WELCOME TO DISORIENTATION:



CODE KILLS

ISRAEL STILL COMMITTING GENOCIDE IN GAZA, EVEN DURING "CEASEFIRE"
WORKERS HAVE POWER TO END MICROSOFT'S FACILITATION OF GENOCIDE AND OF ICE
EXECUTIVES MUST BE HELD ACCOUNTABLE
CUT ALL TIES: WE WILL NOT STOP UNTIL FULL DIVESTMENT

Death of a Dreamer

If you could make anything you wanted–ignoring money, logistics, or time–what would you create? If you had endless space to dream, what would you dream?

Growing up, I remember believing that engineers were the doers who would build the new world of their dreams. It was both whimsical and realistic. I asked myself, "If I have the ability to make my ideas into reality, who could tell me what to do?" With no concept yet of the rabid power of corporate greed, **I naively thought becoming an engineer would look like being free.**

But *was* it naive? Where along the way did I lose faith in my power to create a world I believe in? One day I woke up, sleepily signed into a virtual meeting while cooking eggs and toast, and signed my weeks away. Weeks slipped into years, and I held little evidence of my once hopeful dream. I felt a safer world for everyone was out of my hands, and I settled for a "safer" world for me and my family.

That road was well worn and paved by executive handshakes and



personal consolations. To choose a different path felt like looking at an abyss of untamed fields and forests I was not sure I could cross alone. That fear disoriented me. I was frozen.

But in my tightening chest, the truth was undeniable: lying for the sake of professionalism was ripping me in half with one looong and slow pull. Coping for the discrepancy between my morals and my un-free time (via food, sex, drinking, escapist hobbying, vacations, all of it) was a dissociative drug. If the only way to feel safe here is to never sit still, **maybe I am not safe.** Not with the 401K, the family, the delivered groceries, the "right" couch, the sweetest pets. Not while the CEOs of my company kept funding a fucking genocide and burning fossil fuels without any regard for the death of the planet and all of us along with it.

If my dream of safety requires another person to suffer, it was a damn lie anyway. The version of me who dreamed inside the borders of that lie, that if I just work hard enough and focus on myself rather than the collective, I could be safe and special, is dead. I burned up with Shaban Al-Dalou, 19 year-old Gazan software engineering student, as I watched as he burned alive by "israeli" bombs, "american" signatures, Microsoft software. He and I might've worked here together.

Feel a little death in you? Welcome.

What exciting dreams might bloom in you now that we've dared to face the truth?

I'm so glad we don't have to face it alone.

Palestine Today

The genocide is still happening! Since a "ceasefire" was announced in October 2025, more than 603 Palestinians have been killed in Gaza by the Israeli Occupation Forces (IOF) in shootings and bombings. More than 100 of those people were children. Eight children have died of hypothermia during the winter in Gaza due to lack of resources.

In the "ceasefire" agreement signed in October, it was specified that 600 trucks transporting aid per day would be allowed into Gaza. In December, the actual number israel permitted to enter was 140. Gaza, which has been subjected to bombardment equivalent to several nuclear bombs and suffered 18 years of siege prior to 2023, needs not only food and water but also oil, temporary homes, school supplies, heavy machinery, medicine and medical equipment, and more to rebuild from the rubble. We all have an urgent human duty to resist against the siege on Gaza.

As you read this, the IOF is establishing a "yellow line" in Gaza which cuts off the entire Palestinian population from the only non-Israeli border of Gaza. This border includes the Rafah crossing with Egypt. Anyone who crosses the yellow line is indiscriminately killed by IOF soldiers. On the ground in Gaza the "yellow line" is simply concrete blocks painted yellow, which the occupation forces move regularly to slowly encroach on Gaza's territory. Some Palestinian families who have returned to their homes have simply woken up to find that they are suddenly beyond the yellow line after a concrete block was moved.

At the end of December, Israel announced that it was suspending permits for more than three dozen aid organizations to prevent them from continuing work in Gaza. This includes Doctors Without Borders, Mercy Corps, and World Vision International.

A small number of Palestinians who left Gaza during the war are now returning. Although they have suffered greatly these past two years and they face abuses by the IOF as they return, they remain steadfast.

One returning Palestinian woman offered a powerful message to her people:

"Don't you ever leave Gaza.
Say no to forced displacement."



