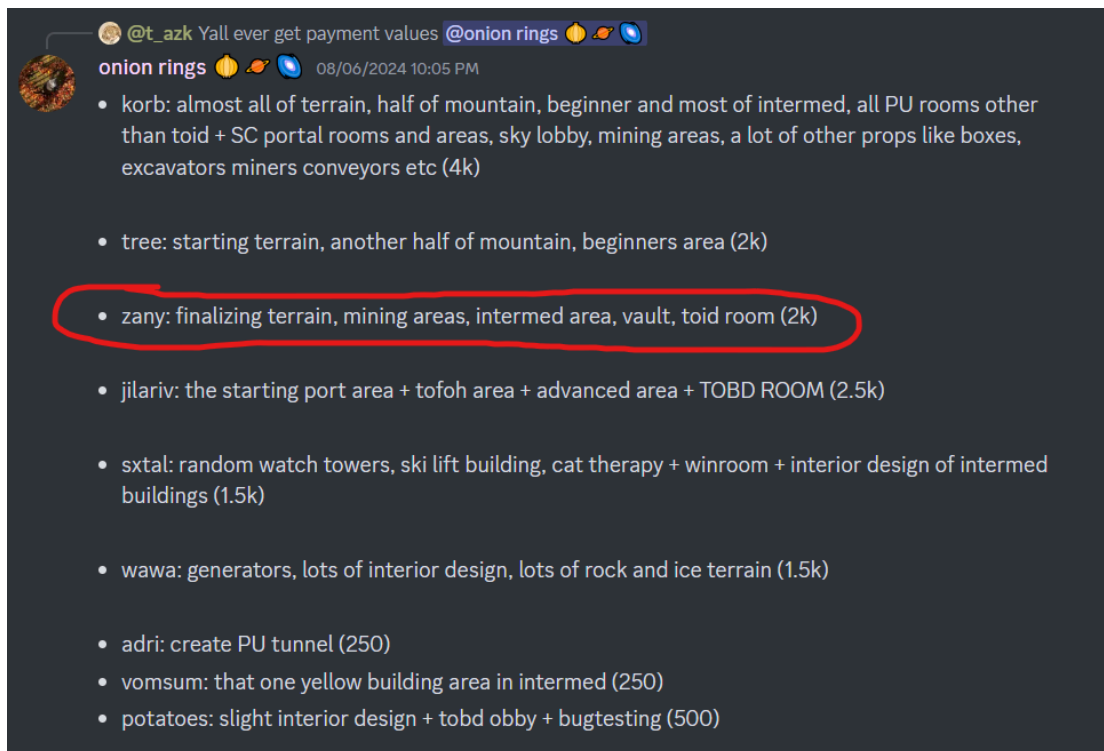
Take mario/faust for example too  
"We aren't giving Temmeh portal credit for VERY REASONABLE REASONS!"  
Temmeh: uhhh but blah blah blah i made the uhm "entire pyramid" you wouldn't be here without me!!!! Where my portal credit? Guys?  
Nova: I'll give you a floor my pookie, F17 needs builders... right guys?  
Guys?  
This guy REFUSED to work on the palaces btw and only NOW when he realizes he doesn't get credit SUDDENLY he wants to do stuff???  
Also not to mention HE HASNT MADE A FLOOR OF GP  
Unspoken rule btw if somebody doesn't make a floor of Gameplay they get shot down from the credits  
How do I know this? Gibbal did it and got shot on sight dude  
Multiple times actually

TLDR for the people who want a summary and don't want to read my peak as hell writing: At the current state JToH's in, if nothing happens it'll probably fucking die.  
Me, along with a couple others will probably step down.  
Reasons: the people i'm working with do NOT care for the game whatsoever passion is a myth  
There are leeches on the team.  
There are morons on the team.  
Actually, you can call them moreeches cuz they're one in the same.  
Devs are lowering standards down for lobbies because of shit that was made in 2019. Despite GoE and other subrealms existing.  
Lobbies don't have to be like Zone 9 either, but it's a better reason because we're evolving. We shouldn't be devolving.  
We're breaking rules and we're making shit up because we want pay or fame, Greed.  
Shittalking is at an all time high, and so is the verbal neglect.  
The situation has been getting worse over time.  
This team overall needs work. Do better.  
It should not be like this. It should've never been like this. But it happened, and it is a shame that it happened, but it is a miracle that it could be fixed right here right now.  
The more delay that happens, the worse it gets. It needs to be soon.  
Hell what are you going to do when somebody on the list of demotions actually knows about the reformation? Wink wink. I'm hinting at ARRAY and RAGNA and PSY.  
This document was made out of care, I worry for the potential future if things don't get better soon. Stalling is not an option if what you're stalling is going to make things worse than doing them in the first place. That is my statement.|

**This letter was written by Snicksnack, going over what he felt regarding development. Ignoring the entitled and disrespectful manner of the way that the letter was written in, it comes off as very personally charged and comes from a skewed perspective which disregards multiple facts.**

- **The current state of Purgatorio with “everything being a Mega Fun Obby” is exaggerated. This complaint is due to the lobby not meeting his own personal criteria of “modern standards”.** He has expressed this in the meeting that took place on the 29th as well, which will be discussed later down the document. His grievances seem to be about the lobby and the lobby only, yet there is a lack of him communicating these grievances in a civil manner to the people who were working on it throughout the development. In fact, he had never even given proper feedback to anyone actually building the lobby, instead only talking behind their back to complain to people like Juke and Dark.
- **He mentions that developers are being greedy for asking compensation for reused assets in Zone 9, which were used without any permission. Dark was paid 2 million robux and Arx was the only other person paid for the lobby with 30k robux. Psy, Thai or Temmeh (Zone 7 structures, Zone 8 structures, Paradise Atoll props, Zone 5 props, etc.) were not paid despite the structures and assets they made being used all over the lobby.** He brings this up in the meeting as well but refuses to elaborate on the comment. It may be a matter of personal opinion whether or not these developers should or should not have been paid over this, but what stands objective is the fact that it was never discussed properly in the first place before payments were officiated, so no chance of figuring out a proper solution was ever even talked about. In addition, calling other developers “leeches” over them simply arguing their own viewpoints is frankly insensitive, especially before taking the chance to actually have a civil conversation.
- **He brings up Thai’s Crazy Towers and how a developer for it, Extrazany, got paid around 7 dollars in Robux. Snick snack immediately attributes this to Thai being a greedy developer** instead of the actual truth, that the game simply does not make enough revenue to pay developers hefty amounts and most people who are working on it are doing it out of their own volition just to contribute to the game’s development. Also discrediting this point is the fact **Thai was not even the one who assigned values during payments** - it was Korb, another staff member for TCT. Thai simply went along with the amounts, which obviously is very little compared to JToH

payments due to the less amount of revenue earned.



- **He talks about Temmeh supposedly “bullying” Qadrianqe out of the server because Temmeh’s credit was being removed on BG.** For context, Temmeh made the entire BG frame and was credited until it was suggested to be changed by Qadrianqe, someone who was working on the palace as he had not made any floors. (This was because he was busy at the time and stepped down, because he did not want to hold up development for floors that he couldn’t finish in time). **Later on, this exchange was completely resolved among everyone cordially, which is omitted from the letter entirely.** The following messages show the proof of it being worked out, with Qadrianqe apologizing. The reason for her actually leaving the server is unclear, but she has done it previous times for her own personal reasons - which is perfectly understandable - but claiming Temmeh was the sole reason is a huge leap in logic.



vendetta06 10/12/2024 6:43 PM  
@grapefruit boy



grapefruit boy 10/12/2024 6:43 PM  
hi'



Faust 10/12/2024 6:44 PM  
iu just listen temmeh under "other contributions"  
before  
il put thejm in portal credit now



grapefruit boy 10/12/2024 6:44 PM  
What is the point of removing my credit like at all  
if i contributed to the palace in a major way  
like realistically theres no benefit to doing that



those who nova 10/12/2024 6:44 PM  
joshument should be credited too  
they made the whole enemy system



Faust 10/12/2024 6:45 PM  
theres no person that made "the whole thing"  
we were thinking of rather  
crediting the people that worked on the framework stuff separately on the  
portal  
having builders and ppl who worked on the code differently

○



Faust 10/12/2024 7:09 PM  
i think theres just different sides of the story  
also sorry temmeh now that i think about it should have prob let you know at  
least that we were considering like moving credit around  
i see why its would be a bit insulting to have the palace release and not find  
urself credited on it



Faust also sorry temmeh now that i think about it should have prob let you know at le...  
grapefruit boy 10/12/2024 7:17 PM  
thank u for apologizing thay was my biggest problem w this  
i hate shady decisions like that

○

- **The last part of the letter consists of him summarizing the issues he had.** He also bluntly claims that the people he works with do not care about the game - despite said people having been in the team for years - calling them leeches and morons. He also directly calls out Array, Ragna & Psy.

**How is this letter supposed to be taken seriously?** If anything, this is just an immature attack on people Snickssnack had personal grievances with that he never made an effort to resolve prior to this point, instead opting for their demotion when the staff meeting on the 29th happened. Despite him having his



own frustrations regarding development, this is the least effective way for them to be expressed. Alongside this the argument about his age from Darkhalisc has absolutely no merit, and it's really quite absurd he thought writing out unrelated personal attacks like this was OK at all towards people who just simply disagreed with him during a discussion.

Adding on to this, he completely dismisses the Purgatorio lobby, despite the fact that he never expressed that he had these opinions about the lobby during the development. **He unfairly calls people that have been working for the game for years leeches and morons and claims they do not care about the game.**

All this letter does is absolutely reduce his credibility to zero, especially considering he has no proof or receipts to add within it, alongside the lack of clarification on almost every point. **This letter is nothing but definite proof of his lack of self-awareness.**

**It is worth pointing out that this should not prompt people to go after Snick's snack or anything in that nature, nothing here warrants anything to that degree. This chapter is not intended to be an attack on Snick's entire character, rather focusing on deconstructing the contents of the letter itself and his inability to work through disagreements.** Instead, working towards a resolution with him having a talk with people he had these grievances with would be the ideal solution.

## Regarding Zquidy



**Jukecalla**



07/17/2024 3:57 PM

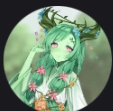
i have regularly brought the idea of hiring zquidy as a special position to the developer team since he has helped me stay focused and keep things in check for like the past 2 years, and particularly noticeable in the biotech genesis collab he has almost constantly made active attempts to bring the team together to get stuff done which has prevented development from stagnating

the problem's that he doesn't have any qualities in like directly helping the game but he's been really good at leading the team despite that so he'd fit best in a special role but yeah



**Jukecalla**  06/15/2023 8:32 PM

i tend to lose focus on things in general and i tend to zone out before making lists or even going to look at lists



**Array**  06/15/2023 8:32 PM

The palace development is fine but

Making them a helper because

They specifically help you

Sorry but

No

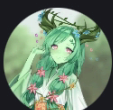



**@Array** The palace development is fine but



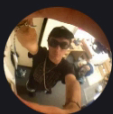
**Psy**  06/15/2023 8:33 PM

It's been a year and there's like 2 floors done and an incomplete boss



**Array**  06/15/2023 8:33 PM

I meant



**grapefruit boy**  06/15/2023 8:33 PM

to be totally honest you manage only a few portions of the game ie lore and palaces and the rest of the game you just review before release so im not sure they need to be added to the staff team as a whole when all they would do is help you with motivation for your current tasks



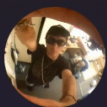
**Jukecalla**



06/15/2023 8:28 PM

it does fall under the definition of favoritism to promote him without apps but i'm not sure how we'd do it because there simply isn't really anyone else who could help me specifically and represent me better than him

although he could submit an application specifically to us and we could talk more from there



**grapefruit boy**



06/15/2023 8:28 PM

this is a discussion we've already had but i still dont think zquidy should get helper without applications i've already said i dont believe they would be particularly useful in motivating the team outside of just you

and they already are able to motivate you without being on the team



**Jukecalla**



06/15/2023 8:30 PM

and another thing is that he simply hasn't been effective in reminding me on issues and stuff because he simply doesn't have enough information



**grapefruit boy**

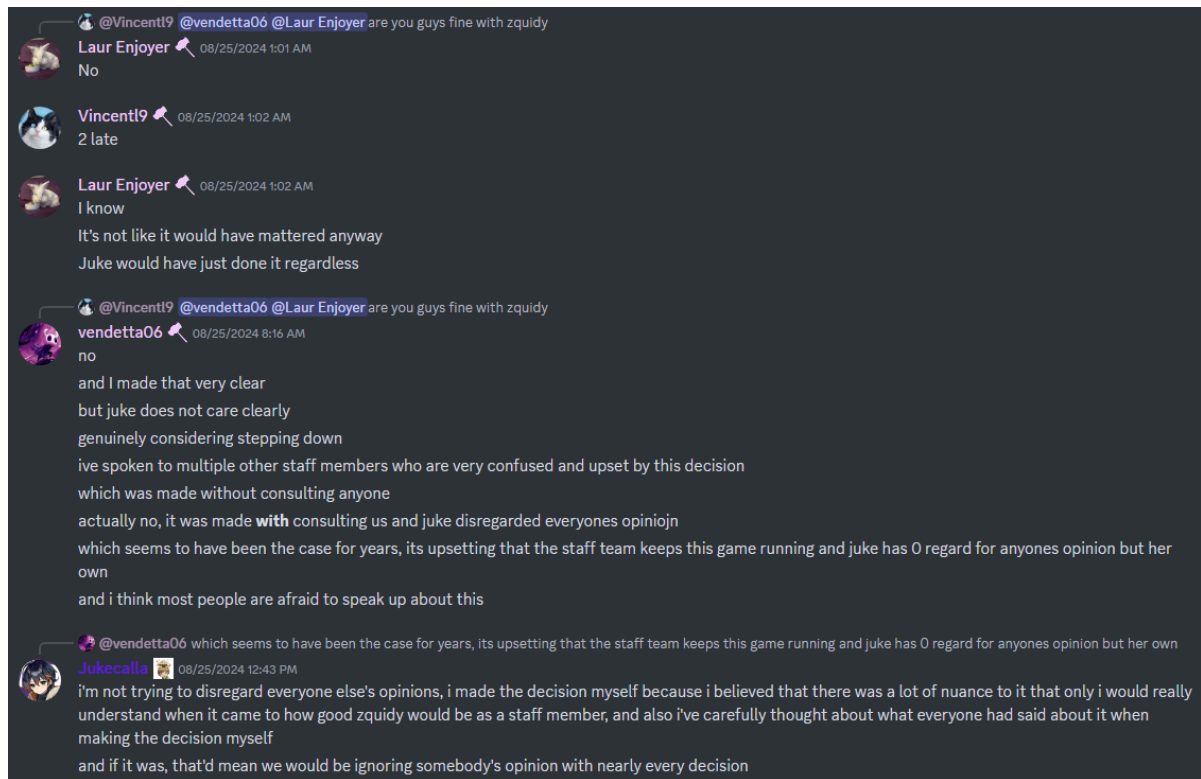


06/15/2023 8:30 PM

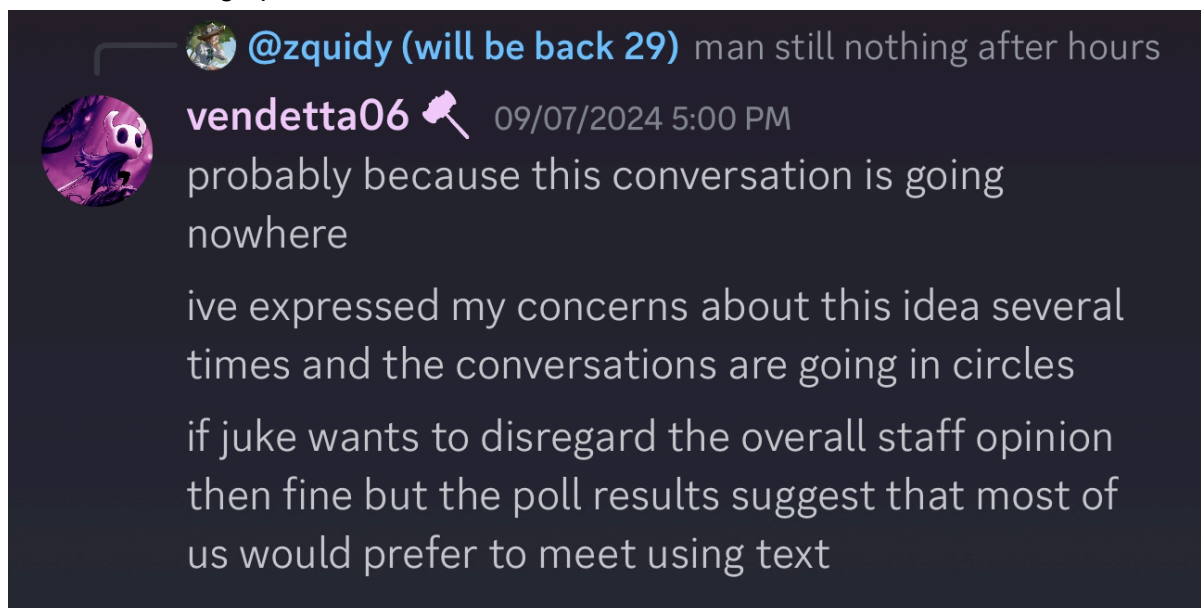
to be honest i dont think they have an intrinsic skill of being particularly motivational i just think that due to their friendship with you you find them to be a good motivator

