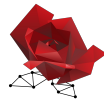


DON'T
WORK
FOR
WAR
FAIR

Employers to **Avoid**
At the January 2021 Career Fair



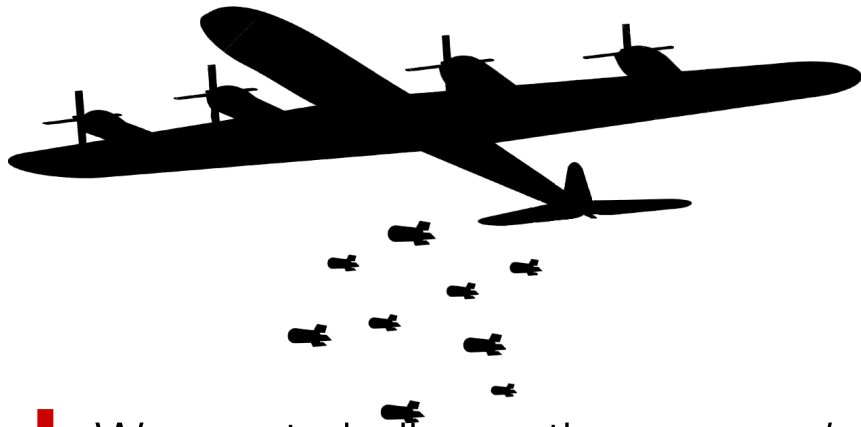
*Brought to you by Socialists of Caltech
Anti-Imperialism Working Group*



Technology will not be a force for good unless we work explicitly to make it so.

The US is engaged in a project of imperialism: the imposition of economic and political control over other peoples in a way that undermines their sovereignty and takes away their freedom to make decisions.

If we contribute our labor to the development and production of technologies used by the United States government and its corporate partners to surveil, bomb, occupy, and incarcerate, we are directly taking part in this murderous project.



We must challenge the *economic logic* behind the imperialist project.

US political and military dominance ultimately leads to US economic dominance on a world scale. This allows US corporations to extract superprofits through the exploitation of people and resources in other countries, and through violent interference in their political and economic systems. The ultimate goal is further and further access to new markets, resources, and profit.

The imperialism-related activities of US corporations, though they may appear limited, represent the core logic through which the US enforces its dominance over the world's peoples. Every year, billions of taxpayer dollars go to these contractors to advance the project of imperialism in your name.

US hegemony can't be challenged by working within the system.

US imperialism is a structure that lies beyond individual actors and individual corporations, though particular entities play key roles in its reproduction. At best internal corporate reforms or federal regulations will be co-opted by companies to give an appearance of progress that will again be used by the United States to legitimize interference in other allegedly "less progressive" countries.

If labor organizing within a particular contractor successfully prevents its participation in imperialism, there will be another to take its place. The only way we can use our position as specialized tech workers to hamper the imperial project is to collectively—and vocally—refuse to work for *any* amount of time for *any* entity that takes part in it.

Giving your expertise to a US government agency or defence contractor causes harm even if you don't think your particular project is being used directly as a weapon. Whenever you produce knowledge for an entity, they can use that knowledge in unpredictable and uncontrollable ways in the future to further their profits.

Ultimately, we must pursue a wholesale rejection of the economic logic that undergirds the imperialist project, through mass struggles for decolonization, racial justice, and a democratically-controlled economy.

A note on images:

Many of the images in this document depict violence.

If you do not wish to view these images and are already committed to not working for US imperialism, a text-based list of employers to avoid can found at the end.

IMPERIALISM

~~EMSI~~

APARTHEID

~~IDA~~

DRONE STRIKE

~~esri~~

SANCTIONS

~~ES~~

EUGENICS

~~GTS~~
GLOBAL TECHNOLOGY SYSTEMS

DEPORTATION

~~ANALOG DEVICES~~
AHEAD OF WHAT'S POSSIBLE™

COUP D'ÉTAT

~~Pacific Northwest NATIONAL LABORATORY~~

GENOCIDE

~~GILEAD~~
Creating Possible

INCARCERATION

~~Sandia National Laboratories~~

TORTURE

OCCUPATION

~~HRL~~ LABORATORIES

PROFIT

~~cādence®~~

MUTILATION

~~EPIRUS~~

POLLUTION

EXPLOITATION

~~Panasonic~~

WAR CRIMES

~~CROWDSTRIKE~~

COLONIZATION

WAR

SURVEILLANCE



~~HIGHER GROUND~~

~~JASR Systems~~

~~IRIS TECHNOLOGY~~

WHITE SUPREMACY



Analog Devices Inc.



