



Justin Varghese <justinv2006@gmail.com>

Re: Application for completion of internship.

3 messages

Besta Prem Sai <prime@vecros.com>

Wed, Sep 7, 2022 at 11:35 AM

To: justinv2006@gmail.com, justin_varghese@vecros.com

Cc: rajeshreerajesh_deotalu@vecros.com

Dear Justin,

Thanks for informing us about your resignation.

It got to our attention that you have accepted employment from TSAW who is also a drone manufacturer and working on similar technologies that VECROS is working on before releasing closing letter or other formalities related to your resignation.

Please be noted that it stands as conflict of interest and breach in confidentiality for sharing or working on similar technologies that you got access at VECROS.

Please note that as a full stack developer intern you were only allowed to work on web based technologies and not on drone based systems.

Yet without any written permission you have gained access to institutional knowledge of VECROS by interacting and social engineering VECROS employees who were working on drone side of the stack.

We also got evidences that you have been contacting VECROS employees to gain inside knowledge of what VECROS projects are upto post your resignation.

VECROS has invested time and money to setup hardware and systems to build such institutional knowledge of know how's.

We feel accessing this technology and exiting company only to join competing company as malicious intent to damage VECROS.

We levy a penalty of INR 2,00,000.00 and more depending on the extent of damage you have caused to the firm and upon accessing facilities and intellectual property without permission and learning our sensitive R&D material. Please note this penalty can go up and we have to do extensive background check to arrive at a number.

Since you have accessed this knowledge without written consent from any manager. It is considered as breach of contract and ethics that you are responsible for the role we have hired you for. We can't provide you recommendation letter.

Please note that the knowledge you have obtained cannot be accredited as knowledge as part of your training and you must restraint from using them as part of your work experience.

We bring to your notice that you have breached personal agreement(attached in the mail) that you have signed with us and we would like to invite you to our office to settle this matter and discuss about financial damages.

We intend to speak to your father and mother jointly regarding the same. Failing to do so a notice would be issued to your address.

Please acknowledge this email and revert with telephone numbers of your parents and their communication addresses.

Thanks & Regards

Besta Prem Sai

CEO & Founder

VECROS

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sender immediately by email and permanently delete all copies of this email including all attachments without reading them. If you are the intended recipient, secure the contents in a manner that conforms to all applicable state and/or federal requirements related to privacy and confidentiality of such information.

---- On Thu, 25 Aug 2022 21:17:36 +0530 justin_varghese@vecros.com wrote ----

Dear Sir/Ma'am,

Due to personal reasons,
i would like to complete my internship from the company,
I request you to please issue me the letter of recommendation, the internship completion certificate as decided when on-boarding in the company.

I thank the management for giving me this awesome opportunity to work with VECROS and for the support extended to me during my tenure.

Thanks & Regards
Justin Varghese
[VECROS](#) Technologies Private Limited,
IIT Delhi, Hauz Khas, New Delhi, 110016.



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[justin agreement.pdf](#)
867K

Justin Varghese <justinv2006@gmail.com>

To: Besta Prem Sai <prime@vecros.com>

Cc: justin_varghese@vecros.com, rajeshreerajesh_deotalu@vecros.com, hr@vecros.com

Tue, Nov 8, 2022 at 11:51 AM

Hi Besta,

I am replying to this e-mail para wise, starting from top to bottom:

1. I have not accepted "employment" from TSAW. I am undergoing an "internship" which cannot be termed as full-fledged "employment", just as in the case of VECROS.

Also, in the documents, I cannot find any mention of exclusivity, i.e., I cannot work with any company which is in the same business as VECROS. Also, I haven't worked with any other organisation during my normal working hours while performing duties for VECROS, pursuant to Annexure (7) of Offer Letter.

As far as Confidentiality goes, the entire VECROS data which was in my possession due to the nature of my tasks was purged/deleted/cleaned/removed by Raj Shree, CTO - VECROS on 29-08-2022, after my resignation. I am not in breach of any confidentiality as there is no information which I have provided to my subsequent employer, and if VECROS thinks that I have breached confidentiality in any sense, I would request proper proof and not mere baseless allegations.

2. I have not gained any information relating to the drone side of stack as you mentioned, the information was globally accessible and any reasonable person can access the information. Also, please provide proofs and not mere baseless allegations if VECROS thinks that I've gained access to their proprietary tech and R&D.

3. I have not contacted any VECROS "Employee" to gain any inside access/knowledge/information. Please provide me with proper proofs regarding the same.

4. I was not a permanent personnel of VECROS, so exit is a fact that VECROS was in knowledge of. As far as joining a competing business is concerned, it is a settled principle of law that personnel cannot be targeted for joining competing businesses, and the companies cannot withhold their relieving/completion certificates/stipends/salary for the same, as VECROS has done in my case.

5. INR 2,00,000 figure and more depending on checks to be done by VECROS is vague and baseless. I have not accessed facilities, intellectual property, and sensitive R&D material except in the normal course of my work, and not extraordinarily, also I have not caused any damages to VECROS as I have not breached confidentiality in the first place.

6. VECROS is liable to provide me with my "recommendation letter", "completion certificate", and remaining stipend withheld by it as I have not gained any information apart from normally available and my manager is in receipt of this fact.

7. My knowledge can be accredited and used to the extent I am not including any confidential data of VECROS.

8. I am not in breach of any agreements with VECROS, and request for proofs and full explanation of the same.

9. My mother and father are not a party to this contract or my professional affairs. So, I would consider this as a personal threat from VECROS, and VECROS would be liable in this respect if they continue with this statement.

Kindly provide necessary proofs, data, and other information required to continue this. If VECROS want to close this matter, take back all the fake allegations which is issued against me by VECROS, issue my relieving letter, completion certificate, and remaining stipend which is illegally withheld by VECROS

Best Regards,
Justin Varghese
+91- 9319275200

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: justinv2006@gmail.com

Tue, Nov 8, 2022 at 11:52 AM



Address not found

Your message wasn't delivered to **justin_varghese@vecros.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

550 5.1.1 <justin_varghese@vecros.com> User unknown

Final-Recipient: rfc822; justin_varghese@vecros.com

Action: failed

Status: 5.1.1

Remote-MTA: dns; mx.zoho.com. (136.143.191.44, the server for the domain vecros.com.)

Diagnostic-Code: smtp; 550 5.1.1 <justin_varghese@vecros.com> User unknown

Last-Attempt-Date: Mon, 07 Nov 2022 22:22:06 -0800 (PST)

----- Forwarded message -----

From: Justin Varghese <justinv2006@gmail.com>

To: Besta Prem Sai <prime@vecros.com>

Cc: justin_varghese@vecros.com, rajeshreerajesh_deotalu@vecros.com, hr@vecros.com

Bcc:

Date: Tue, 8 Nov 2022 11:51:52 +0530

Subject: Re: Application for completion of internship.

----- Message truncated -----