

From: Ashley Gjovik ashleygjovik@apple.com
Subject: Fwd: Ashley:Ekelemchi - Notes
Date: July 27, 2021 at 9:02 PM
To: Ashley Gjovik ashleygjovik@icloud.com

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Ashley M. Gjovik

🍏 Engineering Program Manager

📌 Mac Systems Quality Strategic Planning & Communications

📌 Product Systems Quality Internal Communications; Employee Engagement; Inclusion, Equity, & Diversity

📞 (408) 204-9976

Begin forwarded message:

From: Ashley Gjovik <ashleygjovik@apple.com>
Subject: Ashley:Ekelemchi - Notes
Date: July 27, 2021 at 9:02:34 PM PDT
To: Ekelemchi Okpo <eokpo@apple.com>
Cc: "Antonio Lagares (ER)" <alagares@apple.com>

Hi Ekelemchi!

It was great to talk to you again today. I'm capturing our outstanding actions below.

Also as mentioned, I'm still looking for a short-term response to mitigate the current hostile work environment I'm experiencing reporting to Dave and Dan and Helen. I've asked several times now, including today, that all 1:1s with them be in writing only, during the duration of this investigation. I also asked that there not be any new projects added to my workload during the duration of this investigation, and this is especially important now that my manager decided to substantially increase the amount of work I need to do beyond what a single role is capable of, and all unfavorable work. I would like for him not to add any new work beyond what I had a month ago. I do see his current actions with this workload as retaliation and a negative employment action. Also, as I've mentioned, I am actively suffering emotional harm as I'm continued to be exposed to their behavior. I look forward to hearing about next steps on this.

Further, as mentioned previously and on going, I am requesting a long term solution to the hostile work environment and unsafe work conditions. At this point it is clear my team will not stop the sexism, harassment, discrimination, and retaliation — so I need to be removed from this situation. As mentioned, I refuse to quit or to take medical leave as a response to the hostility; this is on Apple ER to resolve, not for me to hide from. There are two options we've discussed. First, a new role at Apple that is not a hostile work environment and not in unsafe work conditions (and I mentioned that because I will not be at Apple after Dec 31 2022, I cannot find a new role to transfer to for such a short period of time, so I need your assistance with placement). The 2nd option is an exit package that will compensate me and provide benefits through that time. As mentioned this would only be a payment & exit to mitigate the current hostile work environment and unsafe work conditions and would not include any litigation/arbitration waiver agreements nor any non-disclosure agreements beyond what I've already signed as an employee. Any further contractual agreements beyond what I've already signed would need to be reviewed by my team of lawyers and the compensation for each would need to be negotiated by each new specific requirement.

Here's our outstanding to dos. See you tomorrow!

Ashley's To Dos

- Gather Jason Ivan emails for tomorrow's meeting
- Add the actual emails with metadata for 2016- Product Defect Whistleblowing & 2016 -Retaliation and Constructive Termination #2 files

Ekelemchi To Dos

- Set up follow up meeting tomorrow — please set up for after 11am so I have time tomorrow morning to look for all the Jason emails.

7/28 To Do, Remaining Folders: <https://apple.ent.box.com/folder/141043943461>

- 2017-21 Sexist Culture in PSQ
- 2018 - Hostile Work Env
- 2018-21 Sexual Comments
- 2019-2021 Failure to address Hostile work env
- 2019-2021 Hostile work env
- 2021 - Retaliation, IIED, Constructive Termination #3

Cast of Characters and Complaints for 2017+

- Dan West: Sexism, Hostile Work Env, Failure to Resolve Hostile Work Env, Retaliation; failure to report work place injuries
- David Powers: Sexism, Hostile Work Env, Failure to Resolve Hostile Work Env, Retaliation, Labor Code violations (unsafe work conditions; failure to respond to complaints about unsafe work conditions); ADA & FMLA violations
- Jason Ivan: Sexism, Hostile Work Env

- Helen Polkes: Retaliation, Failure to Address Hostile Work Env, ADA violations; failure to respond to complaints about unsafe work conditions
- John Basanese: Casual sexism
- Reed Johnson: Casual sexism or equal opportunity a-hole, TBD

Ashley:Ekelemchi

Scheduled: Jul 27, 2021 at 4:30 PM to 6:00 PM, CDT

Location: Virtual Conference One-Time Room

Invitees: Ashley Gjovik, Ekelemchi Okpo

----(Virtual Conference One-Time Room)----

[One-Time Room]

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