- Had \$11.5 million in contracts and subcontracts with the Department of Defense in 2020
- Subcontracts for Lockheed Martin
- Builds guidance, telemetry, and targeting systems for **missiles and other high-precision munitions**
- Builds stabilization, navigation, flight control, and communications systems for **unmanned aerial vehicles (drones)**

Funeral for victims of a US drone strike in the Khogyani district of Nangarhar province, Afghanistan, which killed over 30 farmers in 2019

For their contributions to missile systems and drone stabilization, navigation, and communication technologies for the Department of Defense, our verdict is: **DO NOT work for Analog Devices Inc.**



Cadence Design Systems



- Aerospace and defense contractors
- Work with **Northrop-Grumman** to develop **System on Chip Products**
- Currently have a **\$1.4M Department of Defense (DoD) contract** to develop semiconductor technology
- In 2018, Cadence [published a paper](#) on how Cadence could assist in ensuring US military supremacy. Some applications of their electronics they cite include: **modernizing nuclear forces, investing in space and cyberspace as warfighting domains, missile defense, and autonomous systems**

High resolution US spy satellite image of an Iranian space center

For their contributions to semiconductor technology for the US military, our verdict is: **DO NOT work for Cadence Design Systems.**

Crowdstrike



- Developed cybersecurity tech for the Department of Homeland Security's Continuous Diagnostics and Mitigation program
- Assisted the Department of Justice in charging five Chinese people with economic cyber-espionage against US corporations
- Claimed that the day after the US and China reached an agreement on economic espionage, Chinese hackers attacked US pharmaceutical and tech companies in violation of the agreement - other cybersecurity companies did not agree that these alleged attacks violated the agreement.
Anti-Chinese hysteria has led to hate crimes, arrests of Chinese academics, and an overall rise in Sinophobia

PC: Jeff Roberson/AP



Rally outside the Missouri Capitol to protest Covid-19 stay-at-home orders in April 2020

For protecting the intellectual property of US-based companies and fanning the flames of anti-China sentiment, our verdict is: **DO NOT work for CrowdStrike.**

Electromagnetic Systems Inc.



- Motto is “Bringing Innovation to Exploitation”
- Their entire self-reported list of clients is: US Air Force, Air Force Research Lab, Air Force Life Cycle Management Center, Naval Air Systems Command, and DARPA
- Have taken **\$8.6M from the Department of Defense** since 2001
- Develops image processing tools, modeling and analysis for radar, as well as **pattern recognition techniques** for defense applications
- Develops **imaging tools for target recognition**, which will be used to kill and maim non-white people worldwide, and especially in West Asia

PC: Getty Images



Funeral for 81 civilians who died by a CIA drone strike in 2006. Children are among the dead.

For developing automatic targeting systems for the US military, our verdict is: **DO NOT work for Electromagnetic Systems Inc.**

Epirus Inc.



- Develops **directed-energy systems** for defense applications
- Has contracts with Department of Defense (DoD), Northrop-Grumman, the US Air Force, and police departments to develop **electro-magnetic pulse generating systems** that can disable electronic devices
- Technology developed by Epirus Inc. can be used to stop vehicles from a distance, including ships at sea, **further establishing US control over the skies and sea**

PC: Department of Justice



In 2020, US seizes Iranian oil tanker en route to Venezuela. Both Iran and Venezuela are under US sanctions

For their contributions to electromagnetic pulse weapons for the US military, our verdict is: **DO NOT work for Epirus Inc.**



esri



- Works with the Army Corps of Engineers and the Marine Corps on the ENFIRE toolset, which allows rapid **dissemination of terrain information to military commanders**
- **Defense contract with the US Navy to build SeaPort-e**, a platform for the Navy to request support services from contractors
- Has a National Geospatial Intelligence Agency contract to deploy their product arcGIS, which **provides geospatial intelligence to US Armed Forces**

Raqqa during the US-led coalition bombings in 2017.

For developing geospatial intelligence systems for the US military, our verdict is: **DO NOT work for esri.**



FormFactor Inc.



