**Subject:** Request to review concerns - Vernard Mercader
**From:** Vernard Mercader <VernardM@the-mcorp.com>
**Date:** 01/23/2023, 15:41
**To:** Dani Suntup <DaniS@the-mcorp.com>
**CC:** Stephanie Reali <stephanier@the-mcorp.com>

**Delivered-To:** vernard.mercader@gmail.com
**Received:** by 2002:a17:907:91c6:b0:86e:1051:b574 with SMTP id h6csp2979239ejz; Mon, 23 Jan 2023 1 **X-Google-Smtp-Source:** AMrXdXtmSRo99Ehucs7/RJpkWSuDLg0DzkgHlbU/eCkNIEhmlkL88jcAfdd32GyJit

**X-Received:** by 2002:a17:906:a40b:b0:846:95f9:5b4d with SMTP id l11-20020a170906a40b00b0084695 **ARC-Seal:** i=2; a=rsa-sha256; t=1674517280; cv=pass; d=google.com; s=arc-20160816; b=rr3CyYwLA/F9s W+UWrXMa6dCjtUHTyrHaWZki6kpOkrGvLx4DJNY84l46dsLk9gvojht6dXM9dE0AoO1o aEnzHK4gCdizLNS

**ARC-Message-Signature:** i=2; a=rsa-sha256; c=relaxed/relaxed; d=google.com; s=arc-20160816; h=mime b=r4tOtcAc+8T6J1A5AUxBHuOVAeULXjxOwfZqzL2S6VUmakgPdSBwXW3nHnfFMWg9J 8fA7etQh/bpUoH nLpbq9rn+M8CDaQnovJKXytfEPQBG8B4cbYqXRy0dCB1Bwwd5jsfF8Ct2ElehJYNe7vU 2hBQ==
**ARC-Authentication-Results:** i=2; mx.google.com; dkim=pass header.i=@mcorp.onmicrosoft.com header.designates 40.107.244.118 as permitted sender) smtp.mailfrom=VernardM@the-mcorp.com
**Return-Path:** <VernardM@the-mcorp.com>
**Received:** from NAM12-MW2-obe.outbound.protection.outlook.com (mail-mw2nam12on2118.outbound 15:41:20 -0800 (PST)
**Received-SPF:** pass (google.com: domain of vernardm@the-mcorp.com designates 40.107.244.118 as p **Authentication-Results:** mx.google.com; dkim=pass header.i=@mcorp.onmicrosoft.com headers=select 40.107.244.118 as permitted sender) smtp.mailfrom=VernardM@the-mcorp.com
**ARC-Seal:** i=1; a=rsa-sha256; s=arcselector9901; d=microsoft.com; cv=none; b=g5gl8A7D1dAecpLSj4Y08 /zE5vbko6r79ok5bQDVnDK0u4hF1m/Ouw8YEhtjGLUCOH0eKWNrtUrpj24QcfUnptp+2pbzV97aFHyBYv **ARC-Message-Signature:** i=1; a=rsa-sha256; c=relaxed/relaxed; d=microsoft.com; s=arcselector9901; h=bh=3ZEaAk0VCO8o5Xk1cUOUTv/RGaVnRd5nYrmHUIT+8cE=; b=isBqWUp4g9dynJVUmq9znxBmxLmO/Fx /CnmfCaVd9+kagQ9AfP6+MMCP+qb5GYzbE4ocvF57tiOgG1nHoryA5jkH/tYEpUie6iyX9cBp+U32qFYcHp **ARC-Authentication-Results:** i=1; mx.microsoft.com 1; spf=pass smtp.mailfrom=the-mcorp.com; dmarc= **DKIM-Signature:** v=1; a=rsa-sha256; c=relaxed/relaxed; d=mcorp.onmicrosoft.com; s=selector2-mcorp-o b=QehXfJSM8fps+BhsdIFEGcrq5B4uqRXgoWX1ztqLfhkenGqcop7QXuD12IPM8DEeRL0LGsKqCJ2yTT7cB3 **Received:** from PH7PR18MB5180.namprd18.prod.outlook.com (2603:10b6:510:15a::22) by PH0PR18M **Received:** from PH7PR18MB5180.namprd18.prod.outlook.com ([fe80::50f9:4e86:f5b0:7f44]) by PH7PR1 **Thread-Topic:** Request to review concerns - Vernard Mercader
**Thread-Index:** Adkve30mLjTBTyuOS9C19bUH8G3+Rg==
**Importance:** high
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**X-MS-Has-Attach:** yes
**authentication-results:** dkim=none (message not signed) header.d=none;dmarc=none action=none hea **x-ms-publictraffictype:** Email
**x-ms-traffictypediagnostic:** PH7PR18MB5180:EE_|PH0PR18MB4768:EE_
**x-ms-office365-filtering-correlation-id:** e1b2508c-9c41-4963-eb77-08dafd9b4ef6
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**X-MS-Exchange-CrossTenant-userprincipalname:** KaPws51K7b0h62zfown3tUpk63P46LXwqwu0e4lk9IEM **X-MS-Exchange-Transport-CrossTenantHeadersStamped:** PH0PR18MB4768

Hello and Good Afternoon, Dani,

I have a concern that I need to bring up with you, and it's regarding the person to whom I currently reporting for a project, Anthony Henderson.

We have conflicting methods on how to do things, after which I have received accusations of "inefficiency". I do not appreciate how I'm being led on the project, how the project is led in general, and his tone and expression are quite bordering on verbal abuse. I will mention two incidents for the granular details.

# INCIDENT 1:

To be aware of the origin of this conflict, I must start with the incident on Jan 9. That day, I noticed that the code he changed on the project caused a UI issue.

By initiative, I volunteered to fix it.

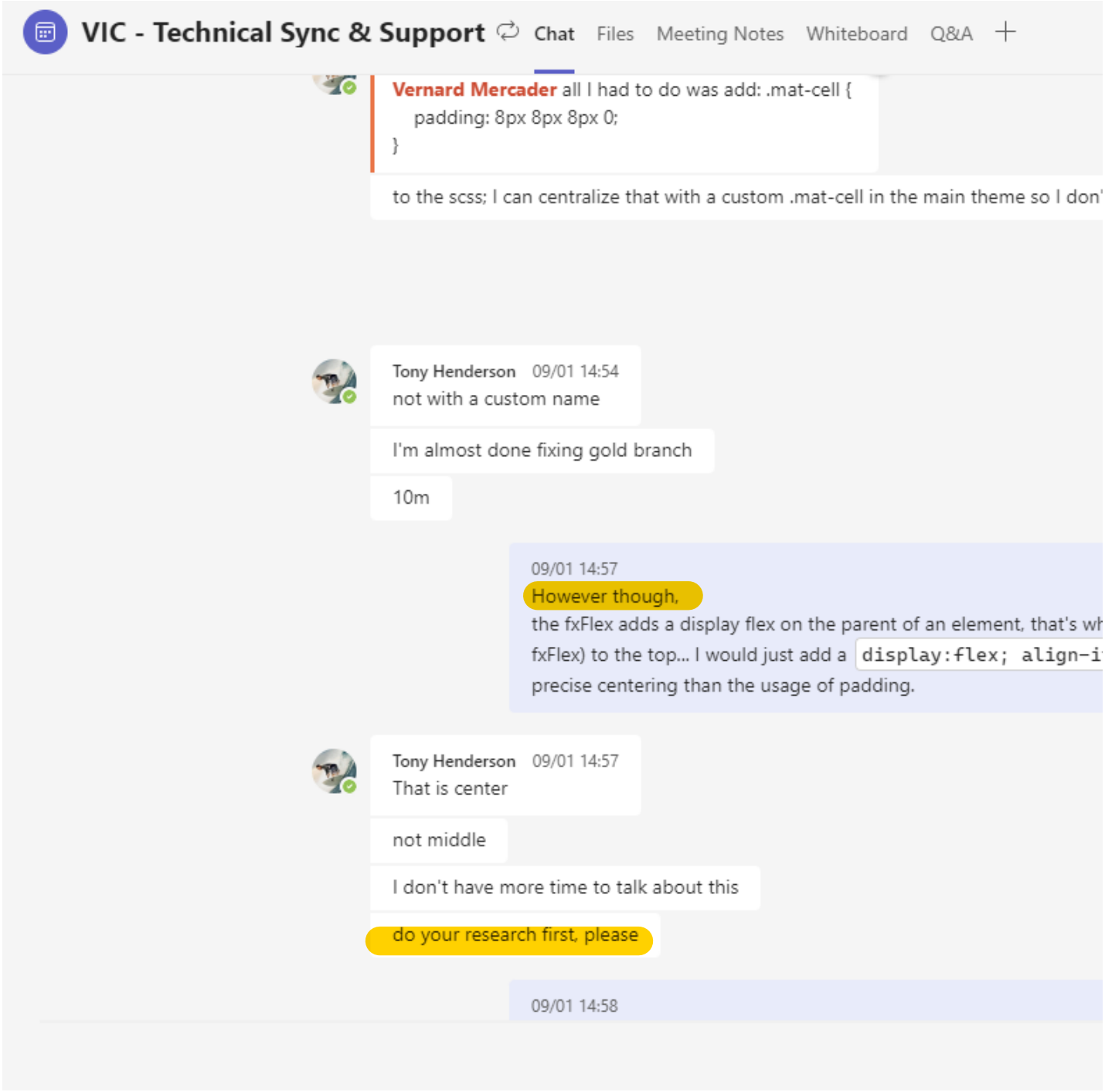
Later that day, he dismissed my fix and reverted the whole code (to his and the other team member's inconvenience, who had to rewrite some of their code as well). The "fix" he attempted

