

Message

From: Brennan Vincent [/O=THEFACEBOOK/OU=EXTERNAL
(FYDIBOHF25SPDLT)/CN= [REDACTED]]
Sent: 5/5/2017 6:27:12 AM
To: Felipe [REDACTED]@fb.com; Aaron [REDACTED]@fb.com; Ryan [REDACTED]@fb.com; Marissa [REDACTED]
[REDACTED]@fb.com; Mark [REDACTED]@fb.com; Mark [REDACTED]@fb.com; Andrei [REDACTED]
[REDACTED]@oculus.com; Tobias [REDACTED]@fb.com; Giovanni [REDACTED]@whatsapp.com; Chetan
[REDACTED]@fb.com; Emre [REDACTED]@fb.com; Allison [REDACTED]@fb.com; T.J. [REDACTED]
[REDACTED]@fb.com; Peter [REDACTED]@oculus.com; Michael [REDACTED]@fb.com; Mike [REDACTED]
[REDACTED]@fb.com; Phil [REDACTED]@fb.com; Jar [REDACTED]@fb.com; Adelaide [REDACTED]@fb.com;
Giuseppe [REDACTED]@fb.com; Joel [REDACTED]@fb.com; James [REDACTED]@fb.com; Jason
[REDACTED]@fb.com; George [REDACTED]@fb.com; Brigitte [REDACTED]@fb.com; Brett [REDACTED]
[REDACTED]@fb.com; Michael [REDACTED]@fb.com; Gabriel [REDACTED]@fb.com; Igor [REDACTED]
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[REDACTED]@fb.com; Fosco [REDACTED]@fb.com; Kevin [REDACTED]@fb.com; Hans [REDACTED]
[REDACTED]@fb.com; Alvin [REDACTED]@instagram.com; Jesse [REDACTED]@fb.com; Matt [REDACTED]
[REDACTED]@whatsapp.com; Daniel [REDACTED]@fb.com; James [REDACTED]@fb.com; Haroon
[REDACTED]@fb.com; Andy [REDACTED]@fb.com; Dmitry [REDACTED]@fb.com; Ryan [REDACTED]
[REDACTED]@fb.com; Inci [REDACTED]@fb.com; Luke [REDACTED]@fb.com; Linda [REDACTED]@fb.com; Rui [REDACTED]
[REDACTED]@fb.com; Benno [REDACTED]@fb.com; Justin [REDACTED]@fb.com; David [REDACTED]
[REDACTED]@fb.com; Vasanth [REDACTED]@fb.com; Eric [REDACTED]@fb.com; Brennan [REDACTED]
[REDACTED]@fb.com; Will [REDACTED]@fb.com; Max [REDACTED]@fb.com]
Subject: Message summary [{"otherUserFbId":null,"threadFbId":1154204024676135}]
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Marissa [REDACTED] (5/04/2017 05:40:52 PDT):
>I added the FBAnon question to the Q&A poll again

Marissa [REDACTED] (5/04/2017 05:41:00 PDT):
>iunno if it was answered yet, I missed a few Q&As

Gabriel [REDACTED] (5/04/2017 05:48:25 PDT):
>it was decided that we weren't going to ask it. What was the reason?

Marissa [REDACTED] (5/04/2017 05:54:18 PDT):
>People being too scared to ask it live?

Marissa [REDACTED] (5/04/2017 05:54:40 PDT):
>Iunno I'm not in MPK

Jason [REDACTED] (5/04/2017 07:27:59 PDT):
>Management will never bring back FBAnon.

Marissa [REDACTED] (5/04/2017 08:17:44 PDT):
>it's too bad

Marissa [REDACTED] (5/04/2017 08:17:46 PDT):
>it was a magical place

Gabriel [REDACTED] (5/04/2017 08:41:29 PDT):
>Welcome Joel to the last remnants of what used to be fbanon.

Gabriel [REDACTED] (5/04/2017 08:41:53 PDT):
>Others can add you to the political chat if that's your cup of tea

Joel [REDACTED] (5/04/2017 08:41:54 PDT):
>\o/

Joel [REDACTED] (5/04/2017 08:42:13 PDT):
>If it's US-centric I'll stay away, otherwise sure

Muhammad [REDACTED] (5/04/2017 08:55:00 PDT):
>Welcome Joel!

Gabriel [REDACTED] (5/04/2017 09:35:58 PDT):
>Jays post about Referrals pivoted to people complaining about the referral process being a negative experience for candidates and employees :O

Allison [REDACTED] (5/04/2017 09:36:30 PDT):
>hi welcome

Marissa [REDACTED] (5/04/2017 09:46:25 PDT):
>Gabriel That is true tho

Michael [REDACTED] (5/04/2017 09:46:27 PDT):
>link?

Marissa [REDACTED] (5/04/2017 09:46:37 PDT):
>It sometimes takes forever

Marissa [REDACTED] (5/04/2017 09:46:49 PDT):
>Statuses don't update

Marissa [REDACTED] (5/04/2017 09:47:14 PDT):
>last time I had to straight up relay messages from the recruiter to my friend because nothing was happening

Marissa [REDACTED] (5/04/2017 09:47:54 PDT):
>and then he never showed up in the tool because reasons, not even sure if i would have gotten the euro euro bills if he was hired

David [REDACTED] (5/04/2017 09:58:21 PDT):
>Almost every time I've referred somebody, something has gone wrong

David [REDACTED] (5/04/2017 09:58:38 PDT):
>And every time, the recruiter acts like this is a special case and it never happens

Muhammad [REDACTED] (5/04/2017 09:58:55 PDT):
>Same here! It's so frustrating

Muhammad [REDACTED] (5/04/2017 09:59:23 PDT):
>I've almost given up unless it's a really strong candidate and now I sell the hiring manager on it first before putting in the referral. So they end up pushing for it too

Kevin [REDACTED] (5/04/2017 09:59:26 PDT):
>(In Seattle) fuck it's hot today! It might even be above 60!

Kevin [REDACTED] (5/04/2017 09:59:36 PDT):
>I reconsidered wearing my sweater

Emre [REDACTED] (5/04/2017 09:59:51 PDT):
>lol

Emre [REDACTED] (5/04/2017 09:59:54 PDT):
>it was almost 80 yesterday

Kevin [REDACTED] (5/04/2017 10:00:07 PDT):
>Like I'd really commit such a fashion disaster as showing people my forearms

Emre [REDACTED] (5/04/2017 10:00:10 PDT):
>i could actually feel my skin burn for the first time in many many months

Kevin [REDACTED] (5/04/2017 10:00:27 PDT):
>I'd get an HR writeup for making an arousing work environment

Jason [REDACTED] (5/04/2017 10:01:11 PDT):
>I referred an Eng manager. The recruiter suggested that she interview as a high IC and transition to manager once she got here. Then she failed the phone screen because she didn't know PHP well enough for a high IC position :-P

Kevin [REDACTED] (5/04/2017 10:01:29 PDT):
>Guh

Jason [REDACTED] (5/04/2017 10:01:35 PDT):
>Left hand, meet right hand

Kevin [REDACTED] (5/04/2017 10:02:14 PDT):
>I referred my phd scientist friend who does stat analysis on populations and how stuff psychologically effects them.

Kevin [REDACTED] (5/04/2017 10:02:22 PDT):
>Was told we don't hire people like that

David [REDACTED] (5/04/2017 10:02:56 PDT):
>We damn well should

Kevin [REDACTED] (5/04/2017 10:03:01 PDT):
>I escalated three times

David [REDACTED] (5/04/2017 10:03:09 PDT):
>Well, I guess I'm not that sure we need that

Mike [REDACTED] (5/04/2017 10:03:13 PDT):
>people who think about psychological effects?

Mike [REDACTED] (5/04/2017 10:03:16 PDT):
>nah

David [REDACTED] (5/04/2017 10:03:19 PDT):
>But I'm surprised we don't have sociologists

David [REDACTED] (5/04/2017 10:03:30 PDT):
>Assuming that's the kind of person you mean

Jason [REDACTED] (5/04/2017 10:03:46 PDT):
>Also surprising that we don't have a chief economist

David [REDACTED] (5/04/2017 10:03:46 PDT):
>I do know of one psych PhD who works here

Kevin [REDACTED] (5/04/2017 10:04:03 PDT):
>Social psych I think. Not my field so that might make as much sense as "data bash rust engineer"

Mike [REDACTED] (5/04/2017 10:04:29 PDT):
>i wish we had someone who could say "bombarding women with a message on how to become pretty multiple times per day is bad for their mental health"

Mike [REDACTED] (5/04/2017 10:04:38 PDT):
>not good for the company though

Kevin [REDACTED] (5/04/2017 10:05:08 PDT):
>But it's good for our financial health. That's proven over a century.

