

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

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

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