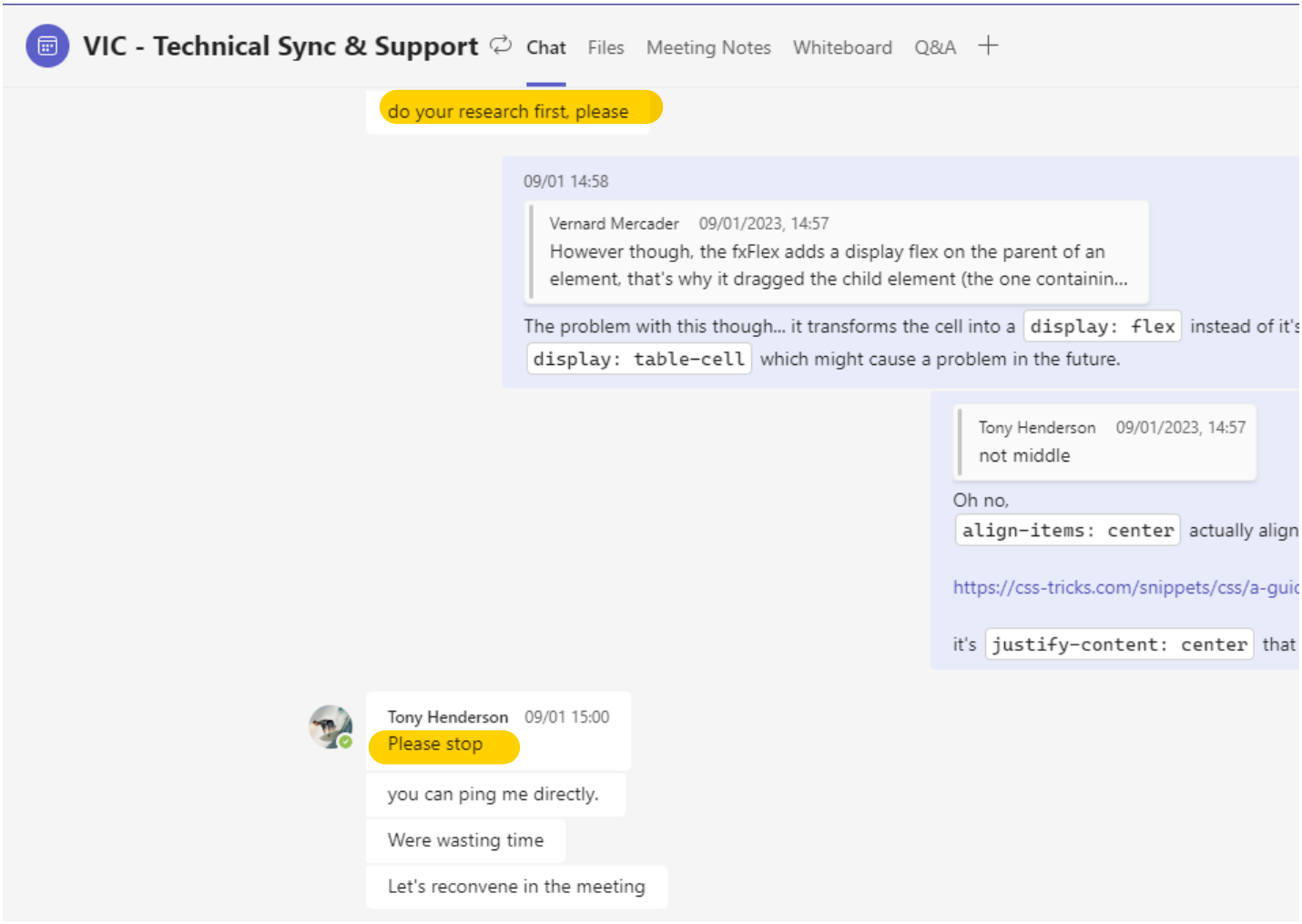
was wrong (and there is still something wrong with the UI, at present).

I will put in the **technical details.** However, this may be something you might have to **skip** or consult a web designer for context:

- He installed a third-party NPM package for the purpose of manipulating HTML elements with Flexbox. (This already was improper, a person with a mastery of HTML and CSS didn't have to do this).
- He used a CSS flex property on the table cells, which started the original UI issues (the texts sticking to the top of the cells). Table cells by standard, cannot be any display type than a "`table-cell`", so this was wrong.
- He added "padding" to the top right and bottom of each cell, to "fix" the issue. This was also wrong because the text needs to be vertically centered, and the proper way to do it (in a flex container) is to use the property, "`align-items: center`", and not push things around with the padding property. This is analogous to using pliers to eat Sushi.

He confronted me about it and showed me his way of doing it, ironically throwing disparaging comments at me saying [and I Quote] "Do your research first, please".
This screenshot is an excerpt of that conversation:


VIC - Technical Sync & Support
Chat
Files
Meeting Notes
Whiteboard
Q&A
Vernard Mercader all I had to do was add: .mat-cell {
padding: 8px 8px 8px 0;
}
to the scss; I can centralize that with a custom .mat-cell in the main theme so I don'
Tony Henderson 09/01 14:54
not with a custom name
I'm almost done fixing gold branch
10m
09/01 14:57
However though,
the fxFlex adds a display flex on the parent of an element, that's wh
fxFlex) to the top... I would just add a display:flex; align-i
precise centering than the usage of padding.
Tony Henderson 09/01 14:57
That is center
not middle
I don't have more time to talk about this
do your research first, please
09/01 14:58




When I attempted to call him out on it (see above excerpt), he becomes dissonant and told me to [Quote] "Please Stop" (see excerpt), blatantly displaying close-mindedness to factual correction.

After this incident, there were fewer assignments for me to do in the code, figuratively benched out of the project for most parts.

When I started with M Corp, Arman, Sathya, and Steve (add Theresa and Lavanya, and the Developers in the Air Force that I used to work with in my previous company), acknowledged my high level of expertise in the fundamentals of HTML5 and SCSS. While I do not claim myself being the greatest at it, I can recognize if other developers are making mistakes with its usage, and he didn't like the fact that I went toe-to-toe with him on that.

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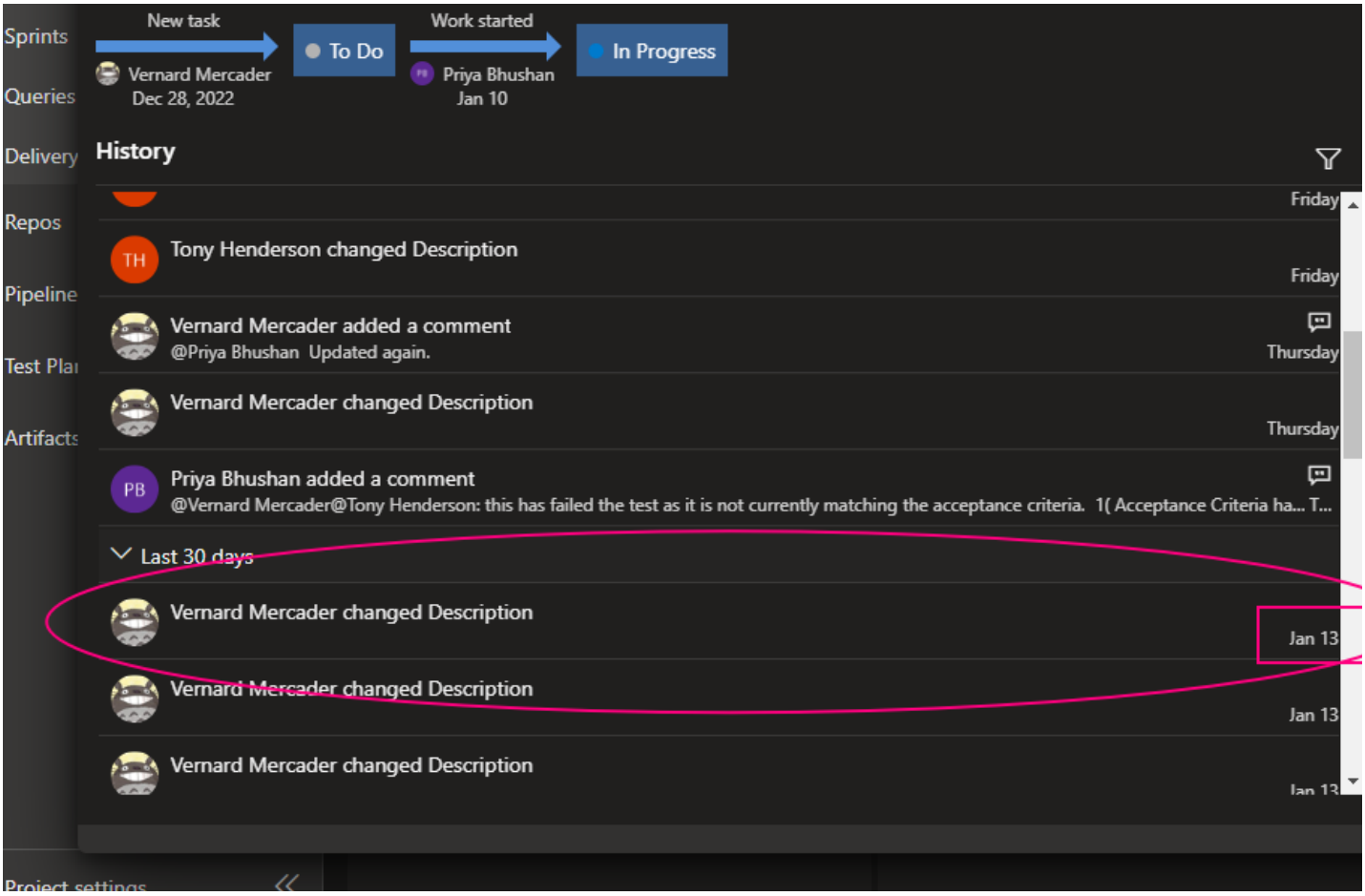
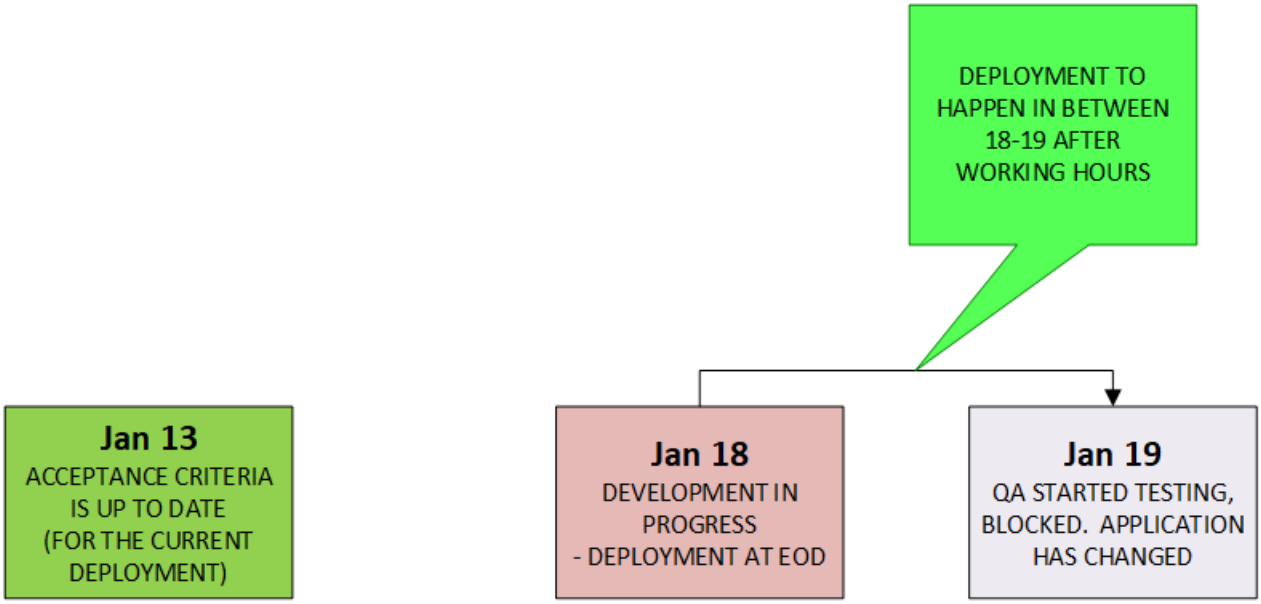
# INCIDENT 2:

On 19 January, a QA person attempted to start application testing, however, they were blocked because the elements of the User Interface have changed, and the Acceptance Criteria were outdated. Naturally, the blame falls on me as it was my task, but that's not the whole story.

