

The Silicon Valley High-Tech Black-Listing Antitrust Litigation And Hit-Jobs On Citizens

Per The United States Congress, The FBI and the FTC: The High-Tech Antitrust Black-Listing Litigation is a [United States Department of Justice](#) (DOJ) [antitrust](#) action and a civil [class action](#) against several [Silicon Valley](#) companies for secret collusion agreements which restrained the recruitment of high-tech employees. What kinds of people were some of these high tech oligarchs? Read their divorce Court Records about their sex trafficking Epstein prostitution rings, sex slaves, tax evasions, money laundering, intern abuses, political insider trading stock market bribes to U.S. Senators and other horrors.

What would you do if you found out that Eric Schmidt, Larry Page, Elon Musk, Sergey Brin, John Doerr and other dynastic elitist insider frat boys were running a mob-like Cartel? Over 60,000 engineers in Silicon Valley took the problem to Federal Court!

The defendants are [Adobe](#), [Apple Inc.](#), [Google](#), [Intel](#), [Intuit](#), [Pixar](#), [Lucasfilm](#) and [eBay](#), all high-technology companies with a principal place of business in the San Francisco–Silicon Valley area of California.

The civil class action was filed by five plaintiffs, *one of whom has died*; it accused the tech companies of collusion between 2005 and 2009 to refrain from recruiting each other's employees.

Additional cases are planned for filing. Formal complaints have been filed with **The SEC, The DOJ, The GAO, The FBI, The FTC and The U.S. Congress. Active investigations into '[Angelgate](#)' and [related collusion and anti-trust matters](#) are known to be under-way by federal, news outlet and private investigators as of 2020.**



The Silicon Valley Cartel

The Hit Job

How much do you have to pay Google, Alphabet, YouTube and Black Cube to dedicate a portion of their servers to push a character assassination set of links, against a competitor, to all five billion people on Earth with internet access? How much did Obama, Clinton, Bloomberg spend using those exact same systems to attack their political enemies?

We know. We have their financial records, invoices and receipts and so does the FBI and the NSA.

How much do you have to pay to get them to lock those attack links on one of the first 4 lines of EVERY search result, in the same position in the search results, for over a decade (which proves that their search results are not "organic", they are manually manipulated by Google and YouTube)? How much did Obama, Clinton, Bloomberg spend using those exact same systems to attack their political enemies?

We know. We have their financial records, invoices and receipts and so does the FBI and the NSA.

How much does it cost to make a Disney-like animated movie about a whistle-blower? How much does the production and software and person-hour billings cost? How much does it cost to distribute that movie world-wide and lock it in the top line of all search results?

We know. We have their financial records, invoices and receipts and so does the FBI and the NSA.

How much does it cost to hire a warehouse full of Russian, Nigerian and Chinese click-farm operators who use Palantir and Google software to instantly be alerted of any mention of a person's name on the internet and to then go slam that person in the comment sections with endless troll remarks? Elon Musk uses these same people to hype his narcissistic need for attention. Obama, Clinton, Bloomberg and other politicians hire these same people to attack their political adversaries. How much does it cost to have anonymous trolls in foreign countries kill a person's brand globally?

We know. We have their financial records, invoices and receipts and a huge number of lawsuits, court records, federal investigation and investigative journalism reports have exposed those records and details. The FBI, NSA, SEC, FTC and Congressional investigators can also confirm these numbers!

So it turns out that it costs: **\$35,422,152.00 to have a person and their business killed!**

That is how much they spent on their attack on the Plaintiff! The people at the top of the heap who organized the attacks were David Plouffe, Jay Carney, David Axelrod, Denis McDonough, Steve Rattner, Robert Gibbs, Rahm Emanuel and their associates and they did it from **The West Wing and The Oval Office in The White House.**

The attacks were edited by Nick Denton and his seedy tabloid empire Gawker/Gizmodo.

The money was conduited and assisted for pass-through by political financiers Eric Schmidt, Larry Page, Sergey Brin, Elon Musk, John Doerr, Vinod Khosla, Steve Westly, Steve Spinner and their Silicon Valley oligarch Cartel black-listing operation.

It was a felony. It violated RICO, Anti-Trust and Constitutional laws.

So they spent over thirty five million dollars attacking the Plaintiff and shutting down a competitor that was targeted to make over six billion dollars in profits. The attackers then made the six billion dollars in profits for themselves, at the expense of the Plaintiff.

So how much do you think they owe the Plaintiff per previous court awards for such crimes against a member of the public?

[Silicon Valley's No-poaching Case: The Growing Debate over ...](#)

< <https://knowledge.wharton.upenn.edu/article/silicon-valleys-poaching-case-growing-debate-employee-mobility/>

"**Silicon Valley's No-poaching** Case: The Growing Debate over Employee Mobility."

Knowledge@Wharton. The Wharton School, University of Pennsylvania, 30 April, 2014.

[Steve Jobs was 'central figure' in Silicon Valley's 'no ...](#)

< <https://money.cnn.com/2014/08/11/technology/silicon-valley-poaching-case/index.html>

Aug 11, 2014A **lawsuit** by **Silicon Valley** workers claims Steve Jobs was a ringleader in a conspiracy not to poach employees. If **Silicon Valley's** biggest companies want an embarrassing employee **lawsuit** to go ...

[Apple Google Silicon Valley No Cold Calling Anti-Poaching](#)

< <https://www.lieffcabraser.com/antitrust/high-tech-employees/>

Silicon Valley firms and other **high-tech** companies owe their tremendous successes to the sacrifices and hard work of their employees, and must take responsibility for their misconduct. One of the principal means by which **high-tech** companies recruit employees is to solicit them directly from other companies in a process referred to as "cold ...

[Engineers Allege Hiring Collusion in Silicon Valley - The ...](#)

< <https://www.nytimes.com/2014/03/01/technology/engineers-allege-hiring-collusion-in-silicon-valley.html>

Mar 1, 2014 Alan Hyde, a Rutgers professor who wrote "Working in **Silicon Valley**: Economic and Legal Analysis of a **High**-Velocity Labor Market," said the **no-poaching** accusations go contrary to what has made ...

[Apple, Google and others to pay \\$415m to settle Silicon ...](#)

< <https://www.telegraph.co.uk/technology/news/11843237/Apple-Google-and-others-to-pay-415m-to-settle-Silicon-Valley-no-poaching-lawsuit.html>

Apple, Google and others to pay \$415m to settle **Silicon Valley 'no poaching' lawsuit** US judge agrees settlement that will see thousands of technology workers receive thousands of dollars

[Dirty Secrets of Silicon Valley Poaching | Paysa](https://www.paysa.com/blog/dirty-secrets-of-silicon-valley-poaching/)

< <https://www.paysa.com/blog/dirty-secrets-of-silicon-valley-poaching/>

Silicon Valley is a talent magnet. With prestigious **high-tech** corporations such as Google, Apple, Facebook, Netflix, and Tesla Motors among the Fortune 1000 companies and thousands of startups finding their home in the world-renowned technology hub, this comes as **no** surprise.

