



Labelbox, Inc.
510 Treat Ave
San Francisco, CA
94110

April 11, 2023

PERSONAL & CONFIDENTIAL

Navraj Chohan
nlake44@gmail.com

Re: Conduct and Return To Work Issues

Dear Navraj:

Labelbox has received your request to return to work by April 24, 2023. Before you can return to work we need to address several issues that arose about your conduct before and during your leave that violated the Company's rules of conduct and we perceived by co-workers as insulting, bullying, threatening and harassment. The conduct even led to the resignation of an employee. Labelbox cannot tolerate such conduct. A brief recap is on order:

1. You were granted a medical leave on December 30, 2022. Because your employment started with Labelbox on July 25, 2022, you were not eligible for CFRA/FMLA leave.
2. In early January 2023, Labelbox received complaints from several employees that you were sending harassing messages. The messages accused employees of trying to sabotage the company, insulting their abilities, and making the claim that you got an employees "file" from the NSA. These messages caused a good deal anguish to the employees receiving them and caused one employee to quit.
3. Labelbox emailed you on January 13, 2023, instructing you to refrain from communicating with Labelbox employees, citing harassment complaints and violation of the rules. Because you were on leave, we did not complete our investigation or take action, deciding to wait until your condition was resolved, which it is now presumably.
4. In February 2023, we also discovered that you started another company, which was a potential conflict and certainly not consistent with the terms of your leave. Your response

to our inquiry was that this is the type of behavior that manifests itself during the “manic” phase of your condition.

This conduct was very disruptive of the workplace. Before returning to work, we need you to explain in writing your conduct towards your co-workers so we can complete our investigation and decide on the appropriate steps to ensure that this does not happen again. We understand that this may have occurred during your “manic” phase of your condition, but we do not consider it a reasonable accommodation of you condition to excuse conduct which hurts other employees and violated Company policy. We also need to be sure that you are not still working on your start-up, which will obviously conflict with your duties to Labelbox. Lastly, we will need a note from your doctor that you can return to work on the April 24, 2023, without or without reasonable accommodations, and if applicable, what are those accommodations.

Please feel free to contact me directly at hr@labelbox.com, if you have any questions regarding what Labelbox needs from you.

Very truly yours,

Jackie Ricci
Sr. Director of Business Operations