

Appendix 10 – letter from Tim Cook to employees

“Team,

In my conversations with officials here in Washington this week, I've made it clear that Apple believes deeply in the importance of immigration — both to our company and to our nation's future. Apple would not exist without immigration, let alone thrive and innovate the way we do.

I've heard from many of you who are deeply concerned about the executive order issued yesterday restricting immigration from seven Muslim-majority countries. I share your concerns. It is not a policy we support.

There are employees at Apple who are directly affected by yesterday's immigration order. Our HR, Legal and Security teams are in contact with them, and Apple will do everything we can to support them. We're providing resources on AppleWeb for anyone with questions or concerns about immigration policies. And we have reached out to the White House to explain the negative effect on our coworkers and our company.

As I've said many times, diversity makes our team stronger. And if there's one thing I know about the people at Apple, it's the depth of our empathy and support for one another. It's as important now as it's ever been, and it will not weaken one bit. I know I can count on all of you to make sure everyone at Apple feels welcome, respected and valued.

Apple is open. Open to everyone, no matter where they come from, which language they speak, who they love or how they worship. Our employees represent the finest talent in the world, and our team hails from every corner of the globe.

In the words of Dr. Martin Luther King, "We may have all come on different ships, but we are in the same boat now."

Tim”

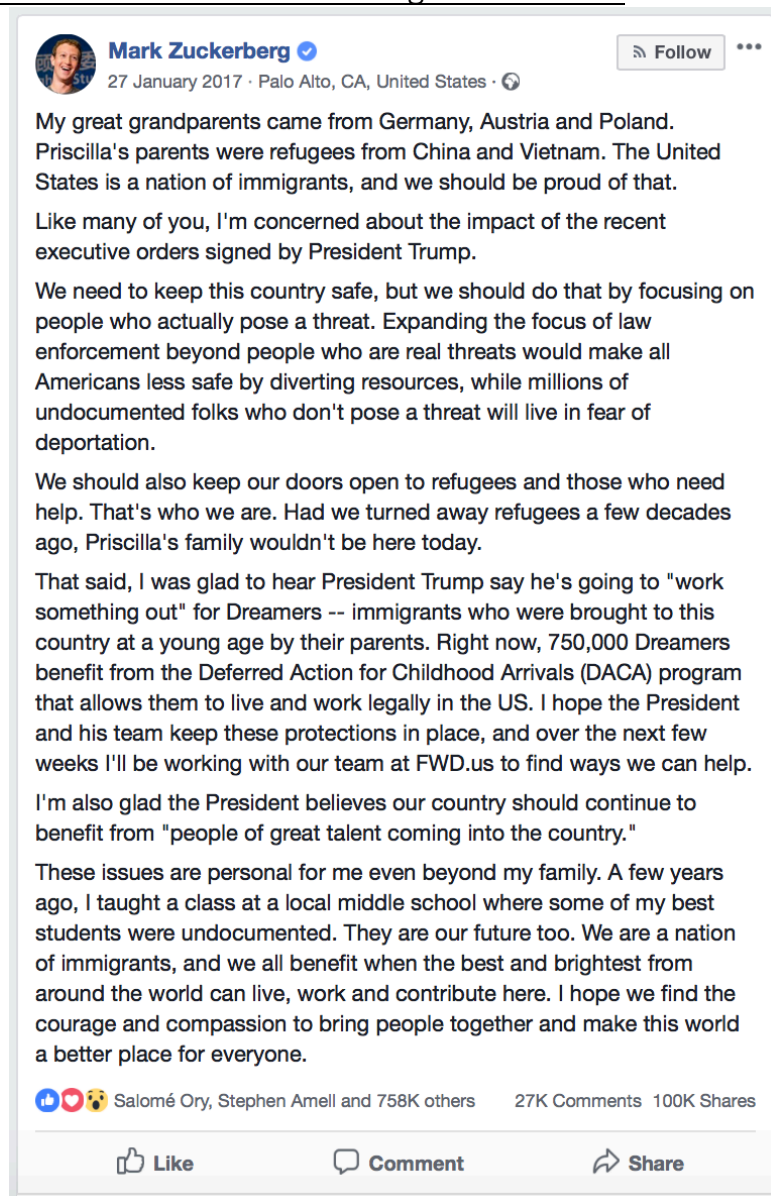
Information retrieved from <https://www.recode.net/2017/1/28/14425952/tim-cook-donald-trump>