800,000 people in Gaza now live in dangerous locations prone to flooding



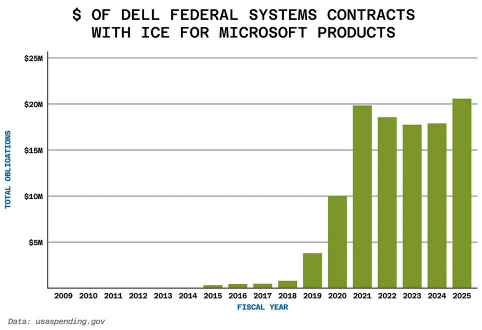
A marker of the yellow line in Gaza

United States Today

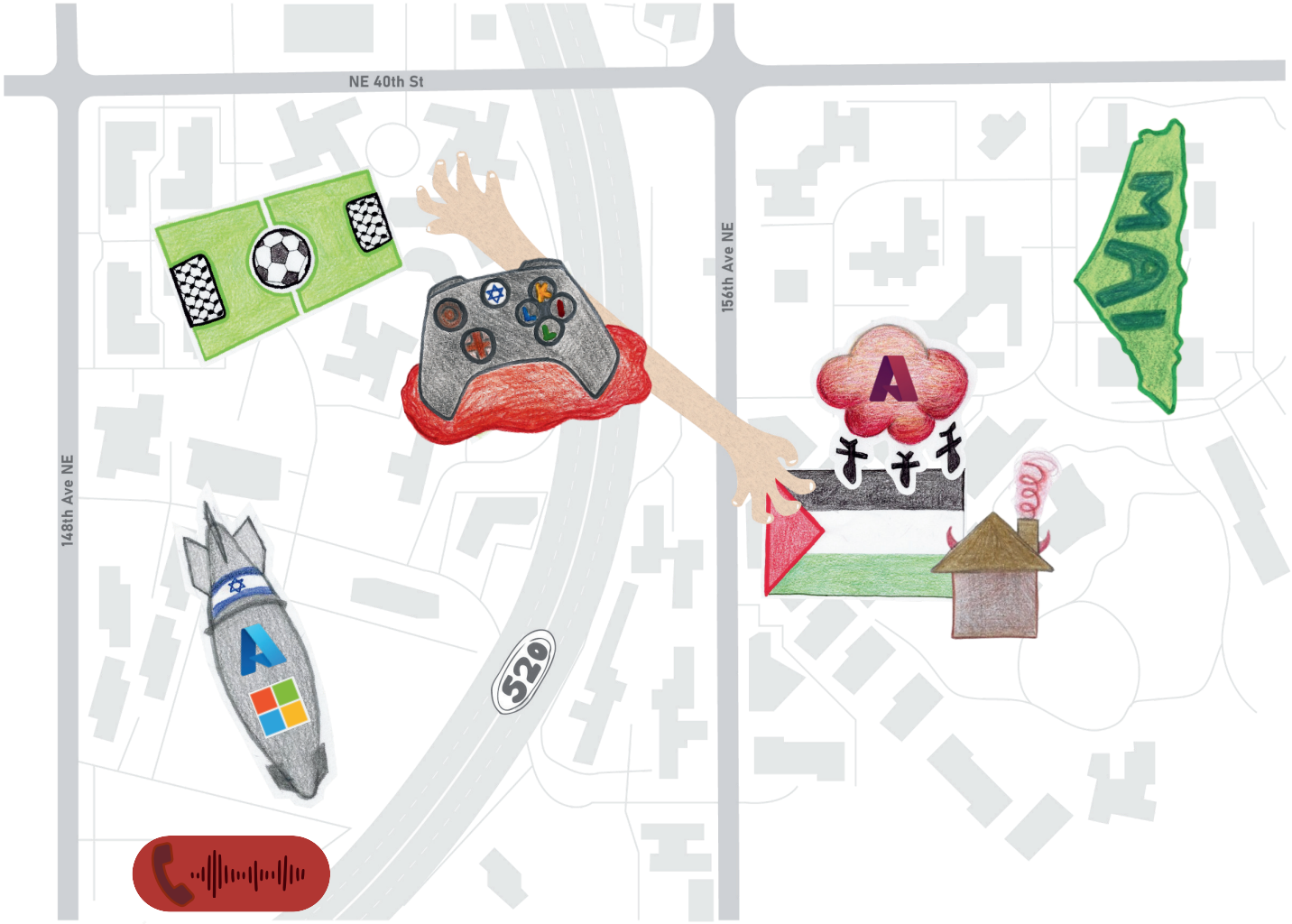
Microsoft provides the US Immigration and Customs Enforcement (ICE) with the technological infrastructure to surveil and brutalize both marginalized immigrants and citizens.

While Microsoft software support contracts with ICE date back to 2004, a major milestone came in 2018 during implementation of the first Trump administration's policy of separating migrant families detained by ICE. In January 2018, Microsoft General Manager Tom Keane proudly announced that ICE had approved an Authority to Operate (ATO) for Microsoft's Azure Government platform with a designation of FedRAMP High. An ATO is required for cloud service providers to work with government agencies, and FedRAMP High permits cloud providers to work on highly-sensitive government data.