The previous day (18th), those Acceptance Criteria would have matched the testing because I updated it on January 13th.



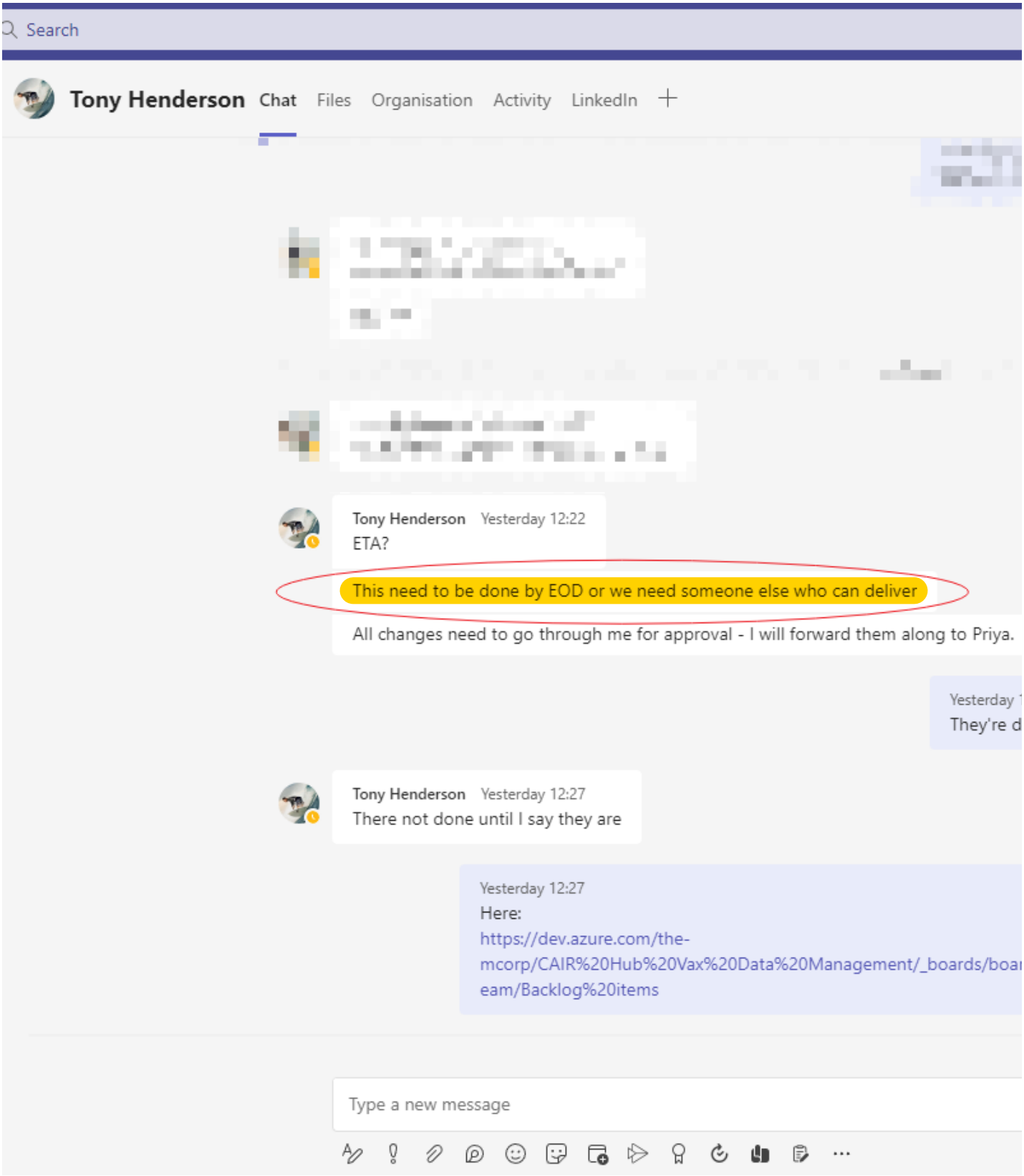

On that day (18th), development changes were to be deployed at the end of that day. It will affect form field arrangements, verbiage changes, etc., that naturally would block the tester if they read it. Literally, the only time that the acceptance criteria would be updated would be at night (18 Jan.), and the wee hours of the 19th.

