

The day the finally broke me.... for the 5th time:

July 1st, 2025 – Conversation with Hannah [redacted] Brought in to replace me, but the only witness to the bullying that specific day. She's completely innocent. So was Annie.

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Jess Salcedo 9:13 AM
my nervous system is truly being affected by these calls. This is out of control. Her nervous behavior is toxic so don't be afraid to call it out.

Hannah [redacted] 9:17 AM
Maybe we can establish a more rigid schedule/system for these calls. I'm sorry it's upsetting your nervous system 😞

Jess Salcedo 9:18 AM
let's brainstorm you and I. I'm happy to lead the charge and speak to Joshua. These are disrespectful and not a good use of time. Sally is always nervous. Liz always needs to be in control. Like she ALWAYS needs to have the last word. The way I cringe every single time I have to sit in one of these. My IQ drops a few points. They have me questioning everything, as if I'm losing my mind. I'm not. It really is that toxic and my body is sending me all sorts of signals.

Hannah [redacted] 9:20 AM
Okay we can brainstorm a more efficient schedule/system if that helps, that sounds like a good idea

Jess Salcedo 9:21 AM
There's no reason we should be 20 minutes in and hear Sally and Liz rambling on about stuff that doesn't need to be happening on this call. They have no idea how draining their dysfunction is, and I'm tired.

Hannah [redacted] 9:22 AM
I'll start brainstorming too on some ways we can cut the excess off our meetings and maybe improve our communication

Jess Salcedo 9:41 AM
The way my nervous systems spiked during that call. That may have been a first.

Hannah [redacted] 9:51 AM
Your physical & mental health comes first!

Jess Salcedo 9:58 AM
This is so common here, it's terrifying. How do we function with such a large team and little substance is beyond my human understanding.
I look around, "am I an intern?". Then I run to my website to feel better.

Hannah [redacted] 10:06 AM
Yep, that's part of why it's so rewarding to have personal projects

Jess Salcedo 10:09 AM
The thing is that these calls only stunt me. When my nervous system is thrown off, I can't focus. Then I spend time trying to recenter myself. Their lack of managing their own systems is terrible for projection.

Hannah [redacted] 10:12 AM
I kind of just stick to Jira for that reason, and if anything happens to come up on the spot I address it on the call

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Jess Salcedo 10:12 AM
It's like well this is the time to discuss. You literally assigned this to me 2 seconds ago and you want me to respond so you feel better about yourself? NEVER IN THE HISTORY OF MY CAREER HAS THIS BEEN THIS BRUTAL. NEVER!

Hannah [redacted] 10:27 AM
Yeah I just say what you did, which is I'll check in later if something comes up

Jess Salcedo 1:48 PM
Just an FYI that I had to escalate to both Joshua and HR. Unfortunately, I have not been able to calm my nervous system since this morning. The consistent behavior is not only unprofessional, but it's also extremely toxic.
this was the nail on the coffin for me: <https://digitalcreditunion.atlassian.net/browse/ENBL-MT-5295>
This back and forth on an 8-page website is absurd! Most expensive basic web project in history, I'm sure.

Hannah [redacted] 4:05 PM
Just seeing this, I'm sorry to hear that but thanks for keeping me posted. And yeah there is SO much back and forth on this DFK project.

Jess Salcedo 4:29 PM
it's ridiculous. Proof of incompetence.

Hannah [redacted] 4:38 PM
I'm just not really understanding what requires this level of back-and-forth. I asked Sally and she explained it to me but I admittedly didn't really understand

Jess Salcedo 4:45 PM
Sally doesn't know what she's talking about. Liz and Sally are all over the place. I stay back, and I watch but it's a trainwreck and Joshua just sits back and expects me to handle the abuse myself.

I will share something with you in confidence....

After a lengthy FMLA leave last year, courtesy of poor management in this department from Joshua to the top under Shruti, I came back in June of last year. By August I was out again because Joshua put me under such a stressful work environment that I got Bell's palsy.

When you and Annie were hired, you were hired to replace me and Tim, even though they say otherwise. I am tired of having to prove my worth to this team and being berated, and mistreated. They have been trying to get me to quit, without regard for my well-being. That is the truth of what is happening and I have so much documentation it's scary. I've had enough!

Just today alone, Liz has asked me to meet with her about removing an invisible component on the cash raffle page, one she can do herself. But she loves to pull her weight around to try to show she's competent. We both know that she is not.

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I will be logging off in 9 minutes and she will get no response. Tomorrow I continue with HR. And not shocking, Joshua never responded to my email. HR did though, so that's all that matters. They got all the receipts.

Hannah 4:52 PM
I'm so sorry Jess and I hope we can work together instead of being turned against each other. I definitely hope you're keeping things documented to advocate for yourself too and I hope HR is helpful with this situation because I don't want you going through even more stress on top of this

Jess Salcedo 4:53 PM
Hannah, I never saw you as my competition. Not because you're not talented, but because I'm not wired like them. You have been my equal since day 1. I took you and Annie in, knowing the reason, and still not caring. I'm not wired like them.

Hannah 4:53 PM
I don't view things that way either, and I have a lot of respect for you Jess

Jess Salcedo 4:53 PM
It made me sad to see Annie go. That girl can reach out any time and she has the most glowing recommendation from me. I respect you both. You are talented and capable beyond what this team has shown you. I see it. I see you.

Hannah 4:54 PM
I know, I miss Annie already. It sucks that there is so much uncertainty right now but I do understand given the state of things
Working with you is one of the things I really enjoy here!

Jess Salcedo 4:55 PM
I hope one day I have the ability to hire you. LinkedIn is gone, but you have my #. I will never turn you away. No matter how high I go.

Hannah 4:55 PM
Thank you, I appreciate you. ❤️

Jess Salcedo 4:55 PM
I'm tired for performing for people who will never see my worth. You have seen it, I will no longer beg.

Hannah 4:56 PM
definitely have!

Jess Salcedo 5:01 PM
good night, girl!

Hannah 5:02 PM
Night, definitely have some good "me" time tonight! 🍷

You too! Thanks! I will!

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