Appendix 11 – Tweet from Marc Benioff – 28th January 2017



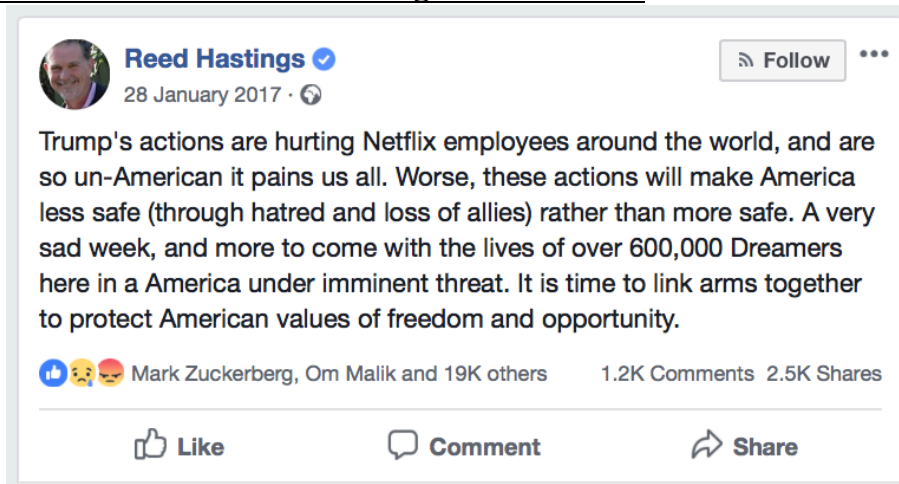
Information retrieved from <https://twitter.com/Benioff/status/825470203299377152>

Appendix 12 – Post from Mark Zuckerberg on Facebook



Information retrieved from <https://www.facebook.com/zuck/posts/10103460278231481>

Appendix 13 – Post from Reed Hastings on Facebook



Information retrieved from

<https://www.facebook.com/reed1960/posts/10154654737174584>

Appendix 14 – E-mail from Brad Smith (Microsoft CEO) to employees

From: Brad Smith (CELA)

Sent: Saturday, January 28, 2017 12:05 PM

To: Microsoft - All Employees

Subject: Yesterday's U.S. Executive Order on Immigration

Hello Everyone,

I wanted to reach out regarding the Executive Order signed yesterday in the United States relating to immigration. As you may have read in the press, this Order applies an immediate 90-day moratorium on admissions and reentry into the United States of all individuals who are not already U.S. citizens from seven countries – Syria, Iraq, Iran, Libya, Somalia, Yemen, and Sudan.

Our first priority whenever there is a change in immigration laws anywhere in the world is to address immediately the needs of our employees and their families. So most importantly, if you or a family member are a citizen of one of these seven countries and you're not yet a U.S. citizen, I have some specific information for you.

Our goal as a company is to provide you with legal advice and assistance. We're aware of 76 Microsoft employees who are citizens of these countries and have a U.S. visa and are therefore affected by this new Order. We've already contacted everyone in this group. But there may be other employees from these countries who have U.S. green cards rather than a visa who may be affected, and there may be family members from these countries that we haven't yet reached. So if this impacts you or a family member and we haven't yet been in contact with you, please send an email right away to the CELA U.S. Immigration Team. And of course, if you're uncertain about whether you're

affected, use this same alias and let us know so we can work with you and answer your questions.

As we have in other instances and in other countries, we're committed as a company to working with all of our employees and their families. We'll make sure that we do everything we can to provide fast and effective legal advice and assistance.

More broadly, we appreciate that immigration issues are important to a great many people across Microsoft at a principled and even personal level, regardless of whether they personally are immigrants. Satya has spoken of this importance on many occasions, not just to Microsoft but to himself personally. He has done so publicly as well as in the private meetings that he and I have attended with government leaders.