Since protests against its ICE contracts in 2018 and 2019, Microsoft slowly phased out their **direct** contracts with ICE. *However*, Dell Federal Systems has received $110 million in contracts with ICE for Microsoft software licenses and Azure services in total, with $108 million worth of those contracts enacted since 2019.



MAPPING MICROSOFT'S COMPLICITY



SULEIMAN AL-OBEID FIELD

GAMING 4 GENOCIDE

NO MORE VISITORS BECAUSE WE'RE INVOLVED IN GENOCIDE CENTER

PALESTINIAN SURVEILLANCE CENTER

THIS LAND GRABS BACK BRIDGE

MAI UBEID BUILDING

CLOUD DATA PROCESSING FOR COLONIALISM

"TOWN HALL"

MARTYRED PALESTINIAN CHILDREN'S PLAZA

FRIENDS OF WAR CRIMINALS HQ

RENAMING & RECLAIMING:

The truth behind microsoft's complicity on campus



~~COMMONS FIELD~~ SULEIMAN AL-OBEID FIELD

Suleiman Al-Obeid was a Palestinian footballer who played on the Palestinian national football team. He was killed indiscriminately by the IOF in August 2025 while seeking food aid at a GHF site in Gaza. This field is named in his memory to remind us all that every Palestinian civilian who has been killed by the IOF in Gaza is a human being just like you, with the same hopes and dreams for life.





~~STUDIO D~~ GAMING 4 GENOCIDE

What's your favorite use for the Xbox controller? The teams in this building, in collaboration with the israeli military, developed an integration to use Xbox controllers for driving the latest-generation Carmel battlefield tanks. Everyone knows that gamifying war makes it easier to justify killing innocent people, so why not put Microsoft's gaming team on this assignment?



~~BUILDING 109~~ PALESTINIAN SURVEILLANCE CENTER

The Azure Storage team located in this building creates the technology used by the israeli military to enact mass surveillance of the entire Palestinian population in Gaza and the West Bank. Over 11,500 terabytes of audio data was stored on Azure Storage infrastructure in Europe and has been used for coercion and retroactively justifying killings of Palestinians. Little did the employees in this building realize that they were building a scalable, fault-tolerant product for use by war criminals!



~~BUILDING 92~~ NO MORE VISITORS BECAUSE WE'RE INVOLVED IN GENOCIDE CENTER

The visitor center at this building was closed in 2025 because Microsoft leadership is ashamed to host the public in one of its spaces after being exposed for enabling a genocide. Microsoft thinks it can escape from accountability if the public can't ask any questions about what's happening in Gaza. The only remaining purpose for this building is indoctrinating new employees into Microsoft's whitewashing and selling company swag to make employees feel like they're a part of something bigger instead of being used as pawns for AI and cloud weapons.

~~BUILDING 34~~ MAI UBEID BUILDING

On August 26th, 2025, members of No Azure for Apartheid staged a sit-in at Brad Smith's office in this building and renamed it to the 'Mai Ubeid Building' in memory of Mai Ubeid, a young software engineer in Gaza who was killed along with her family by the israeli occupation forces in November 2023. Brad Smith is culpable in her death as he is aware of the full legal involvement of Microsoft in supporting israel's genocide in Gaza and has not taken any steps to end this atrocity.



~~REDWEST C~~ APARTHEID CYBER COMPLICITY CENTER

Teams in this building collaborate heavily with israeli cyber security teams who build products for Microsoft customers, further cementing Microsoft's involvement with and dependency on an ethnostate which implements apartheid laws that harm Palestinians wherever they live, whether it's in Gaza, the West Bank, or israel itself. Don't forget to visit the Cyber Defense Operations Center, where Microsoft customers can learn how investing in apartheid-sourced products can help their own companies too!

~~BUILDING 6~~ CLOUD DATA PROCESSING FOR COLONIALISM

All of that illegal surveillance data in Azure needs to be processed somehow! The teams in this building create services used for managing data in Azure, whether it's a customer's financial reports or private phone calls between citizens of another country. Microsoft leadership claims that workers don't have visibility of how customers use this data, but do we really believe them now?

~~BUILDING 8~~ "TOWN HALL"



Microsoft is proud of their town halls, opportunities for ceos to shape the consciousness of their work force. God forbid people formed their own opinion based on how they are treated! NOAA employees disrupted this propagandized platform to shine light on our executives' complicity in the genocide in Gaza.

~~BUILDING 2~~ FRIENDS OF WAR CRIMINALS HQ

This is where besties Satya and Brad kick their feet up on the desk and breathe a sigh of relief, knowing they've found a career that matches their wretched hearts. These two repress and arrest their own workers because listening to them would mean reckoning with their inextricable complicity in and profiteering from genocides worldwide.