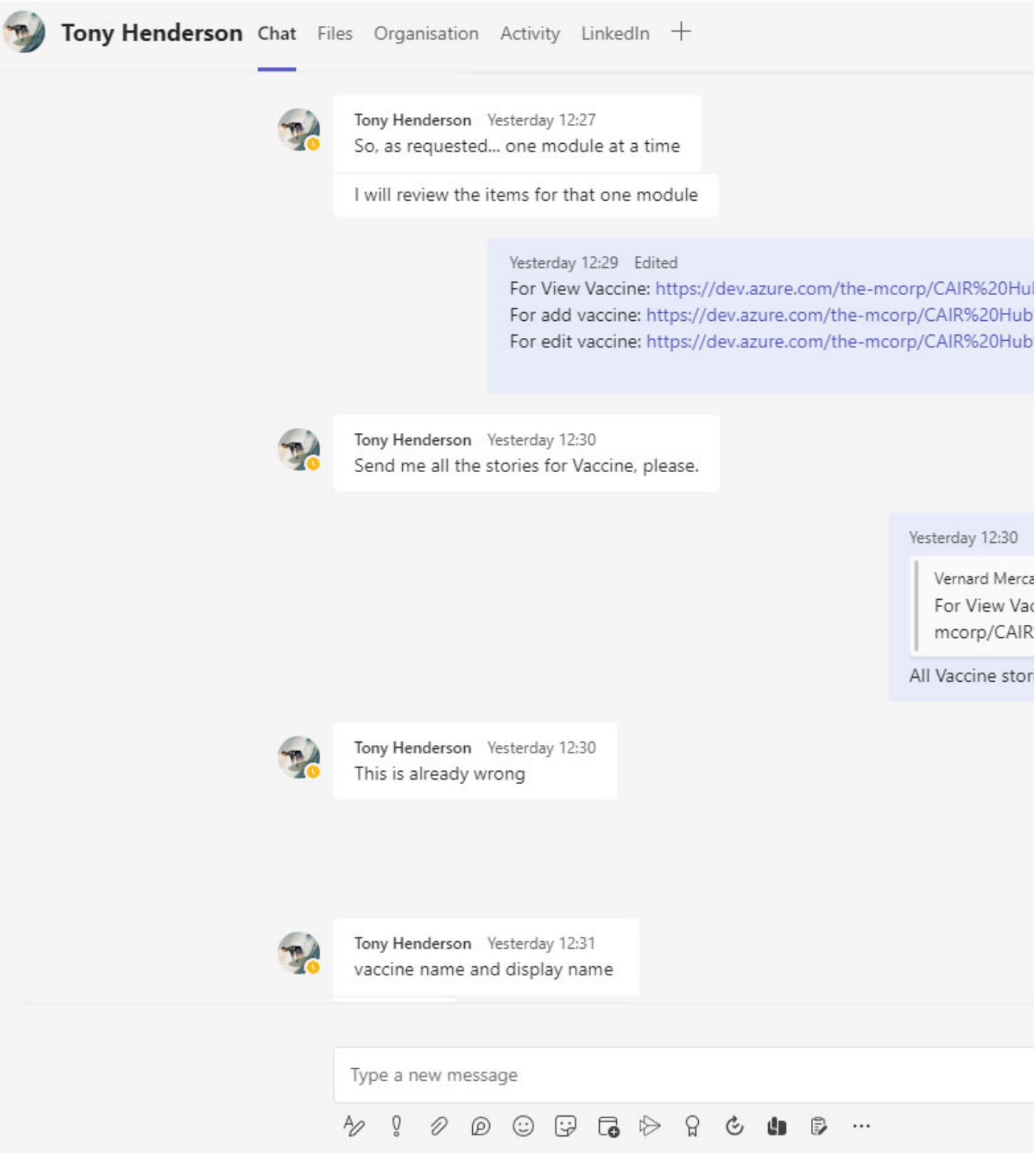


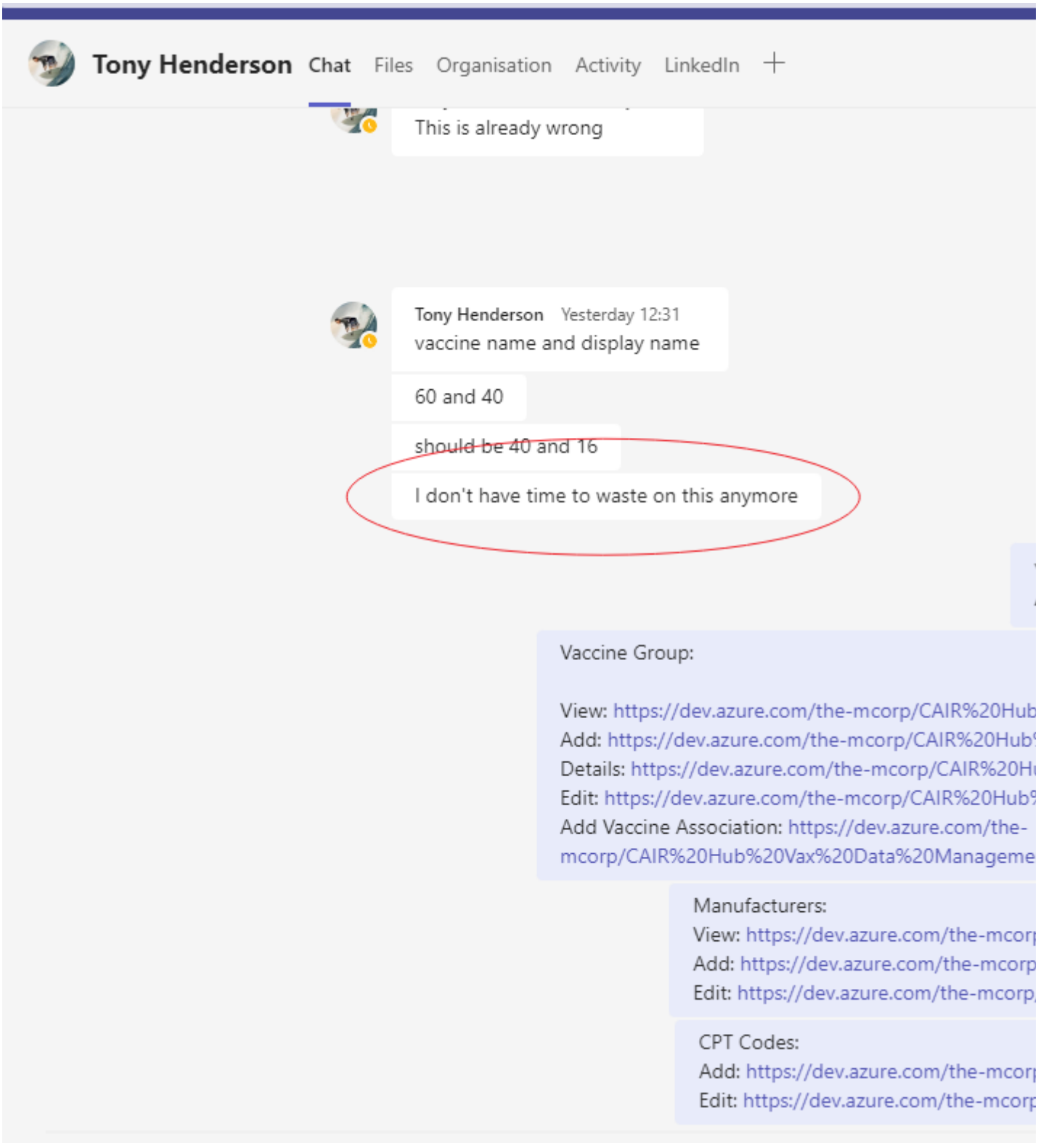

Without realising that, he set up a meeting with me and the QA person, throwing mild accusations

of me being inefficient, saying "*this should have been done weeks ago (sic)*". As well as suggestive comments such as "*This is literally the only thing you need to do today (sic)*" - acknowledging that he took me out of development work and this—writing acceptance criteria — is the only thing he wants me to do.

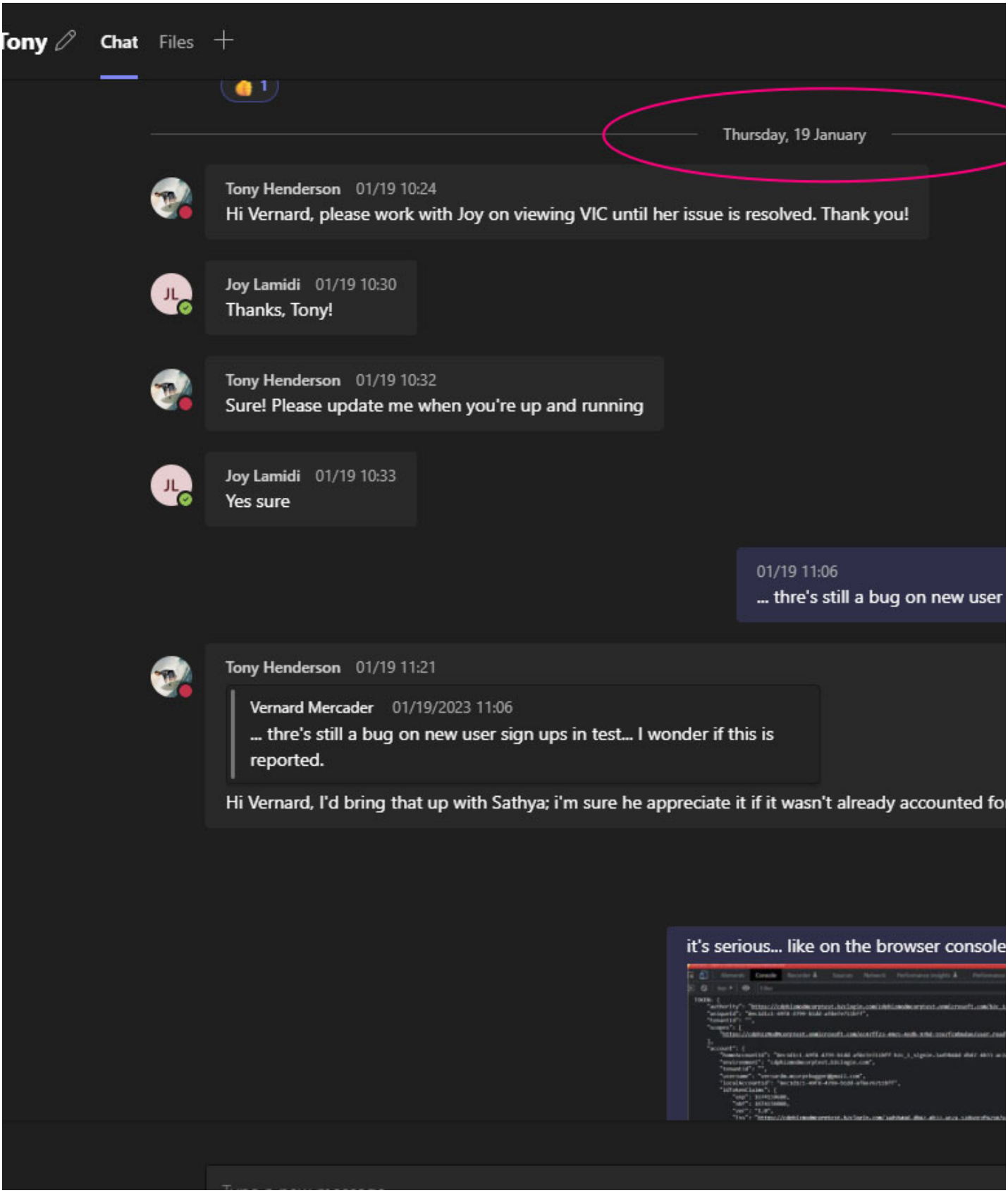
A few hours later, I got a direct message from him, and the details are in this excerpt:




Tony Henderson
Chat
Files
Organisation
Activity
LinkedIn
Tony Henderson Yesterday 12:27
So, as requested... one module at a time
I will review the items for that one module
Yesterday 12:29 Edited
For View Vaccine: https://dev.azure.com/the-mcorp/CAIR%20Hu
For add vaccine: https://dev.azure.com/the-mcorp/CAIR%20Hub
For edit vaccine: https://dev.azure.com/the-mcorp/CAIR%20Hub
Tony Henderson Yesterday 12:30
Send me all the stories for Vaccine, please.
Yesterday 12:30
Vernard Merca
For View Vac
mcorp/CAIR
All Vaccine stor
Tony Henderson Yesterday 12:30
This is already wrong
Tony Henderson Yesterday 12:31
vaccine name and display name
Type a new message




Not minding the fact that he figuratively threatened my place in the team with the comment, "*This need to be done by EOD or we need someone else who can deliver*", I delivered the changes in 20 minutes, and considering several minutes before on that day, he was also ordering me to help another team member with her problems getting through the website.