As a company, Microsoft believes in a strong and balanced high-skilled immigration system. We also believe in broader immigration opportunities, like the protections for talented and law-abiding young people under the Deferred Access for Childhood Arrivals (DACA) Program, often called "Dreamers". We believe that immigration laws can and should protect the public without sacrificing people's freedom of expression or religion. And we believe in the importance of protecting legitimate and law-abiding refugees whose very lives may be at stake in immigration proceedings.

We believe that these types of immigration policies are good for people, good for business, and good for innovation. That's why we've long worked to stand up for and raise these issues with people in governments. We will continue to do that.

There's a monthly Employee Q&A scheduled for Monday. Both Satya and I look forward to addressing these topics further at that time. And we'll continue to monitor all of these issues and work closely with employees and families that are affected.

Thanks.

Brad

Information retrieved from <https://www.linkedin.com/pulse/yesterdays-us-executive-order-immigration-satya-nadella/?trk=prof-post>

Appendix 15 – Tweet from Brad Smith (President of Microsoft)



Information retrieved from <https://twitter.com/BradSmi/status/1011676044640817152>

Appendix 16 – Tweet from Satya Nadella (CEO of Microsoft)



Information retrieved from <https://twitter.com/satyanadella/status/825442395537838080>


Appendix 17 – Google homepage on 30th January 2017

Google Archives des doodles À propos

Rechercher des doodles

Français (France)

f t p in e f t p in e



Plus de doodles

30 janvier 2017

98e anniversaire de la naissance de Fred Korematsu

Today Google's US homepage is celebrating [Fred Toyosaburo Korematsu](#), civil rights activist and survivor of the internment of Japanese Americans during World War II. January 30th, 2017 would have been his 98th birthday and is officially recognized as [Fred Korematsu Day](#) in California, Hawaii, Virginia and Florida.

A son of Japanese immigrant parents, Korematsu was born and raised in Oakland, California. After the U.S. entered WWII, he tried to enlist in the U.S. National Guard and Coast Guard, but was turned away due to his ethnicity.

He was 23 years old and working as a foreman in his hometown when [Executive Order 9066](#) was signed in 1942 by President Franklin Delano Roosevelt. The order sent more than 115,000 people of Japanese descent living in the United States to [incarceration](#).

Rather than voluntarily relocate to an internment camp, Korematsu went into hiding. He was arrested in 1942 and despite the help of organizations like [ACLU](#), his conviction was upheld in the landmark Supreme Court case of [Korematsu v. United States](#). Consequently, he and his family were sent to the the Central Utah War Relocation Center at Topaz, Utah [until the end of WWII in 1945](#).

It wasn't until 1976 that [President Gerald Ford formally ended Executive Order 9066](#) and apologized for the internment, stating "We now know what we should have known then — not only was that evacuation wrong but Japanese-Americans were and are loyal Americans."

Fred Korematsu's [conviction was overturned in 1983](#) after evidence came to light that disputed the necessity of the internment. Five years later President Ronald Reagan signed the [The Civil Liberties Act of 1988](#) citing "[racial prejudice, wartime hysteria and a lack of political leadership](#)" as the central motivation for Japanese internment.

In 1998, President Bill Clinton awarded Korematsu with the [Presidential Medal of Freedom](#), the country's most distinguished civilian award.

Fred Korematsu can be remembered fighting for civil rights and against prejudice throughout his life, [famously saying](#):

"If you have the feeling that something is wrong, don't be afraid to speak up."

The doodle by artist Sophie Diao—herself a child of Asian immigrants—features a patriotic portrait of Korematsu wearing his Presidential Medal of Freedom, a scene of the internment camps to his back, surrounded by cherry blossoms, flowers that have come to be [symbols of peace and friendship](#) between the US and Japan.

Songkran 2017
13 avr. 2017

Fête du Roi 2017
27 avr. 2017

Jour de la liberté et hommage à Enoch Sontonga
27 avr. 2017

Songkran 2017
13 avr. 2017

Fête du Roi 2017
27 avr. 2017

Information retrieved from <https://www.google.com/doodles/fred-korematsus-98th-birthday>

Appendix 18 – Sundar Pichai statement on Medium



Sundar Pichai [Follow](#)

Dec 11, 2015 · 2 min read

Let's not let fear defeat our values

I came to the US from India 22 years ago. I was fortunate enough to gain entry to a university here, and time after time, I saw that hard work opened other doors. I have built a career and a family and a life here. And I've felt as much a part of this country, as I felt growing up in India.

