

Team,

The last few weeks have been the most difficult of my career. As a founder of an organization truly intending to bring good to the world, I'm devastated by the impact the recent organizational shortcomings have had on you, your reputation, and the clients that we owe a fundamental duty of care.

There have been many moving parts to manage, with developments changing by the day that has created a lot of confusion for team members and clients. In addition, information has been shared rampantly without full context, lacking accuracy, consent, and breaching confidentiality, that has rapidly harmed reputations, increased potential liabilities, and jeopardized ongoing conversations for proactive solutions. This has further hindered my ability to communicate clear details to you, and I wanted to personally apologize for the stress this has caused. I'll attempt to provide some clarity based on what we currently know.

Synthesis Institute B.V. (based in the Netherlands) was declared bankrupt on March 6, 2023. This was the organization offering psychedelic-assisted retreat programs in Amsterdam that Synthesis became known for. Due to the strict regulations of bankruptcy proceedings in Dutch courts, I was legally prohibited from providing any further comment on this until a court appointed curator took over handling all matters related to Synthesis Institute B.V. and its employees, contractors, clients and vendors. Now that a curator is in place, they will handle all further matters related here.

Synthesis Digital LLC – based in Ashland, OR and sister company to Synthesis Institute B.V., – was forced to terminate all employees and contractors on March 2, 2023. This is the US organization that developed and ran our beloved ***Psychedelic Practitioner Training***. For the avoidance of doubt, Synthesis Digital LLC has *not* filed for bankruptcy.

We are immensely grateful that Retreat Guru stepped in to support the operation of the ***Psychedelic Practitioner Training***, to ensure the continuation of the current cohorts, and as a first step towards acquisition of the training. This will be announced publicly shortly. This action was taken to ensure that students in current cohorts are able to continue their training, and the longevity of the program and practitioner's certifications are protected for years to come.

Retreat Guru is working directly with some of the former employees and contractors of Synthesis Digital LLC that supported the ***Psychedelic Practitioner Training***. If Retreat Guru has not yet contacted you, with my current understanding, there is no opportunity for you to be re-engaged at this time.

For those who are owed back wages and compensation, I am not aware of the plans on how to address this.

I appreciate your continued patience through this set of regrettable events and sincerely apologize for the pain and negative impact this has caused you and your loved ones.

Warm regards,
Martijn