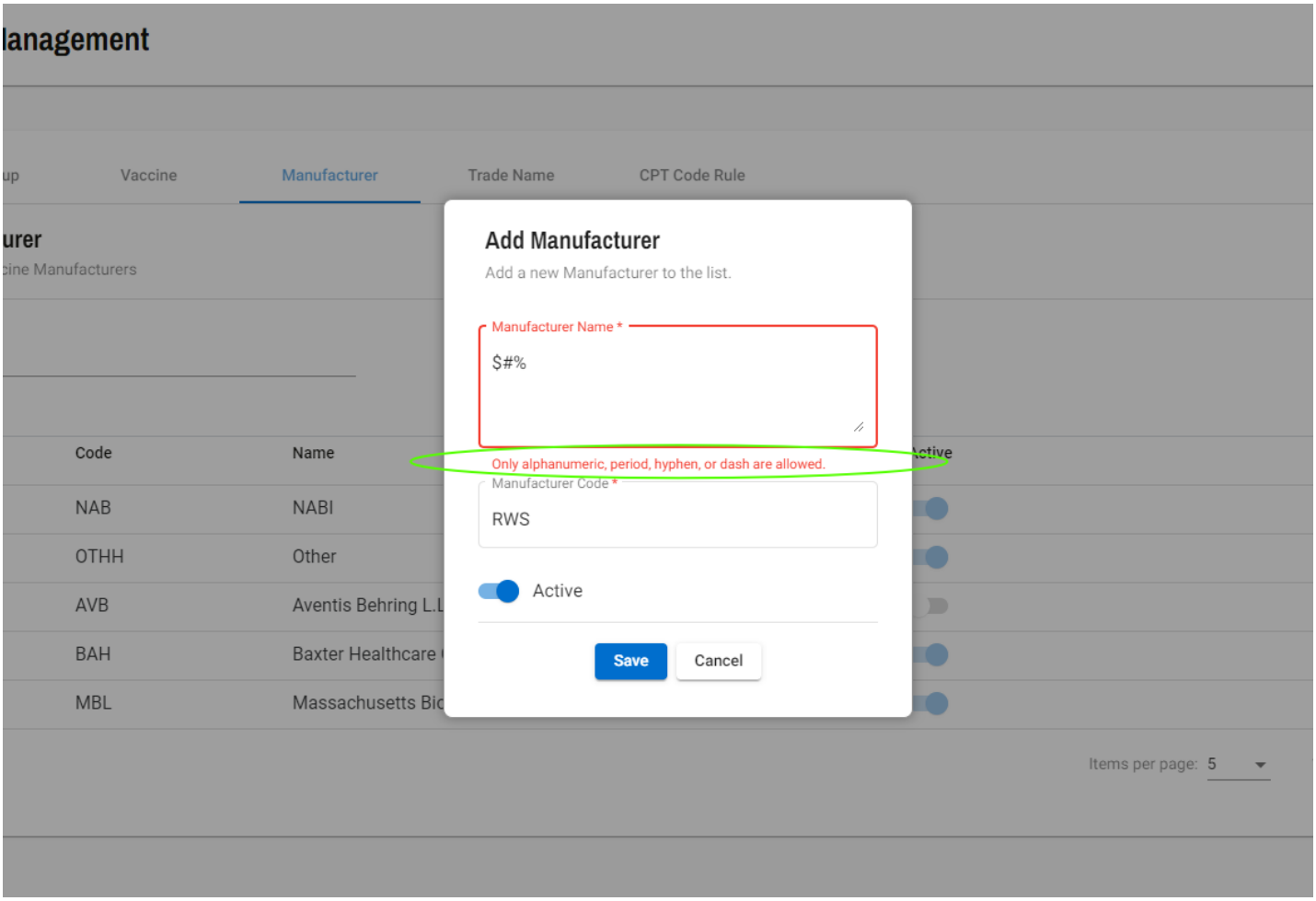


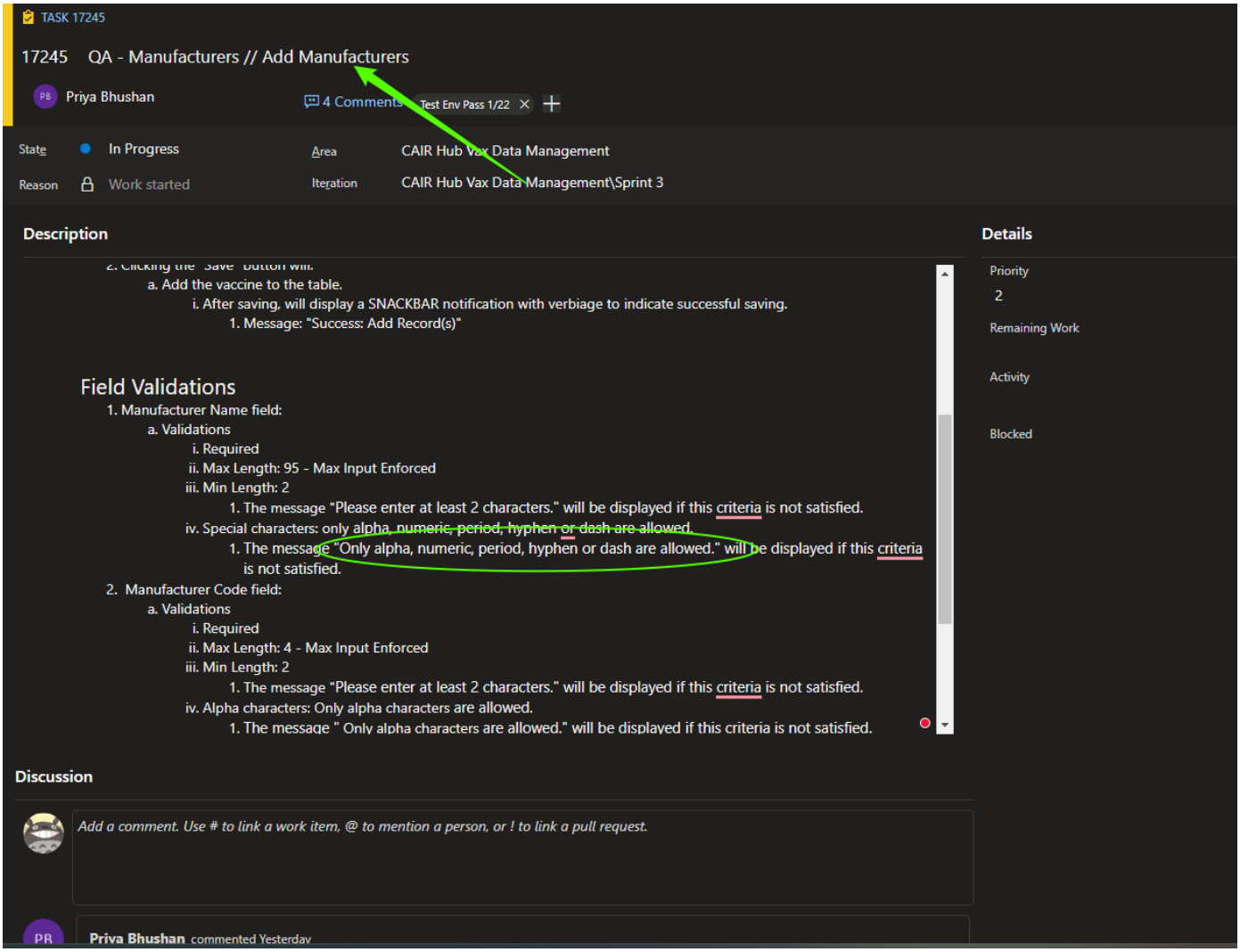

I had other team members that needed my support (above mentioned). On that day as well (till the next day), my 1-year-old was sick (we had a Measles scare, but it turned out to be *Roseola*) and she was staying with me because she wasn't allowed in the daycare.

I did not use my daughter as an excuse. I don’t need to.

After I delivered the changes, he then proceeded to change my written Acceptance Criteria (deliberately wasting his own time away from development), and when I read the changes, it wasn't because my changes were completely wrong, he just wrote it in a different way (literally, the criteria were still the same context).
[CONTEXT]

Trivial, but the changes he made were also wrong: for instance, it’s not supposed to be written as “alpha, numeric”, it’s a singular word, “Alphanumeric”.






Today (Jan 23), he set me up for a "Project Performance" meeting, which, as I expected, was to tell me of how "poorly" I was performing. Here is the recorded session of this meeting: [VIDEO]

In the meeting, I was accused of being "absent" when the team members needed me to do something (referring to incident #2), but I was never absent, he literally didn't want me to work on anything, didn't give me something to work on because (in an unreasonable sense) he doesn't like my work. I offered a rebuttal on the accusations (at video time: 4m:40s - 5m:50s), but again, dismissive. He can't provide details of when was I absent, nor would hear any of my explanations—this is why I come to you.

I'm not complaining about the borderline abusive, disparaging comments that one only finds in an unmoderated Facebook comment section. I've been in an ROTC (Reserved Officer Training Corps) and I have a drill sergeant punch me in the guts, step on my back while I do push-ups, yelled at and called a "useless dipsh*t". Compared to him, Tony is a lightweight.

What I do mind is the egotistic nature, and the blatant attempts to set me up to fail. The thing that I appreciate the most is open-mindedness when I am wrong, I admit it, but I can't find it in him. Sruthi Etikala, one of our team members who is now an outgoing employee, was compelled to leave because she couldn't deal with the pressure to deliver that he constantly demands, two meetings a day and sometimes unscheduled calls every hour. Sruthi and I worked late until 11 pm

to get a certain UI work done, but they weren’t even halfway done with the API until THREE weeks later.

I have worked weekends many times, worked until 11:50 pm on many occasions, not just for his team, but since the beginning of 2022—but suddenly I am "*most of the time, absent*" according to him, and says that team members can't rely on me.  No, the fact is, he doesn't want to rely on me.

Anthony Henderson is a valuable team member and I respect his idea of modernizing the tech stack and having common ground on the usage of Reusable Components, but sometimes he cannot walk his talk. The VIC API loads for 12 seconds give or take, compared to the other components in CAIRHub (the Project). Just to top it off the things he’s been attempting to do with me.

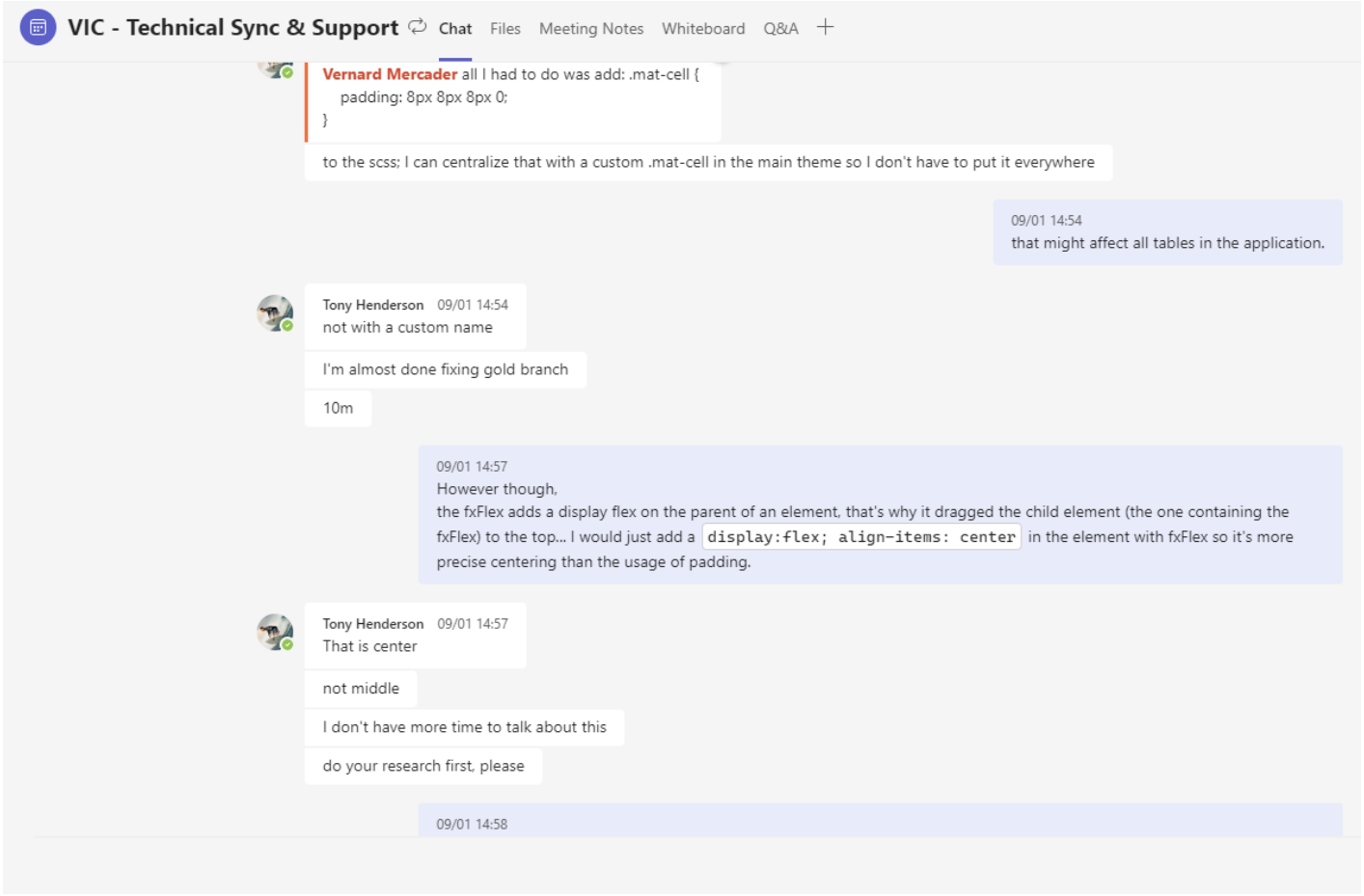
Cc'ed in this email will be Stephanie who is our Director of Engineering Projects and oversees placing team members on projects.  I am pleading to be moved to a different team/project where my abilities are more appreciated and understood.  May it be Sathya's team or start working on the next version of CAIR-ME and PBMS, it's up to you.  I also have User Engagement initiatives in mind still in the works that I may propose to Rob Klopp, or Stephanie, there are a lot of things for me to work on.

