This is a gist of the environment I am working in (after our initial call).

The Fireeye integration task was presented on 15/12/2021 during the "MVX, DOD, TIE Integration - Intro" call. I started working on Fireeye integration from 19/12/2021 and to this day have worked to build better understanding of the ecosystem as well as functional and technical details of ATD and its interaction(s) with TIE. For tracking I have created a JIRA ticket –

[**TIESERVER-11477**](https://jira-lvs.prod.mcafee.com/browse/TIESERVER-11477) - **FireEye DOD/MVX - TIE Integration: Initial analysis.**

I have listed out the subtasks and they have been updated in JIRA.

For this activity I have been working with Jagathish Poornalingam and Sai Vashisht (Fireeye) as well as Rajeev Joshi, Jayesh Singh, Sushil Karwa (ATD, McAfee). As decided on call with Fireeye (21/12/2021) the two planned activities marked to me are

1. discussion on IPE patterns (with Jag) and

2. Reputation interactions between ATD and TIE (with Sai).

I interacted with Jag for the first task, and we had gone over the code. (Jag is more experienced than I am on DXL and IPE). For the second task, I started by setting up CDA POD with TIE – ATD working and analyzed the flow + logs and got to the code. Have kept the stakeholders from Fireeye (Jag and Sai) in the loop.

All through this period there was absolutely no support for any of these activities and I even had to reach out in my personal capacity to all contacts I mention above (Vadi guided me to the contact person for each team). I interacted with all, to move froward and this activity reached the state it is in today. In all this effort I never had any assistance/support/guidance from either **Nikhil** or **Natesh** and I was always kept busy with irrelevant tasks/activities as if to make sure that I could not devote time to proceed on this task. The only option left to me is to work late nights on this, by myself, where there was no need nor reason for any of this.

Last week I was told that Natesh needs to present the status of this activity before you and I was asked to share the details. I created a presentation with my investigation details about TIE – ATD interaction. All during the presentation I had to repeatedly face hostility (from Nikhil). During this presentation Natesh informed me that I should present a solution before John Teddy from Fireeye. This is the reason I reached out to Art to validate my findings and gather his suggestions. All this in spite of me iterating that we are not in any state to propose any solution, one of the main reasons being that the overall integration architecture has not been finalized (at least to my knowledge).

Today (28/01/2022) suddenly Natesh and Nikhil have woken up and suddenly there is a Teams group created, separate tasks created on JIRA, different people are being assigned work as if the solution has already been arrived at? Natesh started a recurring meeting today and the first activity was to assert that I have not been doing any work and this entire activity is not in the desired state. What I find strange is that the high-level integration architecture has not been finalized yet and here work has already started on the solution or that is the impression that is being send out?

Around this time, I had received a mail regarding the Focal Process. I listed out my achievements against the Goals Nikhil had listed for the whole team. During my interaction with colleagues, I understand that I would not be eligible for the current cycle, and I reached out to Ankit Jain (PM) to set my Focal goals for the next cycle. Ankit was extremely helpful and assisted me in deciding on my goals in alignment with the organizational goals. The goals I arrived at with Ankit’s guidance -

1. MLOS upgrade.

2. TIE on AWS.

3. Fire Eye integration.

4. DXL ramp-up

5. DXL delivery + ownership.

During a one-on-one, Nikhil informs me that these should not be my goals as they are just organizational goals and not engineering goals. And I was told that he will setup a meeting to discuss with the Dev team and finalize my goals! As in the Software Engineers will finalize the goals for the Technical Architect, of the team, which is a totally unheard-of process in all of 21 years of my professional life!

During the call with Ankit, I was informed about TIE – Insights integration. This information has been withheld from me and this is not the first time such important information is being withheld from me. I find it unacceptable and unprofessional that such extremely important information is withheld from the Technical Architect of the team. There is a pattern in this with similar information being withheld (till Friday usually) and I have to propose a solution or take a presentation starting of the next week (on Monday).

Yet another matter I have noticed is Nikhil conveniently skips such meetings (on one pretext or the other) and I have to run the same (E.g. Meetings with Banco de Chile, Vlad Conjar from Cloud Ops, Nick Wilson and Neil Clausen from JCM etc.). I am extremely happy to take such calls and interact with different stakeholders but later he makes it a point to mention that I had committed some fault or the other. Surprisingly keeps mentioning the inefficiency of either QA (Vadi’s team) or even of the customer and how he finds these meetings a waste of time. Let me also remind you about the irrelevant issues he brings up during many of these meetings he does attend – File hashes in the Fireeye integration call, Customer update on the log4j issue which requires no action on the customer end etc. (Brian would have experience with this).

During all my tenure with McAfee and now with Trellix, I have had to bear the harassment, humiliation, insult and torture from both my superiors (even in front of the whole team, at times) and I had to struggle to maintain my composure and fight my way forward and deliver on my (and organization’s) commitments. The idea seems to be to find faults, play blame games rather than getting the work done (or even attempting to do it). Anyone who even attempts this is pressurized and efforts to accomplish these tasks are thwarted. As for me, I see Art and Brian as the most knowledgeable in my current line of work and other Architects and stakeholders as extremely helpful within the org.

Note: Excuse me for this lengthy narrative. I am sending you this as I am aware that you are busy with org level changes and do not want to engage you for a very lengthy call.