~~EAST CAMPUS PLAZA~~ MARTYRED PALESTINIAN CHILDREN'S PLAZA

It has been estimated that 380,000 children under age 5 have been murdered by "israel" in Gaza since Oct 2023. Gaza is the north star of resistance in Palestine and for anti-imperialists internationally. The east campus plaza is the closest place to a beating heart as you can get on microsoft campus. As we take a moment to seek refuge in the cafeterias, eating from the overflowing bounty of food and resources that accompany multinational corporations, may we remember their suffering.



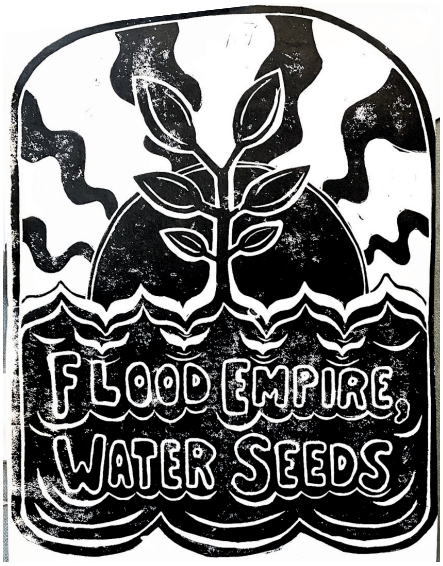
No Peace on Stolen Land

Indigenous people have communed with the land that is now known as redmond for at least 10,000 years, as proven by artifacts uncovered in marymoor park. For the last 200 years before microsoft existed, settlers extensively choked and prodded this land, displacing and murdering the Duwamish people born to it. In 1869, aaron mercer strode to bellevue, leading the first wave of settlement of the eastside. He and other invaders considered the wetlands in this area unwieldy wastelands, and the water table was constantly twisted and reshaped to suit their capitalist profitability calculation. Next, they drained much of these wetlands for farming, and these new manmade tributaries to lake washington served as accessible logging transport channels.

They leased this stolen land to cordon off the "undesirable" immigrant population, namely Japanese farming communities. The disadvantaged are resourceful, and their skilled farming offered them opportunity to build a life and home. That is, until the racist landgrabbers (here's looking at those ironic terrorists, the kemper/miller freemans...) formed the anti japanese league of washington in 1916, which fought to uphold further racist political policy in the region. Anti-"alien" land law was enacted, and nationally, the immigration act of 1924 limited immigation from asian and eastern european countries. Immigrants were criminalized on the same baseless assertions we are seeing touted by political figures and law enforcement today. They were kidnapped and sent to concentration camps by the same government which claimed to join WWII for being anti-concentration camp.

Turns out, they are fine with the camps as long as they have the keys...

In 1942, Japanese internment meant a loss of 90% of the farming community in the area. "bellevue square" was opened in 1946 (bankrolled by the freemans), which still stands as one of the largest shopping areas in the pacific northwest. 120,000 Japanese-american innocents were imprisoned unjustly and without reasonable cause. When one looks at the history of the united states, and here on the east side, **the despicable and Violent actions of immigration and customs enforcement (ice), become another evil in a long sustained battle of aggression on innocents in the region.**



Even closer to campus, settler luke mcredmond had filed a homestead act claim in 1870, further stealing Indigenous land. (You can find carbon copy settlements in the West Bank today.) The land was dense with forests and waterways; streams and rivers in this area were overflowing with salmon at the time. However, by the 1920s, settlers had already overlogged the area and disrupted the once flourishing ecosystems. A similar farming story unfolded in redmond as in bellevue as in the entire united states, as in current day Palestine. And newsflash: **settlers do not make the land bloom: they destroy it.**

It is easy to enjoy local city parks today, in their glorious reprieve from corporate cubicle walls (if you even get a desk!), as perfectly manicured constants. The land itself seems to behave here, but if you look closely, you can see the cracks. Settlers have been trying to control it, with no regard for Indigenous knowledge to support their methods, since the first pilgrim stepped off the boat onto the shores of Turtle Island. Like the land, resistance will always exist to return us to harmony. **Empire, from the Salish Sea to the Jordan River, will continue Flooding when you fuck with j(us)tice.**

So, here is the colonial blueprint:
Label yourself innocent/professional and your opposition savage. Uproot the Indigenous. Harm the land and watershed. Bring in migrant labor, exploit them until the property value increases. Make "legal" avenues to imprison those labelled "savage." Profit off the prison. Create the problem, charge the poor, enforce them to participate in their own suffering so they may dream to escape it. Project any viable criticisms of your reign onto the opposition. The same illusion of choice exists here and in Palestine. "israel" and "washington state" are two heads of the colonial hydra.

