

**GOVERNMENT OF ANDHRA PRADESH
LABOUR DEPARTMENT**

From

Assistant Commissioner of Labour,
Ongole.

To

The Management,
SNOVASYS Software Solutions
India Private Limited,
Beside Central cafe,
Ongole, Prakasam District.

Letter No.C/2617/2024, Dated :05-10-2024

Sub:- Complaint – Complaint filed by Sri Maddineni Srihari S/o ravi, Mittapalem, Kondepi, Prakasam District, Worked as Software Trainee, at SNOVASYS Software Solutions India Private Limited, Beside Central cafe, Ongole, Prakasam District - Regarding Non Payment of Wages – Joint Meeting Fixed on 7-10-2024 – Regarding.

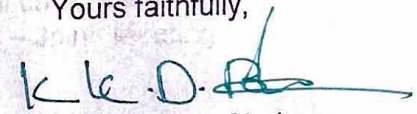
Ref:- Complaint of Sri Maddineni Srihari S/o ravi, Mittapalem, Kondepi, Prakasam District, Dated: 04-10-2024.

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With reference to the subject cited, it is to inform that a Joint meeting is going to be held on 07-10-2024 at 11.30-A.M in this office situated at D.No:7-330(13), Opp Anjaneya swamy statue, Sambasiva Nagar, South Bypass road, Ongole. Therefore, you are requested to attend the meeting with relevant records and registers without fail.

Encl. As above

Yours faithfully,


Asst. Commissioner of Labour
Ongole.

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05/10/24

Copy to Sri Maddineni Srihari S/o ravi, Mittapalem, Kondepi, Prakasam District, is requested to attend the Joint Meeting without fail.



Gmail 04 OCT 2024



2/2617/2024
04.10.2024
deputy commissioner labour <dcl.ogl@gmail.com>

Harrasment from previous company after resignation for extortion of money

1 message

Fri, Oct 4, 2024 at 5:43 PM

SRIHARI MADDINENI <srihari.maddineni.no1@gmail.com>
To: dcl.ogl@gmail.com


Good Evening respected officials,

I'm SRIHARI MADDINENI,
From Mittapalem, Kondepi (m), Prakasam district
I am a recent 2024 graduate from Bapatla engineering college and got placed in Snovasys software solutions
And I faced many issues from the company after working for 2 months and 20 days
Even after I resigned the company...they were still harassing me

Please help me in this regard

With regards
SRIHARI MADDINENI

4 attachments

 **Brief complaint.pdf**
122K

 **SRI-HARI-RESIGNATION.pdf**
441K

 **Offer_Confirmation_Snovasys_Software_Solutions_sriharitechmail@gmail.pdf**
159K

 **EnvelopePDF.aspx (1) (1).pdf**
807K

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