My experience is obviously not unique. It's been said a million times that America is the "land of opportunity"—for millions of immigrants, it's not an abstract notion, but a concrete description of what we find here. America provided access to opportunities that simply didn't exist for many of us before we arrived.

And it's not just about opportunity. The open-mindedness, tolerance, and acceptance of new Americans is one of the country's greatest strengths and most defining characteristics. And that is no coincidence—America, after all, was and is a country of immigrants.

That is why it's so disheartening to see the intolerant discourse playing out in the news these days—statements that our country would be a better place without the voices, ideas and the contributions of certain groups of people, based solely on where they come from, or their religion.

I walk around the campus where I work and see a vibrant mix of races and cultures. Every one of those people has a different voice ... a different perspective ... a different story to tell. All of that makes our company an exciting and special place to be, and allows us to do great things together. We are urgently working to become much more diverse, because it's so important to our future success. I firmly believe that whether you're building a company or leading a country, a diverse mix of voices and backgrounds and experiences leads to better discussions, better decisions, and better outcomes for everyone.

I debated whether to post this, because lately it seems that criticism of intolerance just gives more oxygen to this debate. But I feel we must speak out—particularly those of us who are not under attack. Everyone has the right to their views, but it's also important that those who are less represented know that those are not the views of all.

Information retrieved from https://medium.com/@sundar_pichai/let-s-not-let-fear-defeat-our-values-af2e5ca92371

Appendix 19 – Tweet from Sundar Pichai (CEO of Google)



A screenshot of a tweet from Sundar Pichai, CEO of Google. The tweet is displayed in a light blue border. At the top left is a circular profile picture of Sundar Pichai, followed by his name 'Sundar Pichai' with a blue verification checkmark and his handle '@sundarpichai'. To the right is a small downward arrow. The main text of the tweet reads: 'For generations, this country has been home to immigrants like Sanaz. Her story is playing out all over the country. Google is with you.' Below the text is a rounded rectangular box containing a quote from Jay Greene (@greene): 'One Google employee on Trump order: 'It's turned my life upside down' wsj.com/articles/one-g... via @WSJ'. Below the quote is the timestamp '6:01 AM · 29 janv. 2017'. At the bottom of the tweet are the engagement metrics: '3,4 k Retweets' and '6,3 k J'aime'.

Sundar Pichai ✓
@sundarpichai

For generations, this country has been home to immigrants like Sanaz. Her story is playing out all over the country. Google is with you.

Jay Greene ✓ @greene
One Google employee on Trump order: 'It's turned my life upside down' wsj.com/articles/one-g... via @WSJ

6:01 AM · 29 janv. 2017

3,4 k Retweets 6,3 k J'aime

Information retrieved from <https://twitter.com/sundarpichai/status/825569430507622402>

Appendix 20 – Tweet from Jack Dorsey (CEO of Twitter)



A screenshot of a tweet from Jack Dorsey, CEO of Twitter. The tweet is displayed in a light blue border. At the top left is a circular profile picture of Jack Dorsey, followed by his name 'jack' with a blue verification checkmark and his handle '@jack'. To the right is a small downward arrow. The main text of the tweet reads: 'The Executive Order's humanitarian and economic impact is real and upsetting. We benefit from what refugees and immigrants bring to the U.S.' Below the text is a rounded rectangular box containing a quote from the Internet Association (@InternetAssn): 'Our Statement On President Trump's Executive Order On Immigration: bit.ly/2kyMwe0'. Below the quote is the timestamp '11:50 PM · 28 janv. 2017'. At the bottom of the tweet are the engagement metrics: '1,8 k Retweets' and '3,2 k J'aime'. At the very bottom of the tweet are four icons: a speech bubble, a circular arrow, a heart, and an upward arrow.

jack ✓
@jack

The Executive Order's humanitarian and economic impact is real and upsetting. We benefit from what refugees and immigrants bring to the U.S.

