

COMPLAINT ON HARASSMENT AND THREATS BY
SNOVASYS SOFTWARE SOLUTIONS

To

The respected superintendent of police

Prakasam district, Andhra Pradesh

11th April 2025.

From

SRIHARI MADDINENI

Kondepi(m), Prakasam(dt).

Andhra Pradesh.

SUB: Regarding the harassment by Srihari kothapalli, Siva byrapuneni from Snovasys Software Solutions Company, Ongole.

The managers and authorities of Snovasys Software Solutions Company are mentally, financially, and physically harassing me and my family, and they are threatening us. I am bringing this to your attention to seeking protection for myself and my family.

Respected sir,

I am SRIHARI MADDINENI, joined as software trainee engineer in snovasys software solutions which I secured through campus placement. During my offer I was asked to submit an undated cheque worth 4,87,000/- as employment security, where I submitted my mothers cheque as I didn't have a cheque book then.

I didn't know about the company before joining and joined the company as it was a campus placement trusting college placements. But right from my joining in the company I faced many issues such as work place harassment, pressure, working hours, and work related issues. Even though I was struggling without raising a complaint, I was suddenly called and informed as if I don't fit for a software trainee engineer role and was moved to some data entry role stating my salary will also be reduced to 10,000/- per month. As I asked for brief explanation and formalities, they (siva byrapuneni and management) behaved very rudely, arrogantly and disrespectfully and forced me to resign by paying money. I denied paying money where they warned me as if they will be going to sabotage and spoil my career. I resigned on the next day (17th aug 2024).

Even after resignation from the company, they further harassed me through their lawyer with warning calls, and text messages as if I should pay 4,87,000/- money or court proceedings would be taken against me and my mother. Further they even filed a criminal case against my mom related to cheque bounce issue, where we received a summons in the month of December 2024.

Upon struggling with this type of harassment for a month I complained against the company to Honourable Chief Minister's Grievance cell in the month of October, where they took up only dispute related to wages and didn't deal with harassment.

The management including, Siva byrapuneni even behaved in a same rude and disrespectful manner with assistant commissioner of labour multiple times which is even reported by the assistant commissioner of labor, Ongole suggesting me to complaint in concerned authorities. (report on December)

I even made a complaint to Collectorate Ongole, in the month of November, regarding the company and their harassment.

The harassment by srihari kothapalli and siva byrapuneni was more increased since I made a complaint to collectorate, and were making false allegations and making false complaints against me in all possible departments. They even filed a criminal case against my mother in second additional magistrate court in Ongole in issue with cheque bounce.

In the month of January I was summoned to Ongole 1 town police station to appear regarding a complaint filed by siva byrapuneni, where I submitted the details of the issue from my side as a counter complaint. The C.I of 1 town police station, after a prolonged discussion with me and the company management, siva byrapuneni, suggested to settle the dispute outside, not filing complaint or taking into consideration of either side.

The next day in the labour department (18th aug), someone named visweswar reddy narala, attended the office of assistant commissioner of labour, Ongole on behalf of company and asked me to attend their Ongole office to solve and close the issue, agreeing to settle dispute. (infront of Asst. Commissioner of labour, Ongole)

The next day (20th jan), the management including SRIHARI KOTHAPALLI, siva byrapuneni and visweswar reddy threatened, pressurized and forced me to sign on documents which states as if I withdraw my complaints and agree as if I made all false allegations, which I denied.

Upon my denial, srihari kothapalli, visweswar warned me in a very rude, offensive and derogatory physical attacking manner which I was very terrified. When I requested to show some mercy srihari kothapalli asked me to apologize personally with atleast 1 lakh rupees. I mailed him apologizing and agreed upon withdrawing my complaints in return to my relieving letter and stopping harassment against me and my mother. Even

then, they were not satisfied and asked me to mail them as if all my complaints were false which upon denying, they spoke with me in a discourteous, and aggressive attacking manner threatening my life and career. I then left the office and didn't go inside till 8.00pm that day as I was said to wait for their decision, which finally turned up into no decision and continued harassment against me.

On one day suddenly, the C.I of 1 town police station at around 11.00pm in the evening called me suspiciously stating they would file a fir and I should immediately appear before them as soon as possible. When I asked about my complaint I submitted, and details, he denied stating, the complaint was missed somewhere and will be going to file the case against me, where then I contacted Respected **superintendent of police** Prakasam (dt). through mail and made a complaint.

Though the issue seems to be settled for some time, visweswar from the company filed a false code theft and data theft case against me in Madhapur, Hyderabad. The inspector of the station clearly asked for valid and genuine proofs else not to waste their time, which they failed to submit.