Silicon Valley no-poaching deal appears headed for approval

< <https://phys.org/news/2015-03-silicon-valley-no-poaching.html>

Silicon Valley no-poaching deal appears headed for approval. by Howard Mintz, San Jose Mercury News

[Silicon Valley's \\$415 million poaching settlement finalized](https://www.mercurynews.com/2015/09/03/silicon-valleys-415-million-poaching-settlement-finalized/)

< <https://www.mercurynews.com/2015/09/03/silicon-valleys-415-million-poaching-settlement-finalized/>

Sep 3, 2015 **Silicon Valley's** \$415 million **poaching** settlement finalized ... **valley-tech**-giants-learn-from-**no-poaching**-antitrust-case/ 'When Rules Don't Apply': Did **Silicon Valley tech** giants learn from **no** ...

[Justice Department Requires Six High Tech Companies to ...](#)

[c https://www.justice.gov/opa/pr/justice-department-requires-six-high-tech-companies-stop-entering-anticompetitive-employee](https://www.justice.gov/opa/pr/justice-department-requires-six-high-tech-companies-stop-entering-anticompetitive-employee)

The complaint arose out of a larger investigation by the Antitrust Division into employment practices by **high tech** firms. The division continues to investigate other similar **no** solicitation agreements. Adobe Systems Inc. is a Delaware corporation with its principal place of business in San Jose, Calif., and 2009 revenues of nearly \$3 billion.

Cold calling is one of the main methods used by companies in the high-technology sector to recruit employees with advanced and specialised skills, such as software and hardware engineers, programmers, animators, digital artists, Web developers and other technical professionals.^[1] Cold calling involves communicating directly in any manner with another firm's employee who has not otherwise applied for a job opening. Cold calling may be done in person, by phone, letter, or email.^[2] According to the legal brief filed by a plaintiff in one of the class-action cases, cold calling is an effective method of recruiting for the high-technology sector because "employees of other [high-technology] companies are often unresponsive to other recruiting strategies... [and] current satisfied employees tend to be more qualified, harder working, and more stable than those who are actively looking for employment."^[3]

Amy Lambert, Google's associate general counsel, noted in a blog post shortly after the DOJ's actions, that Google's definition of cold calling does not necessarily eliminate recruiting by letter or email, but only the process of calling on the telephone. By implication, recruiting through LinkedIn incurs recruiting by "InMail" - LinkedIn's own mail contact system: "In order to maintain a good working relationship with these companies, in 2005 we decided not to "cold call" employees at a few of our partner companies. Our policy only impacted cold calling, and we continued to recruit from these companies through LinkedIn, job fairs, employee referrals, or when candidates approached Google directly. In fact, we hired hundreds of employees from the companies involved during this time period."

The challenged "no cold call" agreements are alleged bilateral agreements between high technology companies not to cold call each other's employees. The DOJ alleges that senior executives at each company negotiated to have their employees added to 'no call' lists maintained by human resources personnel or in company hiring manuals. The alleged agreements were not limited by geography, job function, product group, or time period. The alleged bilateral agreements were between: (1) Apple and Google, (2) Apple and Adobe, (3) Apple and Pixar, (4) Google and Intel, (5) Google and Intuit,^[4] and (6) Lucasfilm and Pixar.^[5]

The civil class action further alleges that agreements also existed to (1) "provide notification when making an offer to another [company]'s employee (without the knowledge or consent of the employee)" and (2) "agreements that, when offering a position to another company's employee, neither company would counteroffer above the initial offer."^[3]

Department of Justice antitrust action

The [United States Department of Justice Antitrust Division](#) filed a complaint in the [US District Court for the District of Columbia](#) alleging violations of Section 1 of the [Sherman Act](#). In *US v. Adobe Systems Inc., et al.*, the Department of Justice alleged that Adobe, Apple, Google, Intel, Intuit, and Pixar had violated Section 1 of the Sherman Act by entering into a series of bilateral "No Cold Call" Agreements to prevent the recruitment of their employees (a similar but separate suit was filed against Lucasfilm on December 21, 2010^[6]). The DOJ alleged in their Complaint that the companies had reached "facially anticompetitive" agreements that "eliminated a significant form of competition...to the detriment of the affected employees who were likely deprived of competitively important information and access to better job opportunities." The DOJ also alleged that the agreements "were not ancillary to any legitimate collaboration," "were much broader than reasonably necessary for the formation or implementation of any collaborative effort," and "disrupted the normal price-setting mechanisms that apply in the labor setting."^[4] The same day it filed the suit, the DOJ and the defendants proposed a settlement.^[7]

A final judgment enforcing the settlement was entered by the court on March 17, 2011.^[8] Although the DOJ Complaint only challenged the alleged "no cold call" agreements, in the settlement, the companies agreed to a more broad prohibition against "attempting to enter into, entering into, maintaining or enforcing any agreement with any other person to in any way refrain from, requesting that any person in any way refrain from, or pressuring any person in any way to refrain from soliciting, cold calling, recruiting, or otherwise competing for employees of the other person", for a period of five years; the court can grant an extension.^[8] The settlement agreement does not provide any compensation for company employees affected by the alleged agreements.^[9] Lucasfilm entered into a similar settlement agreement in December 2010.^[5]

Civil class action

In re: High-Tech Employee Antitrust Litigation ([U.S. District Court, Northern District of California](#) 11-cv-2509 ^[10]) is a [class-action](#) lawsuit on behalf of over 64,000 employees of [Adobe](#), [Apple Inc.](#), [Google](#), [Intel](#), [Intuit](#), [Pixar](#) and [Lucasfilm](#) (the last two are subsidiaries of [Disney](#)) against their employer alleging that their wages were repressed due to alleged agreements between their employers not to hire employees from their competitors.^{[11][12]} The case was filed on May 4, 2011 by a former software engineer at Lucasfilm and alleges violations of California's antitrust statute, Business and Professions Code sections 16720 et seq. (the "Cartwright Act"); Business and Professions Code section 16600; and California's unfair competition law, Business and Professions Code sections 17200, et seq. Focusing on the network of connections around former Apple CEO [Steve Jobs](#), the Complaint alleges "an interconnected web of express agreements, each with the active involvement and participation of a company under the control of Steve Jobs...and/or a company that shared at least one member of [Apple's board of directors](#)." The alleged intent of this conspiracy was "to reduce employee compensation and mobility through eliminating competition for skilled labor."^[13]