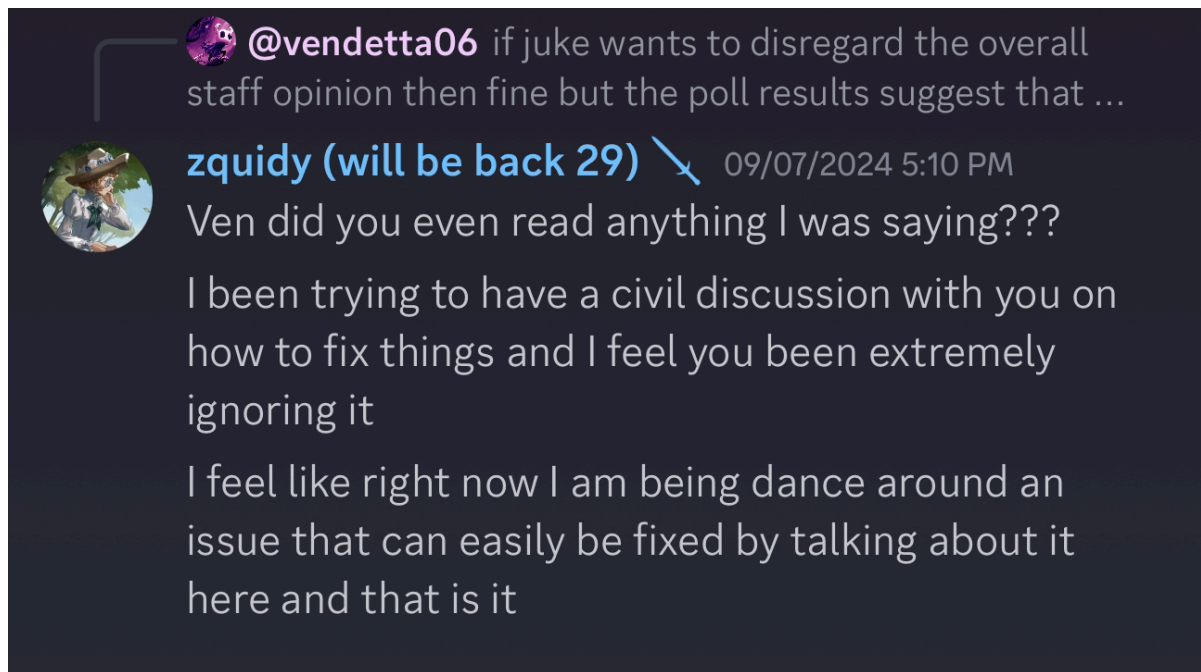
In addition, Zquidy was promoted to a helper position despite any and all protests from other high ranking staff due to his past work on Biotech Genesis & the cosmetic team. Each time this reluctance or disagreement was brought up (due to things like the lack of a proper application and his tendency to take multiple lengthy breaks from Discord) Juke would disregard it, as she solely believed he would've been "good at managing things". Claiming that they have kept development on Biotech Genesis from stagnating is also an overstatement, as that can be attributed to multiple other reasons such as the hiring of new

builders and overall progress. **Staff members have said that there was not a proper discussion regarding Zquidy's promotion whatsoever and the only talks happened after he was promoted, which were people asking why Juke had promoted someone out of the blue.**



This is a particularly damning exchange, as even Stalled and Vendetta themselves outright say Juke would've done what she wanted and promoted Zquidy regardless of their opinions. Juke then goes on to try and justify her decision by saying that she believes there was a lot of nuance leading up to it.






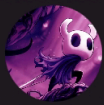
**These 2 screenshots are from after Zquidy's promotion** and this exchange took place when a discussion was had whether or not to have meetings in voice chats or text channels. Majority of the team preferred to have them in text as it was easier to backread/reference past things and not everyone wanted to talk to get their points across. **After a few hours of back and forth in this discussion, Vendetta points out how the discussion is going nowhere because Juke has been disregarding the overall staff opinion, most staff wanted to have meetings in text channels due to the convenience.**

**Ideally, this discussion should've been over when Juke & Zquidy saw that most of the staff team wanted text meetings but because of that conflicting with their own wants, it was perpetuated until there was no conclusion. Later on, they decided to just go with voice chat meetings anyway, causing most of the staff to miss out on whatever was discussed in there due to the lack of summaries (which will be shown ahead and on the chapter regarding Juke's ownership).**

Some messages from the exchange:




 **@zquidy (will be back 29)** 100 percent



**vendetta06**  09/07/2024 9:12 AM

im curious how you can say this so definitively if you havent actually experienced a text meeting

 **@vendetta06** im curious how you can say this so definitively if you havent actually experienced a text ...



**zquidy (will be back 29)**  09/07/2024 9:15 AM

Because I can easily look back at every meeting in the past and see the points of what happened just by looking at the old meeting board threads.

There all archived and since they all are archived I can get an easy idea of what's a meeting like and man

There are issues

Again can these issues be fixed?

 **zquidy (will be back 29)** You are correct it had flaws that meeting and since it was a first of it's kind there was ...



**zquidy (will be back 29)**  09/07/2024 9:17 AM

Yes 100 percent but no one is talking about it so because of that we can't even fix the issues. Even right now I am saying all of this but it's being ignored and if this doesn't get acknowledged fully of what I am saying then I will bring this back up again and address my worries even more because a lack of response right now is very telling on how this meeting is going go even if I never had prior knowledge of what meetings are like

Silence speaks more louder than any words can





**zquidy (will be back 29)** ✖ 09/07/2024 9:01 AM

I feel right now everyone is seeing oh vc bad text good, but yet no one is talking about any issue that text meetings are having or acknowledging on how to fix it and that's my big concern right now even what just happened only gives more concerns if that this tells me if I type something, what if people don't even want to read everything I have to say and just only focus on a single point. This doesn't help any of my worries it only fuels it. (edited)



**Genome Geray** ✖ 09/07/2024 9:04 AM

are the issues we have in text meetings exclusive to text tho




**@Genome Geray** are the issues we have in text meetings exclusive to text tho

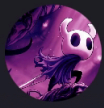


**zquidy (will be back 29)** ✖ 09/07/2024 9:10 AM

100 percent

I actually do mean 100 percent

 **@zquidy (will be back 29)** My issue is that the majority is wanting to a text based meeting but no body is even ...



**vendetta06**  09/07/2024 7:27 AM

yeah my concern is that if the meeting dies you guys are gonna use it as a reason to do these VC meetings that everyone misses

clearly the majority of people voted for a text meeting

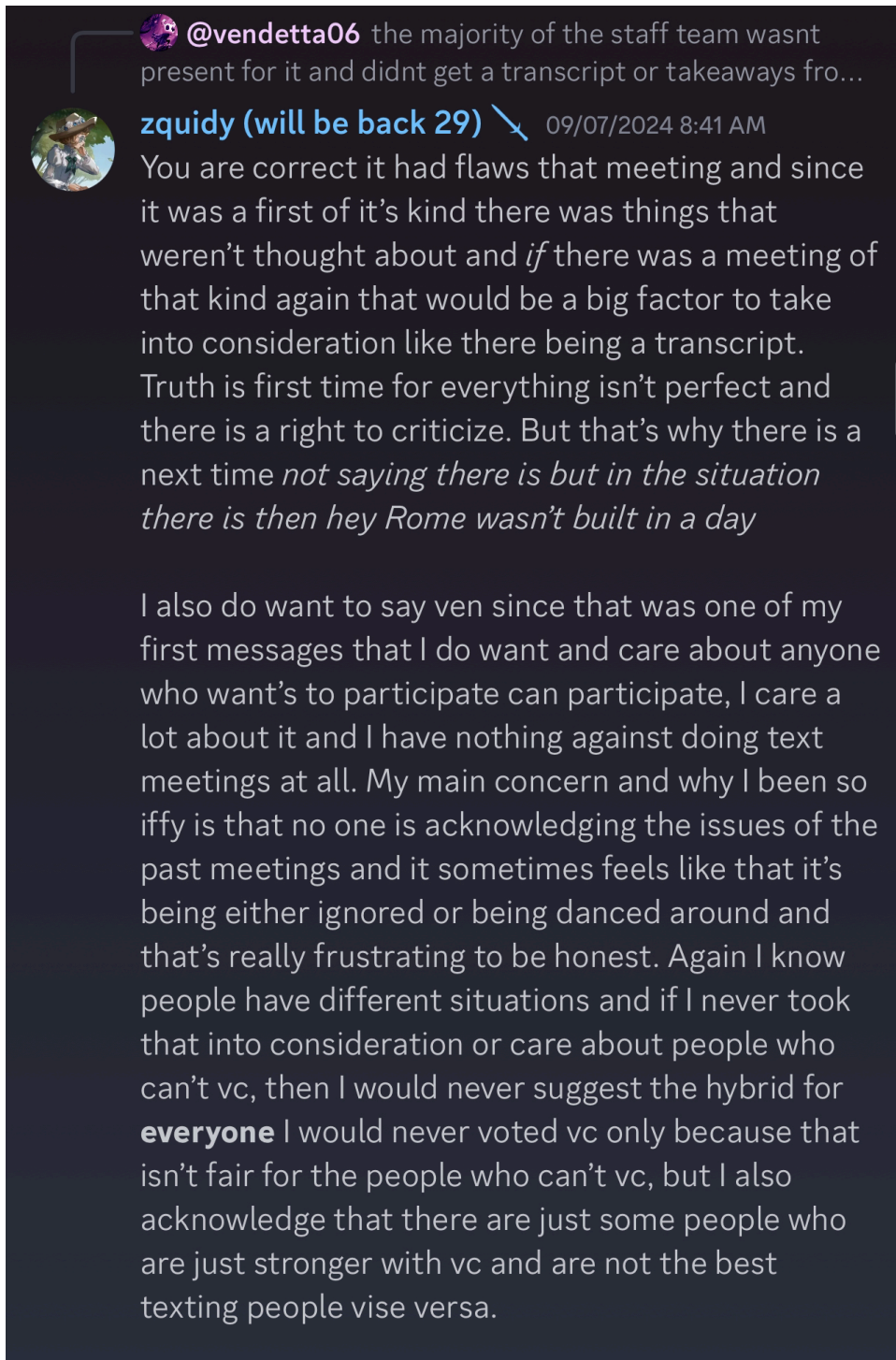
and a lot of people have already stated that they either cant/dont want to speak or cant hear whats going on

VC meetings are ridiculously inefficient and your last VC meeting was only effective for you guys the majority of the staff team wasnt present for it and didnt get a transcript or takeaways from it or anything

so it might as well have been a fun VC hangout where you discussed jtoh

the reason to do text meetings is so that people who missed the meeting can easily go over what was said, and anyone who wants to participate **can** participate

This is exactly what happened, as this meeting died and they just went on to do things on voice chats despite no one really wanting it.



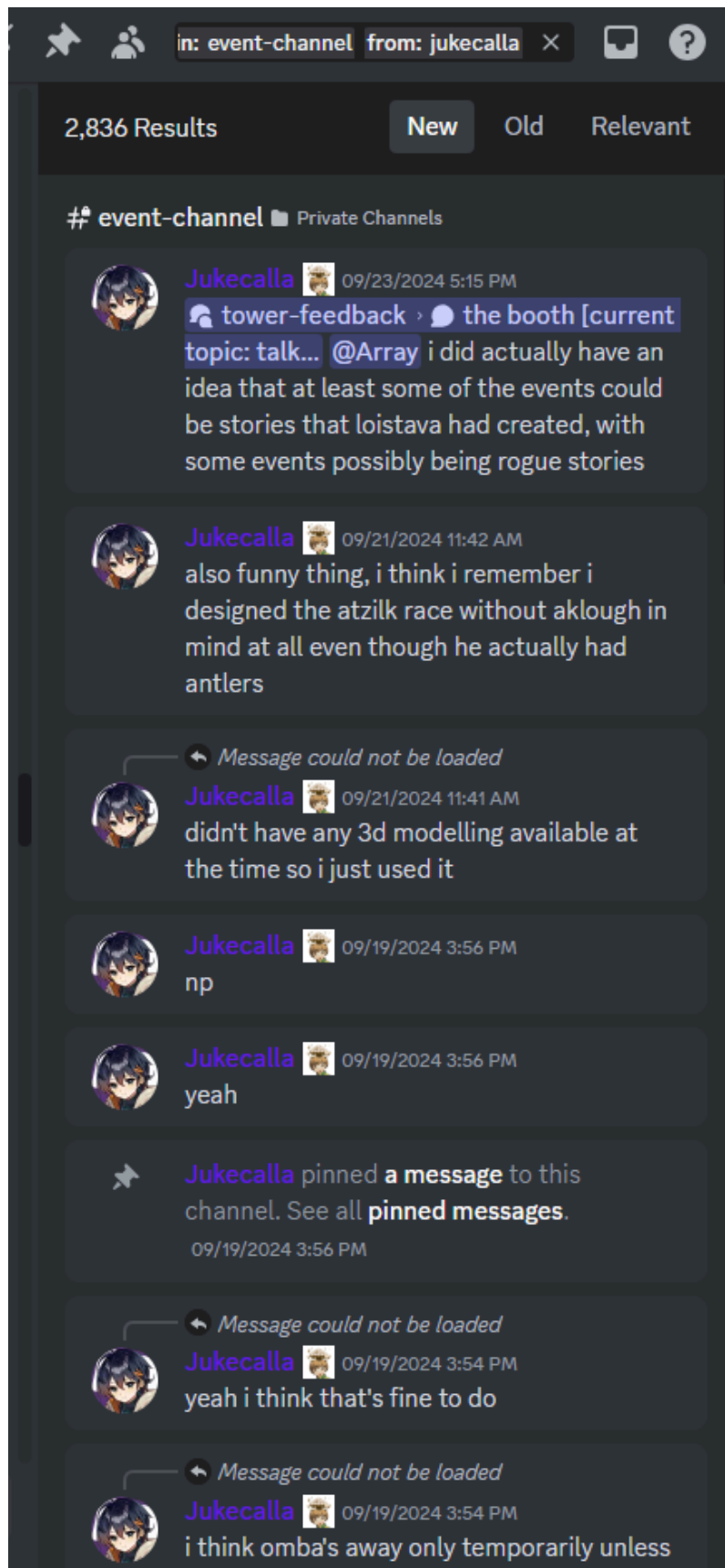
**During these voice chat meetings, various crucial decisions regarding the game's direction and moderation were made, but no transcripts or summaries were provided to the staff members who were unable to attend. This led to multiple staff/devs being unaware of the updated development roadmap, several unbans, and other decisions that were later revealed.**

**In conclusion,** Juke promoted Zquidy by herself, ignoring other staff opinions. This decision has had extremely detrimental consequences, the most serious of which will be briefed later on in this document. **Please note that none of this is intended to be a personal attack on**

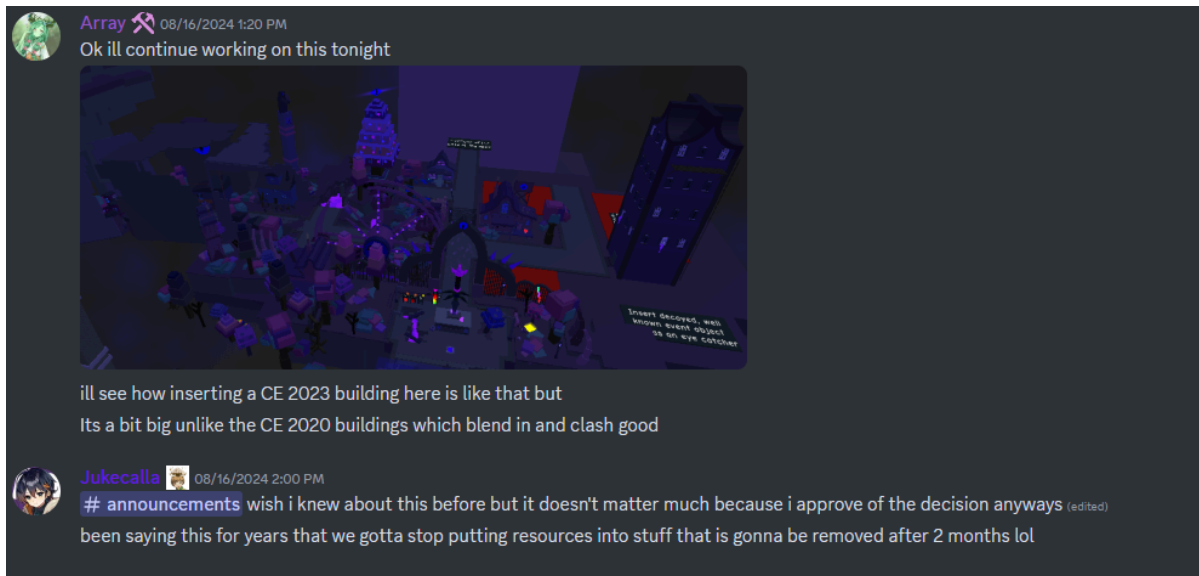
**Zquidy or his character**; rather, it is a coalition of perspectives that view his hiring via an unconventional process (which included no application or higher-up review) as more harmful than positive. Staff had no chance to examine how well of a helper he could've been or even his intended interest or activity for the game. Due to these circumstances surrounding his promotion, it was pretty much unavoidable that friction between him and the rest of the team would occur.

