From: Ashley Gjovik ashleygjovik@apple.com @

Subject: Re: Work place safety concerns & ADA Remote Work request process concerns

Date: July 16, 2021 at 10:46 AM

To: Antonio Lagares alagares@apple.com, eokpo@apple.com



PS - I created a new folder on Box called "2021 - ADA Violations" and added that form and this email to it.

## > 2021 - ADA Violations O PII/PRIVACY



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

On Jul 16, 2021, at 10:43 AM, Ashley Gjovik <a href="mailto:ashleygjovik@apple.com">ashleygjovik@apple.com</a>> wrote:

As previously discussed at length, I have serious concerns about work place safety of my building, and Apple's other buildings on chemical release sites. At least for my building, from what I've seen, Apple appears to have been negligent with properly managing the vapor intrusion from the three toxic groundwater plumes under the building. Also, as mentioned, I believe I have already been injured by the vapor intrusion in 2019 (the workers comp claim I filed).

The last time we talked, when I mentioned Jenna offered me remote work to satisfy my personal concerns about having to go back to an office on chemical release site after what already happened there and what happened last to me last year causing the seven months of disability. When you and I talked, you reassured me that medical records wouldn't be requested and that Sedgwick wouldn't do more than simply confirm a doctor said I need an accommodation and then would approve.

I also expressed concern that my HR Biz Partner Helen already implied my request woul d be denied and was bullying me about even requesting it. You said you would talk to her and Jenna.

I wanted to let you know, Sedgwick sent me this very long list of follow up questions this morning for my doctor to answer. They also required me to sign a medical release form. As mentioned, I was extremely uncomfortable signing the form Jenna sent me which released all my records to "Apple Inc" but Jenna refused to provide a revised form that only said Sedgwick. Sedgwick provided me a better form and I did sign it, because she said if I didn't my request couldn't be processed.

Can you please provide some clarity on all this? Does my doctor really need to answer all of these questions Sedgwick is asking for? Or is there a way to reign this all in and do what you said the process would / should be, and as long as a doctor says I need a medical accommodation of full remote work, then that should be approved?

Thank you! <1128942.pdf>