

Hello Melissa,

Good morning,

I picked a date to start from my journals and have been combing and documenting the timeline which is really strong and a day to day indication of substantial proof to attest to my experiences without reasonable doubt. The thing is, I had documented my experiences daily out of preservation for my professional integrity once I started to feel unsafe. This means I can go on every day from the day I chose to start at (which is plentiful). Each situation was unique and important for context.

I am bringing this to your attention because I want you to understand the scope of which this complaint is and be aware while it may be substantial proof to validate my complaint and protect my character and honor, there is plenty more that I will have to omit due to timeline... as well as skipping maybe a month or two because otherwise you will end up reading an entire novel.

I was worried that there may be a lot and so I wanted to warn you a second time and I want you to know anything in between timelines does not mean nothing happened in between and I will happily provide you any missing context with my personal timestamped journaled experiences alongside correspondence from others should you request it. I will aim to provide a finished but light version of my complaint however after if given more time, I can provide a holistic angle that encapsulates the unique perspective I carry to the dynamics and complex nature of the case I am presenting.

I also have a cryptic 1:1 meeting with supervisor Kulveer that has the same HR representative (that Kulveer new prior so there was bias) that I have journaled about and plan to include in my document for you once I get to that point alongside my adjacent manager (adjacent manager is not going to be included in my document). Upon gaining context, this meeting is apparently a request for an update on a task assigned to me that I can attest as a non-genuine task (as I am well-versed in the architecture of the system from front to end holistically). I don't know who to go to anymore since I don't have my advisor to lean on which I'll explain why in the document as well while maintaining integrity and accuracy of why, but all I want to say is after I send you this document, I am inspired to lock in this weekend and continue this document weekend because it honestly is therapeutic and helping with closure funny enough (since it's effortlessly validating my experiences opposed to others painting me as erratic when they could not discuss the points confronted with). I bring this up because if this cryptic "1:1" meeting is an ambush for termination or something before I speak up, I am asking you to trust me until I deliver you every single experience from start to finish to defend my

character and the misrepresentation. I transcribed every meeting and I think that may have to be saved for the weekend.

I will send you what I think is in scope for end of day Thursday. But I'd appreciate you trust me in waiting for a larger version encompassing much more in the future before anything happens (1:1 meeting is cryptic just like Kulveer's communication style towards me these past few months so it induces suspicion on a regular, for context... you'll see what I mean in the document).

Thanks,
Daiyaan

From: White, Melissa (M.) <mwhit345@ford.com>
Sent: Wednesday, January 17, 2024 11:28 AM
To: Ijaz, Daiyaan (D.) <DIJAZ@ford.com>
Subject: RE: People Matters - Request for Information

Hi Daiyaan,

As per our communication last Thursday, you were requested to send through a summary of your concern and any supporting detail or documentation to support the review of your concern. That provided you Friday and the majority of this week to take time to put together and send through your information. That time should be sufficient for you to send through, as well as maintain your professional engagement and workload expectations with the business. If by COB Thursday you have not found time to send through this information we can discuss if additional extensions may be reviewed, however at present this time should be sufficient. I will await receipt and then we can review and discuss further.

Thanks,

Melissa White
Manager, Employee Relations
People Matters
mwhit345@ford.com

From: Ijaz, Daiyaan (D.) <DIJAZ@ford.com>
Sent: Wednesday, January 17, 2024 9:21 AM
To: White, Melissa (M.) <MWHIT345@ford.com>
Subject: RE: People Matters - Request for Information

Kulveer gave me a dummy / fake deliverable task and so I'm locked in focusing on delivering what was requested for the case. If I tell Kulveer I'm occupied working / busy then he's going to insinuate especially since I cc'd the speakup email in my reply. How can I maintain confidentiality? Sorry I'm not the best at that part.

From: White, Melissa (M.) <mwhit345@ford.com>
Sent: Tuesday, January 16, 2024 2:44 PM
To: Ijaz, Daiyaan (D.) <DIJAZ@ford.com>
Subject: RE: People Matters - Request for Information

Hi Daiyaan,

I would appreciate if you could please summarize the specific complaint you are requesting to be reviewed, and then send through any documentation or information that you feel is important to be reviewed as part of the review of that concern. While being able to summarize and clarify the specific details of your concern and the specific examples and/or documentation to support it is helpful - it is ok for you to send whatever you feel is appropriate for review of your specified concern. I am ok if you align with the original request to send all documentation by close of business Thursday, January 18th. I will then review the detail you send and advise of any additional questions or clarification that may be needed.

