

Team,

Today

I committed to all of you that I would take fast and thoughtful actions on the priorities that matter most. Decisions about our leaders and how we are structured are foundational. With that, I wanted to let you all know that Mudge Zatko is no longer at Twitter. I made this decision following an assessment of how the organization was being led and the impact on top priority work. I have the utmost confidence in the leads who have jumped in with full focus, and the teams who do this critical work. I also made a commitment that I'll always be transparent with you - that is very important to me. In this case, while I'm sure you may have questions, the nature of this situation limits what I can share at this time. I appreciate your trust and understanding.

Moving forward, we are



New Message



Today

Moving forward, we are restructuring teams within Confidence to further reinforce the General Manager (GM) operating structure that we announced last month to improve accountability and speed of decision-making. The changes are the following:

Privacy, IT, and Information Security orgs will move to the CoreTech org led by Nick Caldwell. Lea Kissner will continue to lead Privacy, and Alan Rosa (starting January 24) will lead IT. Both will report directly to Nick Caldwell. Separately, [REDACTED] [REDACTED] will be departing Twitter, and we thank [REDACTED] for [REDACTED] contributions. We are kicking off a search for a permanent CISO, and Lea will take on the responsibilities in the interim. With these changes, I will be holding the CoreTech org accountable for delivering on our key priorities around privacy and



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Twitter Service (TwS) led by Katrina Lane will move to the Bluebird org led by Kayvon Beykpour. Bringing these organizations together enables us to create the best end-to-end customer experience (for all of the ways people interact with Twitter) and for this new Bluebird org to be collectively held accountable for their outcomes around Health.

Corporate Security (CorpSec) led by Pat Geonetta will move back into the Counsel org, reporting to Sean Edgett. Both CorpSec and the



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Corporate Security (CorpSec) led by Pat Geonetta will move back into the Counsel org, reporting to Sean Edgett. Both CorpSec and the Counsel team sit at the center of issues that impact our service and our people, and there was great strength in their tight collaboration.

The work within the #Protect Objective remains important, and will ladder into the respective organizations moving forward.

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New Message



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The work within the #Protect Objective remains important, and will ladder into the respective organizations moving forward.

Through change, we can get stronger, but it requires intentional work from all of us. Thank you to the teams driving this critical work for your agility, commitment, and focus now and moving into the future.

Onward,

Parag

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"I appreciate your trust and understanding." is a triggering phrase to me

Now 🕒



New Message

