

Vasundhara

ADVOCATE
(D-286/2015)

CONTACT: 8826305993

BY SPEED POST/AD COURIER

July 20th, 2016

To,

**Ms. Rupa Venkataraman,
Cognizant Technology
Solutions India Private Ltd
No. 5/535, Old Mahabalipuram Road,
Chennai - 600 096.**

Sub: Legal Notice for action against non-payment of due amount

Dear Ma'am,

Under the instructions from and on behalf of my client, Ms. Thangeswari N 223,15A Cross,9th Main, 6th Sector HSR LAYOUT, Near BDA complex, Bangalore -34 (hereinafter referred to as "**My Client**"), I hereby serve this notice upon you and state as under:

1. That My Client was appointed by your Company on 22nd May, 2006 as an Associate. Since her appointment, My Client has been working with your company with utmost dedication and sincerity.
2. That My Client worked in your Company from 22nd May, 2006 to July, 2013 for a period of almost 7 years. It is pertinent to note that My client has had a long association with your Company.
3. The mere fact that My Client was a part of your organisation for such a prolonged period of time in today's world, where employee attrition is a major issue, her long association with you is evidence of the fact that she was highly efficient and appreciated by your company.
4. My Client has been attempting to chase you since she resigned from her position with respect to her dues with your company and reliving

documents, which has remained unattended to till date, which comes down to an amount of Rs. 44,190/- (Rs. Forty four thousand one hundred and ninety only/-) and PF amount. That My Client has been contacting the concerned people at your Company continuously in order to have her dues cleared, but to no avail.

5. That after a lapse of a good period of time, My Client has decided to approach this matter with this Legal notice. That it is pertinent to note that My client has suffered immense mental trauma and harassment from the Human Resource professionals at your company when she contacted the HR for payment of her dues and collecting her documents.
6. That My Client has constantly been cordial and has only sought repayment of her rightful due amount. It is imperative to note that she is in fact lawfully liable to be paid her dues and in the absence of such repayment, she shall have all her due rights to approach the appropriate medium of law in order to have her issues addressed.
7. My Client has been facing constant mental and emotional trauma. The Company and its employees were aware of her vulnerable state of health, as a result of which she was forced to quit her job, and still chose to harass her and made her suffer.
8. My Client has been attempting to constantly chase relevant persons including and has attempted to resolve this matter in a peaceful matter at her level, through numerous emails, calls and texts, but to no avail.
9. Due to lack of reimbursement payments from your Company My Client was forced to take financial assistance which has caused her further trauma.

That My Client has been waiting expectantly for the amount and unexplained delay in payment of the same has caused her immense

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mental trauma and suffering. You are liable for the above and she holds the same against you.

That in light of the facts and circumstances and stated hereinabove, your Company is liable to pay the due amount for reimbursement and compensation to My Client for **Rs. 44,190/- (Rs. Forty four thousand one hundred and ninety only/-) and PF amount**, which has caused tremendous harassment to My Client. Therefore, I hereby call upon you to pay the abovementioned sum. In inclusion to the above, a fee of this legal notice amounting to **Rs. 5,000/-** shall also be paid and a response is expected within a period of 15 days from the date of the receipt of this legal notice, failing which My Client shall proceed in accordance with law and take appropriate legal actions against your Company. It is expected that timely action on your part will mitigate the need to resort to lengthy and expensive legal proceedings.

A copy of this notice is kept with me for future reference and you are requested to keep the original intact with you as you can be asked to produce the same before any court of law, if the need so arises. This is without prejudice to all other rights of My Client against you and/or against your property under civil and/or criminal laws.

Vasundhara

Advocate