Kevin [REDACTED] (5/04/2017 10:05:08 PDT):
>Showing car ads is bad for the earth.

Mike [REDACTED] (5/04/2017 10:05:11 PDT):
>"making these messages about how to become pretty look like they're supported from your friends is even worse"

Kevin [REDACTED] (5/04/2017 10:05:19 PDT):
>Allowing republicans to show ads is bad for liberals

Joel [REDACTED] (5/04/2017 10:05:26 PDT):
>Referrals are horrible here. I've had problems with every referral, including a guy with his Masters in CS, way more accomplishments than me, published papers (I have zero), worked as a PE for years, but he's not technically competent enough for an initial phone screen.

Kevin [REDACTED] (5/04/2017 10:05:42 PDT):
>Lots of things would be different if the majority of the company gave a shit about their values and not just here to get those stacks bruh

Mike [REDACTED] (5/04/2017 10:05:52 PDT):
>yep

Joel [REDACTED] (5/04/2017 10:06:01 PDT):
>Aye

Muhammad [REDACTED] (5/04/2017 10:06:05 PDT):
>Indeed

Jason [REDACTED] (5/04/2017 10:06:59 PDT):
>The conclusion of such an investigation may be to shut the site down

Mike [REDACTED] (5/04/2017 10:07:13 PDT):
>[]

Kevin [REDACTED] (5/04/2017 10:07:19 PDT):
>Last night I was watching a show on craftsmen in Kyoto and it made me realize I haven't been proud of any of the work I've done here.

Mike [REDACTED] (5/04/2017 10:07:23 PDT):
>let me reach my cliff first

Kevin [REDACTED] (5/04/2017 10:07:28 PDT):
>I was proud of the things I made at Apple.

Jason [REDACTED] (5/04/2017 10:07:31 PDT):
>99% of posts are people talking about how beautiful they are and their vacations

Mike [REDACTED] (5/04/2017 10:07:34 PDT):
>i was proud of things i did at google for sure

Mike [REDACTED] (5/04/2017 10:07:49 PDT):
>coming in to the "lets try to copy snapchat as hard as possible" team definitely didn't help

David [REDACTED] (5/04/2017 10:08:08 PDT):
>I'm proud of some things I've done technically

David [REDACTED] (5/04/2017 10:08:22 PDT):
>And the fact that I've kept my job here for four years

David [REDACTED] (5/04/2017 10:08:42 PDT):
>The consequences of fb, I'm not so sure about

Mike [REDACTED] (5/04/2017 10:08:46 PDT):
>im kind of worried how people are going to look at me when i look for my next job when they see i worked at facebook tbh

David [REDACTED] (5/04/2017 10:08:50 PDT):
>I still think it's a good for the world in general

Jason [REDACTED] (5/04/2017 10:09:01 PDT):
>I think FB is a net positive for the world

David [REDACTED] (5/04/2017 10:09:10 PDT):
>But there is truth to what people on hn say

David [REDACTED] (5/04/2017 10:09:21 PDT):
>Connectedness is a good thing

Mike [REDACTED] (5/04/2017 10:09:36 PDT):
>what does that even mean though

David [REDACTED] (5/04/2017 10:09:40 PDT):
>But having it centralized and ad supported might not be

Andrew [REDACTED] (5/04/2017 10:09:44 PDT):
>any other company by the time they reach our size has very real questions about their effect

Andrew [REDACTED] (5/04/2017 10:09:54 PDT):
>not that we shouldn't keep thinking about it

Jason [REDACTED] (5/04/2017 10:10:24 PDT):
>Facebook as a diary that uses psychological triggers to keep me as a author is a positive force

David [REDACTED] (5/04/2017 10:10:26 PDT):
>If only the incentives and network effects were in place for things like diaspora to take hold

Mike [REDACTED] (5/04/2017 10:10:28 PDT):
>i spent 5 years at google and had my questions about privacy and surveillance but i never felt i was making people's mental health deteriorate slowly and over time

Jason [REDACTED] (5/04/2017 10:10:45 PDT):
>I have almost zero pictures or notes of my life pre-Facebook

Mike [REDACTED] (5/04/2017 10:11:03 PDT):
>all my pictures are on google photos, you know, a place where i can store my photos privately

Mike [REDACTED] (5/04/2017 10:11:19 PDT):
>and doesn't try to trick me into sharing them publically every day

Mike [REDACTED] (5/04/2017 10:11:31 PDT):
>pre-facebook was pre-cameraphone

Jason [REDACTED] (5/04/2017 10:11:54 PDT):
>Google photos has "X years ago today" and other features that were borrowed from Facebook.

Jason [REDACTED] (5/04/2017 10:12:17 PDT):
>But yeah there is a lot of overlap now

Mike [REDACTED] (5/04/2017 10:12:19 PDT):
>wait did you just say facebook invented x years ago today?

Jason [REDACTED] (5/04/2017 10:12:36 PDT):
>No, we probably borrowed it from someone else

Mike [REDACTED] (5/04/2017 10:12:38 PDT):
>timehop

Mike [REDACTED] (5/04/2017 10:13:19 PDT):
>just saying you can't attribute having digital artifacts to facebook rather than having a camera in your pocket every day

Jason [REDACTED] (5/04/2017 10:14:06 PDT):
>I wouldn't caption the photos and discuss them without FB though

Jason [REDACTED] (5/04/2017 10:14:18 PDT):
>They would be a collection of pictures that I never looked at again

Jason [REDACTED] (5/04/2017 10:14:36 PDT):
>I bet 99.99% of google photos can go in cold storage

Mike [REDACTED] (5/04/2017 10:15:10 PDT):
>99% of all photos can

Mike [REDACTED] (5/04/2017 10:15:30 PDT):
>the one thing i wish they would do is dedupe

Jason [REDACTED] (5/04/2017 10:15:36 PDT):
>The other 1% are in Facebook

Jason [REDACTED] (5/04/2017 10:15:41 PDT):
>At least that's the product goal

Mike [REDACTED] (5/04/2017 10:15:55 PDT):
>how often do you scroll back in fb? probably as much as i scroll back in gp

Mike [REDACTED] (5/04/2017 10:16:02 PDT):
>like 2-3 times a year

Jason [REDACTED] (5/04/2017 10:17:08 PDT):
>I get the "X years ago today" almost daily

Hugh [REDACTED] (5/04/2017 10:17:48 PDT):
>I never understood why we backed off so hard on scientific psychology and sociology research after the social contagion study. I think we have an unprecedented opportunity to contribute to research in both fields which is arguably a million times more important than making the world more connected.

Ryan [REDACTED] (5/04/2017 10:19:41 PDT):
>It's scary for a Comp yang to have that power and it may lead to "regulatory risk"

Mike [REDACTED] (5/04/2017 10:20:50 PDT):
>oh good, we're going after <13 year olds now?

Brennan [REDACTED] (5/04/2017 10:21:12 PDT):
>zuck has been talking about that for a while

Mike [REDACTED] (5/04/2017 10:21:37 PDT):
>yeah it was gross the last time he mentioned it

Muhammad [REDACTED] (5/04/2017 10:21:38 PDT):
>I'm not streaming the all hands (missed the first 20 mins, and now I figure I should just watch the recording). worth watching then it seems?

Mike [REDACTED] (5/04/2017 10:21:49 PDT):
>i just tuned in too

Mike [REDACTED] (5/04/2017 10:21:58 PDT):
>but my friends are... less than excited about the ideas

Michael [REDACTED] (5/04/2017 10:22:28 PDT):
>@Mike someone commented in the Lori's gender bias post if we could explore getting high school teenage girls as interns

Michael [REDACTED] (5/04/2017 10:22:38 PDT):
>:|

Muhammad [REDACTED] (5/04/2017 10:22:41 PDT):
>hahaha. link?

Mike [REDACTED] (5/04/2017 10:23:02 PDT):
>im ok with hiring people, but targetting 11 year olds feels like tobacco companies a couple decades ago (and today)

Mike [REDACTED] (5/04/2017 10:23:16 PDT):
>like we're seriously saying "we have to hook them young" here

Michael [REDACTED] (5/04/2017 10:23:58 PDT):
>https://fb.facebook.com/groups/e/permalink/1466622773393901/?comment_id=1468740833182095 I'm sure it was a harmless comment, just thought it was funny
shared: <http://www.facebook.com/449949138693181>

Andrew [REDACTED] (5/04/2017 10:23:59 PDT):
>well, to be fair, a lot of other services trying to compete with facebook explicitly target under-13's and create plausible deniability for knowing their age

Mike [REDACTED] (5/04/2017 10:24:25 PDT):
>yep, doesn't make it any better

Michael [REDACTED] (5/04/2017 10:24:27 PDT):
>he has a point anyway... I think he meant like, are we looking into ways to get more women interested in STEM from earlier in the pipe than college, which is a valid question to ask

Muhammad [REDACTED] (5/04/2017 10:24:42 PDT):
>won't we get sued due to COPPA or whatever?