Thanks,

Melissa White
Manager, Employee Relations
People Matters
mwhit345@ford.com

From: Ijaz, Daiyaan (D.) <dijaz@ford.com>
Sent: Tuesday, January 16, 2024 12:36 PM
To: White, Melissa (M.) <MWHIT345@ford.com>
Subject: RE: People Matters - Request for Information

Following up on this, there is a substantial amount of information I can provide you that is a followable timeline, however, I am wondering what level of information in terms of content you are prepared to digest.

I have specifics with examples and connections to all the interactions leading up, but I do not want to overwhelm you. I am also thinking this scope of work may exceed past my prior commitment to COB, today 1/16/2024.

How deep do you want the information? All information to me is considered relevant since a holistic understanding prevents context-collapse.

Thanks,
Daiyaan

From: Ijaz, Daiyaan (D.) <DIJAZ@ford.com>
Sent: Tuesday, January 16, 2024 11:11 AM
To: White, Melissa (M.) <MWHIT345@ford.com>
Subject: RE: People Matters - Request for Information

Hello Melissa,

I see, thanks for letting me know.

Will send directly via email hopefully COB today, January 16th.

Thanks,
Daiyaan

From: White, Melissa (M.) <mwhit345@ford.com>
Sent: Tuesday, January 16, 2024 11:06 AM

To: Ijaz, Daiyaan (D.) <DIJAZ@ford.com>
Subject: RE: People Matters - Request for Information

Hi Daiyaan,

COB stands for "Close of Business". I appreciate you sending all information via email to me directly, with any attachments included in your email. I will await receipt and then will advise of any questions further.

Thanks,

Melissa White
Manager, Employee Relations
People Matters
mwhit345@ford.com

From: Ijaz, Daiyaan (D.) <DIJAZ@ford.com>
Sent: Tuesday, January 16, 2024 9:04 AM
To: White, Melissa (M.) <MWHIT345@ford.com>
Subject: RE: People Matters - Request for Information

Good morning to you too Melissa,

What is COB? Would you like me to send all the information via Email or does COB stand for another communication channel? I am aiming to send you the information required by today.

Thanks,
Daiyaan

From: White, Melissa (M.) <mwhit345@ford.com>
Sent: Tuesday, January 16, 2024 10:11 AM
To: Ijaz, Daiyaan (D.) <DIJAZ@ford.com>
Subject: RE: People Matters - Request for Information

Good morning Daiyaan,

That is not a problem, I appreciate you sending any information and/or documentation through that would be relevant for review. In order to ensure we are able to efficiently and timely complete the due diligence process, please ensure to send through any information by COB this Thursday, January 18th. I will then review and advise of any additional questions or information that may be needed.

Thanks,

Melissa White
Manager, Employee Relations
People Matters
mwhit345@ford.com

From: Ijaz, Daiyaan (D.) <dijaz@ford.com>
Sent: Friday, January 12, 2024 7:35 AM
To: White, Melissa (M.) <MWHIT345@ford.com>
Subject: RE: People Matters - Request for Information

Hello Melissa,

I won't say a thing. Give me some time to arrange a whole timeline with dates, and escalation of the situation to provide you context in its entirety.

Thanks,
Daiyaan

From: White, Melissa (M.) <mwhit345@ford.com>
Sent: Thursday, January 11, 2024 4:49 PM
To: Ijaz, Daiyaan (D.) <dijaz@ford.com>
Subject: People Matters - Request for Information

Hi Daiyaan,

My name is Melissa White and I support the People Matters team here at Ford. My role is to independently review concerns and pull together appropriate data and facts related to that review. I have been made aware that you may have concerns that you are requesting to be reviewed. Please send me the specific detail and documentation related to your concern so I can initially review. Once I have had an opportunity to review I will advise back of additional questions or information that may be needed.

As a reminder, in order to protect the integrity of my review we do expect appropriate confidentiality as part of this process. That includes confining the details of this concern to our discussion, so our team can appropriately review further. Please also ensure that you maintain appropriate and professional engagement with your leadership and peers, in line with Ford's behavior expectations.

I appreciate you sending through the details and documentation related to your concern, and then I will advise back of any additional questions once I have had an opportunity to review further.

Thanks,

Melissa White

Manager, Employee Relations

People Matters

mwhit345@ford.com