Ms. Dani, I'm uncertain how this will be taken from here, but if you have any questions please respond or set up a call with me.  Please advise and thank you for listening.

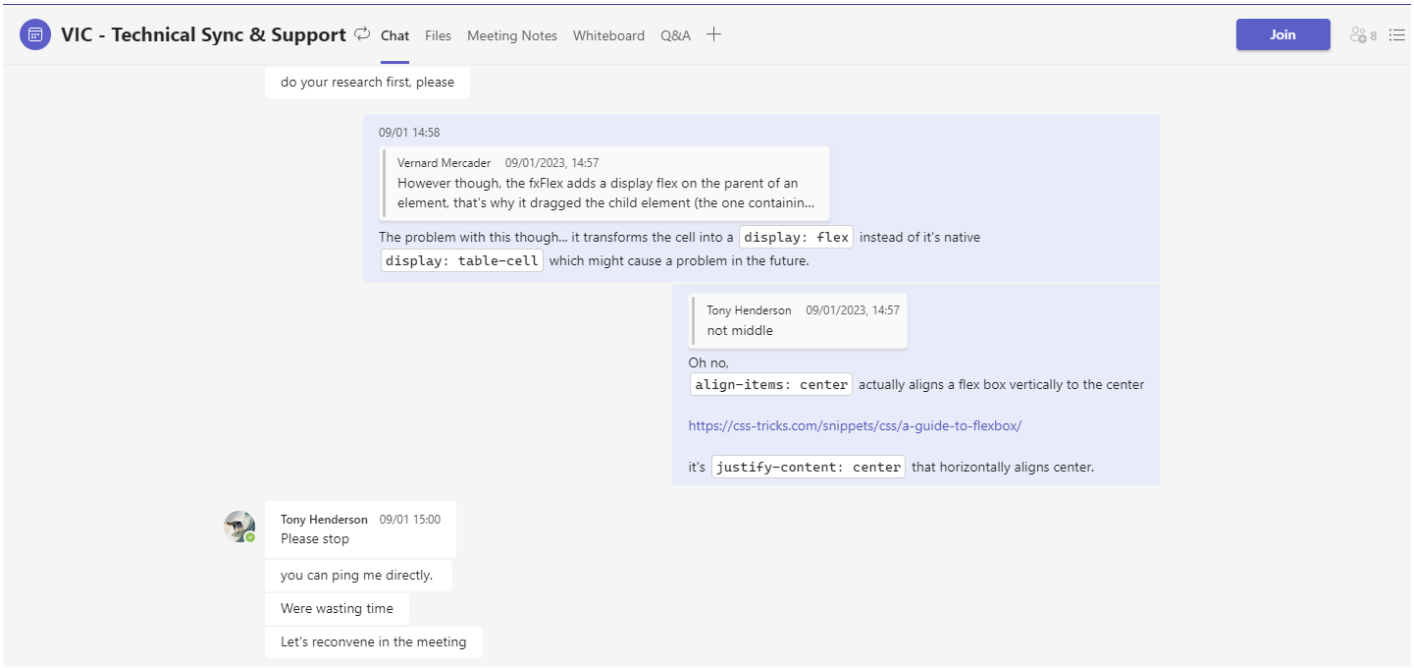
MCORP

**Vernard Mercader • Senior UX Lead**
Mobile: 452 496.3578
Email: VernardM@the-mcorp.com
the-mcorp.com • LinkedIn • Twitter • Facebook

