

Anthropic	DeepSeek	Google DeepMind	Meta	OpenAI	x.AI	Zipu AI
<p><b>Statement on non-disparagement agreements (June 2024):</b> Cofounder Sam McCandlish announced that the firm has been using standard non-disparagement agreements in severance agreements, but now considers this practice to be in conflict with their mission and has started removing them. Stated that former employees who signed a non-disparagement agreement are free to state that fact, raise concerns about safety at Anthropic, and that Anthropic would not enforce non-disparagement agreements in such cases <a href="#">[LessWrong]</a>.</p>	<p>None</p>	<p>(Note: covers all of Google, not only DeepMind)</p> <p><b>Satrajit Chatterjee (2022-ongoing):</b> Engineering manager fired in March 2022 after challenging a paper published by Google about AI chip design capabilities. A California state judge in July 2023 rejected Google's request to dismiss his wrongful termination and whistleblower protection claims <a href="#">[Bloomberg, 2023]</a>.</p> <p>Chatterjee alleged that Google terminated him in retaliation for refusing to participate in what he viewed as misrepresentation of the company's AI technology capabilities, potentially defrauding shareholders and the public. Google stated the allegations were 'academic disputes' and defended the paper's scientific merit <a href="#">[The Star, 2023]</a>.</p> <p><b>Shareholder motion for stronger protections (2021):</b> Trillium Asset Management (Alphabet shareholder) filed a resolution calling for expanded whistleblower protections for Google employees. The resolution requested that Alphabet's Board of Directors oversee a third-party review of current whistleblower policies, citing the importance of strong protections for employees who raise concerns. *Outcome*: Alphabet's board recommended “AGAINST”; at the 2 June 2021 AGM, only **10% of total votes** (≈ 63.8 m) supported the motion <a href="#">[SEC, 2021]</a>.</p> <p><b>Margaret Mitchell (2021):</b> Co-lead of the ethical AI team, ran scripts to archive emails documenting the handling of Gebru's case. Fired for “exfiltrating thousands of files” in breach of security policy, according to Google <a href="#">[The Verge, 2021; MIT Technology Review, 2020]</a>.</p>	<p>(Note: covers all of Meta, not only Llama teams)</p> <p><b>Sarah Wynn-Williams (2025):</b> Former global public policy director. Published a memoir and testified to Congress about Meta's alleged cooperation with China's government and misleading of lawmakers. Meta invoked a 2017 severance non-disparagement clause, won an emergency arbitration order potentially temporarily barring “disparaging” statements and blocking meetings with US/UK/EU legislators. Wynn-Williams testified before the Senate. Meta told TechCrunch that the arbitration order does not prohibit her from speaking to Congress and that the company does not intend to interfere with her legal rights <a href="#">[TechCrunch, 2025; CNN, 2025]</a>. In Apr 2025, Sen. Grassley's letter to Meta demanding answers on NDAs allegedly silencing whistleblowers <a href="#">[Grassley, 2025]</a>.</p> <p><b>Internal memo threatens termination for leaks (Jan 31, 2025):</b> After CEO Mark Zuckerberg complained that "everything I say leaks," Meta CISO Guy Rosen circulated an internal memo warning that "we will take appropriate action, including termination," against employees who leak confidential information. The memo confirmed Meta had "recently terminated relationships with employees who leaked confidential company information." (The warning memo itself was subsequently leaked to the press.) <a href="#">[The Verge, 2025; Fortune, 2025]</a>.</p> <p><b>NLRB Ruling (2024):</b> The NLRB judge ruled that Meta's separation agreements used during the 2022 mass layoffs were illegal. The agreements affected over 7,000 employees who were required to sign "unlawfully overbroad" non-disparagement and confidentiality clauses in exchange for enhanced severance pay. This followed the precedent set by the McLaren Macomb decision in February 2023 <a href="#">[The Register, 2024; HRD, 2024]</a>.</p> <p><b>20 Employees terminated (2024):</b> ~20 employees terminated for leaks of internal meeting details; Meta said more firings may follow <a href="#">[TechCrunch, 2025]</a>.</p>	<p><b>Dissolution of AGI readiness team (Oct 2024):</b> Team leader Miles Brundage left the firm. As part of a broader farewell message shared that some of his colleagues seem to think "that speaking up has big costs, and that only some people are able to do so.", but that he " think[s] people almost always assume that it's harder/more costly to raise concerns or ask questions than it actually is."<a href="#">[X, 2024]</a>. The AGI readiness team was then dissolved within OpenAI <a href="#">[CNBC, 2024]</a>. Brundage's exit then spurred former team member Rosie Campbell to depart <a href="#">[The Byte, 2024]</a>.</p> <p><b>Anonymous whistleblowers (Jul 2024):</b> Letter &amp; formal SEC complaint allege OpenAI's NDAs illegally bar staff from alerting regulators and waive Dodd-Frank rewards. SEC matter pending <a href="#">[Tech Crunch, 2024; The Hill, 2024]</a>.