

Dear Amazonians,

Isn't it disappointing that Amazon doesn't have any leadership principles regarding **Employees, Ethics, or the Environment**?

Amazon's 14 leadership principles are designed to have you working as hard as you can for the company with ideas like "ownership", "inventing", "diving deep", "thinking big", and "delivering results".

But there is a GAPING HOLE in Amazon's Principles regarding:

1. YOU - Amazon Employees
2. ETHICS: High Ethical Standards in all decisions made at the company
3. ENVIRONMENTAL RESPONSIBILITY*: Practicing good Environmental Stewardship.

Examples of other companies that have better corporate priorities than Amazon are: Whole Foods, Costco, PCC, REI, Google, and Southwest Airlines.

I've worked at Amazon as a Principal Product Manager, successfully launching the Kindle Fire Ad Platform, so I've seen and experienced the disregard of ethics and poor employee treatment at Amazon firsthand.

I've talked to hundreds of employees recently, and continue to talk to dozens every day, and I haven't heard a single Amazonian disagree that the company needs to do better in these three areas.

As an Amazonian, you are spending much of your waking hours working for Amazon, working for a company that values many other things over its own employees that toil every day to make the company what it is.

You deserve better.

You're not here to keep inventing, keep building, and keep working to put millions into the pockets of Jeff Bezos and his management team. You deserve to be valued much more than you are.

You deserve to work at a company that cares about its employees. You are not a number.

But when it comes down to it, I can tell you from experience, that is how you are viewed by executive management: as a disposable Bezos-Bot.

I'm working to change that now, and I need your help.

- 1) Life is short, enjoy it - don't give it all to Amazon. Leave work at a reasonable hour, don't work nights and weekends.
- 2) If you've got more work on your plate than you can do, the company should hire more people, not drive you like a slave to get it done.
- 3) Don't kill yourselves to keep the ship running. Slow down. Amazon will be fine.

Amazonians need to send a message - Employees, Ethics, and the Environment all deserve better from Jeff Bezos.

Thanks to all the Amazonians who have expressed their support for what I'm doing - it takes courage for you to stand up. I encourage you to continue to stand up for this effort. I need your help.

- 1) Follow me on twitter @kvargs. Email me your thoughts (I'll keep everything anonymous) at kivin8@gmail.com.
- 2) If you see anything unethical or illegal being done, or if you've been treated unethically, use secret.ly and glassdoor.com to report it anonymously.

Meanwhile, I will continue to fight to get Employees, Ethics, and the Environment to be part of the new culture at Amazon.

Many think these efforts may fail, but I promise you I won't quit until we succeed.

Thanks,



Kivin