## Event Season

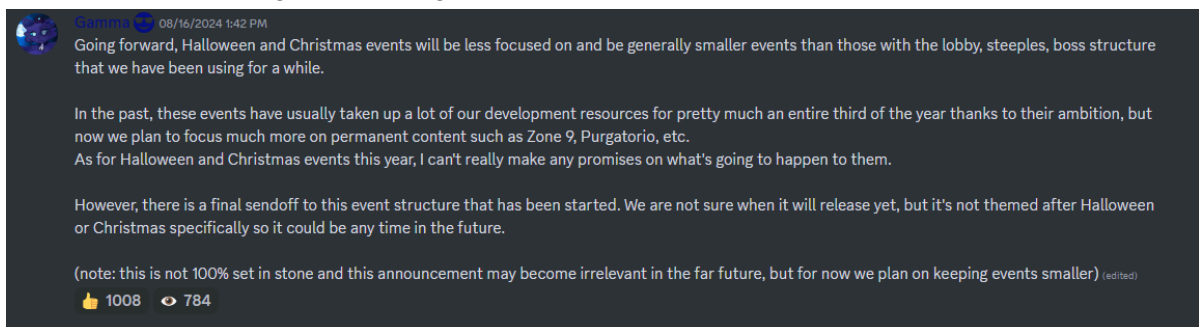
Event season has stagnated over the years due to the development team's inability to keep up with it. A contributing factor to this has of course been the management aspect of it, alongside the fact that the events have set in stone deadlines.



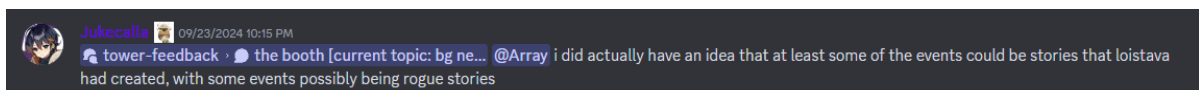
Despite things needing Juke's greenlight most of the time, she did not talk in the Halloween event channel for over a month and when she did it was mostly not even related to the event. The current state of the event is that only modifiers will be released.



Another instance of her being out of the loop with these things is her not knowing that there was an event until after the most significant progress had been made.



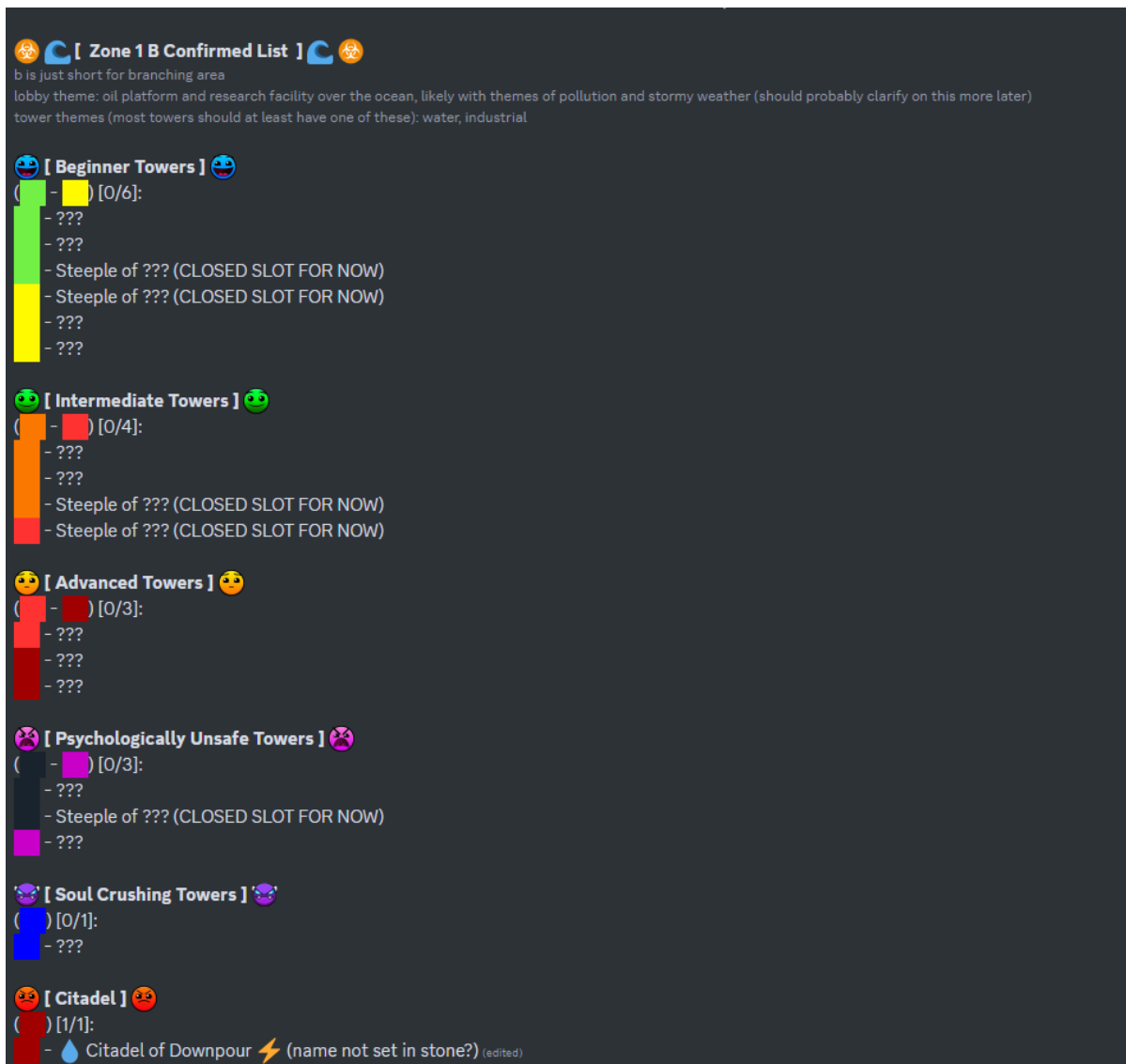
(The announcement in question that she was referring to)



It really feels like she cared about events when it was related to the lore and the story of the game as indicated here, alongside the fact that one of the few things she mentioned in the event development channel was about the Atzilk people, which are part of the JToH lore. **Again, as reiterated throughout the document, there is nothing wrong with the idea of a story being added to the game. It's just the implementation and the priorities that have been the problem, as shown here.**

## Zone 1B

There is not much to talk about this as this area is the most recent addition to the development roster, but its existence in the first place is interesting as Zone 1 already has a subrealm.

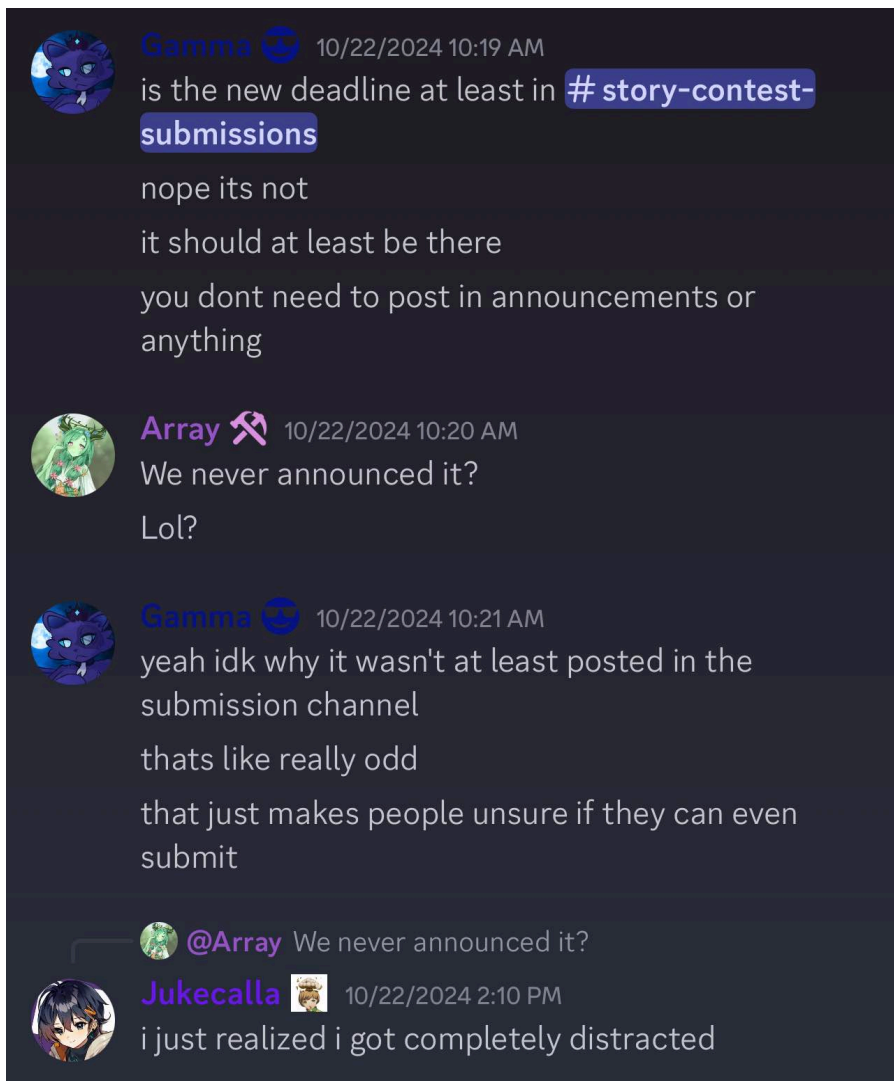


Aside from this, the reserved steeple slots are worth pointing out too as they are probably gonna be developer made alongside the citadel. **To sum it all up, there's Ring 0, Zone 9B, Biotech Genesis, the Halloween event, the story contest, the towers being made for Ring 0, the Zone 1B lobby itself and on top of this there's the developer made citadel and 5 reserved steeple slots. While the reserved citadel slot is understandable to some degree, the steeple slots really feel like more and more work added onto a pile of things that have not been released.**

## Story Contest/Archive of the Stars

This part won't be gone over as much, as literally everyone inside and outside of staff believes that this contest was not a good idea and the only reason why it's continuing now is because of the sunk cost of the builders who had already made things for it, but a thing to note here is that this contest was also poorly managed.









## Shortcomings on Implementing Story & Lore + Juke's Actions as Owner



This section will be detailing general issues regarding Juke's ownership of the game and the problems regarding her forceful attempts at implementing a story within, which has been one of the most major hurdles related to development in recent times.





To begin, **Juke's actual involvement in management is a serious problem for the general organization of a game. She does not effectively manage serious developer affairs, often claiming she gets distracted, forgets, or overall is unmotivated to do simple things.** When the majority of the profit of JToH comes from key releases that Juke has either little or no part in, this idleness becomes glaringly magnified in the case of group funds; as the main factor is her lack of care towards properly overseeing or being a part of these releases.



**If a developer isn't a part of working on an area due to a lack of motivation, they aren't paid for that area, and they certainly do not receive a large, unmoderated sum that**

comes off of “what’s left” after paying area contributors. A claim can be made over the notion she outright owns the game, but should simply holding the group be enough to reel in a significant portion of monetary gain even if she does not contribute to where those funds overwhelmingly stem from?

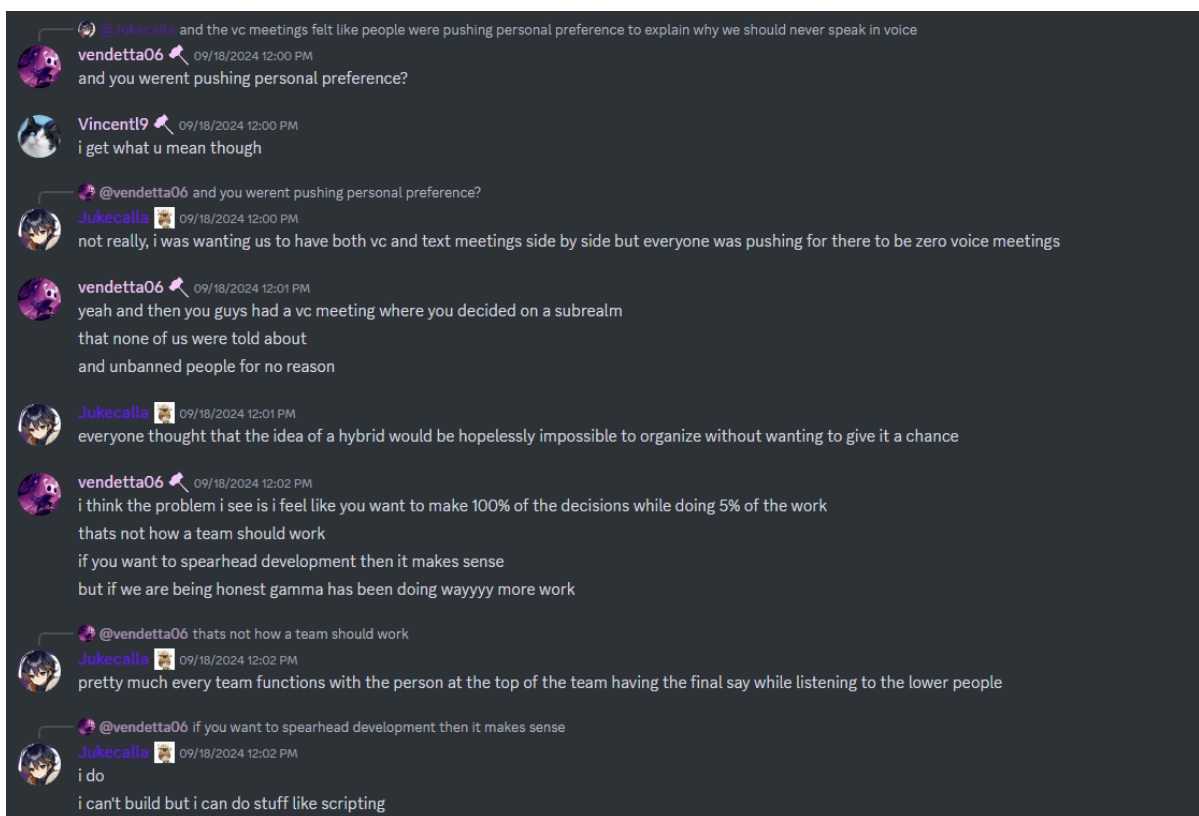
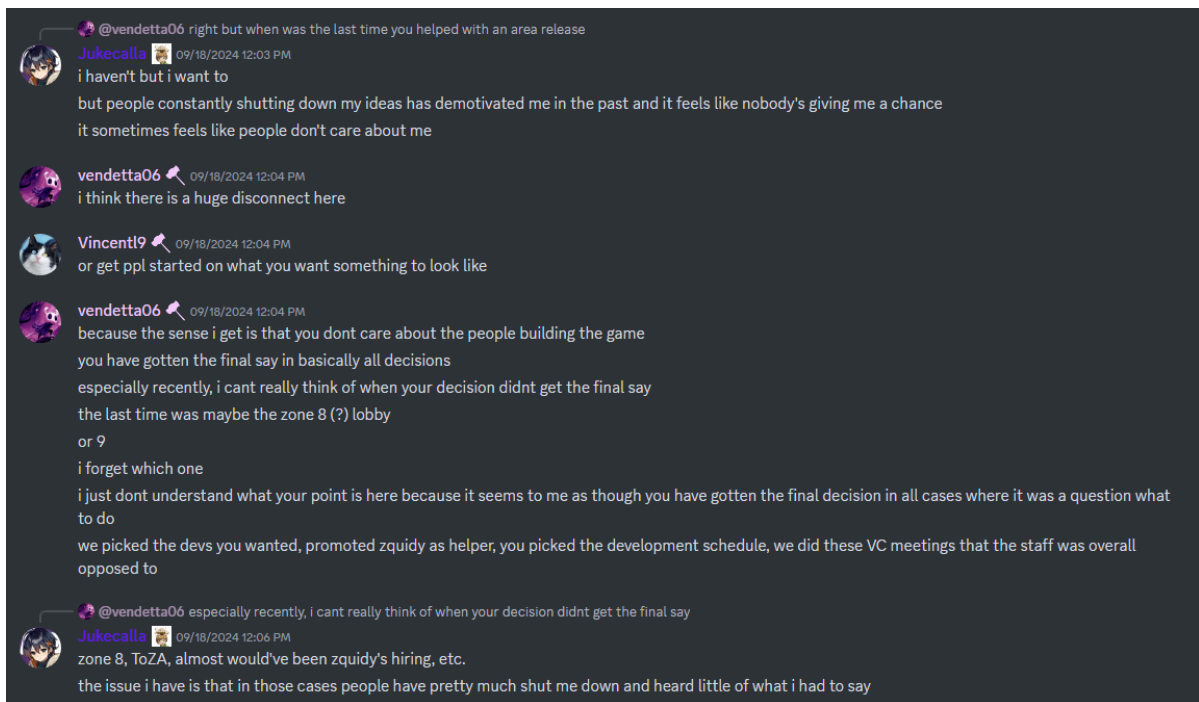
  @Jukecalla and without that passion i wouldn't be motivated to manage the game as ...  
 thai  10/18/2024 6:15 PM  
i feel like you arent very motivated to manage the game already with this area as evidence

 Gamma  10/18/2024 6:15 PM  
which is really just meant to make it feel welcoming

  @thai i feel like you arent very motivated to manage the game already with this area ...  
 Jukecalla  10/18/2024 6:16 PM  
a lot of it's that i have a lot of problems with focusing on things due to adhd, like if i am not extremely motivated to work on something i'm prone to quickly losing focus and forgetting about it

 Jukecalla  10/11/2024 6:33 PM  
i have no motivation to learn to build considering there's a surplus of builders and i'm low on motivation for scripting but i think i can oversee pretty well

Here she acknowledges her shortcomings as a leader and her lack of motivation, but despite this, not much is done to change the direction of how things are going. **Even with Zquidy being hired for the exact purpose of helping manage things, along with Gamma’s entire role as co-owner, it does not make any difference because Juke continues to rely on flimsy arguments instead of making an actual change.** While obviously a factor that should be taken into consideration appropriately, her ADHD condition does not make up for the fact she continues to enforce decisions without proper consultation, especially regarding her mismanagement elsewhere.