So, next time you're craving xiao long bao at din tai fung or you're going for a bike ride along the sammamish river, take a moment, and remember. Pause, dream of salmon jumping, and mourn the violence that settlers did right where you stand.

And then, whisper yourself the promise: *"I won't go along with this quietly."* **It starts with you believing.**

And while you're at it, start paying reparations. It's baked into your salary.

we wonder... what is stirring within you as you read our newspaper?

wherever you are, we invite you to consider:
where could these feelings take you? what might they be moving you toward?
now, plant some seeds: draw or doodle that place

PRACTICE: *Copy each sentence onto the dotted line below it.*

We will continue to resist.

We will see microsoft divest from genocide and ice.

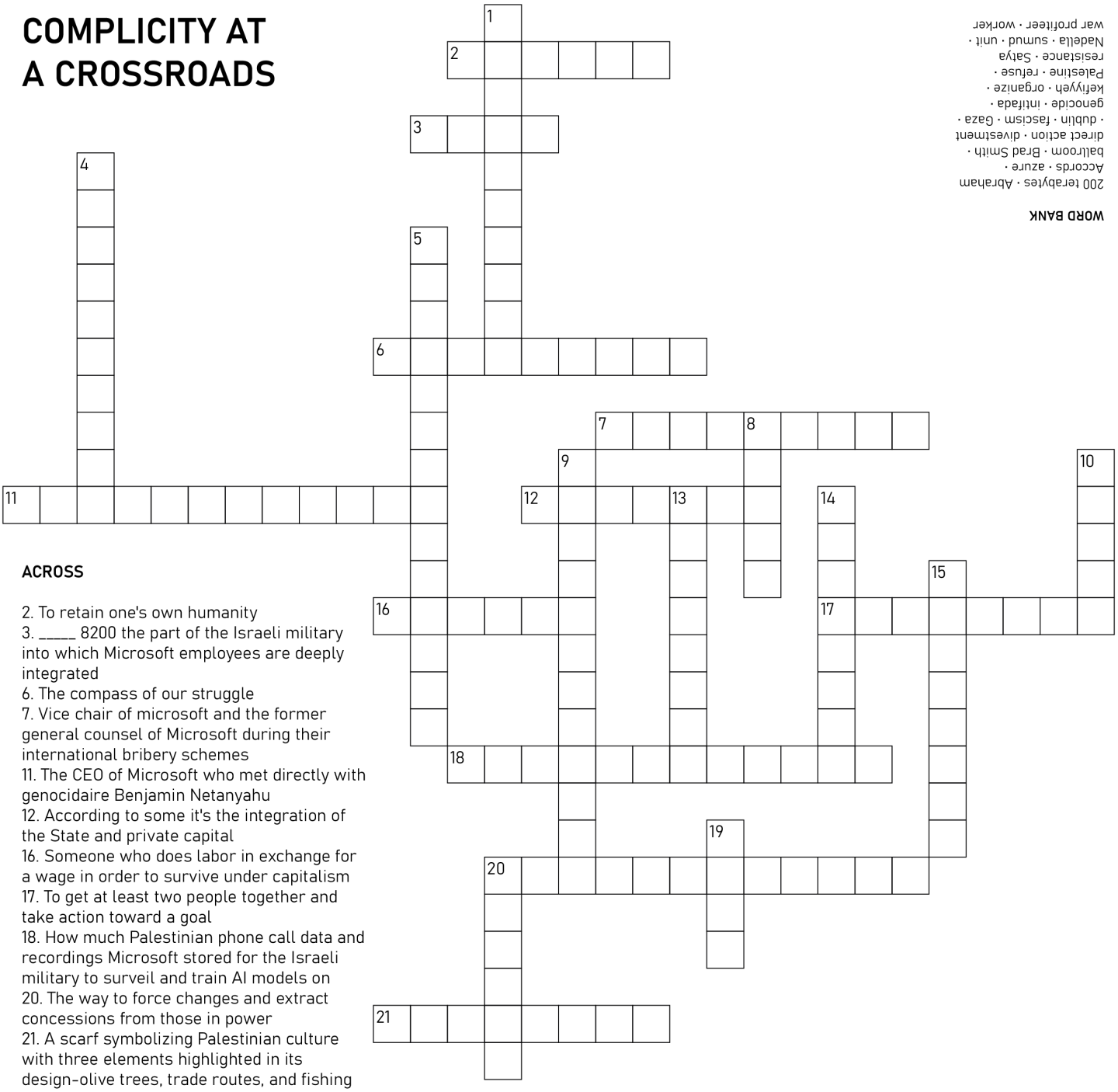
We will see microsoft pay reparations for perpetrating genocide.

Brad and Satya will be charged for their war crimes.

We will be transformed in miraculous ways, together.