On October 24, 2013 the [United States District Court for the Northern District of California](#) granted class certification for all employees of Defendant companies from January 1, 2005 through January 1, 2010.^[9]

As of October 31, 2013, Intuit, Pixar and Lucasfilm have reached a tentative settlement agreement. Pixar and Lucasfilm agreed to pay \$9 million in damages, and Intuit agreed to pay \$11 million in damages.^[9] In May 2014, Judge [Lucy Koh](#) approved the \$20 million settlement between Lucasfilm, Pixar, and Intuit and their employees. Class members in this settlement, which involved fewer than 8% of the 65,000 employees affected, will receive around \$3,840 each.^[14]

The trial of the class action for the remaining Defendant companies was scheduled to begin on May 27, 2014. The plaintiffs intended to ask the jury for \$3 billion in compensation, a number which could in turn have tripled to \$9 billion under antitrust law.^[15] However, in late April 2014, the four remaining defendants, [Apple Inc](#), [Google](#), [Intel](#) and [Adobe Systems](#), agreed to settle out of court. Any settlement must be approved by Judge [Lucy Koh](#).^{[16][17]}

On May 23, 2014, Apple, Google, Intel, Adobe agreed to settle for \$324.5 million. Lawyers sought 25% in attorneys' fees, plus expenses of as much as \$1.2 million, according to the filing. Additional award payments of \$80,000 would be sought for each named plaintiff who served as a class representative.^[18] Payouts will average a few thousand dollars based on the salary of the employee at the time of the complaint.

In June 2014, Judge Lucy Koh expressed concern that the settlement may not be a good one for the plaintiffs. Michael Devine, one of the plaintiffs, said the settlement is unjust. In a letter he wrote to the judge he said the settlement represents only one-tenth of the \$3 billion in compensation the 64,000 workers could have made if the defendants had not colluded.^[19]

On August 8, 2014, Judge Koh rejected the settlement as insufficient on the basis of the evidence and exposure. Rejecting a settlement is unusual in such cases. This left the defendants with a choice between raising their settlement offer or facing a trial.^[20]

On September 8, 2014, Judge Koh set April 9, 2015 as the actual trial date for the remaining defendants, with a pre-trial conference scheduled for December 19, 2014. Also, as of early September 2014, the defendants had re-entered mediation to determine whether a new settlement could be reached.^[21]

A final approval hearing was held on July 9, 2015.^[22] On Wednesday September 2, 2015, Judge Lucy H. Koh signed an order granting Motion for Final Approval of Class Action Settlement. The settlement website stated that Adobe, Apple, Google, and Intel has reached a settlement of \$415 million and other companies settled for \$20 million.

According to the settlement website, Gilardi & Co., LLC distributed the settlement to class members the week of December 21, 2015.

See also

- **Eric Schmidt § Role in illegal non-recruiting agreements**
- [Antipoaching](#)

The Tectopus: How Silicon Valley's most celebrated CEOs conspired to drive down 100,000 tech engineers' wages



[By Mark Ames](#)

In early 2005, as demand for Silicon Valley engineers began [booming](#), Apple's Steve Jobs sealed a secret and illegal pact with Google's Eric Schmidt to artificially push their workers wages lower by agreeing not to recruit each other's employees, sharing wage scale information, and punishing violators. On February 27, 2005, Bill Campbell, a member of Apple's board of directors and [senior advisor](#) to Google, emailed Jobs to confirm that Eric Schmidt "got directly involved and firmly stopped all efforts to recruit anyone from Apple."

Later that year, Schmidt instructed his Sr VP for Business Operation Shona Brown to keep the pact a secret and only share information "verbally, since I don't want to create a paper trail over which we can be sued later?"

These secret conversations and agreements between some of the biggest names in Silicon Valley were first exposed in a Department of Justice antitrust [investigation](#) launched by the Obama Administration in 2010. That DOJ suit became the basis of a [class action lawsuit](#) filed on behalf of over 100,000 tech employees whose wages were artificially lowered — an [estimated \\$9 billion](#) effectively stolen by the high-flying companies from their workers to pad company earnings — in the second half of the 2000s. Last week, the 9th Circuit Court of Appeals denied attempts by Apple, Google, Intel, and Adobe to have the lawsuit tossed, and gave final approval for the class action suit to go forward. A jury trial date has been set for May 27 in San Jose, before US District Court judge Lucy Koh, who presided over the Samsung-Apple patent suit.

In a related but separate investigation and ongoing suit, eBay and its former CEO Meg Whitman, now CEO of HP, are being sued by both the [federal government](#) and the [state of California](#) for arranging a similar, secret wage-theft agreement with Intuit (and possibly Google as well) during the same period.

The secret wage-theft agreements between Apple, Google, Intel, Adobe, Intuit, and Pixar (now owned by Disney) are described in court papers obtained by PandoDaily as "an overarching conspiracy" in violation of the Sherman Antitrust Act and the Clayton Antitrust Act, and at times it reads like something lifted straight out of the robber baron era that produced those laws. Today's inequality crisis is America's [worst on record](#) since statistics were first recorded a hundred years ago — the only comparison would be to the era of the railroad tycoons in the late 19th century.

Shortly after sealing the pact with Google, Jobs strong-armed Adobe into joining after he complained to CEO Bruce Chizen that Adobe was recruiting Apple's employees. Chizen sheepishly responded that he thought only a small class of employees were off-limits:

I thought we agreed not to recruit any senior level employees.... I would propose we keep it that way. Open to discuss. It would be good to agree.

Jobs responded by threatening war:

OK, I'll tell our recruiters they are free to approach any Adobe employee who is not a Sr. Director or VP. Am I understanding your position correctly?

Adobe's Chizen immediately backed down:

I'd rather agree NOT to actively solicit any employee from either company.....If you are in agreement, I will let my folks know.

The next day, Chizen let his folks — Adobe's VP of Human Resources — know that "we are not to solicit ANY Apple employees, and visa versa." Chizen was worried that if he didn't agree, Jobs would make Adobe pay:

if I tell Steve [Jobs] it's open season (other than senior managers), he will deliberately poach Adobe just to prove a point. Knowing Steve, he will go after some of our top Mac talent...and he will do it in a way in which they will be enticed to come (extraordinary packages and Steve wooing).

Indeed Jobs even threatened war against Google early 2005 before their "gentlemen's agreement," telling Sergey Brin to back off recruiting Apple's Safari team:

if you [Brin] hire a single one of these people that means war.

Brin immediately advised Google's Executive Management Team to halt all recruiting of Apple employees until an agreement was discussed.

