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December 22, 2020

VIA E-MAIL

RE: Interim Report of Investigation into Allegations of Sexual Harassment by Ravi Zacharias

Dear Members of the Special Committee of the RZIM Board of Directors:

As you know, my firm was hired by Ravi Zacharias International Ministries (“RZIM”) to conduct an independent investigation into allegations of sexual harassment raised against Ravi Zacharias. This communication is intended to provide this special committee of the RZIM Board of Directors with a very high-level interim update of our investigation so far.

As to methodology, we contracted with a well-regarded private investigations firm to assist in this matter. Over the past several weeks, our investigation team has interviewed dozens of witnesses (whose identities will remain known only to the Miller & Martin investigation team, as agreed to by the RZIM Board of Directors), including many massage therapists who treated Mr. Zacharias. Some of the therapists with whom we spoke worked at the Touch of Eden and Jivan Wellness spas mentioned in the September 29, 2020 *Christianity Today* article, and others provided treatments to Mr. Zacharias at different points in time. In addition to witness interviews, we have reviewed numerous documents and electronic devices used by Mr. Zacharias over the years.

As to scope, we were hired specifically to investigate the sexual harassment alleged to have occurred at the Touch of Eden and Jivan Wellness spas roughly a decade ago. However, we were given broad discretion and authority to follow leads into other sexual misconduct that might arise, and that is exactly what we have done. At this time, we are not disclosing any specific conduct we are investigating beyond the spa allegations, but the full breadth of our investigation will be addressed in our final report.

While some of the massage therapists we have tried to interview are not willing to share their experiences with us, many have spoken candidly and with great detail. Combining those interviews with our review of documents and electronic data, we have found significant, credible evidence that Mr. Zacharias engaged in sexual misconduct over the course of many years. Some of that misconduct is consistent with and corroborative of that which is reported in the news recently, and some of the conduct we have uncovered is more serious. Our investigation is ongoing, and we continue to pursue leads.

We intend to conclude our investigation in January or early February and will provide a final written report of our findings to the RZIM Board of Directors soon thereafter, which we

Page 2
December 22, 2020

understand the Board will release publicly. We will continue to protect the identities of victims and witnesses who have confided in us and will not disclose their identities without their express permission, as we believe that protection is vital to the integrity of our work.

Sincerely,

s/ Lynsey M. Barron

Lynsey M. Barron, Esq.

cc: William P. Eiselstein, Esq.