Andrew [REDACTED] (5/04/2017 10:24:57 PDT):
>explicitly called out

Andrew [REDACTED] (5/04/2017 10:25:10 PDT):
>as being a challenge for regulatory reasons related to age verification and parental consent

Mike [REDACTED] (5/04/2017 10:25:53 PDT):
>that intern program is not a bad idea at all. theres a big difference between trying to bring other demographics into good jobs vs trying to get a billion 11 year olds sharing selfies

Mike [REDACTED] (5/04/2017 10:26:13 PDT):
>can't wait to see the leaks on this one

Michael [REDACTED] (5/04/2017 10:26:35 PDT):
>pssh that post already leaked days ago

Muhammad [REDACTED] (5/04/2017 10:26:38 PDT):
>yeah this will be bad

David [REDACTED] (5/04/2017 10:26:43 PDT):
shared: 17813930_621512224716392_1395838050_n.gif

Mike [REDACTED] (5/04/2017 10:27:14 PDT):
>i thought i couldn't be less inspired than "lets copy snapchat" but they've managed to really outdo themselves here

Mike [REDACTED] (5/04/2017 10:27:57 PDT):
>i meant the leaks on this all-hands not the post

Mike [REDACTED] (5/04/2017 10:28:07 PDT):
>"Facebook wants to hook 10 year olds" thanks guardian

Andrew [REDACTED] (5/04/2017 10:29:16 PDT):
>did he just accidentally say "recrap" instead of "recap"

Mike [REDACTED] (5/04/2017 10:30:49 PDT):
shared: 18280719_290397174739627_1842920057_n.jpg

Mike [REDACTED] (5/04/2017 10:30:50 PDT):

>what a bright future

Jason [REDACTED] (5/04/2017 10:43:00 PDT):

>What happend with the Teens app we built?

Mike [REDACTED] (5/04/2017 10:43:09 PDT):

>which

Mike [REDACTED] (5/04/2017 10:43:21 PDT):

>they've all failed miserably because facebook is a boring ass brand that teens hate

Jason [REDACTED] (5/04/2017 10:43:24 PDT):

>the standalone social network for teens where parents weren't allowed

Igor [REDACTED] (5/04/2017 10:43:31 PDT):

>Flash?

Jason [REDACTED] (5/04/2017 10:43:42 PDT):

>we had a teen as the lead PM

Jason [REDACTED] (5/04/2017 10:43:51 PDT):

>Michael [REDACTED]

Andrew [REDACTED] (5/04/2017 10:43:57 PDT):

>mmhm

Andrew [REDACTED] (5/04/2017 10:43:59 PDT):

>he's on my team

Andrew [REDACTED] (5/04/2017 10:44:07 PDT):

>talk to him sometime

Jason [REDACTED] (5/04/2017 10:44:16 PDT):

>so.... it's dead

Igor [REDACTED] (5/04/2017 10:44:21 PDT):

>Oh. I've met a guy from that team at React Conf, they are still building stuff

Andrew [REDACTED] (5/04/2017 10:44:23 PDT):

>and Mike - that's not why

Igor [REDACTED] (5/04/2017 10:44:58 PDT):

>But I think it's more of improvements across all surfaces for teens, rather than separate network

Igor [REDACTED] (5/04/2017 10:45:02 PDT):

>Not sure though

Emre [REDACTED] (5/04/2017 10:45:08 PDT):

>Lifestage

Jason [REDACTED] (5/04/2017 10:45:13 PDT):

>Yeah that was it

Jason [REDACTED] (5/04/2017 10:45:19 PDT):

>It needed a better name, like "Teen's Crew"

Jason [REDACTED] (5/04/2017 10:45:27 PDT):

>www.teen_screw.com

Emre [REDACTED] (5/04/2017 10:45:32 PDT):

>or "No Adults Allowed"

Emre [REDACTED] (5/04/2017 10:45:35 PDT):

>lol

Andrew [REDACTED] (5/04/2017 10:45:45 PDT):

>that is a hell of a risky click

Andrew [REDACTED] (5/04/2017 10:45:49 PDT):

>i think i won't

Jason [REDACTED] (5/04/2017 10:45:52 PDT):

>oh yeah, please don't

Jason [REDACTED] (5/04/2017 10:45:54 PDT):

>:-P

Jesse [REDACTED] (5/04/2017 10:49:26 PDT):

>belated, TBF, there are plenty of people at google who aren't proud of "converting protobufs from one format to another"

Jason [REDACTED] (5/04/2017 10:53:11 PDT):

>Well there's the functional job and the net benefit to society. By that definition no one in advertizing for any company should be proud

Gabriel [REDACTED] (5/04/2017 10:54:10 PDT):

>is possible through transition

Gabriel [REDACTED] (5/04/2017 10:54:54 PDT):

>fb is a benefit to society(?)

>ads let fb live

>=> my ads a a benefit to society

Gabriel [REDACTED] (5/04/2017 10:55:22 PDT):

>I don't agree but I see some people using similar logic

Gabriel [REDACTED] (5/04/2017 10:56:22 PDT):

>your own truth is not go to heaven, but to be comfortable with wathever floats your boat

Emre [REDACTED] (5/04/2017 10:57:04 PDT):

>are we talking about that post where someone said he was proud to work in Ads at FB now?

Jason [REDACTED] (5/04/2017 10:57:15 PDT):

>yeah I think if you do "proto <--> proto" but it allows the company to save puppies, then the individual work doesn't really matter

Andrew [REDACTED] (5/04/2017 10:57:43 PDT):

>well the mental health angle is that if you don't have a direct feedback mechanism of feeling the reward of the work

Andrew [REDACTED] (5/04/2017 10:57:48 PDT):

>it won't really register as positive

Andrew [REDACTED] (5/04/2017 10:57:57 PDT):

>even if one can judge it to be good at a distance

Kevin [REDACTED] (5/04/2017 10:58:07 PDT):

>The Teens App was the thing where you take a daily selfie and put a shit emoji on your face

Kevin [REDACTED] (5/04/2017 10:58:17 PDT):

>team was shut down a week after it launched

Michael [REDACTED] (5/04/2017 10:58:22 PDT):

>Has anyone done a company Relo? If I moved to seattle could I get corporate housing for a month while I find a house?

Jason [REDACTED] (5/04/2017 10:58:54 PDT):

>@OnlyHumsUpOnTheHousetop I know people @ Google who did that. It should be doable

Emre [REDACTED] (5/04/2017 10:58:54 PDT):

>Lifestage was shut down a week later? no wonder i didn't see any more posts about it

Jason [REDACTED] (5/04/2017 10:59:08 PDT):

>Wow

Igor [REDACTED] (5/04/2017 10:59:11 PDT):

>from what I understood the answers to my question about relo to London - you won't, unless you negotiate it/are sent by company

Jason [REDACTED] (5/04/2017 10:59:13 PDT):

>They moved fast and got broken

Gabriel [REDACTED] (5/04/2017 10:59:35 PDT):

>wow, that's harsh

Kevin [REDACTED] (5/04/2017 11:00:01 PDT):

>I bet the people that run bugets knew it was not going to have an impact but they were nearly done so begged to get v1 out the door

Gabriel [REDACTED] (5/04/2017 11:00:08 PDT):

>congratulations!!! aaaaaand is gone

Kevin [REDACTED] (5/04/2017 11:00:26 PDT):

>of all the efforts of this company, reactions and insta stories have been the only things in the last 15 months to have a consumer splash

Michael [REDACTED] (5/04/2017 11:00:34 PDT):
>I think I could negotiate it.... I just want to be up in seattle I think, tempted to move here and rent a year though and then determine whether to stay in SEA or go back to the bay area, idk.... i am in love with seattle tbh

Michael [REDACTED] (5/04/2017 11:00:44 PDT):
>it's all the things I love about the bay area without any of the things I hate

Kevin [REDACTED] (5/04/2017 11:00:53 PDT):
>i get a lot more recruiter mails since i moved to SEA

Kevin [REDACTED] (5/04/2017 11:00:57 PDT):
>and I tell them all the same thing

Emre [REDACTED] (5/04/2017 11:00:59 PDT):
>as long as you're cool with the weather in the winter bruh

Kevin [REDACTED] (5/04/2017 11:01:02 PDT):
>fuck San Francisco.