In the geopolitics of [Silicon Valley tech power](#), Adobe was no match for a corporate superpower like Apple. Inequality of the sort we're experiencing today affects everyone in ways we haven't even thought of — whether it's Jobs bullying slightly lesser executives into joining an illegal wage-

theft pact, or the tens of thousands of workers whose wages were artificially lowered, transferred into higher corporate earnings, and [higher compensations](#) for those already richest and most powerful to begin with.

Over the next two years, as the tech industry entered another frothing bubble, the secret wage-theft pact which began with Apple, Google and Pixar expanded to include Intuit and Intel. The secret agreements were based on relationships, and those relationships were forged in Silicon Valley's [incestuous boards of directors](#), which in the past has been recognized mostly as a problem for shareholders and corporate governance advocates, rather than for the tens of thousands of employees whose wages and lives are viscerally affected by their clubby backroom deals. Intel CEO Paul Otellini [joined](#) Google's board of directors in 2004, a part-time gig that netted Otellini [\\$23 million in 2007](#), with tens of millions more in Google stock options still in his name — which worked out to \$464,000 per Google board event if you only counted the stock options Otellini cashed out — dwarfing what Otellini made off his Intel stock options, despite spending most of his career with the company.

Meanwhile, Eric Schmidt served on Apple's board of directors until 2009, when a [Doj antitrust investigation](#) pushed him to resign. Intuit's chairman at the time, Bill Campbell, also served on Apple's board of directors, and as official advisor — ["consigliere"](#) — to Google chief Eric Schmidt, until he [resigned](#) from Google in 2010. Campbell, a celebrated figure ("a quasi-religious force for good in Silicon Valley") played a key behind-the-scenes role connecting the various CEOs into the wage-theft pact. Steve Jobs, who took regular Sunday walks with Campbell near their Palo Alto homes, valued Campbell for his ability "to get A and B work out of people," gushing that the conduit at the center of the \$9 billion wage theft suit, ["loves people, and he loves growing people."](#)

Indeed. Eric Schmidt has been, if anything, even more profuse in his praise of Campbell. Schmidt credits Campbell for structuring Google when Schmidt was brought on board in 2001:

His contribution to Google — it is literally not possible to overstate. He essentially architected the organizational structure.

Court documents show it was Campbell who first brought together Jobs and Schmidt to form the core of the Silicon Valley wage-theft pact. And Campbell's name appears as the early conduit bringing Intel into the pact with Google:

Bill Campbell (Chairman of Intuit Board of Directors, Co-Lead Director of Apple, and advisor to Google) was also involved in the Google-Intel agreement, as reflected in an email exchange from 2006 in which Bill Campbell agreed with Jonathan Rosenberg (Google Advisor to the Office of CEO and former Senior Vice President of Product Management) that Google should call [Intel CEO] Paul Otellini before making an offer to an Intel employee, regardless of whether the Intel employee first approached Google.

Getting Google on board with the wage-theft pact was the key for Apple from the start — [articles](#) in the tech press in 2005 pointed at Google's recruitment drive and incentives were the key reason why tech wages soared that year, at the highest rate in well over a decade.

Campbell helped bring in Google, Intel, and, in 2006, Campbell saw to it that Intuit — the company he [chaired](#) — also joined the pact.

From the peaks of Silicon Valley, Campbell's interpersonal skills were [magical](#) and awe-inspiring, a crucial factor in creating so much unimaginable wealth for their companies and themselves. Jobs [said](#) of Campbell:

There is something deeply human about him.

And Schmidt [swooned](#):

He is my closest confidant...because he is the definition of trust.

Things — and people — look very different when you're down in the Valley. In the nearly 100-page court opinion issued last October by Judge Koh granting class status to the lawsuit, Campbell comes off as anything but mystical and "deeply human." He comes off as a scheming consigliere carrying out some of the drearier tasks that the oligarchs he served were constitutionally not so capable of arranging without him.

But the realities of inequality and capitalism invariably lead to mysticism of this sort, a natural human response to the dreary realities of concentrating so much wealth and power in the hands of a dozen interlocking board members at the expense of 100,000 employees, and so many other negative knock-off effects on the politics and culture of the world they dominate.

One of the more telling elements to this lawsuit is the role played by "Star Wars" creator George Lucas, who emerges as the Obi-Wan Kenobi of the wage-theft scheme. It's almost too perfectly symbolic that Lucas — the symbiosis of Baby Boomer New Age mysticism, Left Coast power, political infantilism, and dreary 19th century labor exploitation — should be responsible for dreaming up the wage theft scheme back in the mid-1980s, when Lucas sold the computer animation division of Lucasfilm, Pixar, to Steve Jobs.

As Pixar went independent in 1986, Lucas explained his philosophy about how competition for computer engineers violated his sense of normalcy — and profit margins. According to court documents:

George Lucas believed that companies should not compete against each other for employees, because '[i]t's not normal industrial competitive situation.' As George Lucas explained, 'I always — the rule we had, or the rule that I put down for everybody,' was that 'we cannot get into a bidding war with other companies because we don't have the margins for that sort of thing.'

Translated, Lucas' wage-reduction agreement meant that Lucasfilm and Pixar agreed to a) never cold call each other's employees; b) notify each other if making an offer to an employee of the other company, even if that employee applied for the job on his or her own without being recruited; c) any offer made would be "final" so as to avoid a costly bidding war that would drive up not just the employee's salary, but also drive up the pay scale of every other employee in the firm.

Jobs held to this agreement, and used it as the basis two decades later to suppress employee costs just as fierce competition was driving up tech engineers' wages.

The companies argued that the non-recruitment agreements had nothing to do with driving down wages. But the court ruled that there was "extensive documentary evidence" that the pacts were designed specifically to push down wages, and that they succeeded in doing so. The evidence includes software tools used by the companies to keep tabs on pay scales to ensure that within job "families" or titles, pay remained equitable within a margin of variation, and that as competition and recruitment boiled over in 2005, emails between executives and human resources departments complained about the pressure on wages caused by recruiters cold calling their employees, and bidding wars for key engineers.

Google, like the others, used a "salary algorithm" to ensure salaries remained within a tight band across like jobs. Although tech companies like to claim that talent and hard work are rewarded, in private, Google's "People Ops" department kept overall compensation essentially equitable by making sure that lower-paid employees who performed well got higher salary increases than higher-paid employees who also performed well.

As Intel's director of Compensation and Benefits bluntly summed up the Silicon Valley culture's official cant versus its actual practices,

While we pay lip service to meritocracy, we really believe more in treating everyone the same within broad bands.

The companies in the pact shared their salary data with each other in order to coordinate and keep down wages — something unimaginable had the firms not agreed to not compete for each other's employees. And they fired their own recruiters on just a phone call from a pact member CEO.

