To,

Joseph Fernandes

Vice President, HRBP

Pune Tech Hub, International Markets (IMK) (CHR)

Mastercard, Business Bay, Yerwada-411006

Subject: **Reply to Show Cause Notice**

Dear Joseph,

I do not agree with the content of Letter (SCN) as allegations against me are not justified.

I have been in Software/IT Industry from last 13 Years. I been continuously working since 14th March 2017 till date in the capacity of Individual Technical Contributor role with Mastercard and I continued with projects till date with my full capacity as a part of assignments.

I completed the given tasks successfully on given dates, as assigned to me in mentioned timeline. However manager has not provided any technical inputs as asked by me and always ignored. I may provide (make available) all the required details if needed.

There has been no reasonable and fair opportunities given to me. No coaching has been given to me by manager but I always did myself with continuous learning and implementation. Let me know if any coaching inputs are given to me.

I do not understand scale/techniques for measurement of work done by me as everything is working fine (executing) and tested as per requirements. May I know what the required levels of improvements being expected are?

I do not have any closure mail of reporting manager of the task mentioned 6th August 2018.

I continue the project/s as a part of my routine task to conclude as expected. However manager is not responding to my mails related to requirements and work. I am being ignored (side-lined) completely. Things & Facts are being manipulated intentionally to impact the yearly performance review. Also to stop/block me from looking internal (within Mastercard) career opportunities since the day I become eligible for the same.

I do not know about the reason/necessity of this letter issued to me, however I asked same to HRBP and Manager. I am also not sure of intentions and motive behind it. Also I strongly deny independent expert review of my work, there is no clarity of contents on the basis of conclusions comes out and how same is carried out (Procedure). Merely crafting hypothetical objectives and showing dependency and marking them negatively, is itself raises questions. I am not aware and I have not been asked for any input. This seems to be a one sided cooked up story. Hence I am not able to understand what is fair and transparent here?

The information given is fabricated and there is not iota truth in it. Facts are manipulated. It all shows that Managerial and administrable powers are being misused against me. These Situations are hypothetically created to mentally harass (disturb) me. It’s an unfair and biased procedure against me. Merely stating “unsuccessful” doesn’t signifies anything. Merely talking about hypothetical design patterns, programming standard and design principles of POC and improvements in software doesn’t signifies “unsuccessful” of ongoing working software(Tool) development. It’s all done to make me feel down and lowering the dignity. I am highly disappointed the way things are been carried out.

I already submitted current year (2018) Performance Review on 22nd of October 2018 for the Year 2018 (January to December) and same still need to be evaluated. Also, I was given “Meet Expected” Rating for the work done last year (2017) in the month of February 2018.

The projects I have done are working/running (Executing) fine and are being used/learned as well tools are successfully executed and tested well. All the tools and work are running successfully and there are none failures. However there are always chances of improvements in software time to time, as and when required or as per situations demands. If any issues are there in work then I am always ready to correct/fix. Let me know if anything is there. I am giving full efforts and time to organization. I am ready to contribute any additional projects/work wherever required.

Hence I am working with organization for growth and prosperity of both company and self, and contributing as on date. Looking for Long term association and cooperation from organization for the well-being overall.

**Hereby I strongly denied charges against me as those are serious allegations without any substantive reason. All is done as a planned activity, and crafted with ulterior motives. It may impact my career hence I may need/seek suitable remedy further.**

I trust the management and hope there will be no injustice with me.

With Respects

Vikas Choudhary (Emp ID: e069511)

B1-1204, Nyati Elan, Wagholi,

Pune-412207