

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 [REDACTED] now and Dave already told [REDACTED] I'm going to be the [REDACTED] and is apparently telling [REDACTED] that today despite them both thinking it will deeply upset [REDACTED]

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.

Thanks,

Helen

On Jul 7, 2021, at 11:02 AM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Thanks, Helen! I hope you did too.

As mentioned, the best help would be if you can talk to Dave and help him understand what an EPM role is at Apple, help both Dave and Dan work-out my relationship to both of them with work assignments and accountability, help Dave figure out what my role is in MSQ separate from Jason Ivan's responsibilities, and to help Dave actually write a job description. It wasn't clear if you had that conversations with Dave & Dan — so if not, I expect that will still be very much needed.

Also, Dan mentioned when I leave this role that he plans to cancel the PSQ/MSQ EPM role and convert the headcount to an engineering QA role instead. Besides me wondering if there's actual value or meaning to my work with that plan — I'd also appreciate your help with both of them figuring out what my role should be today if we expect it to disappear by the end of 2022 with no-one to handoff to.

I'll see if Dave brings up role definition on Monday, but I expect all he did was come up with an idea or two for "projects" but not an actual role definition. That's what he's always done. Which also will leave me in an uncomfortable position when I talked to him if he asks me to do more HR PM, IT PM, admin, QA engineer, or Tools engineer type projects — am I okay to push back or him? Or is my role still supposed to be what he wants — literally anything?

Thanks!

—

Ashley M. Gjovik

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&:

To: [REDACTED]

Hi Ashley, yes Dave wants to do this. He feels he isn't [REDACTED] and that you can help with getting that visibility. I told him we can try it (i.e. [REDACTED]) and see how it goes.

He was going to talk [REDACTED] about it today. He is expecting push back from [REDACTED] but wants to push it through regardless.

Meanwhile:

From: Ashley Gjovik ashleygjovik@apple.com
Subject: Ashley OoO for Final Exams; Summer and Fall School Schedules
Date: July 16, 2021 at 10:29 AM
To: [REDACTED]@group.apple.com, Dan (HWE) West dan.west@apple.com
Cc: [REDACTED]



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On Jul 16, 2021, at 1:00 PM, Helen Polkes <polkes@apple.com> wrote:

Hi Ashley,

Thanks for sharing your feedback about the meeting with Dave. I'll look for time for us next week to talk about the follow up with Dave about your role.

Helen

On Jul 15, 2021, at 1:59 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Helen,

I just talked to my manager David Powers. He presented a few slides about new “core responsibilities” for my role. I’m extremely concerned. He either still doesn’t understand what an EPM is or it’s role in Apple, &/or he’s trying to set me up for failure and a poor next review.

He said I’ll keep the current scope of my role under him and under Dan West doing whatever they feel like (engineering, tools, HR, I&D, comms, admin stuff, etc.) but he’d also add three huge new categories of work. I still don’t have a category 1, now I’m also being asked to step-on top of dozens of other people’s category 1s, and he’s quadrupling my workload.

— — —

First, I’ll be the EPM for [REDACTED]. I raised concerns that Jason Ivan’s team currently owns this from MSQ’s side and Jason historically has said he doesn’t want me involved in this unless “I’m working for his managers” and has been extremely hostile to me whenever Dave’s asked me to get involved in Jason’s stuff previously. I also mentioned that if I’m being asked to EPM these overall, that these types of things are supposed to be owned (category 1) by SWE Release EPMs, SWE System EPMs, HWE System EPMs and/or EFFA EPMs — so we’d need buy in from all of them before I’d step in. [REDACTED] - SW PO director, [REDACTED] -HW PO director, [REDACTED] SW QA director, etc).

Second, Dave wants me to [REDACTED]. He’s already talking to Ops about me doing this. I told him this currently belongs to SWE EFFA, SWE Field Data, and the AppleCare NPI/QIF teams and they probably won’t like him created a new role to come in and overstep on their category 1. He said he asked them to do this already and they said they won’t support it, so he wants to go around them. I told him again, we need x-funcntional buy in before I’d step into other people’s roles.