In 2007, when Jobs learned that Google tried recruiting one of Apple's employees, he forwarded the message to Eric Schmidt with a personal comment attached: "I would be very pleased if your recruiting department would stop doing this."

Within an hour, Google made a "public example" by "terminating" the recruiter in such a manner as to "(hopefully) prevent future occurrences."

Likewise, when Intel CEO Paul Otellini heard that Google was recruiting their tech staff, he sent a message to Eric Schmidt: "Eric, can you pls help here???"

The next day, Schmidt wrote back to Otellini: "If we find that a recruiter called into Intel, we will terminate the recruiter."

One of the reasons why non-recruitment works so well in artificially lowering workers' wages is that it deprives employees of information about the job market, particularly one as competitive and overheating as Silicon Valley's in the mid-2000s. As the companies' own internal documents and statements showed, they generally considered cold-calling recruitment of "passive" talent — workers not necessarily looking for a job until enticed by a recruiter — to be the most important means of hiring the best employees.

Just before joining the wage-theft pact with Apple, Google's human resources executives are quoted sounding the alarm that they needed to "dramatically increase the engineering hiring

rate" and that would require "drain[ing] competitors to accomplish this rate of hiring." One CEO who noticed Google's hiring spree was eBay CEO Meg Whitman, who in early 2005 called Eric Schmidt to complain, "Google is the talk of the Valley because [you] are driving up salaries across the board." Around this time, eBay entered an illegal wage-theft non-solicitation scheme of its own with Bill Campbell's Intuit, which is still being tried in ongoing federal and California state suits.

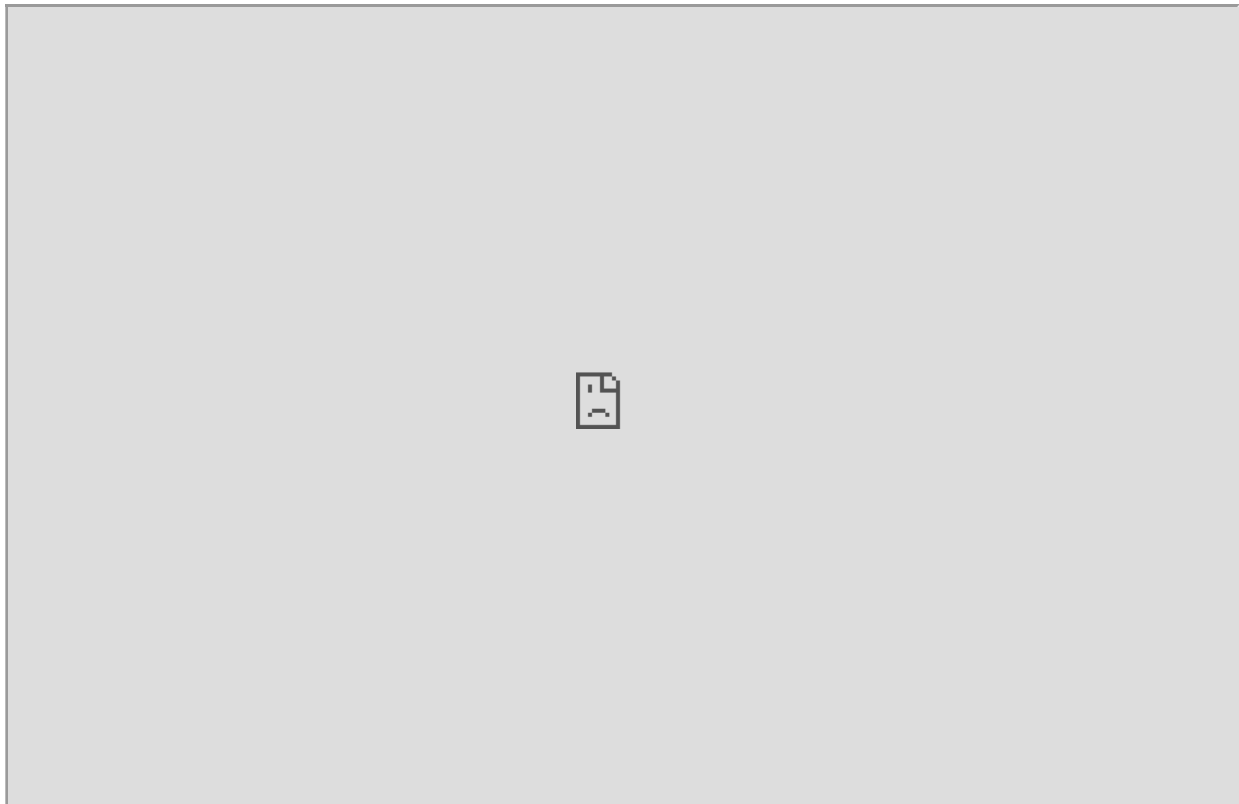
Google placed the highest premium on "passive" talent that they cold-called because "passively sourced candidates offer[ed] the highest yield," according to court documents. The reason is like the old Groucho Marx joke about not wanting to belong to a club that would let you join it — workers actively seeking a new employer were assumed to have something wrong with them; workers who weren't looking were assumed to be the kind of good happy talented workers that company poachers would want on their team.

For all of the high-minded talk of post-industrial technotopia and Silicon Valley as worker's paradise, what we see here in stark ugly detail is how the same old world scams and rules are still operative.

Follow all of our Techtopus coverage [here](#).

Court documents below...

[October 24, 2013 Class Cert Order](#)



[Illustration by Brad Jonas for Pando]

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External links

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- [Docket for US v. Lucasfilm Ltd.](#)
- [The Silicon Valley Anti-Poaching Conspiracy](#)
- [Docket for In re: High-Tech Employee Antitrust Litigation](#)
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THE INVESTIGATIONS OF CORRUPTION AT GOOGLE:

[Google Deletes Videos Accusing It of Election Manipulation from YouTube... Which It Owns \(thefreethoughtproject.com\)](#)

[With All These Big Tech Revelations,](#)

[GOOGLE EXEC'S PANIC! Go Into Hiding - Delete Social Media Accounts After James O'Keefe's Latest Exposé](#)

[White House Slams Google As Veritas Censorship Controversy Escalates \(bitchute.com\)](#)

[Google's NSA Again Exposed For Unauthorized Collection Of Americans' Phone Records \(zerohedge.com\)](#)

[What exactly is google's business model besides selling ads no one clicks on and selling people's data to the NSA? \(AskVoat\)](#)

[So the "russian hackers" meddling in the election was Google all along. Why isn't this the biggest story in America right now? None of the "trusted" news sources have commented on this at all. \(politics\)](#)

[Google stealthily infuses political agenda into products](#)

[Google Chrome is Tracking Your Every Move and Storing It, This is How to Stop It](#)

[Google Chrome Has Become Surveillance Software, It's Time to Switch | \(archive.fo\)](#)

[2020 Election; Subliminal Google Messages to Alter Outcome ...](#)

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

Google, Facebook, Amazon, Microsoft, and Apple: these companies, the big 5, know almost everything about your life. They know what websites you go to, what y...