Kevin [REDACTED] (5/04/2017 11:01:19 PDT):
>I love snow. I love only having 1 week of it too.

Michael [REDACTED] (5/04/2017 11:01:23 PDT):
>when should I visit to see that? I've only been up here in the spring time

Michael [REDACTED] (5/04/2017 11:01:30 PDT):
>well, february to may

Emre [REDACTED] (5/04/2017 11:01:31 PDT):
>last week

Emre [REDACTED] (5/04/2017 11:01:32 PDT):
>haha

Gabriel [REDACTED] (5/04/2017 11:02:32 PDT):
>Seattle is nice

Gabriel [REDACTED] (5/04/2017 11:02:51 PDT):
>if Europe explodes, I would pick seattle over NY

Kevin [REDACTED] (5/04/2017 11:03:39 PDT):
>Well I would go to the southern hemisphere because that kind of explosion would have fallout and particles float over here

Kevin [REDACTED] (5/04/2017 11:04:00 PDT):
>child cancer rates went up in the northern for those born around the time of chernobyl

Kevin [REDACTED] (5/04/2017 11:04:07 PDT):
>(caveat, may be FAKE NEWS)

Brennan [REDACTED] (5/04/2017 11:04:22 PDT):
>Bad!

Jesse [REDACTED] (5/04/2017 12:00:01 PDT):
>only having one week of snow is nice, because the city treats it as an emergency and people stay home

Jesse [REDACTED] (5/04/2017 12:00:35 PDT):
>in spokane, 3 feet of snow overnight just means people will understand if you're half an hour late

Eric [REDACTED] (5/04/2017 12:11:27 PDT):
>all hands = lol

Jason [REDACTED] (5/04/2017 13:24:02 PDT):
>"Facebook in a move to reach the <13 audience, buys 4chan"

Gabriel [REDACTED] (5/04/2017 13:41:22 PDT):
>xD

Felipe [REDACTED] (5/04/2017 13:42:05 PDT):
>I didn't watch the all hands but at this point it seems the focus will be reaching teenagers?

Felipe [REDACTED] (5/04/2017 13:42:23 PDT):
>I mean, children?

Felipe [REDACTED] (5/04/2017 13:42:37 PDT):
>And video-first initiative happening at the same time?

Allison [REDACTED] (5/04/2017 13:42:42 PDT):
>we kind of have to

Allison [REDACTED] (5/04/2017 13:42:52 PDT):
>or facebook's user base will age and die

Felipe [REDACTED] (5/04/2017 13:43:09 PDT):
>Last "Silicon Valley" episode is quite clear on what can happen with that mix

Emre [REDACTED] (5/04/2017 13:43:13 PDT):
>we should partner with PBS Kids to create an ongoing series of shows and games with Facebook sponsorship

Emre [REDACTED] (5/04/2017 13:43:29 PDT):
>make mascots like the FB Fox, Facey the Book, Occy the VR headset

Emre [REDACTED] (5/04/2017 13:44:49 PDT):
>from NES Three Stooges

Emre [REDACTED] (5/04/2017 13:44:55 PDT):
>"hey, we're in the wrong game!"

Emre [REDACTED] (5/04/2017 13:44:56 PDT):
shared: 18302338_448922155445198_71683689_n.png

Emre [REDACTED] (5/04/2017 13:44:59 PDT):
>"this looks like a kids game..."

Jason [REDACTED] (5/04/2017 13:52:03 PDT):
>Complete the pattern
>"Video First" -> "Communities" -> "Pedology" -> ?

Kevin [REDACTED] (5/04/2017 13:53:42 PDT):
>To kids, the internet is Youtube. I was just shopping on Amazon to buy a safe to store all my PHAT LOOT at home, and I was stopped because reviewers showed all these links to videos made BY FIVE YEAR OLDS on how to crack the fucking safe.

Jason [REDACTED] (5/04/2017 13:54:36 PDT):
>To my cousin's pre-teen kids, computers do three things: Minecraft/Terraria, YouTube, and Roblox

Kevin [REDACTED] (5/04/2017 13:54:44 PDT):
>"Hey whats up followers, I'm illiterate but I know how to use an iPhone and a paperclip"

Kevin [REDACTED] (5/04/2017 13:55:11 PDT):
>Well, that's it. I'm old. I don't know what 25% of what you said is.

Andrew [REDACTED] (5/04/2017 13:56:20 PDT):
>> make mascots like the FB Fox, Facey the Book, Occy the VR headset
>
>...Billy Eight the b8er?

Kevin [REDACTED] (5/04/2017 13:57:38 PDT):
>We got one for WhatsApp: <https://www.youtube.com/watch?v=tauYnVE6yKU>

Kevin [REDACTED] (5/04/2017 13:59:02 PDT):
>Every bit of the soundwave of that video is permanently etched in my brain for all time. I could recite it for yall in 2087 when I die.

Kevin [REDACTED] (5/04/2017 14:00:12 PDT):
>So I didn't watch the All Hands. Do they ever give recaps on progress on the previous "This is what we're about now"? Like did we actually DO ANYTHING on the Groups/Communities/Subreddits front?

Jason [REDACTED] (5/04/2017 14:00:16 PDT):
>Billy Eight would be a great mascot campaign

Jason [REDACTED] (5/04/2017 14:01:01 PDT):
>"See some opinion you don't agree with? Be like Billy, don't take the b8"

Kevin [REDACTED] (5/04/2017 14:01:20 PDT):
>g8 b8 m8 i r8 8/8

Kevin [REDACTED] (5/04/2017 14:01:29 PDT):
>I hope 4chan never goes anywhere

Jason [REDACTED] (5/04/2017 14:01:47 PDT):
>At one point they were in financial trouble but I haven't heard anything recently

Kevin [REDACTED] (5/04/2017 14:02:12 PDT):

>m00t sold it, but i dont ever actually go there so i didnt care enough to learn whats up

Jason [REDACTED] (5/04/2017 14:03:21 PDT):

>m00t went to Google a year ago. Maybe it was Google's way of trying to destroy 4chan

Kevin [REDACTED] (5/04/2017 14:03:38 PDT):

>let's cut off the tiny head of a million headed hydra

Kevin [REDACTED] (5/04/2017 14:04:44 PDT):

>HA! Fuck yes!

>"We received confirmation back from your insurance company regarding your XXXXXXXXXXXX. The insurance company denied the Claim. Your total patient responsibility is \$2,590.50. XXXXXX has discounted your patient responsibility leaving you with a reduced charge of \$299.00."

Kevin [REDACTED] (5/04/2017 14:04:57 PDT):

>I knew it! I knew the health billing system was a fucking scam!

Kevin [REDACTED] (5/04/2017 14:05:21 PDT):

>They just tried to get as much money from my insurer as possible, were told to fuck off, and now they admit it was bullshit all along.

Emre [REDACTED] (5/04/2017 14:08:29 PDT):

>yea, many healthcare providers have Insured rates and Uninsured rates

Emre [REDACTED] (5/04/2017 14:08:38 PDT):

>it should be illegal, and maybe it is, but they get away from it

Emre [REDACTED] (5/04/2017 14:08:58 PDT):

>e.g. this service costs \$50 out of pocket but we will bill your insurer \$200 and see what we get from our network contract

Mike [REDACTED] (5/04/2017 14:09:41 PDT):

>they have to do that because the insurers demand an 50% discount

Mike [REDACTED] (5/04/2017 14:09:50 PDT):

>so they have to inflate their prices by 50%

Mike [REDACTED] (5/04/2017 14:09:59 PDT):

>god help anyone who just blindly pays their bill out of pocket and doesn't ask for a discount

Felipe [REDACTED] (5/04/2017 14:10:31 PDT):

>Inflate by 100% you mean?

Emre [REDACTED] (5/04/2017 14:12:42 PDT):

>yea, I worked five years in health insurance

Emre [REDACTED] (5/04/2017 14:12:45 PDT):

>what a shit show

Muhammad [REDACTED] (5/04/2017 14:26:14 PDT):

><https://fb.facebook.com/groups/1492011057494109/permalink/1666069793421567/> ☺

Felipe [REDACTED] (5/04/2017 14:27:08 PDT):

>oh, closed group?

Muhammad [REDACTED] (5/04/2017 14:28:07 PDT):

>they just made compensation discussion a closed group

Muhammad [REDACTED] (5/04/2017 14:28:44 PDT):

>I love someone's comment: "also, can't someone just make an open compensation group and we all join that instead?"