Third, he wants me to essentially co-manage and/or be the IS&T type project manager for his [REDACTED] team under [REDACTED]. He said he wants me to [REDACTED] and help them with status, demos, roadmaps etc. I told him not only is this stepping on both [REDACTED] and [REDACTED] categories 1s, but the PM work here is a *PM* not *EPM* — it's coded differently when you work with internal tools vs customer shipping products. He looked like I was speaking a different language still.

Four, he said I will still drive internal initiatives assigned by him and Dan, whatever they feel like. Employee engagement, I&D, comms, HR, etc. He also said there's three new projects. Instead of asking cross-functional teams to share their [REDACTED] with him, he wants me to start creating a [REDACTED] myself and also sending detailed [REDACTED] every week (I used to do this a couple years ago and it took me an entire day each week to prepare it). Next, Dan wants me to come in and "get [REDACTED] to fix their status." So I'll be stepping on two Dan-directs (Dave's peers) and "helping" them redo their whole status process and formatting. It's entirely possible they don't know this yet, or don't want it. I told him this will be a big problem too. Further he said he wants me to look for more training opportunities for MSQ, and also better engagement t between SWE & MSQ — with no details on what that means.

— — —

I told him I'm extremely concerned that this isn't defining my role, this is expanding it further, like a hydrogen bomb. I also told him this is quadrupling my workload and if he expects me to do all of this, it will most definitely make it **impossible** to finish my law degree alongside my work at Apple. He told me that we'll keep talking about it, but also said he wants me to try to start doing all of this and then tell him *if* we need to make adjustments later. I told him we need to talk to HR before I take on anything new. He said he already talked to Helen about all of this and she seemed on board.

I'm not on board. I feel like I'm being punished. Please help.

—
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On Jul 7, 2021, at 4:46 PM, Helen Polkes <polkes@apple.com> wrote:

Hi Ashley,

This is another example of where getting role clarity will be super helpful. Let's talk more after your follow up with Dave to figure out if it makes sense for you to continue working on the initiatives.

Thanks,

Helen

Begin forwarded message:

From: Ashley Gjøvik <ashleygjovik@apple.com>

Subject: [QUESTION] 5 Simple Things Initiatives: Unbiased Feedback & Task Reviews

Date: July 7, 2021 at 11:05:14 AM PDT

To: Helen Polkes <polkes@apple.com>

Hi Helen,

I wanted to follow up with you about the question I had for you about the two 5 Simple Things-based initiatives Dave had asked me to lead. Based on the 5 Simple Things brainstorms, the MSQ management team came up with two new initiatives they want to pursue. First, they want to create and roll out a process for the managers to review their employee's task assignments as a group and individually, to look for gender/race bias, and if so, to correct accordingly. Second, they want to create and roll-out a process for ensuring unbiased employee feedback. As mentioned, Dave asked me to develop and roll-out these programs personally.

The first meeting I had with you, I mentioned I told Dave we should ask for your feedback if you think these are things we can do independently or if HR/I&D can/should support us. After we talked about it, you expressed concern that these projects were not appropriate for an EPM role to do independently (or at all), and you also expressed concern your HR team doesn't have the bandwidth to support these projects right now themselves. Later, I also let you know that Dave's managers are already announcing to many of their teams that these programs are going to happen / happening.

The second meeting I had with you, you stated that Dave is a director and if he wants to roll out I&D programs for his org, that's his discretion and you wouldn't get involved. You also then commented that Dave can ask me or our female admin to develop & roll-out these programs. You said announcing these was his call. You also seemed like you didn't want to discuss the topic any further.

Before I start developing the unbiased employee feedback & the employee task assignment I&D programs for MSQ, I just

wanted to double check with you that I understand correctly.

PLEASE CONFIRM: Per our last conversation do I understand correctly that per Dave's request to me, I should go ahead and personally develop these I&D programs for the MSQ management team to roll out to their 110+ employee global staff and as long as Dave feels comfortable with me doing it individually? And that I should not ask for support, or require input, from HR or I&D?

Thanks!

—

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