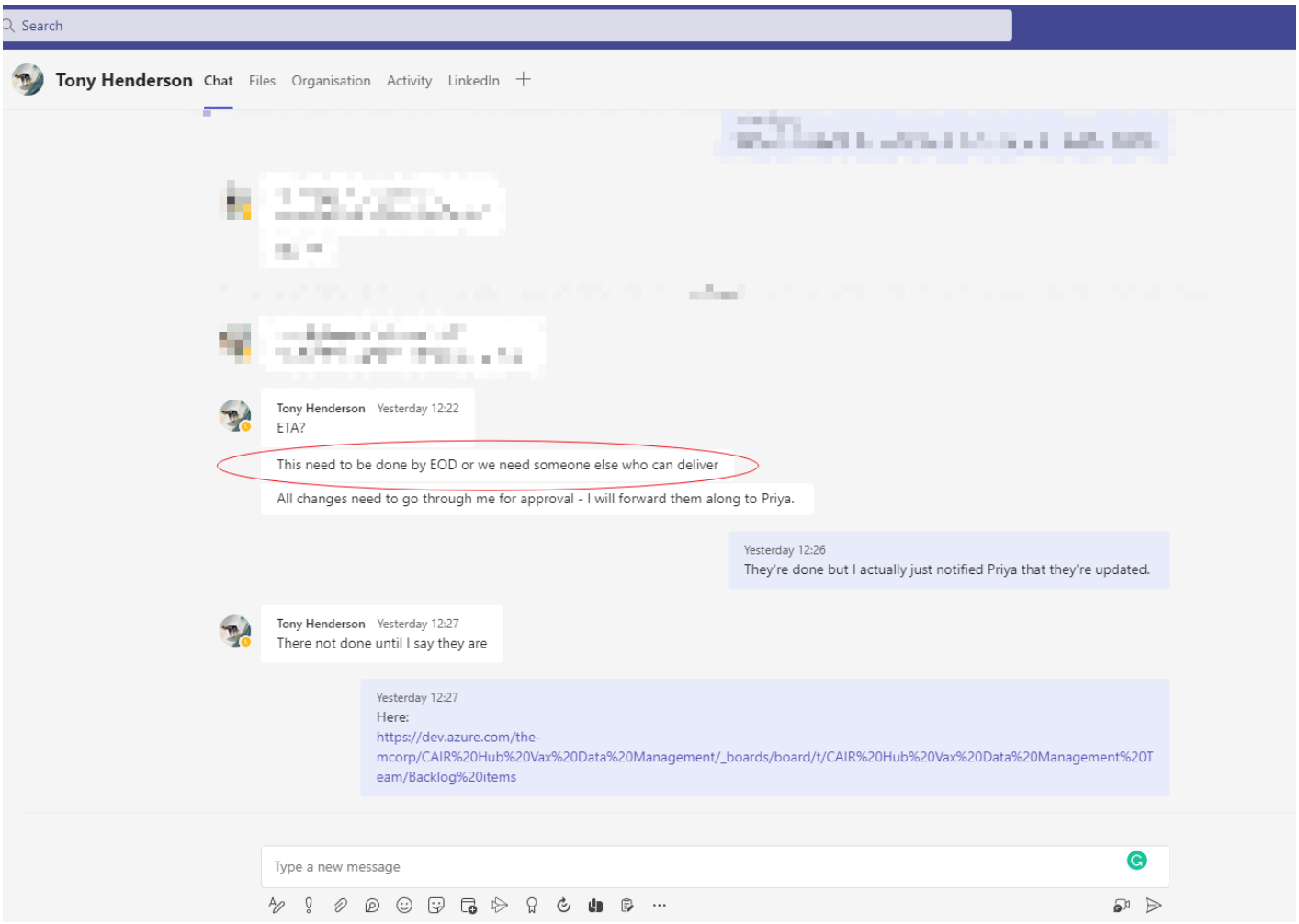
fi-01.png



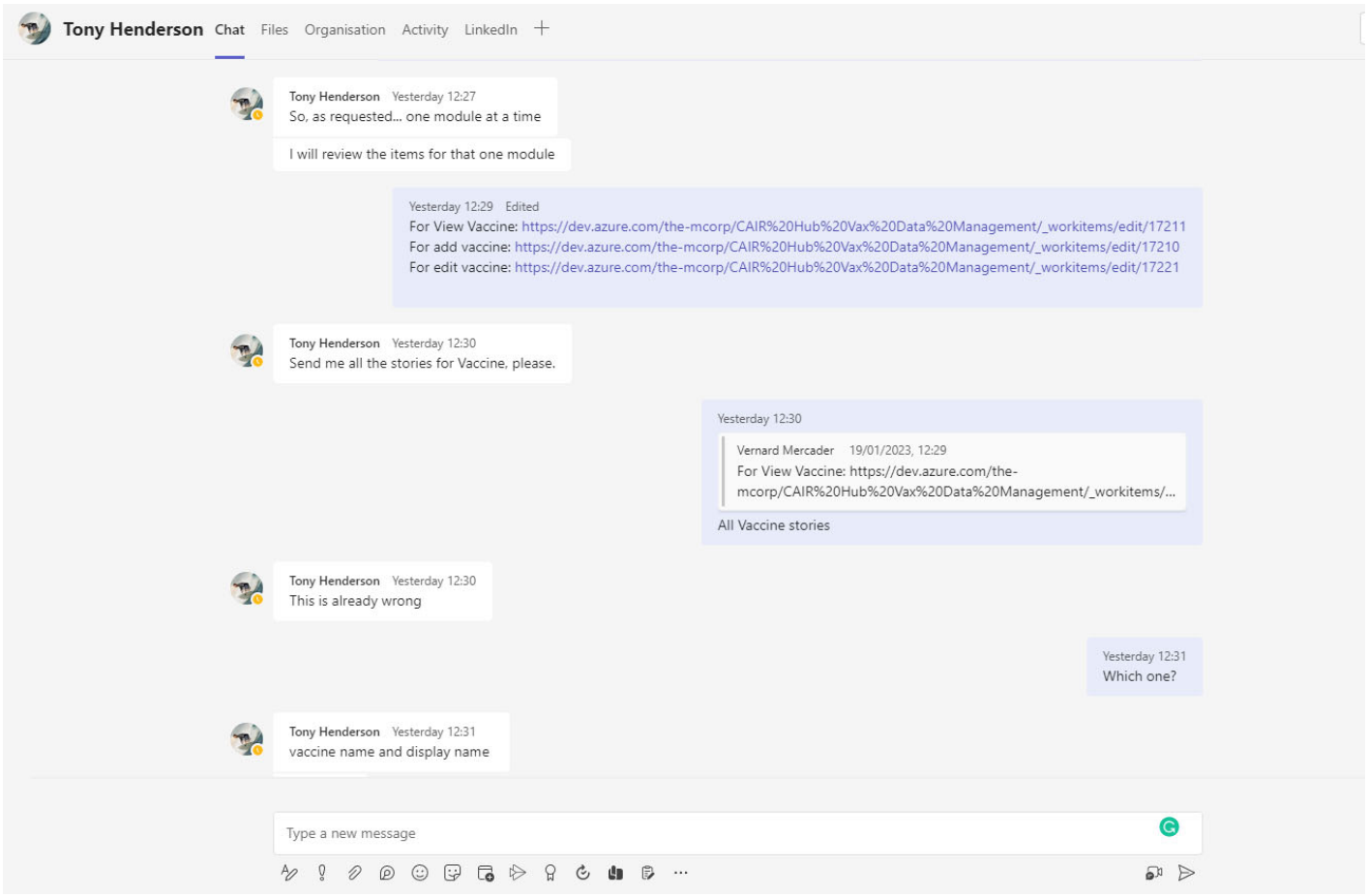

fi-02.png



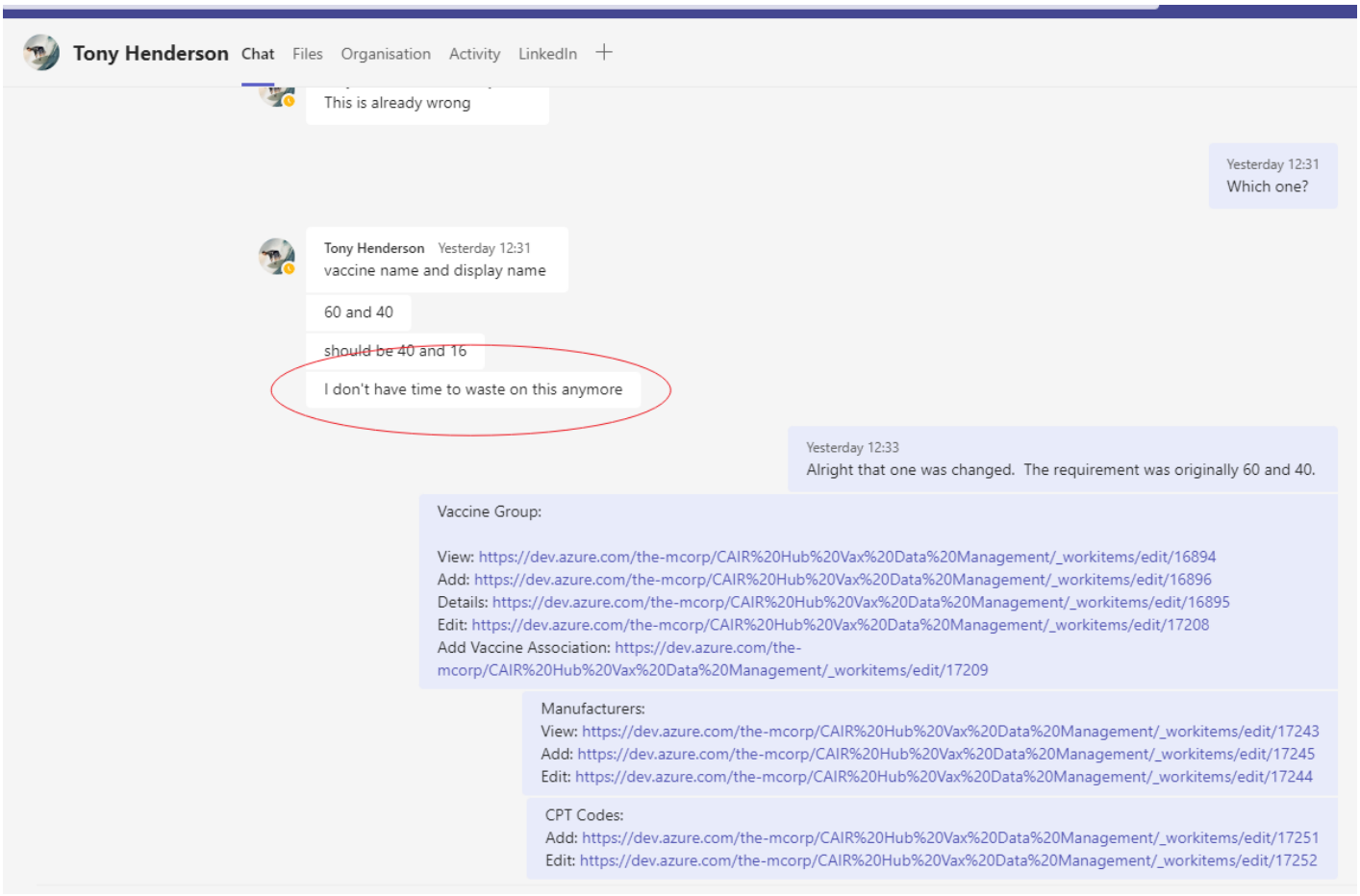

fi-10.png


Search
Tony Henderson
Chat
Files
Organisation
Activity
LinkedIn
Tony Henderson Yesterday 12:22
ETA?
This need to be done by EOD or we need someone else who can deliver
All changes need to go through me for approval - I will forward them along to Priya.
Yesterday 12:26
They're done but I actually just notified Priya that they're updated.
Tony Henderson Yesterday 12:27
There not done until I say they are
Yesterday 12:27
Here:
https://dev.azure.com/the-mcorp/CAIR%20Hub%20Vax%20Data%20Management/_boards/board/t/CAIR%20Hub%20Vax%20Data%20Management%20Team/Backlog%20items
Type a new message

fi-12.png


Tony Henderson
Chat
Files
Organisation
Activity
LinkedIn
Tony Henderson Yesterday 12:27
So, as requested... one module at a time
I will review the items for that one module
Yesterday 12:29 Edited
For View Vaccine: https://dev.azure.com/the-mcorp/CAIR%20Hub%20Vax%20Data%20Management/_workitems/edit/17211
For add vaccine: https://dev.azure.com/the-mcorp/CAIR%20Hub%20Vax%20Data%20Management/_workitems/edit/17210
For edit vaccine: https://dev.azure.com/the-mcorp/CAIR%20Hub%20Vax%20Data%20Management/_workitems/edit/17221
Tony Henderson Yesterday 12:30
Send me all the stories for Vaccine, please.
Yesterday 12:30
Vernard Mercader 19/01/2023, 12:29
For View Vaccine: https://dev.azure.com/the-mcorp/CAIR%20Hub%20Vax%20Data%20Management/_workitems/...
All Vaccine stories
Tony Henderson Yesterday 12:30
This is already wrong
Yesterday 12:31
Which one?
Tony Henderson Yesterday 12:31
vaccine name and display name
Type a new message

fi-13.png

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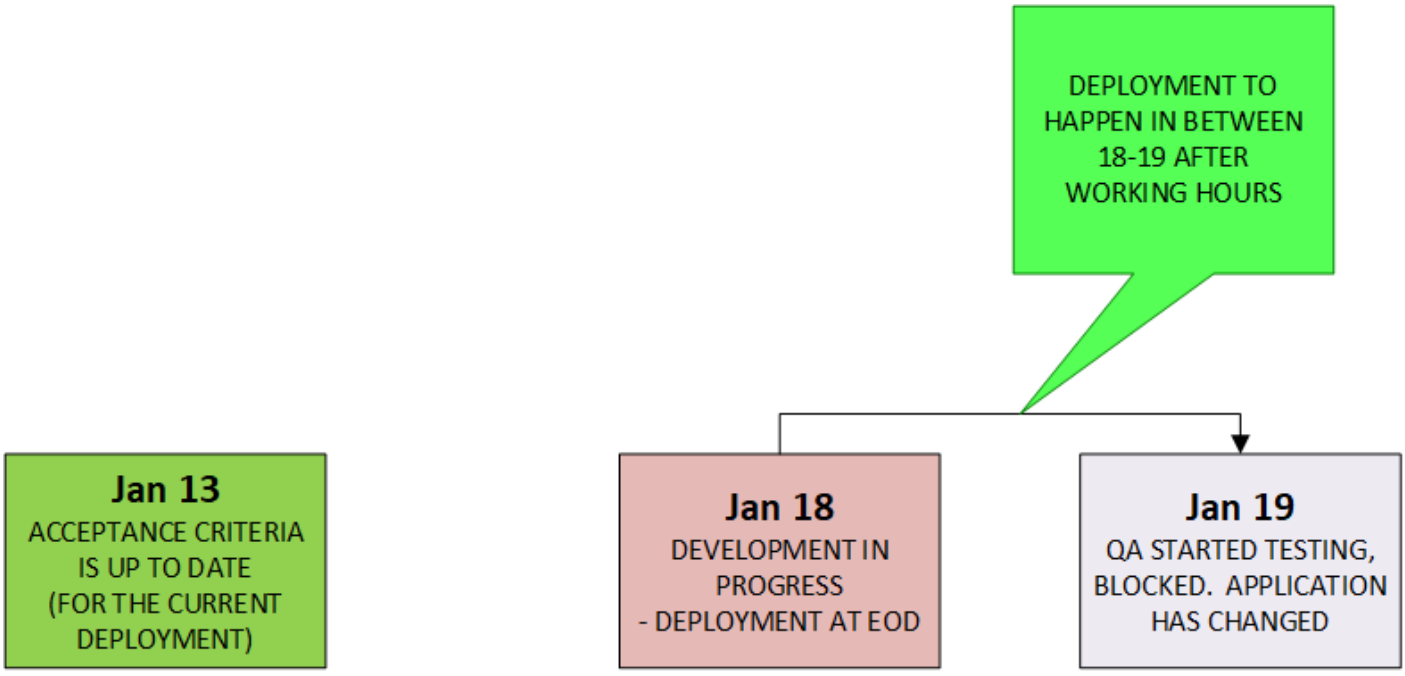


