

**Subject:** Welcome to Team Xbox

**Date:** October 13, 2023

**From:** Phil Spencer

**To:** All ABK Employees

Today I am thrilled and honored to welcome you all to Team Xbox.

I've long been a fan of the incredible games and stories that your teams have created, and admired the impact that you've all had on gaming, entertainment and pop culture. Whether it was late nights spent playing the *Diablo IV* campaign with friends from start to finish, gathering the entire family in the rec room for our weekly *Guitar Hero* night, or going on an epic streak in *Candy Crush*, some of my most memorable gaming moments have come from experiences your studios have created.

Bringing our teams together represents an incredible opportunity for us to learn from one another, unlock a world of possibilities, and continue doing what both of our companies have always done – create stories and experiences that bring players together. Thank you to everyone who contributed to making this moment possible.

By combining Xbox with your teams' skill and talent, energizing passion, and amazing legacy of games, we will bring the joy and community of gaming to even more players around the world. Our goal is to keep nurturing what makes you great, support you in doing your best work building groundbreaking games, and prioritizing our shared commitment to putting culture at the center of everything we do. We want to learn from your centers of excellence, exchange ideas and best practices, and empower you to bring your visions to life.

As of today, we couldn't be more excited that Activision Blizzard employees are our colleagues, co-workers, and teammates. As mentioned in Bobby's email earlier, he has agreed to remain in his role through the end of 2023, reporting directly to me, to ensure a smooth and seamless integration. We look forward to working together as a unified team and we will share more updates on our new organizational structure in the coming months.

Through this integration, we remain committed to being transparent and sharing information wherever possible. We have a dedicated team ensuring that you feel welcome, have opportunities to ask questions, and that we are creating a culture of trust, inclusion, and collaboration with you. Earlier today, I sent a note to Microsoft letting the rest of the company know that we can now officially welcome you. And there, I reiterate that we hold ourselves to a high bar in delivering the most inclusive and welcoming experiences for players, creators, and employees. We are one team – Team Xbox.

Over the coming weeks, I'll be visiting the Activision, Blizzard, and King offices, along with members of the Xbox Leadership Team. There, we'll have the opportunity to address questions and hear from each other. We also look forward to welcoming you alongside Team Xbox at our next virtual all-hands. More to come on these.

Welcome to Team Xbox. [It's a good day to play.](#)

Phil