- Develops semiconductor, low-level electronics, and sensor technology
- Vast majority of federal funding comes from the Department of Defense. Have received over **\$3M in DoD contracts over the last ten years**
- **A subcontractor of Raytheon and Northrop-Grumman, two of the largest US weapons manufacturers**

US airstrike in Iraq destroys an airport under construction in Karbala

For developing electronics and sensor technology for the US military, our verdict is: **DO NOT work for FormFactor Inc.**



Gilead



- In March, when there were about 40,000 covid cases in the US, Gilead sought and obtained orphan drug status for remdesivir, **thus attaining monopoly over the drug for 7 years** despite the rapid spread of covid
- Entered into voluntary licensing agreements (VLAs) with low-income countries to produce hepatitis C drugs, **but excluded many high-and-middle-income countries from producing the drug or importing a generic version.** 75% of the world's poor with hepatitis C live in these excluded countries.
- VLAs led to monopolies on critical medications produced by Gilead, including COVID-19 medications
- Price-gouge on Truvada, a critical medication used to treat HIV

Medics tend to a COVID-19 patient at the Shohadaye Tajrish Hospital in Tehran, Iran, June 16, 2020.

For business practices that lead to restricted access to pharmaceuticals for those in the Global South, our verdict is: **DO NOT work for Gilead.**

Global Technology Systems (GTS)



- Have a contract to **provide batteries for police radios** in Washington state
- Customized a suite of batteries and chargers for the **San Antonio police department**
- Contract with the Department of Homeland Security through a third party called IT Tech Direct to **provide radio equipment to Customs and Border Control (CBP) and Immigration and Customs Enforcement (ICE)**
- List the US Department of Justice (DoJ) and Department of the Interior (DoI) as clients for their custom manufacturing and design

An ICE agent detains a man in Escondido, California in July 2019.

For supplying battery technology for local law enforcement, ICE and federal agents' communication systems, our verdict is: **DO NOT work for Global Technology Systems.**



Higher Ground LLC



- Facilitates **communication links between drones and satellites** to facilitate US military situation awareness “anywhere in the world” (Department of Homeland Security and US Air Force)
- Received NASA grant to develop drone technology
- Has received around \$1M from the US Air Force and \$4M from NASA, over the last ten years
- Has worked on a project called “wifi zone on demand” for the Department of Homeland Security

Torrance Police Department surveillance drone in 2018. Police drones have been deployed throughout Southern California.

For facilitating the use of drone technology for surveillance, our verdict is: **DO NOT work for Higher Ground LLC.**



PC: Getty

HRL Laboratories



- Jointly **owned by Boeing** (the second largest arms manufacturer in the world) and General Motors
- Saudi Arabia is a major customer for Boeing's military products including fighter jets, attack helicopters and missile launchers
- One of thirteen accredited Trusted Foundries for the Department of Defense and other defense contractors - **fabricates defense-related electronics**
- Developed a drone technology called Neuromorphic Eye in the Sky (NEMESIS) which provides intelligence of on-the-ground situations in real time - **can be used for surveillance of people, vehicles, and packages**
- Built amplifiers to improve military radar (sponsored by the Office of Naval Research)

Yemenis dig graves for children whose bus was hit by a Saudi-led coalition air strike in Saada, August 2018.

For fabricating electronics for major arms manufacturers and the US Military, our verdict is: **DO NOT work for HRL Laboratories.**

Institute for Defense Analyses



- Study the effectiveness of **“non-lethal” weapons** like rubber bullets
- Collaborate with the Department of Homeland Security (DHS) to study which types of **punishment deter people from crossing the border** from Mexico into the US
- Do cost analyses and assist with **weapons acquisition** for the Department of Defense (DoD). IDA analysts were **deployed in both Iraq and Afghanistan** to help decide troop and resource allocation, and predict possible “political evolutions”
- Strategize for US dominance over raw material supply chains
- IDA board member Deborah McWhinney is also on Caltech’s Board of Trustees and on the Renaming Task Force from which the only Black grad student member [resigned in protest](#)

Police use “non-lethal” weapons on water protectors at Standing Rock in 2016.