This exchange details how Juke thinks the rest of the team shut down her decisions and ignore her constantly, and she wants to reiterate her authority as the owner of the game. In the most blunt sense possible, this is showing how oblivious she is to any sense of proper management whatsoever, as basically the most crucial decisions like area releases and contests need her greenlight in order to actually happen - yet her attitude towards actually trying to interact with these areas pre-release are simply inert.

She mentions “Zone 8, ToZA & Zquidy’s hiring” as times where her views were shut down. The things regarding Zquidy have already been mentioned in their respective chapters.


Before these messages resurfaced, there was no intention of bringing up the ToZA confirmation process, as it happened multiple years ago - **however, if she wants to bring that situation up, an explanation will gladly be made.**

Regarding ToZA, back in the Zone 5 polls Juke preferred ToSII and ToQ over the tower and **tried to make it so her vote counts as double** because of her being the owner of the game. The rest of the team obviously protested to that, and even with her double vote, ToZA won the poll. In addition, she wrote this rule off extremely quickly, and then did not return to complain about it winning until after the poll had already ended. This comes off as very questionable behavior as:

- **Juke was nowhere near the skill level to accurately play any of the towers listed** (instead just noclipping around), and indeed just appeared out of nowhere to vote solely on this poll.
- **This rule about double voting had literally never existed before this, and it seemed more like a last ditch effort to sway the poll in her favor.** Additionally, her complaint about “majority rules” is a pretty wild statement to make, and further underscores her previous issues with listening to a majority when she disagrees.
- **This whole ordeal delayed the polls, and she also complained about the tower’s presence in the zone even after it was confirmed and released, just because of her personal opinion.** Her snide comment within her suggestions for Zone 5 is both severely unprofessional and provocatively rude, especially considering the creator of the tower was literally on the curation team at the time. She has the right to be upset over disliking the tower, but this went too far, especially if she was willing to overturn the majority of poll voters.





Jukecalla  07/05/2021 9:43 PM

huh ToZA still got in despite me voting against it?



Jukecalla  07/06/2021 4:11 PM

i said i would prefer ToQ and when i tested it and said i wanted ToQ in, yall just said that ToZA still won and majority rules and put it in anyways without telling me



Jukecalla  08/26/2021 10:56 PM

ingame

list of nitpicks for the current zone 5:

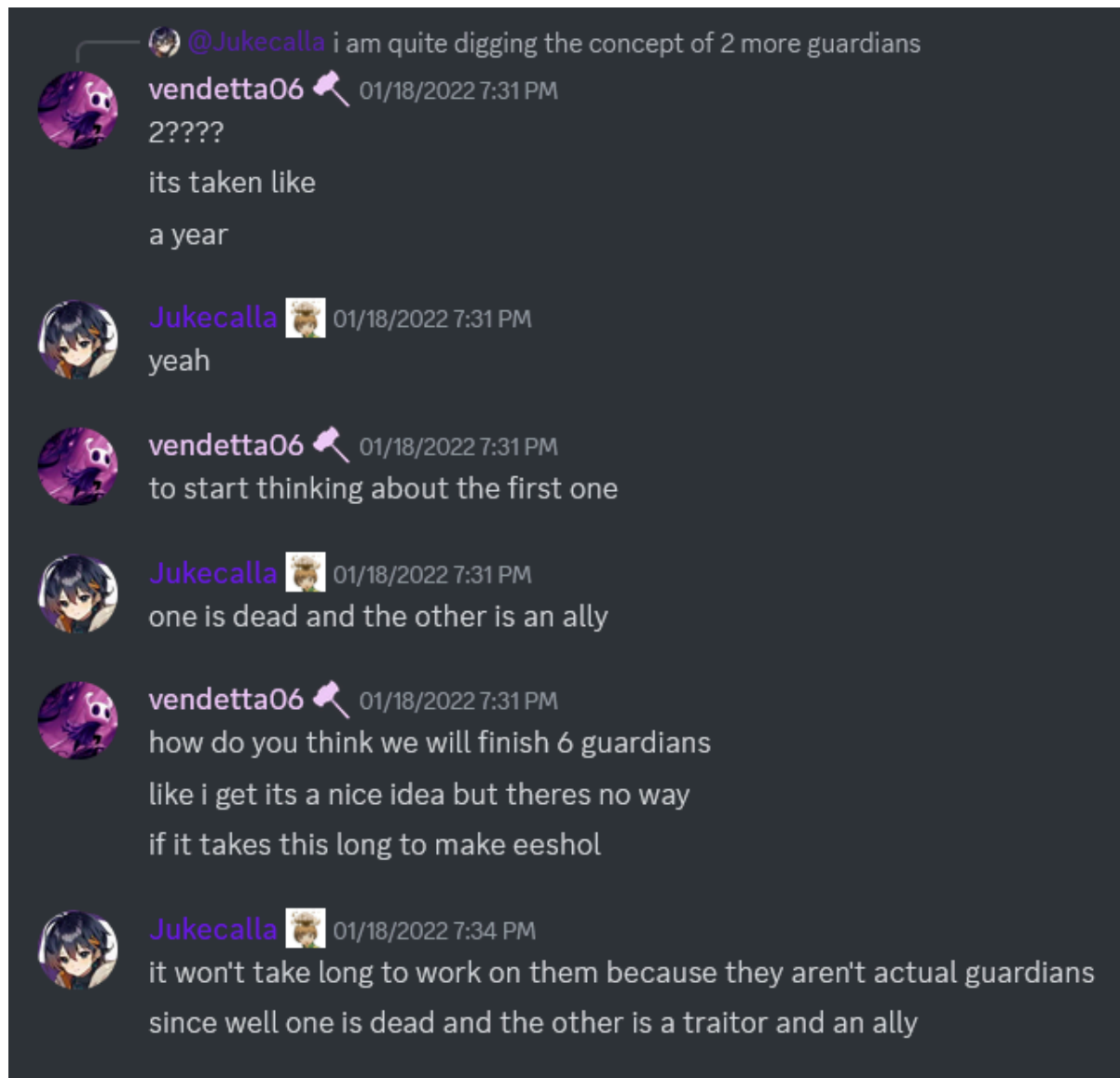
lobby:

- some more interactivity would be nice (ability to turn on sinks, etc)
- teleport sound for the mushroom that takes you to the ToPZ room is kinda lame
- it seems weird that the credits statues are inside large tubes
- there should be a way to return to spawn from the ToPZ portal room, the dark doorway you appear at especially makes it imply you can but there isn't a way back other than resetting
- the area immediately outside the lobby feels kinda barren when directly compared to the sheer detail of the lobby, some extra detail to that spot would be nice to make it contrast better
- this is most likely an issue with a lot of the other soul crushing entrances but how the balls are you supposed to get the first few hints towards reaching ToPZ, and ToAR especially?
- the moon is glowing brightly??? it'd make more sense if it was the sun but the sun is nowhere to be seen
- (bug) the restart brick sends you into the void

spouting random bs:

- 0/10 you can't go into the core chamber and throw yourself into the core smh
- someone left a giant turd in zone 5... (toza) (also this isn't an actual nitpick but moreso just me being butthurt that the whole thing happened)
- there is no mithrix at the top of the center pillar

this list will most likely be updated later



Again, the disparity between the implemented content in the game versus what Juke wants for the story is very visible here when she brings up that she wants 2 more guardians to be implemented.

These two exchanges below are about how development has been stagnating, mostly due to Juke's attempts at adding a story to the game. Despite the fact that the game has gone on for years with basically no story being successfully implemented and these endeavors getting in the way of development, Juke has still been trying to continue the attempts of implementing the story to the game in the same way.



thai  10/18/2024 6:08 PM

to me it seems as if the story is ruining jtoh, its like sucking out all that it used to be and ruining its character

i think that if you were to continue with this you should honestly make a new game rather than morphing an already established one

since from what ive been gathering these story elements are killing a lot of what jtoh meant to a giant audience

although im not one to tell you what to do

just a suggestion



Jukecalla  10/18/2024 6:10 PM

a lot of the problem with doing it with a different game is that a lot of my passion with the game right now is in the story

if i moved it to another game it's highly likely i'd lose passion for the game and jtoh could end up dying as a result (edited)





**vendetta06** 🍷 07/29/2024 7:46 PM

and again i dont get why you feel so unable to relinquish creative control to gamma or something for world 3, frankly you have been talking about adding a story or lore to jtoh for years and its gotten such little progress that it makes me feel like we are not gonna ever gonna have a world 3 if the world 1/2 stories need to be finished first



**thai** 🛠️ 07/29/2024 7:46 PM

yeah world 3 could be completely seperate or a new story

The issue with subrealms is that in itself its a "sub" area so its never going to feel like something main i think restructuring the ring select is only a bandaid patch (edited)



**@vendetta06** and again i dont get why you feel so unable to relinquish creative control to gamma or ...



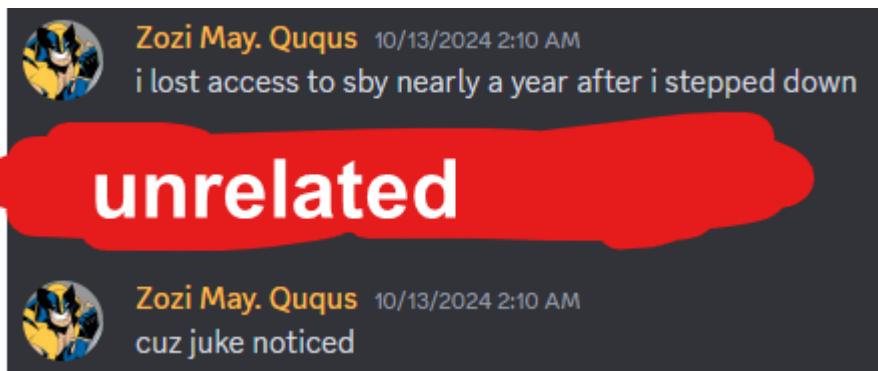
**Jukecalla** 🍷 07/29/2024 7:47 PM

i've been struggling with demotivation or inability to focus for a long time but only recently am i starting to figure out what improves my productivity

Primarily, this goes over the fact that most of the developers don't even want to work on adding the story to the game because of many factors such as:

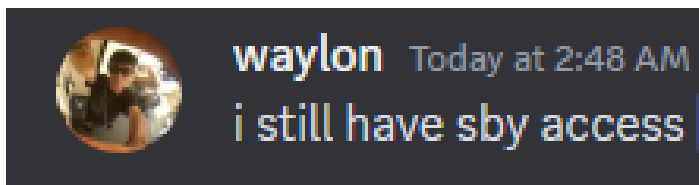
- **The details of the story were never communicated properly to staff.** There is no place to read up on a summary/synopsis/draft of the story she wants for the Spatial System and The Great Inferno. No document or cohesive summary exists. So, if a staff member were to try and help her on her endeavors on adding the story, they would have to backread through all the messages scattered across multiple development chats just to get a feel of what the story is going for and what the terms in the story mean.

- **The actual direction of the story is very vague and a lot of it is not set in stone.** Juke revises details often especially to include references to whatever media she is using as source material for specific aspects of the story.
- **A lot of the story is very impractical or impossible to actually implement in the game due to JToH's nature as a tower platformer.** There was an attempt at this with the combat update in palaces, but that has not been released yet. JToH features very minimal characters and a stagnant world, which is far from the ideal setting that Juke needs in order for her to implement the story she wants. But instead of the foundations being added to the game in order to set up the scene for the lore, more things keep being added to it behind the scenes.
- **Juke prioritizes the lore more than the rest of the game.** Purgatorio was an attempt to set the grounds of the story, but this went south when she had her priorities wrong about the area, as it was meant to be a tutorial before a story introduction despite Juke's views.



“SBY” here stands for “Something behind you”, which is the JToH area development place. The place is not under the group, as Juke herself owns it on her account. New areas are developed here before being moved over to the group game.

**Adding and removing people from the place has always been a problem due to Juke's constant delays, which resulted in people who weren't a part of the team anymore (like Urchin in this screenshot) to still have access to the development place.** This has also impacted development especially during past event seasons where people who were supposed to work on event content ended up being added way later than they should've.



Or in this particular instance, it shows that Temmeh still to this day has access to this place despite not being a developer anymore.

~~Another security concern to the game is that Lightsynth, who has been demoted and basically exiled from the community, has uploaded most of the audio for the game and due to this his account still has edit permissions to the game. Due to this, he could access the game whenever he wants or get rid of the audios as well. This is no longer true !!!!~~



**Jukecalla**



07/28/2024 1:49 PM

ohh right i forgot about that too

i think we do need to bring in more developers



**Gamma**



07/28/2024 1:49 PM

i was making a bunch of scripts for it this month  
but i feel like im still considered inactive despite  
that



**Jukecalla**



07/28/2024 1:49 PM

considering i'm not sure what state zone 9 even is in  
and there's only 3 active non-staff developers out of  
6 (edited)



**Gamma**



07/28/2024 1:50 PM

should i ping about the zone 9 lobby in **# zone-9-  
development**



**Jukecalla**



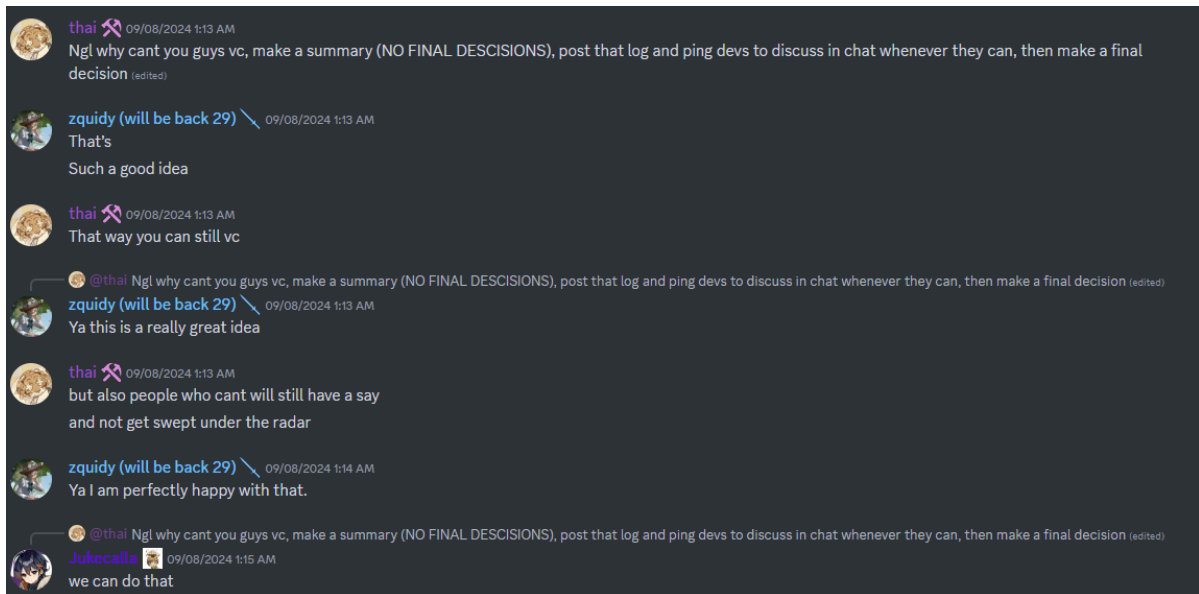
07/28/2024 1:50 PM

i'm not sure why psy and arx have been very inactive  
for a while

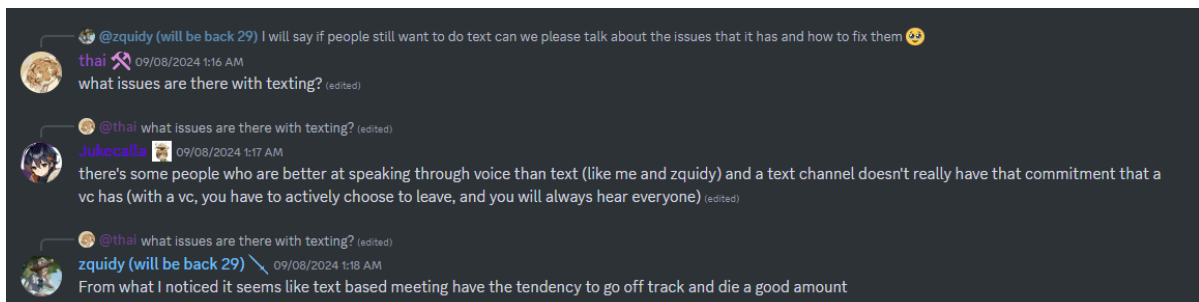
probably, yeah

though i don't know where dark is right now

Here, Juke shows herself to be out of touch with the rest of the team as her activity has been very sporadic. This is because she is mostly involved with development whenever story related things are brought up and in times other than that, she is simply not present until she is needed.