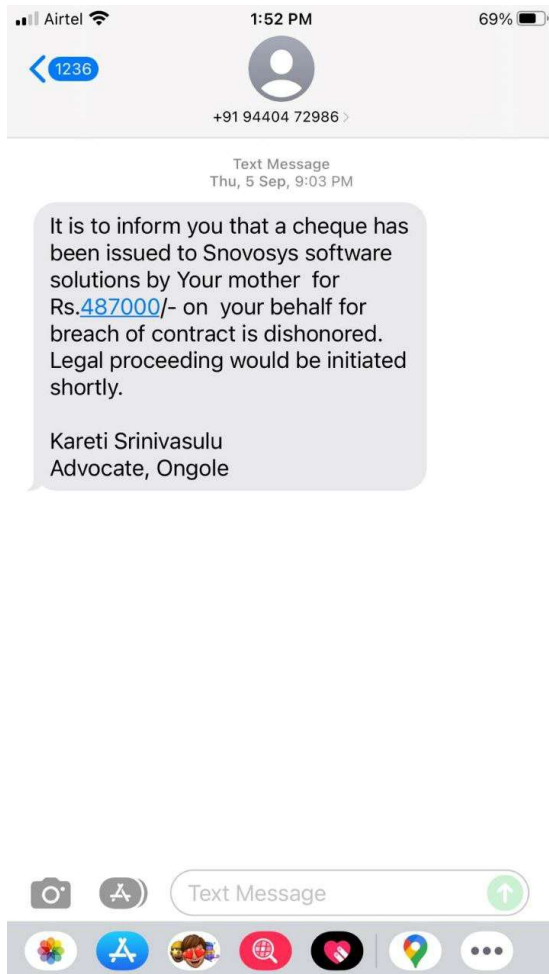
Then they again started harassing from Ongole 1 town police station, filing false and fake case against me in a criminal offense which is clear that it is a criminal intimidation against victim, just because I started revealing their unethical labour practices, and fighting against them.

This is not the first time in which the company involved in such type of issues. Previously the company management harassed few employees too in a similar manner to exploit them financially. As per my knowledge, the company management including, srihari kothapalli, siva byrapuneni and giri yendluri are the ones playing key roles in such extortion behaviour for money.

All the relevant proofs of complaints and reports were attached for reference.

Attachments and proofs:

1. Lawyer warning message to pay money
2. Complaint to honourable chief minister grievance cell in October 2024
3. Complaint to collectorate, prakasam dt. in November 2024
4. Complaint submitted to Superintendent of Police – feb 2025.
5. Complaint submitted to 1 town police station, Ongole 13th jan 2025.
6. Report by Labour department, Ongole – December 2024
7. Report by Labour department, Ongole – April 2024






అర్ధీ రశీదు

ONLINE USER
Prakasham



Hon'ble Chief Minister
Sri Nara Chandrababu Naidu

Your PGRS Request No. (Grievance No)	PRA20241003732	అర్ధీ నమోదు తేది	03-10-2024	<p>Scan QR for Receipt</p> 
అర్ధీ విభాగము	Labour-->Issues Of Employees Of Labour Department->Issues Related To Employees Of Labour Department			
పేరు	MADDINENI SRIHARI	ఫోను	6304214514	
జిల్లా		మండలము	Kondapi	
గ్రామ సచివాలయము	GOGINENIVARIPALEM-(R), 10890212	ప్రస్తుత నివాసం	1-49, 1-49, GOGINENIVARIPALEM-(R), 10890212, Kondapi, Prakasham	
పరిష్కరించు అధికారి	Commissioner, Labor			
గడువు	30 Day(s)	పరిష్కరించు గడువు తేది	02-11-2024	
ఎన్రోల్మెంట్ ఆపరేటర్	Online(Self)			
గమనిక! మీ యొక్క ఫిర్యాదు స్థితి కొరకు 1902 టోల్ ఫ్రీ నంబర్ కు ఫోను చేసి Grievance No చెప్పగలరు.				

GOVERNMENT OF ANDHRA PRADESH
LABOUR DEPARTMENT

From,

The Deputy Commissioner of Labour,
Ongole.

To,

Sri.Maddineni Srihari,
Kondepi Mandalam,
Prakasam District.

Letter No.C/2617/2024, Date: 16-12-2024

Sub: Labour Department – Complaints – Complaint filed by Sri Maddineni Srihari, Kondepi Mandalam, Prakasam District against the Management of Snovasys Software Solutions India Pvt., Ltd., Ongole for Non payment of wages and Non issue of undated cheque taken by the Management – Regarding.

Ref: 1. Memo.No.F/9473781/2024, dated: 29-10-2024, Office of the Commissioner of Labour, A.P., Vijayawada.
2. Mail Dated, 13-11-2024, The Collector & District Magistrate, Prakasam District, Ongole.

&&&&&

Through the reference 1st & 2nd cited, Sri Maddineni Srihari, Kondepi village, Prakasam district, has made a complaint stating that he worked as a Software Trainee Engineer in the Snovasys Software Solutions India Pvt., Ltd., Ongole and the Management has not paid wages for the 15 days and the Management has not issued Undated Cheque worth Rupees 4,87,000/- taken by the Management while he was appointed to the post of Software Trainee Engineer.

Based on the complaint a Joint meetings ^{was} held in the Office of the Deputy Commissioner of Labour, Ongole on 04-11-2024, 20-11-2024 and 09-12-2024. During the course of Joint Meetings the presiding officer requested to file remarks on the complaint. However, the Management has behaved rudely, arrogantly, disrespectfully and is not willing to settle the dispute in spite of the best efforts made by the presiding officer. Therefore, the worker is advised to file a case before the Authority appointed under sec. 53 of Andhra Pradesh Shop and Establishment Act 1986, and Asst. Commissioner of Labour, Ongole for Payment of Delayed Wages.

yours faithfully,

A. Gayathri Devi

Deputy Commissioner of Labour,
Ongole. (FAC)

16/12/2024

Copy Submitted to the Commissioner of Labour, A.P., Vijayawada for favor of information.

Copy Submitted to the Collector & District Magistrate, Prakasam District, Ongole, for favor of information.

Copy to the Snovasys Software Solutions India Pvt., Ltd., Beside Central Cafe, Ongole, Prakasam District.