Felipe [REDACTED] (5/04/2017 14:28:45 PDT):

>I'm pretty sure I was a member...

Felipe [REDACTED] (5/04/2017 14:29:49 PDT):

>Are you still in the group? what is the reasoning behind closing it?

Muhammad [REDACTED] (5/04/2017 14:30:00 PDT):

>I am still there

Muhammad [REDACTED] (5/04/2017 14:30:02 PDT):

>let me copypaste

Muhammad [REDACTED] (5/04/2017 14:30:12 PDT):

>"We're going to be making Compensation Discussion FTE-only in the next few days.

>As Sheryl has mentioned at Q&A, Facebook's compensation practices are considered highly competitive information. As we do with other venues where we discuss sensitive information (like Q&A and All Hands),

we're going to limit this group to FTEs. We don't want this information to go beyond our employee population, and we especially don't want the comp data people share here used against the company to undermine Facebook's ability to competitively recruit awesome people."

Muhammad [REDACTED] (5/04/2017 14:30:19 PDT):
>also they said "next few days" and did it within minutes --

Felipe [REDACTED] (5/04/2017 14:31:15 PDT):
>Wondering how they are going to make the public spreadsheet closed too, there's way more info there than in that group

Muhammad [REDACTED] (5/04/2017 14:32:37 PDT):
>public spreadsheet? do you mean the cross-company one?

Muhammad [REDACTED] (5/04/2017 14:33:05 PDT):
>can someone bring this up at Q&A tomorrow? I'm stuck at home or I would

Phillip [REDACTED] (5/04/2017 14:34:32 PDT):
>So, should we just encourage everyone to start posting in a more open group? (like <https://fb.facebook.com/groups/1338970206150554/>)
shared: <http://www.facebook.com/215103315648442>

Muhammad [REDACTED] (5/04/2017 14:35:09 PDT):
>also the implication that contractors leak more than FTEs. I wouldn't be surprised if it's true, but it would be great to hear Zuck/m-team say it out loud and just make it explicit that they're really pushing hard to treat contractors like second class citizens (something I really hate)

Felipe [REDACTED] (5/04/2017 14:35:29 PDT):
>I thought this spreadsheet was FB only

Felipe [REDACTED] (5/04/2017 14:35:32 PDT):
><https://docs.google.com/spreadsheets/d/1--i5zJ7zbyoRgQHZ4DoK5AcfQ51u8pobx1xQcAuzTOY/edit#gid=0>

Phillip [REDACTED] (5/04/2017 14:35:56 PDT):
>Yes, it feels very tenuous.

Muhammad [REDACTED] (5/04/2017 14:35:58 PDT):
>ah, there is an equivalent with more than just FB, can't find it though :) Thanks for the link though, bookmarking

Phillip [REDACTED] (5/04/2017 14:36:11 PDT):
>I guess this was prompted by the 3K people we're hiring?

Jason [REDACTED] (5/04/2017 14:37:13 PDT):
>Man, the poor sods have to stare at probably-violence for 8 hours a day and they can't even read our company FYI or find out how much more people are paid in the US

Ryan [REDACTED] (5/04/2017 14:38:35 PDT):
>Hey guys

Ryan [REDACTED] (5/04/2017 14:38:53 PDT):
>I'm one of the admins in that group (because I'm the only one who volunteered lol)

Ryan [REDACTED] (5/04/2017 14:39:01 PDT):
>We're not trying to screw this up

Ryan [REDACTED] (5/04/2017 14:39:15 PDT):
>We are chatting about it in another window

Brennan [REDACTED] (5/04/2017 14:39:15 PDT):
>so, who is trying to screw it up?

Brennan [REDACTED] (5/04/2017 14:39:17 PDT):
>if it's not you?

Ryan [REDACTED] (5/04/2017 14:39:20 PDT):
>Well loop back

Ryan [REDACTED] (5/04/2017 14:39:38 PDT):
>Well when nice people talk to you sometimes they make sense until you hear the other side

Ryan [REDACTED] (5/04/2017 14:39:54 PDT):
>I think what we should do is open up about why we're thinking about this

Ryan [REDACTED] (5/04/2017 14:40:03 PDT):
>And let the group decide if it wants to be open or closed

Muhammad [REDACTED] (5/04/2017 14:40:12 PDT):

>I agree, if it was prompted by something it'd be great to just know the reasoning behind it

Ryan [REDACTED] (5/04/2017 14:40:14 PDT):

>But let me discuss with other admins

Ryan [REDACTED] (5/04/2017 14:40:17 PDT):

>And we'll loop back

Muhammad [REDACTED] (5/04/2017 14:40:25 PDT):

>I think the violence comes out when people feel like they didn't have a say. thanks for discussing this :)

Phillip [REDACTED] (5/04/2017 14:40:33 PDT):

>I'd reopen the group to stem the bleeding if I were you. Otherwise I think until then people will assume it's already finalized and get angry.

Ryan [REDACTED] (5/04/2017 14:40:34 PDT):

>Yeah, I'll make sure we have full disclosure here and close the loop

Ryan [REDACTED] (5/04/2017 14:40:41 PDT):

>I feel dumb

>For not anticipating this

Ryan [REDACTED] (5/04/2017 14:40:43 PDT):

>But meh

Brennan [REDACTED] (5/04/2017 14:40:45 PDT):

>well, if this group is closed, I will make an open one

Phillip [REDACTED] (5/04/2017 14:40:47 PDT):

>(Even though it feels not to be)

Brennan [REDACTED] (5/04/2017 14:40:47 PDT):

>so it doesn't matter

Brennan [REDACTED] (5/04/2017 14:40:49 PDT):

>what you decide

Ryan [REDACTED] (5/04/2017 14:40:53 PDT):

>It's okay if we get it right eventually

Ryan [REDACTED] (5/04/2017 14:41:19 PDT):

>I agree Brennan, I simply didn't think of that (which is dumb on my part)

Peter [REDACTED] (5/04/2017 14:41:40 PDT):

>Why the fuck don't we just put Employees and Contractors into separate sub-orgs, like we do for oculus. Then we can just move the discussion from the Facebook org to the Facebook Employee org ?

Mike [REDACTED] (5/04/2017 14:42:03 PDT):

>that goes against our policy of open-ness

Phillip [REDACTED] (5/04/2017 14:42:09 PDT):

>I think it's a legitimately difficult process, because you can't stop people sharing with the whole company of their own volition, right? So the only way to achieve this is to convince people not to share with contractors.

Peter [REDACTED] (5/04/2017 14:42:32 PDT):

>So don't let people create groups in those sub-orgs.

Andrew [REDACTED] (5/04/2017 14:42:34 PDT):

>it's also legitimately difficult to know who (not on your team) is a contractor

Phillip [REDACTED] (5/04/2017 14:42:56 PDT):

>(I mean, legally can't stop from sharing. It's in the description of the group.)

Muhammad [REDACTED] (5/04/2017 14:43:19 PDT):

>we have different badges for contractors, I think there was at some point a different highlight on their profile photos on the intern pages too

Muhammad [REDACTED] (5/04/2017 14:43:21 PDT):

>:(

Gabriel [REDACTED] (5/04/2017 14:45:10 PDT):

>#movebot open Compensation Discussion on all posts

Gabriel [REDACTED] (5/04/2017 14:45:12 PDT):

>nice :D

Felipe [REDACTED] (5/04/2017 14:45:32 PDT):
>group is open again

Felipe [REDACTED] (5/04/2017 14:45:36 PDT):
>*group is

Jesse [REDACTED] (5/04/2017 14:50:38 PDT):
>interesting wording on that notification

Jesse [REDACTED] (5/04/2017 14:50:40 PDT):

shared: 18309058_10209281884549537_1614334909_n.png

Ryan [REDACTED] (5/04/2017 15:00:12 PDT):
>So one of the things we will be doing is updating the pinned post about expectations of openness and what is legally protected or not. You can share your own compensation -- that is legally protected. As I understand it, sharif others compensation may be something that FB would consider a leak and therefore fire-able. Those discussions led to the thought of closing the group. Now that I've thought about it a bit more I'm glad y'all pushed back.

Allison [REDACTED] (5/04/2017 15:19:14 PDT):
>When I shared mine my intention was to share with everyone

Allison [REDACTED] (5/04/2017 15:19:26 PDT):
>The thought of FTE-only never even crossed my mind because why would it?