Internet Association ✓ @InternetAssn
Our Statement On President Trump's Executive Order On Immigration: bit.ly/2kyMwe0

11:50 PM · 28 janv. 2017

1,8 k Retweets 3,2 k J'aime

Information retrieved from <https://twitter.com/jack/status/825476172658200577>

Appendix 21 – Tweets from Elon Musk (CEO of Tesla, Space X and Paypal)



Information retrieved from <https://twitter.com/elonmusk/status/825502618680045568>



Information retrieved from <https://twitter.com/elonmusk/status/825502400454594561>

Appendix 22 – Tweet from Vala Afshar (Chief Digital Evangelist and ex-CMO of Salesforce)



The image shows a screenshot of a tweet from Vala Afshar. The tweet text lists several US tech companies founded by 1st/2nd generation immigrants, accompanied by a US flag emoji. The tweet has 49,100 retweets and 61,400 likes. The timestamp is 5:56 AM on January 28, 2017.

Vala Afshar 
@ValaAfshar

US tech companies founded by 1st/2nd generation immigrants 🇺🇸

Apple
Google
Facebook
Amazon
Oracle
IBM
Uber
Yahoo
EMC
eBay
AT&T
Tesla
Reddit

5:56 AM · 28 janv. 2017

49,1 k Retweets **61,4 k** J'aime

Information retrieved from <https://twitter.com/ValaAfshar/status/825205804735221760>

Appendix 23 – Tweet from Jeff Weiner (CEO of LinkedIn)



A screenshot of a tweet from Jeff Weiner, CEO of LinkedIn. The tweet features a circular profile picture of Jeff Weiner, his name 'Jeff Weiner' with a blue verification checkmark, and his handle '@jeffweiner'. The text of the tweet reads: '40% of Fortune 500 founded by immigrants or their children. All ethnicities should have access to opportunity -- founding principle of U.S.' Below the text is the timestamp '9:15 PM · 28 janv. 2017'. At the bottom of the tweet, it shows '1,6 k Retweets' and '2,5 k J'aime'. Below the engagement metrics are four icons: a speech bubble for replies, a circular arrow for retweets, a heart for likes, and an upward arrow for sharing.

Information retrieved from <https://twitter.com/jeffweiner/status/825437102162792451>

Appendix 24 – Tweet from the official account of Twitter



A screenshot of a tweet from the official account of Twitter. The tweet features the Twitter logo, the name 'Twitter' with a blue verification checkmark, and the handle '@Twitter'. The text of the tweet reads: 'Twitter is built by immigrants of all religions. We stand for and with them, always.' Below the text is the timestamp '2:20 AM · 29 janv. 2017'. At the bottom of the tweet, it shows '323,6 k Retweets' and '574,8 k J'aime'. Below the engagement metrics are four icons: a speech bubble for replies, a circular arrow for retweets, a heart for likes, and an upward arrow for sharing.

Information retrieved from <https://twitter.com/Twitter/status/825513865794293761>

Appendix 25 – Tweet from Jeremy Stoppelman (CEO of Yelp)



 **Jeremy Stoppelman**
@jeremys

Agreed. Sad day for USA.

Aaron Levie  @levie
On every level -moral, humanitarian, economic, logical, etc.- this ban is wrong and is completely antithetical to the principles of America.

8:52 PM · 28 janv. 2017

28 Retweets 69 J'aime

Information retrieved from <https://twitter.com/jeremys/status/825431401788956672>

Appendix 26 – Tweet from Stephen Kaufer (CEO of TripAdvisor)



 **stephen kaufer**
@kaufer

We need to do more, not less, to help refugees.
Trumps action was wrong on humanitarian grounds,
legal grounds, and won't make us "safer."

2:09 AM · 29 janv. 2017

60 Retweets 101 J'aime

Information retrieved from <https://twitter.com/kaufer/status/825511055430410240>

TripAdvisor Condemns Executive Order on Refugee and Muslim Nations Immigration As Cruel and Discriminatory

Publié le 29 janvier 2017



Steve Kaufer | [Sulvre](#)

👍 1 105

🗨️ 90

👤 0

President Trump's executive order to suspend the resettlement of Syrian refugees and temporarily ban citizens from seven Muslim countries from entering our country is not only heartless and discriminatory, but also against the principles that make our country great.

