

From: Ashley Gjovik ashleygjovik@apple.com
Subject: Fwd: [QUESTION] 5 Simple Things Initiatives: Unbiased Feedback & Task Reviews
Date: July 16, 2021 at 1:41 PM
To: eokpo@apple.com, Antonio Lagares alagares@apple.com



FYI - I put this email in the *2021 Retaliation & Constructive Termination* folder, but also added IIED to the title. At this point Apple is fully aware by how often I keep saying in email, text and even my formal feedback to Dan about Dave — I am suffering severe emotional distress due to reporting to Dave, Dan, and PSQ's hostile work env. Apple has not only failed to take corrective action, but appears to be empowering Dave to continue and even increase the amount of emotional distress he is inflicting upon me. I was already in a terrible state before all of this, it's only gotten worse, and now this week — my mental state has never been worse due to this manager, HR, and ADA-related harassment.

What are the next steps??



2021 - Retaliation, IIED, Constructive Termination #3

Ashley M. Gjovik

Apple Engineering Program Manager

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Begin forwarded message:

From: Ashley Gjovik <ashleygjovik@apple.com>
Subject: Re: [QUESTION] 5 Simple Things Initiatives: Unbiased Feedback & Task Reviews
Date: July 16, 2021 at 1:26:17 PM PDT
To: Helen Polkes <polkes@apple.com>
Cc: eokpo@apple.com, Antonio Lagares <alagares@apple.com>

Thanks, Helen. I need you to talk to Dave and Dan directly first and help them understand this is NOT OKAY. They still clearly don't understand what an EPM role does or what category 1 is.

Apparently Dave and Dan dreamt all this up together, so they're both on another planet or plotting against me — not sure which at this point. Further, they offered zero clarity about my reporting structure — Dave said I'll still work for both him and Dan, and they both can assign me projects as they feel like.

Further, despite me telling Dave I CANNOT take on this new work and we need to talk way more about this — he already told Ops I was going to do that top issue thing, he already signed me up for a "hot spot," and I'm talking to Bhava now and Dave already told Bhava I'm going to be the AIT PM and is apparently telling Pete that today despite them both thinking it will deeply upset Pete.

This is a mess. As I've told you, I've worked with both of them for YEARS to try to educate/align/etc. about this and I've made no dent. I don't want this to be put on me again to try to fix. I tried telling Dave how concerned I was about all of this and he didn't listen.

I've been saying this for months now, I CANNOT KEEP REPORTING TO DAVE. I had a 8hr panic attack yesterday after that 1:1 and now another one starting today. Apple's response to all of this is unacceptable.

For example:



Helen Polkes

Re: MSQ Job Desc.pdf

To: Ashley Gjovik

July 7, 2021 at 3:45 PM

Hi Ashley,

I thought I mentioned I did talk with Dave about your role. And, I continue to be confident Dave and Dan are committed to helping you gain role clarity.

Let's see how the discussion goes with Dave when he returns and we can talk more about how I can support you both.