

Good morning,

My name is Srihari Maddineni, a recent 2024 graduate from Bapatla Engineering College. During campus placements in September 2023, I received a job offer from Snovasys Software Solutions, Ongole. After performing well in the interview, I was offered a position with a salary of 6.5 LPA. Shortly afterward, the company requested that I come to their office with an undated cheque worth ₹4,87,000.

As I did not have a cheque book at the time, I informed them of this, and they instructed me to provide a signed cheque from either of my parents. I subsequently submitted an undated cheque from my mother for the amount requested. The company explained that this was a security deposit per their policies and assured me it would not pose any issues in the future.

In October, they asked me to come with the cheque. When I requested the offer letter to review the company's policies and regulations, they informed me that it would only be provided after I submitted the cheque. This raised concerns as it felt like undue pressure.

After submitting the cheque, they gave me a 19-page offer letter and insisted, around 7:00 PM that same evening, that I sign it immediately. I requested more time to review it thoroughly, but they pressured me, claiming the offer letter would digitally expire that night. I was given only an hour to review the entire document.

Initially, I declined their request to start in December due to internship opportunities at IIT Bombay. They then suggested I could start in June, but when my internship opportunity fell through, they asked me to join immediately after my last day of college on May 3rd, with very little notice. Following a brief discussion, they agreed on a start date of May 20th.

From the day I joined, I encountered several issues:

1. They required employees to open a bank account and provide undated cheques from the new cheque books as additional security.

2. Despite a 6:00 PM end time, employees were instructed not to leave until at least 6:30 PM.

3. Employees were required to reside within Ongole; those living in nearby villages were asked to resign or pay money.

4. Excessive workload was common, and if tasks weren't completed by the end of the day, employees were required to stay late or continue the work from home.

5. Employees had to use personal laptops, on which tracking software was installed to monitor every keystroke and mouse movement, raising significant privacy concerns.

6. Saturdays were included as regular working days, with no company-issued laptop provided.

7. Despite an offer of 6.5 LPA (roughly ₹43,000 per month), I was only paid around ₹20,500 per month, stating as only half the salary was provided during the probation period, excluding taxes and other deductions.

I regularly worked late and on weekends. Eventually, I was asked to sit in a different section for a lower-paying data entry job. When asked for the reason, they were saying as if I m not disciplined, although I had been fulfilling my tasks under stressful conditions. When I requested an official explanation via email, they delayed their response, creating uncertainty about my role. I then requested a relieving letter, but they insisted on payment for resignation. After a few days of discussion, I stated I would file a complaint if the matter wasn't handled properly. They dismissed my concerns and challenged me to complain to any authority.

The following day, I submitted my resignation letter, detailing my issues and requesting a final meeting to complete the process. They did not respond, but they blocked my access to all company accounts, suggesting they had accepted my resignation. Later, however, they threatened legal action, citing my cheque as leverage. After my family intervened, the matter seemed settled, but they have since sent legal notices, alleging cheque bounce issues and threatening my career.

Thank you for your attention to this matter.

Kind regards,

Srihari Maddineni