For their contributions to police violence in the so-called United States and to military occupation in Iraq and Afghanistan, our verdict is: **DO NOT work for the Institute for Defense Analyses.**



Iris Technology

- Contract with the **Department of Defense** to design and manufacture **tactical power systems**.
- Their solar component power systems were deployed in Iraq and Afghanistan
- Marine Corps Force Recon units use their power systems to power radios and other tactical equipment
- **Member of the National Armaments Consortium** whose mission is “to develop armaments that give the United States the technological edge over our enemies.”

A US soldier kicks in a gate in Baqubah, Iraq, November 2008.

For their contributions to on-the-ground US military operations, including in Iraq and Afghanistan, our verdict is: **DO NOT work for Iris Technology.**





JASR Systems



- Develops optical phased arrays and LIDAR, a continuation of a DARPA project, for the US Air Force. LIDAR can be used to map out terrain, find positions of US targets and their supplies/armaments. LIDAR was heavily used by US forces in Afghanistan.
- **Received an \$8.1M award from Wright-Patterson Air Force Base** to complete the above project
- Current CEO and CTO are Caltech alumni

Unedited gun-camera video still of July 12, 2007 killing of two Reuters journalists and several Iraqi people by US helicopter fire.

For their contributions to LIDAR surveillance technology for the US military, our verdict is: **DO NOT work for JASR Systems.**



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Naval Research Labs

- **Part of the US Navy**
- **Develop multiple military technologies**, including RADAR technologies and Tactical Electronic Warfare
- Currently developing **electromagnetic railguns** (super high-velocity weapons to be used on ships)



*Railgun projectile test by NRL
in January 2008*

For building destructive weapons for the US Navy,
our verdict is: **DO NOT work for Naval Research
Labs.**



Pacific Northwest National Lab



- Department of Energy national lab
- The lab's National Security Directorate employs about 1300 people
- Works on **detecting nuclear activity in other countries**, which is used as justification for US invasion and sanctions
- Participated in WMD inspections in Iraq prior to the 2003 US invasion
- Develops fuel cells for military applications

Iraqi people protest against a wall US forces built to separate the Ghazaliya and Shula districts in Baghdad.

For gathering intelligence that the United States uses to sanction and occupy other countries on the basis of alleged weapons development, our verdict is: **DO NOT work for Pacific Northwest National Lab.**



Panasonic Energy of North America



- Subsidiary of Panasonic Corporation of North America
- Panasonic Corporation of North America manufactures Toughbooks and Toughpads - rugged laptops and tablets - for **police departments including NYPD, Tennessee Highway Patrol, smaller police departments in Georgia and Colorado, and the US Air Force**

NYPD officers beat protesters with batons during the George Floyd uprisings on May 30th 2020

For their collaboration on field equipment with multiple state and local police forces and the US Air Force, our verdict is: **DO NOT work for Panasonic Energy of North America.**