As mentioned prior, a big issue regarding the lack of communication was that staff meetings were either held in voice calls with a few people or in VR Chat for some reason instead of in text channels. This made it very difficult for staff and developers to actually attend these meetings. Alongside that, nothing was recorded or kept track of in said meetings, which resulted in them not being productive at all. **It was suggested to do summaries so people who couldn't attend could catch up on things, but this never happened despite the positive reaction to the idea.**



They say that they prefer voice chats because it's more comfortable for them and also because they claim that text-based conversations have a tendency to go off track. This is not really true, as **most meetings that took place usually ended up not going anywhere due to the lack of action that followed them**, not because of the actual platform that the meeting took place on.



**Jukecalla** 🏆 07/16/2024 6:33 PM

i always feel bad whenever i need people to start over from scratch but hopefully now that i know making basic models of the area helps greatly we won't have to do that much anymore  
though there is still the problems with making detail for like buildings



**@Jukecalla** i always feel bad whenever i need people to start over from scratch but h...

**thai** ✂️ 07/16/2024 8:28 PM

I think to prevent having to restart you alongside some other devs should build mini models/propose ideas of lobbies before building even starts  
one thing we desperately need in the dev team is organization



**Jukecalla** 🏆 07/16/2024 8:32 PM

yeah

we could also do the same for smaller parts of the lobby once the general layout of the area as a whole is done

While the idea of mini models and concepts for the lobby could've helped the communication of ideas and by extension, speeding up the development of areas, **it was never actually done**. A lot of things just like this end up being said in development chats and not implemented due to a lack of organization and proper management, leaving developers directionless.



**grapefruit boy** ✂️ 10/15/2024 8:04 PM

**@Jukecalla** do i have permission to post a "tower naming rules" in [# tower-submissions](#)

RULES (will be formatted better)



1. Tower names must begin with "Tower of" and contain minimum one **word** following the "Tower of" phrase. It can contain a maximum of four **words**.
2. Tower names cannot contain numbers or special symbols, but punctuation is allowed if fitting.
3. Tower names must follow roblox terms of service guidelines
4. Tower names should refrain from being obvious jokes (EX: No "Tower of Poopy Butt") unless it clearly fits the tower.
5. The acronym of the name cannot be shared with any permanent canonical tower ingame, or event content.



If your tower does not follow these naming rules, the JToH Staff team will request you to rename your tower assuming it gets confirmed for JToH. In the event that no new name is provided, the team will decide on a new name. (edited)

people are complaining the rules arent written out clearly










October 18, 2024




 [@grapefruit boy](#) [@Jukecalla](#) do i have permission to post a "tower naming rules" in [# tower-submissions](#) RULE...  
**Jukecalla**  10/18/2024 7:26 PM  
how long has the rule regarding the numbers and symbols been enforced?



 [grapefruit boy](#)  10/18/2024 7:53 PM  
for the past several years  
at least since 2021 (edited)  
Tower of 1 2 3 4 was not allowed  
and it got renamed to Tower of One Two Three Four  
but having numbers later in the name is fine (tower of word1 word2 word3 would be fine i think, which is a whitelisted tower)

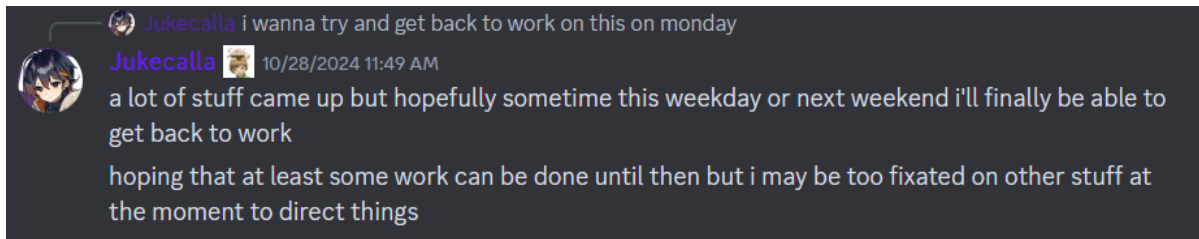
Like mentioned above in the Purgatorio section, this is another instance of Juke's improper communication, taking **3 days to respond to a single ping**, stopping any progress on the implementation of the new tower building rules.

 **Jukecalla**  10/19/2024 7:34 PM  
i'll probably just see if we could do it tomorrow instead  
maybe the earlier part of the day though i'll have to make sure i wake up on time

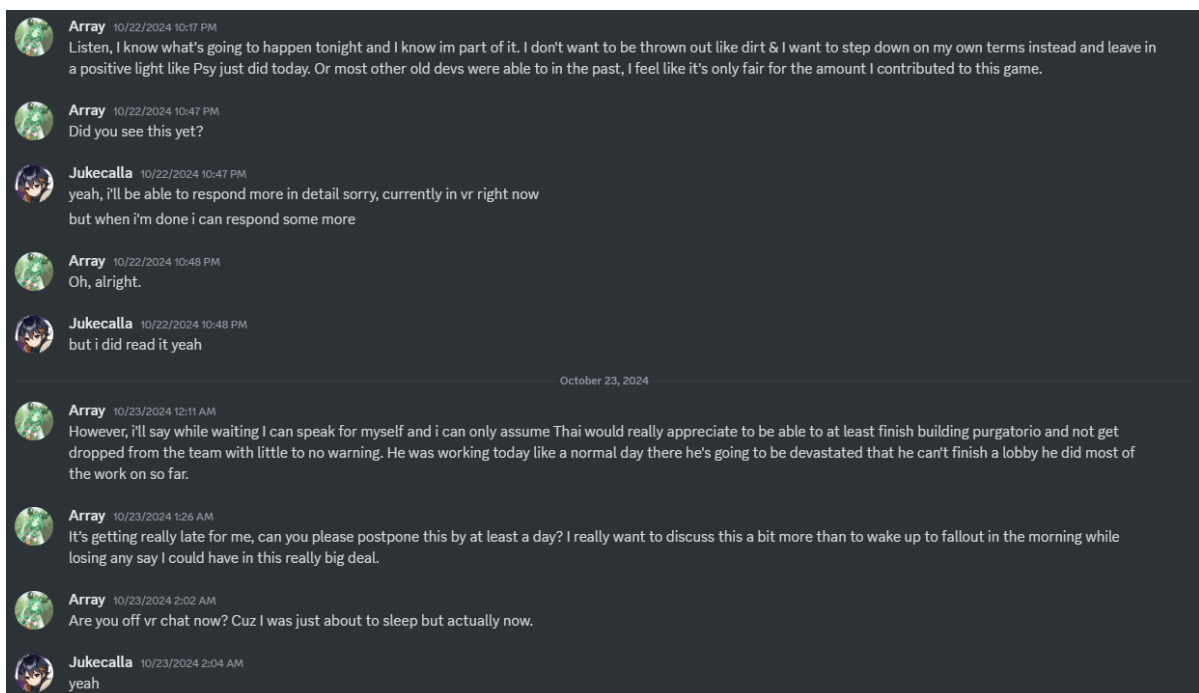
 [@snicksnack](#) [@Faust](#) new number incoming   
 **Jukecalla**  10/22/2024 5:12 AM  
it got worse  
you'll see your activity from the last 30 days here. Learn more  
 **Factorio**  
🎮 7m ago 🕒 20h Marathon

 [@Faust](#) [@Jukecalla](#) do you mind commenting out the code that makes the region loading thing you made ...  
 **Jukecalla**  10/24/2024 7:11 AM  
i could probably do it tomorrow  
just relaxing after finishing canto 7

 **Jukecalla**  10/25/2024 6:24 AM  
i wanna try and get back to work on this on monday  
a lot of factors came in that just made me stop working on this entirely for a bit, with canto 7 part 3 and the factorio expansion releasing





Here is Juke delaying a time to work on Biotech Genesis a total of **5 different times in a 9-day period, due to getting distracted each time**, with the only progress from her in-between being implementing a region-loading script on 10/25. It's unclear whether some of her circumstances were genuinely extraneous or not, but the fact of the matter is **if she is unable to consistently manage Biotech Genesis, she should have passed development leadership to someone else long ago.**



Here she is contacting Array about her demotion from developer (without discussing it with most mods, admins or Gamma), then not responding to Array for 4 more hours.

**Addendum:** This was because Juke was conflicted on what to do next regarding her, not from a place of negligence but indecision & anxiety.





 **Jukecalla**  Today at 10:39 PM

**@everyone** i've discussed this a few times before but i wanna have a bit of a discussion for everyone to give some input first on changes to the role structure of the game in a thread connected to this message before i carry it out some things i'm considering include:

- moving the developer role above moderator (reasons including moderators being able to effectively insert themselves into the dev team without experience or discussion, developers having a higher amount of trust needed than moderators due to full access to development for the game which moderators only have because some moderators have team create access which we gave to all of them so those moderators don't lose it), some have said that it would lead to people pinging them about moderation problems but i feel like that doesn't matter much and if it is an issue we could add something to the rules saying that the staff should be pinged about the issues instead
  - re-implementing the "dev access/team create pass" role to moderators who are given access but not specifically developer
- changing helper to trial moderator, promoting anyone who has been in the role for long enough to trial moderator and keeping the others under the role for a bit longer (so dian would be promoted and zquidy would stay in the role for a bit longer)
- possible new high ranking developer role with a similar purpose to admin but with development instead

also realized i forgot about the announcement from earlier about dev assignments so i should do that soon too

**Team Restructuring Discussion** [1 Message >](#)

 **Jukecalla** [Click to see attachment](#)  1m ago

This is Juke announcing some changes she would like to make to the team, the most notable of which being a brand new high ranking developer role alongside the helper role being turned into trial moderator. Dian would be promoted to trial moderator and Zquidy would stay helper.



**Dian**  Today at 8:54 PM

Who would you theoretically get to oversee those?  
Like if you were to get someone to oversee 'ishmael  
gaslighting platform' while you work on the palace  
who would you choose?



**@Dian** Like if you were to get someone to oversee  
'ishmael gaslighting platform' while you work on the palace



**Jukecalla**  Today at 9:03 PM  
probably darkhalisc



**Dian**  Today at 9:04 PM

Interesting


What makes u choose him?

Not saying that's a bad choice btw i just want to  
know the reason behind it

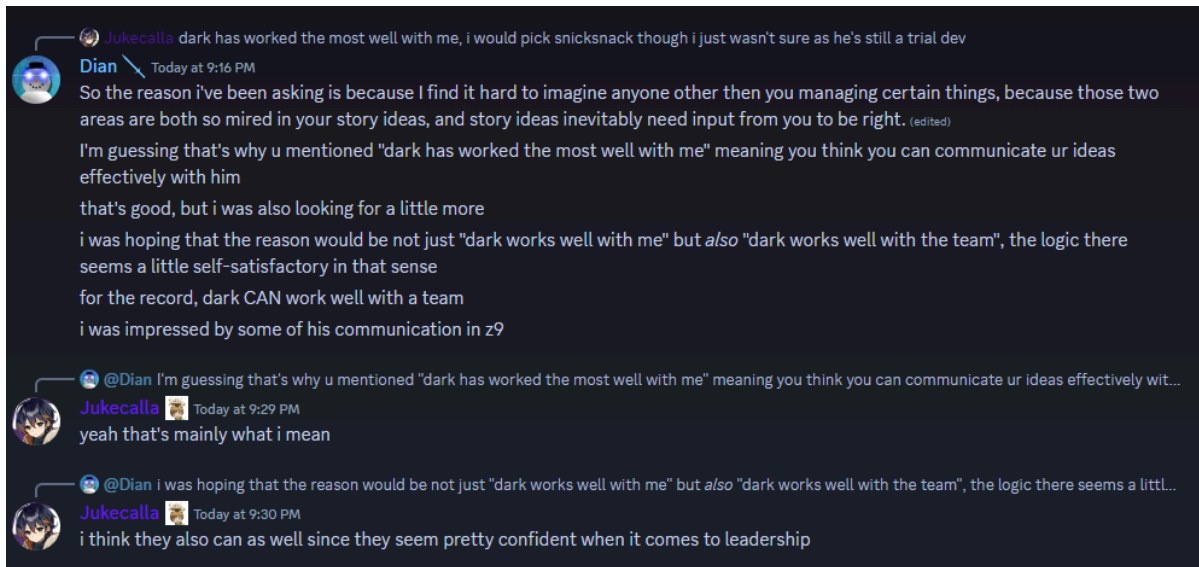


**@Dian** What makes u choose him?



**Jukecalla**  Today at 9:06 PM  
dark has worked the most well with me, i would pick  
snick snack though i just wasn't sure as he's still a  
trial dev

And regarding the high ranking developer role, Juke says that she would promote Darkhalisc for this role. Her initial pick was Snick snack, but due to him being just a trial dev she opted for Darkhalisc.



Juke mentions that the reason why Dark is chosen is because he is the one that has worked the best with her so far. This puts the actual reason for the role to question. Wouldn't a head developer work the best with other developers?

To sum it up:

- **She fails to communicate her story related ideas to the rest of the team.** Most of the team is not aware of how the current story goes because it is way too convoluted and the explanations are scattered between a bunch of channels in the Discord server. This makes the implementation of the lore extremely difficult.
- **She is out of touch with the actual game & developers.** Her priority right now is the story of JToH, but JToH at its core is a platformer obbying game. This is why it's a problem when Juke ONLY cares about how the story ends up being implemented in the game and not the actual gameplay mechanics like the towers themselves. She also fails to keep tabs on developers unless she needs them to make something related to an idea she has, which resulted in not being involved during previous area developments as she had less influence on them.
- **She takes too long to respond to any requests.** When it takes days to get a response from her at times, it just either delays development more and more, or the developers reasonably just move forward and start building according to the little amount of vague words they have (which tends to then upset Juke later on for not "aligning with her vision"). There is never a clear-cut plan on how things should go.
- **She fails to inform the rest of the team when she makes decisions.** As shown throughout this document, whenever a drastic decision is made it is made in a rush, done right after it is spoken in one of the development chats. Most of the developers can't even get their say in and just have to tag along to whatever decision gets made. There are never proper discussions with everybody involved.
- **She has an unconventional & harmful way of hosting staff meetings.** This is a whole can of worms on its own, which will be discussed in detail later in the document but she prefers to have meetings on VRChat or voice chat instead of in text channels, especially when they are planned out of the blue with no set time or notification to certain staff. Due to this, most of the staff and development team don't even have a chance to attend these meetings. Alongside this, nothing is properly

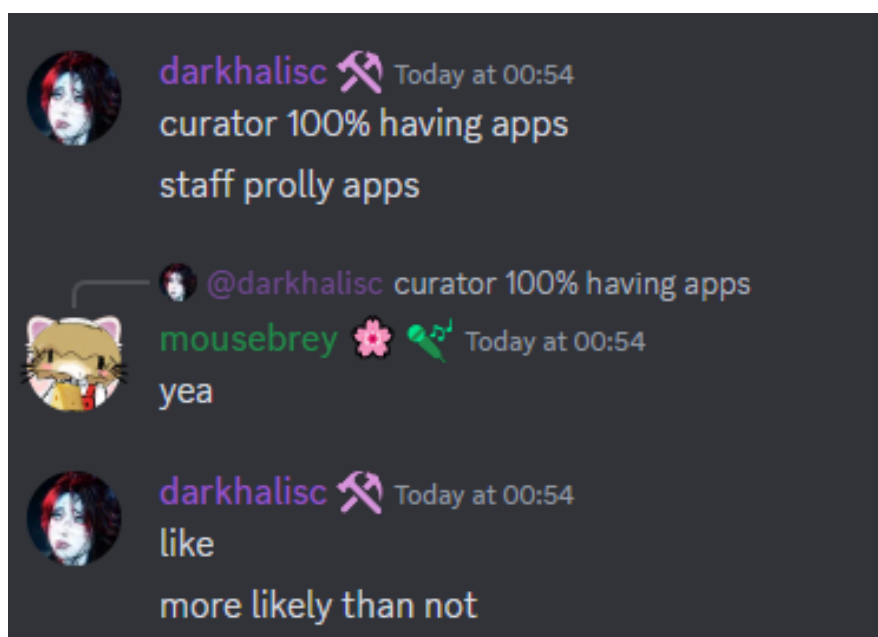
recorded and kept track of in these meetings either, so these meetings are not productive at all, especially for those who missed the call.

