

From: Ekelemchi Okpo eokpo@apple.com
Subject: Apple Confidential: Next Steps
Date: August 4, 2021 at 10:53 AM
To: Ashley Gjovik ashleygjovik@apple.com

EO

Apple Confidential

Hi Ashley,

I wanted to confirm our conversation a few minutes ago. Per your request, you are now on paid administrative leave so as to not interact with your managers. You will receive your regular pay and benefits during this time. You are not expected to perform any work until the investigation is completed and closed. I will work with your manager to set your out of office message.

This administrative leave ensures that you are removed from the workplace, workplace interactions and contributions and your day to day roles and responsibilities while I conduct a thorough and complete investigation into your concerns. As discussed, in order to preserve the integrity of my investigation and to protect the privacy of your co-workers and those whom you've identified as witnesses, please respect the investigation process and refrain from sharing our communications. In accordance with Apple policy, this request doesn't limit you from discussing the concerns you raised about your Apple experiences or that I'm investigating your concerns.

I am reviewing the issues we discussed and will send you an email by early next week to confirm the scope of my investigation. If you have any questions at any time, please feel free to email me.



Best,

Ekelemchi Okpo
Corporate Employee Relations
eokpo@apple.com

This email and any attachments may be privileged and may contain confidential information intended only for the recipient(s) named above. Any other distribution, forwarding, copying or disclosure of this message is strictly prohibited. If you have received this email in error, please notify me immediately by telephone or return email, and delete this message from your system.



+ Add a bookmark

excruciating.

Thursday, July 29th ▾

yes please let's do that coffee!! i'll send an invite now

❤️ 1 📺 1 😊



3:06 PM

Also, would you please add me to the private slack channel too? I don't mind talking in the main thread (my investigation is complete and I've already reported the issue [redacted] and even spoke to Tim about it) but I really like the idea of being able to support each other through these issues. (edited)



Ashley Gjøvik 4:12 PM

Hi! thats so kind of you and now i have terrible news

i just tried to add you but it wouldnt let me

but i remembered we didnt add AppleCare to this channel

because apparently AC & Retail fight fight fight to not give their employees access to stuff like this

the admin said it would be a big debate to even ask



5:08 PM

It's ok

Thank you!



Ashley Gjøvik 5:09 PM

i hate the politics at this company some times. (edited)

Wednesday, August 4th ▾



10:30 AM

Hey Ashley! Just hopped into your WebEx

blue_heart



Ashley Gjøvik 10:32 AM

sorry one sec wrapping up with ER

📺 🍷 📺 📺 📺 📺 📺 📺



10:32 AM

All good!



Ashley Gjøvik 10:36 AM

almost there

this is juicy

🍷 1 😊

remote-work-advocacy

7,029

51 replies Last reply today 11:44 AM

Yesterday

Added to your saved items

Ashley Gjovik 8:25 PM
Friendly reminder:

Business Conduct:

Nothing in this Policy should be interpreted as being restrictive of your right to speak freely about your wages, hours, or working conditions.

Social Media:

Nothing in these guidelines should be interpreted as restricting your right to speak freely about your wages, hours, or working conditions.

Acceptable Use:

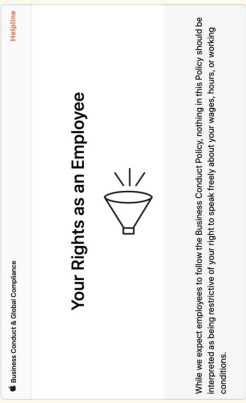
Nothing in these guidelines should be interpreted as restricting your right to speak freely about your wages, hours, or working conditions.

<https://businessconduct.apple.com/policies/speaking-up/your-rights-as-an-employee/>

<https://people.apple.com/US/en/subtopic/511>

<https://people.apple.com/US/en/subtopic/415> (edited)

Speak Up.png



10 33 +17 3 9 1
4 replies Last reply today at 12:31 PM

Today

Thread #remote-work-advocacy

4 replies

11 hours ago

Curiously enough, if you change the pages from the People website to Ireland instead of US, the part you quoted is missing.

3 1

3 hours ago

Likely because Ireland lacks the labor protections which those policies reflect.

2 hours ago

lol I love u Ashley

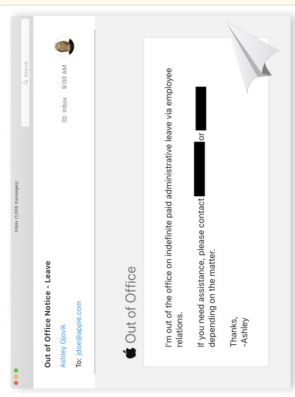
1 1

Added to your saved items

Ashley Gjovik 7 minutes ago

I'm OoO now on administrative leave & ER wants me off of Slack. If anyone wants to keep in touch in the interim, etc. my Twitter is ashleygjovik and DMs are open, and I have Signal. If anyone is interested in talking to the press, I have a bunch of journalists interested remote work advocacy, overly restrictive NDAs, workplace safety issues, disability accommodations, and discrimination issues (special Apple's systemic poor process & responses to all of the above). If anyone wants assistance in connecting to the 4th estate, happy to help. (edited)

OOO.png



1

From: Ashley Gjovik ashleygjovik@apple.com
Subject: Fwd: Apple Confidential: Next Steps
Date: August 5, 2021 at 2:02 PM
To: Ashley Gjovik ashleygjovik@icloud.com

AG

Sent from my iPhone

Begin forwarded message:

From: Ekelemchi Okpo <eokpo@apple.com>
Date: August 5, 2021 at 9:38:39 AM PDT
To: Ashley Gjovik <ashleygjovik@apple.com>
Subject: Re: Apple Confidential: Next Steps

Ashley,

I'm disappointed about you misrepresentating our discussion. As we discussed, and I confirmed in my follow up email, you requested and Apple agreed, to have you on paid administrative leave while I look into your concerns so that you can remain out of the workplace while the investigation continues. We did not discuss you being on an indefinite leave.

To preserve the integrity of the investigation I requested, but did not require, that you refrain from sharing the content of our communications. As I shared, this is done in order to preserve the integrity of my investigation and to protect the privacy of your co-workers and those whom you've identified as witnesses. I did not imply, nor did we ever discuss, the removal of your access to Slack.

If you would like to return to work and not remain on administrative leave as you requested we can make those arrangements. I'll be in touch with you soon about the investigation.



Best,

Ekelemchi Okpo
Corporate Employee Relations
eokpo@apple.com

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On Aug 4, 2021, at 12:53 PM, Ekelemchi Okpo <eokpo@apple.com> wrote:

Apple Confidential

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