

Complaint Against Snovasys Software Solutions
for Bonded Labour & Harassment

To

The District Collector,
Prakasam District,
Andhra Pradesh.

Subject: Complaint Against Illegal Bonded Labour, Harassment, and Extortion by Snovasys Software Solutions, Ongole

Respected Sir/Madam,

I, Srihari Maddineni, a resident of Mittapalem, Andhra Pradesh, wish to formally lodge a complaint against Snovasys Software Solutions, Ongole, located beside Centra Café, Court Centre, Ongole, for engaging in illegal bonded labour practices, financial coercion, mental harassment, and intimidation through false allegations.

1. Illegal Bonded Labour & Financial Exploitation

- The company mandates every employee to submit a signed cheque before employment, which is later misused as a threat to enforce a 3-year employment bond.
- If an employee resigns or switches jobs, the company either withholds experience letters or misuses the cheque to file legal cases.
- I possess a copy of the offer letter that explicitly enforces this unlawful bond.

2. Harassment & Intimidation by the Company

- The company misused a cheque (₹4,87,000) signed by my mother and falsely filed a case under Section 138 of the NI Act against her.
- They attempted to file a police case against me in Ongole 1 town police station, but after my explanation, the police canceled filing the FIR.
- The company then falsely filed allegations in Telangana (Madhapur, Hyderabad), despite the jurisdiction being in Andhra Pradesh (Ongole).
- Their legal team has been sending me direct threats, which I have written proof of.

3. Mental Harassment & Extortion Attempts

- The company has deliberately dragged my case to harass and intimidate me by making me travel between Hyderabad and Ongole, causing severe mental distress and financial burden.
- They are coercing me into either paying an unjustified amount or withdrawing my legal fight.

4. Unresolved Labour Dispute & Department's Inaction

- I initially filed a complaint with the Chief Minister's Grievance Cell, which was forwarded to the Deputy Commissioner of Labour, Ongole, via the Commissioner of Labour.
- However, the Deputy Commissioner of Labour stated that this matter was beyond their jurisdiction and refused to act beyond salary disputes.
- My complaint remains unresolved since October 2024 despite repeated follow-ups.
- Shockingly, my case was once closed in December and then reopened at the company's request, indicating external influence and unfair handling.

5. Direct Involvement of CEO & Company Officials in Harassment

It is clear that these actions were carried out under the instructions of CEO Srihari Kothapalli. Additionally, under his directions, the following individuals have been actively involved in harassing, intimidating, and filing false cases against me:

- Siva Byrapuneni
- Giri Yendluri
- Visweswar Reddy

These individuals have been instrumental in misusing legal channels, coercing me financially, and causing immense mental distress.

Request for Urgent Action

In light of the above, I request your urgent intervention and action against Snovasys Software Solutions, Ongole, for:

1. Ensuring legal action against the company for misuse of financial instruments, false legal cases, and mental harassment.
2. Providing protection from further intimidation, legal harassment, and extortion attempts.

I have attached all relevant documents, including the offer letter, legal notices, labour department response, and written threats from the company's lawyer, for your reference.

I kindly request your office to treat this complaint as urgent and take necessary legal and administrative action against the company and the individuals involved.

Thank you for your time and consideration.

Sincerely,

Srihari Maddineni

Mittapalem,

Prakasam, Andhra Pradesh

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