

From: Ekelemchi Okpo eokpo@apple.com
Subject: Re: APPLE CONFIDENTIAL: Issue Confirmation
Date: August 24, 2021 at 2:53 PM
To: Ashley Gjovik ashleygjovik@apple.com

EO

Ashley-

I've received your revised issue confirmation.

The investigation is ongoing and I've started conducting witness interviews. I am not able to communicate a timeframe on next steps, but as the investigation progresses, I will provide you with additional updates.



Best,

Ekelemchi Okpo
Corporate Employee Relations
eokpo@apple.com

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On Aug 23, 2021, at 7:33 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Actually please reference V3 below.

I added Dan West's obstructive of justice comments from the Fireside Chat video (that was missing too).

I also elaborated on my concerns around conflicts of interest & corruption related to Ronald Sugar. I filed a Business Conduct ticket with my concerns & also attached this document. It's ticket HRC000017207, as noted in the v3 document.



Gjovik - Issue
Confir...d .docx



Gjovik - Issue
Confir...ed .pdf

—
Ashley M. Gjovik
Apple Engineering Program Manager
◆ Mac Systems Quality Strategic Planning & Communications
◆ Product Systems Quality Internal Communications; Employee Engagement; Inclusion, Equity, & Diversity
📞 (408) 204-9976

On Aug 23, 2021, at 3:46 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Hi Ekelemchi,

Please confirm you received this revised issue confirmation.

I look forward to hearing your response and some sort of ETA for an update, even if it's "at least a week / month" etc. As of now I currently have zero timeframe from you on next steps whatsoever.

-A

—
Ashley M. Gjovik

🍏 Engineering Program Manager

✦ Mac Systems Quality Strategic Planning & Communications

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Begin forwarded message:

From: Ashley Gjovik <ashleygjovik@icloud.com>

Subject: Re: Employee Relations Investigation: Ashley Gjovik's Issue Confirmation

Date: August 22, 2021 at 6:36:30 PM PDT

To: "Ekelemchi Okpo (ER)" <eokpo@apple.com>

Cc: "Ashley G (Work)" <ashleygjovik@apple.com>

Hi Ekelemchi,

I hope you are well. Attaching my revised version of the Issue Confirmation, in both PDF & Word. It took me a long time to add all the missing items and rephrase all the misleading items — but there's probably more to do. Please let me know if you'd like to send another round of revisions. I'd be more than happy to work through any potential misunderstandings now.

Thanks!

P.S. hope to hear more about my office & safety soon!

<Gjovik - Issue Confirmation v2 - Revised.pdf>

<Gjovik - Issue Confirmation v2 - Revised.docx>

—
Ashley M. Gjovik

Senior Engineering Program Manager, Apple

Juris Doctor Candidate & Public International Law Certificate Candidate, Santa Clara University, Class of 2022

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📞 (415) 964-6272

On Aug 17, 2021, at 11:32 AM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Hi Ekelemchi,

Thanks for your reply. I will convert the PDF to a Word doc myself and send it to you with revisions after I've reviewed and feel it's accurate. I know you said to respond "immediately," but instead I will respond in a reasonable amount of time and not forsake accuracy for speed.

I'm glad our communications will be in writing going forward so there will not be any more he said/she said. As I mentioned many times, and in writing, this exact type of scenario is why I wanted my 1:1s with Dave, Dan, & Helen to be in writing during the investigation because verbal conversations were frequently being misrepresented and statements denied after the fact. I stand by my memory of the events on 8/4, and as you've seen/read (i.e. the vaccine corruption whistle-blowing), Apple senior leaders have trusted my recollection and interpretation of events/statements, even with major risk and consequences leading from that interpretation.

I will send you my updates in reasonable amount of time — and considering you took eight business days to send the issue confirmation, I assume you will be okay with waiting a few more days for corrections and clarifications.

Can you please elaborate what you mean by "your focus at this time should be on the investigation"? Are you implying that I not continue to raise work place safety concerns or monitor safety concerns I already raised? I remain concerned about the health and safety of my coworkers.

Best,
-Ashley

—
Ashley M. Gjovik

🍏 Engineering Program Manager

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On Aug 17, 2021, at 11:20 AM, Ekelemchi Okpo <eokpo@apple.com> wrote:

APPLE CONFIDENTIAL:

Ashley-

Please feel free to forward your revisions to the document to me in writing via email.

Based on what you've shared with me, I have identified a number of individuals who I believe have information about the concerns you raised. I am going to speak with these individuals and keep you updated on the progress of the investigation.

Your description of our August 4, 2021 call is not accurate. As outlined in the issue confirmation, I am looking into all of the concerns you raised, and I did not convey to you that I was limiting the scope of the investigation to Dan West and David Powers. You also did not express concerns about my ability to conduct an impartial and objective investigation during our 8/4/21 call, or at any other point during my conversations with you.

As previously mentioned, EHS is investigating your building and workplace safety concerns, and they will be in contact with you when they have an update to share. Additionally, as I mentioned during our call on 8/4/21, you are not expected to participate in any work related assignments, and your focus at this time should be on the investigation. I understand that as a result of this, you are not frequently checking your work email. Therefore, I will send you a message via text to your work device (+1-408-204-9976), and inform you of any communication to your work email address pertaining to the investigation.

Please let me know if you have any further questions.



Best,

Ekelemchi Okpo
Corporate Employee Relations
eokpo@apple.com

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On Aug 16, 2021, at 9:47 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Hi Ekelemchi,

I hope you're well. Good to hear from you... it's been a while.

Corrections will be needed to the document you sent. I will need to redline. If you'd prefer revisions to be inline, please send the document below in Word or Pages format so I can use the review feature (preferred). Otherwise, I'll resort to hand writing comments and scanning them to send back to you.

Can you please also specify which people will be investigated? On 8/4 you said only "Dan & Dave" because "it's simpler" that way, and that you won't be reaching out to me with any follow up questions because "you have everything you need." I protested that & that is when I told you I no longer trust you're going to actually do a good faith & thorough investigation.

The document you sent details many of things we discussed, but it is unclear if you plan to actually investigate anyone outside of Dan and Dave still. I was especially concerned when I heard that my teammates were being referred to Helen if they have questions about me & my situation, despite my request she herself be investigated.... So, I'd like the list of people being investigated to be made clear in the document, please & thank you.

Can you please also provide more details on my workplace safety concerns — the last I heard from EH&S (via Jenna, aka ER) was that they weren't going to answer any more of my questions and there was no ETA for any future updates. Do we know anything more? I've seen a lot of activity by EH&S at my building — and I also noticed they appear to have hired an enormous amount of vendors very recently. I'd love to learn more.

Thanks,
-Ashley

P.S. adding my personal email so it's easier for me to know when you reply, since on 8/4 you said I "don't need to check my work email or phone, since you have everything you need already" and when I kept asking for an ETA on when I'd hear from you next, you said there is no ETA several times... aka indefinite (no defined start/end date, or checkpoint date). Would love a checkpoint! Thanks!

—
Ashley M. Gjøvik

🍏 Engineering Program Manager

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On Aug 16, 2021, at 5:38 PM, Ekelemchi Okpo <eokpo@apple.com> wrote:

Apple confidential:

Hi Ashley-

Please see the attached.

<Apple Confidential_Issue Confirmation_8.16.21.pdf>



Best,

Ekelemchi Okpo
Corporate Employee Relations

eokpo@apple.com

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