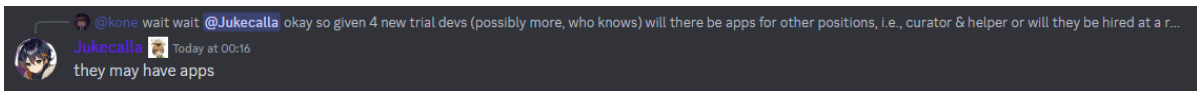
### **Addendum (Update from 9th of November 2024):**

**5 people (Cosmental, Ademiere, aamo\_s, saturnalnova & Qadrianqe) were promoted to Trial Dev.** ~~This decision was again made with no proper discussion as other people in the team found out about this when the promotions actually happened. (There were talks regarding this in private with only specific people in the staff team) It's worth noting that there was no formal application process for this either. It's also uncertain if other positions might have applications. The same mistakes that lead most of the staff to leave a few days ago are being repeated as we speak.~~

Regarding this, this was discussed with other staff but not trial developers. It's still worth pointing out that the trend of applications being ignored may continue in future promotions, but with the latest context the older version of this addendum has been withheld. At the very least, it would have been a better choice to let the trial devs know about this in the developer announcements channel they have access to so they can give their own thoughts rather than have them find out after the promotions. **There is no denying that the people promoted have their own qualifications, but ignoring an application process and not waiting to actually communicate this decision to everyone in the team before they sets a very dangerous precedent for these sorts of decisions in JToH.**

**Addendum 2:** Regarding Cosmental, they were already considered for a developer position for the game prior to all of this and were outside of the bunch that were meant as replacements for developers that stepped down.





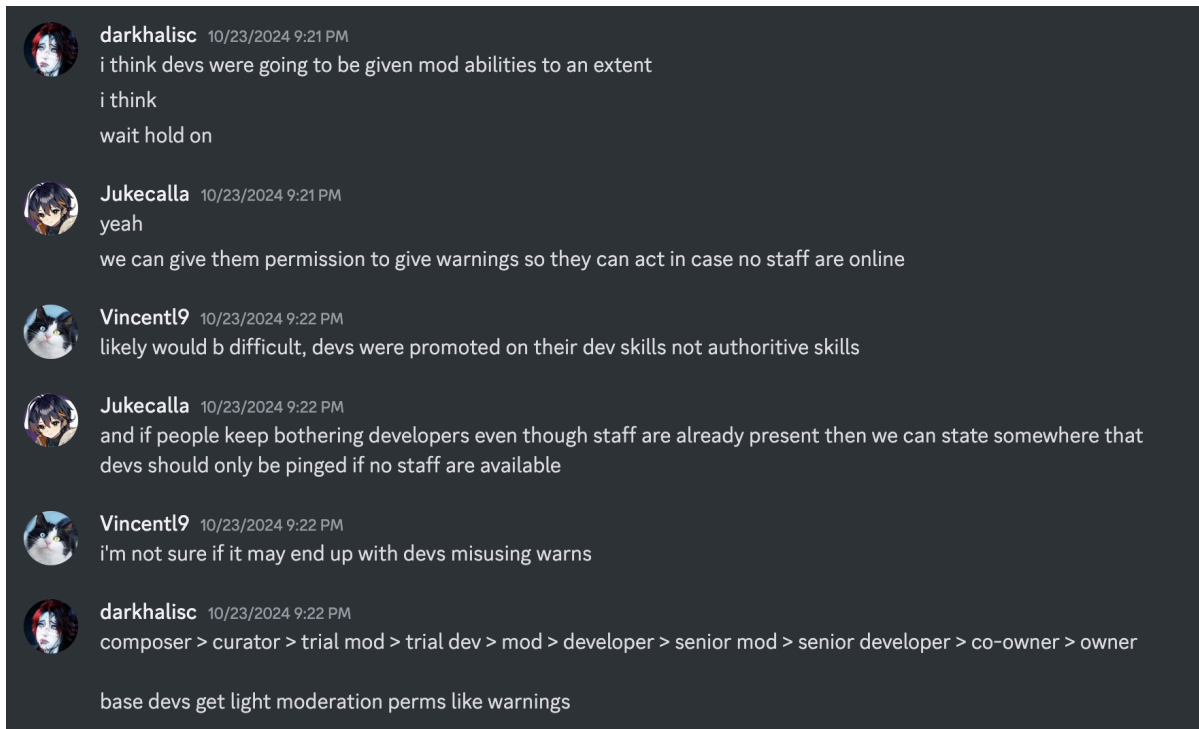
## The VRChat “Staff Meeting”

This part of the document will be explaining the events that took place leading up to the document’s creation. **Like mentioned countless times above, this is not intended to encourage harassment of anyone who took part in this whatsoever.**

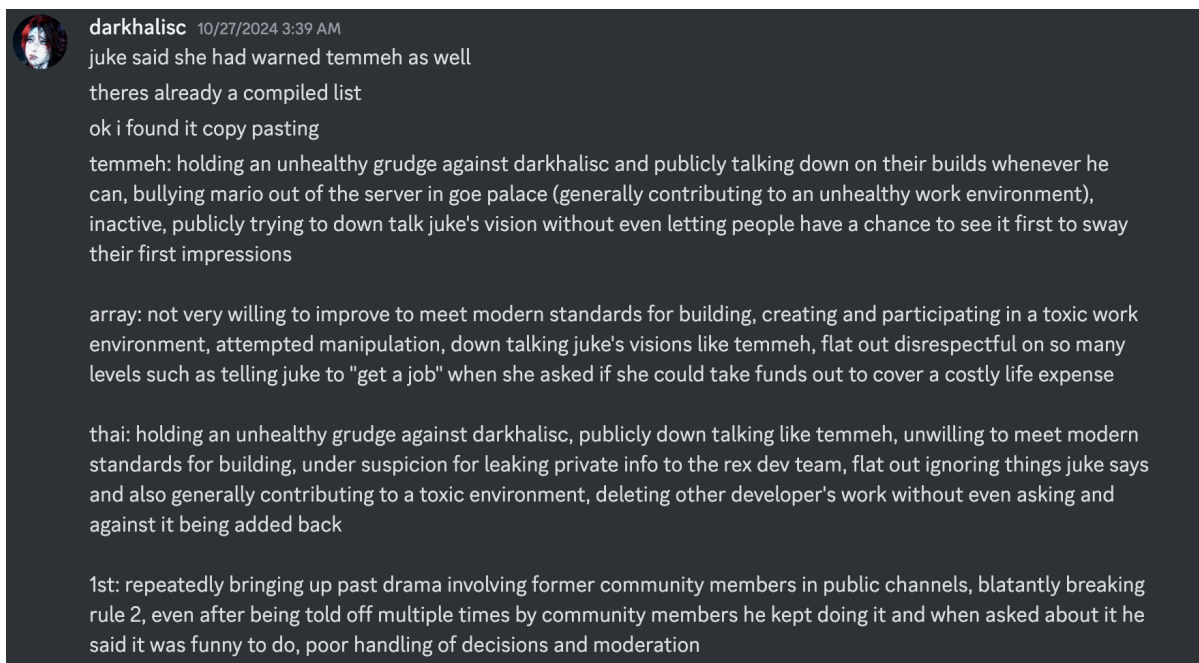
All of this starts when Vendetta and Gamma are added to a group chat with Darkhalisc, Snick snack, Zquidy & Juke (the same one mentioned during the part about Snick snack’s letter prior) where they were discussing demoting 1st, Array, Thai & Temmeh and at some point even Vendetta before they changed their mind and let him know. In said group chat, they also express a want to entirely scrap the WIP Purgatorio lobby and just restart from the ground up after demoting Thai & Array behind their backs with no prior notice. This meant that people like Thai, Array, and Birb were **still continuing to work on building the Purgatorio lobby even after their demotions were privately discussed**, meaning they were working on it for nothing due to nobody telling them.

**Addendum:** Dark himself claims that he was initially involved to make the process easier for Juke, but when he was included in the meeting he was hesitant to be part of it himself as it wasn’t his idea or decision for him to partake in the meeting.

Everyone besides Darkhalisc, Snick snack, Vincent, Zquidy & Juke were previously oblivious to the demotion talks that were occurring and felt blindsided by not being included. The group chat included Darkhalisc, Zquidy, Juke and Vincent and they were all discussing crucial decisions such as a mass demotion and a staff restructuring. **As a reminder, Dark is not a staff member, and is certainly not a higher role than the actual co-owner of the game, who was excluded.**



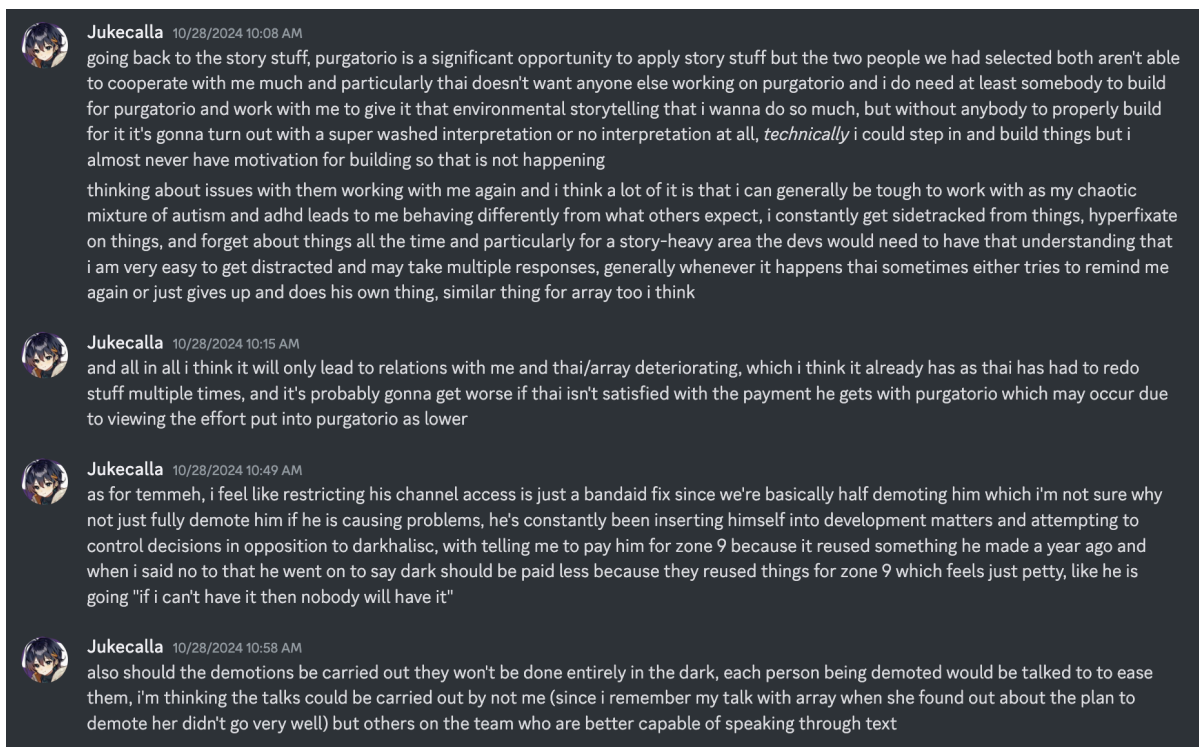
**In this group chat, a restructuring of the staff team was discussed despite most of the team being omitted from here. Alongside this, it is worth pointing out that Darkhalisc was one of the leading voices behind this restructuring despite not having any moderation position in JToH.**



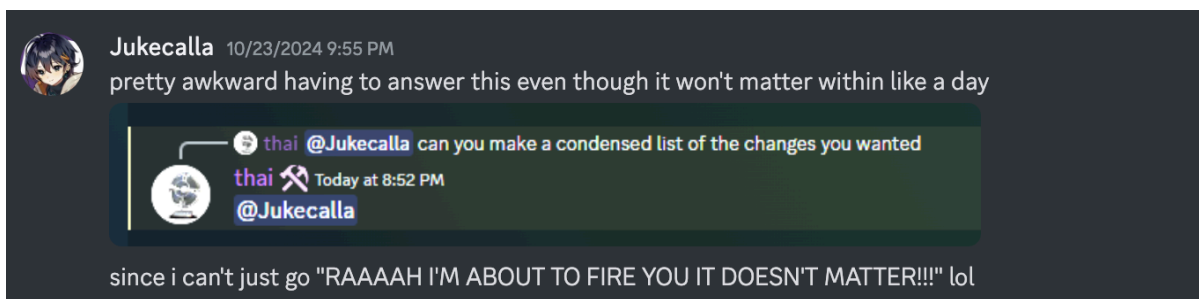
**Here is the list of reasons for demotions for each staff member. These points will be thoroughly deconstructed in the following sections of the document when they're brought up in the actual meeting itself, as most of**



**them are not based on truth. This is attributed to them being circumstantial/hearsay or just overblown.**



**This screenshot details Juke's thoughts about the entire situation, that there are communication issues with Temmeh, Thai and Array, but instead she overturns the decision made in the meeting regarding them, opting for the demotions of all 3 of them. Juke also brings up how Thai doesn't want anyone else working on Purgatorio, and the context to this is that he didn't want other people doing the terrain as he had done most of it already. This was to avoid a situation like in Silent Abyss where terrain was remade due to conflicting styles.**



**Instead of responding to Thai's reasonable request to list desired changes in Purgatorio, Juke proceeds to ignore the ping, leaving him hanging yet again.**

A while later, a meeting is hosted in VR Chat with **Darkhalisc, Snicksnack, Zquidy, Juke, Vincent, 2 of Juke's acquaintances named Occala and FakeRiser, neither of which are too involved with JToH as they are not even staff to begin with.** Something to note about this meeting is that most of the staff is completely omitted, the meeting was organized among a few people and Gamma was the only outsider from the staff team that was attending it. This is because the rest of the team was not made aware of this meeting at all. It was said later that Darkhalisc and Snicksnack got to attend this meeting because of matters that concerned them, but this logic does not hold up when everyone else that was talked about was omitted from this meeting.

A bit after the meeting starts, Gamma starts recording the meeting to keep track of everything said, as it was already a common pattern among JToH meetings that nothing was kept track of. This resulted in the 2 hour video that will be the primary reference for this portion of the document, and it will be gone over in chronological order as the meeting progresses.



It's really bizarre that this meeting took place in VR Chat.....

**The full recording of this is 2 hours long, so only clips of it will be posted here for context. If you want to watch the full recording yourself:**

**[https://www.youtube.com/watch?v=9\\_GUo05O7zw](https://www.youtube.com/watch?v=9_GUo05O7zw)**

Keep in mind that Gamma's voice was not recorded here for some reason despite him thinking it was, so some parts might be hard to follow.