We will create our new world.

COMPLICITY AT A CROSSROADS



WORD BANK

200 terabytes · Abraham Accords · azure · ballroom · Brad Smith · direct action · divestment · dublin · fascism · Gaza · genocide · intifada · kefiyyeh · organize · Palestine · refuse · resistance · Satya Nadella · sumud · unit · war profiteer · worker

ACROSS

2. To retain one's own humanity
3. _____ 8200 the part of the Israeli military into which Microsoft employees are deeply integrated
6. The compass of our struggle
7. Vice chair of microsoft and the former general counsel of Microsoft during their international bribery schemes
11. The CEO of Microsoft who met directly with genocidaire Benjamin Netanyahu
12. According to some it's the integration of the State and private capital
16. Someone who does labor in exchange for a wage in order to survive under capitalism
17. To get at least two people together and take action toward a goal
18. How much Palestinian phone call data and recordings Microsoft stored for the Israeli military to surveil and train AI models on
20. The way to force changes and extract concessions from those in power
21. A scarf symbolizing Palestinian culture with three elements highlighted in its design-olive trees, trade routes, and fishing nets

DOWN

1. ____ is justified when people are occupied
4. The withdrawl of financial, political and ideological support
5. When brad smith announced that Microsoft would cut off a limited number of services to the IDF, he gave a nod to their desire to participate in this foreign policy agenda
8. Steadfastness
9. A company or person who makes money from militarism
10. A cloud service large enough to host an entire surveillance and genocide apparatus
13. Uprising or "shaking off"
14. Industrialized slaughter and the destruction of life itself
15. Microsoft donated for the construction of this money laundering vanity project by Trump
19. A city over 5000 years old that became a displacement camp and later a concentration and extermination camp
20. Microsoft stored palestinian phone call data in amsterdam and this island capital

What can I do without quitting my job?

For ideas on how to uplift your voice more at work, visit *noaa.cc/toolkit*. We know these options may still feel scary at first. Going to work in a keffiyeh, wearing a Palestine pin, chatting with coworkers about the genocide and other types of action are also meaningful displays of solidarity. Below are some options that don't require any public facing action at all, but still have real material impact for people in Gaza, as well as here.

Divest! Retirement is "the american dream;" I know all of us long for a day where we can relax without rushing through work, barely eating, barely getting our kids to and from their activities. It can be scary to divest from the big companies like microsoft, google, amazon, meta, tesla, oracle, palantir, apple, and nvidia. There are tons of resources online if you look for them, on ways to invest for your future without funding genocide or ice detention centers. Learn about local movements for divestment like Cut Ties with Genocide (*cut-ties.org*), which aims to pull washington state funding out of more than 50 companies funding israel's genocide. Where we send our money is one of the most direct ways we build worlds. Our individual choices matter.

Boycott! Another avenue of redirecting our funds away from genocide is to boycott. You can boycott microsoft products in your home, reaching for open source alternatives like LibreOffice. Apps like *BoyCat* and *No Thanks!* help us avoid supporting unethical companies with our grocery budgets. Avoid shopping on amazon by utilizing local Buy Nothing groups, going to local art markets, or other circular economy activities, like thrifting. You can learn more about the importance of boycotting on the BDS website: *bdsmovement.net*

Teach your children the real history of the land here and abroad. Make art about our love and our suffering, be it your own or Palestinians. Take a sick day when you are sick; use it to actually rest. Show your body that you are listening. The more honest we are, the more consistently we are, the more the world around us will be too. We cannot topple these systems while allowing them to continue to live in and control our bodies. How we treat ourselves is how we treat others. Reindigenizing the land means reindigenizing our connection to self, self as a part of nature. Like many journeys, it can all start with making yourself a nice cup of tea.

What's up with Brad Smith and Girmay Zahilay?

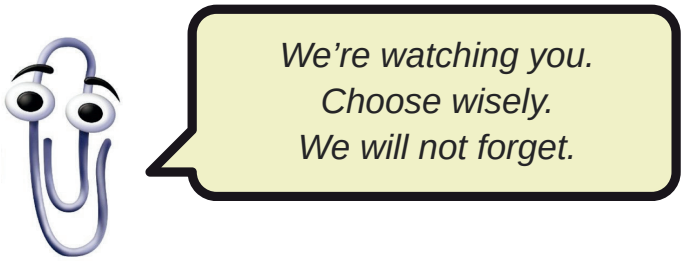
Back in November, microsoft made sure to ingratiate ourselves into the king county government, once again. Girmay Zahilay ran on a progressive ticket for county executive and was met with pushback from his constituents for immediately appointing brad smith to co-chair his transition team alongside 3 other local figures.