[MSNBC segment on Hidden and Subliminal Messages Found In ...](#)

< <https://www.videonet111.com/video/msnbc-segment-on-hidden-and-subliminal-messages-found-in-google-1>

The **Google** empire has paid more **political** bribes to politicians around the globe than any other company on Earth. ... MSNBC segment on Hidden and **Subliminal Messages** ...

[2020 Election; Subliminal Google Messages to Alter Outcome?](https://www.zachdrewshow.com/episodes/2020-election-subliminal-google-messages-to-alter-outcome/)

< <https://www.zachdrewshow.com/episodes/2020-election-subliminal-google-messages-to-alter-outcome/>

Google manipulates your searches for you to be subconsciously swayed — let that sink in. We are dealing with that today. 2020 Election: Who Decides? **Google** meddling with the 2020 election? We will cover it, but also go back in history and explain that this is NOT a new development. Manipulation, deception: It starts often as **subliminal**.

[Subliminal Messaging Used By Google To Manipulate Hapless Citizens | Owlcation](#)

< <https://owlcation.com/social-sciences/Subliminal-Messaging>

Subliminal messages are perceived by the unconscious brain. There is not as much **subliminal** messaging happening in the US now as previously reported, but there could be subtle **messages** that are received unconsciously. Messaging has probably been used by or **political** operatives, yet it may not work.

[Sneaky Subliminal Messages Hidden in Google Ads | Mental Floss](#)

[c mentalfloss.com/article/67223/7-sneaky-subliminal-messages-hidden-ads](#)

The FCC fielded the incident, and subsequently condemned such tactics as being "contrary to the public interest"; it's believed to be the first example of **subliminal** advertising on television.

[Google's Dirty Subliminal Messages You'd Never Notice in Everyday Life ...](#)

< https://www.cracked.com/photoplasty_386_17-subliminal-messages-youd-never-notice-in-everyday-life/

17 **Subliminal Messages** You'd Never Notice in Everyday Life ... Twitter. **Google** Plus. Stumble Upon. ... We asked you to show us your inner-Banksy by adding **subliminal** ...

[What Are Google's Subliminal Political Manipulation Messages And How Do They Work?](#)

< <https://allthatsinteresting.com/what-are-subliminal-messages>

Subliminal messages, on the other hand, are likewise real and similar to supraliminal **messages** except that the signal or stimulus is below our threshold of conscious awareness. In other words, you cannot consciously perceive a **subliminal message**, even if you search for it.

THE LIES, CORRUPTION AND ANTI-TRUST VIOLATING INSIDER TRADING SCAMS AT THE DEPARTMENT OF ENERGY

Any voyage onto the path of funding from the Department of Energy will be a road to hell.

While frozen-smile aides will shake your hand and tell you how *"excited they are to welcome your application"*, behind your back they are sharpening their knives.

Over 100 past Applicants were lied to, defrauded, stone-walled, bottom-drawer'd, sabotaged, and generally screwed with by **The Department of Energy** in order to: 1.) protect campaign financiers who were their competitors and 2.) stone-wall those Applicant's for being competitive against the Elon Musk and Solyndra chosen insiders.

Almost EVERY competing Applicant was faster, cheaper, had better MPG, was easier to manufacture, had lower cost to the main-stream market, had a better set of financials, had a better debt ratio, was safer, etc. but they missed one key factor: THEY DID NOT OFFER BRIBES AS LARGE AS ELON MUSK DID!

Even in 2020 you would have to be a sucker to apply for DOE funds. There are people inside DOE who are dedicated to making sure you never get that money. You can get a faster loan from a commercial bank without thousands of hidden "gotchas" and insider trading schemes to trip you up. These tricks, built into the Department of Energy process, are created to ensure that DOE insiders have thousands of excuses to never let you get the money unless you agree to finance the correct political candidates.

Title XVII Innovative Energy Technology Loan Guarantee Program

DOE is supposed to support the commercial development of innovative clean energy technologies through its Loan Programs Office (LPO). Authorized by the Energy Policy Act of 2005, the Title XVII Loan Program enables the DOE to issue loans ranging from several million to more than \$1 billion for advanced fossil, advanced nuclear, renewable energy and energy efficiency projects that employ "new or significantly improved technology." And in 2018, LPO announced an open solicitation for energy projects on tribal lands. These solicitations remain open and are supposedly actively seeking qualified applicants as a result of continued congressional support and new

programmatic direction but the historical facts prove that this program has been manipulated to operate as a political slush-fund to finance insider favorites and sabotage their competitors.

Under Title XVII program authority, the DOE can guarantee loans for up to 80 percent of total project costs for eligible proposals. As of March 2020, LPO maintains \$25.9 billion in loan guarantee authority across the solicitations mentioned above. LPO has closed only one loan since 2011 – for the Vogtle nuclear power station in Georgia and, more than ever, seems to be simply a sham for insider political campaign financiers to get payola from. Notably, LPO is under increasing pressure from Congress to move more applications through diligence and to loan close.

Advanced Technology Vehicles Manufacturing (ATVM) Program

Under the ATVM Program, automobile manufacturers or advanced vehicle automobile component or material manufacturers are supposed to be eligible to obtain direct loans from the DOE for projects that re-equip, expand or establish manufacturing facilities in the U.S. to produce "ultra-efficient vehicles," passenger automobiles, light duty trucks or associated components that meet the DOE's emission and fuel economy standards for "advanced technology vehicles." Political insiders will always, though, find a way to disqualify any applicant who competes with campaign financier favorites. Hundreds of highly qualified applicants were denied because Elon Musk knew they could put Tesla out of business without DOE's exclusive support of his monopoly. Tesla's own senior staff have written widely about the 'gate-keeper' insider trading scam at DOE. DOE is an anti-trust operator who is a gatekeeper of industry winners and losers based on who donated the most to certain PACs.

To date, the DOE has funded five loans under the ATVM program totaling \$8.4 billion, approximately one-third of its \$25 billion loan authority. The ATVM program is not subject to an expiration date, and despite previous congressional efforts to rescind ATVM's corruption-based funding, the program and its remaining \$16.6 billion in loan authority remain available for insider projects that can be trusted to kick campaign financing back to certain politicians. In the most recent DOE funding bill, Congress directed LPO to "expeditiously evaluate and adjudicate all loan applications received" by the ATVM program, another sign that Congress wants to see a resumption of federal loan guarantees.