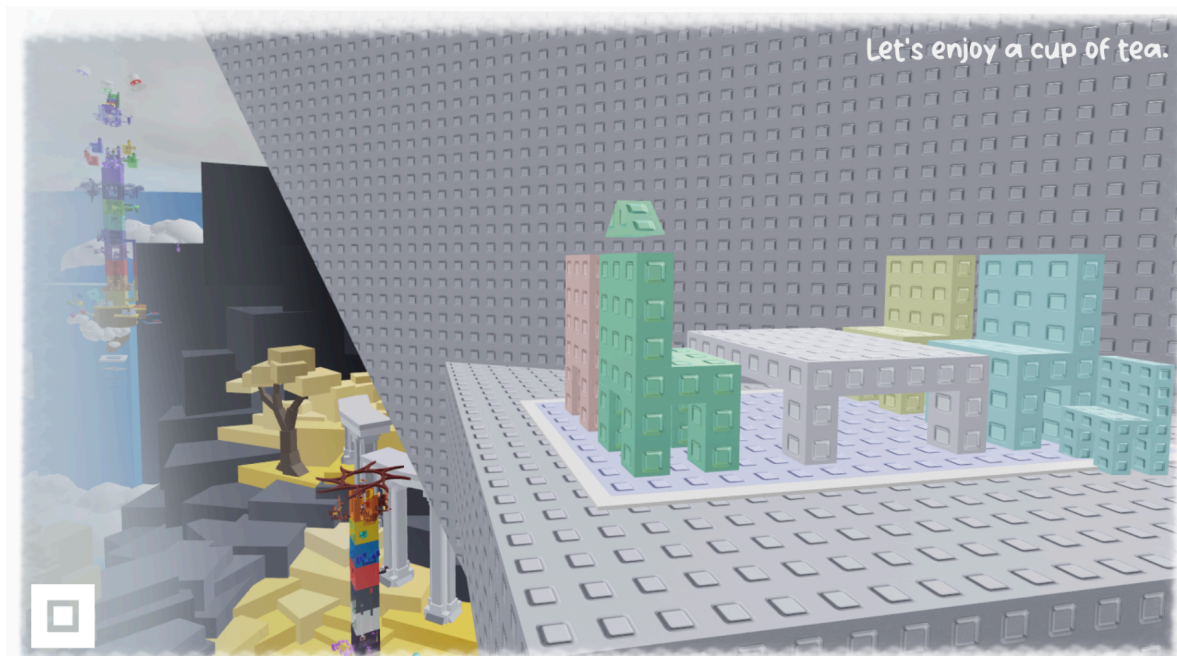
Clip 1: Purgatorio not being up to “modern standards”

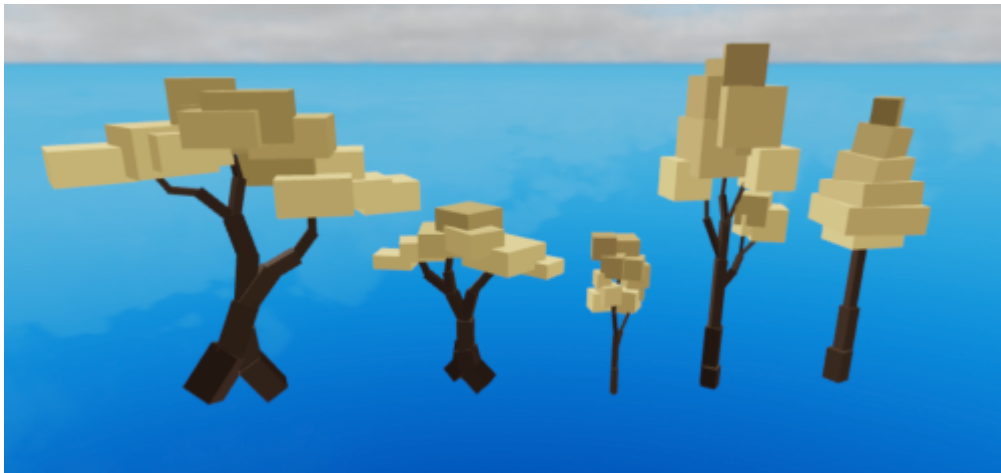
<https://youtu.be/hcp5kAgTChk?si=Ct0Ya2QZ4ugglnC8>

Zquidy and Juke mention that Thai did not work on ATW, which isn't true. Thai started the development of ATW alongside Ragna. The plan for ATW was laid out by Thai, and was generally agreed upon. During the development of ATW, Thai stepped down due to mismanagement and communication issues for a brief period. During this period, ATW's theme was completely scrapped and was not followed through. Alongside this, the pieces of lobby in which Thai had created were completely removed and laid over with other terrain. Thai's scrapped lobby idea is still present in ATW's current lobby.

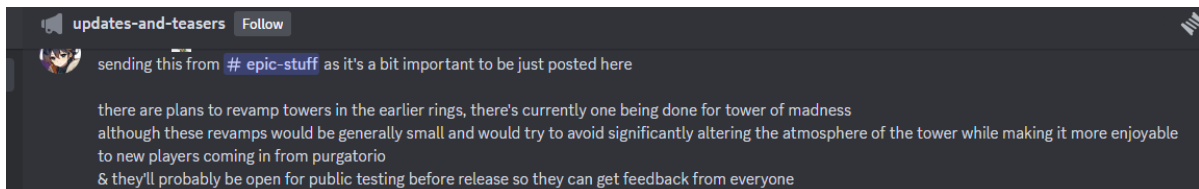
The discussion later shifts to Snickssnack not being a fan of how Purgatorio went for more of a “classic” style. This is a valid criticism of the lobby, that it could be more “modern” like Zone 9, it's not yet explained how this ties in to demoting Thai.

They also bring up Birb, and Zquidy mentions that Birbsword has not been here as long as Thai, so he could just be given a talking to. Right now, some context is omitted because the recording started in the middle of the meeting. Due to this, I will not be commenting much on this but again, it's noteworthy that 2 developers got to attend this staff meeting and the people they're talking about are omitted from said meeting. Their grievances with the lobby were not told to Thai or the other builders such as Array, other than Juke asking things to be remade to better align with her vision.





And even then, going over the “classic” remark, judging over the teasers we were given so far, the lobby does not look nearly as “classic” or dated as the earlier rings while still having a vibe that would not overwhelm a new player playing for the first time. This decision to have Purgatorio be more simple relative to something like Zone 9 is by design, to bridge the quality gap in the game.



A contributing statement to this claim is the fact that earlier towers are already getting a revision. So, ultimately, it would not be necessary to make this lobby be as grand as later Zone releases.

Clip 2: The demotion list (Thai, Array, 1st & Temmeh)

<https://www.youtube.com/watch?v=TUY93P90ivI>

This clip focuses on Zquidy saying that Birb (who was working on Purgatorio) should be talked to as he’s newer to the team, relative to Thai who has already been talked to regarding the direction of Purgatorio. But as mentioned in the Purgatorio section of the document already, Juke’s attempts to communicate her ideas just made things harder for the developers as they had to remake a bunch of things over and over again. And the fact that the lobby is not up to “modern standards” is not mentioned once in the Purgatorio development channel from Juke. If this was a grievance they shared, why was it never shared with the developers?

Then, the list of demotions is brung up and Riser mentions that Array should be demoted for sure. Again, it’s really interesting that an outsider to JToH who isn’t even part of the staff team or the development team is in this meeting and is contributing to the final decision on who gets demoted and who stays on the team.

Clip 3: Reason why 1st should be demoted according to Zquidy

<https://www.youtube.com/watch?v=poZUoVclR3I>

This part is where it genuinely gets ridiculous. The clip is a bit long, but it starts with mentioning how Temmeh has already been talked to, probably about any grievances they had with him but the context for it is not provided. It probably indicates that he would be demoted like Thai. Then, the discussion shifts to 1st and Zquidy starts psychologically assessing 1st, starting his sentences with “from a psychological standpoint” and “regarding his psyche” among other things, saying that he might be showing signs of mental illness related actions due to him “joking about past drama” that took place regarding people like Punkynil and Lightsynth.

**I cannot overstate how bizarre it is to make these assumptions about someone that you work with behind their backs and then have that be the reason for their demotion.** The occasional jokes 1st did in tower development were very overexaggerated and described with a completely emotionally charged mindset. **At some point in the clip, Zquidy claims 1st finds pedophilia funny. There are literally no instances of him saying this in staff chats or public chats. You can go to the discord server and go through his messages “from: 1st.1st punky” or “from: 1st.1st lightsynth” and look for anything that might indicate that he is “mentally ill” to the point of even thinking like this. It’s seriously insane that this whole discussion even took place and could’ve caused his demotion without even consulting him beforehand, especially with making such a serious accusation regarding a topic like pedophilia.**

**Finally, I am aware that Zquidy was affected by the Punky situation himself as he used to consider her a friend, but even then, it does not justify making these comments about someone at all and using these assumptions about 1st as leverage for his demotion. Especially when many points along the way are completely exaggerated or untrue, such as mentioning how he brings it up every day for a year and a half for “his own amusement”.**

I’m glad he took accountability near the end of the meeting about this and apologized because of how much of a stretch this was, but it’s something that shouldn’t have even happened in the first place. **I’d like to believe that Zquidy has not been harboring these feelings towards 1st prior, and it was just something that was said during the meeting as a means to justify his demotion.**

**Addendum:** Zquidy has been taking accountability regarding everything that took place in the meeting and talking with the people involved. As reiterated before please, do not use this as leverage to go harass him. This document is not meant to get anyone “canceled” or ostracized from the community.



@Gamma you never harmed me I just want you to take accountability and try to make amends with some of the people affected I know you're not a bad person and you really don't deserve to be harassed...  
zquidy (will be back 29) Today at 08:37  
I have already been taking accountability since the night it all happened even before I found out about the recording, and I do what to make amends. I am not doing this for forgiveness but because I do care.


Separate clips were not recorded for some things between clip 3 and 4 but they discuss how they should have more VRChat meetups (I'll let you all decide if they should) and how disrespectful staff members should be demoted/disciplined etc.

Clip 4: Reasons for Temmeh's demotion & regarding 1st


<https://www.youtube.com/watch?v=tvCBsJMwbtE>

This clip in particular is genuinely crazy. It starts with Zquidy and Darkhalisc mentioning how Temmeh and Array have been hurting others with their presence and how their demotions are warranted, and the discussion shifts to the things they claim Temmeh have done.


One of these things is "bullying" Mario\_123456 out of the server. This was already discussed earlier on within the document, but here is the image again:




vendetta06 10/12/2024 6:43 PM  
@grapefruit boy




grapefruit boy 10/12/2024 6:43 PM  
hi'




Faust 10/12/2024 6:44 PM  
iu just listen temmeh under "other contributions"  
before  
il put thejm in portal credit now



grapefruit boy 10/12/2024 6:44 PM  
What is the point of removing my credit like at all  
if i contributed to the palace in a major way  
like realistically theres no benefit to doing that



those who nova 10/12/2024 6:44 PM  
joshument should be credited too  
they made the whole enemy system



Faust 10/12/2024 6:45 PM  
theres no person that made "the whole thing"  
we were thinking of rather  
crediting the people that worked on the framework stuff separately on the  
portal  
having builders and ppl who worked on the code differently





**Faust** 10/12/2024 7:09 PM

i think theres just different sides of the story

also sorry temmeh now that i think about it should have prob let you know at least that we were considering like moving credit around

i see why its would be a bit insulting to have the palace release and not find urself credited on it



**Faust** also sorry temmeh now that i think about it should have prob let you know at le...



**grapefruit boy** 10/12/2024 7:17 PM

thank u for apologizing thay was my biggest problem w this

i hate shady decisions like that

Now, I want to know how exactly this could be “bullying”. The circumstances of Qadrianqe leaving the server weren’t known, she has done it a bunch of times but these messages here do not show any sign of Temmeh “bullying” her. The situation seems to be because of a misunderstanding and it’s quickly resolved with Qadrianqe apologizing Temmeh for removing his credit from the palace, which is what started this whole ordeal in the first place. **And as if the things related to 1st were not enough, the fact that something that didn’t happen is a reason for Temmeh’s potential demotion shows how unprofessional this is and the incompetence of everyone involved making these decisions about people.**



**Jukecalla** 10/27/2024 4:19 AM

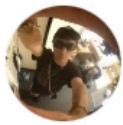
i think mario felt intimidated by temmeh going up to her like that  
though yeah i'm not sure if it is bullying unless there is more to it



**darkhalisc** 10/27/2024 4:20 AM

i remember seeing a more to it but it being over 2 weeks ago i might be misremembering and some of it was relayed to me because i was away past a certain point

**Here is Juke and Dark (who says they weren’t even there past a certain point) themselves even admitting that the prior exchange did not even classify as “bullying”, and the entire situation was over a miscommunication; yet, it still was brought up as a factor for Temmeh’s demotion?**



**grapefruit boy**  Today at 1:12 AM

@Faust dod tou tell them i bullied you out of the server or did they nust establish that



**James**  Today at 1:12 AM

Gn\



**synave** Today at 1:12 AM

BLAME ZONE 9!!!!



**Faust**  Today at 1:12 AM

i never talked to any of them

**Qadrianqe claimed she never talked to anyone regarding this situation.**




**waylon** Yesterday at 8:50 AM

I LITERALLY WAS LIKE "SNICK IS A TRIAL DEV HOW IS HE ABLE TO CREATE A NEW TOWER TYPE THATS HUGE"



@grapefruit boy Snick how are you just able to determine theres going to be a new tower type as a trial dev



**Jukecalla**  10/23/2024 10:05 PM

i don't think that doesn't mean i should hear him out though



**grapefruit boy**  10/23/2024 10:05 PM

I understand lore is determined but I dont understand how lore would be so connected to the need for 3 specific new tower types

Alongside this, they claim that Temmeh was “insulting” Snick because of his suggestion to make a new tower type himself, **when in reality (as shown above) there was virtually nothing inflammatory at all; it was just a normal development conversation.** Temmeh claims that he was reacting because a trial dev making a new tower type was a huge deal to him, and even then, is disagreeing with a major decision like that worth demoting Temmeh over?

Zquidy then reiterates his points about 1st, which were talked about in the previous part in detail.

The end of the clip is not as relevant, it’s regarding moderation actions **but it is worth noting like mentioned again and again, it’s very odd how a meeting concerning most staff does not feature them in it and instead a developer, a trial developer and 2 other people who aren’t even part of the staff team.**

Between Clip 4 and 5 there is a ~20 minute discussion about how the ticket support system was changed and things related to a community member called Adri's ban but these are all not relevant. Riser makes a good point and brings up how the things regarding 1st are speculation regarding his mental state or could just be edgy but Zquidy insists that he is exhibiting these patterns of sociopathy and mental illness and that is enough to warrant his demotion from his position. Gamma later calls Zquidy out on how much of a stretch this is to assume these things about 1st's mental state and Zquidy apologizes for the things he said, which other people like Darkhalisc agrees with. This later prompts Zquidy to take another break.

Clip 5: Reasons for Thai's demotion

<https://www.youtube.com/watch?v=eJQ-DccW-JI>

This clip starts with Zquidy saying that he has been told "some things" about Thai and there is a "volcano building up behind him". He also mentions that it is "really bad" and he will be exposed for something eventually. These statements are baseless, and have zero evidence behind them. Zquidy doesn't elaborate on these claims either, with no one else in the meeting questioning them.

Zquidy, after having nothing else to say, then moves on to stating that they **heard a rumor** of Thai leaking things to the Rex Reincarnated team, which is another game Thai is a developer for. Darkhalisc mentions that there is no evidence for this, but it is something that they kept in the back of their head just in case it was brought up, and even after this claim Zquidy and Juke claim that it is worth investigating. This claim is something completely out of left field, and has a lot of holes within its reasoning.



**Jukecalla**



06/12/2023 10:56 PM

also, i talked with the owner of rex reincarnated (or at least i think she is? either way either the owner or one of the developers) and she brought to light that in response to some easter eggs referencing rex in the game that (jokingly?) talked down on the game, leading some people to make fun of the game or even harass people for playing the game so, for these references i'm suggesting we either tone down some of them or remove some of them, though the devs aren't calling for us to remove all of them; mainly just for us to be aware of the issue

JToH and Rex Reincarnated have zero affiliations with each other, other than some drama that took place quite a while ago. This is in regard to the “1 in Epinephrillion” joke that was being spread (pictured above). This has nothing to do with leaks, so this “rumor” being brung up makes you ask several questions: **“What would they do with leaked JToH Info?” “What advantage does this bring for two completely different games?”**, **“Why would Thai leak any of this info? For what purpose?”**. Outside of this, no developers, except Killshot (a casual JToH player), play JToH actively. None of the implications of things being leaked to Rex or why Thai would do such a thing is discussed during this meeting.

**This also is genuinely ridiculous and it’s just such a far fetched allegation with 0 evidence. And this happens to be listed as one of the reasons why he should be demoted.** Mentioning how Thai will be “exposed for something” later too is just very bizarre because no context is provided regarding this whatsoever and it’s just brushed off. Thai, outside of developer chats within the JToH server, isn't very active, so the accusations that Zquidy are throwing at him don’t make any sense.

In between Clip 5 and 6 there is mostly an intermission as some people go away for a moment, but Snick snack mentions about what is presumed to be related to him stepping down.

Clip 6: Regarding people stepping down after demotions

<https://www.youtube.com/watch?v=x-wNfTbAOUQ>

A claim Snick makes at the start of this clip is that there's greed involved regarding the “said developers”, which won’t be commented on here because it’s unsure what he was talking about specifically.

He also mentions that he works with people who do not care, which again is probably referencing the developers in question here. This is not elaborated on as well, but it’s a huge assumption assuming whether or not people who have been here for years care about the game or not.

Aside from that, the rest of the clip is a discussion about how Juke is afraid that other people might step down from the team when the demotions happen (which, they absolutely will) and Zquidy begins to ask Gamma if people would step down when Array or Temmeh were to be demoted. We can’t actually hear what Gamma is saying here as his recording didn’t record his voice for some reason, but something about private servers is brung up and how people might be afraid of Juke, which is why they might be talking about the concerns they have regarding her in private instead.

**This is not very close to reality, as shown by the rest of this document it’s not really a matter of fear or intimidation but frustration due to how difficult Juke is when people attempt to talk to her.**

This clip was kept shorter than others because it had Gamma being spoken to for most of it, and since Gamma's voice wasn't recorded the rest of it was not included.

Clip 7: Final conclusions regarding demotions

<https://www.youtube.com/watch?v=XrZAIKLG9fY>

They also repeat things about Temmeh, regarding how Qadrianqe was supposedly bullied off of the server. And this time, Zquidy brings up how Nova was involved in peer pressuring Qadrianqe, which is not the case either as shown in the Clip 4 section.

They also claim that Temmeh is disguising his harassment of Darkhalisc under a veil of Zone 9 criticism in public. Again, the lack of receipts make this so much more difficult to comment on, but everything Temmeh has said in public has been about the circumstances of Zone 9's development and how the lobby turned out and nothing he said has been a personal attack to Darkhalisc's character. Since all of these messages are public in the JToH discord server, it can always be checked again to prove this.