The community letter to Zahilay shares, "In this state of emergency in our communities we don't need to prop up the voices of those who have always profited within, and because of, our violent systems. We need new voices that represent our diverse communities and policies that center equity, community health and safety, and that benefit those most vulnerable in our county."

Hannah Krieg from The Burner reported there was a reply from Zahilay's spokesperson: "Executive-elect Zahilay joins our residents in unequivocally condemning any facilitation of human rights violations in Gaza and anywhere in the world," Houser said. "The suffering in Gaza is horrific, and we support continued pressure on all institutions to ensure their actions do not contribute to the violation of human rights. As he steps into his new role, Girmay will be reaching out to Microsoft leadership to understand their recent actions to address these concerns, and issues that continue to be raised in recent community letters."

Execs love to rule with a fake smile, a firm handshake and a fistful of money. Corporations in king county have long abused their financial pull on our democracy, as if to say, "We're watching you; choose wisely." But the People's Pressure has **always** been stronger than the bully's, so long as we deploy it.

To our elected officials and to brad we say:



Lunch Break! Grab a friend

...and head over to Martyred Palestinian Children's Plaza for a quick bite between meetings. Here's something to chew on together as you wait for your food:



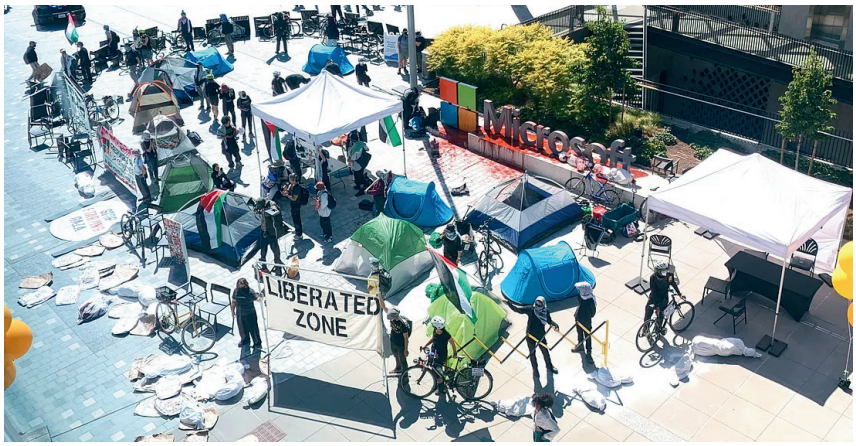
- Do you & your coworkers get a choice in the work you do?
- Are your curiosities met with answers?
- What does the company not want you to question?
- Do you feel safe to call out company complicity?
- Do you know the end users of your projects? Do you know if ICE, IOF, and Israeli Prisons are among them?
- What knowledge and channels of communication have been repressed?
- How much will we compromise our values for the good of The Company?
- Would you believe in your work without a paycheck attached?
- What do you long to do with your one precious life?
- How many kids have to die before Microsoft calls this genocide?

Microsoft Arrests Its Own Employees

On August 20th, Microsoft workers, former workers, and community members, returned to the Liberated Zone on the Martyred Palestinian Children's Plaza, formerly known as the Microsoft East Campus Plaza, for the second day in a row to resist Microsoft complicity in genocide and call for a Worker Intifada across all complicit companies.

Instead of engaging in negotiations, Microsoft chose to militarize its campus to harass, attack and violently arrest 20 of its own workers, former workers, and community members...

On September 25th, 2025, Microsoft announced that it was cutting a few services to Unit 8200, three weeks after Microsoft workers and community members established a Liberated Zone on the Martyred Palestinian Children's Plaza (formerly known as the Microsoft East Campus Plaza) and sat-in Microsoft President Brad Smith's office. The vast majority of Microsoft's contracts and service agreements with the Israeli military remain intact.



Resources

noaa.cc/toolkit
noaa.cc/why
noaa.cc/petition
noaa.cc/status

Guardian Article: *"Revealed: Microsoft deepened ties with Israeli military to provide tech support during Gaza war"*

NOAA Campaign Statements: Medium.com/@noazureforapartheid

MICROSOFT POWERS GENOCIDE

How Microsoft profits from the Israeli Occupation Forces (IOF), a Top 500 customer

19,000
hours of Microsoft engineering support provided to the IOF

200x
increase in IOF use of OpenAI & Azure AI in the first 6 months of the genocide

10 minutes
for Satya to greenlight IOF's mass surveillance of all Palestinian calls on Azure

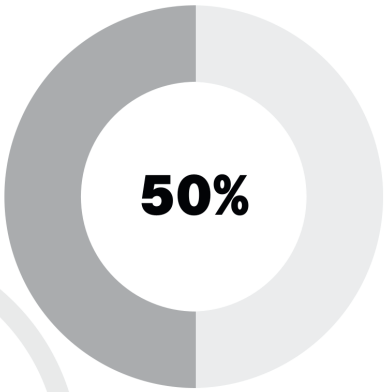
11.5 petabytes

of audio of Palestinian phone calls were stored on Microsoft servers as a part of a mass surveillance weapon the IOF used to target Palestinians to **kill**, **kidnap**, and **blackmail** them.