</p> <p><b>Right-to-Warn” open letter – 11 current &amp; former staff, plus peers at other firms (Jun 2024):</b> Called for an enforceable right to disclose AI-risk concerns without retaliation or broad NDAs. All current employees chose to remain anonymous. The letter cites criticism of OpenAI's equity claw-back clause <a href="#">[Right to Warn, 2024]</a>.</p> <p><b>Jan Leike (May 2024):</b> Superalignment Co-lead. Resigned, stating “safety culture and processes have taken a backseat to shiny products,” and that the team lacked compute <a href="#">[X, 2024]</a>. Co-team lead Sutskever left simultaneously to start competitor firm 'Safe Superintelligence'. The superalignment team was then disbanded <a href="#">[X, 2024]</a>. Policy researcher Gretchen Krueger announces her departure hours later, stating similar concerns <a href="#">[The Verge, 2024]</a>.</p> <p><b>Exit-agreement overhaul after media leak (May 2024):</b> Vox revealed strict severance papers that let OpenAI *cancel vested equity* if ex-staff “disparaged” the company. After a media exposé, OpenAI **removed the clauses** and said it had never clawed back equity; CEO Sam Altman apologized, though leaked paperwork later showed his prior sign-off on the wording <a href="#">[Vox, 2024; The Verge, 2024]</a>. Safety researcher Todor Markov left the company over the issue, arguing the debacle incident proved Altman was a person of low integrity who had directly lied to employees" <a href="#">[Futurism, 2025]</a>.</p> <p><b>Leopold Aschenbrenner (Apr 2024):</b> Researcher on Superalignment team says he was fired for circulating a memo to board members about security gaps; OpenAI says it was for leaking confidential info <a href="#">[Business Insider, 2024]</a>.</p>	<p>None</p>	<p>None</p>
		<p><b>Timnit Gebru (2020):</b> Co-lead of Google's ethical AI team. Objected to Google's demand to retract a paper outlining large-language-model risks (bias, emissions). Google says she “resigned”; Gebru says she was **terminated**. Incident provoked &gt;2,000-employee petition <a href="#">[ABC News, 2020; MIT Technology Review, 2020; Time, 2022]</a>.</p> <p><b>Mustafa Suleyman (2019, precedent for accountability):</b> Internal probe found patterns of workplace bullying. **Placed on administrative leave** July 2019; later moved to Google product role and eventually left Alphabet in 2022 <a href="#">[TechBrew, 2021]</a>.</p>	<p><b>Arturo Bejar (2023):</b> Former engineering director. Testified before Congress that leadership, including. Mark Zuckerberg ignored evidence that Instagram harms teens (bullying, self-harm). He had emailed Zuckerberg, Sandberg, and other executives in 2021 with research showing harmful effects on young users. Meta stated it “does not agree” with Bejar's characterisation and highlighted existing safety tools; no legal action has followed <a href="#">[CNBC, 2023; NPR, 2023; OPB, 2023]</a>.</p> <p><b>Frances Haugen (2021):</b> Former product manager. Supplied thousands of internal files (“Facebook Papers”) to the SEC &amp; US Congress, alleging Meta misled the public about known harms (teen mental health, misinformation). Meta said documents were “cherry-picked” and Haugen's claims “mischaracterise” its work. No litigation between parties. Haugen testified before the Senate Oct 2021 <a href="#">[CBS, 2021]</a></p> <p><b>Sophie Zhang (2020-21):</b> Data scientist. Farewell memo described government-backed political manipulation campaigns across 25 countries on Facebook; reposted the memo on a password-protected personal site. Facebook deleted her internal post and requested her web-host &amp; registrar remove the external site, which they did. Zhang declined a severance agreement containing a non-disparagement clause and later testified before the British Parliament and provided documents to US law enforcement <a href="#">[Independent, 2021; BuzzFeed, 2020]</a>.</p>	<p><b>Daniel Kokotajlo (Apr 2024):</b> Governance researcher resigned because he “Lost confidence [OpenAI] would behave responsibly around AGI” <a href="#">[Futurism, 2024]</a>.</p> <p><b>William Saunders (Feb 2024):</b> Interpretability engineer resigned, telling *Business Insider* leadership “was not adequately addressing” catastrophic-risk issues; later co-signed the “Right-to-Warn” letter <a href="#">[Business Insider, 2024]</a>.</p> <p><b>Board coup &amp; reversal (Nov 2023):</b> Board unexpectedly removed CEO, stating he “was not consistently candid in his communications.” Altman was reinstated within a week. A WilmerHale special review later found his conduct “did not mandate removal” <a href="#">[ARS Technica, 2023]</a>. In the aftermath, three independent directors (including Helen Toner) resigned <a href="#">[Aljazeera, 2024]</a>. Toner later stated, “For years, Sam had made it really difficult for the board to actually do that job by, you know, withholding information, misrepresenting things that were happening at the company, in some cases outright lying to the board.[...].” <a href="#">[TED, 2024]</a>.</p>		