Allison [REDACTED] (5/04/2017 15:20:13 PDT):
>That separation seems to be a very top-down view since from my eyes everyone is a Facebook employee if they are paid money by Facebook or by a shell company paid by Facebook to contribute to Facebook

Ryan [REDACTED] (5/04/2017 15:23:18 PDT):
>I think in theory FB would like to treat them that way and many tech companies did, including msft, until msft got sued for back pay and benefits and a court ruled that since the contractors (who had agreed to contracts) should be given employee benefits because they were treated like employees (who had signed different contracts).

Ryan [REDACTED] (5/04/2017 15:23:44 PDT):
>So now companies have to have "clear demarcations" between contractors and ftes

Ryan [REDACTED] (5/04/2017 15:23:57 PDT):
>Otherwise they get sued and case law says the plaintiffs will win

Ryan [REDACTED] (5/04/2017 15:24:08 PDT):
>It's stupid case law imo

Gabriel [REDACTED] (5/04/2017 15:24:16 PDT):
>I get that, but this was requested by legal or it was a proactive decision?

Ryan [REDACTED] (5/04/2017 15:26:24 PDT):
>It was suggested by some people, but I definitely agreed to it at the time because, well maybe I was sweet talked into it, but I didn't think about it too critically. Which is why I appreciate the blowback. I'm honestly not sure who the people we talked to in VC were. They were corporateish. Regardless, I'll follow up here.

Allison [REDACTED] (5/04/2017 15:28:32 PDT):
>

Mark [REDACTED] (5/04/2017 15:29:24 PDT):
>They used verbal judo on you, man

Gabriel [REDACTED] (5/04/2017 15:30:13 PDT):
>they played mental tricks on you

Aaron [REDACTED] (5/04/2017 15:35:55 PDT):
>doesn't the company like

Aaron [REDACTED] (5/04/2017 15:36:03 PDT):
>encourage ppl to post on glassdoor

Aaron [REDACTED] (5/04/2017 15:36:24 PDT):
>i don't get the "competitive recruiting" argument

Mike [REDACTED] (5/04/2017 15:38:23 PDT):
>competitive recruiting argument is code for paying employees less than their truly worth

Aaron [REDACTED] (5/04/2017 15:38:43 PDT):
>i get that part =P

Mike [REDACTED] (5/04/2017 15:39:00 PDT):
>and glassdoor is heart reacts only

Eric [REDACTED] (5/04/2017 15:39:36 PDT):
>no angry reax in messenger desktop?! ☹

Peter [REDACTED] (5/04/2017 15:40:51 PDT):
shared: 17619043_1866676073621545_1368338266_n.gif

David [REDACTED] (5/04/2017 15:41:16 PDT):
>desktop as in www or osmeta?

Eric [REDACTED] (5/04/2017 15:41:28 PDT):
>www.. there is, was looking for red face haha

David [REDACTED] (5/04/2017 15:42:14 PDT):
shared: 13705258_954188831373226_132644590_n.gif

Kevin [REDACTED] (5/04/2017 17:11:38 PDT):
shared: 17813875_1519198301438397_856267973_n.gif

Gabriel [REDACTED] (5/04/2017 17:12:12 PDT):
>Resources discussion

Gabriel [REDACTED] (5/04/2017 17:12:27 PDT):
>dehumanizing concept

Gabriel [REDACTED] (5/04/2017 17:12:40 PDT):
>now they're discussing if headcount is also dehumanizing

Gabriel [REDACTED] (5/04/2017 17:15:34 PDT):
>in Spanish we say: "2\$ per scruff" instead of per person when we refer to people as cattle xD Headcount makes me remember that phrase, not sure if it has similar connotations in English

Eric [REDACTED] (5/04/2017 17:17:01 PDT):
>I hate the use of 'resources' to mean people

Eric [REDACTED] (5/04/2017 17:17:17 PDT):
>but it puts me in my place and lets me know what I really am to \$BIG_CORPORATION

Mike [REDACTED] (5/04/2017 17:18:22 PDT):
>i love when i hear it

Mike [REDACTED] (5/04/2017 17:18:32 PDT):
>it jsut informs me that these are people i don't need to be dealing with

Emre [REDACTED] (5/04/2017 17:18:42 PDT):
>maybe i should start up the "eng vs non-eng" discussion again

Mike [REDACTED] (5/04/2017 17:18:49 PDT):
>if you ever say resources instead of people i can assume we will never have anything in common

Andrew [REDACTED] (5/04/2017 17:19:01 PDT):
>meh. its dehumanizing-ness is context dependent

Mike [REDACTED] (5/04/2017 17:19:05 PDT):
>whats the eng vs non-eng discussion

Andrew [REDACTED] (5/04/2017 17:19:08 PDT):
>a project not having enough resources makes sense

Andrew [REDACTED] (5/04/2017 17:19:23 PDT):
>i.e. external buy-in, or institutional/tooling support etc

Mike [REDACTED] (5/04/2017 17:19:27 PDT):
>just that everyone who's not a special engineer is just lumped together?

Andrew [REDACTED] (5/04/2017 17:19:29 PDT):
>the singular is what i don't like

Mike [REDACTED] (5/04/2017 17:19:43 PDT):
>makes sense

Andrew [REDACTED] (5/04/2017 17:19:46 PDT):
>i need a person >> i need a resource

Emre [REDACTED] (5/04/2017 17:20:24 PDT):
>nah i can't find the non-eng drama

Emre [REDACTED] (5/04/2017 17:20:36 PDT):
>it's like eng is special and everyone else is not

Emre [REDACTED] (5/04/2017 17:20:45 PDT):
>i mean yes

Emre [REDACTED] (5/04/2017 17:20:51 PDT):
>that's what I mean AC

Eric [REDACTED] (5/04/2017 17:20:55 PDT):
>we are special

Eric [REDACTED] (5/04/2017 17:20:58 PDT):
>unless we're E3 or 4

Mike [REDACTED] (5/04/2017 17:21:00 PDT):
>i am special

Eric [REDACTED] (5/04/2017 17:21:01 PDT):
>or contractors

Eric [REDACTED] (5/04/2017 17:21:07 PDT):
>or MM

Mike [REDACTED] (5/04/2017 17:21:09 PDT):
>i fit the bill for privileged human

Eric [REDACTED] (5/04/2017 17:21:12 PDT):
>or boat rockers

Emre [REDACTED] (5/04/2017 17:21:25 PDT):
>also (this is niche)

Emre [REDACTED] (5/04/2017 17:21:32 PDT):
>the time Novati said Data Engineers aren't engineers

Mike [REDACTED] (5/04/2017 17:21:35 PDT):
>"i need someone to finish the task" also flows so much nicer than "I need a resource to finish the task"

Emre [REDACTED] (5/04/2017 17:21:37 PDT):
>(truly, they are IC)

Mike [REDACTED] (5/04/2017 17:21:40 PDT):
>like you're trying to be a douche

Eric [REDACTED] (5/04/2017 17:21:52 PDT):
>my PSC said IC5

Eric [REDACTED] (5/04/2017 17:21:58 PDT):
>but we're Es

Eric [REDACTED] (5/04/2017 17:22:01 PDT):
>dunno

Jesse [REDACTED] (5/04/2017 17:22:02 PDT):
>don't go too far in the humanizing direction, though. some other company has a legend of someone posting
"I need a boy for one hour" in some general request group

Emre [REDACTED] (5/04/2017 17:22:10 PDT):
>yea but he wrote some post about that and got people pissed haha

Eric [REDACTED] (5/04/2017 17:22:24 PDT):
>(I'm PE not DE)

Emre [REDACTED] (5/04/2017 17:22:52 PDT):
>i think DE=DS on the pay scale

Emre [REDACTED] (5/04/2017 17:23:04 PDT):
>namely baseline RSU refreshers

Emre [REDACTED] (5/04/2017 17:23:05 PDT):
>anyway

Eric [REDACTED] (5/04/2017 17:23:18 PDT):

>all IC is not equal apparently

Emre [REDACTED] (5/04/2017 17:23:26 PDT):
>nope

Emre [REDACTED] (5/04/2017 17:23:31 PDT):
>but all E is special :)

Jesse [REDACTED] (5/04/2017 17:23:35 PDT):
>Systems Engineers aren't engineers either, according to some permission-granting regexps

Eric [REDACTED] (5/04/2017 17:23:47 PDT):
>I've heard that

Jesse [REDACTED] (5/04/2017 17:24:02 PDT):
>I requested a change but was told I was the only Systems Engineer in the engineering org, so they just whitelisted me

Emre [REDACTED] (5/04/2017 17:24:14 PDT):
>lol

Emre [REDACTED] (5/04/2017 17:24:17 PDT):
>double special

Eric [REDACTED] (5/04/2017 17:24:25 PDT):
>now THATs special

Jesse [REDACTED] (5/04/2017 17:24:41 PDT):
>I think I was only in the engineering org because I was in bootcamp though

Eric [REDACTED] (5/04/2017 17:24:55 PDT):
>syseng people don't do bootcamp?