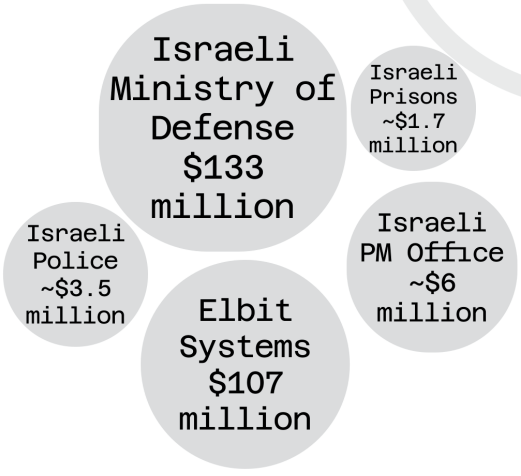
That is 200 million hours of audio.

Once exposed, Microsoft facilitated mass transferring this phone call data to Amazon's AWS cloud.

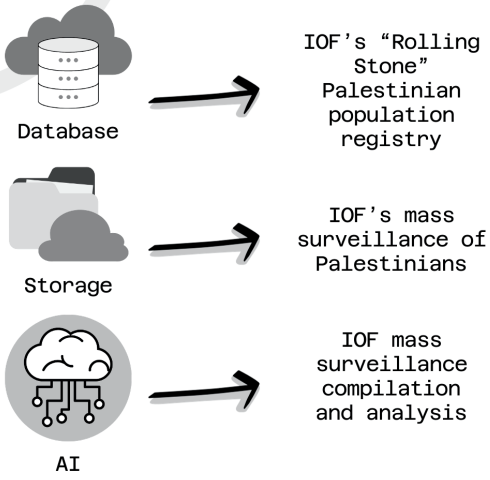
Half of Microsoft's consulting revenue comes from the IOF



Some profits Microsoft has made from the genocide of Palestinians:



Some ways Azure is used to occupy Palestinians:



Why Microsoft:
noaa.cc/why

NO AZURE FOR APARTHEID

Join us:
noaa.cc/join



WANTED BY THE PEOPLE



THE PEOPLE'S COURT SUMMONS
SATYA NADELLA AND BRADFORD LEE SMITH
ON CHARGES OF CRIMES AGAINST HUMANITY

CHARGES

1. Complicity in genocide
2. Enabling war crimes
3. Involvement in ethnic cleansing
4. Abetting forced starvation, kidnap, and torture

CAUTION: THESE CRIMINALS WOULD BE SERVING A LIFE SENTENCE FOR THE MURDER OF 680,000+ PALESTINIANS IN A JUST SOCIETY. KNOWN ASSOCIATES OF SUBJECTS INVOLVED IN THE ONGOING GENOCIDE, SUCH AS WAR CRIMINAL NETANYAHU (benzion mileikowsky). EXTENSIVE CRIMINAL HISTORY INVOLVING VIOLENCE. CONSIDER THEM EXTREMELY DANGEROUS.





ALIASES

Satya Nadella, Shameless Satya, Chief Executioner in Office, Chief Capitulator, Bibi the Barbarian's Baby Boy, Digital Arms Dealer Extraordinaire, Satya Badfella

Bradford Lee Smith, Badford, Brad the Impaler, Girmay's Gargoyle, Smells like Bradford Pear Trees, Brad the Deceiver, Brad the Big Time Bummer, Whiney Baby, Ol' Greenwashin' Geezer

DESCRIPTION

Date of Birth:	19 August 1967
Place of Birth:	Hyderabad, India
Occupation:	Moonlight Mr. Potato Head
Height:	Pretty short, no spine
Weight:	Human suffering
Build:	West World Host
Hair:	No
Eyes:	Stomach turning
Aura:	Slimey
Tactic:	Repress

Date of Birth:	17 January 1959
Place of Birth:	Milwaukee, WI
Occupation:	Wallace (of Wallace and Gromit) Understudy
Height:	Also short, won't stand for anything
Weight:	The astronomical carbon footprint of AI Data Centers
Build:	J Crew Mannequin
Hair:	Receding
Eyes:	Whitewalker
Aura:	Wet rag
Tactic:	Filibuster

REWARD

A REWARD OF UP TO A LIFETIME OF FREEDOM AND JUSTICE AND SATISFACTION FOR THOSE WILLING TO HOLD THEM ACCOUNTABLE.