Zquidy then asks Gamma why Thai constantly goes after Darkhalisc. Like above, the lack of receipts make this difficult to comment on. Thai himself said he is confused about this and said they might be confusing him with Temmeh here, as Temmeh had been the vocal critic of Zone 9 in public. Some things regarding Silent Abyss' development are brought up where Thai supposedly "shot down" Darkhalisc and "undermined everything Dark said" in a development chat and supposedly Darkhalisc is Thai's "punching bag". Zquidy mentions that Dark was going through something personal during the Silent Abyss development as well. I'm not sure why this is brought up because no one would've had that foreknowledge anyway. He also claims this happened during Zone 8 and "a bit in" Zone 9 too where Thai said parts of Zone 9 should be reworked.

**A lot of this is very, very vague and there are no receipts to back these claims up.** Aside from this, Thai saying that parts of Zone 9 should be reworked is not basis for harassment at all, if that logic was applied elsewhere then a lot of people would end up being labeled as harassers.

Then they get to Array, and this reiterates the point that has been made from the start when Darkhalisc says who should stay (1st, Temmeh & Thai) and who should be demoted (Array).

The rest of the meeting is not included in this clip, but for the remaining half an hour they just repeat their points. Ultimately, 1st, Temmeh & Thai would be given a "stern talk" and Temmeh would get access removed to every other private channel except

things related to curation. Array would be demoted with compensation. Zquidy then mentions that he will be taking another break after the events of this meeting.

## Summary

This meeting is the most damning part of this document, due to the following reasons:

- **Even if the staff in question are not demoted, the things said here will cause a permanent stain on their relationship with the people who were involved in this meeting.** If Gamma hadn't attended, chances are they would've gone through with all of the demotions. Alongside that, the things said by some people in this meeting and the assumptions made will destroy personal bonds as well, causing the workplace environment in JToH to decay even further regardless if they go through with any of the decisions they had at the start of the meeting.
- **Most of the reasons for the demotions are either circumstantial/hearsay or completely untrue.** For instance, Temmeh bullying Qadrianqe out of the server wasn't true, Thai leaking things to the Rex team was not true, 1st's mental state being examined by Zquidy and being used as leverage for his demotion was very very bizarre, Thai supposedly making Dark his "punching bag" was never elaborated on alongside how some developers seemingly do not care about the game and are in here for greed-related reasons. The list goes on and on.
- **This meeting proves that people who know Juke personally have more power over the game than the staff & development team.** The fact that this meeting did not include anyone they were considering demoting or any of the staff team except Gamma, Zquidy & Vincent is proof of this. Alongside that, 2 people who aren't even part of the staff or development team ended up in the meeting, and 2 developers. What they had to say determined the outcome and it just shows how much corruption there is in place. There was a group chat with those people discussing things like the restructuring of the staff team and none of this was discussed with the rest of the team with the exclusion of the administrators that were in the group chat and Gamma, who got to attend the meeting. Most of the team still isn't even aware of this right now as of writing this document.

# CONCLUSION

To briefly summarize everything that has been mentioned in this document in a comprehensive list:

- **Juke is not a competent owner for JToH** due to her sporadic motivation and her inability to communicate her ideas to the rest of the team.
- **Juke has her priorities wrong about the game's future direction**, putting an emphasis on the story before all rather than the actual platformer aspect of the game.



- **Juke has a tendency to make executive decisions solely based on her say,** developers & staff have limited say regarding the future game and the server on crucial matters.
- **Juke has tendencies to favor her friends and acquaintances** and grant them special powers and perks among the ranks of the staff team.
- **The development of JToH areas ever since Silent Abyss have been dysfunctional** and the team has failed to meet deadlines and had to scrap countless things because of it as a direct result of this poor management.
- **Many staff members have stepped down as a direct result of the poor work environment** in JToH, with the most recent one being Psy stepping down.
- **The authority of Gamma and other administrators have been void** during this entire ordeal due to the corruption among the team. Only through organizing in private that other people among the staff got to know what they should've been informed of in the first place.
- **Juke & her acquaintances have been conspiring to demote most of the team in a private meeting that most of the staff was not even aware of** (1st, Array, Temmeh, Thai and even Vendetta at some point), The meeting was attended by people who weren't even a part of the team in the first place, alongside 2 developers. Only these people got the say on what would happen regarding the future of the game.
- **In said meeting, they made the executive decision to eventually remove and restart Ring 0's lobby without informing the developers that had been working on it prior.**

## Closing Remarks

The following sections will feature closing remarks from people in the staff team, alongside ex-staff, who were involved in this document's creation. I'd like to add that this is not the end just because their time in JToH has ended, as there are side projects that developers plan to pursue independently, whether it be by themselves or with each other.

<https://discord.gg/jqRhckKvsQ>

**The server might get chaotic during this whole ordeal, so you can join a temporary server through the invite above to discuss the situation in a civil manner, ask questions and stay in touch with everyone involved.** This is to help maintain a peaceful environment in the actual JToH server itself.

## Gamma:

It's probably a shock that this is the decision I made, considering my position and the fact that I've been a member of this team for almost 6 years at this point. The truth is that I have always been very passionate about this game, and I continue to cherish so many memories that I've made here along with the connections that I have made. Working on this game has not only been a valuable experience to me, improving my skills at programming and game design over the years, but I have also greatly enjoyed many parts of it. Unfortunately, things nowadays have been a lot more overwhelming to me, and I am simply not finding the enjoyment that I used to.

Despite this, I want to remain optimistic about this game. Things have been noticeably worse nowadays to many people here, so I doubt that it's just me losing interest. If you read through any part of this document, you will realize that there have been glaring issues that have been greatly contributing to a much more negative environment for all of us. I've always believed that they could be fixed, but over the past few weeks, I have grown a lot more uncertain, and I believe the only way to fix things at this point is through major change.

I want to talk about my views of these issues specifically. One of my most major concerns with this game as it stands is Juke's way of managing development. You have definitely noticed that development has slowed down massively over the past couple years, with area releases now being few and far between. I'm sure that it is obvious to a lot of you that this is because of underlying management issues. Unfortunately, despite my role, I feel powerless in solving these issues. Ever since Ring 9, Juke has been increasingly forcing her strict views and ideas about the game onto the development team. Now, I get that it's technically her game, but she forces these views on aspects of the game that she has little to no involvement in, and the worst part is that she completely fails to even communicate about these views. What happens as a result is that developers create an area with little communication from Juke except maybe a few vague ideas she had. Then, when a lot of work has already been completed, Juke decides that the area does not fit her views. This results in either major changes being forced on us at the last second, entire new areas being put on our roadmap to "compromise," or in the worst case scenario, a complete reset, which is what she wants with Purgatorio despite the amount of work that has been put into it already. Developers nowadays (and even the trial developers that were JUST added to the team) genuinely have no idea what they're even supposed to do anymore, because Juke never communicates her views well enough despite how many times we have tried to talk to her about it. If nothing changes, I have serious doubt that Purgatorio and Zone 1B will ever be released. My power as a co-owner to lead development has also been completely diminished by this. If I don't even know what Juke wants, how am I even expected to lead development on an area and motivate the developers? I will just lead them onto the wrong path if anything, and their work will all be for nothing. We all try to ask Juke for actual representations of her concepts, but it is extremely rare that anything comes from it. It's almost like Juke doesn't care too much about the area until the developers actually make progress and she realizes it's not what she wants.

The past few weeks are what really convinced me things aren't going to change for the better if nothing major happens. Juke keeps discussing major plans of what to do with the game through small VRChat meetings that only really involve those who Juke is closest to. Through these "meetings," she is being told to get rid of people who have expressed deep concerns and don't agree with her views rather than actually making an effort to better her management of the game. I was able to join these to stop her from completely demoting all of these people. However, it was

disheartening to be forced to sit through a session that was over 2 hours where people would make up extreme claims about some of these people that I have formed connections with over the years. I was the only one there who didn't agree with everything being said, so I was pretty much being teamed up on. I felt extremely pressured and anxious at this time, and I desperately wanted to go to sleep, but I knew that they would try to carry out all of these decisions themselves if I didn't attend. As a result of this, I ended up forcing myself through it and recording it for the purpose of other staff members. I didn't want to feel like I'm betraying them by completely keeping knowledge to myself when such massive decisions were being made behind closed doors, but I'm still unsure about whether or not this was the right decision, as this action is what started the downwards spiral that led to trust shattering between me and Juke completely. Even though this was publicly released in this document, I do not condone harassment at all towards anyone involved, and I really hope you guys are mature enough to respect that, but I do still hope that some sort of accountability is taken.

In the end, my eyes have been opened and I don't feel like I've been treated right at all under this leadership. People may think that the management is my fault considering my role, but these circumstances made me powerless. My co-owner role is essentially cosmetic, and all I could really do is develop the game like I always had, but even then, I haven't been getting much help or reasons to feel motivated at all lately. Despite all of this, I really don't want to just leave everything behind. I've done so much for this game over these past 6 years, and I really hope a miracle happens that allows for a better future for this game. I really just want a much better environment on this team where everyone and their ideas are respected, but at this point, it seems like that's asking for a lot. If a miracle like this never happens, I just hope that my contributions were appreciated and it wasn't truly all for nothing.

If this is truly the end, thank you all for giving me this opportunity. I actually did want to get developer back after everything went down, because I have had such a strong passion for this game for so many years, which led to me having a desire for things to return to normal somewhat. However, considering the response I got, I do not have much hope for this anymore.

### **Vendetta:**

This is an incredibly sad decision for me, because I love JToH so much and being a developer and administrator for this game has been one of my greatest privileges. I have always ridiculed documents like these—but the pent up frustration that we feel has been brewing for years and we need to express it somehow. My sincere hope is that this document will show how difficult it has been to work in an environment with incredibly unclear expectations yet seemingly impossible-to-meet standards, and that it can bring actual change in the server's management.

In recent months, it has felt as though Juke wants absolute power over any and all decision making despite doing minimal work on the actual game development. It pained me to watch the developers cater their work to vague standards, only to have to completely scrap and revamp their work because Juke failed to explain her vision adequately. The recent proposed demotions were the final straw for me, as the reasons cited included fabricated rumors, failing to meet unreasonable and ambiguous standards, and expressions of criticism.

I do not want to work in an environment where any dissent is stifled and reprimanded, and where Juke's blatant favorites hold the authority to convene a literal conclave to carry out demotions and restructure the staff team in their favor. I do not want to work in an environment where months of hard work by developers can be instantly deleted at Juke's command for not meeting standards that Juke did not make clear.

The last few days I spent in JToH were painful for me, as it became clear that my time as an administrator was coming to an end. I was rather blindsided by the apathy that Juke seemingly felt towards 10 staff members who have dedicated years to the upkeep of the game and server. I am nevertheless deeply sorry about how nasty the ending of my time in JToH became, and I want to make clear that I do not harbor resentment towards any of the people mentioned in this document, nor do I feel spiteful towards the game—I simply hope that this will spur change in the future management processes for the game.

I feel at peace with leaving the staff and development team, and wish it the best of luck in the future. I am eternally grateful for JToH and its community, and am grateful that Juke afforded me the opportunity to work on a game that I care about deeply, but I cannot continue to work here. **As developers and staff, we feel that our hard work for years has been unappreciated by Juke, and that we no longer have a voice in the game we have helped create for years.**

### Dian:

It is a shame it came to this but the state of JToH's work environment has become too dysfunctional to ignore. In truth JToH was always intended to be a stepping stone for me, a place for me to have fun creating obbies while I learn studio in preparation for much greater projects. But I found myself growing surprisingly attached to this 'stepping stone'. Still though, with so many of those I like to work with gone and me approaching the limits of what I can do with tower building, JToH has nothing left to offer me, so I'm moving forward to whatever i'd like to create next! (I have so many ideas it's almost scary to think i'll have to settle for working on one)

Thanks to everyone for letting me work with you, it's been a pleasure.

I'm not gonna be GONE though I may hang around the community a bit and maybe even make a tower from time to time.

## TheBirbsWord:

hey everyone, i hope this news wasn't too much of a shock to anyone. i don't particularly have any grudges against any staff from any side so i wanna keep this short. having played since the ktoh days it's been truly incredible seeing this transform from a hidden roblox b-game into a genre all on its own. the opportunities i've been given since joining the team officially have been life changing, having worked on lobbies, towers, and much more, and this is what truly made me consider myself a roblox developer. for the most part, being part of the jtoh dev team has been great, but i'm not going to leave people behind when they're being mistreated like this. whatever future the tower game community has from here, i can assure you i'm not leaving it behind.

## Array:

Well, it does suck it had to come to this. I was really hoping for the best for the game through most of the actions I did, reading this just means that not enough was done on Juke's side and honestly, this was inevitable to happen one day. There had been a lot of precautions I tried to tell Juke before this but if you're reading this it means Juke refused to do so and is paying the consequences. I'm sorry to the people who are disappointed in this kind of outcome to a game they love; however, many of us as devs reached a point where we've had enough and Juke's refusal to change has led her here.

**To the ones Juke was initially planning on demoting but were backed out on,** sorry it had to be this way but there wasn't much else I could do to save my own skin and I know many of you are following.

**To Juke,** I wanted what was best for the game and it's quite disappointing that this is how it had to end, deep down I hope the game has a chance to recover, I still love it but with the amount of people leaving you'll be left with a shell of a game and the shell of a good development team which hit hard times.

**To the community,** I know I had a lot of promises that will be unable to be fulfilled now and I am deeply sorry. But unfortunately Juke refused to change her ways and continued to neglect us developers, so drastic measures had to happen. If you have aspirations to become a dev here, refrain from JToH at least if it cannot improve, don't let your talents go to die here, you'll **NEVER** get your own true creative freedoms. I learned it the hard way.

Anyways, there's a lot of closing messages so I want to keep this brief and leave it there. To the people who are disappointed, until the next time we meet.

## Thai:

It's aggravating that most claims against me are baseless claims and rumors. It isn't very professional, but neither was this whole situation to be honest. I just want to state that I have been pretty absent outside of developer chats in the JToH community for a long while, so to hear that I am making many enemies out of nothing is disheartening. I don't need to apologize for something I didn't do.

To those in the community I don't really talk to anymore but were friends with in the past, I love yall!! The thing that disappoints me the most is that a game I care and cherish for (RexR), completely unrelated to JToH, had to be involved as a reason to demote me. It was like you weren't only attacking me, but also things around me. I'm not one to attack or lash out at people since I try to stay out of conflict as much as possible, but this came to me first so it being unprecedented has me pretty beat up.

As for the future, I do not see myself working under JToH management if it continues this way. If I am given an opportunity to contribute, but at the cost of working under Juke, I will not do it. I am plenty satisfied with the other communities that have treated me much better, but I will thank JToH for giving me that step in the door. It is unfortunate for something I looked up to, and work for, to reject me because of a few people and their acquaintances.

## Urchin:

I know that I abandoned ship before the others but after everything that has happened thus far, the future of the game looks really uncertain. I don't know how staff & developers can continue working under the current management knowing the behavior that was exhibited especially during the VRChat meeting. Putting aside all the issues regarding the messy area developments, there is a huge issue of corruption & bias among the team.

**To any community member reading this,** if applications were to open after people are demoted/step down, **please reconsider applying to the game.** The current system in place has been extremely dysfunctional and we have been the ones to sit through all of it for years just to keep the passion we have for the game alive. It's very sad to see the current state of affairs now, considering the fact that JToH brought so many people together and is one of the most tightly knit communities that we have been in.

I really believe that no one should be subjected to being stuck working for a game you love so much for years but having none of your ideas matter despite being a developer for it, where your entire goal is based on subservience in an easily dispensable position and you can end up losing what you worked for because of the few people who just happen to be friends with the owner making things up, straight



up lying about you or assessing your mental state in your behalf in a VRChat echo chamber.

### **Temme:**

As probably the most controversial current JToH figure alongside Array I'm sure the idea of me stepping away or even getting demoted isn't that much of a loss in some people's eyes (albeit even if that's just because they don't agree with my reviews). Regardless, JToH is an extremely important game to me that sustained me through covid and helped me discover what I wanted to do as my career and what I'm now in college for- I've even made several friends who, now, I have met in real life. This is all to say: I hold JToH very close to me.

When I got promoted, I had the very rare chance to be able to work on this game, and for a time, it was very rewarding. As time went on though, things got frustrating. Understandably, not all my ideas could be implemented. However, I would constantly propose detailed ideas, new methods of management, or just general new things for the game throughout my time as a dev that would fall onto entirely deaf ears- it wasn't my fellow developers who ignored them, rather, it was Juke and the general lack of management that allowed project proposals popular among devs to either be entirely ignored or forgotten about in a sea of new discussion. I've expressed this difficulty in public, in private, and ultimately stepped down due to it, and I hope this document can give some sense of understanding to those in the community who care.

Even as a curator, I never wanted to stop trying to take my stance on various subjects, even knowing they'd be ignored, and seeing that Juke and others would go as far as to attempt to silence me by threatening demotion/reducing my access to development channels just so I can't offer my opinion made me realize just how hopeless the situation has become. There is no good solution here: I feel guilt in wishing for Juke to step down as it isn't out of malice, however under her guidance I genuinely don't believe JToH can continue as a game; at least, I don't believe that a JToH I nor many others would want to exist in could.

### **Dusk:**

I hold nothing but sorrow and disappointment. I have nothing more to comment. Thank you to all who supported and enjoyed my creations up to this point.