Jesse [REDACTED] (5/04/2017 17:25:34 PDT):
>it seems like a crapshoot whether IT sends people to bootcamp when they start, or later, or never

Eric [REDACTED] (5/04/2017 17:25:55 PDT):
>:/

Jesse [REDACTED] (5/04/2017 17:26:48 PDT):
>I did bootcamp immediately when I started, but some new hires are planning to go next half. and one of my bootcampmates was a network engineer who started like a year before me.

Eric [REDACTED] (5/04/2017 17:27:33 PDT):
>strange and arbitrary

Jesse [REDACTED] (5/04/2017 17:28:16 PDT):
>the road to getting IT to use FB infrastructure will be long

Eric [REDACTED] (5/04/2017 17:30:32 PDT):
>longer than whats app?

Eric [REDACTED] (5/04/2017 17:30:48 PDT):
>because they are still almost entirely self contained

Eric [REDACTED] (5/04/2017 17:31:14 PDT):
>had a SEV yesterday they were using skype to communicate for lol

Gabriel [REDACTED] (5/04/2017 17:33:12 PDT):
>xD

Emre [REDACTED] (5/04/2017 17:33:28 PDT):
>I did a ninja hunt today and saw a couple of my connections work for Instagram and Oculus VR

Gabriel [REDACTED] (5/04/2017 17:33:28 PDT):
>shadow on the lamp base

Emre [REDACTED] (5/04/2017 17:33:34 PDT):
>is it wrong that it irks me that they don't say Facebook

Gabriel [REDACTED] (5/04/2017 17:33:43 PDT):
>wooden knife in blacksmith's house

Emre [REDACTED] (5/04/2017 17:34:13 PDT):
>(these people both started at Facebook)

Eric [REDACTED] (5/04/2017 17:34:23 PDT):
>well

Eric [REDACTED] (5/04/2017 17:35:22 PDT):
>I don't know if it matters really?

Emre [REDACTED] (5/04/2017 17:35:33 PDT):
>nah i was just confused for a second

Eric [REDACTED] (5/04/2017 17:35:41 PDT):
>Maybe it's a vanity thing but saying you work at FB isn't like, bad

Emre [REDACTED] (5/04/2017 17:35:49 PDT):
>like "oh did so and so leave FB" oh it's IG

Eric [REDACTED] (5/04/2017 17:35:57 PDT):
>👍

Eric [REDACTED] (5/04/2017 17:36:06 PDT):
>the fuck wc

Gabriel [REDACTED] (5/04/2017 17:36:18 PDT):
>👍

Emre [REDACTED] (5/04/2017 17:36:24 PDT):
>subliminal messaging to go use the restroom?

Jesse [REDACTED] (5/04/2017 17:36:24 PDT):
>it wouldn't let me set the emoji to P when it was the parking chat

Jesse [REDACTED] (5/04/2017 17:36:33 PDT):
>the emoji is there, it just wouldn't set

Eric [REDACTED] (5/04/2017 17:36:49 PDT):
>I don't even have the option to set it anymore :(

Emre [REDACTED] (5/04/2017 17:36:54 PDT):
>me neither :(

Eric [REDACTED] (5/04/2017 17:37:07 PDT):
>😏

Jesse [REDACTED] (5/04/2017 17:37:11 PDT):
>yeah, still broken

Eric [REDACTED] (5/04/2017 17:37:20 PDT):
>angery reax only

Allison [REDACTED] (5/04/2017 17:58:55 PDT):
shared: 18337333_1811963605789611_331243226_n.jpg

Allison [REDACTED] (5/04/2017 17:59:01 PDT):
>holy shit

Allison [REDACTED] (5/04/2017 17:59:44 PDT):
>I went counterclockwise and actually groaned when I got to the CSR

Aaron [REDACTED] (5/04/2017 18:14:59 PDT):
>that is also the one that got me

Gabriel [REDACTED] (5/04/2017 18:16:57 PDT):
><https://fb.facebook.com/lek/posts/10209327602293750>
shared: <http://www.facebook.com/1796335950682881>

Gabriel [REDACTED] (5/04/2017 18:17:31 PDT):
>I just worked a little bit with Venkat but if I would have to sum it in one word, I would say supportive

Gabriel [REDACTED] (5/04/2017 18:18:31 PDT):
>also, a good example of how legal can be talked to rather than just blindly following what they say

Eric [REDACTED] (5/04/2017 18:25:48 PDT):
>that pic is amusing, but I have very little of that stuff

Eric [REDACTED] (5/04/2017 18:26:04 PDT):
>I'm not a good bay area resource :(

Max [REDACTED] (5/04/2017 18:56:26 PDT):
>smh legal. awesome story.

Allison [REDACTED] (5/04/2017 19:57:20 PDT):
>oh shit jay liked my post lol

Allison [REDACTED] (5/04/2017 19:57:35 PDT):

shared: 18280959_1811999265786045_1045826690_n.png

Andrew [REDACTED] (5/04/2017 20:05:56 PDT):
>fffffffffffffuck

Jesse [REDACTED] (5/04/2017 20:06:35 PDT):
>I scored 11/29

Andrew [REDACTED] (5/04/2017 20:06:37 PDT):
>some team in oculus is working on a social browser and got excited in a group post, about how nobody's done that before

Andrew [REDACTED] (5/04/2017 20:06:42 PDT):
>and i'm like

Andrew [REDACTED] (5/04/2017 20:06:49 PDT):
>well what the fuck was the last year of my life

Andrew [REDACTED] (5/04/2017 20:06:53 PDT):
>in my head

Andrew [REDACTED] (5/04/2017 20:06:55 PDT):
>feels bad

Joel [REDACTED] (5/04/2017 20:06:57 PDT):
>At least Jay didn't Angry your post :)

Andrew [REDACTED] (5/04/2017 20:07:28 PDT):
><https://fb.facebook.com/groups/socialvrxfn/permalink/1242876529160449/>
shared: <http://www.facebook.com/419975078386780>

Joel [REDACTED] (5/04/2017 20:07:36 PDT):
>Umm... social browser? What's that?

Andrew [REDACTED] (5/04/2017 20:19:28 PDT):
>browser, sidebar with facebook comments, related posts, etc

Gabriel [REDACTED] (5/04/2017 20:20:59 PDT):
>that's already a thing, right?

Gabriel [REDACTED] (5/04/2017 20:21:02 PDT):
>they're using FB Lite

Gabriel [REDACTED] (5/04/2017 20:21:12 PDT):
>at least on the GR VR

Andrew [REDACTED] (5/04/2017 20:21:23 PDT):
>i think we were first :/

Peter [REDACTED] (5/04/2017 20:27:06 PDT):
>Is that the post or was there another one?

Andrew [REDACTED] (5/04/2017 20:50:56 PDT):
>mainly that

Andrew [REDACTED] (5/04/2017 20:51:23 PDT):
>i'm just a little miffed because my work feels less important because nobody knew about it despite it being in an official captial-F blue Facebook app

Muhammad [REDACTED] (5/04/2017 21:01:51 PDT):
>@andy: curious, there's an osmeta+oculus thing now?

Andrew [REDACTED] (5/04/2017 21:25:30 PDT):
>yeah, but i don't have full context on that so i'd prefer not to expand on it to others

Muhammad [REDACTED] (5/04/2017 21:25:50 PDT):
>Sounds good, no worries :)

Muhammad [REDACTED] (5/04/2017 21:26:30 PDT):
>I was finally able to take a long walk today. feelsgoodman

Allison [REDACTED] (5/04/2017 21:32:43 PDT):

>lol at that dude using my thread to dickwag his pretentious business card

Allison [REDACTED] (5/04/2017 21:32:53 PDT):

>"I am an original"

Allison [REDACTED] (5/04/2017 21:37:49 PDT):

>first arrowstomp since surgery

Allison [REDACTED] (5/04/2017 21:37:58 PDT):

shared: 18336951_1812025795783392_1046918186_n.jpg

Muhammad [REDACTED] (5/04/2017 21:40:57 PDT):

>Congrats!

