

From: Ashley Gjovik <ashleygjovik@apple.com>
Subject: Fwd: MSQ Staff 5/05
Date: May 6, 2021 at 9:39 AM
To: Ashley Gjovik <ashleygjovik@icloud.com>



Begin forwarded message:

From: Ashley Gjovik <ashleygjovik@apple.com>
Subject: Fwd: MSQ Staff 5/05
Date: May 6, 2021 at 9:38:51 AM PDT
To: Jenna Waibel <jwaibel@apple.com>

Hi,

In case you're having convos about my role already — notes from my org's mgmt staff meeting last night. This seems very relevant. This bit about attribution is really interesting contrasted with my convo with Dan last week.

Dan showed no hesitation or concern that I might leave Apple. He also didn't offer any counteroffers or suggestions — just said I couldn't report to him or John. When I said that means I'm going to quit, probably quit Apple, he said, "okay." And just stared at me.

I don't feel comfortable raising this to Helen (our HR BP). I expect her to always have Dan's back with whatever he does. So just FYI for you. It sounds like the convo was about preventing attrition — not saying "okay" to it.

Burn Out & Retention	<ul style="list-style-type: none">Recent uptake in attrition<ul style="list-style-type: none">██████████ are trying to have an exit interview with everyone who leaves the company████████████████████Exit interview feedback<ul style="list-style-type: none">████████████████████████████████████████
India & Brazil	- Really bad COVID situation, really sensitive right now

P.S. As I was reading the I&D section it also made me think of another oddity. I can't remember if I raised this to you yet. Jason Ivan just hired what I believe to be the first female manager in the history of the Mac Systems Quality organization. (before she joined, it was 14 men officially in the org, and one man dotted lining in — 15 men total. As Dave and Dan made clear, I'm not to think of myself as a "real manager." I've never heard of or seem any record of a female manager in the org ever).

I was never asked to interview this new manager — nor was Monu, our only female M3 in Dan West's org. I wasn't consulted about her nor was I invited to chat with her about the org in any way before she started. Further, according to ██████████ (the new manager), she was never told before she started that she's the first manager in the 30yr+ history of the org — nor was she warned that MSQ in the U.S. is only about 10% female.

The first week she joined, I was supposed to be doing the final 5 Simple Things I&D training session. I asked Jason and Dave several times to let me move it out or to have her skip and let me do a follow up with her separately. I told them it seemed unfair and unwise to throw her into the tail end of an I&D training without her having any context about the org or Apple culture (she was an external hire) — and only on her 3rd day where her accounts probably don't even work yet. My request was denied. So I send her a note before the training introducing myself and giving her context on the org. She confirmed no one had told her anything about the demographics of the organization and thanked me for warning her. I can forward that email if you'd like.

Then during that I&D training, on her 3rd day at Apple, Dave tried to assign an org-wide I&D initiative to her. I stepped in and tried to run interference, saying she and I would talk about it but ultimately we should work with HR (it was about employee task assignment reviews, which is a complicated subject). I talked to Dave about it after the meeting as well — saying I know you had good intentions — but the only person in your mgmt team you're assigning I&D projects so far has been the three women (██████████, me, and now ██████████) and told him that it's unfair when she is just starting to be given something like that. He seemed to understand — but who knows.

-Ashley

From: [REDACTED] >
Subject: MSQ Staff 5/05
Date: May 5, 2021 at 5:55:43 PM PDT
To: [REDACTED]@group.apple.com

5/05	Topic	Notes
I&D Updates (Yannick's Staff)		<ul style="list-style-type: none"> • [REDACTED] • [REDACTED] • [REDACTED] [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] <ul style="list-style-type: none"> • [REDACTED] • [REDACTED] <ul style="list-style-type: none"> • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] <ul style="list-style-type: none"> • [REDACTED] • [REDACTED] • [REDACTED] <ul style="list-style-type: none"> • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED]
[REDACTED]		<ul style="list-style-type: none"> • [REDACTED] • [REDACTED] [REDACTED] • [REDACTED] • [REDACTED] [REDACTED] • [REDACTED] [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED]
Burn Out & Retention		<ul style="list-style-type: none"> • Recent uptake in attrition <ul style="list-style-type: none"> • [REDACTED] trying to have an exit interview with everyone who leaves the company • [REDACTED] • Exit interview feedback <ul style="list-style-type: none"> • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED]