We are experiencing the worst global humanitarian crises of our time, and we are against this executive order not just because we are a global business with a diverse workforce, but because we are human beings and citizens who respect and love the fabric of our nation.

The United States is a place where the majority of our parents, grandparents and great-grandparents came as immigrants, settled and made a home. Many of us had families that had to flee their countries, restart their lives here with nearly nothing as refugees, and work extraordinarily hard to make a better life for their children. It is unacceptable that our country is now shutting its doors to people in dire need.

Governments need to do more, not less, to allow these people into their countries to work and contribute to their economy and communities. Lives are at stake. Refugees who come to the United States are the most vulnerable. These are human beings – families, individuals, people just like you and me. Except, unlike you and me, horrific circumstances like war or persecution have forced them to flee their homes. Not able to return, probably for many years even though they want to. We should not turn them away.

As you may be aware, TripAdvisor has already **committed** \$5 million over the next three years to aid the global refugee crisis. We are currently supporting the **International Rescue Committee (IRC)** and **Mercy Corps** and other NGOs focused on the crisis. TripAdvisor's efforts to support refugee resettlement around the world, and in the United States, will continue. Our support of the IRC and Mercy Corps and other NGOs supporting refugee resettlement globally will continue. And we will continue as a company to work to resolve the refugee crisis with international and domestic partners that share our values and beliefs.

Appendix 28 – E-mail from Travis Kalanick (CEO of Uber) to employees

Here's the email I'm sending to drivers affected by President Trump's unjust immigration and travel ban:

"At Uber we've always believed in standing up for what's right. Today we need your help supporting drivers who may be impacted by the President's unjust immigration ban.

Drivers who are citizens of Iran, Iraq, Libya, Somalia, Sudan, Syria or Yemen and live in the US but have left the country, will not be able to return for 90 days. This means they won't be able to earn money and support their families during this period.

So it's important that as a community we do everything we can to help these drivers. Here's what Uber will do:

Provide 24/7 legal support for drivers who are trying to get back into the country. Our lawyers and immigration experts will be on call 24/7 to help.

Compensate drivers for their lost earnings. This will help them support their families and put food on the table while they are banned from the US;

Urge the government to reinstate the right of U.S. residents to travel—whatever their country of origin—immediately;

Create a \$3 million legal defense fund to help drivers with immigration and translation services.


If you are a driver or a friend or family member of someone who has been affected, please contact us at: <https://goo.gl/forms/AIJTivooFxuExX1p1>.

Uber is a community. We're here to support each other. Please help Uber to help drivers who may be affected by this wrong and unjust immigration ban.

-Travis"

Information retrieved from <https://www.uber.com/newsroom/standing-up-for-the-driver-community/>

Appendix 29 – Tweet from Chad Dickerson (CEO of Etsy)

Chad Dickerson 
@chaddickerson Suivre

We are a nation of immigrants, and are stronger for it. I oppose excluding people from US based on their nationality or religion, period.


13:07 - 28 janv. 2017

563 Retweets 1 372 J'aime

39 563 1,4 k

Information retrieved from <https://twitter.com/chaddickerson/status/825450177527943168>


Appendix 30 – Tweet from the official account of Foursquare

Foursquare 
@Foursquare


We @Foursquare oppose the executive order on immigration. It's against American openness to people seeking a better, safer or freer life 1/4

3:49 PM · 30 janv. 2017


49 Retweets 162 J'aime

Foursquare  @Foursquare · 30 janv. 2017
En réponse à @Foursquare
Diversity has built the greatest engine of progress and invention in the history of the world: the American economy 2/4

2 20 61

Foursquare  @Foursquare · 30 janv. 2017
At their core, our company, products, community and country are rooted in diversity & inclusion 3/4

2 20 58

Foursquare  @Foursquare · 30 janv. 2017
Foursquare is made by & for people from all over the world, w/communities in nearly every country. We will stay true to those principles 4/4

23 69

Information retrieved from <https://twitter.com/Foursquare/status/826079854756032514>