Allison [REDACTED] (5/04/2017 21:41:09 PDT):

>tyty

Allison [REDACTED] (5/04/2017 21:41:21 PDT):

>I'm not hurting too much yet

Allison [REDACTED] (5/04/2017 21:50:55 PDT):

shared: 18302435_1812028989116406_1307730024_n.jpg

Allison [REDACTED] (5/04/2017 21:50:57 PDT):

>good idea

Allison [REDACTED] (5/04/2017 21:51:09 PDT):

shared: 18302188_1812029039116401_40650608_n.jpg

Allison Nicole Reid (5/04/2017 21:51:11 PDT):

>good idea

Allison [REDACTED] (5/04/2017 21:53:44 PDT):

>midnite blaze full combo lol

Allison [REDACTED] (5/04/2017 21:53:51 PDT):

shared: 18302234_1812030699116235_523548721_n.jpg

Allison [REDACTED] (5/04/2017 21:53:54 PDT):

>man I missed this game

Muhammad [REDACTED] (5/04/2017 22:04:23 PDT):

>Glad you're getting to play!

Allison [REDACTED] (5/04/2017 22:05:44 PDT):

>you should join once you're able :)

Allison [REDACTED] (5/04/2017 22:06:04 PDT):

>I'm happy to play with anyone who wants to since I only do single

Allison [REDACTED] (5/04/2017 22:07:24 PDT):

>this game is great hiit

Allison [REDACTED] (5/04/2017 22:07:30 PDT):

>I want to get in better shape

Muhammad [REDACTED] (5/04/2017 22:11:40 PDT):

>I'll try when I'm back to 100%, thanks for the offer!

Muhammad [REDACTED] (5/04/2017 22:11:56 PDT):

>It seems like a good way for me to have fun and get in shape

Peter [REDACTED] (5/04/2017 22:13:59 PDT):

>I want to play more too, but every time I've gone lately there's too many people waiting to play.

Allison [REDACTED] (5/04/2017 22:15:18 PDT):

>yeah that's why I waited

Allison [REDACTED] (5/04/2017 22:15:31 PDT):

>there's a big after dinner crowd

Allison [REDACTED] (5/04/2017 22:15:41 PDT):

>clears out by 21

Allison [REDACTED] (5/04/2017 22:15:56 PDT):
>I don't mind crowds but want to be less fat first

Allison [REDACTED] (5/04/2017 22:16:05 PDT):
>jiggling in front of people is embarrassing

Peter [REDACTED] (5/04/2017 22:16:15 PDT):
>It's basically abandoned during the day.

Peter [REDACTED] (5/04/2017 22:16:43 PDT):
>fbanon DDR 2pm or something

Allison [REDACTED] (5/04/2017 22:16:48 PDT):
>I don't want to get sweaty during the day

Allison [REDACTED] (5/04/2017 22:16:53 PDT):
>gotta change clothes

Allison [REDACTED] (5/04/2017 22:16:56 PDT):
>take a shower

Allison [REDACTED] (5/04/2017 22:17:00 PDT):
>redo my makeup

Allison [REDACTED] (5/04/2017 22:17:11 PDT):
>impossible to fix my hair etc

Peter [REDACTED] (5/04/2017 22:17:32 PDT):
>Oh yeah all that stuff. if I play during the day it's only for like 5-10 minutes and only do light/standard.

Peter [REDACTED] (5/04/2017 22:17:45 PDT):
>which is less fun

Allison [REDACTED] (5/04/2017 22:17:56 PDT):
>yeah I'm here to sweat

Allison [REDACTED] (5/04/2017 22:18:22 PDT):
>the machine is weird now because the charts are a mix of old DDR scale

Allison [REDACTED] (5/04/2017 22:18:25 PDT):
>new DDR scale

Allison [REDACTED] (5/04/2017 22:18:29 PDT):
>img scale

Allison [REDACTED] (5/04/2017 22:18:54 PDT):
>it's confusing and I have to rely more on note counts or just knowing what's what

Allison [REDACTED] (5/04/2017 22:19:21 PDT):
>I can't never swipe the word just without tagging @Justin Akers and having to backspace

Allison [REDACTED] (5/04/2017 22:19:38 PDT):
>I wish it were less aggressive about common words

Allison [REDACTED] (5/04/2017 22:31:34 PDT):
>itg scale I meant

Jesse [REDACTED] (5/04/2017 23:27:12 PDT):
>Mines, hands, rolls? Wat

DOCUMENT SLIPSHEET

Bates Number: META3047MDL-072-00304285-META3047MDL-072-00304305

BEGATTACH: META3047MDL-072-00304285

ENDATTACH: META3047MDL-072-00304472

Attachment Count: 13

PRODVOL: META3047MDL_VOL072

Custodian: [REDACTED] E_TOBIAS

File Path: [REDACTED] _TOBIAS/TOP OF PERSONAL FOLDERS/INBOX

Confidentiality Designation: HIGHLY CONFIDENTIAL (COMPETITOR)

HASHVALUE: B2908FCB36006E98E61AD0FB77130FD4

Author:

Family Date: 5/4/2017 11:27 PM

Create Date: 5/4/2017 11:27 PM

Last Modified Date: 5/4/2017 11:27 PM

LAST MODIFIED BY:

TRACK CHANGES: N

COMMENTS: N

HASHIDDENATA: N

Filename: MESSAGE SUMMARY [{"OTHERUSERFBID":NULL,"THREADFBID":1154204024676135}]

Title:

DOEXT:

Email From: [REDACTED]@FB.COM>

Email To: FELIPE [REDACTED]@FB.COM>; AARON [REDACTED]@FB.COM>; RYAN [REDACTED]@FB.COM>; MARISSA [REDACTED]@FB.COM>; MARK [REDACTED]@FB.COM>; MARK [REDACTED]@FB.COM>; ANDREI [REDACTED]@OCULUS.COM>; TOBIAS [REDACTED]@FB.COM>; GIOVANNI [REDACTED]@WHATSAPP.COM>; CHETAN [REDACTED]@FB.COM>; EMRE [REDACTED]@FB.COM>; ALLISON [REDACTED]@FB.COM>; T.J. [REDACTED]@FB.COM>; PETER [REDACTED]@OCULUS.COM>; MICHAEL [REDACTED]@FB.COM>; MIKE [REDACTED]@FB.COM>; PHIL [REDACTED]@FB.COM>; JAN [REDACTED]@FB.COM>; ADELAIDE [REDACTED]@FB.COM>; GIUSEPPE [REDACTED]@FB.COM>; JOEL [REDACTED]@FB.COM>; JAMES [REDACTED]@FB.COM>; JASON [REDACTED]@FB.COM>; GEORGE [REDACTED]@FB.COM>; BRIGITTE [REDACTED]@FB.COM>; BRETT [REDACTED]@FB.COM>; MICHAEL [REDACTED]

EX. 01824.00022

[REDACTED]@FB.COM>; GABRIEL [REDACTED]@FB.COM>; IGOR
[REDACTED]@FB.COM>; ANDREI [REDACTED]@FB.COM>; MARCIN
[REDACTED]FB.COM>; HASNAIN [REDACTED]FB.COM>; FOSCO [REDACTED]
[REDACTED]@FB.COM>; KEVIN [REDACTED]@FB.COM>; HANS [REDACTED]@FB.COM>;
ALVIN [REDACTED]@INSTAGRAM.COM>; JESSE [REDACTED]@FB.COM>; MATT [REDACTED]
[REDACTED]@WHATSAPP.COM>; DANIEL [REDACTED]@FB.COM>; JAMES QUINN
[REDACTED]@FB.COM>; HAROON [REDACTED]@FB.COM>; ANDY [REDACTED]
[REDACTED]@FB.COM>; DMITRY [REDACTED]FB.COM>; RYAN [REDACTED]@FB.COM>;
INCI [REDACTED]FB.COM>; LUKE [REDACTED]@FB.COM>; LINDA [REDACTED]
[REDACTED]@FB.COM>; RUI [REDACTED]@FB.COM>; BENNO [REDACTED]@FB.COM>;
JUSTIN [REDACTED]@FB.COM>; DAVID [REDACTED]@FB.COM>; VASANTH
[REDACTED]@FB.COM>; ERIC [REDACTED]@FB.COM>; BRENNAN [REDACTED]
<[REDACTED]@FB.COM>; WILL [REDACTED]FB.COM>; MAX [REDACTED]FB.COM>

Email CC:

Email BCC:

Received Date: 5/4/2017 11:27 PM

Sent Date: 5/4/2017 11:27 PM

Subject: MESSAGE SUMMARY [{"OTHERUSERFBID":NULL,"THREADFBID":1154204024676135}]

THREADID: D000BC5AE

REDACTION TYPE:

REDACTIONS: N