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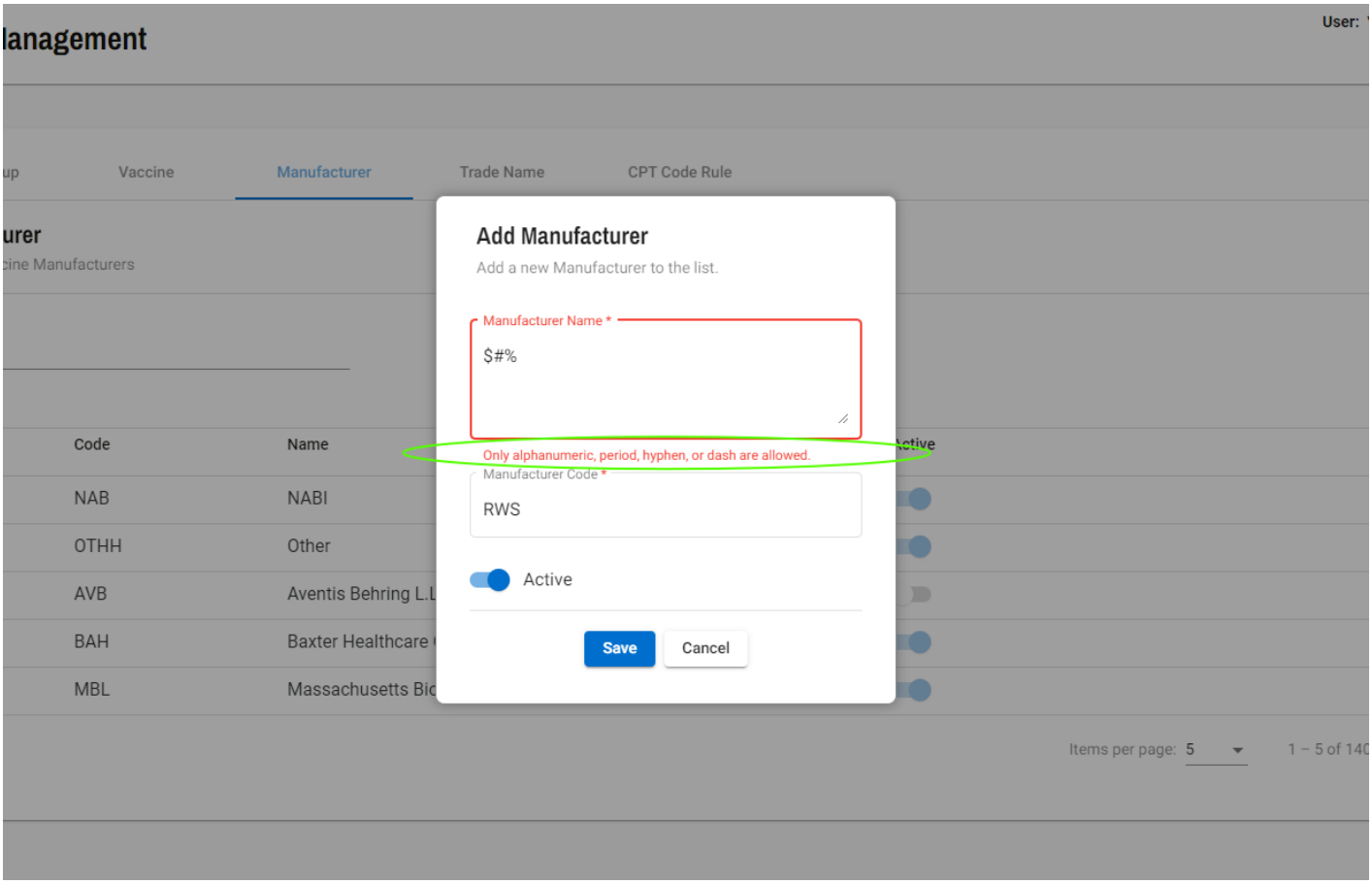
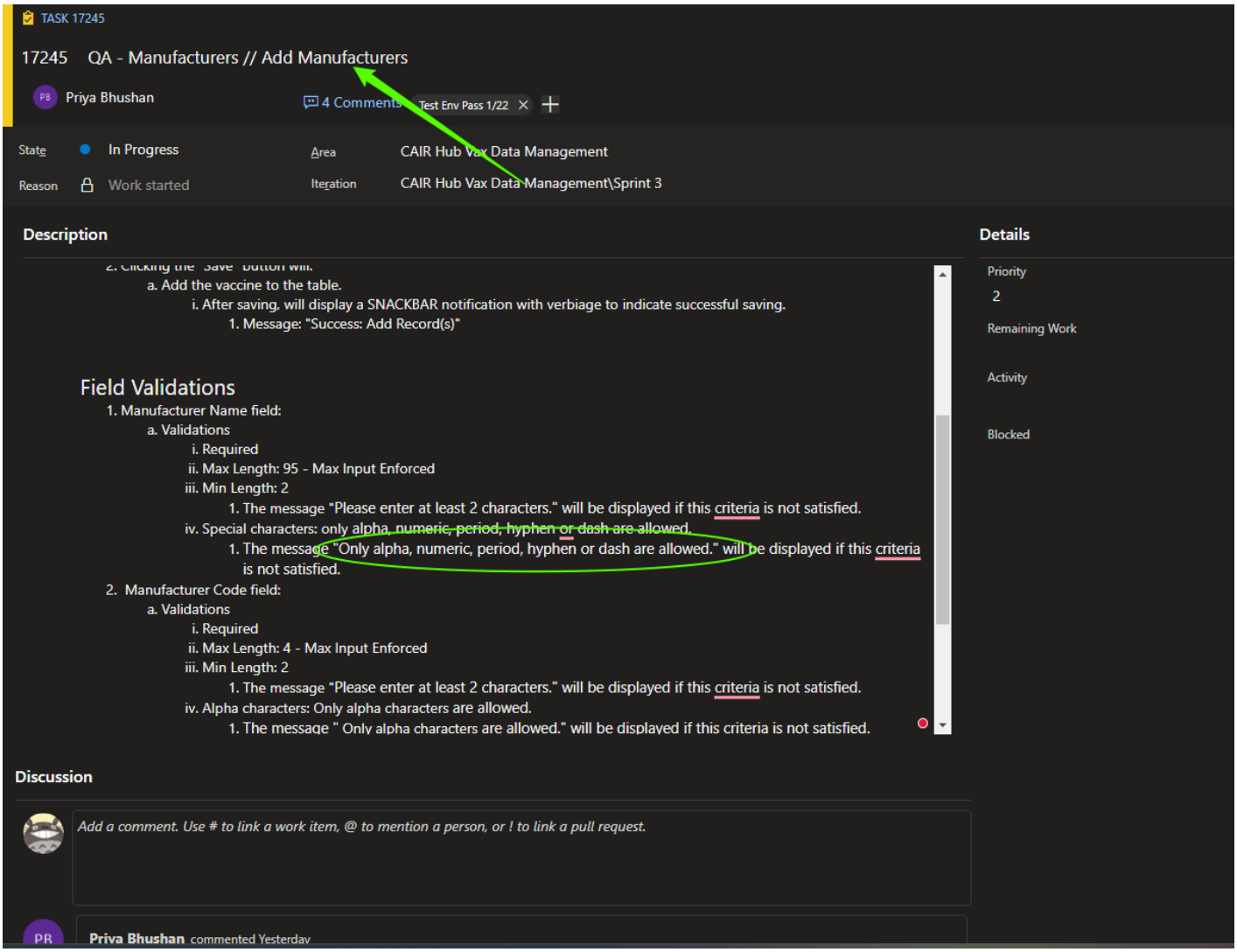



exhib_02_sp02.png

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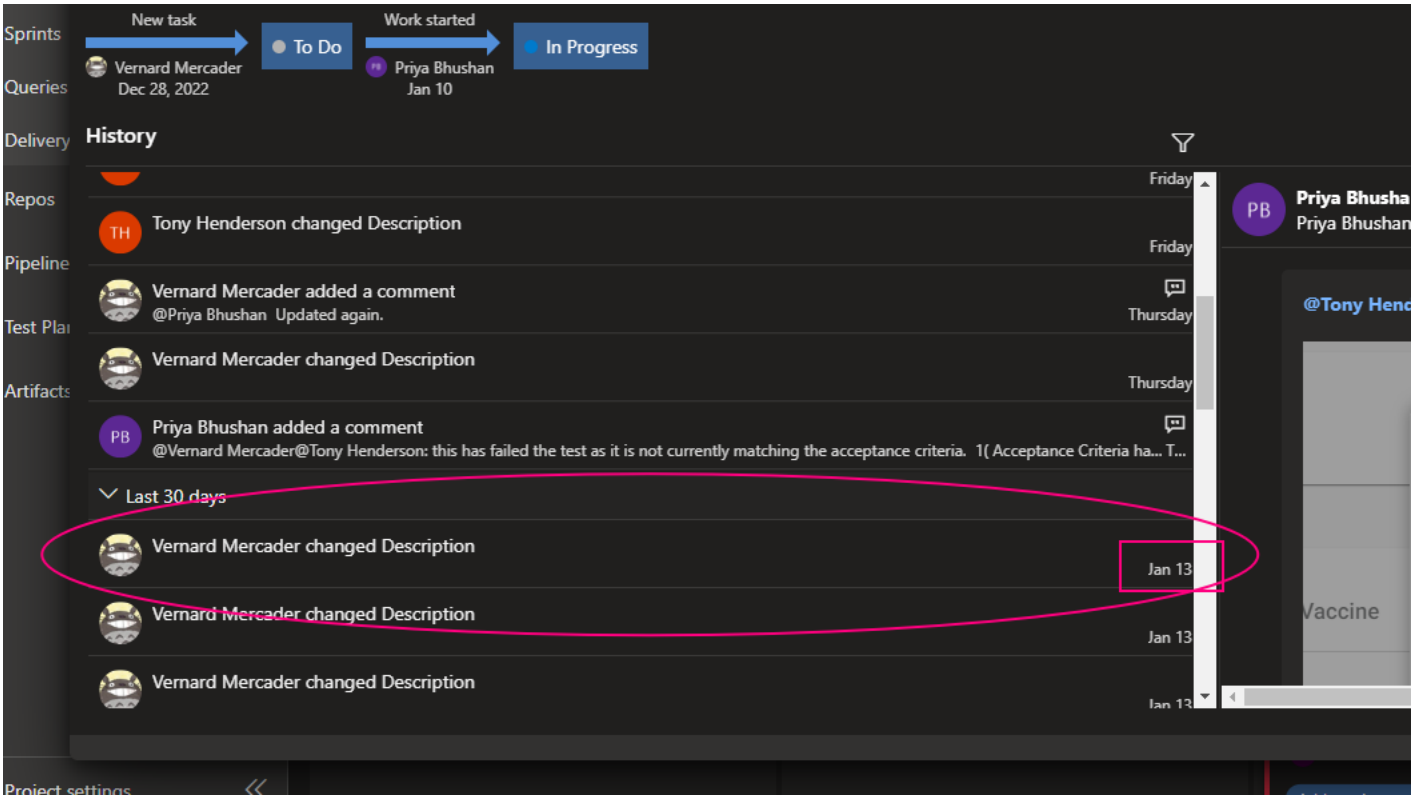


Attachments:

| | |
|---|---|
| Picture (Device Independent Bitmap) 1.jpg | 0 bytes |
| Picture (Device Independent Bitmap) 2.jpg | 0 bytes |
| Picture (Device Independent Bitmap) 3.jpg | 0 bytes |
| Picture (Device Independent Bitmap) 4.jpg | 0 bytes |
| Picture (Device Independent Bitmap) 5.jpg | 0 bytes |
| Picture (Device Independent Bitmap) 6.jpg | 0 bytes |
| Picture (Device Independent Bitmap) 7.jpg | 0 bytes |
| Picture (Device Independent Bitmap) 8.jpg | 0 bytes |
| fi-01.png | 61.8 KB |
| fi-02.png | 62.4 KB |
| fi-10.png | 60.7 KB |
| fi-12.png | 82.4 KB |
| fi-13.png | 98.8 KB |
| exhib_02_sp00.png | 15.4 KB |
| exhib_02_sp01.png | 61.5 KB |
| exhib_02_sp02.png | 94.6 KB |
| exhib_02_sp03.png | 79.6 KB |

exhib-02__suppl.docx 15.2 KB