

From: Ashley Gjovik ashleygjovik@apple.com
Subject: Re: Notes from our Friday call
Date: April 29, 2021 at 5:24 PM
To: Jenna Waibel jwaibel@apple.com



Quick update -

Talked to Dan West today (my bosses boss). He will not move me out from under Dave. He will not move me under him (Dan), or John, or anyone else. He says he doesn't want anymore re-orgs.

My choices are either I stay under Dave (I told him I cannot do this) or I leave the organization or Apple completely. He says he understood this likely means I will leave Apple.

Dan said when I leave, the role will likely be recycled into a standard Engineer or Manager role, and the PSQ EPM role will be dissolved.

No timeline was set.

Ashley M. Gjovik
Apple Engineering Program Manager
(408) 204-9976

On Apr 27, 2021, at 6:57 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Hi Jenna,

Thanks for the notes! Clarifications inline. Wrote in your view (you/me) for ease of translation inline, but of course not putting words in your mouth. Please fix as needed.

Ashley M. Gjovik
Apple Engineering Program Manager
(408) 204-9976

On Apr 27, 2021, at 4:56 PM, Jenna Waibel <jwaibel@apple.com> wrote:

Hi Ashley,

Thank you for your time on Friday. As I explained, Apple takes your concerns seriously and I am the person from Employee Relations who will look into the issues you raised. In our conversation, I explained that my role is that of an objective fact-finder as I conduct the investigation into your concerns.

This email summarizes my understanding of the issues you raised. During our meeting, you stated that it is detrimental to your mental health to continue to report to Dave Powers, your current supervisor. You also have a concern about being sexually harassed by a Director in the Software organization. The points that you believe support both concerns are summarized below:

I'd like to state that the original reason I reached out to ER was because of comments Dave made to me in my 1:1 with him several weeks ago related to the TRW Microwave EPA Superfund site (aka our office building Stewart 1). I've captured my concerns in separate emails. I know you already talked to him — but I'd like the formal list of concerns to reflect that was the original and primary concern. I also let Dan know that was my primary concern on 4/9 and he also said he would talk to you about it.

<PastedGraphic-1.png>

Concerns related to Dave:

- You said you don't have a job description or a category 1. You said both Dave and Dan West, your skip-level manager, have admitted that.
- You said Dave is not a good people manager. You said if you push back (on feedback that I feel is unfair or biased) then he (often) says you can't take feedback well.
- You said Dave has called your data driven advice and/or logic "emotional" when it challenges what he wants to do instead and that you have "yelled" escalated to Dan enough — enough at Dan West about that, that Dave has stopped using that term.
- You said Dave rarely gives you credit for your work, and sometimes gives credit to a man (&/or men) instead.
- You said you think Dave wants to be inclusive but he doesn't do the right things to support that intention.