Sandia National Labs

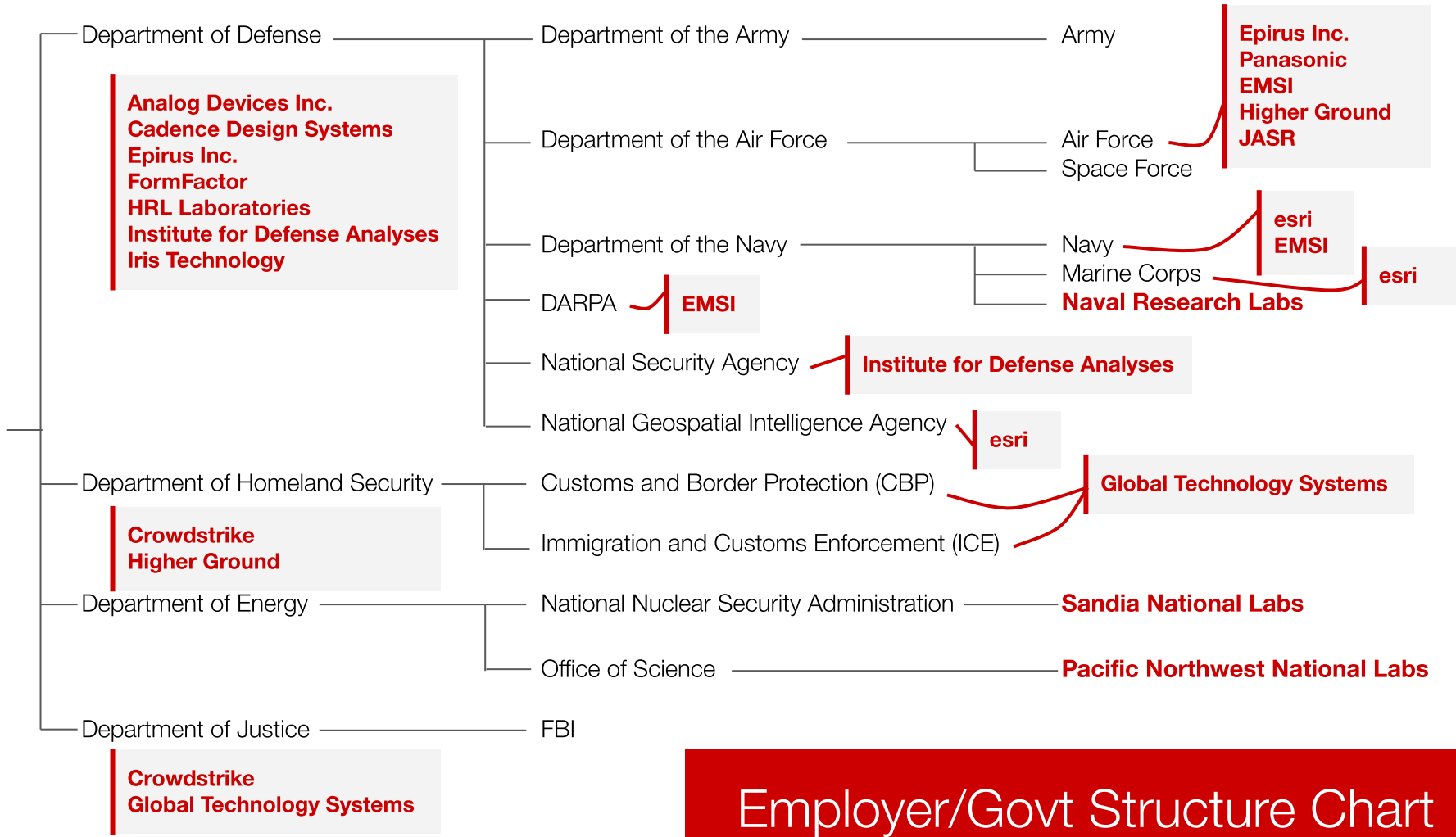


- National Lab under the direction of the National Nuclear Security Administration (NNSA) of the Department of Energy
- **Manages the US's nuclear weapons stockpile** through research, development, and testing
- **Builds surveillance and reconnaissance systems** for the Department of Defense (DoD) including Synthetic Aperture Radar (SAR) and Ground Moving Target Indicator (GMTI)
- **Designs missiles** used by both the US Army and Navy

Hiroshima in the aftermath of the US dropping an atomic bomb in 1945.

For their contributions to the US nuclear stockpile, and their development of non-nuclear weapons for the US military, our verdict is: **DO NOT work for Sandia National Labs.**

US FEDERAL GOVERNMENT



Employer/Govt Structure Chart

Investigating Military Ties

- It's important to know who you are signing a contract with when you work for any company. You can use these tips to investigate your potential employer's military ties.
- Companies will often proudly announce their military connections on their websites. Look for phrases like “defense,” “securing our borders,” “national security,” “aerospace,” “emergency responders,” “warfighter,” “intelligence,” “unmanned aerial vehicles (UAVs),” or “situational awareness.”
- All US government contracts are public record, including DoD and DHS contracts, though if the projects are classified details might be sparse.
- You can search federal contracts at <https://www.usaspending.gov/> under “Award Search”.
- Sometimes a company (the “prime”) will subcontract another company (the “sub”). Check for subcontracts with major arms manufacturers including Raytheon, Northrop Grumman, Boeing, Lockheed Martin, General Dynamics, who may be listed as the prime on the government grant.
- Check for news stories involving the company.

Employers to Avoid: Alphabetical List

- Analog Devices Inc.
- Cadence Design Systems
- CrowdStrike
- Electromagnetic Systems Inc.
- Epirus Inc.
- Esri
- FormFactor Inc.
- Gilead
- Global Technology Systems
- Higher Ground LLC
- HRL Laboratories
- Institute for Defense Analyses
- Iris Technology
- JASR Systems
- Naval Research Labs
- Pacific Northwest National Lab
- Panasonic Energy of North America
- Sandia National Labs

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