

**From:** Remote Work Advocacy Remote\_Work\_Advocacy@group.apple.com  
**Subject:** Let's Welcome Everyone Forward  
**Date:** June 14, 2021 at 5:00 AM  
**To:** tcook@apple.com, obrien.d@apple.com

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## Remote Work Advocacy

June 2021

Welcome *everyone* forward.

Dear Tim and Deirdre,

We all agree that we are here at Apple to make insanely great products that enrich people's lives and the world. We are convinced that we can create the same, and even better products by adding more flexibility to the announced return to office policy. We would like to share some thoughts and ideas with you from the Apple community.

Linked [here](#) is a detailed and heartfelt letter signed by 1,768 of our colleagues. Supporting documents like survey results can be found [here](#).

We'd like to especially highlight the more than 90 [personal anecdotes](#) our colleagues wrote about how this new policy will affect them personally. We urge you to take some time this week and read through some of their touching stories.

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From our home  
offices...

A number of colleagues  
wished to personally voice  
this letter to you, available  
here:



- [Phantom](#)
- [Box](#) (Only accessible to Tim & Deirdre)

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## Highlights of the data gathered:

- 87.1% (1,519) voiced their concern that some of our colleagues will leave Apple
- 67.7% (1,175) are worried that they themselves will have to make the difficult decision to resign

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We understand the situation is complicated, and there is a large burden on the People team and managers in considering more change. Now that the frenzy of WWDC has died down, we hope you will allow this feedback to help shape a future of location-flexible and inclusive work at Apple which enables us all to achieve the goal of making the absolute best products.

Sincerely,

[The Undersigned](#) (only accessible to Tim & Deirdre)

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*Note: The resources shared here will also be shared with our #remote-work-advocacy Slack channel at 9am PDT this morning.*

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