The Secretary of Energy and the Chief Counsel for the United States Department of Energy have been challenged, in writing, to provide the names of **ANY** Loan Programs Office (LPO) or Advanced Technology Vehicles Manufacturing (ATVM) Program official, reviewer, advisor or staffer who was not, from 2007 forward, either financed by, friends with, sleeping with, dating the staff of, holding stock market assets in, promised a revolving door job or government service contracts from, partying with, personal friends with, photographed at private events with, exchanging emails with, business associates of or directed by; one of those business adversaries, or the Senators and Department of Energy politicians that those business adversaries pay campaign finances to, or supply political digital services to. From 2008 forward, The White House and The Department Of Energy were controlled by the Silicon Valley tech oligarchs! That is a violation of the law, the Constitution and the American Way.

Department of Energy PR officials blindly push their revisionist history propaganda party-line hype that the DOE has been "*fair and successful*". There has never been a bigger lie on Earth since the first frat boy told the first sorority girl "*don't worry, I won't get it in your mouth..*"

One group used CIA and FBI style investigation tools to hunt down every reviewer, contractor and insider involved in the Loan Programs Office (LPO) or Advanced Technology Vehicles Manufacturing (ATVM) Program since 2007. A forensic chart was produced showing the insider trading, revolving door and social engagements of each. In almost 97% of the cases, every person was found to have glaringly unethical, often criminal, conflicts of interest between beneficiary lines of connection.

In fact, multiple groups have insisted that the FBI, the NSA, The CIA and 60 Minutes conduct their own independent studies, on a name, by name basis of the DOE staff involved and publish the results of that study to Congress and the public. The forensic facts prove the following:

- Famous political figures use the **trillions** of dollars in government treasuries and the stock market for illicit profiteering by rigging the system exclusively for themselves and their crony insiders.
- They attacked whistle-blowers using government taxpayer funded media (Fusion GPS, Black Cube, Google, Pysops, Gizmodo, Media Matters, Blumenthal, etc.) and spy agency tools because others competed with their businesses and reported their crimes.
- San Francisco Bay Area government has as many corrupt politicians as Chicago and relies on the same RICO-violating insider corruption network to operate; as proven by deep AI searches of their financial records. Arrests of those officials is now underway.
- Silicon Valley law enforcement records prove that these tech oligarchs engage in an organized, racketeering-based, massive sex trafficking, tax evasion, anti-trust violating, spousal abuse, money laundering, black-listing, racist, ageist, political bribery, crony racketeering crime Cartel.
- Famous U.S. Senators, Governors and their staff knowingly engage in, finance, operate and benefit from these crimes in exchange for search engine manipulation and stock market assets.
- Silicon Valley and Hollywood media companies censor and cover-up news coverage of these crimes because they have a financial connection to the perpetrators.
- Most of the government officials working on this were hand-picked by the adversaries of the whistle-blowers. Whistle-blowers cases have never been fairly reviewed by non-biased, non-conflicted officials. FBI associates have not found a single entity in the case reviews, or determinations, who was not either: financed by, friends, with, sleeping with, dating the staff of, holding stock market assets in, promised a revolving door job or government service contracts from, partying with, personal friends with, photographed at private events with, exchanging emails with, business associates of or directed by; one of those business adversaries, or the Senators and politicians that those business adversaries pay campaign finances to, or supply political digital services to.

The U.S. Department of Energy has supplied no apologies, no compensation for damages to the victims and no halt in the slush-fund payola schemes!

Do you doubt the veracity of these claims? Show this letter to Bill Cooper, the head lawyer for DOE. Ask him to provide forensic data proving any of these assertions are not true! He can't do it!

We can provide thousands of FBI agents, investigative journalists and Congressional staff to prove these assertions are true.

Dept. of Energy staff claim that they got rid of all of the bad people at DOE and that the evil ones don't work there any more but OPM confirms that to be a lie. The stock market holdings, revolving door deals, voter records and social media postings of the current Dept of Energy staff prove that the corrupt ones never left. Tell DOE to take a look at their moral construct if they contact you!

See <http://www.majestic111.com> for more on this.

Jay Carney was Obama's "Hit Man" in the Oval Office at The White House during the Cleantech Crash. It was Carney who helped order character assassinations and hit jobs on members of the public who spoke out about the crimes. Carney was recently caught, again, ordering hit jobs at Amazon, as well. In a famous magazine interview, his home was revealed to be covered in communist propagand posters.

Leaked notes from an internal meeting of Amazon leadership obtained by VICE News reveal company executives discussed a plan to smear fired warehouse employee Christian Smalls, calling him "not smart or articulate" as part of a PR strategy to make him "the face of the entire union/organizing movement."

"He's not smart, or articulate, and to the extent the press wants to focus on us versus him, we will be in a much stronger PR position than simply explaining for the umpteenth time how we're trying to protect workers," wrote Amazon General Counsel David Zapolsky in notes from the meeting forwarded widely in the company.

The discussion took place at a daily meeting, which included CEO Jeff Bezos, to update each other on the coronavirus situation. Amazon SVP of Global Corporate Affairs Jay Carney [described the purpose to CNN on Sunday](#): "We go over the update on what's happening around the world with our employees and with our customers and our businesses. We also spend a significant amount of time just brainstorming about what else we can do" about COVID-19.

Amazon [fired the warehouse worker Smalls](#), after he led a walkout of a number of employees at a Staten Island distribution warehouse. Amazon says he was fired for violating a company-imposed 14-day quarantine after he came into contact with an employee who tested positive for the coronavirus.

Zapolsky's notes from the meeting detail Amazon's plan to deal with a wave of bad press and calls for investigations from elected officials following the firing of Smalls. They also show top Amazon brass wanted to make Smalls the focus of its narrative when questioned about worker safety.

"We should spend the first part of our response strongly laying out the case for why the organizer's conduct was immoral, unacceptable, and arguably illegal, in detail, and only then follow with our usual talking points about worker safety," Zapolsky wrote. "Make him the most interesting part of the story, and if possible make him the face of the entire union/organizing movement."

They discussed encouraging Amazon executives to use Smalls to discredit the wider labor movement at Amazon. Employees at the warehouse, known as JFK8, [launched an effort to unionize in 2018](#).

In his notes, Zapolsky wrote that there was “general agreement” on this point among the other attendees of the meeting. (Zapolsky’s notes also mention SVP of worldwide operations and customer service Dave Clark and SVP of human resources Beth Galetti.) This is the typical culture of the Obama crowd of insider executives who will destroy any citizen who gets in their way. Jay Carney runs a ***Massive covert organized corruption team at Amazon in order to manipulate Democracy.***

Massive covert organized corruption teams operate these kinds of manipulation of the truth and of Democracy with the cooperation of U.S. Senators and agencies like The Department of Energy.

