

TIME LINE SERIES EVENTS ON THE ISSUE

1. 17TH august 2024 saturday
 - Resigned from snovasys software solutios ongole stating all the reasons in resiginition letter
 - My access with the company and all accounts including, Microsoft teams and mail everything blocked the same day by afternoon
2. 18th august 2024 sunday
 - Checked for any mails of replies for my resignation letter
 - Surprisingly found to be, all accounts blocked
3. 2nd sept: withdrawing done with cheque from bank which is bounced on 3rd September without our consent regarding post dated cheque or payee name anything.
4. 5th 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. 3rd October 2024
 - Complained against the company and illegal labour practices to chief minister grievance cell and received acknowledgement
6. Around 5th 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. 5th 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. 5th October first joint meeting scheduled which was later postponed because companys advocate attended office on 6th 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 7th October as I had some work in current employer through mail

9. 24th October

- Received a mail stating these complaints should not be taken here and should approach joint commissioner of labour, Guntur zone.

10. 4th 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. 13th November, 2024

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

12. 20th nov 2024

Since then many joint meetings have been conducted, including dates

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

13. 9th 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. 26th 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. 27th 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 commissioner 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 Hyderabad multiple times without any conclusion.

16. 30th December

- Another joint meeting conducted, my grandfather attended
- Next meeting is scheduled on 18th Jan with my explicit presence required

17. 11th Jan 2025

- Went to town D.S.P sir, to request action against harassment,
- One town police station's 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 Software solutions.
- DSP sir, instructed CI sir, to investigate the matter transparently
- CI sir, told to meet on next day 11th Jan

18. 12th 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 I 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 feel useful
- SI instructed to take a decision whether money payment or rejoining 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. 13th January 2025

- We went with a counter complaint
- SI investigated about false allegations like, training and all and we explained

- SI understood about false allegations 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. 15th jan 2025

- Mailed to deputy commissioner of labor, stating we are contemplating the issue to concerned union ministry of labour, and ministry of corporate affairs to stop the harassment from srihari kothapalli, siva byrapuneni, giri yendluri, and visweswar reddy.

21. 17th 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

22. 18th 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
- Commissioner of labor, suggested to settle , and not to make complications
- we agreed upon with each other
- visweswar and us, with labour commissioner and visweswar asked us to come to office on Monday 20th jan to settle the issue.

23. 20th 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

24. 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 , false allegations against me and stating all my complaints were false and fabricated
- Asked to apologise to srihari kothapalli and also to mail as if all the complaints were false, which I denied
- Made me wait until 8.00pm without any answer
- Siva byrapuneni was not present at the office and was in hospital as stated by visweswar reddy
- I went to hyd without any delay to resume work

25. 22nd jan 2025

- Visweswar tried to convince me through whatsapp to agree upon false allegations, which I denied

26. 23rd jan

- Revoked apology mail sent to CEO srihari kothapalli, as mutual agreement didn't done

27. 25th jan

- Updated through a letter and got acknowledged in person, about the issue of dispute settlement which turned out to be more harassment from visweswar, ceo srihari kothapalli and company
- Joint meeting rescheduled to 31st jan

28. 29th jan

- I requested to reschedule the joint meeting

29. 10th feb 2025

- CI Nagaraju sir, called me at 9.30 pm to attend to 1 town police station, to file an fir against me from siva byrapuneni, snovasys software solutions
- When I asked to file my fir also against them, he stated as if my complaint was missing somewhere
- Immediately mailed to SP office regarding malicious retaliation and harassment , along with Collector and 1 town police station in CC.

30. 12th feb 2025

- Mailed to lodge a compliant to SP Office, ongole

31. 15th feb 2025

- Santosh, Madhapur police station constable, cyber crime called me to attend to station regarding a complaint on cyber crime issues, by visweswar reddy snovasys software solutions.
- Informed the background of issue and mailed to the correspondent department

32. 6th march 2025

- Attended Madhapur police station and went on a discussion with inspector Vijay naik sir, visweswar reddy from snovasys (as Chief risk officer)
- Inspector asked for proofs which they failed to submit
- Inspector instructed not to waste time with false allegations without proper evidence
- After a few days submitted our concern and submission stating their harassment since last 6 months and misleading cyber crime issue at sudden in Madhapur police station

33. 7th march

- Attended joint meeting in labour department ongole
- Informed about Madhapur station issue.
- Adjourned to 11th march

34. 11th march

- Informed about my absence in joint meeting
- Deputy commissioner of labour informed that the issue will be concluded in the next meeting in my presence.

35. 22nd march

- Attended in the labour department office, written a request letter to conclude the issue and not to drag further, with or without my presence.

36. 4th April

- Labour department concluded the issue and again referred to file a case in authority court

37. 10th April

- Constable haribabu called me to appear immediately in 2 days in 1 town police station, ongole regarding a fir filed against me by siva byrapuneni on 15th march without any information or intimation,

38. 12th April

- Attended police station for bail and procedures
- Asked to come again on 13th April as concerned case incharge SI is not present at the time