

1. 17<sup>TH</sup> august 2024 saturday
  - Resigned from snovasys software solutios ongole stating all the reasons in resignition letter
  - My access with the company and all accounts including, Microsoft teams and mail everything blocked the same day by afternoon
2. 18<sup>th</sup> august 2024 sunday
  - Checked for any mails of replies for my resignition letter
  - Surprisingly found to be, all accounts blocked
3. 2<sup>nd</sup> sept: withdrawing done with cheque from bank which is bounced on 3<sup>rd</sup> September without our consent regarding post dated cheque or payee name anything.
4. 5<sup>th</sup> sep 2024
  - Advocate kareti srinivasulu called and told like need to pay money or legal actions will be taken agains mom and me because of mom cheque
5. 3<sup>rd</sup> October 2024
  - Complained against the company and illegal labour practices to chief minister grievance cell and received acknowledgement
6. Around 5<sup>th</sup> October, the concerned department, commissioner of labour contacted me through phone call and asked me to give or post the offer letter that states undated cheque details and all
  - I somehow managed to give the copy of offer letter in Vijayawada commisioner of labour office, through my friend in person
7. 5<sup>th</sup> October : ongole labor commissioner office madam called me and asked about issue which I explained
  - Madam has told if this complaint is out of scope but should not reject as its forwarded from vij office
  - They told as if their limited scope is only wages
  - And asked to rewrite a complaint another, if any wages related issues, and mentioning the main complaint as sub complaint
  - Which I did through mail
8. 5<sup>th</sup> October first joint meeting scheduled which was later postponed because companys advocate attended office on 6<sup>th</sup> oct stating, this IT department related complaints should not be taken in ongole and only in Guntur.
  - Even I requested that I was not in a position to attend on 7<sup>th</sup> October as I had some work in current employer through mail
9. 24<sup>th</sup> October
  - Received a mail stating these complaints should not be taken here and should approach joint commissioner of labour, Guntur zone.
10. 4<sup>th</sup> nov 2024

- Joint meeting is held in office ongole, where I expressed my concern before assistant commissioner of labour,
- Madam conducted a meeting, but siva byrapuneni behaved rudely and left the meeting in middle
- Their advocate kareti srinivasulu signed on attendance document
- Another joint meeting was sheduleed

11. 13<sup>th</sup> November, 2024

- Complained formally to collectorate, joint collector regarding the unethical and unfair labour practices in snovasys software solutions

12. 20<sup>th</sup> nov 2024

Since then many joint meetings have been conducted, including dates

- I. 4<sup>th</sup> November 2024
- II. 20<sup>th</sup> November 2024
- III. 9<sup>th</sup> December 2024
- IV. 30<sup>th</sup> December 2024
- V. 18<sup>th</sup> January 2025
- VI. 22<sup>nd</sup> jan 2025
- VII. 07<sup>th</sup> feb 2025
- VIII. 07<sup>th</sup> march 2025
- IX. 11<sup>th</sup> march 2025
- X. 22<sup>nd</sup> march 2025

13. 9<sup>th</sup> December 2024

On behalf of me, as I could not attend the meeting, my grandfather attended, and the manager siva byrapuneni behaved very rudely and arrogantly in the office of labour department. Assistant commissioner of labour, finalised the issue , mentioning the rude behaviour, and referred me to complaint in next level.

14. 26<sup>th</sup> dec 2024

- Deputy commisooner of labour, mailed stating the issue or complaint is being reopened on request from company members.

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15. 27<sup>th</sup> December

- Mailed to CEO srihari kothapalli to stop the harassment, bringing the issue to his notice
- I explained as If I don't have any intention to complaint or make issue,
- I requested to stop the harassment and all
- Mailed to deputy commisoner of labour also stating, if company really wanted to solve the issue then there is no need for me to attend,
  - They can send the remaining wages to my account
  - Stop harassing
  - Send the cheque and my relieving letter, through post also

- also requested that their prime objective is to harass me and make me financially, personally, professionally weak by making me travel between ongole and hydreabad multiple times without any conclusion.

16. 30<sup>th</sup> December

- Another joint meeting conducted, my grandfather attended
- Next meeting is scheduled on 18<sup>th</sup> jan with my explicit presence required

17. 11<sup>th</sup> jan 2025

- Went to town D.S.P sir, to request action against harassment,
- One town police stations CI , being present there, stated as if I am the culprit and CI got a complaint in dec 2024, regarding agreement breakage, and some workplace issues by siva byrapuneni, snovasy softwre solutions.
- DSP sir, instructed CI sir, to investigate the matter transparently
- CI sir, told to meet on next day 11<sup>th</sup> jan

18. 12<sup>th</sup> jan 2025

- I went to 1 town police station, company manager siva byrapuneni and some person named, Ramakrishna, have come
- CI sir , in a hurry asked SI Tyagaraju sir, to go through the issue,
- SI T.Tyagaraju sir, not aware of complete issue, asked if had signed on offer letter of 3 years of bond or not , I agreed,
- He said, to repay the cheque amount or join again the company
- I tried to explain the issue, which didn't felt useful
- SI instructed to take a decision whether money payment or re joining in company
- Asked me to attend by evening again
- Attended, station, explained clearly about the background issue, SI understood
- Asked to come next day with a decision to file fir against me or not

19. 13<sup>th</sup> January 2025

- We went with a counter complaint
- SI investigated about false allegations like, training and all and we explained
- SI understood about false allgations made regarding training and expenditures by the company
- Took our counter complaint and when asked for acknowledgement, he said as if it will be provided after review by CI

20. 17<sup>th</sup> jan

- We are called upon to station,
- Discussion between both parties, done in presence of CI

- Asked us to wait out for 10 mins
- SI came and suggested to settle outside with a third person as middlemen
- Siva byrapuneni demanded, atleast 75% of 4,87,000/- which we denied

21. 18<sup>th</sup> jan saturday

- Attended labour dept joint meeting,
- Visweswar named some person, stating CEO friend , came and represented the issue
- Made false allegations regarding, some cyber crime issues such as code theft and data theft,
- When asked for clarification, no proofs were provided
- I offered my laptop be verified thoroughly, which they denied
- Commisner of labor, suggested to settle , and not to make complications
- we agreed upon with each other
- visweswar and us, with labour commisioner and visweswar asked us to come to office on Monday 20<sup>th</sup> jan to settle the issue.

22. 20<sup>th</sup> jan 2025

- When asked about the location details, told us to come to office
- And then suddenly told as if siva byrapuneni mother is in hospital that day in a serious situation, kims hospital
- So, visweswar reddy asked to come in the evening time
- When went, we are made wait for an hour and around 7.00 pm, he asked to come to conference hall
- Barely started re iterating the issue and made me feel awkward and denied to answer some questions
- Informed to come next day again as it was already late and issue cant be resolved

23. 21 jan 2025 Tuesday

- Asked us to come to office by 11.00 am
- We went
- Barely re iterated the issue
- Asked us to apologise
- We accepted
- Asked us to tell about other employees, if involved in this legal battle which I said as if none involved
- Gave some illegal documents which states ,

24. 15<sup>th</sup> January

- Mailed to deputy commisioner of labour,