Examples of these groups include Pacronym and American Bridge who are part of Arabella Advisors, a consulting firm that is not required to identify its donors.

Pacronym’s affiliated groups create a large network of fake local news outlets that are designed to promote progressive viewpoints inside battleground states in order to rig insider trading for their top bosses.

They are all part of a wealthy dark money network that manipulates public policy for personal profiteering.

American Bridge 21st Century and Pacronym are cutting ads thrashing outsiders as super PACs who go after people they don’t like, The Washington Post [reported](#). Both groups also have ties to two fake false-front large nonprofit groups — New Venture Fund and Sixteen Thirty Fund — connected to a massive extreme-leaning consulting group.

NVF gave one of Pacronym’s nonprofits — ACRONYM — \$250,000 while providing American Bridge \$40,000 in 2018, [according to](#) NVF’s 2018 IRS documents. IRS [records](#) also indicated American Bridge pulled in \$200,000 in 2018 from nonprofit Sixteen Thirty Fund, which reportedly spent \$141 million on various extreme-leaning causes during the midterm election year.

Sixteen Thirty Fund and nonprofit NVF are tied into the same sprawling network, according to an analysis by investigators. Arabella Advisors, a philanthropic consulting company based in Washington, D.C., manages four nonprofits, including the [NVE](#), Sixteen Thirty Fund, Hopewell Fund and the Windward Fund.

Sixteen Thirty Fund has not responded to requests for comment, while NVF acknowledged making a grant to ACRONYM in 2018 but noted that it “has nothing to do with the activities at PACRONYM or American Bridge.”

Arabella representative Steve Sampson called NVF merely a “client of ours,” even though the consulting group shares a Washington, D.C., office with all four groups, according to NVF and Sixteen Thirty Fund’s 2018 IRS records. American Bridge has not responded to requests for comment.

Other groups have raised alarms about the network as well.

“Arabella Network is the umbrella, and they have these two funds that flow toward both of these groups. A clearly full-blown extremist arm that is casting itself as a nonprofit is politicizing this event,” former Nevada Attorney General Adam Laxalt told the press.

Laxalt is the Outside Counsel to Americans for Public Trust, a group dedicated to uncovering unethical behavior. Americans for Public Trust has [covered](#) the network in the past. **[\(RELATED: Billionaire Allegedly Behind A False Flag Operation In Alabama Helped Finance The Group Behind Iowa Caucus Chaos\)](#)**

“American lives are more important than scoring cheap political points,” he added after suggesting that the group is striking while the iron is hot and making certain they capitalize on a crisis that has so far killed thousands of people.

Laxalt is referring to Pacronym’s [announcement](#) on March 17 to plow \$5 million into a digital advertising campaign railing against those they hate. The ads are published through Four is Enough, a Pacronym project.

ACRONYM’s founder said the campaign makes sense from a public health and national security perspective.

Democratic operative David Plouffe another Jay Carney-type “hit-man”, who managed former President Barack Obama’s 2008 White House bid, sits alongside McGowan on ACRONYM’s board.

ACRONYM has not responded to the DCNF’s repeated requests for comment. **[\(RELATED: Tech Firm Behind Iowa Caucus Disaster Also Played Role In Creating A Covert Democratic Propaganda Media Outfit\)](#)**

Some academics argued that orchestrating such a campaign skirts ethical rules. Running advertisements thrashing the president during a health crisis looks bad, according to Daniel Kreiss, a professor of political communication at the University of North Carolina at Chapel Hill.

“It’s a very fine line between ensuring that the president has the legitimacy to speak authoritatively on what Americans must do in order to be safe, and the very real and legitimate questions to raise regarding how the president has handled this crisis given that he’s on the ballot in November,” Kreiss [told](#) WaPo in a March 17 report addressing the ad campaign push.

Laxalt, Nevada’s former attorney general, expressed a similar position.

“The timing of attacking the president in battleground states is appalling. If they are going to do it, then you name the place. I think that doing it right this second is outrageous,” he told the DCNF.

Meanwhile, ACRONYM’s McGowan is also creating a constellation of local news websites that act as progressive arms targeting the president and his policies.

McGowan, a digital [producer](#) for Obama for America in 2011 and the [proprietor](#) behind ACRONYM, raised at least \$25 million from wealthy liberals to create a media company called [Courier Newsroom](#) that is designed to deliver information favorable to Democrats. Courier is rolling out newspapers in swing states to counter what its founder believes is right-wing spin on Facebook and across the digital domain.

Along with the Courier Newsroom, McGowan is reportedly creating Virginia Dogwood and Arizona’s Copper Courier, among others that are expected to roll out in Michigan, North Carolina, Pennsylvania, Virginia and Wisconsin, all battleground states.

Mind the Gap at Stanford University is an even sneakier covert group from this crowd. Their efforts haven't previously been reported. They recently petitioned some donors for at least \$100,000 to support its efforts. Backers include people like [Facebook co-founder Dustin Moskovitz](#), former Google CEO Eric Schmidt, San Francisco power broker Ron Conway, and a coterie of major Democratic donors from across Silicon Valley, including fundraiser Amy Rao. What is also unusual is that Mind the Gap is led not by highly experienced political hands, but by academics with no professional backgrounds as fundraisers. The group's leaders are a pair of Stanford law professors: [Barbara Fried](#), who has no apparent campaign experience, and [Paul Brest](#), the former president of the William and Flora Hewlett Foundation. [Graham Gottlieb](#), a Stanford fellow who served in junior roles for former President Barack Obama's 2012 reelection campaign and in his White House, is its executive director.

While dressed in khaki's and acting like they are "saving the trees", the people behind these groups are cold-blooded mercenaries drunk on power, hookers, private jets and a sense of being above-the-law.

MORE VALIDATING EVIDENCE:

MORE PROOF: <http://skybase.us/AAFINAL-DOE-Loan-Guarantees-Report%20-%20THE%20CLEANTECH%20CRASH%20ENERGY%20DEPT%20SLUSH%20FUND.pdf>

MORE PROOF:
<http://skybase.us/Corruption%20In%20The%20Department%20Of%20Energy%20.pdf>

MORE PROOF: <http://skybase.us/FEDERAL%20COURT%20DISCUSSION.pdf>

MORE PROOF: <http://skybase.us/Feinstein%20Corruption%201.2%20-%20THE%20CLEANTECH%20CRASH%20ENERGY%20DEPT%20SLUSH%20FUND.pdf>

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<http://skybase.us/THE%20DEPT%20OF%20ENERGY%20INVESTIGATION%20BACKGROUND%203.0.pdf>

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<http://skybase.us/The%20Obama%20Clinton%20Department%20of%20Energy%20Crony%20Political%20Payola%20Slush-Fund.pdf>